



# Anti-harassment in the workplace

Harassment and discrimination claims brought by employees pose significant financial and reputational risk for employers. A proactive duty to prevent sexual harassment in the workplace was introduced in October 2024 and the Employment Rights Act further strengthens the protections against harassment for employees and workers.

The changes include:

- Improved protections for whistleblowing on sexual harassment
- Extension of duty on employers to take all reasonable steps to prevent sexual harassment
- Introduction of new liability for employers for third party harassment.

The new rules also mean that employers should be able to successfully defend claims in this area if they can demonstrate that they have taken “all reasonable steps” to prevent harassment. In order to comply with these rules, employers should:

- Proactively assess and mitigate risks
- Implement clear anti-harassment policies
- Establish accessible reporting channels
- Be prepared to handle complaints thoroughly
- Provide comprehensive staff training.

## Our anti-harassment training

Our training is custom-made for you and we'll tailor the session to what your business needs. We regularly deliver bespoke, practical and relevant industry-focused learning and development sessions for board member executives, line managers, and/or all employees so that every delegate can gain an understanding of their role in minimising risk.

We'll discuss with you in advance the intended audience and the nature of your business to identify risk areas, and to ensure that the right people in your organisation have the right tools at the right time to create an inclusive, harassment-free working environment.

## Training delivery

Our comprehensive, interactive training module is designed to equip employers, executives, managers, and colleagues with the knowledge and tools they need to prevent, identify, and respond to sexual harassment to create a safer, more inclusive workplace.

- **Style** - practical, interactive, plain English, quizzes and case studies with opportunities for delegates to fully engage in the sessions
- **Format** - we can deliver training online or in-person, either on-site or at your offices
- **Proposed session length** - between 60 - 90 minutes
- **Further support** - we can support you with risk assessing across the business, reviewing your policies on EDI, anti-harassment and bullying (including anti-sexual harassment) in advance, and provide a post-training summary report and any recommendations.

## Exceptional feedback and commitment to continuous improvement

Positive responses from delegates reflect the high quality and impact of our training sessions. We greatly value all feedback and are committed to listening to our participants' suggestions to further enhance and tailor our future events, ensuring they continue to meet the evolving needs of our audience.

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Catherine delivers training for us which is shaped by her acute understanding of our business and underpinned by a high level of commerciality. She is equally credible whether working with the business's senior leaders, or staff at every level.

Her training is always relevant, on point and relatable for any audience, with the inclusion of real-world examples that employees understand.

Matt Wayne, Group HR Director of Direct Wines (Trading as Laithwaites)

## Contact us

We have an experienced training team who regularly deliver anti-harassment training, combining legal compliance with practical, real-world scenarios.



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