

CultureStrong

Preventing Harassment at Work

CultureStrong is a practical, legally robust training programme designed to help organisations prevent harassment, protect their people and evidence compliance — including under the Employment Rights Act 2025.

Goes beyond tick-box training.

Equips managers and employees to:

- prevent sexual and third-party harassment
- manage conflicting beliefs
- intervene early and confidently

The programme is delivered by Dr Mollie Gascoigne, Employment Associate. It is designed to be rolled out through dedicated manager and employee sessions, creating a clear and joined-up approach to culture, leadership accountability, harassment prevention and compliance. Culture Strong is our flagship annual harassment prevention programme. The programme provides comprehensive manager and employee training designed to support organisations in taking all reasonable steps to prevent harassment, strengthen workplace culture and evidence ongoing compliance. Each annual cycle includes a half-day refresher programme for previous attendees, ensuring continued engagement, monitoring of emerging risks and reinforcement of expected standards.

Why CultureStrong?

- ✓ **Defensible by design** – generates structured reflection outputs to use directly in risk assessments, impact assessments and policy reviews
- ✓ **Evidence you can use** – clear records help to demonstrate the steps you have taken to comply with statutory duties should any issues arise
- ✓ **Protects your organisation** – minimise legal, financial and reputational risk in the new ERA 2025 landscape

How the programme works

Employee Programme (1 day)

- ▼ Practical awareness and prevention training
- ▼ Understanding workplace standards and expectations
- ▼ Building confidence to identify, challenge and report inappropriate behaviour

Manager Programme (1 day)

- ▼ Full programme (Modules 1-4)
- ▼ Leadership accountability
- ▼ Early intervention and escalation
- ▼ Supporting compliance with the employer duty to take all reasonable steps to prevent harassment

- ✓ **One programme, one message** = joined-up approach to culture and accountability
- ✓ **Confidence, year after year** – designed for annual rollout and refresh to evidence ongoing compliance
- ✓ **Ongoing assurance** – following completion of the flagship programme, attendees participate in an annual half-day refresher to reinforce learning, monitor emerging risks, maintain engagement and support evidence of ongoing compliance with the duty to take all reasonable steps to prevent harassment.



Mollie Gascoigne

(she/her) is an Associate in Employment with Foot Anstey. Mollie was awarded a PhD in Law for her research on legal sex status and gender recognition. She is a published author in leading general and specialist employment law journals on the topic. She is also a qualified mediator.

Contact us

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