

Position Statement: Worker Protection (Amendment of Equality Act 2010) Act 2023: Sexual Harassment

March 2025



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At Claims Consortium Group, we remain steadfast in our commitment to fostering a workplace where every individual feels safe, respected, and empowered. In light of the recent amendments to the Worker Protection (Amendment of Equality Act 2010) Act 2023, particularly those addressing sexual harassment, we continue to lead the way by ensuring we are taking proactive measures to ensure our policies, practices, and culture align with these critical legal updates and our core values.

Our Stance

We pride ourselves on doing the right thing and we unequivocally condemn all forms of sexual harassment and remain committed to creating an environment where such behaviour is not tolerated. The amendments to the Worker Protection (Amendment of Equality Act 2010) Act 2023 strengthen the rights and protections of workers, and we fully support these advancements as a positive step toward safeguarding workplace dignity.

Steps We Have Taken

1. Policy Updates:

- We have reviewed and updated our internal policies to reflect the new legal requirements, ensuring they are comprehensive, transparent, and accessible to all employees.
- Our new standalone policy provides further details outlining unacceptable behaviours, reporting mechanisms, and consequences for violations.

2. Training and Awareness:

- We have launched enhanced training programs for all employees, focusing on preventing sexual harassment, understanding the changes in legislation, and, most importantly, promoting a culture of respect and inclusivity.
- Leaders and managers are receiving specialised training to recognise, address, and prevent inappropriate behaviour, fostering accountability at all levels.
- In addition, all employees will be expected to complete a mandatory annual eModule on sexual harassment, again knowing how to recognise, address and prevent inappropriate behaviour and where to report.

Steps We Have Taken

3. Reporting and Support Mechanisms:

- We have strengthened our reporting processes to ensure they are confidential, supportive, and inclusive to navigate for all employees.

4. Assessment and Review

- We continue to conduct Risk Assessments for each department, with actionable outcomes around preventative measures, awareness and expectations from all areas of the business.
- The key actions in review and/or have been taken include:
 - ⌚ *Reviewing all telephony and electronic communications to establish clear standards when engaging with internal and external parties.*
 - ⌚ *Strengthening due diligence and setting clear expectations across our supply chain, third-party suppliers, and contractor network.*
 - ⌚ *Implementing a Code of Conduct and guidance for employees and third parties at events and conferences.*
 - ⌚ *Gathering governance and compliance information from clients, contractors, and third-party suppliers.*

Steps We Have Taken

5. Leadership Accountability:

- Our leadership team is committed to leading by example, upholding the highest standards of integrity, and ensuring the workplace remains safe and harassment-free.

Our Ongoing Commitment

We believe that compliance with legal standards is just the starting point. Beyond aligning with the amended Worker Protection (Amendment of Equality Act 2010) Act 2023, we are committed to maintaining a workplace that cares for our people in which embodies respect, equity, and inclusion. As part of this commitment, we will continue to engage with employees, clients, and stakeholders to ensure our workplace policies and practices not only meet but exceed expectations.

Please outline the steps you have taken or plan to take to comply with the Worker Protection (Amendment to Equality act 2010) Act 2023. Specifically, around compliance with up-to-date policies, training and overall workplace culture align with the new duty to prevent sexual harassment.

We value the trust our clients place in us and assure you that we are steadfast in our resolve to uphold the principles of dignity and fairness in the workplace.

Should you have any questions or require further information about our initiatives, please feel free to contact us.