The new duty to prevent sexual harassment: Practical steps for employers

Wednesday 18th November, 2026 **09:30AM - 11:30AM** **Online**

The new employer duty and what you need to do

A focused two-hour online masterclass for business owners and managers on the strengthened employer duties taking effect from 30 October 2026, and the practical steps organisations should be taking to prevent harassment at work.

This isn't simply about understanding a change in employment law. It's about being able to answer the question: **have we actually done enough?**

Who is it for?

- **Business owners**
- **Directors**
- **HR professionals**
- **Operations managers**
- **Line managers**
- **Team leaders**

What will we cover?

1) What has changed?

From 30th October 2026, the employer duty strengthens from taking “reasonable steps” to taking “all reasonable steps” to prevent sexual harassment. The new provisions also strengthen protection where harassment comes from third parties such as customers, clients and suppliers.

What this means: employers need to think proactively about prevention, rather than relying on a policy or waiting until somebody raises a concern.

2) Where could my business be exposed?

Harassment risks aren't limited to interactions between colleagues. Employers should consider how people interact across the workplace, including with customers and clients, in social situations, through workplace communications and when concerns are reported.

We'll use practical workplace scenarios to explore where risks can arise and what a sensible employer response looks like.

3) What do “all reasonable steps” look like in practice?

We'll explore the practical areas employers should be considering, including identifying workplace risks, policies and procedures, training and leadership, reporting routes, record keeping and evidence, and manager capability.

During the session, you'll have the opportunity to consider your own organisation and identify:

1. What you're already doing well
2. Where there may be gaps
3. What should be prioritised
4. What managers need to know
5. What actions to take next

You'll leave with:

Practical Steps Checklist

A practical checklist to help assess your organisation's current approach.

Workplace Risk Assessment Guide

Prompts to help identify where harassment risks could arise within your organisation.

Manager Response Guide

Practical guidance to help managers respond appropriately when somebody raises a concern.

Why attend now?

The strengthened duties take effect from 30 October 2026.

- Prevention needs to go beyond simply having a policy
- Employers need to consider the risks within their own organisation
- Third-party interactions are part of the picture
- Managers need to know how to recognise and respond to concerns
- Employers should be able to demonstrate the preventative steps they have taken

About us

The HR Dept Clapham, Highbury & Islington, Newbury & South Oxfordshire provide practical, personalised HR support to local SMEs.

Our training is delivered by experienced HR professionals who understand both employment law requirements and the day-to-day realities of running a business. Our workshops use practical workplace situations to give attendees knowledge, confidence and tools they can put into practice.

Sessions bring together attendees from different local businesses. We can also provide bespoke management training onsite.



Book your place now

Retained clients: £149 + VAT per person
Non-clients: £195 + VAT per person

Courses can also be delivered onsite, and employee eLearning is available.

Please get in touch for more information.

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For more information, visit our website.

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