

# Best of BAM – Terms & Conditions

Last updated: 06/02/2026

## 1. Organiser & Contact

- 1.1. The promoter/Organiser of this competition is The British Academy of Management, registered at Five Kings House, Queen Street Place, London, EC4R 1QS.
- 1.2. Contact for queries: [eventsandcommunications@bam.ac.uk](mailto:eventsandcommunications@bam.ac.uk) or 0207 383 7770.

## 2. Eligibility

- 2.1. Open to all BAM Members that have attended the BAM Conferences, BAM Events and Development Programmes from 1986 – 2025 from all Territories.
- 2.2. Employees, contractors, and immediate family of the Organiser or its agents are eligible to submit their photographs and enter the competition.
- 2.3. Photographs from professionally hired contractors are not permitted to be submitted to this competition.
- 2.4. Members of the Judging Panel will not be permitted to submit photos to the Competition.

## 3. Competition Period

- 3.1. Opens 2<sup>nd</sup> March 2026 at 09:00 GMT and closes 1<sup>st</sup> May 2026 at 23:59 BST.
- 3.2. Entries received after the closing date will not be accepted.
- 3.3. The Organiser reserves the right to extend or shorten the period for operational or legal reasons.

## 4. How to Enter

- 4.1. Submit entries via Smart Survey by uploading photograph(s) complying with Section 5.
  - 4.1.1. <https://www.smartsurvey.co.uk/s/BestofBAM/>
- 4.2. No purchase necessary. Internet access required.
- 4.3. Each entrant may submit up to 3 entries. Duplicate submissions or automated entries are prohibited.
- 4.4. No fee is payable to enter.

## 5. Submission Requirements

- 5.1. Theme: Best of BAM.

The Best of BAM Photo Competition celebrates everyday moments that reflect how we work, connect, and succeed across BAM. Colleagues are invited to submit photos that showcase our people, values, and ways of working, with winners recognised across six categories.
- 5.2. Format: JPEG/PNG, highest resolution available required. Maximum file size 5MB.
- 5.3. The following six (6) categories have been set as guidance for photography entries:
  - 5.3.1. Building our Community
    - Images of genuine moments of people networking, connecting, exchanging ideas, and building professional relationships.
  - 5.3.2. Participating

- Images showcasing a moment where you are sharing insights, leading discussion, or communicating your expertise to an engaged audience.
- 5.3.3. Collaborating
- Images that capture moments where people are actively working together—sharing ideas, solving problems, or co-creating insights in real time.
- 5.3.4. Supporting our wellbeing
- Images that reflect moments of relaxation, balance, and activities that support attendees’ physical or mental wellbeing at BAM events, Programmes or our Conference.
- 5.3.5. Celebrating our successes
- Images that celebrate your successes – receiving Awards and recognition, completing a significant milestone, or celebrating a meaningful professional accomplishment.
- 5.3.6. BAM Bags Around the World
- Images featuring any BAM Conference bags in different locations around the world.
- 5.4. Editing: Basic adjustments (exposure, contrast, colour, cropping, dust removal) permitted; composite images, AI-generated imagery, or content created primarily by generative tools prohibited.
- 5.5. Originality: Must be the entrant’s original work, not previously published in a major outlet or submitted to other contests with exclusive rights granted.
- 5.6. Ethics & Safety: No trespass, harassment, endangerment, or disturbance of wildlife; obtain all required permits and permissions.
- 5.7. Property Releases: Required where identifiable persons or private property are depicted; entrants must secure written releases or consent and provide them upon request. All identifiable persons must be made aware of the intent and purpose of the photography.
- 5.8. Content Standards:
- 5.8.1. No unlawful, defamatory, discriminatory, hateful, pornographic, or otherwise inappropriate content. The Organisers reserve the right to remove images that are deemed to be inappropriate, as set out in these Terms and Conditions.
  - 5.8.2. Best image resolution and quality are required when submitting images. Blurry images will be removed before judging.
- 5.9. Metadata: Remove sensitive EXIF/location data if privacy is a concern; Organiser may request original files for verification.

## **6. Judging & Selection**

6.1. The BAM office team will review submissions to ensure they do not contravene requirements on photo resolution and submission suitability, set out in Section 5.

6.1.1. The Organisers reserve the right to remove images that are deemed to be inappropriate, as set out in these Terms and Conditions.

6.2. Judging Panel: A Panel will be convened by BAM Executive to judge entries. A Panel will be convened following the closing of the competition and will not comprise of any images removed by the BAM Team.

6.3. Criteria: Creativity, technical excellence, composition, impact, adherence to theme, and originality.

6.4. Process: Shortlisting by the panel; tie-breaks resolved at the panel’s discretion.

6.5. The judges' decision is final; no correspondence will be entered into regarding outcomes.

6.6. Winners will be contacted after judging closes to notify them of the outcome.

## 7. Prizes

7.1. Prizes: These will be awarded for each category set out in Section 5.

**7.1.1. First Prize: One (1) BAM2027 Conference Ticket.**

This will cover the cost of the BAM2027 Conference fee for one person, not including Gala Networking Reception or other ticket add-ons. Prize does not cover travel, accommodation or visa costs incurred by Winner.

**7.1.2. Three (3) X Runners Up: One (1) BAM Membership.**

Each runner-up will receive either a new BAM membership or a renewal applied upon expiry of their current membership. This Membership will be for 1 year only, valid from date of activation.

7.2. Prizes are non-transferable, non-exchangeable, and no cash alternative is offered.

7.3. Substitution: The Organiser may substitute a prize of equal or greater value if necessary.

7.4. Notification: Winners will be notified via email within 30 days of the closing date and must respond within 14 days of email receipt.

7.5. Verification: The Organiser may request proof of identity, eligibility, or original files. Failure to provide within 14 days may result in forfeiture.

## 8. Intellectual Property & License

8.1. Ownership: Entrants retain copyright in their entries.

8.2. License to Organiser: By entering, entrants grant the Organiser a worldwide, royalty-free, non-exclusive licence to use, reproduce, publish, display, adapt, and distribute their entries for competition administration, promotion, exhibition, press, social media, website, and annual reports, with credit where reasonably practicable.

8.3. Entrants warrant they have all necessary rights and permissions (including model/property releases and third-party rights) for all uses detailed in these terms and conditions.

8.4. Entrants agree that the Organiser may edit, crop, or caption entries in good faith, without prejudicing the entrant's moral rights.

## 9. Moral Rights & Credits

9.1. The Organiser will make reasonable efforts to credit the photographer's name in published uses, where space and format permit.

9.2. Entrants assert their moral right to be identified as the author, subject to practical limitations in digital/social formats.

## 10. Data Protection & Privacy

10.1. The Organiser will process personal data in accordance with UK GDPR, the Data Protection Act 2018, and the British Academy of Management Privacy Policy: <https://www.bam.ac.uk/privacy-policy.html>

10.2. Personal data collected: name, contact details, entry files/metadata, releases, and prize delivery details.

10.3. Purposes: administering the competition, judging, contacting winners, publicity (if consented), and legal compliance.

10.4.

10.4.1. Personal data (such as names and contact details) will be retained only for as long as necessary to administer the competition, distribute prizes, and comply with legal obligations.

10.4.2. Photographic entries submitted may be retained for longer periods where the Organiser has a legitimate interest in using them for archival, promotional, or reporting purposes, in accordance with the licence granted under Section 8.

10.5. Rights: Entrants have rights of access, rectification, erasure, restriction, objection, and data portability. Contact [bam@bam.ac.uk](mailto:bam@bam.ac.uk).

10.6. Third Parties: Data may be shared with judges, PR partners strictly for competition purposes, under appropriate contractual and technical safeguards.

10.7. Privacy Policy: <https://www.bam.ac.uk/privacy-policy.html>

## 11. Publicity

11.1. Winners may be asked to participate in reasonable publicity (interviews, quotes, images) without additional compensation.

11.2. Entrants consent to the publication of their name and academic institution [optional] in winner announcements.

11.3. Where required, explicit consent will be obtained at the point of entry

## 12. Disqualification

12.1. The Organiser may disqualify entries that are late, incomplete, corrupted, too low resolution, infringe rights, breach these Terms, or are otherwise inappropriate.

12.2. The Organiser may remove entries found to be plagiarized, misrepresented, AI-generated without disclosure (if prohibited or undisclosed), or manipulated beyond allowed limits.

12.3. If disqualified after prize award, the Organiser may require return of the prize and may award it to another entrant.

## 13. Liability

13.1. The Organiser is not liable for:

- technical failures, network issues, or lost/delayed entries;
- any indirect or consequential loss;
- errors in third-party platforms or services.

13.2. Entrants are responsible for ensuring entries are lawful and safe; they indemnify the Organiser against claims arising from their entry content or conduct.

## 14. Accessibility & Fairness

14.1. The Organiser aims to make the competition accessible, reasonable adjustments available on request.

14.2. The Organiser may suspend, modify, or cancel the competition where necessary (e.g., fraud, technical issues, legal changes) and will act fairly and proportionately.

## **15. Governing Law & Disputes**

15.1. These Terms are governed by the laws of England & Wales, and the courts of England & Wales have exclusive jurisdiction.

## **16. Complaints & Queries**

16.1. For complaints or questions, contact [bam@bam.ac.uk](mailto:bam@bam.ac.uk). The Organiser will acknowledge within 5 business days and aim to respond within 10 business days.

## **17. Miscellaneous**

17.1. If any provision is found invalid, the remainder remains in effect.

17.2. Failure to enforce any provision does not constitute a waiver.

17.3. The Organiser may update these Terms; material changes will be posted at <https://www.bam.ac.uk/knowledge-hub/best-of-bam-photo-competition.html> with the effective date.

17.4. These Terms constitute the entire agreement relating to the competition.