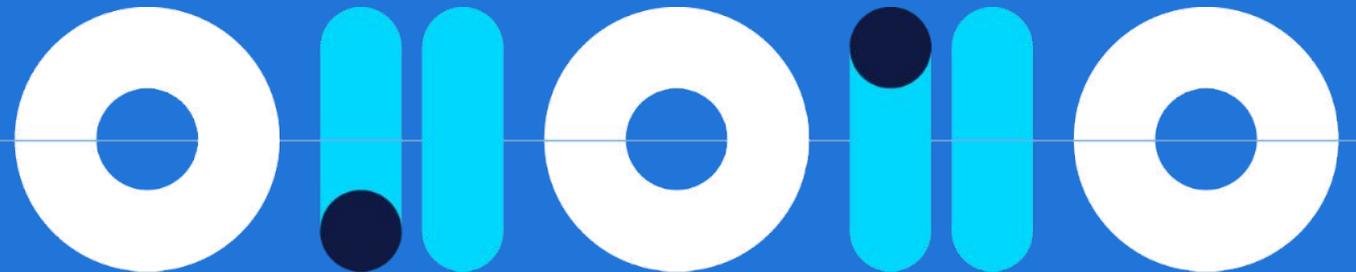


understanding the upcoming changes to sexual harassment legislation: a guide for employers.



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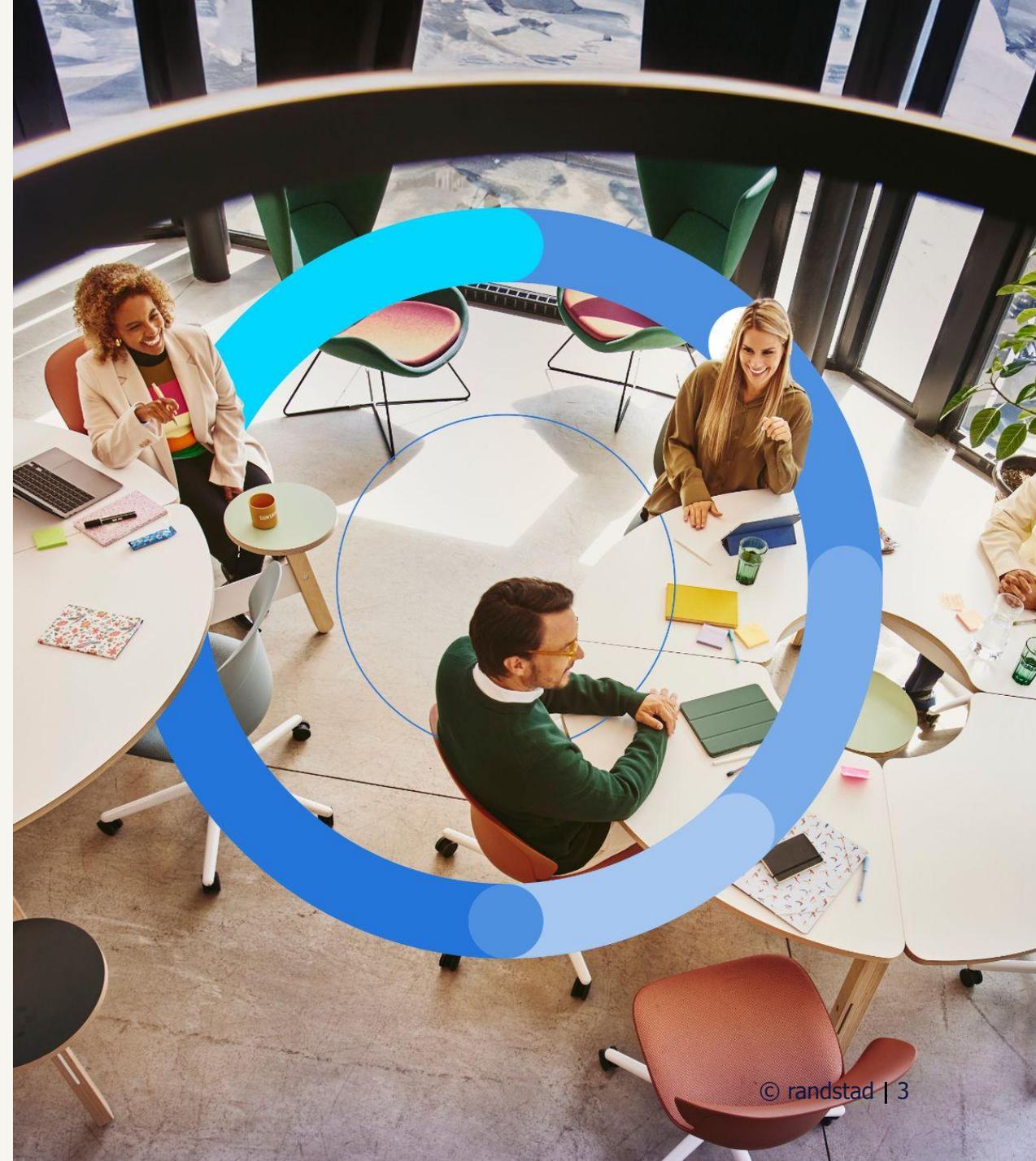
This guide is designed to help employers understand the upcoming changes to sexual harassment legislation that take effect on October 26, 2024. With new responsibilities and higher stakes, it's crucial for organisations to be prepared.

In this guide, we'll outline what's changing, what it means for you, and the steps you need to take to stay compliant and foster a safe workplace. Read on to ensure your business is ready for these significant changes.



what is changing?

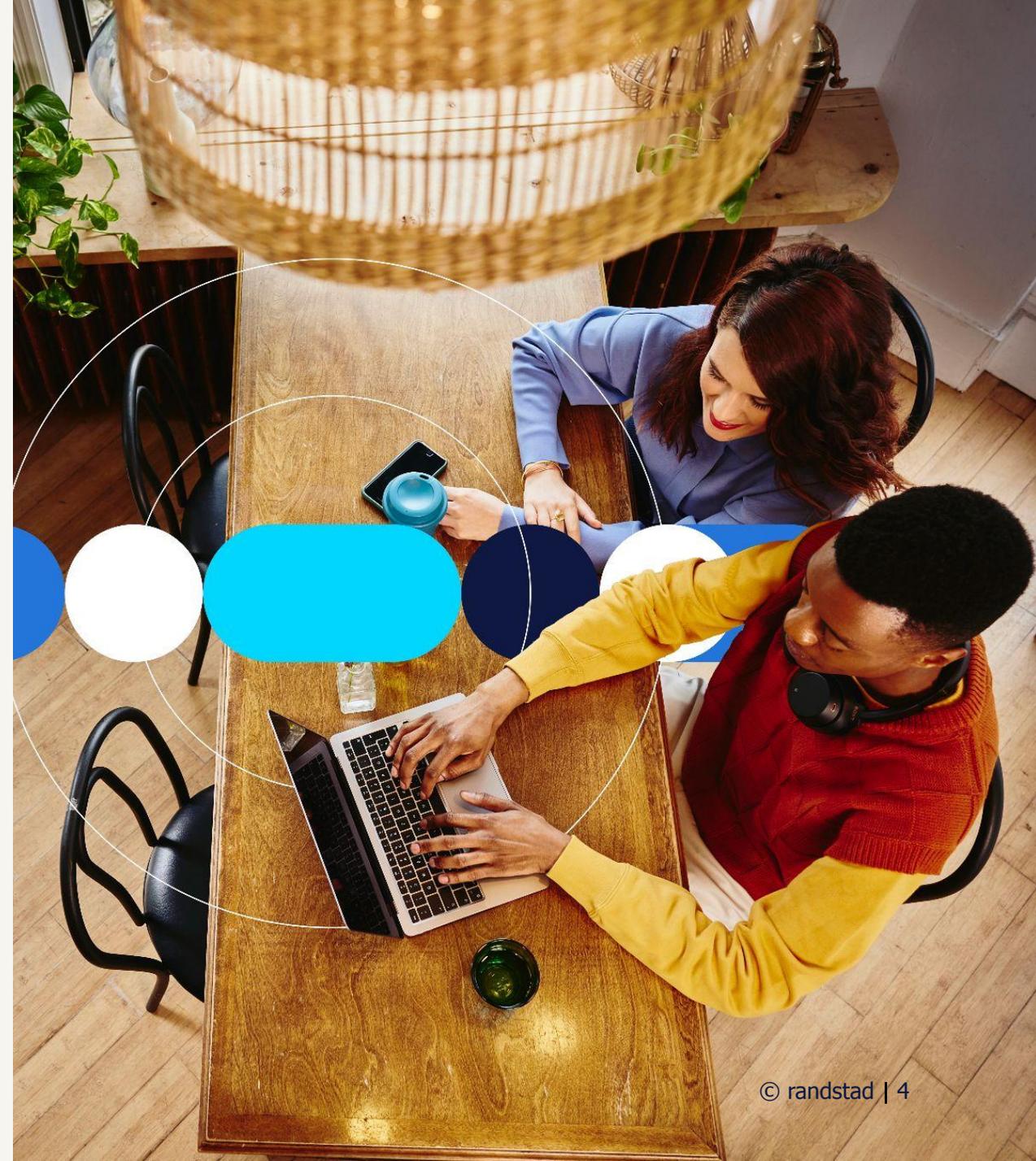
Currently, under the Equality Act 2010, employers can defend a harassment claim if they've taken all reasonable steps to prevent it. However, they weren't legally required to take those steps proactively. Starting October 26, 2024, the Worker Protection (Amendment of Equality Act 2010) Bill introduces a new duty requiring employers to take "reasonable steps" to prevent sexual harassment. This proactive responsibility aims to prevent sexual harassment before it occurs, rather than just addressing it after the fact. Additionally, tribunals will now have the authority to increase compensation by up to 25% if it's found that an employer failed to meet this duty.



what does this mean to me?

For employers, these changes mean an increased responsibility to create and maintain a safe workplace. You will need to take immediate and ongoing action to prevent sexual harassment, not just respond to incidents. This includes providing regular training for all staff, establishing clear reporting channels, and fostering a culture of respect and inclusion. Failing to take these steps could result in significant financial penalties and damage to your company's reputation.

Longer term, the changes signal a shift towards a more accountable and transparent workplace culture. This will require continuous effort to monitor and improve your workplace environment, ensuring that all employees feel safe and valued.



what do i need to do?

To prepare for these changes, you should:

1. Review and Update Policies:

Regularly update your anti-harassment policies to reflect the new legal standards. Ensure these policies are easily accessible to all employees and prominently featured in onboarding processes.

2. Provide Training:

Implement ongoing training programs to educate employees about acceptable workplace behavior and the consequences of harassment. This should include specific training for managers on how to handle harassment complaints.

3. Establish Clear Reporting Channels:

Set up and communicate clear procedures for reporting sexual harassment. Ensure that these channels are safe, confidential, and allow for anonymous reporting.

4. Foster an Inclusive Culture:

Create a workplace culture that values diversity and inclusion. Engage leadership in setting the tone and leading by example, and involve all employees in these efforts.

5. Monitor and Review:

Continuously monitor the effectiveness of your policies and procedures. Conduct regular risk assessments, gather employee feedback, and be proactive in addressing any issues that arise.



how is randstad helping?

At Randstad, we're committed to creating a safe and inclusive workplace for all our employees, both permanent and temporary. In light of the upcoming legislation changes, we're taking several proactive steps:

Respect at Work Framework:

We will reshare our Respect at Work framework, emphasizing respect, dignity, and inclusion across all levels of the organisation.

Policy Updates:

We are ensuring all our relevant policies include clear anti-harassment procedures and reporting mechanisms.

Specialised Training:

We will provide specialised training for HR managers and senior leadership to better equip them in handling harassment cases.

Risk Assessments:

Updated risk assessments will be conducted to identify and mitigate potential risks in our workplaces.

Awareness Training:

All employees and temporary workers will undergo mandatory annual awareness training on sexual harassment, available as part of an e-learning module.

Client Collaboration:

We will work with clients to understand the risk assessments they have in place for their sites, compare them with our own where appropriate, and aim to create joint solutions where concerns are identified so that both companies can achieve a safe and inclusive working culture for everyone.



By taking these steps, Randstad aims to lead by example, ensuring that all employees work in a safe and supportive environment.



This guide is available for download to help you prepare your organisation for these changes. Ensuring compliance is not just about following the law; it's about creating a workplace where everyone feels safe, respected, and valued. Take action now to be ready for October 26, 2024.

thank
you.

