British Association for Parenteral and Enteral Nutrition

BAPEN Annual Pulse Check 2025

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Summary

BAPEN have held an annual member's pulse check since 2022 with the aim to give assurance that we are being successful in implementing the aims of our EDI policy. The Pulse Check also gives the opportunity to ask additional questions, and 2024 was the first year that we did this. Overall satisfaction with BAPEN remains high and engagement rates with the pulse check are stable.

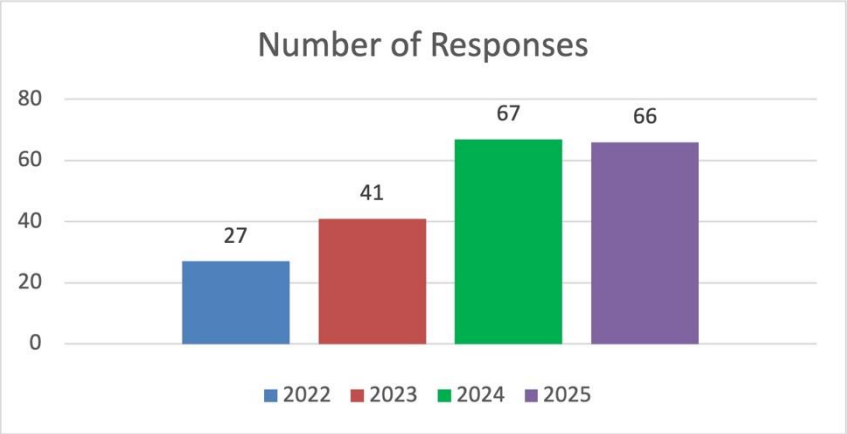
Background

BAPEN launched our Equality, Diversity and Inclusion policy in March 2021 with a policy statement that "BAPEN membership carries a commitment to treating all people equally and with respect, regardless of any protected characteristic or circumstance. Every member should be made to feel welcome, valued and included at all association meetings and events". As part of this commitment, we have undertaken an annual pulse check of our members since 2022. The same questions are used year on year with the same Likert scale of strongly agree, agree, neutral, disagree or strongly disagree to allow us to track results over time. The questions are:

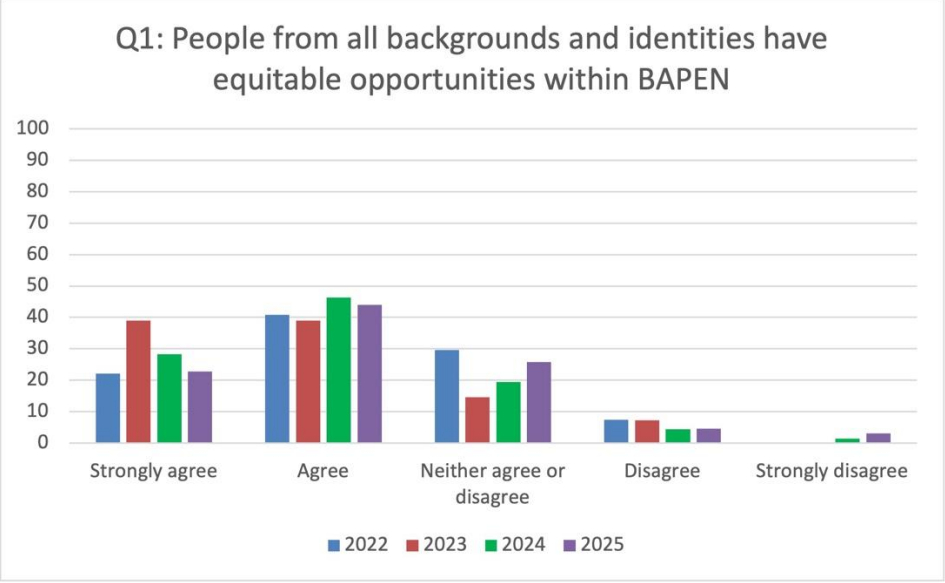
1. People from all backgrounds and identities have equitable opportunities within BAPEN.
2. I feel supported and free from prejudice and discrimination within BAPEN.
3. BAPEN values diversity
4. BAPEN leadership understands that diversity is critical to our future success.
5. I feel a sense of belonging with BAPEN.
6. I feel valued and respected by my BAPEN colleagues.
7. BAPEN believe that getting more members involved in our work makes us a stronger, better, more inclusive, and more effective organisation. We would like to hear from members about things that stop them considering getting involved as a committee member or executive officer, and possible solutions to these. Would you struggle to get paid time away from work? Is it difficult to attend in person meetings? Would evening meetings work better? Would childcare facilities at conference be useful? Please let us know your thoughts.
8. How do you prefer to receive communications from BAPEN?

Analysis

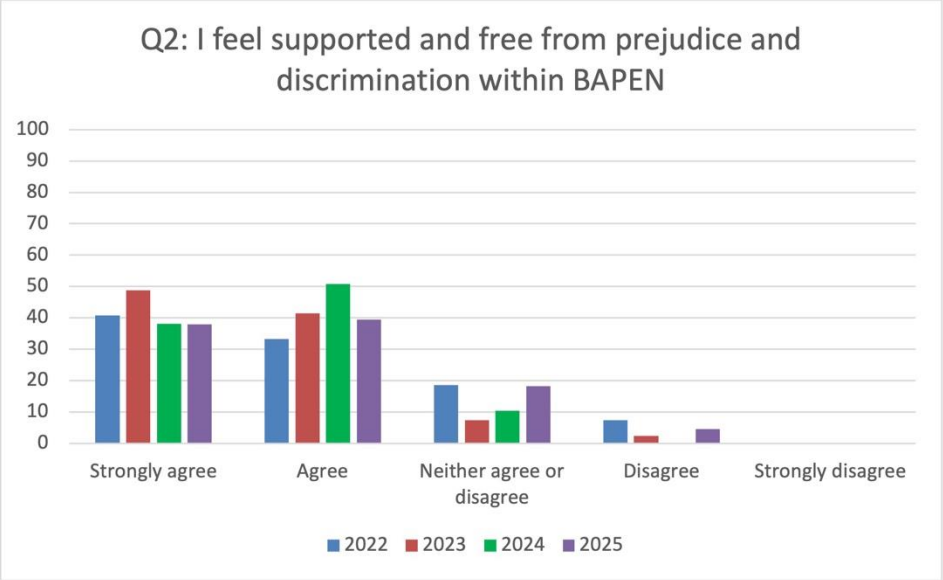
The Annual Pulse Check only represents a 7% response rate from our members which was similar to 2024, having increased since its inception in 2022. The challenge is to ensure the response rate increases in future years, in order to demonstrate to members the benefit of completing the Pulse Check and changes that take place as a result of the feedback received.



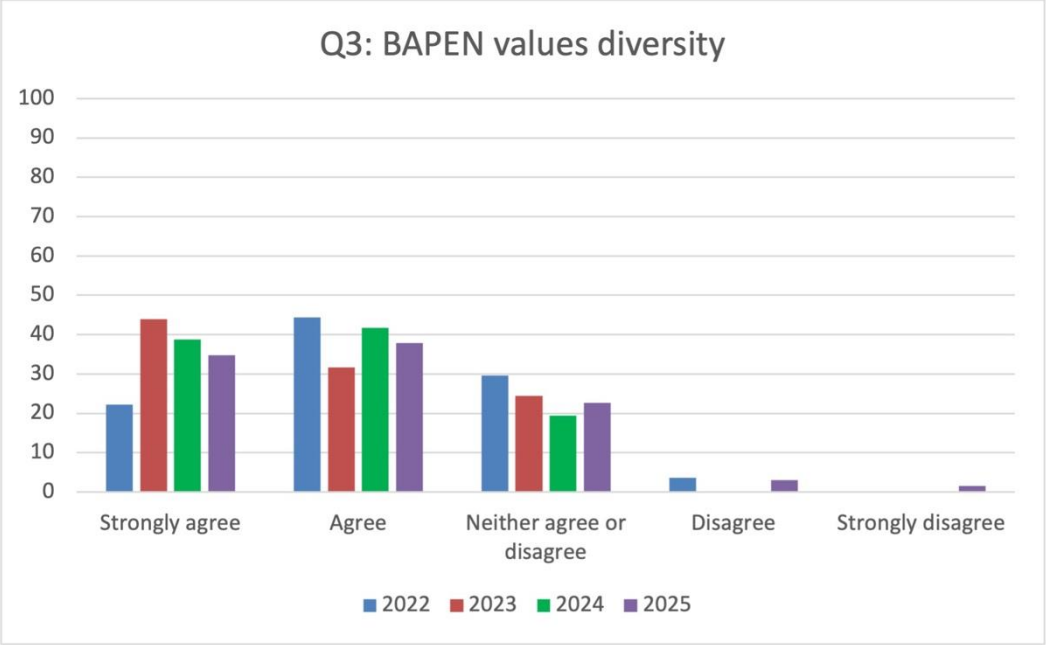
The responses to each question are presented below with the total % of responses that are positive (agree and strongly agree) across the 4 years that the survey has been held. Due to the small numbers it is difficult to draw too many firm conclusions, but we should be encouraged that the majority of members have answered positively to each question.



Overall positive responses in 2022 = 63%
Overall positive responses in 2023 = 78%
Overall positive responses in 2024 = 75%
Overall positive responses in 2025 = 67%

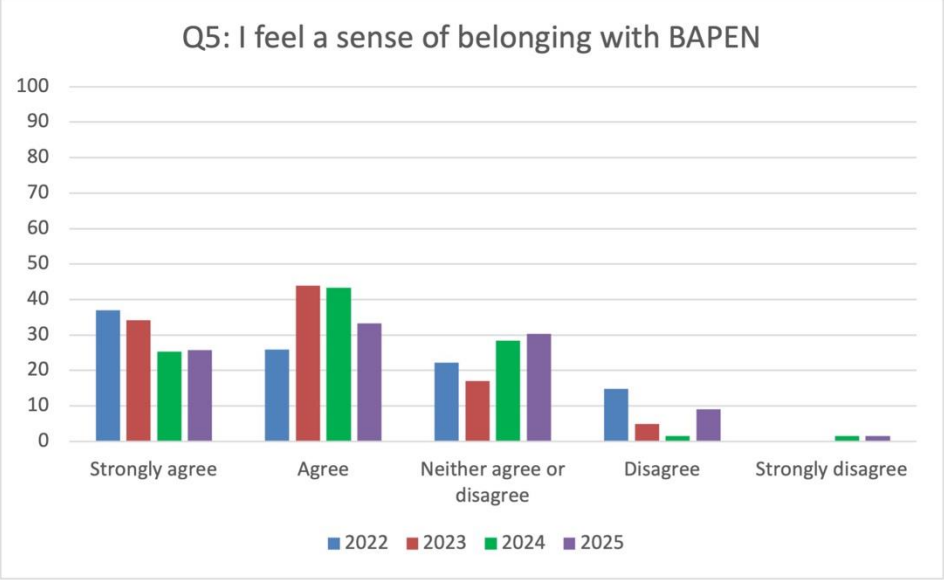


Overall positive responses in 2022 = 74%
Overall positive responses in 2023 = 90%
Overall positive responses in 2024 = 89%
Overall positive responses in 2025 = 77%

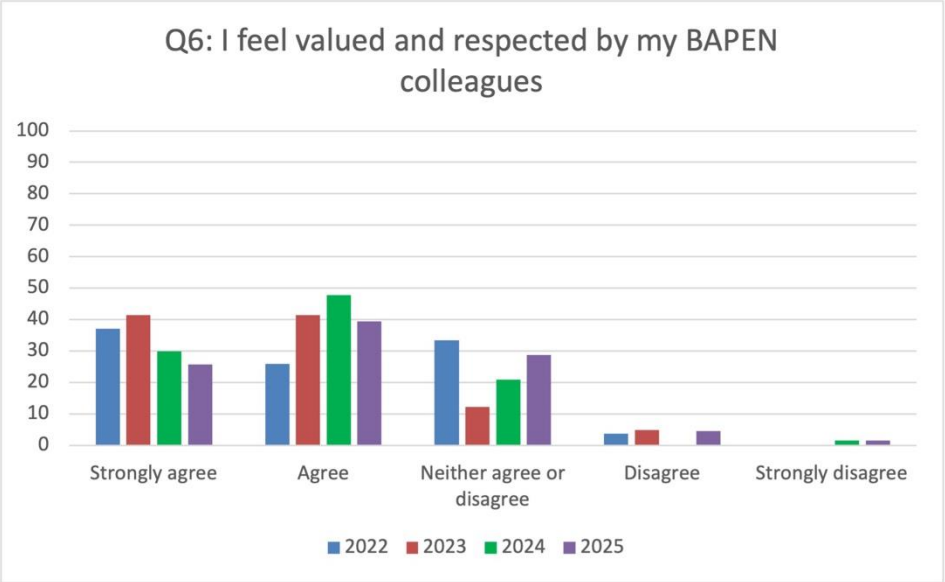


Overall positive responses in 2022 = 67%
Overall positive responses in 2023 = 76%
Overall positive responses in 2024 = 81%
Overall positive responses in 2025 = 73%

Overall positive responses in 2022 = 67%
Overall positive responses in 2023 = 80%
Overall positive responses in 2024 = 82%
Overall positive response in 2025 = 67%



Overall positive responses in 2022 = 63%
Overall positive responses in 2023 = 78%
Overall positive responses in 2024 = 69%
Overall positive responses in 2024 = 59%



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The additional questions related to what stops members being involved in committee work can be distilled into three main themes:

1. Lack of time/concern about the amount of time needed and any costs which may be incurred
2. Lack of support by managers and teams to take time out
3. Perceived lack of experience or necessary skill set to participate

The solutions suggested to enable members to become involved mirror the above three themes:

1. Develop entry level or shadow committee opportunities, including task and finish groups to allow members to dip their toe in and test the waters
2. Clear advertisements re the expectations of the role (incl time commitments and travel) and benefits being involved gives
3. Being flexible in scheduling of meetings / conferences, consider evening sessions and optimise contributions from virtual attendees
4. Mentorship
5. Job share opportunities
6. Working with employers to recognise the benefit to their organisation of releasing staff to undertake association work

Some of the perceived blocks are not within BAPEN's gift to fix, but many of the potential solutions are within our gift and give us areas to focus our attention.

Recommendations

1. BAPEN should continue to run an Annual Pulse Check and report the results to council
2. BAPEN should articulate to members the changes that are made based on the pulse check
3. BAPEN should ensure a minimum standard of information in advertisements for positions within BAPEN
4. BAPEN should consider expanding the 'Associate' Officer role if the Associate Communications officer position is successful
5. BAPEN should provide a mentorship programme to our members
6. BAPEN should continue the annual letters of thanks to the CEOs of Council Officers