

Anti-Harassment at Work Training

Creating a Respectful, Inclusive and Legally Compliant Workplace

Duration: 3 Hours

Cost: £75 + VAT per person

Format: Instructor-led training / workplace training

Suitable for: Employees, managers, supervisors, directors and business owners

Course Overview

Our **Anti-Harassment at Work Training** provides employers and employees with practical, comprehensive training on preventing, recognising and responding to workplace harassment, bullying and sexual harassment.

The course is designed around the **Equality Act 2010, Worker Protection (Amendment of Equality Act 2010) Act 2023 and the strengthened requirements introduced by the Employment Rights Act 2025**, helping organisations prepare for the enhanced preventative duties coming into force from October 2026.

Rather than simply explaining the law, the training focuses on **real-world workplace situations**, helping employees understand what acceptable professional behaviour looks like and giving managers the confidence to deal with concerns appropriately.

What Will the Course Cover?

Understanding Harassment

Participants will learn:

- What constitutes harassment and sexual harassment
- The difference between harassment, bullying and inappropriate workplace behaviour
- The impact of unwanted conduct on employees
- Why "banter" is not an automatic defence
- How harassment can occur in person, online and through workplace communications
- The importance of intention, context and the effect of conduct

Sexual Harassment

The course examines:

- Verbal, physical and visual sexual harassment
- Inappropriate comments and jokes

- Unwanted physical contact
- Sexualised messages, images and social media
- Workplace relationships and professional boundaries
- Power imbalances between managers and employees
- Work parties, social events and work-related activities

Protected Characteristics

Employees will understand harassment relating to the Equality Act 2010 protected characteristics, including:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

Third-Party Harassment

Particular attention is given to harassment by people outside the organisation, including:

- Customers
- Clients
- Contractors
- Suppliers
- Visitors
- Members of the public

The course explains the importance of employers actively managing these risks rather than simply accepting inappropriate behaviour because the individual is a customer or other third party.

Employment Rights Act 2025

The course explains the strengthened legal responsibilities for employers, including the move towards an **"all reasonable steps"** preventative duty in relation to sexual harassment and the strengthened protections concerning third-party harassment.

Participants will understand why modern employers must take a **proactive approach to prevention**, rather than simply responding when a complaint is made.

Practical Workplace Scenarios

The three-hour course includes realistic scenarios and discussion covering situations such as:

- "It was only a joke."
- Inappropriate comments between colleagues
- Sexual comments from customers
- Harassment through WhatsApp or social media
- Behaviour at work parties
- Managers abusing their position
- Witnessing inappropriate behaviour
- Employees being reluctant to report concerns

This practical approach helps employees recognise behaviour that may otherwise be normalised within the workplace.

Reporting and Speaking Up

Employees will learn:

- How to report concerns
- Who they can speak to
- What happens when a complaint is raised
- The importance of confidentiality
- How investigations are conducted
- How witnesses can support concerns
- Protection against victimisation and retaliation

Manager and Employer Responsibilities

Managers receive additional guidance on:

- Responding appropriately to complaints
- Recognising warning signs
- Avoiding inappropriate responses
- Managing allegations fairly
- Escalating concerns
- Protecting employees from victimisation
- Managing third-party harassment
- Creating a respectful workplace culture
- Identifying and reducing harassment risks

Course Benefits

On completion, participants will have a greater understanding of:

- ✓ **What harassment looks like**
- ✓ **What sexual harassment looks like**
- ✓ **What behaviour is unacceptable**
- ✓ **How to challenge inappropriate behaviour**
- ✓ **How and where to report concerns**
- ✓ **The responsibilities of managers**
- ✓ **The responsibilities of employers**
- ✓ **Third-party harassment risks**
- ✓ **The strengthened Employment Rights Act 2025 requirements**
- ✓ **How everyone can contribute to a respectful workplace**

Assessment & Certification

The course includes a **knowledge assessment** to ensure participants have understood the key principles covered.

Organisations can retain a record of attendance and assessment as part of their employee training and compliance records.

Participants who successfully complete the course will receive a **certificate of completion**.

Who Should Attend?

This course is suitable for:

- All employees
- New starters
- Managers
- Supervisors
- Team leaders
- Directors
- Business owners
- HR professionals
- Employers wishing to strengthen their preventative approach

We particularly recommend that **managers and supervisors attend**, as they play a critical role in identifying concerns, responding appropriately and creating a positive workplace culture.

Invest in a Respectful Workplace

Anti-harassment training should not simply be viewed as a legal requirement.

It is an important part of creating a workplace where employees feel **safe, respected, supported and confident to speak up**.

3-hour training course – £75 + VAT per person

Book your Anti-Harassment at Work Training today and demonstrate your organisation's commitment to preventing harassment and protecting your people.