

PsyQSafe

silence isn't neutral  it's a signal

PsyQSafe



PSYCHOLOGICAL SAFETY

THE TOOL THAT DOESN'T FLINCH:

A new way to see, hear and fix what your culture isn't saying. It's a psychologically safe alternative to traditional diagnostics, designed to surface truth, not trigger defensiveness.

Built on emotional intelligence, identity-aware analysis, and human-centred design, **it hears what other tools miss.**

We don't ask people to be brave. We make it less dangerous to be honest.

PsyqSafe is the only diagnostic that:

- 01 Maps emotional signals:** (fear, shame, withdrawal, masking)
- 02 Integrates: identity, power, culture, and history**
- 03 Uses non-pathologising diagnostics:**
we don't treat silence
as personal failure
- 04 Embeds interoception:** how safety
feels in the body
- 05 Offers blame-free truth facilitation:**
not just surveys
- 06 Highlights pattern risk:** when silence
isn't random, it's systemic



What's the truth behind the silence?

	EMOTIONAL COMPLEXITY	IDENTITY & LIVED EXPERIENCE	TRAUMA-INFORMED INSIGHT	ROOT CAUSE ANALYSIS	NON-PATHOLOGISING APPROACH
Amy Edmondson's Model	✓ Emphasises open communication and learning from mistakes	⚠ Focuses on team dynamics; less on individual identity factors	⚠ Addresses fear and interpersonal risk but not trauma explicitly	⚠ Highlights systemic issues but not deep root causes	⚠ Promotes learning not blame, but doesn't interrogate why some groups stay silent or how the system reinforces it.
Timothy Clark's 4 Stages	✓ Addresses vulnerability and progression through safety stages	⚠ Aims for inclusivity but may not delve deeply into diverse lived experiences	✗ Does not explicitly incorporate trauma-informed principles	⚠ Focuses on behavioral stages rather than systemic root causes	⚠ Frames resistance as a safety issue, but lacks a deeper lens on emotional suppression or systemic causes.
Google's Project Aristotle	⚠ Recognises the importance of psychological safety but lacks depth in emotional aspects	✗ Does not specifically address identity or lived experiences	✗ Trauma considerations are not part of the framework	⚠ Identifies team effectiveness factors but not underlying causes	⚠ Emphasises team trust, but offers no analysis of identity, trauma, or historical harm that shape voice.
SCARF Model	✓ Based on neuroscience; addresses emotional triggers	⚠ Considers social domains but not specific identities	✗ Does not include trauma-informed insights	⚠ Focuses on immediate social interactions rather than root causes	⚠ Minimises threat response, but still centres individual behaviour over structural context.
Fearless Organisation Scan	✓ Measures psychological safety levels and encourages open dialogue	⚠ Includes diversity aspects but may not fully capture lived experiences	✗ Trauma is not a focal point	⚠ Provides insights but may not delve into systemic root causes	⚠ Promotes openness, but doesn't ask why some people consistently don't feel safe enough to contribute.

A Comparison table PsyQSafe vs The 5 Leading Psychological Safety Models

What do we mean by silence?

Silence isn't just the absence of noise. It's the presence of something deeper, **unspoken, unacknowledged, unseen.**

In most workplaces, silence looks like neutrality on a survey. A polite nod in a meeting. A missed exit interview.

But underneath? It's **fear. Fatigue. Fragile identities** navigating **unsafe** spaces. It's **emotional labour** and **trauma**. It's the **burnout** behind the **brave** face.

They demand a **forensic** understanding of what's going unsaid, and why.

Modern **mental health needs** demand **more** than "open door policies" and team check-ins.

Trauma, identity, emotional safety, might just be the **missing links** your culture's been ignoring.

PsyQSafe is the only diagnostic that **picks up** these **missing frequencies.**

...silence isn't neutral  It's a signal.

Other models misdiagnose, and here's why that matters

The **top five psychological safety models** (*Edmondson's Team Learning, Clark's 4 Stages, Google's Project Aristotle, SCARF, and the Fearless Org Scan*) all contribute value, but they **miss key elements that have never been more critical:**

01 Emotional Complexity

These models largely ignore emotional data, treating psychological safety as a team trait, not an emotional state

02 Identity-Linked Experience

Most models apply a one-size-fits-all lens, failing to account for how race, disability, gender, class, or neurodivergence impact safety

03 Trauma-Informed Insight

None of the dominant models acknowledge that employees may be navigating legacy trauma (personal or institutional).

04 Systemic and Human Distortion

Other tools track symptoms (like lack of feedback), but don't uncover why, the system design, or the individuals actively or unconsciously distorting the cultural signal.

05 Systemic and Human Distortion

PsyqSafe is grounded in human respect, we don't reduce people to "resistors", "bad managers", or "lacking resilience."



FAD
VENDING INC



B1

B2

B3



B4

B5

B6



B7

B8

B9



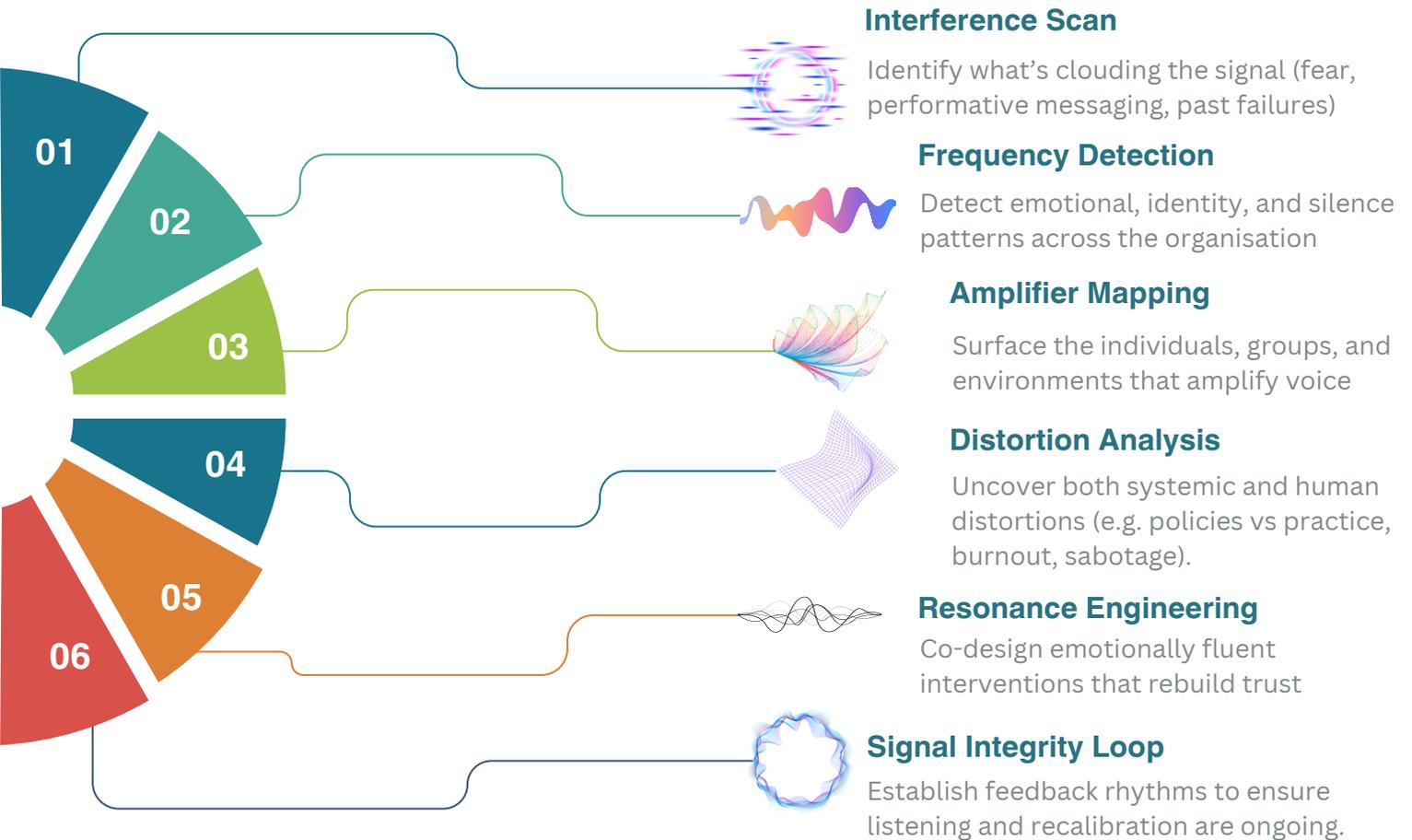
PUSH



SELECT TRAUMA OR IDENTITY

PsyqSafe

Six-Stage Model



Deliverables

Want to see if is right for you? Let's talk. We'll share a sample diagnostic output, walk you through the model, and explore how it can be tailored to your culture, sector, and challenges.

1 Embedded Psychological Safety Support:

A flexible, diagnostic-to-design service that helps organisations build emotionally intelligent systems, design trust-rich environments, and maintain ongoing cultural recalibration without the jargon or theatre.

2 Cultural Signal Map (visual)

A high-impact visual snapshot showing where voice flows freely, where it's suppressed, and how safety shows up across the organisation.

3 Identity-Specific Insights Report

A breakdown of how psychological safety differs across race, gender, disability, class, and neurodivergence—highlighting the safety gaps most tools overlook.

4 Amplifier & Distortion Heatmaps

A dynamic visual of the individuals, groups, or systems amplifying trust—or distorting it—so you can focus your efforts where they matter most.

5 Emotional Patterning Summary

An insight-rich overview of the emotional language, behaviours, and cultural undercurrents shaping how people engage, retreat, or protect themselves.

6 Resonant Intervention Design Toolkit

Custom-built solutions that don't just "fix culture"—they land emotionally, rebuild trust, and resonate with the people they're meant for.

7 Leadership Briefing & Signal Loop Setup

A clear, executive-ready synthesis of the findings plus an embedded rhythm for ongoing listening, recalibration, and accountability.

Next Steps:

Want to see if it is right for you?
Let's talk.

- We'll share a sample diagnostic output
- Walk you through the model, and
- Explore how it can be tailored to your culture, sector, and challenges.



Born out of lived experience

Inclusion Crowd was born in the hearts and minds of people who forged careers and honed expertise in a world of inequity and exclusion.

It was born out of shared pain and frustration and a burning desire to see real change in our lifetimes.

Government, industry and society have talked about equity, diversity and inclusion for too long. There's a disconnect between the words and the reality.

The rate of change is embarrassing. The accepted standard for taking action and making a difference is offensive.

Everyone can see it. No one will say it.

That. Ends. Now. With the united voice of the Inclusion Crowd.



It is our mission to ensure organisations reflect society at all levels

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www.inclusioncrow.com





UK companies exposed to legal challenge, reputational damage, and tribunal loss.

Inclusion Crowd launches free boardroom briefing to help organisations stay compliant and defensible under UK law

Title: DEI Policy Risk, Compliance & Strategic Value
Prepared for: Executive Board / C-Suite
Date: April 2025 (Q2)
Prepared by: [Inclusion Crowd](#)

Risk Briefing

1. Executive Summary

In light of recent rollbacks of DEI (Diversity, Equity & Inclusion) initiatives in the US, this *briefing clarifies the legal, regulatory, and reputational implications for UK-based organisations.*

Key messages:

- **The Equality Act 2010 prohibits both direct and indirect discrimination** and mandates **proportionate positive action, not affirmative action.**
- **Rolling back DEI policies in the UK increases exposure** to discrimination claims, breaches upcoming compliance duties, **and undermines statutory defences.**
- DEI is not optional, it is a **business-critical risk mitigation strategy** that supports **compliance, talent strategy, ESG, and corporate governance.**

This briefing sets out the legal position, risks of non-compliance, and recommended actions.

2. Purpose of the Briefing

- **Clarify the legal status** of DEI in Great Britain.
- **Distinguish the UK approach** from US developments.
- **Assess legal and reputational risks** linked to policy removal or weak implementation.
- **Recommend actions** to ensure ongoing compliance and board assurance.

Risk Briefing

3. Context & External Landscape

- In the US, the Supreme Court ruling in SFFA v Harvard (2023) has curtailed race-based affirmative action in education.
- President Trump's Executive Orders (2025) seek to dismantle DEI initiatives across federal and private sectors.
- Some UK executives are now questioning their own DEI policies, mistakenly applying US panic to GB compliance.

However, **the UK legal environment is fundamentally different.**

4. Legal & Compliance Overview (GB Focus)

- **Equality Act 2010: Prohibits direct and indirect discrimination** across 9 protected characteristics.
- **Positive action is lawful** under Sections 158 and 159, provided it is proportionate, evidence-based, and not outcome-driven.
- **Affirmative action** (e.g., race-based quotas) **is not permitted in the UK.**
- **Statutory duties under Section 40A (harassment) will expand in 2025**, requiring "all reasonable steps" to prevent workplace harassment.
- **Section 109: Employers are liable for discrimination** unless they can prove they took reasonable steps (e.g., DEI training, robust policies).

"Without DEI policies, it would be hopeless [to rely on the statutory defence]." – Glyn & Dobbie

Risk Briefing

5. Risk Assessment

RISK TYPE	DESCRIPTION	SEVERITY	VISUAL
Legal Risk	Increased exposure to discrimination claims due to lack of defensible DEI policy	High	
Reputational Risk	Backlash from employees, stakeholders, and investors due to perceived regression	High	
Financial Risk	Tribunal compensation , legal fees, and cost of remedial action	Medium-High	
Governance Risk	Failure to meet ESG and cultural governance expectations	High	
Operational Risk	Erosion of workforce trust, engagement, and retention	Medium	

6. Business Implications

- **Compliance:** Proactively implementing DEI is necessary to meet current and forthcoming legal duties.
- **Retention & Culture:** DEI policies improve belonging, reduce attrition, and signal corporate maturity.
- **Recruitment:** Inclusive employers attract wider, higher-quality talent pools.
- **Brand & ESG:** DEI credibility is a visible metric in ESG reporting and social value assessments.
- **Board Duties:** Directors are expected to identify and manage legal and reputational risk,

DEI must be part of the risk register.

Risk Briefing

7. Recommendations

- a. Maintain and strengthen current DEI policies:** Ensure they are evidence-led, compliant with Sections 158/159, and regularly reviewed.
- b. Review and update training:** Deliver regular, documented training aligned to EHRC Codes of Practice and Section 109 requirements.
- c. Audit DEI policy implementation:** Evaluate whether current DEI efforts are proportionate, effective, and supported by an evidence base.
- d. Prepare for Section 40A expansion:** Begin assessing existing harassment prevention measures and prepare for the 2025 legislative changes.
- e. Add DEI to your Board Risk Register:** Classify it under Legal, Governance, and ESG risks.
- f. Communicate your legal position:** Reassure staff, stakeholders, and suppliers that your DEI approach is compliant, not political.

8. Appendix - Key Legal References:

- **Equality Act 2010**, Sections 158, 159, 109, and 40A.
- **Furlong v Chief Constable of Cheshire Police** (tie-break misuse).
- **Essop v Home Office** (indirect discrimination).
- **SFFA v Harvard (2023)** – comparison only.
- **Glyn & Dobbie**, “The danger of following the US in rolling back DEI in the GB”, Employment Lawyers' Association.

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Disclaimer:

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