

Prevention of sexual harassment in the workplace

Training your talent in line with the new Preventative Duty

Since October 2024, employers have been under a positive duty to take reasonable steps to prevent harassment in the workplace (known as the Preventative Duty). This includes harassment by workers as well as by third parties such as customers, clients and patients. The EHRC can take enforcement action even where an incident of sexual harassment has not taken place, and the Employment Tribunal has the power to impose a 25% uplift in compensation where the new duty has been breached. The new Employment Rights Act 2025 strengthens this duty even further, meaning employers will need to take all reasonable steps to prevent sexual harassment. Now is the time to take action to ensure your employees and leaders understand their role in preventing sexual harassment in the workplace.

How can we help you?

We work with our clients to design and deliver tailored, innovative training that helps managers and staff understand their obligations under the new duty and protect their business in the event of a challenge. We also offer a standalone sexual harassment policy for a fixed

fee, as well as providing advice to clients on strategic transformation in this area.

About our training sessions

Our training comprehensively covers the Preventative Duty (including the new changes from the Employment Rights Act 2025) and can be tailored to different roles and seniority, as recommended by the EHRC. By working with us, we can deliver practical, bespoke and innovative sessions informed by the latest guidance.

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

Content

We can deliver bespoke training for managers and employees, with sessions tailored in length to suit your needs. Depending on the nature of your business, we can also deliver more in-depth sessions in collaboration with a diversity consultant. Please refer to the example content overleaf.

Course Facilitators and support staff



Joanne Boyle

(she/her) is a Legal Director specialising in Employment law. She has delivered numerous performance improvement and development programmes to senior operational managers, helping organisations build more sustainable and engaged workforces while getting the very best of out of their talent. Joanne has a unique and innovative style that will leave long-lasting memories to support real change.



Mollie Gascoigne

(she/her) is an Associate in Employment at 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.



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

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Content

Our Management Programme can include:

- Understanding the Preventative Duty.
- 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:

- Sexual harassment: what is it?
- An 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.
- Creating an empowered culture.

Optional add-on

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 can have on individuals and prioritising 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 and Inclusion
Management Consultant*

Contact Us



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