

# ANTI-HARASSMENT ACTION KIT

## Protecting your team and your organisation

Harassment is unwanted behaviour relating to age, gender reassignment, being married, pregnant, on maternity leave, disability, race, religion / belief, sex and sexual orientation. Employers now have a greater duty to prevent such behaviour following the Workers Protection Act 2023.



### HARASSMENT RISK AUDIT

Identify risks proactively, before they become problems which escalate, drain time and resources.

By uncovering risks of harassment or bullying early, you can implement targeted actions to create a safer, more inclusive environment, which in turn protects your reputation and supports your team's productivity and wellbeing. Basic and enhanced audits available.



### TRAINING

Equip your organisation to meet the new standards of the Workers Protection Act 2023, with our comprehensive training suite. We offer three interactive workshops:

1. Leadership Dialogue - A strategic discussion for senior leaders focused on understanding legal obligations and establishing a roadmap to prevent harassment and ensure a safe, respectful culture.
2. Management Skills - enabling managers to prevent and address harassment within their teams, promoting a safe, respectful workplace culture.
3. Employee Awareness - educating staff on harassment and bullying, reinforcing professional behaviour standards, and supporting compliance with the Act.



### POLICIES

Two policies, tailored to your organisation:

- Equal opportunities policy
- Tailored Harassment and Bullying Policy



### COMMS

Setting out your stance on harassment:

- Written communication for your team members
- Written communication for your third party contacts



## THE FACTS

58% of women have experienced sexual harassment, bullying or verbal abuse at work. Source: TUC

52% of LGBT+ workers reported suffering bullying or harassment at work. Source: TUC

15% of employees experienced bullying, with 8% reporting harassment and 4% sexual harassment. Source: CIPD.

Harassment is a far reaching, often hidden issue in the workplace; a clear risk to both individuals and employers.

## MYTH BUSTING

Yes, it really could amount to harassment even if it is:

- a one-off comment
- something that happened outside work
- just a bit of banter
- asking someone out on a date
- stroking a pregnant woman's bump
- asking where someone is 'really' from
- something that 'everyone does'



- **Elements available individually**
- **Half day training from £1,150**
- **Full Action Kit from £6,500**
- **7% discount for NFP**

