



RESPECT AT WORK

Report by Chief Executive

PURPOSE

- 1.1 The purpose of the Report is to advise the Human Resources Sub Committee of the legislative changes relating to sexual harassment in line with the Worker Protection (Amendment of Equality Act 2010) Act 2023 and seek approval for the refreshed Respect at Work policy.

EXECUTIVE SUMMARY

- 2.1 The Worker Protection (Amendment of Equality Act 2010) Act 2023 came into effect on 26 October 2024. The Worker Protection (Amendment of Equality Act 2010) Act 2023 strengthens the existing provisions of the Equality Act 2010. Under the 2023 Act, employers must take all reasonable steps to protect employees from sexual harassment in the workplace, particularly from third parties and whether it originates from clients or visitors.
- 2.2 Whilst the existing Respect at Work Policy is inclusive of all types of harassment it has now been updated to explicitly reference the new legislation and sexual harassment. Terminology has been updated and additional information relating to legislation and confidentiality has been included in the policy as attached at appendix 1.
- 2.3 In addition an internal online training course has been developed alongside the Respect at work policy to support employees understanding of their rights and responsibilities in relation to harassment. This training course will be mandatory for all employees.

RECOMMENDATIONS

- 3.1 **It is recommended that the Human Resources Sub Committee:**
 - (a) **note the legislative changes in relation to sexual harassment; and**
 - (b) **approve the updated Respect at Work policy.**

Contact Officer: Carmen Macdonald, HR Manager
Appendix: Respect at Work policy
Background Papers: None



IMPLICATIONS

4.1 The following implications are applicable in terms of the Report.

Resource Implications	Implications/None
Financial	None
Legal	Compliance with legislation: - The Worker Protection (Amendment of Equality Act 2010) Act 2023 Health and Safety at Work etc. Act 1974 Protection from Harassment Act 1997 The Human Rights Act 1998 Equality Act 2010
Staffing	The policy is intended to support employee's and ensure that every employee is treated with respect and consideration
Assets and Property	None
Strategic Implications	Implications/None
Risk	Failure to meet legislative requirements
Equalities/Child Rights	In compliance with the Equality Act 2010
Corporate Strategy	None
Environmental Impact	None
Consultation	Corporate Management Team and Trade Unions.

