

# ● FOCAL POINT PREVENTING SEXUAL HARASSMENT

The Worker Protection Act 2023 is clear; all employers have a legal responsibility to protect their workers and will be legally liable for sexual harassment in the workplace if they have not taken reasonable steps to prevent it.

## HOW YOU AND YOUR ORGANISATION CAN BE PREPARED



We have a range of support to help ensure you are ready to fulfil your increased responsibilities in 2024. Together we can stamp out sexual harassment.



### Workshops for Board/SLT

Empower senior leaders to champion a zero-tolerance culture for sexual harassment, driving the ripple effect from the top down.



### Workshops for Managers

Our workshops empower managers to foster inclusive teams where respect guides every interaction, nipping any inappropriate behaviour in the bud before it escalates.



### Workshops for Team Members

Empower your people through open discussions, clear boundaries and the confidence to act whenever there is behaviour that crosses a line, creating a safe and respectful workplace for all.



### Playbook

Our practical playbook guides managers through handling complaints about sexual harassment and inappropriate behaviour to ensure they hold crucial conversations in a fair and balanced way.



### Risk to Reward Coaching

Our specialist coaching support is specifically for individuals who have displayed inappropriate behaviour, guiding them towards respectful communication and interaction, helping them rebuild trust and ensuring lines are never crossed again.



### Repairing Working Relationships

Our expert-led sessions bridge the divide between complainant and respondent, paving the way for respectful, professional co-existence.

To discuss how we can support you in delivering insight and action on The Worker Protection Act within your organisation please call or email the team to have an initial complimentary, exploratory discussion.

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## Workshops for Board/SLT

The senior leadership team will be pivotal in creating a working environment where sexual harassment is not tolerated. They are in a unique position to influence the rest of the organisation.

Our workshops are designed to help them:

- understand their position as role models
- lead from the front in terms of their own behaviour and how they interact with each other
- lead the creation of an environment where people feelable to speak up

Without their buy in and active engagement, it will be hard to make any changes stick.



## Workshops for Managers

The new legislation puts an increased responsibility on managers to prevent sexual harassment.

Our workshops help them take practical steps to:

- create an inclusive environment
- maintain the fun within teams within a framework of respect
- know how to step in and manage any situations where behaviour starts to cross the line and prevent them escalating

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## Workshops for Team Members

Sexual harassment is widespread and occurs in every sector.

Often this is because people don't really know what constitutes sexual harassment. It covers a broad spectrum of behaviours and interpretations, so it is important to give everyone a chance to discuss what these are and offer clear guidelines as to what is acceptable and what is not.

Our tailored interactive workshops create a safe space for your people to discuss and understand:

- what constitutes sexual harassment
- the part they can play in preventing it happening
- tackling it when they are on the receiving end or witness to an incident as a bystander.



## Playbook

When managers find themselves dealing with a complaint around sexual harassment or inappropriate behaviour, many wouldn't know where to start and would feel very nervous about holding a meeting with the person who has brought the grievance, potential witnesses or the person who is on the receiving end of the complaint.

The playbook is tailored to your internal policies and procedures and is designed to bring them to life by literally playing out the different meetings and conversations the manager may need to have as part of investigating.

It walks them through how to run those conversations effectively and fairly.

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## Risk to Reward Coaching

While incidents of inappropriate behaviour or sexual harassment at work, are never acceptable, they are often the result of a lack of awareness or naivety as to where the lines are between appropriate and inappropriate behaviour.

The increasingly blurred lines between work and non-work environments, mean that comments and behaviour can often be misjudged and misguided and this can be exacerbated by alcohol being in the mix at company or off-site events.

Our specialist one to one support is designed to help the person understand the impact of their behaviour, make changes to ensure it doesn't happen again and develop more positive, inclusive behaviours.



## Repairing Working Relationships

When there has been a complaint raised around inappropriate behaviour or sexual harassment, no matter how sensitively it is handled, the working relationships involved are likely to come under huge pressure.

Our specialist facilitated sessions provide support to both the person who has raised the complaint and the person who is the subject of the complaint to help them find a viable way of working together in the future.

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