



FOCAL POINT



IP INCLUSIVE



Allyship & Preventing Sexual Harassment Webinar

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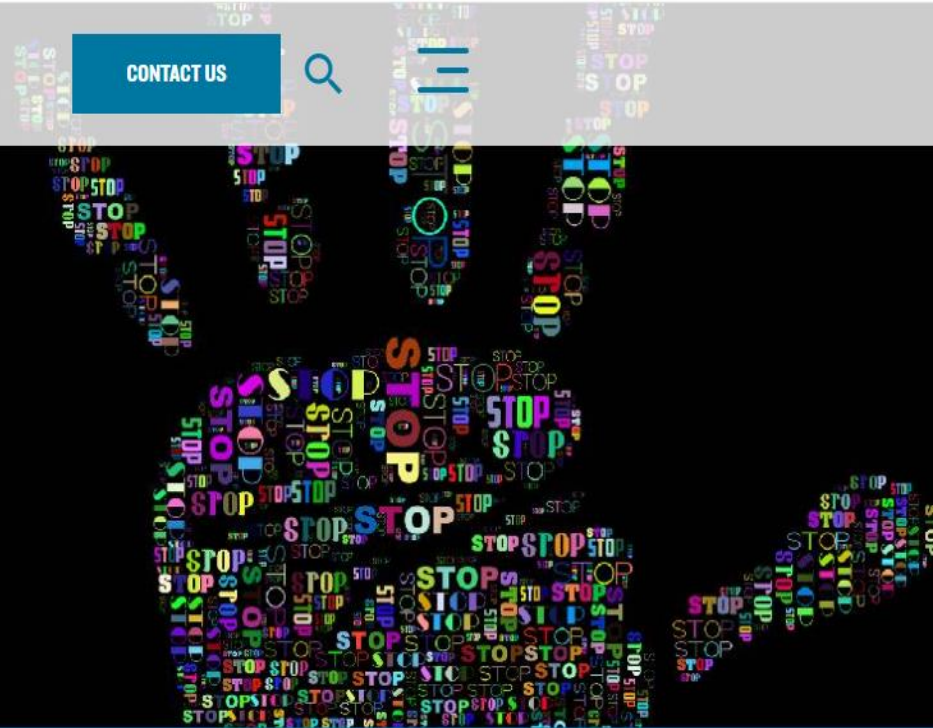
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ALLYSHIP AND PREVENTING SEXUAL HARASSMENT WORKSHOP



ALLIES, WORKPLACE BEHAVIOUR

🕒 16:00

📅 25th September 2024

📍 London

[BOOK TO ATTEND](#) 

ALLYSHIP AND PREVENTING SEXUAL HARASSMENT

AN IP INCLUSIVE AND FOCAL POINT WORKSHOP

WEDNESDAY 25 SEPTEMBER 2024

4.00 – 5.30 PM, LONDON

<https://tinyurl.com/msernsvc>

Today's webinar...

With the Worker Protection Act set to become law in the UK this year, employers will have an increased legal duty to take reasonable steps to prevent sexual harassment at work

Key areas we will cover:

- What does the legislation say?
- Myth busting – what is and isn't sexual harassment
- What stops us speaking up?
- What is the role of allyship in creating a speak-up culture?
- What reasonable steps should organisations be taking right now?
- Q & A

Sexual harassment - The Equality Act definition

Unwanted conduct of a sexual nature, which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Equality Act 2010

Conduct of a sexual nature is wide and can include

- sexual comments or jokes
- displaying or sharing sexually graphic pictures/posters
- suggestive looks/staring
- propositions and sexual advances
- sexual gestures
- intrusive questions about a person's private/sex life
- unwelcome touching, hugging, massaging etc

Sexual harassment - Six key facts

- Banter can be sexual harassment
- Physical contact is only one form of sexual harassment
- A well-meaning motive is not a defence against a sexual harassment allegation
- Sexual harassment can take place out of “office hours” and away from a work site
- Sexual harassment can be committed by anyone towards anyone, it is not dependent on gender
- A person overhearing someone being offensive can claim to have been sexually harassed, even if the behaviour was directed towards someone else



Worker Protection Act 2023

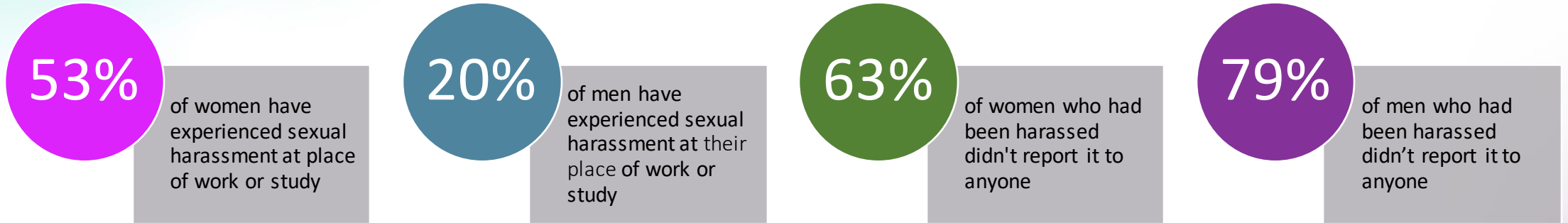
The Act amends the Equality Act 2010

- The Equality Act 2010 protects workers against sexual harassment committed by colleagues
- The WPA 2023 places a new duty on employers to take 'reasonable steps' to prevent sexual harassment at work
- Where an employer is found to have breached this duty, Employment Tribunals have the power to uplift sexual harassment compensation by up to 25%

“moves us from a culture of redress to one of prevention”

The Fawcett Society

Sexual harassment statistics - *Slido poll question*



Reasonable steps

We anticipate that they will be

- Have clear and accessible policies - reviewed regularly
- Provide regular training - not just a one-off
- Have effective mechanisms for addressing concerns
- Ensure people feel able to speak up on inappropriate behaviour
- Ensure people believe concerns will be taken seriously and acted on
- Proactively foster a culture of respect and inclusion
- Create a clear message that sexual harassment will not be tolerated – from the top



What do you think is the biggest reason people don't speak up about sexual harassment at work? *Slido poll question*

There are many reasons.

Our webinar attendees felt that the two major reasons are...

- Fear – repercussions, of handling a difficult situation, being ridiculed, seen as a “kill-joy”
- Embarrassment – dealing with a sensitive situation, needing to have a difficult conversation, concerned about people’s responses

What stops us stepping in as an ally?



Don't want to be seen as the "killjoy"

Fear of upsetting people

Might make it worse

Not sure it is a big enough issue

Lack of time

Everyone else seems ok with it

Recognise similar behaviour traits in themselves

Lack of confidence in own skills and knowledge

That's just the way they are...or who they are

Banter survey



Banter: making or breaking barriers?

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97%

of our respondents are made uncomfortable by banter at some point



Half

said that while it makes them feel positive, they were aware of the negative effect it can have on others



40%

said that banter aimed at them affects how they felt about themselves often or all of the time



When uncomfortable with banter

Less than a third

said they would feel comfortable most or all of the time in asking people to stop, with only 1 in 10 able to do so all of the time



60%

put forward fewer ideas



69%

contributed less in meetings



33%

had looked for a new job



22%

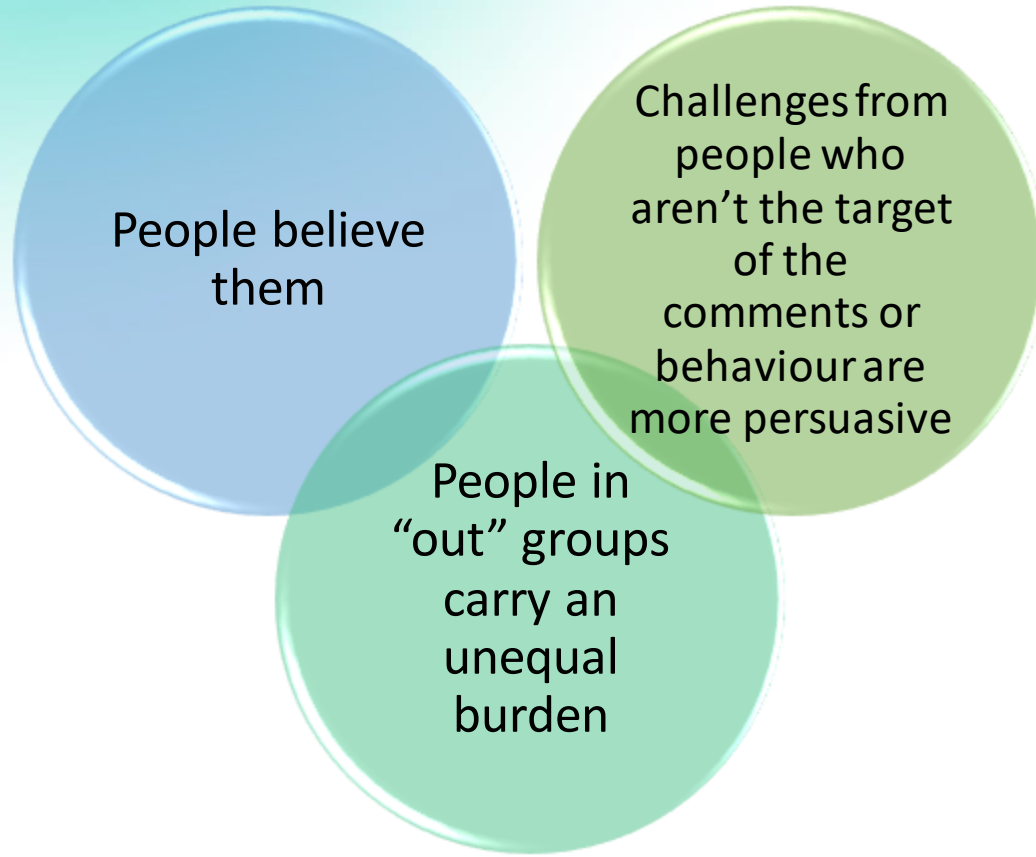
who had been made to feel uncomfortable by banter felt that it had had an impact on them speaking to their line managers about their mental health

Allies

- Any person who supports, empowers, or stands up for another person or a group of people
- An ally often uses their advantaged position to support those in less advantaged positions



Why are allies so important?



A woman challenging a man on sexism is far more likely to

- be dismissed
- met with annoyance or amusement
- accused of overreacting

How to be an ally

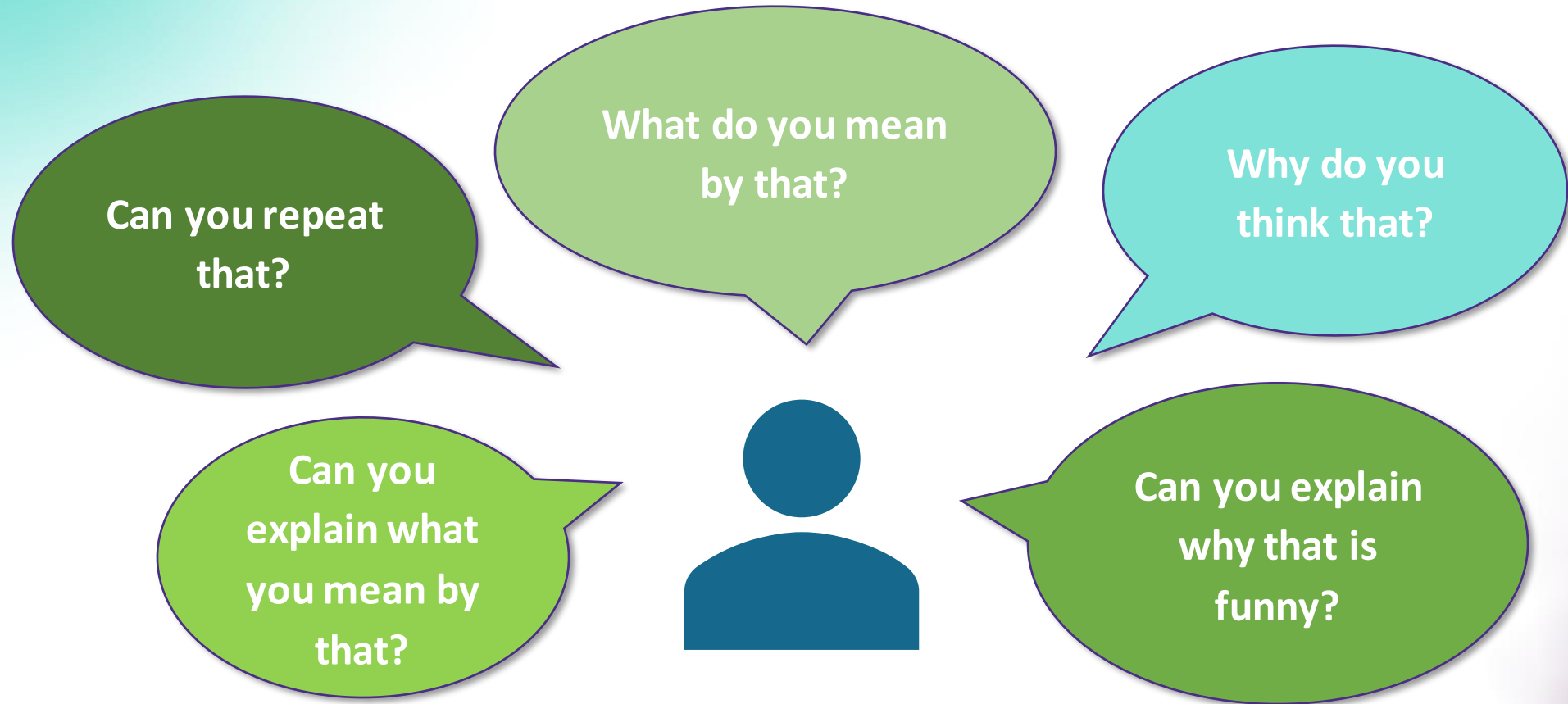


3 Ds of bystander intervention

- Distract
- Delegate
- Direct



Challenging comments and behaviour



Challenging comments and behaviour



Ally action

Allyship is not a badge earned after one action. Allyship is a practice of using your advantage to increase equity. But practices have to start somewhere. Where can you start?



<https://neuroleadership.com/your-brain-at-work/allyship-in-real-life/>

[Sherilyn George-Clinton](#) , [Janet M. Stovall](#)

Leading from the top

**“Set the tone from the top
or you may be doing it in
the glare of publicity”**

David Liddle TCM Group

Stepping in as an ally

- Decide if you feel able to address the behaviour yourself
- Write down what you want to say
- Talk it through with someone else
- Explain how the situation has made you feel
- Use clear and specific examples
- Use “I” to own the feedback



- Use questioning and listening skills
- Draw next steps from them but make suggestions if needed
- Be clear about what you are looking for the outcome to be
- Accept an apology if offered
- Thank the person for listening
- Keep an eye on the situation

thank you

If you have any questions or would like any further help or advice, please contact us on:

01903 732 782

info@focalpointtraining.com

[Focal Point Website](#)

And to keep up to date with the latest research, opinion and resources in managing behaviour and creating inclusive workplaces, follow us on

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