

# Making inclusion an everyday reality



National  
Inclusion Week



If you require this document in an alternative format please contact [info@inclusiveemployers.co.uk](mailto:info@inclusiveemployers.co.uk)

**We are the first and leading membership organisation for employers who are committed to prioritising inclusion and creating truly inclusive workplaces.**

Established in 2011, Inclusive Employers are experts on workplace inclusion.

We support organisations to be more inclusive and diverse. In inclusive workplaces all employees are valued and contribute towards the success of their organisation.

We operate nationally and globally as leading experts on workplace inclusion.

We have over 400 member organisations representing the public, private and third sectors with an employee reach of well over a million people.

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**Inclusive Employers fully support you in your inclusion journey and bring the best out in your organisation.**





# Championing 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, thought leadership, webinars and resources that support them to make inclusion an everyday reality in their organisations.

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**Very responsive and helpful  
with any queries, big or  
small. Love the resources  
and top tips guides!**





# Our services that enable Everyday Inclusion



## Membership

We provide employers with innovative inclusion and diversity solutions and best practice through tailored expert support. As a member you will have access to a wide range of benefits including on-tap expert advice from your dedicated account manager. You will have access to our weekly webinar programme and our comprehensive and expanding bank of inclusion and diversity resources across the full spectrum of inclusion topics.



## Webinar programme

Our members receive five free places on all of our webinars. These webinars, open to members and non members, are coordinated with the diversity calendar and cover a broad range of inclusion topics. They showcase thought leadership and offer practical steps for your inclusion practices.



## Qualifications and courses

We offer three levels of Chartered Management Institute (CMI) accredited courses to support and inspire inclusion learning, whatever stage of your career you are at. Whether you're a network lead, inclusion ally, I&D or HR professional, or a business leader, we have a learning solution for you.



## Consultancy

All employers face different challenges so we'll work in partnership with you to understand your organisation's inclusion objectives. After getting to know your organisation, workforce and culture we can review and develop strategies, cultures and systems that will create inclusive working environments.

Examples of consultancy include writing I&D strategies and action plans, inclusive recruitment, pay gap consultancy and policy reviews.



## Inclusive Employers Standard Accreditation

Become accredited as an inclusive employer. Our inclusion accreditation, the Inclusive Employers Standard (IES), is a fantastic opportunity to measure, review and celebrate your organisation's inclusion achievements. We incorporate a feedback process that is action focused and goal orientated, to ensure you are supported to develop your inclusion agenda.



## Inclusion and diversity training

We provide bespoke training and workshops to suit the needs of your organisation. We'll work with you to develop an outcome focused inclusion training plan that will include innovative techniques to engage delegates, through blended learning approaches..



# Become an Inclusive Employers Member

Membership with Inclusive Employers gives you access to expert inclusion and diversity support from established leaders in the field. We're trusted by over 300 of the UK's largest organisations to be their inclusion and diversity partner, supporting them to make inclusion an everyday reality.

## Our approach

We work in partnership with our members and have a collaborative approach that is informed by listening. You might be at the beginning of your inclusion journey or a highly experienced I&D professional – our approach is to support you whatever stage you are at. We will tailor our expert support and knowledge to provide you with confidence and practical advice.

You will have a dedicated account manager who will really get to know you, so we can respond dynamically to your needs and help you to maximise the value of your membership. You will have the opportunity of monthly catch ups so you can review progress and ensure you're up to date with our latest resources and webinars.

You will also have access to our Members Desk to support with questions, research queries or resource requests. We also create opportunities for networking between members, like Members United – a space to share knowledge, learning and grow together.

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**What I love about the team at IE is how approachable and 'Human' you all are - this makes working with you a positive experience. Behind the personable approach however is true trusted credibility which is invaluable.**



# Benefits of Membership



## Inclusion and Diversity webinar programme

Our webinar programme offers 240+ hours of learning per year. Membership includes five places on every webinar, for you and your team, and we aim to deliver at least 48 webinars a year. The programme complements the inclusion and diversity calendar, targets emerging issues and hot topics in inclusion and diversity and is responsive to evolving member needs.

## Plus

- Expert inclusion and diversity advice on tap from a dedicated account manager.
- An “inhouse” training session or half-day of specialist consultancy.
- Discounts on:
  - CMI Inclusion and Diversity Qualifications
  - Inclusive Employers Standard inclusion accreditation
  - Mental Health and First Aid training



## Member-only inclusion and diversity resources

Membership includes access to the member's area of the Inclusive Employers website, where you can download factsheets, resource packages and top tips. These range on topics from 'A Guide to Sustainable Staff Networks' and 'Sexual Harassment Package' to resources that support events in the diversity year e.g. LGBT+ History Month, Black History Month, International Women's/Men's days.

- Everyday Inclusion, our weekly members' newsletter.
- Access to our Members Desk for research queries and the ability to canvas other members with a question or problem.
- Opportunities to network with other member organisations via our community, Members United, and to participate in major projects.



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**Partnering with Inclusive Employers feels like being part of a community. It's about having external perspective and expertise to call upon to test our approaches or help us overcome our challenges. It's like having a friend you can trust, to be honest with you, to support you, and to energise you.**





91%

of our members are  
very or extremely  
satisfied with their  
Inclusive Employers  
membership

Membership Survey March 2021

# Types of Membership\*

Inclusive Employers offer two tiers of membership: **Corporate or Partnership**.

Whatever your needs, our goal is to enable members to grow and develop, and through our solution-focused approach we will ensure your inclusion challenges are understood and overcome.



## Corporate Membership

Our Corporate Membership offer includes all of the benefits listed on the previous page.



## Partnership Membership

In addition to our Corporate Membership benefits, our Partnership Membership offer includes seven days of consultancy. Partnership membership gives you time and expertise to deep dive into specific inclusion challenges your organisation is facing – do you need support to create and roll-out your inclusion and diversity strategy, reviewing and writing policy, or a culture review?

\* We adapt and improve our member offer from time to time so always check the latest information on the membership pages of our website where more details of the offer are provided.

For more information please email us or visit our website.

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I always find with Inclusive Employers' webinars you get genuine experts presenting tangible actions that can be used to achieve genuine change.

# Inclusive Employers Standard



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**The process was really straightforward and easy to complete, and it was really useful to hear the feedback provided by the Inclusive Employers team – their insight helped us to understand which areas we could improve on and where we excelled.**

Our Inclusive Employers Standard is a step-by-step, evidence-based accreditation tool. It provides organisations with an opportunity to become accredited as an inclusive employer and provides 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 six areas of Inclusion & Diversity, known as the six pillars:



**Engage**



**Equip**



**Empower**



**Embed**



**Evaluate**



**Evolve**

They receive in-depth, confidential feedback and practical recommendations (alongside being awarded a Gold, Silver or Bronze banding) that enable them to understand what's going well and where they need to focus their efforts.

Organisations at an early stage in their inclusion journey that are not yet ready to seek accreditation can benefit from the Inclusive Employers Standard Foundation Assessment.

The Foundation is flexible in that it can be undertaken at any point in the year. It offers an external review of your current inclusion programme with structured feedback and recommendations for next steps.

## Why participate?

- Become an accredited Inclusive Employer organisation
- Assists with developing an action plan or diversity & inclusion strategy
- Helps 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
- Provides impartial, objective evidence to persuade senior management to invest in business improvement
- Compare your performance with organisations
- Measures progress and rewards innovation.

For more information please email us or visit our website.



# Inclusion & Diversity Qualification Courses



## Level 6 Certificate in Leading Equality, Diversity & Inclusion

At Inclusive Employers, we want to enable inclusioneers to truly progress their careers in inclusion and diversity. Since 2017, we have teamed up with the Chartered Management Institute (CMI) to provide our specialist Inclusion and Diversity Qualifications.

### The content includes:

- Exploring the drivers for EDI and the legal framework surrounding equality in the UK
- Inclusive leadership, inclusive decision making and how to plan for and measure success with data-driven approaches
- Understanding different organisational cultures and values, and their impact
- Coaching skills for leaders

The six-day programme is delivered virtually over a 4-5 month period. Delegates are expected to supplement the training with self-directed study and our in-house experts provide continual student support and feedback.

Our qualification pass rates are 95%.

The programme runs regularly throughout the year.

**We also offer Level 5 and Level 4 courses, please see our website for further information.**

For more information please email us or visit our website.

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**Steven is a brilliant facilitator who guided us with ease. His in-depth knowledge of the subject ensured that each participant was able to be fully engaged and catered for via the virtual classroom.**



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