



CLYDE&CO

Successful risk navigation

Why employers need to tackle harassment in the workplace now



Employers must take proactive steps

Since October 2024, employers have been subject to a proactive duty to take reasonable steps to prevent sexual harassment which has shifted the focus from redress to prevention, putting the onus on employers to take proactive steps.

Where are you on your compliance journey?

How Clyde & Co can help

There are a few key steps employers are taking to comply with the proactive duty - we recommend an action plan which incorporates these steps to ensure compliance.

We can assist you with all/ any stages of this action plan:

Step 1: Gathering information on what you're currently doing

Step 2: Considering and reviewing your current culture and risk points

This includes a risk assessment and action plan.

Step 3: Taking relevant action - putting an action plan in place

We can help with:

- **E-training for staff:**
 - **Inclusive workplace culture e-training** - covers sexual harassment and all forms of bullying and harassment and can be tailored to your policies etc. [This short video](#) illustrates our interactive, engaging training which allows for tailoring to your organisation, and [here is further information](#)
 - **Financial services firms** - our [Inclusive workplace culture e-training for staff in FS firms](#) enables your organisation to comply with regulatory requirements - it targets the general workforce (those subject to COCON) so includes non-financial misconduct; [read more about this](#)
- **Bespoke training** - covers your policies and any relevant regulatory framework:
 - **Manager training - Preventing sexual harassment in the workplace:** covers equality laws around sexual harassment at work
 - **Investigator training for Managers:** to help ensure that investigations into sexual harassment allegations by your managers are fair and meets the standards employment tribunals require
 - **Management Board training - Preventing sexual harassment in the workplace:** covers equality laws around sexual harassment at work
- **Policy review** – to encourage a speak up culture and drive a zero-tolerance approach
- **Practical advice** – including on risk assessments and reporting procedures
- **Climate survey** – a workplace harassment survey to identify areas for improvement

Step 4: Plan a rolling review

This will take account of the provisions in the Employment Rights Bill, expected to come into force from October 2026, which will also make employers liable for harassment by third parties and require employers to take '**all** reasonable steps' to prevent sexual harassment.