

Psychological Safety & Allyship



Facilitator-led,
on-demand learning



Our vision: To build a world where everyone brings their true self to work.

Impact of our training*:

- 100% gained valuable insights into the power of psychological safety
- 100% left feeling empowered to be active allies
- 98% developed the confidence to recognise and challenge microaggressions
- 94% believe the training will positively impact workplace inclusion

*2024 End of Training Evaluation data

Skills 4 is a multiple award-winning diversity and inclusion consultancy. Established in 2006, we have unrivalled expertise in engineering, construction and STEM sectors, offering practical, evidence-based learning solutions focused on real workplace outcomes.

Organisations perform at their best when people feel able to contribute ideas, ask questions, challenge constructively and bring their authentic selves to work. Creating this environment requires more than good intentions. It requires practical behaviours that foster trust, inclusion and psychological safety across teams.

Our Psychological Safety and Allyship development sessions provide organisations with a flexible way to build awareness, confidence and capability across their workforce.

Unlike traditional e-learning, these on-demand, facilitator-led programmes are built around real workplace scenarios, practical application and proven approaches developed through two decades of supporting organisations across engineering, construction and other STEM sectors.

Introduction to Psychologically Safe Teams (90 mins)

This concise **foundation session** introduces the key principles of psychological safety and allyship, helping employees understand the role they play in creating a workplace where everyone feels respected, valued and able to contribute.

Participants will explore:

- What psychological safety means in practice
- The link between inclusion and performance
- Common barriers to speaking up and participating fully
- The role of allyship in creating supportive workplace cultures
- Practical actions that can make a positive difference

Est. 2006

Skills 4

Building Psychologically Safe Teams (2 hrs)

Designed for **managers and people leaders**, this **development session** explores the critical role leaders play in shaping team culture and creating environments where individuals feel able to contribute, challenge and perform at their best.

Participants will gain access to a workbook, practical tools and resources to support ongoing application and reflection.

The programme explores:

- The manager's role in creating psychological safety
- Recognising behaviours that help or hinder inclusion
- Building confidence in supportive and inclusive conversations
- Role-modelling allyship in day-to-day practice
- Creating team environments where people feel safe to contribute and innovate

"It has been a pleasure working with Skills 4 in the quest to embed best EDI practice and allyship in our organisation. The team and programmes are outstanding and producing excellent results. I can highly recommend working with Jayne and the Skills 4 team and look forward to continued collaborations."

Fran Long,
Head of Training and Talent Development,
The Faraday Institution.



Check out our Psychological Safety & Allyship resources

[Allyship as a Critical Skill](#)

[Creating Psychologically Safe Places to Work](#)

[The Year of the Ally: empowering people for positive change](#)

[Why is Inclusive Leadership Important?](#)

Alumni Membership:

All delegates are invited to join the Skills 4 alumni group which provides a platform to network and share best practice across different organisations within the sector. We host regular free refresher training and expert talks for our alumni members.



 skills4training.org

 [@skills-4-UK](https://www.linkedin.com/company/skills-4-uk)

 info@skills4uk.com



Est. 2006

Skills 4