



SEXUAL HARASSMENT SUPPORT PACKAGE

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After years of calls for stronger employee protection against sexual harassment, following awareness campaigns like the #MeToo movement, the Worker Protection (Amendment of Equality Act 2010) Act 2023 has come into force on the 26 October 2024. This introduces a new obligation on employers to take ‘reasonable steps’ to prevent their employees experiencing sexual harassment in the workplace.

The new legislation requires employers to take pre-emptive action and mitigate the risk of employees being subjected to sexual harassment in the course of their employment, which extends to protection against harassment by third parties. The new obligation is an ongoing duty to prevent sexual harassment, which prompts organisations to undertake regular risk assessments, take action where incidents have occurred and consider additional steps to mitigate the possibility of future incidents happening.

WHY IS IT IMPORTANT TO TAKE ACTION?

Sexual harassment has serious implications on employee wellbeing and a significant adverse effect on workplace culture, undermining your organisations’ values and damaging its wider reputation.

The new duty also imposes robust mechanisms to hold employers to account. If the Employment Tribunal finds that an employer failed to take reasonable steps to prevent sexual harassment, they could be subject to enforcement action by the Equality and Human Rights Commission and uplift the compensation awarded to the employee by up to 25%.

Now is therefore the time to respond to the legislation and implement proactive changes to improve your organisations approach to sexual harassment in the workplace and fundamentally safeguard your employees.

THE SUPPORT PACKAGE

Our Sexual Harassment Support Package is designed to provide employers with the resources you need to assist your organisation in complying with the new duty.

For £600 + VAT the package includes:

- A comprehensive **guidance document**, explaining the new duty to take reasonable step to protect your employees and further considerations to prevent the possibility of future harassment.
- A sexual harassment **policy template**.
- A **risk assessment template** to help employers anticipate the specific risks within their workplace and take steps to prevent the likelihood of future sexual harassment.

FURTHER SUPPORT & BESPOKE TRAINING

Our Employment team have extensive experience in supporting both B Corp and other values driven organisations to protect their staff and cultures, as well as defending and bringing complex litigation around sexual harassment.

We are able to support you in planning out and implementing appropriate steps to prevent sexual harassment. We also provide bespoke training sessions for your HR team, management team or staff groups either face-to-face or online, tailored to your sector, your policies and the concerns identified through your risk assessment.

For more information please contact employment@stephens-scown.co.uk