

WORKPLACE HARASSMENT PREVENTION PACKAGE



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After years of calls for stronger protection against workplace harassment, driven in part by awareness campaigns such as the #MeToo movement, the Employment Rights Act 2025 is introducing significant new obligations for employers. From 30 October 2026, employers will be required to take "all reasonable steps" to prevent sexual harassment and protect employees from harassment by customers, clients, contractors, service users and other third parties.

The new legislation requires employers to take proactive steps to prevent sexual harassment and protect employees from harassment by third parties during the course of their employment. These are ongoing duties that **require** organisations to carry out regular risk assessments, implement action plans, respond appropriately when concerns are raised and keep preventative measures under review.

From **6 April 2026**, disclosures relating to sexual harassment have also been expressly recognised under whistleblowing legislation. This means that workers who raise concerns about sexual harassment may benefit from additional protection against detriment or dismissal, provided the legal requirements for whistleblowing protection are met.

WHY IS IT IMPORTANT TO TAKE ACTION?

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

The strengthened duties place greater emphasis on prevention and accountability. If an Employment Tribunal finds that an employer has failed to take all reasonable steps to prevent sexual harassment, it may increase compensation by up to 25%, and employers may also face enforcement action by the Equality and Human Rights Commission.

Now is the time to review policies and procedures, carry out risk assessments, develop action plans and ensure managers and employees understand the standards expected within your organisation.

THE WORKPLACE HARASSMENT PREVENTION PACKAGE

Our **Workplace Harassment Prevention Package** is designed to provide employers with the resources you need to assist your organisation in complying with the new duties.

For £600 + VAT the package includes:

- *A comprehensive guidance document, explaining the duty to take **all reasonable steps** to protect your employees from sexual harassment and harassment by third parties, together with practical steps to help prevent future harassment.*
- *A workplace harassment policy template.*
- *A risk assessment template to help employers anticipate the specific risks within their workplace and take steps to prevent the likelihood of future harassment.*

FURTHER SUPPORT

Our Employment Team has 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 involving workplace harassment.

We are able to support you in planning and implementing appropriate steps to prevent workplace harassment, including sexual harassment and harassment by third parties.

BESPOKE TRAINING

We can 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 risks identified within your workplace.

We have recently provided training to businesses in the hospitality, education and professional services sectors.

For more information please contact
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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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