

**Conference  
Information**



**RCN UK  
Joint  
Representatives'  
Spring  
Conference 2026**

**12-13 March  
The Radisson Blu  
Hotel, Glasgow**

# Contents

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|                            |    |
|----------------------------|----|
| Welcome letter.....        | 3  |
| Programme at a glance..... | 4  |
| General information.....   | 9  |
| Exhibitors .....           | 15 |
| Future RCN Events .....    | 17 |

# Welcome letter

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Dear colleague,

Welcome to Glasgow!

On behalf of the Royal College of Nursing (RCN) and UK representative committees, we welcome you to the UK representatives' spring 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 SPRING CONFERENCE 2026

Radisson Blu Hotel, Glasgow | 12-13 March 2026 | 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 | <b>Registration, lunch, exhibition and networking</b><br><br>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. |
| 13.30 | <b>Welcome and opening remarks from the Chair</b><br>Vicky Brotherton, Chair UK Health & Safety Reps Committee   |
| 13.40 | <b>Welcome to Scotland</b><br><br>Martin MacGregor, UK Health & Safety Reps Committee  |

|       |  |
|-------|--|
| 13.50 | <p><b>Career Progression for Nursing</b></p> <p>Professor Nicola Ranger, RCN General Secretary &amp; Chief Executive<br/>With Q&amp;A</p>  |
| 14.20 | <p><b>National Nursing Profiles - roll out and readiness</b></p> <p>Colin Poolman, RCN Scotland Director and Lead for Pay, Terms and Conditions</p> <p>Dawn Elliott, RCN Fair Pay for Nursing Programme Manager, Employment Relations</p> <p>Michelle Woods, RCN Senior National Officer</p> <p>Tobias Kunkel, RCN Trade Union Committee, Steward and Health &amp; Safety Rep, NHS Lothian</p> <p>How developments around national nursing profiles, the new nursing commitments, and job evaluation impact on your role as a rep.</p>   |
| 15.45 | <p><b>Break with exhibition viewing</b></p>  |
| 16.15 | <p><b>At the crossroads of risk: what LGBTQ+ identities and nursing roles reveal about workplace abuse</b></p> <p>Francis Green, Professor of Work and Education Economics</p> <p>Recent national research shows that LGBTQ+ workers and nurses separately face some of the highest risks of workplace abuse. Emeritus Professor of Work and Education Economics Francis Green will provide an overview of findings from a major 2025 report on workplace abuse across the UK which highlighted significantly increased risks faced by LGBTQ+ employees and the disproportionately high exposure among nursing staff. We'll then explore what an intersectional lens reveals for LGBTQ+ nurses, even in the absence of combined datasets. By engaging in round table discussions, participants will help shape practical next steps for RCN activists.</p> |
| 17.05 | <p><b>RCN President's Address</b></p> <p>Bejoy Sebastian, RCN President</p>  |

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|-------------|--|
|             |  |
| 17.20       | <p><b>Closing remarks from the Chair</b></p> <p>Vicky Brotherton, Chair UK Health &amp; Safety Reps Committee</p>  |
| 17.35-18.20 | <p><b>Fringe (Optional) <i>Finnieston</i></b></p> <p><b>New RCN EDI networks - how reps can get involved and use them to support their role in the workplace</b></p> <p>This year, four UK-wide EDI networks will be launched: Global Majority, LGBTQ+, Disabled and Neurodiverse and Women. Come to hear about these and help develop a strategy for how these can strengthen your work as a rep.</p> <p>Safiah Fardin, RCN Activist Engagement Officer<br/>Becki Winson, RCN Lead for Activist Communities</p> |
| 19.00       | <p><b>Welcome drink - pick up your complimentary soft drink</b></p>  |
| 19.30       | <p><b>Be seated for Civic Welcome and dinner</b></p> <p>Civic Welcome by Bailie Marie Garrity, Glasgow City Council</p> <p>Reply to the Civic Welcome by Carmel O'Boyle, Chair of RCN Council</p> <p>Dinner served at 19.50</p>  |
| 21.00-21.30 | <p><b>End of dinner</b></p>  |

# DAY TWO

|       |   |
|-------|---|
| 9.00  | <p><b>Opening remarks from the Chair</b></p> <p>Phil Cole, Chair UK Learning Reps Committee</p>   |
| 9.10  | <p><b>Organising around work-related stress as a collective issue to achieve positive change</b></p> <p>Leona Cameron, RCN Joint Head of Health, Safety &amp; Wellbeing<br/>Mike Hines, RCN Senior National Officer, Health, Safety &amp; Wellbeing<br/>Ian Graham, Lead RCN Rep, Northamptonshire Healthcare Foundation Trust</p> <p>To equip all reps with the information and tools they need to raise the issue of work-related stress in their workplace and hold their employer to account for their regulatory duties.</p> |
| 10.00 | <p><b>Avoidable harm</b></p> <p>Andrew Cooper, Head of Programmes, Employee Wellbeing, Aneurin Bevan NHS Board<br/>Kirsty Craven, RCN UK Health and Safety Reps Committee</p> <p>Reducing avoidable employee harm in the application of disciplinary and fitness-to-practice processes</p>  |
| 10.50 | <p><b>Refreshment break</b></p>   |
| 11.15 | <p><b>Supporting you to support others: building teams against burnout</b></p> <p>Becki Winson, Lead for Activist Communities<br/>Karen Carberry, Head of Activist Learning &amp; Development</p> <p>How to tackle overworking as a rep by building collective capacity and being part of the rep community.</p>  |

|       |  |
|-------|--|
| 12.00 | <p><b>Legal Update</b></p> <p>Jo Galbraith-Marten, Executive Director of Legal and Member Relations, RCN<br/>Update on recent Tribunal decisions following the Supreme Court decision in For Women Scotland.</p> |
| 12.30 | <p><b>Lunch and exhibition</b></p> <p>Time for a lunch break which runs from 12.30-13.15. Visit the exhibition, meet your national committees and RCN staff to ask questions and pick up resources.</p>          |
| 13.15 | <p><b>Chair's welcome back</b></p> <p>Fiona Holley, Chair UK Learning Reps Committee</p>   |
| 13.20 | <p><b>Closing Address and Q&amp;A - RCN General Secretary &amp; Chief Executive</b></p> <p>Professor Nicola Ranger</p>   |
| 14.00 | <p><b>Closing remarks from the Chair</b></p> <p>Phil Cole, Chair UK Stewards Committee</p>   |
| 14.05 | <p><b>Conference closes</b></p>  |

# General information

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## 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 Radisson Blu 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=

At LV=, our top priority is to do the right thing for our customers, colleagues, and communities.

We take great pride in our long-standing relationship with the RCN, and we are pleased to offer quality insurance products at discounted prices to all RCN members.

To find out more, visit [LV.com/RCN](http://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're confused about changes to your pension, understanding your Total Reward Statement, or you are buying a house, or need advice on inheritance tax and 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 initial consultation.



### 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.

RCN members are 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](http://pgmutual.co.uk/RCN)



## Acknowledgement and thanks

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### 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                     | Vacancy                   | Jane Connor                |
| North West             | Vacancy                           | 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             | Katherine Cabasan-Rose     |
| West Midlands          | Florence Rugara                   | Phil Cole                 | Anastasia Nzute            |
| Yorkshire & the Humber | Kirsty Craven                     | Peter Davis               | Tami Clayton               |

### 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  |
| Claire Kinsella  | Learning & Development Facilitator, Activist Learning & Development Team |
|                  |  |

### Activism Academy

|                  |   |
|------------------|---|
| Harry Eccles     | Head of Activist Engagement               |
| 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         |
| Sarah Stephenson | Events and Marketing Administrator |
| Anna Gray        | Events Manager                     |

|               |                          |
|---------------|--------------------------|
| Will Levatino | IT Audio Visual Engineer |
| Will Tomlin   | IT Audio Visual Engineer |

#### AV Team

|           |   |
|-----------|---|
| R&B Group | <a href="https://rbgroup.co.uk/">https://rbgroup.co.uk/</a> |
|-----------|---|

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On behalf of the Royal College of Nursing, we would like to express our appreciation and thanks to the Glasgow City Council for supporting this conference.

**GLASGOW  
CONVENTION  
BUREAU**

# Exhibitors

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

| Name and website   |
|--|
| LV=<br><a href="https://www.lv.com/rcn?utm_source=rcn&amp;utm_medium=referral&amp;utm_campaign=lv-editorial&amp;utm_content=get-a-quote">https://www.lv.com/rcn?utm_source=rcn&amp;utm_medium=referral&amp;utm_campaign=lv-editorial&amp;utm_content=get-a-quote</a> |
| Quilter<br><a href="https://www.quilter.com/rcn/">https://www.quilter.com/rcn/</a>   |
| PG Mutual<br>Add link  |
| RCN Library<br><a href="https://www.rcn.org.uk/library/">https://www.rcn.org.uk/library/</a>   |
| RCN Member Support Services<br><a href="https://www.rcn.org.uk/Get-Help/Member-support-services">https://www.rcn.org.uk/Get-Help/Member-support-services</a>   |
| RCN Changemakers<br><a href="https://www.rcn.org.uk/Log-In?returnUrl=%2Freps-hub%2Frep-changemaker">https://www.rcn.org.uk/Log-In?returnUrl=%2Freps-hub%2Frep-changemaker</a>  |
| RCN Case Management<br><a href="https://learn.rcn.org.uk/course/view.php?id=333">https://learn.rcn.org.uk/course/view.php?id=333</a><br>For CMS training contact – <a href="mailto:liza.brogan@rcn.org.uk">liza.brogan@rcn.org.uk</a>                                |
| RCN Governance<br><a href="https://www.rcn.org.uk/current-elections">https://www.rcn.org.uk/current-elections</a><br><a href="https://www.rcn.org.uk/Get-Involved/RCN-awards">https://www.rcn.org.uk/Get-Involved/RCN-awards</a>                                     |
| UK Reps Committees<br><a href="https://www.rcn.org.uk/About-us/Our-governance/How-we-work/Our-structure/RCN-committees-and-groups">https://www.rcn.org.uk/About-us/Our-governance/How-we-work/Our-structure/RCN-committees-and-groups</a>                            |
| 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                        |
|-------------------|---|---------------------------------|
| 14 March          | RCN Ophthalmic Nursing Conference             | RCN HQ, London                  |
| 15 – 16 April     | RCN Education Forum Conference                | University of Exeter            |
| 29 April          | RCN Management and Leadership Conference      | RCN HQ, London                  |
| 17 June           | RCN Long Term Conditions Conference           | Sheffield Hallam University     |
| 24 June           | RCN Neuroscience Forum Conference             | RCN HQ, London                  |
| 8 July            | RCN Acute Care Symposium                      | RCN HQ, London                  |
| 15 – 17 September | RCN International Nursing Research Conference | Strathclyde University, Glasgow |
| 22 September      | RCN Pain and Palliative Conference            | RCN HQ, London                  |
| 26 September      | RCN Travel Health Conference                  | Virtual                         |