

**Conference
Information**



**RCN UK
Joint
Representatives'
autumn
conference 2025**

**30 – 31 October 2025
The Queens Hotel
Leeds**

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Welcome letter

Dear colleague,

Welcome to Leeds!

On behalf of the Royal College of Nursing (RCN) and UK representative committees, we welcome you to the UK representatives' autumn conference. We are coming together as a community of reps over the next two days, united in our desire to create fair, healthy workplaces where nursing staff have access to the learning and development they need.

A very special welcome to those of you attending for the first time. To support you on your first conference experience, regions and countries will be sat together on the same table so you can find each other easily. The UK reps committee members are on hand to offer support (look out for their different coloured badges) and should you have any questions, the team on the registration desk will be happy to help.

There are sensitive topics on the conference programme which may be difficult and emotionally charged for some. Please do seek support if you need it. There is written guidance available on tables offering practical advice on dealing with difficult feelings and emotions in the moment. It also details how individuals can access the RCN counselling service if needed. RCN staff trained as Mental Health First Aiders are also onsite if you need a listening ear. Staff on the registration desk can direct you to them.

RCN reps make a difference. Learning together and sharing experience enables us to go back to our workplaces with new ideas and actions to implement. Take the opportunity to visit the exhibition stands, talk to your UK rep committee members, pick up resources, ask questions and build connections with your fellow reps. You will receive a sheet where you can note down contacts, useful resources, actions and learning points to revisit after the conference.

The RCN believes in life-long learning and actively promotes the continuing professional development of nurses. For this reason, certificates of attendance are provided on arrival and the framework for reflection can be found on the reverse. You are encouraged to contribute attendance at RCN events towards your framework for reflection which can be included in your portfolio.

You will receive an email with a link to the online conference evaluation. We'd be grateful if you would complete this as soon as possible and within seven days of the conference. Your comments and feedback are invaluable in helping us plan future RCN conferences. We'd like to thank you for attending this conference and look forward to meeting you. With best wishes from your conference planning group.

RCN UK Joint Reps Planning Group

Programme at a glance



RCN UK REPRESENTATIVES AUTUMN CONFERENCE 2025

The Queens Hotel, Leeds | 30 - 31 October | Programme

Purpose of the Conference

The RCN UK Joint Reps Conference is a great opportunity to meet other reps and Committee Members that you can share ideas with, learn from and find out what is happening in your area. This learning event is for all reps, regardless of experience.

Gain the skills, knowledge and contacts you need to be active in your rep role.

DAY ONE

12.00	Registration, lunch, exhibition and networking During this time there will be information stands and staff available to answer your questions. Members of your UK representative committees and the Trade Union Committee want to hear from you during the conference. Come and meet them, share your priorities as a rep, and let them know what support and resources you need in your rep role.
13.00	Welcome and opening remarks from the Chair Vicky Brotherton, Chair UK Health & Safety Reps Committee
13.10	Welcome to Yorkshire & The Humber Region Peter Davies, Vice Chair UK Stewards Committee and Steward and Health & Safety Rep - Leeds Teaching Hospitals NHS Trust
13.20	Your union; your voice A welcome and brief overview of how your experience in the workplace can support the work of the RCN rep committees. Don't forget you can meet your committee members and find out more by visiting their stand in the exhibition area throughout the conference.
13.30	Update on pay across the UK

	Denise Kelly, Chair of Trade Union Committee (TBC) Colin Poolman, Executive Director of RCN Scotland
14.15	Bank Rates Across the UK Brian Morton, RCN Associate Director, Employment Relations Vicky Hood, Employment Relations Officer, RCN This session provides guidance for reps working with and supporting members with issues arising from working on an NHS bank. Learn how to recognise when working on the bank can undermine NHS pay, terms and conditions, understand your rights and explore practical steps members and reps can take to address issues with the organisation and resolve concerns effectively.
15.00	Update on nursing profiles Daniel Heppell, RCN England Pay, Terms and Conditions Lead Kelly Andrews, Wales Pay, Terms and Conditions – Delivery Lead
15.30	Break with exhibition viewing
16.00	Employment Rights Act Update Dominic Trendall, Senior Public Affairs Adviser, RCN Seamus Colclough, Senior Policy Adviser, RCN Latest on the Employment Rights Act. Q&A
16.35	RCN Agenda Committee Patience Bamisaye, Learning Rep and Vice Chair of Congress, RCN How do we decide what to discuss and debate at RCN Congress? Hear from Linda Bailey, Chair of Congress about how to have your voice heard and shape the agenda for Congress so that we discuss the issues that matter to your members.
17.10	Closing remarks from the Chair Vicky Brotherton, Chair UK Health & Safety Reps Committee
17.15-18.00	Fringe - Optional <i>John Charles 1 & 2</i> Workplace Incivility Bruno Daniel, Inclusion Lead, RCN Get ready to dive into an interactive and hands-on experience that goes beyond the basics! In this session, we'll collaboratively unpack the nuances of workplace incivility and its effects. Explore the principles of compassionate leadership (West, 2021) and how fostering empathic concern can transform our work

	environments. Through lively discussions, and practical exercises, you'll not only enhance your understanding of incivility but also gain valuable tools to lead with compassion and create a more respectful and supportive workplace.
19.00	Welcome drink – pick up your complimentary soft drink
19.30	RCN President's Address Bejoy Sebastian, RCN President
19.40	Dinner served
21.00-21.30	End of dinner

DAY TWO

9.00	Opening remarks from the Chair Fiona Holley, Chair UK Learning Reps Committee
9.10	Activism Academy update: Supporting and Empowering RCN Reps Professor Nicola Ranger, RCN General Secretary & Chief Executive Rhian Wheeler, Trade Union Committee and Joint Chair, RCN Reps Project George Woods, Associate Director, Activism Academy Karen Carberry, Head of Activist Learning & Development Becki Winson, Lead for Activist Communities Stuart McMillan, Digital Communications Officer This session provides an update on some key work projects being led the Activism Academy, the UK Reps Committees and the Trade Union Committee, to support and empower reps to be active in winning for members in their workplace. We'll feature an update on the Reps Project; the RCN Activism Strategy; New Rep Connect and the new RCN Activism app; and new investment in reps learning and development opportunities.
10.10	Reducing violence and aggression in the workplace Helen Metcalfe, Advanced Practitioner, Emergency Department, Salford Care Org, Northern Care Alliance Gareth Price, Assistant Director of Health Care Behaviour Management, Northern Care Alliance Work related violence against nursing staff is a significant workplace safety issue, highlighted in the RCN report on corridor

	care. In this session, Helen will present the Safe HAvEn initiative to tackle work related violence in her emergency department, including increasing reporting rates and police support. You'll be invited to consider how learning from this initiative can be shared in your organisation, to ensure that your employer is being equally proactive in tackling work related violence.
11.00	Refreshment break
11.30	The many faces of discrimination – RCN wins for members Michelle Cox, Race Equality Consultant Emma Greenbank, RCN Senior Legal Officer Discrimination in the workplace wears many faces — race, gender, disability, sexuality — and often, a range of different factors collide in ways that make it harder to see, prove, and stop. In this session, Michelle Cox, a former senior nurse who successfully won a landmark racial discrimination case shares 23 "missed opportunity" moments where action could have prevented escalation. Reps will be invited to explore these turning points and rethink how they challenge discrimination in the workplace.
12.30	Lunch and exhibition Time for a lunch break which runs from 12.30-14.00. Visit the exhibition, meet your national committees and RCN staff to ask questions and pick up resources, then join a fringe event of your choice. FRINGE EVENTS 13.00-13.50 Choose from the following fringe events (spaces are limited and offered on a first come first served basis): Fringe 1 <i>John Charles 3 or Linton</i> Industrial Action – focus group Professor Sian Moore, Deputy Dean of Research and Innovation at Anglia Ruskin University, is leading a research project on the wave of public sector strikes in 2022 – 2023 - exploring the experience and perceptions of workers involved in industrial action in rail, teaching, the civil service as well as the NHS. They are running a focus group at the conference to hear from RCN reps about their perceptions of that time. <i>Expressions of interest and participants will be confirmed in advance of the conference to ensure a diversity of experience is captured.</i> Professor Sian Moore, Deputy Dean of Research and Innovation, Anglia Ruskin University

	Minjie Cai, Associate Professor in Human Resource Management, University of Birmingham Fringe 2 <i>John Charles 1 & 2</i> Alliance in Action: Keeping Prisoner Workers ‘Safe Inside’ Working with other unions to bring about change and showcasing how the professional and trade unions arms of the RCN work together, using the Joint Unions in Prisons Alliance (JUPA) as an illustrative example. Louise Church, Senior National Officer, Health, Safety and Wellbeing, RCN Paul Bridges, Head of Further Education, University and College Union Fringe 3 <i>Palm Court</i> Organising to challenge hidden exploitation in social care This session will explore how organising can challenge hidden exploitation in social care. Find out how RCN members organised and stopped their employer from deducting more than £2,500 from wages for skilled worker visas. Clare Jacobs, National Officer, Employment Relations Kam Mak, Immigration Adviser, RCN Adam Hardman, Senior Digital Organising Co-ordinator, RCN
14.00	Chair’s welcome back Peter Davis, Vice Chair UK Stewards Committee
14.10	Closing Address and Q&A - RCN General Secretary & Chief Executive Professor Nicola Ranger
14.50	Closing remarks from the Chair
15.00	Conference closes

General information

Conference enquiries

Please ask staff on the registration desk if you have any specific requirements regarding access, lost property or have queries regarding your membership.

Badges

For security purposes, participants must wear their badges at all times. Participants will not be admitted to the conference sessions without the appropriate badge.

Name, activist role and country/region will all be shown on badges. Allocated table numbers for the conference will also be indicated clearly.

To help make everyone feel welcome and included, a coloured sticker dot is included on badges to identify first time attendees.

Programme

Please refer to the programme for details of the times and locations of all conference sessions. Staff will be on hand to guide you as necessary.

Conference table plan

To support networking, a table plan will be produced so reps are seated with their own country or region.

The table plan will be in use for the conference sessions for day one (only) but reps are free to sit on any table during the conference dinner.

Exhibition

There is an exhibition running alongside this event. These exhibitors have chosen to exhibit at this conference as they feel their products and/or services may be of interest to you. The exhibition also supports the conference, therefore please take the time to go and visit each exhibition stand during the exhibition viewing times.

Conference dinner

The conference dinner will be held at the Queens Hotel on Thursday evening, starting with a networking welcome at 7pm. Delegates will be invited to sit down for dinner at 7.30pm.

On arrival for dinner please make your way to the RCN Registration desk and collect your voucher for a welcome mocktail.

If you have any specific dietary requirements, please inform us in advance so we can ensure your needs are catered for. For any queries, please see staff at the registration desk.

Reps Hub

Main hall sessions will be livestreamed and filmed so that sessions are available for all reps not attending in person to watch live or on demand at a convenient time.

Reps can log on to the Activists Learning Portal at <https://learn.rcn.org.uk/> to access the recordings two weeks after the event.

Respect charter and code of conduct

By joining this event, all attendees agree to have read, understood and adhere to the [RCN governance documents](#) regarding respect and conduct at events.

Specific requirements

Please ask at the registration desk if you have any specific requirements (e.g. dietary, accessibility etc.)

Electronic devices

Out of courtesy to others, delegates are requested to switch off or set to silent all electronic devices during conference sessions.

Liability

The RCN will not accept any liability for loss or damage to personal effects which may arise as a result of attendance at this event.

Continuing Professional Development

The Royal College of Nursing believes in lifelong learning and actively promotes the continuing professional development of all nurses. Authorised Royal College of Nursing certificates of attendance have been issued to all participants. This event is also subject to the RCN Events quality assurance framework. You should log what you have learnt at this event using the Framework for Reflection guidelines on the back of your certificate and keep this document in your personal professional portfolio.

Free information at your fingertips

The Royal College of Nursing offers a number of FREE online resources with all the latest information and guidance on particular nursing practice issues such as: clinical guidelines, patient safety and eHealth.

Visit <https://rcnlearn.rcn.org.uk/> for more information.

LV=

Throughout their 180-year history, LV= became one of the UK's largest personal lines insurers, with their customer best interests at heart.

LV= are proud of their long-standing and successful partnership with the RCN, and are delighted to support many projects organised for RCN members.

RCN Members are entitled to a number of discounted insurance products from LV=.

For further information please visit LV.com/RCN



Quilter Financial Advisers

Quilter Financial Advisers are leading industry specialists in the NHS Pension Scheme as well as all aspects of retirement and general savings and financial planning. Whether you are confused about the changes to your pension or you are buying a house, looking for a re-mortgage or need advice on inheritance tax & estate planning, Quilter Financial Advisers can help.

All RCN members are entitled to a free initial private consultation with a professional financial adviser so come and see us at our stand to find out more and book your free 1:1.



PG Mutual

PG Mutual specialise in providing Income Protection Insurance to healthcare professionals should they be unable to work due to illness or injury. We understand the market inside out as we've been providing Income Protection for almost 100 years.

We are proud to announce our new partnership with the RCN and to be working together to protect the livelihoods of nursing staff.

RCN members are now entitled to a 20% discount on their first two years' Income Protection Plus premiums.

To find out more and to get a quote visit pgmutual.co.uk/RCN



Acknowledgement and thanks

UK Reps Committees

Region/Country	UK Health & Safety Reps Committee	UK Stewards Committee	UK Learning Reps Committee
East Midlands	Helen Inskip	Claire Amy	Maive Coley
Eastern	Vacant	Andi Blakesley	Tracey Risebrow
London	Nancy Ghansah	Noeleen Behan	Jane Connor
North West	Maggy Heaton	Bernadette Miller	Susan Mench
Northern	Andrew Mather	Michelle Jarrett-Ruecroft	Claire Reynolds
Northern Ireland	Vacant	Amanda Smith	Janine Compston
Scotland	Martin MacGregor	Destiny Osunde	Murdo Macleod
South East	Giles Loch	Stephen Shouler	Fiona Holley
South West	Vicky Brotherton	Matthew Stuart	Chris Starnes
Wales	Helen Williams	Billy Nichols	Vacant
West Midlands	Florence Rugara	Phil Cole	Anastasia Nzute
Yorkshire & the Humber	Kirsty Craven	Peter Davis	Vacant

UK Reps Committee Conference Planning Group

Fiona Holley	Chair UK Learning Reps Committee
Claire Reynolds	UK Learning Reps Committee
Andrew Mather	UK Health & Safety Reps Committee
Jackie Davies	Vice Chair Trade Union Committee
Billy Nichols	UK Stewards Committee
Denise Kelly	Chair Trade Union Committee
Vicky Brotherton	Chair UK Health & Safety Reps Committee
Deborah Shepherd	Head of Employment Relations
Phil Cole	Chair UK Stewards Committee
Deborah Haynes	Learning & Development Facilitator, Activist Learning & Development Team
Claire Kinsella	Learning & Development Facilitator, Activist Learning & Development Team

Activism Academy

Becki Winson	Lead for Activist Communities
George Woods	Associate Director
Jenny Lillywhite	Representative Support Officer
Karen Carberry	Head of Activist Learning and Development

Events Management Team and RCN AV

Leane Brogan	Corporate Events Organiser
Millie Shepherd-Gill	Events and Marketing Administrator
Lindsay Chalfont	Events Manager
Will Levatino	IT Audio Visual Engineer
Will Tomlin	IT Audio Visual Engineer

AV Team

R&B Group	https://rbgroup.co.uk/
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Exhibitors

The Royal College of Nursing would like to thank the following for supporting this event.

Name and website
LV= https://www.lv.com/rcn?utm_source=rcn&utm_medium=referral&utm_campaign=lv-editorial&utm_content=get-a-quote
Quilter https://www.quilter.com/rcn/
PG Mutual pgmutual.co.uk/RCN
RCN Library https://www.rcn.org.uk/library/
RCN Member Support Services https://www.rcn.org.uk/Get-Help/Member-support-services
RCN Changemakers https://www.rcn.org.uk/Log-In?returnUrl=%2Frcn-hub%2Frep-changemaker
RCN Case Management https://learn.rcn.org.uk/course/view.php?id=333 For CMS training contact – liza.brogan@rcn.org.uk
RCN Governance https://www.rcn.org.uk/current-elections https://www.rcn.org.uk/Get-Involved/RCN-awards
UK Reps Committees https://www.rcn.org.uk/About-us/Our-governance/How-we-work/Our-structure/RCN-committees-and-groups
RCN Stewards

<https://www.rcn.org.uk/Professional-Development/publications/rcn-stewards-role-descriptor-a4-leaflet-uk-pub-010-831>

RCN Health and Safety Reps

<https://www.rcn.org.uk/Professional-Development/publications/rcn-safety-reps-role-descriptor-a4-leaflet-uk-pub-010-861>

RCN Learning Reps

<https://www.rcn.org.uk/Professional-Development/publications/rcn-learning-reps-role-descriptor-a4-leaflet-uk-pub-010-860>

RCN Activism Academy

<https://www.rcn.org.uk/Get-Involved/Organising-for-Change>

IHSC

[Our work for members in independent health and social care | Royal College of Nursing \(rcn.org.uk\)](#)

The RCN welcomes sponsorship from the health care industry to deliver educational initiatives and events for the nursing profession. Financial support is accepted where there is clear alignment in objectives and strong grounds that the collaboration will add value to the RCN's educational offer.

The RCN works to ensure that all commercial activity is ethical, mutually beneficial and complies with the Bribery Act and relevant codes of practice e.g. Association of British Pharmaceutical Industries and Association of British Healthcare Industries.

Sponsorship or exhibition led activity does not imply endorsement by the RCN of any products and services displayed by the sponsors or exhibitors at an RCN event.

Future RCN Events

Date	Event	Location
11 November	Student Ambassador Conference	London, RCN HQ
14 November	Trauma & Orthopaedic Nursing Conference	London, RCN HQ
22 November	Nursing Support Worker Conference	London, RCN HQ
28 November	Occupational Health Conference	Online/London, RCN HQ
9 December	Women's Health Conference	London, RCN HQ
15 December	Equity, Diversity & Inclusion Conference	London, RCN HQ