

Prevention of sexual harassment in the workplace



Training your talent in line with the new Preventative Duty.

From **26th October 2024**, employers will be under a new positive duty to take reasonable steps to prevent harassment in the workplace (known as the Preventative Duty). This will include harassment by workers as well as by third parties such as customers, clients and patients. The EHRC will be able to take enforcement action even where an incident of sexual harassment hasn't taken place and the Employment Tribunal will have the power to impose a 25% uplift on compensation where the new duty is breached.

How can we help you?

We're working with clients to design and deliver tailored innovative training to help managers and staff understand their obligations under the new duty and to assist in protecting the business in the event of a challenge. We are also offering a standalone sexual harassment policy for a fixed fee as well as advising clients on strategic transformation in this area.

About our training sessions

Our training comprehensively covers the new duty and can be tailored to different roles and seniority, as recommended by the EHRC. By working with us, we can deliver sessions which are practical, bespoke, innovative and informed by the latest guidance.

We have a range of options available to suit your needs. This includes shorter sessions focusing on the essential legal changes or longer sessions with optional add-on support from a specialist diversity, inclusion and change management consultant to explore the law on sexual harassment in detail with your workforce.

Content

We can deliver bespoke sessions to managers or employees. Sessions can be of varying lengths. Depending on the nature of your business, we can also deliver more in-depth sessions in collaboration with a diversity consultant. Please refer to example content overleaf.

Course Facilitators and support staff



Joanne Boyle (she/her) is a Legal Director specialising in Employment Law and has delivered numerous performance improvement and development programmes to senior operational managers to assist companies in building a more sustainable and engaged workforce, getting the best out of their talent. Joanne has a unique innovative style that will leave long lasting memories to support real change.



Mollie Gascoigne (she/her) is a Trainee Solicitor in Employment with Foot Anstey. Mollie was awarded a PhD in Law for her research on gender recognition and inclusion in law which was subsequently published in one of the UK's leading generalist law journals. She is also a qualified mediator.



Natasha Landers (she/her) is a diversity, inclusion and change management consultant, with over 20 years' experience of working in the private, public and not for profit sector in the UK, Middle East, Europe and America. Natasha's expertise and experience support organisations to benefit from diversity.

Example course profile:

Prevention of Sexual Harassment in the Workplace



Content

Our **Management Programme** can include:

- ✓ Understanding the Equality Act.
- ✓ Overview of your sexual harassment policy and consequences of breach.
- ✓ What sexual harassment in the workplace looks like from an intersectional and context-specific perspective.
- ✓ How to identify an employee concern and deal with it effectively.
- ✓ Understand what a grievance is and know how to deal with it (informally and formally).
- ✓ Victimisation and sexual harassment: what it is and how to prevent it from happening.

Our **Employee Programme** can include:

- ✓ What is sexual harassment?
- ✓ Overview of your sexual harassment policy and consequences of breach.
- ✓ What is (and isn't) acceptable workplace behaviour?
- ✓ What should I do if I feel harassed?
- ✓ What should I do if I witness harassment?
- ✓ How to address third party harassment, where appropriate.
- ✓ Empowering culture: From Bystander to Upstander.

As an **optional add-on** to either programme, **Natasha Landers** - diversity and inclusion management consultant - can provide additional training to cover:

- ✓ Understanding the importance of sexual harassment prevention and the role of the manager.
- ✓ A trauma informed approach to addressing sexual harassment recognising the impact it has on individuals which prioritises safety, empowerment, and healing.
- ✓ The importance of an intersectional approach to sexual harassment and its impact, acknowledging the complex nature of power, privilege, and discrimination.
- ✓ Recognising the signs of power-based harassment.



Natasha Landers
Diversity & Inclusion
Management Specialist

Contact us



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