

Worker Protection Act 2024 and workplace harassment

Overview

Workplace harassment, particularly sexual harassment, is a serious issue that has gained increased attention with the recent enforcement of the Worker Protection (Amendment of Equality Act 2010) Act 2024. This training course addresses employees' roles and responsibilities under the new law and highlights the importance of fostering an inclusive and respectful workplace culture. *[We can run a separate session directed at training for managers].*

Through practical examples and interactive discussions, participants will be empowered to recognise, prevent, and address harassment and contribute to creating a positive working environment.

Learning objectives

On completion of this workshop participants will:

- Understand legal responsibilities:
 - Gain clarity on employees' legal obligations regarding harassment, discrimination, and inclusivity
 - Learn key definitions of harassment, including sexual harassment, microaggressions, and unconscious bias
- Identify unwanted conduct:
 - Recognise behaviours that constitute harassment, including those specific to their workplace
 - Understand organisational policies and procedures for raising concerns
- Explore intent vs impact:
 - Appreciate how actions, regardless of intent, can create a hostile environment
 - Learn strategies to avoid causing offence and improve interpersonal interactions
- Examine case law:
 - Review real-world legal cases to understand how courts interpret and resolve harassment claims
- Adopt proactive bystander behaviour:
 - Learn practical strategies for intervening and addressing concerning behaviours
 - Develop skills to help build an inclusive workplace culture of dignity and respect

Audience

Suitable for all employees (a separate workshop can be delivered just for managers).

Format

This half-day (3-hour) participative, practical and informative workshop is available for in-person or virtual delivery. Business examples, case studies, quizzes and discussion briefs are used to stimulate participant interest and to cater for a range of learning styles.

Expert Trainer

Participants will benefit from guidance provided by an experienced and knowledgeable employment law trainer. You can choose between [Toni](#) and [Victoria](#).

Workshop outline

1 Introduction

- Introduction to the session and its relevance to all employees
- Overview of the Worker Protection (Amendment of Equality Act 2010) Act 2024

2 Legal framework and definitions

- Explanation of harassment and discrimination in law
- Key concepts: microaggressions, unconscious bias, and unwanted conduct

3 Conduct and organisational policies

- Examples of conduct likely to cause harm
- Reviewing workplace policies and complaint procedures

4 Intent vs impact

- Discussion on why intent does not excuse offence
- Practical exercises to understand and prevent harmful behaviours

5 Case studies and lessons from case law

- Analysis of legal cases to illustrate key principles
- Group discussions to reinforce learnings

6 Proactive bystander skills

- Strategies for calling out and addressing inappropriate behaviour
- Exercises to practice proactive bystander intervention

7 Summary and close

- Recap of key takeaways
- Q&A session to address participant questions

For a no-obligation discussion about running this programme for your organisation on an in-house basis, just give us a call on [01582 463462](tel:01582463462).