

Inclusive  
Employers

Making



inclusion



an everyday



reality

## We're the UK's first and leading membership organisation focused on all aspects of equality, diversity and inclusion for employers.

Inclusive Employers was founded in 2011 in response to a consultation with employers at the time of the launch of the Equality Act 2010.

Employers wanted to reshape the equality, diversity and inclusion agenda and shift the agenda from being 'charitable activity' to commercial and organisational critical action.

We are now the UK's driving force and leading experts on inclusion and diversity in the workforce.

We have approaching 150 member organisations representing the public, private and third sectors with an employee reach of well over a million people.

## We're making change happen by including everyone



Colleagues from member organisations speaking at a panel event.

## Everyday Inclusion

We support employers to create inclusive workplaces that are representative of their communities, where all colleagues feel valued and can contribute their skills and ideas fully so that their organisation can prosper.

Members have access to consultancy, training and thought leadership, to help make inclusion an everyday reality in their organisations.

## How do we do this?



### Membership

We provide employers with innovative diversity and inclusion solutions and best practice through one-to-one inclusion support.



### Events, workshops and conferences

We raise awareness of difference and showcase innovation.



### Consultancy

We review and develop strategies, cultures and systems to develop inclusive working environments.



### Training, Learning and Development

We equip people with new skills and greater confidence.



### National Inclusion Standard

We provide organisations with the opportunity to measure progress on their inclusion journey.

## Our approach

We build relationships with our members that are both strategic and agile.

We do this by developing a deep understanding of your culture, objectives and offering. Our dedicated team of highly experienced diversity and inclusion consultants act as your critical friend and will support your organisational, team and individual inclusion objectives.

We bring members together to collaborate and address shared challenges with determination, integrity, and a bit of fun.



### Membership

We listen to organisations, those who are champions of the agenda and those looking to begin their journey towards inclusion and we create the resources and networks to support you in developing your inclusive culture. When you join Inclusive Employers, you get more than a badge - you get a relationship.

We work collaboratively with organisations and have developed reports and guidance including, the Government Equalities Office guidance on the Recruitment and Retention of Trans\* Employees and the Alzheimer's Society guidance for Dementia Friendly Employers.



### Events, Workshops and Conferences

Members have access to our series of workshops and events, these are developed to showcase thought leadership and stimulate innovation in inclusion. Our conferences (which are discounted for members) are sector or issue specific. Recent conferences include TICTOC (The Inclusion Conference for Train Operating Companies), and Strategies, Successes and Sustainability: a one-day conference for staff network members.



### Consultancy

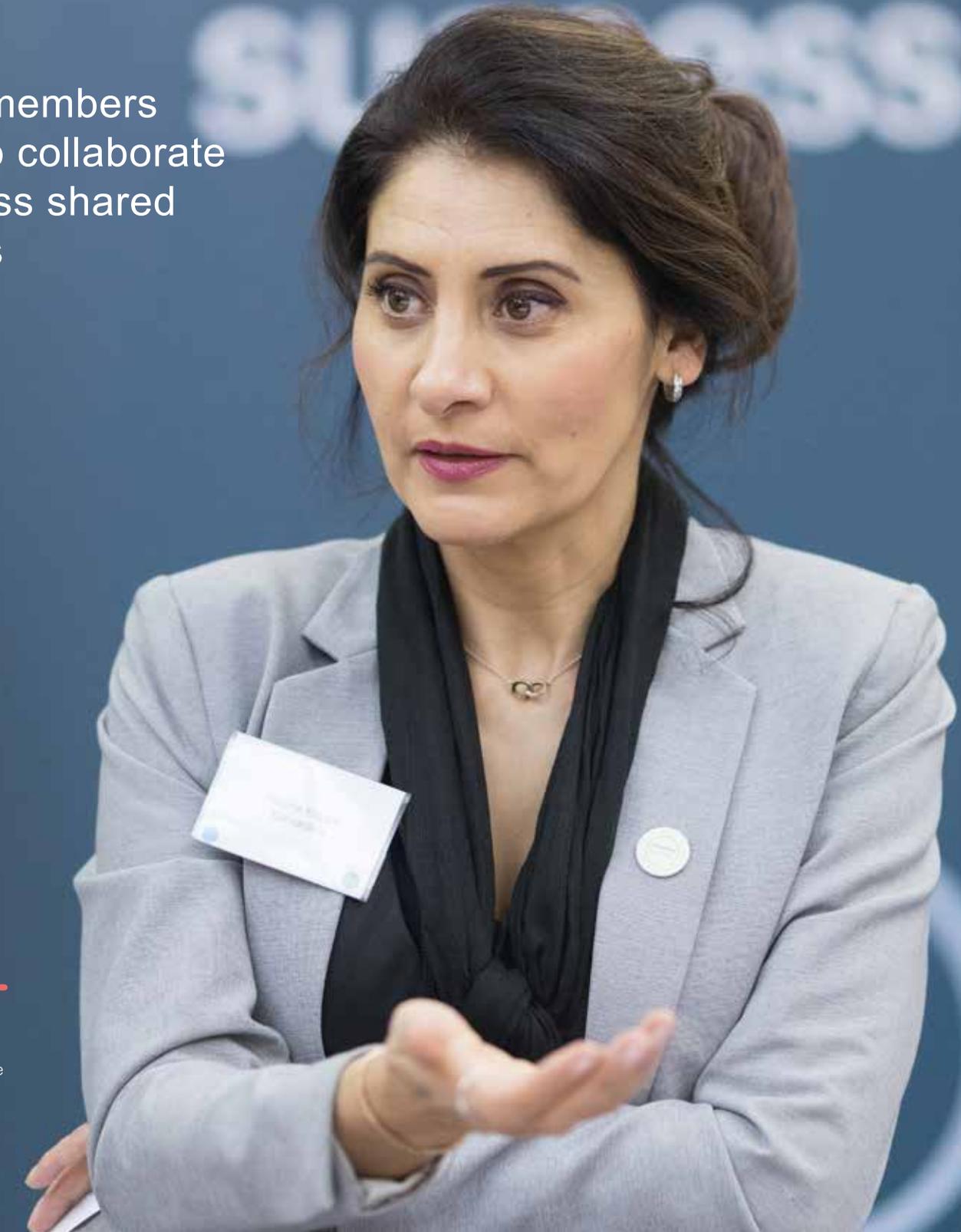
Through understanding your business, workforce and culture, we will find a solution to meet your organisation's objectives. Our consultancy offering is wide ranging. Each solution delivers achievable outcomes. We can offer: one-to-one support for a D&I manager who is new to their role, a review of your People Policy Suite to be updated in line with best practice, chairing inclusion steering groups, developing and writing your inclusion strategy, data gathering and analysis for your annual report and much more.



### Training, Learning and Development

Working with you to develop an outcomes focused inclusive training plan, we'll develop innovative techniques to engage delegates, using blended learning approaches including classroom-based, drama-based, webinars and e-learning.

## We bring members together to collaborate and address shared challenges



One of our members leading a discussion at The Speaker of The House of Commons' BAME Challenge event.

## Our Corporate Member offer:

**6 Resource Packages per year. Past Packages have included:**

- International Women's Day
- Mental Health Awareness Week
- Ramadan
- Carers Week
- LGBT
- Black History Month



Monthly reviews with a **dedicated specialist** diversity and inclusion consultant.

**Everyday Inclusion**, our weekly newsletter is delivered to your inbox for 39 weeks a year.

11 issues of **Inclusion Insights** - our monthly deep-dive newsletter

**A half day learning or awareness event run in your organisation which could include:**

- Unconscious Bias
- Banter
- Inclusive Leadership
- Introduction to Inclusion

**10 free bookings\* (per year)** on our innovative inclusion events calendar.



**Participation in major research projects and national campaigns**, such as Trans\* Guide and Dementia Guide, National Inclusion Week and The Speaker's BAME Challenge.



\*Places at our conferences may be chargeable.

## Our Partnership Member offer:

**5 days of Inclusion and diversity consultancy with one of our Directors or 7 days with a Senior Consultant.**



**Position your organisation as one of the UK's most committed to workplace inclusion.**



**Premium access to PR opportunities and profile raising on Inclusion and Diversity. One of our Inclusion and Diversity Directors or Senior Consultants as your dedicated account manager.**



← .....  
**All of that plus all of this**  
 ..... →

## We work with our members to develop approaches and programmes that embed inclusion into everyday operations.

### Recent case studies of our work:

#### Case study 1

A national utility company wants to harness the talent of Black, Asian and Minority Ethnic (BAME) colleagues and increase diversity amongst middle and senior managers.

The brief was to create opportunities to develop leadership skills, confidence, and the ability to thrive while being part of a minority group in a majority white British environment. In response we developed and ran a series of two day programmes providing practical strategies to support personal and professional development. This programme has had significant impact which included delegate promotions and will be rolled out to other groups.

“The feedback was so positive from the pilot that we have now built an enhanced version of the programme, we are not just talking about the need to change, we are making it happen. A number of delegates from the pilot have already achieved their goal of promotion.”

D&I and Talent Specialist

#### Case study 2

The brief was to create an impactful training programme for a Train Operating Company that would have lasting behavioural change for all 1400 rail staff. The programme we developed focused on behaviour, impact and opportunity, and covered the Equality Act, bullying and harassment, understanding difference, unconscious bias, workplace banter, inclusive language and culture. We used a blended approach of facilitator led sections, group activities, self-reflective learning, discussion, acted scenes and actor/delegate interaction. By using actors in realistic workplace scenarios we are able to hold a mirror up to the delegates own behaviour and in a safe and non-threatening way help them to be more inclusive.

“The feedback from employees was that the training was very engaging and impactful. It really enabled our employees to fully understand the impact unconscious biases had on their actions as well as the impact of banter in the workplace.”

Strategic Labour Needs and Training Manager

**To see more case studies of our consultancy and training visit our website.**

Passion, ambition  
and a focus on  
embedding inclusion



Participating in one  
of our workshops.

## Making Inclusion an Everyday Reality



National  
**Inclusion**  
Standard

Register  
now

Our National Inclusion Standard provides employers with a framework for setting and writing your inclusion & diversity strategy. Put simply, it's the best way of checking how much of an inclusive employer your organisation is.

Participating employers demonstrate their work in 6 areas of Inclusion & Diversity and receive a confidential score and banding (Gold, Silver or Bronze) that enables them to understand what's going well and where they need to focus their efforts.

Why participate?

- Assist with developing an action plan or diversity & inclusion strategy
- Help you to understand in very practical terms what 'good' looks like across your organisation, what is and isn't working, and what you need to do in order to get it right
- Provide impartial, objective evidence to persuade senior management to invest in business improvement
- Compare your performance with organisations
- Measures progress and rewards innovation.



Inclusion, Diversity  
and Equality Programme  
Level 6 Certificate and Level 4 Award

Book  
your  
place

Ready for a new challenge? If you:

- Would love to be able to show your credentials in creating inclusive and diverse workplaces and cultures
- Want to heighten the profile of our profession
- Are ready to expand your mind and outlook

Our new CMI accredited programmes are specifically designed for diversity, inclusion and organisational development professionals. The programmes run regularly throughout the year.

If you'd like to find out more, please get in touch.



Member  
toolkit

Harnessing BAME talent: A guide for UK employers.

The toolkit is organised into 4 main sections and also includes a resources section at the end:

- Data – How your BAME diversity data can help you identify appropriate actions and strategies.
- Attraction – Attracting BAME talent and ensuring recruitment and selection processes are identifying the best talent.
- Development – Bespoke development activities to address personal and professional development for BAME employees.
- Leadership – We all have a shared opportunity to lead on this agenda.
- Resources – A selection of resources to support your programme of activity.

The BAME Challenge Toolkit is free for our members.



**National  
Inclusion Week**  
2018 <sup>24-30</sup>  
September

Take  
part

National Inclusion Week is an annual opportunity to raise awareness of inclusion in the workplace.

The 2018 theme was Everyday Inclusion, which aimed to:

- Celebrate everyday, practical ways you can create an inclusive environment in your workplace and inspire others to do so
- Engage your organisation in the commercial and social opportunities of inclusion
- Generate new ideas to make inclusion an everyday reality

In 2018, Inclusive Employers partnered with Sky in order to:

- Widen the reach of National Inclusion Week
- Celebrate the way inclusion has been embedded at Sky
- Inspire action on inclusion in every workplace.

SAVE  
THE  
DATE

**National Inclusion Week 2019 –  
23rd September to 29th September**

**We don't do rhetoric, we do reality.**

**We don't do spin, we do sustainability.**

**We inspire others to drive diversity and inclusion.**



**Join us and join in**

[info@inclusiveemployers.co.uk](mailto:info@inclusiveemployers.co.uk)

020 7803 0689

19 Short Street, London, SE1 8LJ

[www.inclusiveemployers.co.uk](http://www.inclusiveemployers.co.uk)

Design by [www.strudel.co.uk](http://www.strudel.co.uk)