Robinson Grace
HR CONSULTANCY

New Employment Law Update: Sexual Harassment

Bitesize Workshop

Date: 27 October 2026 (45min + 15mins Q&A)
Venue: Microsoft Teams Online Platform
Fee: £27 + VAT per person

This short, bitesize session will clarify managers and supervisors responsibilities in preventing sexual harassment in the workplace and creating a safe, respectful working environment in line with the increased employer duty to prevent sexual harassment under the Worker Protection (Amendment of Equality Act 2010) Act 2023. From October 2026, the Employment Rights Act 2025 strengthens these obligations further by requiring employers to take all reasonable steps to prevent sexual harassment, including by third parties, such as customers, or subcontractors.

The session focuses on the practical steps organisations and managers can take to meet strengthened legal obligations, reduce risk, and respond appropriately to concerns raised by employees.

The workshop is designed to help managers move beyond awareness and towards proactive prevention, early intervention, and confident management practice by using practical examples and short scenario discussions. The session encourages managers to think proactively about culture, behaviour, and risk management within their own teams and working environments.

Learning Outcomes

By the end of the session, participants will be able to:

- Understand the legal duty to take reasonable steps to prevent sexual harassment, and the range of steps that could achieve this.
- Recognise the role managers and supervisors play in creating and maintaining respectful workplace cultures and psychological safety.
- Identify practical actions that help to prevent harassment within teams.
- Understand how to respond appropriately and document concerns raised by employees.
- Recognise the importance of early intervention and consistent management action.
- Understand employer responsibilities relating to third party harassment risks.
- Identify behaviours, environments, or workplace practices that may increase organisational risk (lone working, banter, inappropriate messaging, blurred boundaries).
- Understand the importance of documentation, escalation, and following internal processes consistently and appropriately.

About Your Trainer

With more than 6 years' experience within the Apprenticeship and Education sector, specialising in delivering training and coaching, Claire's passion for learning and professional development underpins her approach, enabling her to support and coach individuals, Managers and organisations with clarity, confidence and practical insight.

How To Book

To book, please email clientservices@robinsongracehr.com

Confirming your booking creates a legally binding contract between us. Cancellations are to be requested by email only. Payment is required in advance of the course. Refunds must be requested 2 weeks prior to the course date. No refunds will be issued within two weeks of the course date.