

# Managing Dignity at Work

## Who Would Benefit?

People managers who are responsible for ensuring the culture in their team is respectful and inclusive.

## Course Overview

This course looks at the Equality Act and specifically the law on harassment.

Answering questions such as 'is the fact that I didn't intend to offend someone a legitimate defence?', and 'Does this mean we can't have fun at work anymore?', delegates will leave the workshop with techniques to deal with situations that arise and a sense of when informal or formal management may be the most appropriate route to take.

**Course category:**  
Employment Law for Managers

**Recommended no. of days:**  
1

**Recommended number of delegates:**  
Up to 12

**Course location:**  
To be determined by client


## The Course Includes:

- The role of respect, dignity and inclusion in a workplace culture
- The law of harassment
- Does this mean we can't have fun at work?
- The spectrum of behaviours
- Handling concerns
- Dealing with dignity issues informally
- Going formal
- Employment tribunal claims for discrimination and harassment
- Achieving a constructive working relationship after a complaint has been raised

## Learning Outcomes

By the end of this workshop delegates will be able to:

- Identify the drivers of workplace culture and the leadership behaviours that influence it
- Recognise the proactive steps you will take to drive the culture you aspire to achieve and address the risk of an un-exclusive, or disrespectful, environment arising
- Demonstrate an increased knowledge of the ways in which harassment can occur in a workplace
- Demonstrate how to manage issues informally using feedback and coaching
- Clarify the roles and responsibilities of team members when managing issues formally when the need arises.

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