Anti-Harassment Training

Workplace harassment is under increasing scrutiny. Following the introduction of the duty to prevent sexual harassment in October 2024, the Employment Rights Act 2025 has introduced further changes. Since 30 October 2026, employers face expanded duties to take all reasonable steps to prevent sexual harassment and may also be liable for harassment of their staff by third parties on all grounds unless they can show they took all reasonable steps to prevent it.

Failure to comply could expose your business to significant legal, financial and reputational risk including enforcement action and public scrutiny. Proactive action to prevent workplace harassment is now more important than ever

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 our team to discuss training for your business.