

Sexual harassment: Reasonable steps training options for employers

We know the importance of raising awareness of the risks of sexual harassment at work. This is a key element of being able to demonstrate your business has taken pro-active steps to prevent sexual harassment at work. But what does training look like and who should be trained? Boyes Turner's Training Academy has the right training option for your business. We will work with you to design and deliver the more effective and appropriate course to suit your business and workplace needs. Whether in person, virtual or pre-recorded, we have a training solution for you.

HR and People Teams – this suggested 2-hour session would include:

- A discussion on the existing law on discrimination, harassment and victimisation
- What is sexual harassment and where are the key risk areas for employers
- What is vicarious liability?
- What is the new mandatory duty – preventative and proactive
- Third party risks
- EHRC and their powers
- What are reasonable steps – a discussion of the practical steps HR can take to support the business minimise its risks
- What to do if someone raises a concern?

Boards, senior leaders and managers – suggested 90 minutes

- The Equality Act 2010 – what are the protected characteristics and protected behaviours (an overview)
- What is sexual harassment – case study examples
- Who within the organisation might be liable? Discussion of personal liability
- When might the risks arise?
- Overview – what is the new mandatory duty and what are the consequences of non-compliance?
- What are “reasonable steps” – discussion around the key practical steps the business can take, especially around third party risks
- Call to action – how can senior leaders support and raise awareness of sexual harassment risks and the new duty

Employee populations – suggested 60 minutes

- What is sexual harassment under the Equality Act 2010
- What does “in the course of employment” mean – case study examples
- Why is it important to follow your organisation's policy?
- “See it, say it” – what should you do if you see or experience inappropriate behaviour at work (being a bystander)
- Points to remember and your responsibilities


Our session running times are suggestions only and we will work with you to design the right course for your business. Our sessions are lawyer-led; however, we can also offer soft-skills training through our network of trusted trainers. We can also offer post session questionnaires and quizzes. Our training costs depend on the content, audience, length of the session, method of delivery and location (travel costs/time); however, our prices start from £1,250 + VAT per session (for up to 20 attendees).

For more information, please contact:



Claire Taylor-Evans

Partner

 +44 (0)118 952 7297

 ctaylor-evans@boyesturner.com