

# Employment rights sexual harassment and third party harassment

Bevan Brittan 

**The Labour Government's wider  
employment rights reform agenda  
introduces significant changes to how  
employers must prevent and respond  
to sexual harassment and harassment  
by third parties.**

These reforms include:

- The strengthening of the positive duty on employers to take 'all' reasonable steps to prevent sexual harassment
- The reintroduction of employer liability for third party harassment
- The classification of sexual harassment related complaints as protected disclosures
- New restrictions on the use of non disclosure agreements in settlement agreements relating to harassment and discrimination

These changes are not simply an HR compliance exercise. They require updates to systems, processes, reporting mechanisms, governance structures, and workforce planning.

There has been a 39% increase in reports of sexual harassment to Acas since the positive duty to take steps to prevent sexual harassment came into force in October 2024. This trend highlights both the growing visibility of harassment concerns and the increasing expectation that employers must take proactive, preventative steps. Organisations that act early by strengthening culture, policies, and processes will be better positioned to meet the new, more stringent legal duties and reduce the risk of costly disputes.

We support employers to interpret the new rules, develop robust anti harassment policies, conduct risk assessments, strengthen reporting channels, and navigate harassment related issues with confidence and clarity.



What makes this practice unique is the calibre of the team and the consistently high quality of their advice. They take the time to understand our business, how we work, and what we need – not just in terms of legal advice, but in terms of how it's delivered. Their ability to adapt their style and approach accordingly sets them apart.

**Legal 500, 2026**



## Supporting our clients

With an increasing focus on preparation and readiness, our support and advice is wide ranging.

### Policy reviews

Ensuring your policies are up to date and in line with best practice, including:

- Sexual safety policy audits
- Drafting bespoke policies
- Template policy packages

### Communications packs

Ensuring effective communication about standards of behaviour with:

- Template communications and correspondence
- Internal awareness briefings
- External communication pieces

### Strategic risk management

Embedding a safe and inclusive workplace culture, by providing:

- Board briefings (in person with our experts)
- Internal case audit trackers
- Case reviews and risk assessments
- Advice and guidance on risk management
- Governance and regulatory support HR sessions to project plan and operationalise

### Training and development

Bringing best practice to life through:

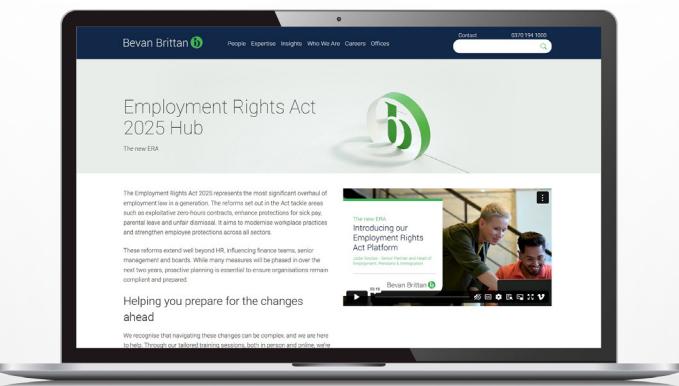
- Bespoke training workshops
- Webinars
- Focus group sessions

[CLICK HERE](#) to explore our Employment Rights Act 2025 Hub

### BB Solutions

Experienced HR consultants who are able to:

- Carry out sensitive and complex workplace investigations
- Undertake in-depth culture reviews
- Provide mediation services



## Our specialist team



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