

Essential steps for preventing sexual harassment in the workplace

Research

Utilise recommended resources or an HR Professional to ensure you are up to date with the new Worker Protection (Amendment of Equality Act 2010) Act 2023.

Policy review

Ensure your internal policies and employee handbook are up to date and reflect all new legislation. This should include clear expectations of employees and their line managers, as well as sign-posting.

People Management Capability

Identify gaps in the capabilities of your management team. All line managers should feel confident in dealing with people issues, including reports of sexual harassment

Training & Development

Organise relevant training based on the gaps that you've identified. Training should be for managers and direct reports to ensure everyone is clear on any new or amended processes introduced

Reporting channels & investigations

Ensure you have a clear process to report any incidents. This should be communicated verbally and in writing and accessible for all members of staff at any time

Culture

Lead with value-based decision making. If an incident is reported you must follow through with the correct process. This will ensure that your team trust in the management team and the company's decision making. As a result employees will feel comfortable to bring issues to you in the future

Monitoring & review

We can never predict every scenario that we may face as employers, however it is our responsibility to ensure that we fulfill our duty of care to all employees. Following the steps above will stand you in good stead in case of any unpredictable scenarios

**Want to find out more?
Get in touch:**

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You're good to go!