**Business Case for Attendance: Inclusion and Diversity in Nuclear (IDN) Annual Conference 2026**

**Purpose**

To aid, approval to attend the Inclusion and Diversity in Nuclear (IDN) Annual Conference 2026 as a cost-effective investment in leadership capability, workforce sustainability, safety culture and organisational performance.

**Conference Overview**

- Event: Inclusion and Diversity in Nuclear (IDN) Annual Conference 2026
- Theme: *Inclusive by Default – How Do We Get There?*
- Format: One-day conference, with in-person and online options, on Thursday 04 June
- Audience: Leaders, line managers, HR/L&D/EDI professionals, technical and operational staff, supply chain partners
- About IDN: Industry-led organisation with a strong evidence base and a track record of practical, sector-relevant delivery.

**Business Rationale**

The nuclear sector faces sustained challenges around skills, retention, leadership capability and safety culture. Evidence increasingly shows that inclusive cultures directly support performance, engagement, retention and effective decision-making, particularly in high-risk, highly regulated environments.

The IDN Annual Conference focuses on practical application, not theory. The 2026 theme, *Inclusive by Default*, explores how inclusion must be embedded into organisational systems, leadership behaviours and decision-making, rather than treated as a standalone initiative.

**Why This Matters for Nuclear**

Attendance supports organisational priorities relating to:

- Workforce sustainability: attraction, retention, engagement, succession
- Leadership effectiveness: inclusive leadership behaviours, decision quality, accountability
- Safety culture: psychological safety, speaking up, trust and learning
- Governance and ESG: fair treatment, ethical leadership, reputation and credibility

**Value to the Organisation**

Attendance will contribute to:



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- Improved engagement, motivation and team effectiveness
- Reduced attrition and associated recruitment costs
- Stronger leadership capability at all levels
- Enhanced safety culture through trust and openness
- Insight into sector-wide good practice and emerging trends

The conference connects inclusion directly to delivery, performance and risk reduction, supporting tangible organisational outcomes.

**Delegates will gain:**

- CPD-aligned professional development
- Practical tools and frameworks for immediate application
- Insight from sector leaders and practitioners
- Expanded professional networks across the nuclear ecosystem.

**Return on Investment**

The conference delivers multi-functional value through a single one-day investment, supporting:

- HR and Learning & Development objectives
- Leadership and management capability
- EDI and ESG commitments
- Operational performance and safety culture

This concentrated approach offers strong value for money compared with multiple standalone interventions.

**Post-Conference Actions**

To maximise impact, the delegate will:

- Share key learning and insights with their team or function
- Identify practical actions for local implementation
- Feed relevant learning into existing people, safety or transformation activity.

**Recommendation**

Approval is recommended for attendance at the IDN Annual Conference 2026 as a low-risk, high-impact investment in people, performance and organisational resilience.



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