health shield

Wellbeing
the best of health

4 tips to create a more inclusive workplace

Create an environment where everyone can thrive

Content reviewed in January 2025
By Health Shield's Wellbeing Team

Inclusion is about ensuring every individual feels valued, respected and empowered to contribute.
National Inclusion Week[1] serves as a reminder to reflect on your organisation's progress and find ways to foster a more inclusive culture.

Inclusion goes beyond diversity. It's about creating an environment where everyone, regardless of their background, feels they belong and can thrive.

The impacts of a non-inclusive workplace

- A non-inclusive environment can have an impact on employee wellbeing, leaving employees feeling isolated, undervalued and unsupported. This can lead to increased stress, anxiety and burnout

- Employees who don't feel included are less likely to share ideas or participate fully, which can have an impact on the team dynamic

- Employees who feel excluded are more likely to disengage and seek opportunities elsewhere. High turnover rates can be costly for organisations, both financially and in terms of lost talent

---

[1] National Inclusion Week

4 tips to create a more inclusive workplace

1 Equal Opportunities

Ensuring that all employees, regardless of their background, identity, or personal circumstances, have access to the same opportunities for growth, development and success.

- Provide opportunities such as mentorship and training

- Implement unbiased pay structures and conduct regular audits to ensure pay equity

2 Representation

A truly inclusive workplace should reflect a diverse range of identities, experiences and perspectives at every level—from entry-level roles to senior leadership.

- Actively seek diverse talent by partnering with organisations that support underrepresented groups

- Create leadership pipelines for employees from different backgrounds to ensure diverse representation at decision-making levels

- Regularly review workforce demographics and take action to address imbalances

3 Open Communication

Create a workplace culture where employees feel valued, heard, and safe to express their thoughts, concerns and ideas.

- Encourage leaders to practise active listening and model inclusive behaviour

- Create safe spaces for employees to share their experiences, such as anonymous feedback channels or employee forums

- Provide training on inclusive language and communication to prevent unintentional bias

4 Inclusive Policies and Practices

Beyond creating an inclusive culture, organisations must implement concrete policies that promote fairness and respect for all employees.

- Regularly assess and update diversity and inclusion strategies to reflect changing needs and best practices

- Involve employees in shaping policies by seeking their input through surveys and feedback sessions

The benefits of creating an inclusive workplace

- Diverse perspectives lead to creative problem-solving and better decision-making

- Employees who feel included are more likely to be motivated and productive

- Organisations with strong inclusion practices are more appealing to top candidates

Inclusion is not just an initiative - it's an ongoing commitment to creating a workplace where everyone feels valued, heard and empowered to succeed. By embedding inclusive practices into your organisation's culture, you create stronger teams, unlock innovation and drive meaningful progress.
National Inclusion Week is a time to take action, small changes can lead to a lasting impact.

Extra benefits, extra care

Help your people discover and make the most of the additional benefits in their health cash plan.

Find out more

Health Shield Friendly Society Limited
Electra Way
Crewe Business Park
Crewe
Cheshire
CW1 6HS

Tel: 01270 588555

Got a question about your cash plan?
Check out our FAQs

in health-shield-friendly-society-ltd

Discover more at **healthshield.co.uk**