

Anti-Harassment Training: Prepare Your Business for the New Duty Effective October 2026



Workplace harassment is under increasing scrutiny. Following the new duty to prevent sexual harassment in October 2024, the Employment Rights Act 2025 ('**ERA 2025**') will introduce further changes. From October 2026, employers face additional obligations to prevent sexual harassment and will also be liable for harassment of their staff by third parties unless they can show they took all reasonable steps to prevent it. Regulators are also increasing their focus in this area.

Failure to comply could expose your business to significant legal, financial and reputational risk, including enforcement action and public scrutiny.

HOW WE CAN HELP

Every organisation faces different workforce, cultural and operational risks. We provide practical training to help equip your business with the knowledge and confidence to reduce risk and meet the new duties.

We provide tailored training for:

- **HR:** The new duty in practice and the practical steps needed to comply
- **Employees:** Expected standards of behaviour, how to spot issues and respond appropriately, including at 'offsite' events, on social media and in workplace 'banter'
- **Managers:** In addition to the Employee training, this covers how to respond to concerns or complaints, and practical steps to shape culture and reduce risk

DELIVERY OPTIONS

Live Training

Delivered virtually or in-person.

Fees (Ex VAT):

- Employees: **£2,000**
- Managers and HR: **£2,500**

Each session is designed for up to 20 people and is based on being delivered for up to two hours either virtually or in London.

Recorded Training

- **Standard recorded training:** Covering either the Employee or Manager content. Fees: **£2,500**, plus VAT per 40-45 minute video for Employees and 50 minute video for Managers
- **Bespoke recorded training:** More tailored content and scenarios that also embed your organisation's policies. Fees: **£5,800** plus VAT per video

Videos are provided in MP4 format. SCORM format is also available on request.

WHY IS TRAINING ESSENTIAL?

Managers are on the front-line of workplace risk, with the ERA 2025 reforms increasing scrutiny on everyday management decisions.

Training is critical to help managers handle issues fairly, proactively and with appropriate documentation.

WHY CHOOSE LITTLER?

Training is delivered by UK lawyers with real world experience of handling employee relations issues.

As well as being recognised as a leading employment firm for businesses in the UK, we collaborate across Littler's international footprint to provide a seamless, client-focused service.

Littler is the largest global employment law firm for employers, with more than 1,800 lawyers practicing across 30 countries in over 95 offices, serving as a single source solution provider to the global employer community.

GET PREPARED TODAY

Contact [Natasha Adom](#) to discuss training for your business.

