

SEXUAL HARASSMENT SUPPORT PACKAGE



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After years of calls for stronger employee protection against sexual harassment, following awareness campaigns like the #MeToo movement, the Employment Rights Act 2025 has come into force. From October 2026, employers will have a new obligation to take 'all reasonable steps' to prevent their employees experiencing sexual harassment in the workplace.

The new legislation requires employers to take all reasonable pre-emptive action and mitigate the risk of employees being subjected to sexual harassment in the course of their employment, which extends to protection against harassment by third parties. The new obligation is an ongoing duty to prevent sexual harassment, which prompts organisations to undertake regular risk assessments, take action where incidents have occurred and consider additional steps to mitigate the possibility of future incidents happening.

From 6 April 2026, sexual harassment has been named as a 'qualifying disclosure' under whistleblowing law. This means that whistleblowers making a sexual harassment disclosure have protection from detriment and unfair dismissal.

WHY IS IT IMPORTANT TO TAKE ACTION

Sexual harassment has serious implications on employee wellbeing and a significant adverse effect on workplace culture, undermining your organisation's values and damaging its wider reputation.

The new duty imposes robust mechanisms to hold employers to account. If the Employment Tribunal finds that an employer failed to take all reasonable steps to prevent sexual harassment, they could be subject to enforcement action by the Equality and Human Rights Commission and uplift the compensation awarded to the employee by up to 25%.

As the change is due to come into force later this year, now is the time to respond to the legislation and implement proactive changes to improve your organisation's approach to sexual harassment in the workplace and fundamentally safeguard your employees.

THE SUPPORT PACKAGE

Our Sexual Harassment Support Package is designed to provide employers with the resources you need to assist your organisation in complying with the new duty. For £600 + VAT the package includes:

- A comprehensive guidance document, explaining the new duty to take all reasonable steps to protect your employees and further considerations to prevent the possibility of future harassment.
- A sexual harassment policy template.
- A risk assessment template to help employers anticipate the specific risks within your workplace and take steps to prevent the likelihood of future sexual harassment.

FURTHER SUPPORT

Our Employment team have extensive experience in supporting both B Corp and other values driven organisations to protect their staff and cultures, as well as defending and bringing complex litigation around sexual harassment.

We recently represented KJ in the landmark sexual harassment case *KJ v British Council* in which a former British Council worker won a sexual harassment claim.

We are able to support you in planning out and implementing appropriate steps to prevent sexual harassment.

BESPOKE TRAINING

We also provide bespoke training sessions for your HR team, management team or staff groups either face-to-face or online, tailored to your sector, your policies and the concerns identified through your risk assessment. We have recently provided training to businesses in the hospitality and education industries.

For more information please contact employment@stephens-scown.co.uk





CONTACT DETAILS

We have offices across the South West, in Exeter, Truro Taunton, and Bournemouth, as well as a serviced office in London, all offering facilities for face-to-face and virtual meetings when needed.

Get in touch with our experienced solicitors today.

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