



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

Worker Protection (Amendment of
Equality Act 2010) Act 2023

STOP SEXUAL HARASSMENT WITHIN THE WORKPLACE

STOPSEXUALMISCONDUCT.CO.UK

CPD Certified Preventative Training

**Face-to-Face / Bespoke / eLearning / Webinar
Platforms**

Enhanced
DBS
Checked



CPD
CERTIFIED
The CPD Certification
Service

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



Worker Protection (Amendment of Equality Act 2010) Act 2023

All Certified Stop Sexual Misconduct Within the Workplace Training Courses© align with the statutory code of practice for the Worker Protection (Amendment of Equality Act 2010) Act 2023 and the Equality Act 2010.

Our training courses are designed to meet the legal requirements and standards outlined in these legislations, ensuring that participants receive education and guidance that complies with relevant laws and regulations regarding worker protection and equality.

Overall, adherence to the statutory code of practice ensures that our training courses are comprehensive, relevant, and legally compliant, offering valuable guidance and support to both employers and employees in creating a safe, respectful, and inclusive work environment.

Enhanced
DBS
Checked



CPD
CERTIFIED
The CPD Certification
Service



CPD Certified Awareness Training **stopsexualmisconduct.co.uk**

As a leading authority in addressing complex issues related to sexual misconduct, sexual harassment, and sexual assault in the workplace, our status as the UK's only dedicated company focused on eradicating sexual harassment in the workplace sets us apart and highlights the unique expertise and perspective we bring to the table.

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



‘Stop Sexual Misconduct Within the Workplace Training Courses©’

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

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.

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, therefore it is essential we provide effective and legally sound training on sexual harassment prevention.

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, eLearning and Webinar CPD certified ‘Stop Sexual Misconduct Within the Workplace Training Courses©**, along with our Technical Guidance - **‘Know Your Limits’**, and the correct up to date Policies and Procedures in place, **your organisation will exceed the requirements outlined in statutory codes of practice and comply with relevant legislation.**

As a leading authority in addressing complex issues related to sexual misconduct, harassment, and assault in the workplace our status as the UK's only specialist consultancy company dedicated solely to these matters sets us apart and highlights the unique expertise and perspective we bring to the table. Policymakers, businesses, and public bodies turning to us for guidance and advice underscores the trust and confidence they have in our knowledge and capabilities.

stopsexualmisconduct.co.uk preventative training, consultancy and investigations fill a crucial niche in the realm of workplace safety and equality, providing invaluable support to organisations seeking to navigate these sensitive and challenging issues. Our uniqueness lies not only in our specialisation but also in our ability to offer tailored solutions and strategies that address the specific needs and concerns of our clients. By offering comprehensive guidance and practical advice, we play a vital role in helping organisations create safer and more inclusive work environments for their employees.

Continuing to serve as a trusted resource and advocate for addressing sexual misconduct, harassment, and sexual assault in the workplace reaffirms our commitment to promoting a culture of respect, dignity, and accountability. We believe our contributions have a tangible impact on the lives of countless workers and contribute to the broader movement toward creating workplaces free from harassment and discrimination, along with our 5-star reviews, and 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 35 years dealing uniquely with sexual misconduct matters, from either the workplace to the court room, 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 accredited course facilitators, consultancy team, award winning investigatory team and keynote speakers comprise of former sex crimes expert legal advisors, and former senior specialist trained police officers, our team are 100% committed to safeguarding and promoting the welfare of all, especially the vulnerable, children and young people, being DBS Enhanced as Child & Adult Workforce Support Workers adds significant credibility and expertise to our courses on sexual harassment prevention.

In addition, our expert consultants and course facilitators are highly experienced, and 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 team have advised on high-profile complexed cases, published many articles and appeared on national television. With a vast knowledge of dealing with complex investigations, employment tribunals, civil, criminal, and appeal court cases involving sexual allegation matters, our team has 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, revenge porn, stalking and child bullying.

Please Note: Our accredited course facilitators are not able to give individual legal advice. For information about the law and your legal rights, please email us at info@stopsmil.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.



Enhanced
DBS
Checked

Who are our CPD Certified 'Stop Sexual Misconduct Within the Workplace Training Courses'© Intended For?

Our '**Stop Sexual Misconduct Within the Workplace Training Courses**© are suitable for anyone who works with, or may come across, sexual misconduct in any context within the workplace. Our courses cover all industries, this includes, but is not limited to, people who work in the following environments: medical and social care; HR, legal and housing; the charity sector; schools, colleges and universities; hospitality sector, sports clubs and other statutory, private and voluntary sector organisations.

These preventative training courses are age-appropriate and accommodate different learning styles in a supportive and interactive learning environment. They can also be adapted for individuals with additional needs. The participation of a range of staff groups in the **Face-to-Face** and **Webinar** training is encouraged. A minimum of six attendees is recommended*. We are also able to offer **One-to-One** training through our **Bespoke** service.

Our highly acclaimed '**Stop Sexual Misconduct Within the Workplace Training Courses**'© are practical and interactive. This helps participants to fully grasp the required knowledge and gain a confident understanding of how to deal with and prevent sexual misconduct of all types. It will also enable the workforce to gain the skills to carry out their day-to-day roles effectively, ensuring that they have the appropriate tools, skills, knowledge, and expertise to meet their moral and legal responsibilities.

The '**Stop Sexual Misconduct Within the Workplace Training Courses**© provides a practical understanding with a range of presentations, learning theory, and case studies. It also aims to make complex areas of the law clear. Each participant will receive a Continuing Professional Development (CPD) certified certificate upon completion of their chosen course.

In addition, a detailed and user-friendly course pack '**Know Your Limits**' booklet is included within our Face-to-Face and Bespoke courses, you may also wish to purchase our '**Stop Sexual Misconduct Within the Workplace 'Know Your Limits' - Preventing and Addressing Sexual Harassment in the Workplace: A Comprehensive Workbook**, which is available via our site.

We understand that the topics we address are highly sensitive and often considered confidential or taboo. However, we also recognise the importance of flexibility and accessibility in training. In addition to our renowned Face-to-Face and Bespoke preventative courses, we offer engaging eLearning modules and interactive Webinar training sessions. Our expertise has expanded our training options to accommodate diverse needs. These online alternatives are designed by experienced professionals, ensuring the same level of quality and expertise. Whether you prefer Face-to-Face sessions at your location or ours, or the convenience of eLearning and Webinars, we are committed to delivering effective and impactful training solutions throughout England and Wales.

Promote a Safe Environment with Effective Training for Businesses, Organisations, Academic and Medical Institutions Face-to-Face, E-learning and Webinar Delivery

Our ‘**Stop Sexual Misconduct Within the Workplace Training Courses**© are designed to assist a range of professionals whether they are looking to learn new skills and practices or refresh their existing knowledge and skills of issues concerning sexual misconduct, sexual harassment, and sexual assault within their working environment.

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. Anyone wishing to attend one of our courses under the age of 18 must be accompanied by an adult age 18 or over. The participation of a range of staff groups in the awareness training is encouraged.

Warning

Stop Sexual Misconduct Within the Workplace Training Courses may contain offensive and explicit language, which may offend some participants. No offence is intended to any individual; the content is for educational purposes. Training courses may contain SHOCKERS, the accredited course facilitators will notify the class beforehand with the word “shocker”, if the participant/s believes there is a potential that they may become triggered or uncomfortable, participants are able to leave the room for these sections of the course and will be called back in after the “shocker” has passed.



**Promote a Safe Environment with Effective
Training for Businesses, Organisations,
Academic and Medical Institutions**

Despite the fact that providing education and awareness on this notoriously difficult subject is complex, it is also undeniably important. **‘Stop Sexual Misconduct Within the Workplace Training Courses’**© leads more to effective and nuanced communication and your organisation will exceed the requirements outlined in statutory codes of practice and comply with relevant legislation.

stopsexualmisconduct.co.uk provides a variety of **Face-to-Face, E-learning, Webinar** CPD Certified, **One-to-One** and **Bespoke** ‘Stop Sexual Misconduct Within the Workplace Training Courses’© - the packages available include:

Our full list of CPD Certified Courses

Face-to-face Awareness Training	eLearning Platforms CPD Online Training Courses	Webinar (via Teams or Zoom) CPD Training Course
Basic 3 - Hour	Basic 1 - Hour	Basic 3 - Hour
Enhanced 3 - Hour	Enhanced 90 Mins	Enhanced 90 -Mins
Consent Training 1- Hour	Consent Training 1-Hour	Consent Training 1- Hour
Active Bystander Intervention 2 - Hours	N/A	Active Bystander Intervention 2 Hours
Conducting Workplace Investigations 3 - Hours	Conducting Workplace Investigations 2 - Hours	Conducting Workplace Investigations 2 - Hours
One-to-one	N/A	One-to-One
Bespoke Training	Bespoke Training	Bespoke Training
Refresher Courses	Refresher Courses	Refresher Courses

How eLearning courses can be accessed

For organisations with an existing Learning Management System (LMS), our courses are available as a SCORM file, ready for direct integration. Organisations without an LMS can access the e-learning through our website. Each employee will receive a dedicated login to complete the course, while HR teams can access statistics and reports with support from our operations team. Please also see <https://stopsexualmisconduct.co.uk/licensing-framework-brochure/>

Our Terms of Business apply to all courses, we happy to modify the number of participants subject to our terms.



Our Expert Accredited Course Facilitators.

Having expert accredited course facilitators who are highly qualified, include sex crimes expert legal advisors and former senior specialist trained police officers, our team are 100% committed to safeguarding and promoting the welfare of all, especially the vulnerable, children and young people, being DBS Enhanced as Child & Adult Workforce Support Workers adds significant credibility and expertise to our courses on sexual harassment prevention. Their extensive experience and knowledge in this complex field ensures that participants receive top-notch training that is both informative and practical.

As a unique company offering **Face-to-Face, eLearning and Webinar** delivery of our ‘**Stop Sexual Misconduct Within the Workplace Training Courses©**’, we are proud to state we are members of the CPD Certification Service – Member No: 17753.

Certification No’s: 47979/56111/56112/56113/56114/56115/56116.

Whether you require a basic level or enhanced level of ‘**Stop Sexual Misconduct Within the Workplace Training Courses©**’, it will be led and facilitated by highly experienced facilitators who are DBS Enhanced as Child & Adult Workforce Support Workers and have years of traceable experience.

In addition, our expert facilitators are fluent in the law and procedure on all Sexual Offences Acts 1956 & 2003, Equality Act 2006/2010, Worker Protection (Amendment of the Equality Act 2010) Act 2023, 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) along with our own safeguarding and child protection policies and Achieving Best Evidence protocols.

BASIC

‘Stop Sexual Misconduct Within the Workplace Training Course©

This **Basic - Stop Sexual Misconduct Within the Workplace Training Course©** is suitable for all employees who work within all industries, and is a introductory level so no previous knowledge is required, having been designed by highly specified and distinctive experienced experts to create a high-performing mission-critical awareness training platform to cater to the unique needs of the basic knowledge and the fundamentals needed concerning sexual harassment within the workplace.

The participation of a range of staff groups in the **Face-to-Face*** and **Webinar** preventative training is encouraged. A minimum of six attendees is recommended*.

This course is delivered across three different platforms, **Face-to-Face**, **eLearning** and **Webinar**.

The Face-to-Face Basic training is a 3-hour course can be delivered at your business premises or at one of our various training locations in England, Scotland and Wales (breaks are included within this morning or afternoon course).

Face-to-Face 3 Hours - please contact us for a firm quotation *
Webinar 3 Hours - please contact us for a firm quotation *
eLearning 1 Hour - please contact us for a firm quotation

What is Covered?

These topics are included in the **Basic ‘Stop Sexual Misconduct Within the Workplace’ Training Course©**:

- What is sexual harassment?
- What is the meaning of the ‘workplace’ in relation to sexual harassment.
- Vulnerability.
- Who is protected against sexual harassment?
- Tone of delivery and Non-verbal delivery.
- Health-related effects of sexual harassment.
- Consent.
- Active bystander intervention - the five steps.
- What to do if you are a target of sexual misconduct, are being sexually harassed, or have suffered sexual assault at work.
- Compliance.
- Introduction to the “Worker Protection (Amendment of the Equality Act 2010) Act 2023”.
- What the Law Says?
- Positive workplace culture.
- NDA’s.
- And much more

ENHANCED

‘Stop Sexual Misconduct Within the Workplace Training Course’©

The Enhanced **‘Stop Sexual Misconduct Within the Workplace Training Course’©** is for those in Management and Leadership roles and is a comprehensive course, having been designed by highly specified and distinctive experienced experts to create a high-performing mission-critical awareness training platform to cater to the unique needs of Boards of Directors, Managers, HR, Supervisors, and Compliance Officers ensuring a profound understanding and practical application of these critical laws effectively and professionally.

This Enhanced comprehensive course is complementary to our Basic, Active Bystander Intervention, Consent and Conducting Workplace Investigations Training Courses and is the most effective way to fulfil your mandatory statutory duty to take a “Preventative Duty” and “Reasonable Steps” as defined within the Worker Protection (Amendment of Equality Act 2010) Act 2023 and the Equality Act 2010.

This course is delivered across three different platforms, **Face-to-Face, eLearning and Webinar.**

Delivery of our **Face-to-Face** courses can take place at your business premises or one of our various training locations in England, Scotland and Wales (breaks are built into the day).

The participation of a range of staff groups in the Face-to-Face and Webinar awareness training is encouraged.

Face-to-Face 3 Hours - please contact us for a firm quotation
Webinar 2 Hours - please contact us for a firm quotation
eLearning 90 Mins - please contact us for a firm quotation

What is Covered?

This **Enhanced ‘Stop Sexual Misconduct Within the Workplace Training Course’©** covers topics from the Basic awareness training course, as well as the following topics:

- Detailed explanation on your Director Responsibilities.
- Taking reasonable steps to prevent sexual harassment.
- Sexual harassment policies.
- Zero tolerance policies.
- Informal and Formal resolution.
- Legal implications of sexual harassment, the grievance process and employment tribunals.
- Advanced Law – Organisation’s obligations under the new laws.
- Overview of Worker Protection (Amendment of the Equality Act 2010) Act 2023.
- Whistleblowing and NDA’s
- Reinforcing the organisation’s commitment to a safe and respectful work environment.

CONDUCTING WORKPLACE INVESTIGATIONS

‘Stop Sexual Misconduct Within the Workplace Training Course’©

Our **Conducting Workplace Investigations ‘Stop Sexual Misconduct within the Workplace Training Course’©** is for those in Management, Leadership roles and is a comprehensive course, having been designed by highly specified and distinctive experienced experts to create a high-performing mission-critical awareness training platform to cater to the unique needs of Boards of Directors, Managers, and Supervisors, HR and Compliance Officers ensuring a profound understanding and practical application of these critical laws effectively and professionally.

This **Conducting Workplace Investigations ‘Stop Sexual Misconduct Within the Workplace Training Course’©** is complementary to our Basic, Enhanced, Active Bystander Intervention, and Consent Training Courses and is the most effective way to fulfil your mandatory statutory duty to take a “Preventative Duty” and “Reasonable Steps” as defined within the Worker Protection (Amendment of Equality Act 2010) Act 2023 and the Equality Act 2010.

This training course is a deep dive and plays a crucial role in equipping participants with the skills and knowledge needed to conduct sexual harassment investigations effectively, professionally, and in compliance with legal requirements. It also ensures you understand thoroughly how an investigation should be conducted from receipt of the first complaint to interviewing all parties involved, drafting reports, and making findings along with recommendations.

This course is delivered across three different platforms, **Face-to-Face, eLearning and Webinar.**

Delivery of our **Face-to-Face** courses can take place at your business premises or one of our various training locations in England, Scotland and Wales (breaks are built into the day).

Face-to-Face 3 Hours - please contact us for a firm quotation

Webinar 3 Hours - please contact us for a firm quotation

eLearning 2 Hours - please contact us for a firm quotation

What is Covered?

This **Conducting Workplace Investigations ‘Stop Sexual Misconduct Within the Workplace Training Course’©** covers topics from the **Intermediate** and **Enhanced** training courses, as well as the following topics:

- Police Involvement.
- General Obligations.
- Receiving a Sexual Harassment complaint.
- No witnesses to complaint.
- The PEACE model for Interviewing.
- He said/she said Investigations. Witnesses and statements.
- Protection Against Retaliation. Evidence. How to Assess Credibility.
- Transparency.
- And so much more.

ACTIVE BYSTANDER INTERVENTION

‘Stop Sexual Misconduct Within the Workplace Training Course’© (Face-to-Face and Webinar delivery)

Our **Active Bystander Intervention (2-Hour) ‘Stop Sexual Misconduct Within the Workplace’© Face-to-Face and Webinar** training provides the techniques to challenge inappropriate behaviours constructively, safely and will give your workforce the skills needed to eradicate incidents of sexual harassment by challenging this unacceptable behaviour in the workplace.

Studies have shown **Active Bystander Intervention** training has had a major impact in changing cultures, businesses, organisations, academic and medical institutions. Training bystanders on how and when to recognise, intervene and show empathy to targets of sexual misconduct has been found to be an effective way to increase awareness and disrupt these incidents.

This course is delivered across two different platforms, **Face-to-Face, and Webinar.**

Face-to-Face 2 Hours - please contact us for a firm quotation
Webinar 2 Hours - please contact us for a firm quotation

What is Covered?

Some of the topics are included within our Active Bystander Intervention - Face-to-Face and Webinar training.

- The five stages to the process of being an Active Bystander
- Defining inappropriate behaviour and recognise when help is needed.
- Safe strategies for intervening and understand boundaries and reporting.
- Understand the legal context.
- And much more.





One-to-One

One-to-one training is an option and can have more benefits. The personalised approach can often be the most effective. A major advantage of a one-to-one awareness training is that it can be tailored to your specific requirements. Whether it's for on-boarding, or part of your disciplinary procedure.

Setting personalised goals if it's about improving skills, a one-to-one tutor will be able to give a set of objectives suited to those needs. This helps ensure your objectives are being met in a proactive manner.

This course is delivered across two different platforms, **Face-to-Face**, and **Webinar**. Please contact us for further pricing. Terms and Conditions apply.

Bespoke Training

Our **Bespoke 'Stop Sexual Misconduct Within the Workplace Training Course'**© package allows us to work with you to tailor, combine or expand different aspects of the course to meet your specific needs. We can use case studies and examples from your organisation or institution if required. You may find that using a bespoke training package for your organisation is more cost-effective and will provide a unique opportunity for your team to learn together.

We can create tailored packages to your specific organisational context and needs, on a range or combination of topics, including but not limited to:

- Active Bystander Intervention.
- Consent.
- Defining sexual misconduct and harassment, understanding the prevalence and associated myths.
- Sexual harassment in the workplace.
- How to eliminate sexual misconduct.
- Exploring the impacts of sexual misconduct.
- Discussing the potential barriers to disclosure and how to overcome them.
- Responding appropriately to disclosures.
- The importance of self-care and looking after your workforce.

To learn more about the range of bespoke certified awareness training services, which can be delivered over three platforms, Face-to-Face, Webinar or eLearning, please contact us to discuss your tailored requirements.

Please contact us for further pricing. Terms and Conditions apply.

Stop Sexual Misconduct Academic Awareness Training for Schools, Colleges, and Universities

Consent

Stop Sexual Misconduct Within the Workplace Training Course©

Our Consent Stop Sexual Misconduct Consent Training Course© helps Students and those who do not grasp the real definition of what consent is, understand the importance of it, and how to use this knowledge to nurture healthy and mutually respectful relationships. It tackles legal and ethical issues and is an excellent way of understanding what is right and wrong.

This course is delivered across three different platforms, **Face-to-Face***, **eLearning** and **Webinar*** and is available for small or large organisations (up to 100 attendees*).

Face-to-Face 1 Hour - please contact us for a firm quotation

Webinar 1 Hour - please contact us for a firm quotation

eLearning 1 Hour - please contact us for a firm quotation



Certificate No: 56113



A One-Hour Presentations

We can create tailored packages to your specific organisational context and needs, available via our **Face-to-Face** and **Webinar** platforms, on a range or combination of topics and aims to help everyone to understand:

- Common myths which allow sexual misconduct to happen.
- What the Worker Protection (Amendment of Equality Act 2010) Act 2023 meaning for the workforce and understand the legal definition of sexual harassment.
- and so much more.

Please contact us for further pricing. Terms and Conditions apply.

Refresher Courses

‘Stop Sexual Misconduct Within the Workplace Training Course’©

Our refresher courses are designed to assist a range of professionals to update your existing skills with new skills and practices or refresh their existing knowledge and skills of the issues concerning the prevention of sexual misconduct, sexual harassment, and sexual assault within their environment.

We currently offer these refresher courses on all platforms.

Face-to-Face, eLearning, and Webinar refresher courses are curated on request.

Please contact us for further pricing. Terms and Conditions apply.



Frequently Asked Questions

Would you like to know a little more about the training courses at stopsexualmisconduct.co.uk?

These are our answers to some of your most frequently asked questions.

Q. What is the Worker Protection (Amendment of the Equality Act 2010) Act 2023.

With the implementation 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.

Q. Can I book a course as an individual?

Unfortunately, no. We work directly with businesses, organisations and institutions to run awareness training courses for their employees. The participation of a range of staff groups in the Face-to-Face and Webinar training is encouraged, a minimum of six attendees is recommended with these platforms.

Q. Can my company merge with another company to save costs for training?

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.

Q. Are there age restrictions on your course?

All training is age-appropriate and can be adapted for young people with additional needs. Anyone wishing to attend one of our courses under the age of 18 must be accompanied by an adult aged 18 or over. The participation of a range of staff groups in the awareness training is encouraged.

Terms and Conditions apply to all courses.



Q. Who are your course facilitators?

As a leading authority in addressing complex issues related to sexual misconduct, sexual harassment, and sexual assault in the workplace, our status as the UK's only specialist consultancy, preventative training and investigation company dedicated solely to these matters sets us apart and highlights the unique expertise and perspective we bring to the table. Our team is employed full time and comprises of accredited course facilitators, consultancy team, award winning investigatory team and keynote speakers comprise of former sex crimes expert legal advisors, and former senior specialist trained police officers, our team are 100% committed to safeguarding and promoting the welfare of all, especially the vulnerable, children and young people, being DBS Enhanced as Child & Adult Workforce Support Workers adds significant credibility and expertise to our courses on sexual harassment prevention.

In addition, our expert consultants and course facilitators are highly experienced, and 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.

Q. Are the awareness training courses offensive?

Our awareness training courses are age-appropriate and accommodate different learning styles in a supportive and interactive learning environment. They can also be adapted for individuals with additional needs.

Stop Sexual Misconduct Within the Workplace Training Courses may contain offensive and explicit language, which may offend some participants. No offence is intended to any individual; the content is for educational purposes. Training courses may contain SHOCKERS, the accredited course facilitators will notify the class beforehand with the word “shocker”, if the participant/s believes there is a potential that they may become triggered or uncomfortable, participants are able to leave the room for these sections of the course and will be called back in after the “shocker” has passed.

Q. Can you deliver your awareness training in our offices?

Yes. Our face-to-face courses can be delivered in your business premises. In fact, this may feel more comfortable for our clients. We can travel to locations within England, Scotland and Wales to deliver our awareness training courses.

Q. Are your awareness training courses open to all levels within our organisation?

Yes. Our Basic and Consent awareness training is relevant to employees at any level. Our Enhanced, Active Bystander Intervention and Conducting Workplace Investigations training courses are tailored more specifically for management teams, supervisors, HR, compliance officers and team leaders. It is strongly advisable to attend the basic awareness training in order to grasp a full understanding of all other available training courses.

Q. Can I transfer my place onto another course?

Sorry, you are not able to transfer your place onto another course.

Q. What languages can you deliver your training in?

We deliver our training in the English language. At the moment, we are not able to deliver our training in any other language.

Q. What is the process for booking an awareness training course?

We work closely with you to make sure that all courses and bespoke programmes will address your needs. We begin with a conversation to hear more about what your objectives are, the schedule that suits you and what will work for your team. From there, we will suggest trainer availability that suits the awareness course that you have chosen. We will then send over an enquiry form for you to complete which will secure your dates and booking. Once your date is confirmed we will then send you our engagement letter and fee agreement. Please visit our website for information on our eLearning and Webinar courses (which are available to your tailored to your requirements). We are happy to modify the number of attendees subject to our terms.

Q. What are the duration times of the courses?

Many businesses, organisations and institutions choose our bespoke Face-to-Face awareness training courses with various time schedules; however, the most popular awareness training courses are our 3 - hour Basic, 90 Minute Enhanced and 2 hour Conducting Workplace Investigations packages. Breaks are built into these courses and are led by specialist, experienced and expert facilitators. It is strongly advisable to attend the basic awareness training in order to grasp a full understanding of other available training courses.

Q. Can we record the training that you run for us?

Participants are not to record, screenshot or take photographs of the course or any part of it. This is due to the sensitive nature of the training that we run and that your responses are anonymous which must be protected. All mobile communication devices must be switched to silent (not vibrate) or set to airplane mode for the duration of the course.

Q. What's included within the course pack?

Each participant of our Face-to-Face training receive a detailed and user-friendly course pack which includes a practical support leaflet 'Know Your Limits'.

Q. Do you offer your courses in any other format?

Yes, our Stop Sexual Misconduct Within the Workplace 'Know Your Limits' - Preventing and Addressing Sexual Harassment in the Workplace: A Comprehensive Workbook is available via our site.

Q. Do I receive a certificate after completing your preventative training courses?

Yes. When you complete one of our preventative training courses, a CPD compliant certificate will be issued containing an evidenced-based learning statement to confirm the course content. Certificates will be sent to the person who arranged the course booking. Should you lose or misplace the certificate, please contact us and we will issue a new certificate for a small fee. Each course is valid for a period of 3 years from the date of completion subject to no change in legislation.

Our company has been accredited as a CPD provider by the CPD Certification Service who has reviewed and approved our courses and seminars to ensure that we are able to clearly demonstrate our commitment to stopping sexual misconduct within the workplace.

Q. How many people can attend an awareness course?

Our Face-to-Face awareness training courses can cater for as little as 6 attendees*. The maximum number of attendees is 100*, depending on the course you wish to purchase. We are flexible according to your needs, so please get in touch with us about your requirements.

Q. Can I send another person in my place?

A colleague of the same organisation or institution may attend in your place provided you notify us as early as possible and at least a week before the training date.

Q. How much does your training cost?

Face-to-Face and Bespoke training packages are priced according to the clients requirements and of course location, all Face-to-Face and Bespoke platforms are plus VAT, plus any travel, accommodation, and subsistence expenses (if applicable). Prices for our Web based standard Webinar and eLearning platforms are indicating on our website. For further pricing information, please get in touch with us about your requirements.

Q. What if I need to cancel?

Unless otherwise stated on the Face-to-Face training enquiry form:

- Cancellation up to 2 weeks before the training date costs £50.00.
- Cancellation within 2 weeks of the training date is charged in full.
- All cancellation charges also apply to late bookings.

We will also charge any costs that we have incurred for the course (for example, booked travel tickets, accommodation, courier costs, trainer preparation, bespoke set up). Our terms of business applies to all services we provide.

We do hope the above answered your question, nonetheless if you would like to ask us more questions concerning our awareness training course or creating a bespoke training package, please do not hesitate to contact us.

If you need to cancel, please do so in writing and email to: training@stopsml.co.uk

Stop Sexual Misconduct Within the Workplace Training Courses©

Terms and Conditions

By accepting to attend a stopsexualmisconduct.co.uk training course, you are entering into a contract and agree to abide by the following Terms and Conditions:

- stopsexualmisconduct.co.uk Limited: Known herein within these terms as SSML.
 - Client is the person authorised by the business/organisation/institution to act on behalf their business/organisation/institution and agrees to be bound by these Terms and Conditions.
 - Participant/s refers to the person/s who are participating of behalf of their business/organisation/institution.
1. All prices quoted are plus VAT at the current rate.
 2. Face-to-Face and Bespoke courses are quoted are on a client-by-client basis.
 3. Additional fees, such as travel, accommodation and subsistence expenses are applicable where required.
 3. The course/s fee payable by the client will be that as advertised on our website or on the enquiry/booking form or as agreed (in writing) at the time of booking.
 4. SSML retains the right to vary course fees at any time (before a booking is confirmed).
 5. Full payment of the course fee is required when the course booking is made. In exceptional circumstances, an alternative payment method may be available; this must be discussed at the time of booking.
 6. When full payment is received for our Face-to-Face and Bespoke training, a confirmation email will be issued to the client. SSML cannot be held responsible for the non-delivery of the confirmation email, although we will hold proof it has been sent and advise you to check your spam and junk email.
 7. Once a training course is booked and confirmed, it is the client's responsibility to ensure attendance of those participants at the specified date, time and location.
 8. If SSML is unable to deliver the course due to unforeseen circumstances, the training course will be rescheduled as soon as possible with no additional charge. The new course date will be subject to availability within the timescales specified by SSML.
 8. A reminder of the course booking will be sent to the client by text 48 hours before the course commencement.
 9. If a participant(s), fail to attend or complete the course or is late, for any reason, then refunds are not available subject to certain circumstances. Please contact us to discuss this further.
 10. A client/participant(s) personal data will only be used for the purpose of providing the course, such as the issuing of course certification, written responses are anonymous, to protect this anonymity, we request that all persons do not mention any personal data during the training course.
 11. No part of our 'Stop Sexual Misconduct Within the Workplace Training Courses' materials, may be reproduced, stored in a retrieval system or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the consent of the copyright owners, application for which should be addressed to info@stopssml.co.uk.
 12. When booking the selected course, you are agreeing not to record, screenshot or take photographs of the course or any part of it.
 13. If a participant(s) is under the age of 18 then they must produce a physical valid photographic identity document. e.g., an in-date photo card driving licence or a current passport. Please note: a photocopy, photograph or electronic copy of the document will not be accepted. If a current photo identification is not available, then the client must contact us prior to the date of the course.

14. Every effort will be made to accommodate special requirements, provided that they are indicated by the client at the time of booking.

15. A client or participant(s) who needs the services of an interpreter to accompany them on the course, will be required to provide an interpreter at their own cost. The interpreter must be a minimum age of 21 (and be able to provide current photographic identification at registration of the course). Due to our compliance policy all interpreters must be a member of the Institute of Translation and Interpreting. Failure to notify us in advance may result in the participant(s) being refused entry to the training course.

16. Only persons responsible for the delivery of the course, and clients and their delegated participants attending the course, will be allowed to attend. There may be occasions where registered assessor or monitor will attend the course to ensure national compliance.

17. To complete a course, the client/participant(s) must:

- complete the webinar or eLearning courses as directed on the joining instructions. Face-to-Face and Bespoke participants must follow the instructions when a booking has been confirmed by us and arrive on time for the course (15 minutes prior to the start time). Late arrivals may be refused entry.
- attend for the entire duration of the course.
- make a positive contribution through active participation.
- demonstrate a responsible attitude to stopping sexual misconduct within the workplace.

18. ‘Stop Sexual Misconduct Within the Workplace Training Courses© contain offensive and explicit language which may offend some attendees. No offence is intended to any individual; the content is solely for educational purposes.

- Warning: Our accredited course facilitators will notify the class beforehand with the word “shocker” no offence is intended, these examples are for educational purposes only. If the participant believes there is potential for them to become triggered or uncomfortable, participants are able to leave the class for these sections of the course and will be called back in after the “shocker” session has passed.

19. All mobile communication devices (mobile phones etc.) must be switched to silent (not vibrate) or set to airplane mode for the duration of the course. Failure to do so will result in the participant being asked to leave the course.

20. Any participant(s) who are abusive or disruptive will be asked to leave the course immediately.

21. No alcoholic beverage or drugs are to be consumed during the course. If participant(s) are unfit through taking alcohol or drugs, they will not be allowed to complete the course and will be asked to leave.

23. Participant(s) will be expected to dress appropriately to avoid causing offence to others.

24. The frequency and number of breaks will depend on the length of each course. Tea, coffee, and water will be supplied upon request.

25. Please Note: Our accredited course facilitators are not able to give individual legal advice. For information about the law and your legal rights, please email us at info@stopsmil.co.uk and we will be happy to guide you to the appropriate contacts. Please note we are not a support, victim support or voluntary organisation or a charity, and we are not campaigners or protestors, upon request we are happy to supply details of useful contacts.

26. Our standard Terms of Business also apply, which are available upon request and are available to view on our website.

Ownership and Usage Rights Notice

stopsexualmisconduct.co.uk holds exclusive ownership of all proprietary ideas, including patentable concepts, copyrights, trade secrets, and content related to this 'Stop Sexual Misconduct within the Workplace Training Course'. This encompasses written material, graphic design, logos, schematics, layout, publishing, research, and development.

Usage of this licensed product is strictly governed and requires explicit authorisation from an official representative of stopsexualmisconduct.co.uk.

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, we will write a formal report upon completion of our attendance to your requirements, this ensures our legal obligations and 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.

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 about our awareness training courses, please do not hesitate to contact me directly via my email: sc@stopsmml.co.uk or my mobile number is **07379 242 777** or you can contact our office directly on **0330 043 9727**.

Yours sincerely

Stephen Cooper

Managing Director



www.stopsexualmisconduct.co.uk

sexualharassmentpreventiontraining.co.uk

sexualharassmentawarenesstraining.co.uk

workerprotectionamendmentofequalityact2010act2023.co.uk

info@stopsml.co.uk

0330 043 9727

0737 924 2777



**stopsexualmisconduct.co.uk is a trading name
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

All content is subject to English Law. © stopsexualmisconduct.co.uk Limited