

Values and Inclusion-Based Employers (VIBE) Training Programme

Introduction

VIBE is an innovative training programme designed to support businesses in becoming **Values and Inclusion-Based Employers**. The course provides employers with **insight and practical strategies** to embed inclusivity into their company culture, ensuring meaningful social impact through policies and practice.

Participants who complete the course will earn the **VIBE Mark**, which they can feature on their promotional materials—showcasing their commitment to **workplace inclusivity and social change**. The programme consists of eight sessions led by **trainers with lived experience**, alongside a practical values-based checklist, culminating in an action plan tailored to each organisation's inclusion strategies.

Summary

An interactive, intensive training course empowering businesses to become truly inclusive employers.

- ✦ **Duration:** 8 x 2-hour online sessions
- ✦ **Max Cohort Size:** 8-15 organisations or individuals (to create a safe, confidential, and supportive environment)
- ✦ **Ideal Participants:** senior managers, team leaders, front of house, and HR/corporate governance staff, EDI Champions

Objectives

- ✓ Enable businesses to **explore the benefits and challenges** of inclusive workplaces
- ✓ Provide a **safe space** for asking difficult questions to **lived-experience specialists**
- ✓ Build confidence in implementing **inclusive policies and practices**
- ✓ Support organisations in developing **tailored VIBE strategic plans**

Outcomes

- ✓ Enhanced understanding and competency in **Equality, Diversity, and Inclusion (EDI)**
- ✓ A **clear action plan** for embedding inclusivity into workplace culture

- ✓ The **VIBE Mark**, signifying commitment to **social inclusion**—a valuable asset for recruitment and customer engagement
- ✓ Ideal for businesses wanting to evidence their commitment to adding **social value** to their work

Certification

🎓 Participants attending **at least 6 out of 8 sessions** will earn the **VIBE Mark**, which they can proudly display on company marketing materials.

Programme Structure

- 📅 **Week 1:** Introduction to VIBE & identifying key inclusivity challenges
- 📅 **Weeks 2-7:** Sessions led by social enterprise specialists with lived experience
- 📅 **Week 8:** (two weeks later) Participant presentations outlining their VIBE strategic plan

Additional Benefits:

- 🎯 Follow-up resources for further learning/ digital resource platform
- 🎯 Optional mentoring

Financials

💰 Costs are tailored depending on the size of the business and numbers of attendees. Please contact us for a bespoke quotation.

Notes & Strategic Partnerships

- ✓ **Welsh Government backing**—committed to promoting VIBE through its networks
- ✓ **Unique co-production approach**, engaging trainers with **lived experience in disability and ethnic diversity**
- ✓ **Help demonstrate your commitment to being a Disability Confident Employer**
- ✓ **Link to Anti-Racism Action Plan for Wales**
- ✓ **Alignment with Social Firms Wales' priority** to transform workplace culture

Training Programme Details

Session Breakdown

Each session will be **highly interactive**, allowing businesses to confidentially share VIBE-related challenges and collaboratively solve them.

Session Format

- ✦ **30% Knowledge Transfer** (legal responsibilities & best practices)
- ✦ **20% Real-life case studies & multimedia examples**
- ✦ **40% Problem-solving, idea generation, breakout activities**
- ✦ **10% Key takeaways & learnings**

Session Topics

- **Session 1:** Introduction to VIBE – Why inclusion matters for business success
- **Session 2:** "Beyond Borders: Cultural Competency for Modern Teams"
- **Session 3:** "Together Against Racism: Creating Inclusive Work Environments"
- **Session 4:** "Neurodiversity at Work: Embracing Difference"
- **Session 5:** "Beyond Compliance: Disability inclusion with meaning"
- **Session 6:** "Different Ways to Shine: Supporting Learning Disabilities at Work"
- **Session 7:** "Open Doors: Welcoming LGBTQ+ at Work"
- **Session 8:** Participant Presentations – Action plans for embedding inclusivity

Final Presentations

- **15 minutes per participant, using any format that ensures accessibility**
- **Action plan covering Neurodiversity, Race, Physical Disability, and Learning/Sensory Disability, and welcoming LGBTQ+ workers-** implementation within 6 months.

Final Thoughts

The VIBE programme is **more than just training**—it's a movement towards **truly inclusive workplaces**. Taking part in VIBE could be a game-changer in supporting companies to **live their values, challenge norms**, and build work environments where everyone thrives.

To discuss whether VIBE is suitable for your organisation or business, please contact CEO, Rosie Cribb by email: rosiecribb@socialfirmswales.co.uk to arrange a call.