

Facilitated Sexual Harassment Training and Video Package

Empower Your Organisation to Prevent Sexual Harassment

The Worker Protection Act, which came into effect on 26th October 2024, places increased responsibility on organisations to prevent sexual harassment in the workplace. It is essential for organisations to train their people to understand what constitutes sexual harassment and to take practical steps to prevent it from happening.

Focal Point has developed an innovative, cost-effective package of support to help you meet these requirements, fostering a safe and respectful workplace.

What is Included?



A 45-minute Interactive Video Resource

Our facilitator-led video is designed for team discussions, using real-world scenarios to encourage engagement and deeper understanding while aligning with your organisation's policies, processes, and values.



Accompanying Manager/ Facilitator Guide

This practical guide will help managers and facilitators to maximise the impact of the video resource and lead effective, meaningful discussions.



Facilitation Workshops

These workshops will build skills and confidence in your internal managers, facilitators and champions to effectively use the video with teams throughout the organisation.

KEY FEATURES



Video Resource

- ✓ Engages teams through interactive guided discussions designed to generate meaningful conversations, increase understanding, and raise awareness.
- ✓ Specifically designed for group learning and collaboration
- ✓ Based on practical, relatable scenarios
- ✓ Works in conjunction with your organisation's policies, processes, and values
- ✓ Guides participants to identify clear, specific actions at both individual and organisational levels



Facilitation Skills Workshop

Highly practical workshops designed to help managers, facilitators and champions to:

- ✓ Gain confidence in using the video resource
- ✓ Increase awareness of sexual harassment prevention and the requirements of the Worker Protection Act
- ✓ Develop facilitation skills to lead engaging team discussions based on the video by:
 - Asking the right questions to encourage participation and idea-sharing
 - Guiding teams to identify practical actions they can take
 - Building confidence to address questions from their teams



Benefits

- ✓ A cost-effective solution, ideal for scaling support across your organisation
- ✓ Sustainable, as it's delivered in-house, providing on-going support
- ✓ Is a powerful alternative to eLearning, offering live interaction without the costs of traditional workshops
- ✓ On-demand resource that can be used repeatedly, whether for refresher training or onboarding new employees
- ✓ Brings policies and procedures to life in a meaningful way
- ✓ Clarifies grey areas which many struggle with, such as when banter crosses the line into unacceptable behaviour
- ✓ Develops internal facilitation skills that can be applied beyond this training

To discuss how we can support you to prevent sexual harassment within your organisation please call or email the team to have a initial complimentary, exploratory discussion.



Why Choose Focal Point's Solution?

A Powerful Alternative to eLearning

Sexual harassment is a sensitive and nuanced workplace issue that requires discussion and opportunities to ask questions to ensure there is genuine understanding of what it is and how to prevent it.

Focal Point's video resource offers a powerful alternative to eLearning, which often lacks opportunities for learners to explore diverse perspectives by hearing other points of view, ask questions or gain clarity around specific scenarios. eLearning also struggles to reliably measure individual engagement and comprehension.

Our video resource is a solution that creates interaction and discussion in a way that is far more likely to change behaviour and lead to a respectful working culture.

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