



Living Well North Tyneside

Supporting Health and Wellbeing

National Inclusion Week (NIW), held from the 23rd to the 29th of September 2024, is an annual event across the UK that celebrates everyday inclusion in all its forms. Created by Inclusive Employers, this week provides an opportunity for organisations, communities, and individuals to come together to promote the importance of inclusion in workplaces and society.

The aim of NIW is to raise awareness about the positive impact that inclusive practices have on people's lives and to inspire actions that create more welcoming and supportive environments for everyone.

Why is Inclusion Important?

Inclusion means ensuring that everyone—regardless of their background, identity, or circumstances—feels valued, respected, and able to contribute fully. In practice, this involves recognising and removing barriers that might prevent people from participating equally in society or the workplace.

While diversity celebrates the differences among people, inclusion ensures that these differences are embraced and integrated into everyday life. Inclusion is not just about recognising obvious factors such as gender, race, or disability; it also encompasses less visible traits like neurodiversity, mental health conditions, and socioeconomic backgrounds.

National Inclusion Week reminds us that we all have a role to play in fostering environments where everyone can thrive. Whether at work, in schools, or within our communities, small actions can make a big difference in ensuring that inclusion is embedded in everything we do.

Theme for 2024: “Everyday Inclusion”

The theme for National Inclusion Week 2024 is “Everyday Inclusion,” focusing on the daily actions, behaviours, and decisions that contribute to creating an inclusive culture. Rather than viewing inclusion as an abstract goal, this theme highlights that inclusion happens in the small, everyday moments—when we listen, when we accommodate others' needs, and when we challenge exclusionary practices.

In the workplace, for example, this could mean ensuring that all voices are heard in meetings, providing flexible working arrangements, or making sure recruitment processes are accessible to people from diverse backgrounds. In communities, it could involve supporting local inclusion initiatives or fostering a welcoming environment for people of all ages, abilities, and cultures.

How to Get Involved in National Inclusion Week

There are many ways to participate in National Inclusion Week 2024, whether you're an individual, a business, or part of a community organisation. Here are some ideas for how you can get involved and promote everyday inclusion:

1. **Host Inclusive Events** – Organise activities, workshops, or discussions that promote awareness of inclusive practices. This could involve training sessions on unconscious bias, mental health awareness, or accessibility in the workplace.
2. **Raise Awareness on Social Media** – Use your platform to spread the message of inclusion. Share stories, facts, and tips on fostering inclusivity, and use the hashtag #NationalInclusionWeek to connect with others participating in the campaign.
3. **Inclusive Leadership** – Encourage leaders in your organisation to lead by example. Inclusive leadership involves being open to diverse perspectives and creating an environment where all team members feel they can contribute authentically.
4. **Support Inclusion Charities and Organisations** – Many non-profit organisations work to promote inclusion for specific communities. Consider supporting these groups through donations, volunteering, or partnership initiatives.
5. **Reflect on Your Own Practices** – Take some time to reflect on your own behaviour and attitudes. Are there areas where you could improve your own inclusive practices? Learning and self-awareness are key components of fostering everyday inclusion.

Creating an Inclusive Culture in the Workplace

A key focus of National Inclusion Week is helping employers create more inclusive workplaces. This involves adopting policies and practices that promote equality, flexibility, and respect. Inclusive organisations often report higher levels of employee engagement, productivity, and innovation because people feel safe, valued, and supported.

Examples of inclusive workplace practices include:

1. **Flexible Working Policies:** Ensuring that everyone, regardless of their personal circumstances, has the ability to balance work and life effectively.
2. **Accessible Recruitment:** Removing unnecessary barriers from the hiring process, ensuring that people of all abilities can apply for roles.
3. **Ongoing Training:** Providing staff with regular opportunities to learn about inclusion, from recognising unconscious bias to improving mental health support.
4. **Employee Resource Groups (ERGs):** Setting up groups for underrepresented employees can give them a voice and create a support network within the workplace.

The Future of Inclusion

As inclusion becomes more deeply embedded in society and the workplace, it's important to recognise that it is an ongoing journey. National Inclusion Week serves as a reminder that inclusion is a collective effort that requires continual reflection, learning, and action.

Inclusion is about more than just ticking boxes; it's about creating environments where everyone can flourish, no matter who they are or where they come from. The small, everyday acts of inclusion—whether it's listening, accommodating different needs, or simply offering support—are the foundation of a more equitable and compassionate society.

During National Inclusion Week 2024, let's take the opportunity to reflect on how we can build more inclusive spaces in our workplaces, communities, and personal lives. By working together to make everyday inclusion a reality, we can create a world where everyone is valued and included.

Related Links

- [Inclusive Employers](#)

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