



**Worker Protection (Amendment of
Equality Act 2010) Act 2023**

**UK's only company dedicated to dealing solely
with Sexual Misconduct within the workplace!**

STOP SEXUAL HARASSMENT WITHIN THE WORKPLACE

STOPSEXUALMISCONDUCT.CO.UK

**Specialist Consultancy,
Face-to-Face Accredited Awareness Training,
Investigatory Services and Keynote Speakers.**





stopsexualmisconduct.co.uk

The UK's only company dedicated solely to eradicating sexual misconduct, sexual harassment, and sexual assault within the workplace.

A unique, specialist consultancy, accredited awareness training and investigation company established to promote the safety and wellbeing of the workforce and together, we can stamp out sexual harassment, so everyone feels safe and able to thrive within the workplace.

**A Specialist Solution
for
Businesses, Organisations, Academic and Medical
Institutions**

SEXUAL HARASSMENT COMPLAINT FORM

ZERO TOLERANCE TO SEXUAL HARASSMENT

Employee Name			Title	
Department			Contact No	
Age		Sex		
Date of Incident			Time of Incident	
Person(s) you allege committed the sexual harassment:			Position/Title	

2023

corporate vision
Corporate Coaching
and Recruitment
Awards

Enhanced DBS
Checked

STOP SEXUAL HARASSMENT IN THE WORKPLACE WHAT EMPLOYERS SHOULD REALLY BE DOING.

Businesses, organisations, and institutions need to do more to combat sexual harassment at work.

Employers are legally responsible under the Worker Protection (Amendment of Equality Act 2010) Act 2023 and the Equality Act 2010 for creating a safe work environment, irrespective of the size of the workforce and now have a 'preventative duty' and must take 'reasonable steps' to Stop Sexual Harassment within the Workplace in any form from occurring.

ALL employers must have the suitable sexual harassment policies, procedures, and awareness training in place to deal with inappropriate conduct in order to avoid being liable, a fine and adverse publicity.

Decisions have consequences, we try to navigate around a sensitive and complex environment, we all need a level of comfort in challenging the status quo. Simply put – sexual misconduct - is unacceptable.

'Prevention is better than cure'.

What are the benefits of engaging with stopsexualmisconduct.co.uk?

Being the only one of its kind specialist company, dealing solely with issues pertaining to the eradication of sexual misconduct, sexual harassment, and sexual assault within the workplace you will;

- Ensure your business is legally compliant and has the best policies and procedures in place.
- Best in class certified face-to-face training to raise awareness among managers to recognise potential issues early.
- Ensuring a safer workplace for all your staff which will result in less absenteeism.
- Help to improve staff engagement and create an environment where, speaking up is encouraged.
- Ensure any issues are dealt with quickly and effectively and with the necessary confidentiality and sensitivity.
- Create an open and safe work environment for all staff to thrive in.
- We offer expert guidance so that your senior management can scrutinize malicious complaints and make appropriate actions.
- Help to protect and enhance the reputation of the organisation.
- Reduce staff turnover and save on potentially expensive legal disputes and actions.





Prevention

First and foremost, an employer should try to prevent sexual harassment by building a culture of respect and trust. However, if sexual harassment occurs and an employee makes a complaint, the organisation must act immediately.

Under the statutory obligations all employers must show that reasonable steps have been taken to prevent harassment from occurring. Employees need to feel confident that if they do speak up, action will be taken, and the necessary policies and procedures will be followed.

Clear, robust, and easily accessible policies on sexual harassment are essential. Having specific policies to deal with such complaints will ensure that the approach is consistent, rigorous, and compliant.

Creating a positive workplace environment along with the correct policies, procedures, accredited awareness training and preventative measures should ensure your organisation does not add to the shocking statistics of sexual harassment within the workplace.

Who Are Our Services For?

stopsexualmisconduct.co.uk only trades with businesses, organisations, academic and medical institutions, not private individuals and take our obligations extremely seriously and believe that sexual misconduct needs to be challenged and eliminated. Our specialist team has the expertise to assist any type of organisation.

This includes, but is not limited to, people who work in the following environments: any type of business, medical and social care; HR, compliance, legal and housing; the charity sector; hospitality sector, schools, colleges and universities; sports clubs and other statutory, private and voluntary sector organisations.

Our expert and sensitive advice, accredited awareness training, investigatory services and keynote speakers, support directors, management teams, supervisors, HR, and team leaders to understand their obligations. We also work effectively with employees and students in addressing these highly emotive matters.

Welcome to stopsexualmisconduct.co.uk



A warm welcome, as our logo states “Dubio Passionem”, meaning this ‘doubtless passion’ for eradicating sexual misconduct, sexual harassment and sexual assault is what our dedicated team of experts provide for all industries by providing expert and sensitive advice. Our name says exactly what we do: nothing more, nothing less.

With the new Statutory Obligation of the Worker Protection (Amendment of Equality Act 2010) Act 2023 **ALL** employers, no matter what the size of the workforce, now have a ‘preventative duty’ and must take ‘reasonable steps’ to Stop Sexual Harassment within the Workplace in any form from occurring..

As the UK’s only company dedicated solely to the eradication of this complex, emotional and often misunderstood subject, our passionate commitment to creating and promoting a positive ethos and culture within the workplace maximises your ability to successfully achieve this ambition.

Action on sexual harassment needs to be taken in a holistic way; small changes based on compliance and liability-avoidance are not enough, so you can rest assured through our face-to face CPD certified ‘**Stop Sexual Misconduct Within the Workplace**’ awareness training courses, and our Technical Guidance, along with the correct up to date Policies and Procedures in place, you will surpass the requirements as per the statutory code of practice and complying with this legislation.

As a leading authority, policymakers, businesses, and public bodies turn to us for guidance and advice as the UK’s only specialist consultancy company dealing solely with these notoriously complex matters and issues relating with sexual misconduct, sexual harassment, and sexual assault within the workplace, makes us unique, with 5-star reviews, (endorsed by the Right Honourable Baroness Burt of Solihull - Architect of the Worker Protection Bill) in promoting the safety and wellbeing of your workforce and together, we can stamp out sexual harassment, so everyone feels safe and able to thrive within the workplace.

Our Team

Having over 90 years combined experience spanning 34 years dealing solely with sexual misconduct matters we understand the subject matter can be delicate, requiring an expert specialist who can convey the message in an effective, yet comfortable and engaging manner. Our stop sexual misconduct consultancy team, awareness training facilitators, investigatory team and keynote speakers comprise of sex crimes expert legal advisors, and former senior specialist trained police officers.

In addition, our expert consultants and course facilitators are highly experienced and are DBS Enhanced as Child & Adult Workforce Support Workers with years of traceable experience. In addition, our team are fluent in the law and procedure on all Sexual Offences Acts (1956 & 2003), Sexual Offences (Protected Material) Act 1997, Equality Act 2006/2010, Worker Protection (Amendment of the Equality Act 2010) Act 2023. Data Protection Acts, Mental Capacity Acts 2005 & 2020, Criminal Procedures Investigations Act 1996, Private Security Industry Act 2001, The Sexual Discrimination Act 1975, The Criminal Justice and Public Order Act 1994, Protection of Harassment Act 1997. Companies Act 2006 (s 171-174). and work in line with statutory safeguarding guidance (e.g., Keeping Children Safe in Education, Prevent) and our own safeguarding and child protection policies along with Achieving Best Evidence protocols.



Our full-time consultants have advised on high-profile complexed cases, published many articles and appeared on national television. We also have a vast knowledge of dealing with complex investigations, employment tribunals, civil, criminal, and appeal court cases involving sexual allegation matters. Our team have the background, experience, and competences to deal effectively with various issues related to sexual misconduct, including sexual harassment, sexual assault, sexual abuse, rape, domestic abuse, intimate partner violence, hate crime, FGM cases, stalking and child bullying.

Our traceable expertise means that we can also offer technical expertise as policy writers, litigators as well as our vast experience of the type of disputes that arise when dealing with sexual misconduct, and the most effective means of resolving them.

Our team are 100% committed to safeguarding and promoting the welfare of all, especially the vulnerable, children and young people, therefore every team member has undertaken Enhanced Disclosure and Barring Service (DBS) checks.

Please Note: Our trainers are not able to give individual legal advice. For information about the law and your legal rights, please email us at info@stopsexualmisconduct.co.uk and we will be happy to guide you to the appropriate contacts. Please also note we are not a support, victim support or voluntary organisation or a charity, and we are not campaigners or protestors.

Please visit our testimonials page to see what our clients say about us.
<https://stopsexualmisconduct.co.uk/testimonials/>



Awareness Training For Businesses, Organisations, Academic and Medical Institutions: Face-to-Face Delivery

Employers should go further than simply adopting policies. By providing management and senior staff with certified face-to-face awareness training, you will help your staff to recognise and resolve potential harassment situations before expensive and damaging claims escalate.

stopsexualmisconduct.co.uk strives to inspire businesses, organisations, academic and medical institutions, by providing unique, high quality and effective support in tackling sexual misconduct, sexual harassment and sexual assault. Despite the fact that providing education and awareness on this notoriously difficult subject is complex, it is also undeniably important.

As a unique company offering only face-to-face delivery and a member of The CPD Certification Service, our 'Stop Sexual Misconduct Within the Workplace' awareness training courses, seminars and workshops are recognised and are CPD certified under our membership number 17753, Certification No: 47979.

As the UK's number 1 specialist provider with 5-star reviews, has enabled us to design our accredited and certified '**Stop Sexual Misconduct Within the Workplace**' awareness training courses so our clients gain the knowledge and skills in promoting the safety and wellbeing of the workforce.

Our team has the experience of having provided countless training sessions, which have been uniquely customised for each business, organisation, and institution for all audiences from school children to professional adults.

In today's fast-paced environment, companies are constantly seeking ways to improve efficiency and reduce costs. One of our key strategies is to allow companies with budget restraints and who employ a small to medium number of staff to merge with other businesses/organisations for our training courses.

This approach has proven to be particularly effective for small to medium sized businesses/organisations with those staff that cannot train during the same period as other staff that are required to cover frontline duties. Please contact us for further information.

All training is age-appropriate and can be adapted for young people with additional needs. The participation of a range of staff groups in the awareness training is encouraged. A minimum of six attendees is recommended*.



Certificate No: 47979
Member No: 17753

Despite the fact that providing education and awareness on this notoriously difficult subject is complex, it is also undeniably important. Face-to-face **Stop Sexual Misconduct Within the Workplace** awareness training leads more to effective and nuanced communication.

stopsexualmisconduct.co.uk provides a variety of Face-to-Face '**Stop Sexual Misconduct Within the Workplace**' CPD certified awareness training course packages including:

* **3 – Hour Basic**

* **4 – Hour Enhanced**

* **2 – Hour Active Bystander Intervention**

* **Consent Training**

* **One-to-One Training**

* **A One-Hour Presentation**

* **Bespoke Training**

* **Workshops**

* **Refresher Courses**

* We are happy to modify the number of attendees subject to our terms.



Businesses, organisations and institutions that take steps to raise awareness help the workforce to recognise the problem when it occurs. We believe that it is crucial for employers to have awareness training and agreed policies for dealing with issues of sexual misconduct in the workplace.

Our '**Stop Sexual Misconduct Within the Workplace**' CPD certified training awareness courses, and guidance can be used to establish policies that prevent, tackle and deal with incidents of sexual misconduct and sexual harassment which will help to promote an ethos of zero tolerance.



We believe that the issues raised are highly confidential, and can be so sensitive, that it is often a taboo subject: that is why only face-to-face awareness training is suitable. Hence, our expert company does not offer webinar training. These certified face-to-face awareness training courses are facilitated by a highly experienced trainer, and with our training will lead to more effective, open and honest communication within the workplace.

These awareness training packages are designed to assist a range of professionals whether they are looking to learn new skills and practices or wanting to refresh their existing knowledge and skills of issues concerning sexual misconduct, sexual harassment, and sexual assault within their working environment.

The participation of a range of staff groups in the awareness training is encouraged. A minimum of six participants is recommended. All training is age-appropriate and can be adapted for young people with additional needs.

Warning

STOP SEXUAL MISCONDUCT Awareness Training contains offensive and explicit language which may offend some participants. No offence is intended to any individual; the content is for educational purposes. All training awareness courses contain SHOCKERS, the trainer will notify the class beforehand with the word “shocker”, if the attendee believes there is a potential that they may become triggered or uncomfortable, attendees are able to leave the room for these sections of the course and will be called back in after the “shocker”.





Consultancy

We are flexible and responsive to the individual needs of your business whatever its size and budget. This means that we can offer you an innovative and bespoke programme as well as tailored guidance on strategy and policy for the unique needs of your business. In understanding the complex interplay of guidance and policy on sexual misconduct issues which can affect every workplace, we find pragmatic solutions for businesses, organisations and institutions that are faced with difficult constraints and pressures within a changing-policy landscape.

Guidance Policies

As a leading authority, policymakers, businesses, and public bodies turn to us for guidance and advice as a unique consultancy company.

Our technical guidance policies provide a benchmark which all businesses, organisations, academic and medical institutions should attain to comply with their statutory obligations.

Making sure that our specialist, highly skilled team are involved in the setting up and implementation of your 'Prevent Sexual Misconduct Policy,' can help ensure that the workplace environment is non-discriminatory, safe and respectful for all, and that a cooperative culture is established to promote the safety and wellbeing of the workforce in all businesses, organisations and institutions by prioritising your commitment to stopping sexual misconduct, you can increase the involvement and engagement of all staff. Thus, delivering maximum impact for your employees and providing the highest quality for your business.

Experiencing sexual misconduct at work can have a devastating impact on the individuals concerned, often leading to ill health and work-related stress, affecting both their work performance and personal life.

Any type of sexual misconduct is illegal. All workers, irrespective of their length of service, are protected from sexual harassment in the workplace by the Equality Act 2010 and the implementation of the Worker Protection (Amendment of Equality Act 2010) Act 2023 regardless of whether or not the accused party states that they meant to cause offence.

Employers have a duty of care to ensure that their employees feel appreciated, are treated with dignity and respect, motivated, and safe. We will help you to fulfil this duty effectively and to invest in your organisation's future.

Action on sexual harassment needs to be taken in a holistic way; small changes based on compliance and liability-avoidance are not enough so you can rest assured through our face-to face CPD certified '**Stop Sexual Misconduct Within the Workplace**' awareness training courses, and our Technical Guidance, along with the correct up to date Policies and Procedures in place, you will surpass the requirements as per the statutory code of practice and complying with this legislation.

stopsexualmisconduct.co.uk strives to inspire businesses, organisations, academic and medical institutions, and by providing unique, high-quality, and effective support in tackling sexual misconduct, sexual harassment, and sexual assault.



An effective ‘Prevent Sexual Misconduct Policy’ will aim to:

- provide the guidance needed to eradicate any sex discriminatory practices.
- protect people against bias or preference to race, colour, religion, sexuality, sexual orientation, gender identity, marital status, age, disability, national or ethnic origin, politics, military service status, disabled and younger people or other protected characteristics. Sexual misconduct is often linked with other forms of discrimination.
- protect employees who have less secure work contracts as often sexual misconduct and harassment can be linked with a workplace power imbalance experienced by those in casual or precarious forms of work.
- highlight your organisation’s commitment to valuing your staff and to tackling discrimination in all its forms.
- improve recruitment and retention for your organisation. Agreeing good and fair practice for all, will advertise the benefits of being a part of your organisation.
- highlight how your organisation has expert communication skills when dealing with employees.
- reduce the number of sex discrimination and sexual harassment cases that would require representation by stopsexualmisconduct.co.uk.

The image shows a clipboard with a 'SEXUAL HARASSMENT COMPLAINT FORM'. The form has a header with the title 'SEXUAL HARASSMENT COMPLAINT FORM'. Below the title, there are several fields for information: 'Employee Name', 'Department', 'Age', 'Sex', 'Title', 'Contact No', 'Date of Incident', 'Time of Incident', 'Person(s) you allege committed the sexual harassment:', and 'Position/Title'. There is a circular logo on the left side of the form and a red stamp on the right side that reads 'ZERO TOLERANCE TO SEXUAL HARASSMENT'.

Obtain Objective Results from Independent Monitoring

How effectively is your business, organisation or institution complying with its policies and procedures on issues regarding sexual misconduct?

How do you ensure that your business is acting in accordance with statutory laws?

We can serve as an independent monitor to:

- evaluate your organisation’s compliance with its protocols and procedures.
- assess its efforts to reduce sexual misconduct.
- appraise the extent to which your organisation provides an effective structure to allow for anonymous reporting of related incidents.



Investigations

Sexual misconduct occurs in many forms and settings. We investigate all types of sexual allegations or incidents.

Our services include carrying out one-off and ongoing investigations into incredibly complex and highly emotive matters of sexual misconduct.

Investigating Sexual Misconduct in the Workplace

You will work with a team that has investigated and supervised many cases over 34 years, involving sexual assault and harassment, stalking, workplace violence, internet predators, unlawful surveillance, and child pornography. Therefore, we understand the necessity for each case to be handled with the utmost care and confidentiality.

From all types of businesses, educational institutions, and medical institutions to professional sports teams, from international corporations to religious and not-for-profit organisations, we have the expertise to investigate the true nature of sexual misconduct claims.

Reduce Risk with Detailed Background and Pre-Employment Investigations

Hiring new employees brings new risks. Businesses, organisations and institutions that rely on automated services for background checks risk missing the red flags which a skilled analyst's thorough review may uncover.

Standard background checks and employment investigations can miss vital pieces of information that you need to make smart business decisions. From hiring and client onboarding to monitoring adherence and employee contracts, we provide the details and analysis that you need to make an informed decision.

Our experienced team surveys many types of records, verifies professional and educational qualifications, and provides context and background to a potential new employee's personal history. The results of our research are then compiled into a 'prospect portrait' that enables you to assess a candidate's qualifications, evaluate any potential red flags, and make effective recruitment decisions.

Sexual misconduct is an urgent workplace issue. By carrying out effective detailed background and pre-employment checks, stopsexualmisconduct.co.uk will support you in ensuring that everyone is treated with dignity and respect at work.



Legal Cases

Handling a Legal Case? Depend on the Experts.

stopsexualmisconduct.co.uk offers litigation support to businesses, organisations and institutions who are handling a sexual misconduct case, by assisting with investigations and performing witness interviews and assessments for employment tribunals, civil and criminal proceedings.

With our extensive experience of managing sexual misconduct cases in the courtroom, we skilfully and confidently help you to navigate unfamiliar processes.

Our team has significant experience in representing clients in a public inquiry as well as other types of investigation. This experience runs throughout our company. It means that we can quickly mobilise a team that has had practical experience of inquiries and investigative work.

Furthermore, our consultants have supported us in this chosen sector for more than 34 years. This means that we can offer not just technical expertise as litigators, but also a vast experience of the type of disputes that arise when dealing with sexual misconduct, and the best means of resolving them.

With this vast expertise and experience, we see the bigger picture: the consequences of a drawn-out dispute, the effect on long-standing business relationships within the workforce, and the legal arguments and evidence associated with each case that we engage with.

Keynote Speakers

Motivational, Keynote & After Dinner Speakers

stopsexualmisconduct.co.uk's motivational speakers, after dinner speakers and guest conference speakers can inspire your delegates and offer expert insight into what is seen as a contentious issue relating to sexual misconduct, sexual harassment, and sexual offences.

Our confident and eloquent speakers deliver informative and thought-provoking presentations focusing on this notoriously complex and often misunderstood occurrence within the workplace.

Beyond a doubt, our keynote speakers have become an integral component at industry events. Willing to share their personal journey, lessons learnt and industry experience to help organisations and institutions to evolve, our speakers provide inspiration and practical tools for audience members to take away and put to good use in their careers and perfectly complement your event.



Our Commitment to Our Obligations

Being a unique company dealing solely with all issues surrounding sexual misconduct, we take our obligations seriously. We take our commitment to being a law-abiding company above and beyond our legal obligations and to show our professionalism to ensure that our business complies with statutory requirements and our own policy procedures, to assess that quality standards are being met, and to prevent or detect crime, we have a duty of care to report a crime. You are advised that it is a serious criminal offence to give false or misleading information, and interfering with the process of justice is also a criminal offence.

Our company is registered with Companies House as carrying out Public Relations and Communications Activities (SIC Code 70210), Educational Support Services (SIC Code 85600), Investigation Activities (SIC Code 80300) and Justice and Judicial Activities (SIC Code 84230).

Furthermore, we are registered with the Information Commissioners Office (ZB534075).

stopsexualmisconduct.co.uk holds membership with the CPD Certification Service (17753). Our 'Stop Sexual Misconduct Within the Workplace Training Courses are certified (47979) by the CPD.

Our team are 100% committed to safeguarding and promoting the welfare of all, especially the vulnerable, children and young people, therefore every team member has undertaken Enhanced Disclosure and Barring Service (DBS) checks.

Our Terms of Business apply to all services.

and finally...

We're sure you'll find us a little different, after all, we are a unique company, you'll always find us warm and friendly to have a conversation with and we're down to earth, so won't bamboozle you with jargon either and believe that a crucial part of being a successful business is being extremely approachable and providing easily accessible support through a team of knowledgeable and dedicated experts. We will answer your questions and concerns and guide you through the process of dealing with issues pertaining to the eradication of sexual misconduct, sexual harassment, and sexual assault.

We realise that this is a notoriously complex subject, and stopsexualmisconduct.co.uk is readily available to provide a professional and trustworthy service that can make a huge, positive difference to your business.

If you would like further details or have any questions, please do not hesitate to contact me directly via my email: **sc@stopsexualmisconduct.co.uk** or you can contact our office directly on **0330 043 9727** or **07379 242 777**

Yours sincerely

Stephen Cooper

Managing Director



www.stopsexualmisconduct.co.uk

sexualharassmentpreventiontraining.co.uk

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of stopsexualmisconduct.co.uk Limited.**

Registered Office: 71-75 Shelton Street, Covent Garden, London, WC2H 9JQ.

Registered in England & Wales, Company No. 14787762.

VAT NO: 440 9157 01 ICO No: ZB534075

The CPD Certification Service member no: 17753

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