



**Creating a better employee experience, for all.**

Create a sense of belonging within your organisation so that employees feel able to be themselves, connect freely with their colleagues and take advantage of the opportunities available to them.

# WELLBEING, ENGAGEMENT & INCLUSION





## INTRODUCTION

**Creating fair, people centred, and engaging cultures requires specific focus on ensuring inclusion and diversity are prioritised.**

Managers need to know how to take the lead in eliminating discrimination and exclusion, how to recognise it, understand its impact and deal with it effectively. Unfortunately, managers sometimes struggle to know how to make real impactful change.

We work with leaders to enable them to take practical steps to shift understanding, implement effective strategies and address discriminatory behaviours at the systemic, team and individual level.

Exclusion can take many forms, from systemic discrimination to team behaviours that diminish the experiences and potential of people. We know that this can happen on the basis of characteristics such as race, culture, LGBTQ+, disability, gender, neurodiversity and mental health. The way people work, the processes used and how we communicate can have highly discriminatory and offensive impacts on others. Understanding and addressing this is a priority in the work we do. Our expert team of wellbeing, engagement and inclusion consultants offer the following services:

- ✔ Training
- ✔ Audit Services
- ✔ Policy Reviews



An inclusive workplace is one where we can be the best version of ourselves: free from judging, condemning or excluding because of our age, race, gender, class, physical ability, mental health, sexuality, or religious preferences.



# THE TCM WELLBEING, ENGAGEMENT & INCLUSION MODEL



We believe that there are three key elements to creating inclusive workplaces:

## Understanding of personal mindsets & impacts

As a first step, individuals must be aware of their own differences, and the impact of their upbringing and life experiences on the way in which they perceive others. In doing so we can expand our own knowledge and seek out opportunities to become more diverse in our interactions.

## Recognise & acknowledge difference

Leaders must recognise their responsibility as role models to the members of their teams. Recognising difference simply isn't enough to achieve excellence.

We must acknowledge differences, by having the uncomfortable conversations which allow our employees to show up and be themselves. It is also a manager's role to take a genuine concern for the health and safety of their team members, and to celebrate the brilliance of their people.

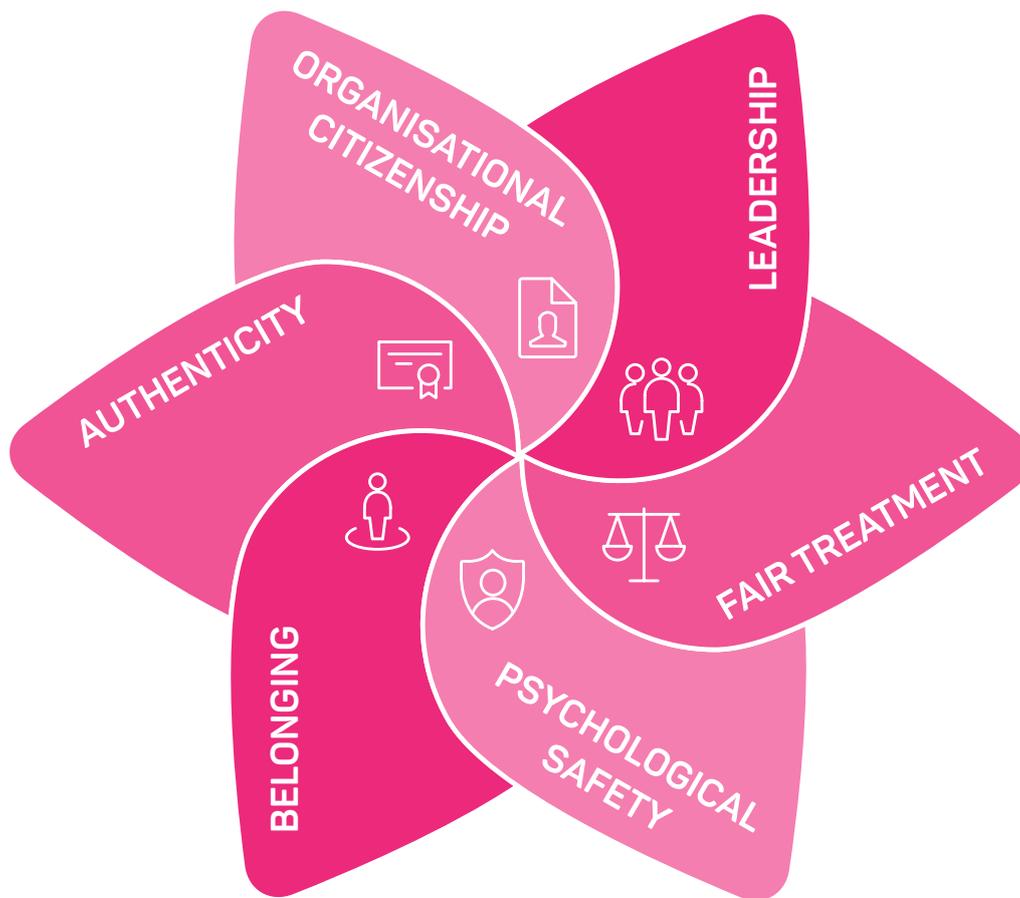
## Proactively challenge discrimination

At the systemic level, organisations must have the systems in place, to tackle all forms of discrimination. All staff members must be aware of the behaviours that are and are not acceptable, and the organisation must be seen to be taking suitable action, when required.

# WELLBEING, ENGAGEMENT & INCLUSION TRAINING

Our wellbeing, engagement and inclusion training is designed to deliver the competencies needed to enable teams to create and sustain a positive working culture. Learners will be immersed in an experiential learning experience and build an understanding of the wider impacts of exclusion and how to overcome these.

Our off-the-shelf training courses are delivered across a half or full day session. They are built upon the 6 key domains in relation to an individual's perception of inclusion:



## By attending our training, your managers and teams will:

- ✔ Be equipped with some practical steps to ensure their teams are inclusive and respectful of all employees.
- ✔ Understand cultural competency and how they can account for differences in customs, in a respectful manner.
- ✔ Develop the skills to have confident conversations around issues of exclusion and discrimination.
- ✔ Understand the importance of being an active bystander to respond to unacceptable behaviours as they happen.

# SPECIFIC TRAINING MODULES

In addition to the above offering, we can also tailor our training to focus on more specific topics within the wellbeing, engagement and inclusion space, including:

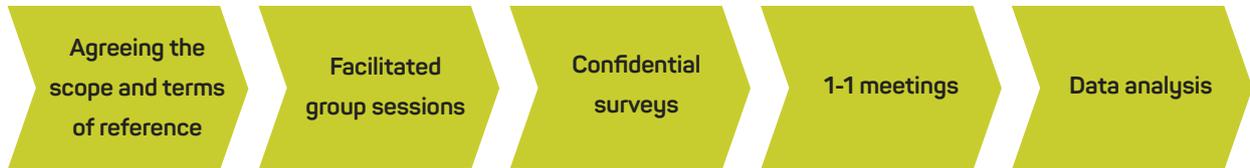
Racism: Awareness & Inclusion	Gender Equality & Sexism	LGBTQ+ Awareness	Neurodiversity & Mental Health Awareness	Mental Health First Aid
Learn how to create inclusive cultures, identify racism and address racist and discriminatory behaviours and practices at work.	Workplace structure, behaviours and attitudes can reinforce inequality of opportunity and disengage employees from achieving their potential. Attendees will leave with practical actionable plans for change in their workplace.	Attendees will learn about the impact of bias against LGBTQ+ employees and service users, and also how this can be identified and tackled.	The programme will provide clarity on how neurodiversity and mental health awareness is essential in the workplace to create equality of opportunity.	Attendees learn how to spot triggers of mental health issues and how to respond and help someone in distress, or who requires support.



# WELLBEING, ENGAGEMENT & INCLUSION AUDITS

For organisations seeking to review their existing approaches to wellbeing, engagement and inclusion, our independent audit services are an excellent place to start. We apply an action-based research model, which can be applied to a small group of stakeholders, or across an entire organisation.

The Audit process includes a range of key components, including:



At the end of the audit process, we will produce an in-depth report, outlining key findings, including a comparative assessment against your internal policies and procedures. Based on all available data, we'll outline a list of recommendations, with a proposed plan for implementation. We can also provide benchmark models against which improvements can be compared and measured.

## Policy Reviews

Our expert team of consultants can also perform a review of your existing policy documentation, to assess the role they play in promoting wellbeing, engagement and inclusion within your organisation.

We can carry out an in-depth analysis across a range of relevant policies:

-  Bullying & Harassment
-  Equal Opportunities
-  Employee Code of Conduct
-  Whistleblowing

## WHAT NEXT?

Creating an inclusive workplace culture, where differences are valued, and employee wellbeing is prioritised, can be a challenging task. We are here to support you on that journey. Each package we deliver is unique and carefully tailored to the specific needs of the individual organisation.

Contact us today for a free consultation meeting, with one of our expert consultants.

# TCM

GROUP

Train · Consult · Mediate

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