

Equality, Diversity and Inclusion (EDI) Policy

Document Owner: BACCN Board

Approved by: BACCN Board

Approval Date: [Insert Date]

Review Date: [Insert Date]

Version: 1.0

1. Purpose

The British Association of Critical Care Nurses (BACCN) is committed to promoting equality, valuing diversity, and fostering inclusion across all areas of its work.

This policy sets out BACCN's commitment to:

- Eliminating unlawful discrimination
- Advancing equality of opportunity
- Fostering good relations between people from different backgrounds
- Creating an inclusive culture where everyone feels respected and valued

This policy aligns with the Equality Act 2010, Charity Commission expectations, and NCVO principles of good governance and inclusive practice.

2. Scope

This policy applies to:

- Members
- Board Directors and Committee members
- Volunteers
- Contractors and consultants
- Event speakers and representatives
- Staff (where applicable)
- Partner organisations working with BACCN

It applies to all BACCN activities, including:

- Membership processes
- Conferences and educational events
- Publications and communications
- Elections and governance processes
- Recruitment and appointment (paid or voluntary roles)
- Awards and recognition programmes

3. Legal Framework

BACCN operates in accordance with:

- Equality Act 2010
- Human Rights Act 1998
- Charity Commission guidance on equality and inclusion
- NCVO Code of Good Governance

The Equality Act 2010 protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

BACCN will not tolerate discrimination, harassment, bullying or victimisation related to any protected characteristic.

4. Our Commitments

BACCN commits to:

4.1 Leadership and Governance

- Ensuring diversity within Board and committee membership
- Promoting inclusive leadership behaviours
- Reviewing governance structures to remove systemic barriers
- Ensuring transparent and fair election processes

4.2 Membership and Participation

- Ensuring equitable access to membership
- Providing inclusive and accessible events
- Promoting representation from under-represented groups in critical care nursing

4.3 Education and Events

- Ensuring conference venues are accessible
- Providing reasonable adjustments where required

- Promoting diverse speakers and panel representation
- Offering inclusive language and culturally sensitive materials

4.4 Recruitment and Appointments

- Using fair, transparent selection processes
- Avoiding bias in shortlisting and interviews
- Encouraging applications from under-represented groups

4.5 Communications

- Using inclusive language
- Avoiding stereotypes or discriminatory content
- Ensuring accessibility (e.g., readable formats, digital accessibility standards)

5. Responsibilities

5.1 The Board of Directors

The Board holds ultimate responsibility for ensuring this policy is implemented and monitored effectively.

The Board will:

- Champion EDI principles
- Monitor compliance
- Review EDI performance annually
- Ensure complaints are handled appropriately

5.2 Committees and Working Groups

Committees must:

- Embed EDI principles into their activities
- Consider equality impacts in decision-making
- Escalate EDI concerns to the Board

5.3 Members and Volunteers

All members and volunteers are expected to:

- Treat others with dignity and respect
- Challenge discriminatory behaviour
- Report concerns appropriately

6. Zero Tolerance of Discrimination

BACCN has a zero-tolerance approach to:

- Direct discrimination
- Indirect discrimination
- Harassment
- Bullying
- Victimisation

Complaints will be managed in line with BACCN's Complaints Policy and Disciplinary Procedures.

7. Reasonable Adjustments

BACCN will make reasonable adjustments to remove barriers for individuals with disabilities or additional needs. This may include:

- Accessible venues
- Alternative formats for materials
- Adjusted deadlines
- Remote participation options

Requests will be handled confidentially and respectfully.

8. Monitoring and Review

To ensure meaningful progress, BACCN will:

- Periodically review demographic data (where lawfully collected)
- Monitor representation within leadership and speakers
- Review complaints and incidents relating to discrimination
- Seek member feedback on inclusion and belonging

Data will be collected and stored in accordance with GDPR and BACCN's Data Protection Policy.

9. Reporting Concerns

Anyone who believes they have experienced discrimination or witnessed behaviour contrary to this policy should report it to:

- The BACCN Chair
- A Board Director
- Or via the formal complaints procedure

All reports will be treated seriously and confidentially.

10. Policy Review

This policy will be reviewed annually or earlier if:

- There are changes in legislation
- There are significant organisational changes
- Monitoring indicates the need for revision

Statement of Commitment

BACCN recognises that equality, diversity and inclusion are not optional or aspirational—they are essential to ethical leadership, professional credibility, and the advancement of critical care nursing.

We commit to creating a professional community where all individuals are respected, supported, and empowered to contribute fully