



**“BEING AN EMPLOYER HAS JUST  
BECOME THAT MUCH HARDER – BEING  
AN EMPLOYEE, THAT MUCH SAFER.”**

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# jmw INTRODUCTIONS



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# TODAY'S SESSION

1. PREVENTING SEXUAL HARASSMENT IN LIGHT OF THE WORKER PROTECTION ACT 2023.
2. THE EMPLOYMENT RIGHTS BILL AND KEY CHANGES.
3. QUESTIONS.



# PREVENTION OF SEXUAL HARASSMENT



# THE WORKER PROTECTION ACT 2023

## WHAT RISKS DO AGENTS FACE?

- HARASSMENT FROM THIRD PARTIES
- OFFICE 'BANTER'
- WHATSAPP CHATS
- WORK-RELATED EVENTS (XMAS IS AROUND THE CORNER!)



## REASONABLE STEPS

- POLICIES
- TRAINING
- RISK ASSESSMENTS
- ENCOURAGING REPORTING
- MONITORING AND DEALING WITH COMPLAINTS



# TAKE AWAY POINTS

- **STANCE.** WORK OUT WHAT ATTITUDE YOUR COMPANY WILL TAKE ON THE NEW LEGISLATION. DO YOU WANT TO BE REACTIVE OR PROACTIVE?
- **CURRENT POSITION.** LOOK AT WHAT YOU CURRENTLY HAVE (I.E. POLICIES, CONTRACTS AND HANDBOOK).
- **WORK OUT A PLAN.** WHAT DO YOU NOT HAVE? WHAT DO YOU HAVE, BUT NEED TO ADJUST?
- **PROCESS.** WHO CAN YOU DESIGNATE IN YOUR OFFICE TO DEAL WITH PREVENTION OF SEXUAL HARASSMENT? WHAT COURSE OF ACTION WILL YOU TAKE IF AN EMPLOYEE APPROACHES YOU WITH AN ISSUE?
- **ADVICE.** REACH OUT TO US!



## EMPLOYMENT RIGHTS BILL

- DAY ONE RIGHTS
- 'FIRE AND RE-HIRE' RESTRICTIONS
- STATUTORY SICK PAY REFORMS
- COLLECTIVE REDUNDANCY CHANGES





# EMPLOYMENT RIGHTS BILL

## Public sector outsourcing: protection of workers

- Public sector outsourcing: protection of workers

## Duties of employers relating to equality

- Equality action plans
- Provision of information relating to outsourced workers

## Zero Hour Workers

- Right to guaranteed hours
- Shifts: rights to reasonable notice
- Right to payment for cancelled, moved and curtailed shifts
- Amendments relating to sections 1 to 3
- Repeal of Workers (Predictable Terms and Conditions) Act 2023
- Exclusivity terms in zero hours arrangements

## Flexible Working

- Right to request flexible working

## Tips and gratuities

- Policy about allocating tips etc: consultation and review

## Entitlement to leave

- Parental leave: removal of qualifying period of employment
- Paternity leave removal of qualifying period of employment
- Ability to take paternity leave following shared parental leave
- Bereavement leave

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QUESTIONS?

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NEED OUR HELP?



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