

On 26 October 2024, [the Worker Protection \(Amendment of Equality Act 2010\) Act 2023](#) comes into effect in the UK. This law introduces a crucial change: a proactive duty on employers to take "reasonable steps" to prevent sexual harassment of their employees. This means a significant shift from reacting to harassment to actively preventing it.

What Changes?

While the existing laws against sexual harassment remain, this Act strengthens them by:

- **Shifting the Focus:** Employers are now obligated to actively prevent sexual harassment, not just react to it.
- **Increased Accountability:** Employers failing to demonstrate "reasonable steps" to prevent harassment could face up to a 25% increase in compensation awarded by tribunals.
- **Enforcement Power:** The Equality and Human Rights Commission (EHRC) gains the authority to independently investigate and enforce this new duty. [Further details of the consultation are available.](#)

What Employers Should Do:

To comply with the new law, employers should take these key steps:

Risk Assessment:

- Identify potential risks of sexual harassment within your specific workplace.
- Consider factors like power imbalances, remote working environments, social events, company culture, reporting mechanisms, and diversity & inclusion practices.
- Regularly review and update your risk assessment to address evolving workplace dynamics.

Robust Training:

Implement regular, engaging, and tailored training for all employees on preventing sexual harassment.

- Provide specialised training for managers and supervisors on their roles in identifying, addressing, and preventing harassment.
- Keep records of employee training attendance.

Comprehensive Policies and Procedures:

Update and clearly communicate your organization's policies on:

- Anti-discrimination and harassment
- Diversity, equity, and inclusion (DEI)
- Disciplinary procedures
- Grievance procedures
- Ensure these policies clearly define sexual harassment, provide reporting mechanisms, and outline consequences for violations.

Foster a Culture of Respect:

- Encourage open communication and reporting.

- Create a workplace where employees feel safe reporting harassment without fear of retaliation.
- Take all reports seriously and conduct prompt and thorough investigations.

How [Tick HR Solutions](#) Can Help

Navigating these new legal requirements can be complex. Tick HR Solutions can provide expert support to ensure your organisation remains compliant and fosters a safe and respectful workplace. Our services include:

- **Policy Development and Review:** We can help you create comprehensive and legally sound policies tailored to your organisation's specific needs.
- **Training Programs:** We offer engaging and effective [training programs](#) for employees at all levels, covering topics like identifying and preventing sexual harassment, bystander intervention, and creating a respectful workplace.
- **Risk Assessment and Mitigation:** Our HR experts can conduct thorough risk assessments to identify potential vulnerabilities in your workplace and develop strategies for mitigation.
- **Investigation Support:** We provide guidance and support throughout the investigation process, ensuring fairness, confidentiality, and legal compliance.

By partnering with [Tick HR Solutions](#), you can confidently meet your legal obligations under the new law while cultivating a workplace culture that prioritises respect, safety, and inclusion for all employees.

[Get in touch today to see how we can help.](#)