

PREVENTION OF SEXUAL HARASSMENT - ACTION PLAN

Our steps to prevent sexual harassment – 21/10/2024

- Communication to staff of zero tolerance approach which means recognising that no worker should have to experience sexual harassment at work
- Taking all concerns raised about sexual harassment seriously
- Acting to promptly take appropriate action when concerns are raised
- Encouraging staff to report any instances of sexual harassment, including third party sexual harassment, that occur
- Developing a protocol for how any reports of sexual harassment, including third-party harassment, will be dealt with and share this with staff
- All external contractors to be informed of our zero-tolerance policy by email
- Sexual Harassment policy to be displayed on our website for access by the public.
- Dedicated risk assessment for lone working
- Dedicated policy on lone working that is communicated with staff so they understand what to do offsite if they are uncomfortable

Action plan monitoring	This action plan will be monitored on a 6 monthly basis to ensure its effectiveness. Any necessary adjustments will be made at each review or sooner where necessary
Designated Lead	Josh Heron - Director