



Equality, Diversity and Inclusion (EDI) Policy

BACCN Equality, Diversity and Inclusion Policy

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1	03/07/2026	Nicole Lee	New document
2			

Introduction

The British Association of Critical Care Nurses (BACCN) is committed to promoting and strengthening education, professional development, collaboration and excellence in critical care nursing. BACCN is committed to fostering a professional community that values dignity, respect, inclusion, integrity and accountability. BACCN is a registered charity and non-profit organisation that works to support and represent critical care nurses and the wider critical care community across the United Kingdom. This commitment underpins all BACCN activities, decisions, policies and events.

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, and creating an inclusive culture where everyone feels respected and valued.

This policy aligns with the Equality Act 2010, Charity Commission expectations, and National Council for Voluntary Organisations (NCVO) principles of good governance and inclusive practice.

BACCN Equality, Diversity and Inclusion Policy

Purpose

The purpose of this policy is to set out BACCN's commitment to equality, diversity and inclusion across its governance, membership, conferences, educational events, publications, communications, recruitment, appointment processes, awards and recognition programmes.

This policy provides a consistent framework for preventing discrimination, supporting inclusion, enabling reasonable adjustments, monitoring progress and responding to concerns.

Scope

Unless otherwise stated, this policy applies to BACCN members, Board Directors, committee members, volunteers, contractors, consultants, event speakers and representatives, staff where applicable, and 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 for paid or voluntary roles, and awards and recognition programmes.

Definitions

For this policy, the following definitions apply:

- Board of Directors means the BACCN Board of Directors, being the governing body of BACCN and the body described as the National Board within the Articles of Association.
- Board means the BACCN Board of Directors.
- Board Director means an individual appointed or elected to the BACCN Board of Directors.
- Equality means ensuring fair treatment, access and opportunity and addressing disadvantages where it exists.
- Diversity means recognising, respecting and valuing differences across individuals and groups.
- Inclusion means creating environments where people feel respected, supported and able to participate fully.
- Protected characteristics under the Equality Act 2010 include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Reasonable adjustments are changes made to remove or reduce barriers for individuals with disabilities or additional needs.
- Discrimination, harassment, bullying and victimisation are unacceptable behaviours that undermine dignity, safety and inclusion.

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Roles and Responsibilities

The BACCN Board of Directors holds overall responsibility for ensuring that this policy is implemented, monitored and reviewed effectively. Operational responsibility may be delegated to an EDI Lead, nominated Board Director, committee or working group; however, ultimate accountability for compliance and assurance remains with the Board.

The Board of Directors

- Champion EDI principles.
- Monitor compliance with this policy.
- Review EDI performance annually.
- Ensure complaints are handled appropriately.

Committees and Working Groups

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

Members and Volunteers

- Treat others with dignity and respect.
- Challenge discriminatory behaviour where it is safe and appropriate to do so.
- Report concerns appropriately.

Key Principles and Requirements

Legal framework

BACCN operates in accordance with the Equality Act 2010, Human Rights Act 1998, Charity Commission guidance on equality and inclusion, and the NCVO Code of Good Governance.

Our commitments

- Ensuring diversity within Board and committee membership.
- Promoting inclusive leadership behaviours.
- Reviewing governance structures to remove systemic barriers.
- Ensuring transparent and fair election processes.
- Ensuring equitable access to membership.
- Providing inclusive and accessible events.

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- Promoting representation from under-represented groups in critical care nursing.
- Ensuring conference venues are accessible.
- Providing reasonable adjustments where required.
- Promoting fair and balanced speaker, chair and panel representation, with consideration of gender balance, ethnicity, geography, career stage and professional background where possible.
- Offering inclusive language and culturally sensitive materials.
- Using fair, transparent selection processes.
- Avoiding bias in shortlisting and interviews.
- Encouraging applications from under-represented groups.
- Using inclusive language.
- Avoiding stereotypes or discriminatory content.
- Ensuring accessibility, including readable formats and digital accessibility standards.

Zero tolerance of discrimination

BACCN has a zero-tolerance approach to direct discrimination, indirect discrimination, harassment, bullying and victimisation. Complaints will be managed in line with BACCN's Complaints Policy and Disciplinary Procedures where applicable.

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 and remote participation options. Requests will be handled confidentially and respectfully.

Speaker, chair and panel representation

Conference and educational event programmes should be developed through fair and transparent processes. BACCN will aim to promote balanced representation, support under-represented and early-career voices, provide inclusive discussion spaces, and manage invited speaker changes in a way that maintains programme balance where possible.

Reporting Concerns

Anyone who believes they have experienced discrimination, or witnessed behaviour contrary to this policy, should report it through the relevant BACCN reporting route. Concerns may be raised with the BACCN Chair, a Board Director, the designated policy lead, an event lead where applicable, or via the formal complaints process. BACCN will take all reports seriously and ensure that they are reviewed appropriately and proportionately.

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Confidentiality and Data Protection

BACCN will handle all reports, complaints and concerns sensitively, fairly and confidentially. Information will only be shared with those who need it to investigate, manage or resolve the matter appropriately. All information and records will be managed in accordance with UK GDPR, applicable legislation and BACCN data protection requirements.

Requests for reasonable adjustments and any associated personal information will be handled confidentially and respectfully.

Monitoring and Assurance

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, and seek member feedback on inclusion and belonging.

Data will be collected and stored in accordance with UK General Data Protection Regulation and BACCN's Data Protection Policy. Findings from monitoring, feedback and complaints will inform future policy review and improvement activity.

Related Documents

This policy forms part of the BACCN policy suite and should be read in conjunction with other relevant BACCN policies and procedures, including:

- BACCN Code of Conduct, Health & Safety and Safeguarding Policy
- BACCN Conference Code of Conduct and Safeguarding Policy
- BACCN Equality, Diversity and Inclusion Policy for Speakers
- BACCN Data Protection Policy
- BACCN Complaints Policy
- BACCN Disciplinary Procedures
- BACCN Finance Policy
- BACCN Environmental and Sustainability Policy
- Relevant recruitment, appointment, awards, event and committee procedures

Review

This policy will be reviewed by the BACCN Board at least every three years, or sooner if there are changes in legislation, regulatory requirements, organisational arrangements, national guidance, monitoring findings, complaints, incidents, member feedback or equality data indicating that revision is required.

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Statement of Commitment

BACCN recognises that equality, diversity and inclusion are essential to ethical leadership, professional credibility and the advancement of critical care nursing. BACCN commits to creating a professional community where all individuals are respected, supported and empowered to contribute fully.