

R4

Consultancy & support services



Review



Report



Resolve



Respect

No workplace is immune to harassment or bullying.

75%

of respondents to an Equalities and Human Rights Commission (EHRC) survey in 2018 (Turning the Tables) had experienced sexual harassment at work, the vast majority of whom were women. Harassment and bullying is something that employers cannot afford to ignore.

Recent cases show there are lessons to be learned. **Employers** need to provide clear guidance to staff on how to review and report allegations. **Staff** need to have confidence in the independence, integrity and confidentiality of investigations. **Management** need to understand their regulatory reporting obligations and consider how to manage the organisation's reputation.

R4 is **Charles Russell Speechlys** consultancy service bringing together experts in employment law, regulatory requirements, reputation management, family law, equality and diversity training and HR investigations. We have partnered with **HelloSelf** a leading private clinical therapy service and **Bell Yard Communications**, experts in internal and external communication strategies, to create a service that can advise and support your employees and your business.

Our team provides auditing and training to assist staff in reviewing and reporting risks. They also advise on internal and external investigations, counselling services and regulatory reporting to aid the resolution process.

At the heart of our approach is helping to build and support a culture of respect for our clients and their employees.



CRS

CharlesRussell
Speechlys

HelloSelf

Bell Yard.

How we can help

Our approach is designed around the EHRC's Seven Step approach to tackling harassment at work:



1. Develop an effective anti-harassment policy



2. Engage your staff



3. Assess and take steps to reduce your risks in the workplace



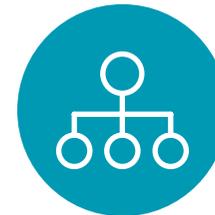
4. Reporting



5. Training



6. What to do when a harassment complaint is made



7. Dealing with third parties

Our team will help you to put in place the policies and procedures to support your employees and business with confidence.

Our services

We will assist you in developing strategies and approaches to protect both your employees and your business at every stage. We have partnered with professionals from inside and outside our firm to provide a service for each step of the way.



Employment law

Employment law in this area continues to evolve and expand. Our team advises clients both in Employment Tribunals and the Civil Courts. Cases involving harassment, discrimination and whistleblowing form an increasing amount of our work and we use our exceptional breadth and depth of expertise to give clients personalised advice to help them manage risks, resolve cases and realise the opportunities in their people strategies.



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Equality & diversity training

As an employer, you can be liable for the actions of your employees if they commit a discriminatory act while they are in your employment, even if you do not know or approve of it. You have a responsibility to show that you took reasonable and practicable steps to prevent the employee committing these acts and one way that you can do that is to ensure all employees have undergone unconscious bias, equality and diversity training. We offer bespoke training to help employees understand the implications of their actions and managing the consequences within your organisation.



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Tribunals & regulatory bodies

Regulatory bodies are increasingly focussed on harassment and bullying allegations in the professional services sector. Our team works with regulated clients on their reporting obligations and approaches to regulators. Regulated professionals are frequently unaware of the low threshold for reporting and we can help liaise with relevant bodies including, by way of example, the Financial Conduct Authority, Prudential Regulation Authority and Solicitors Regulation Authority.

In the event that a regulated professional finds themselves subject to a formal investigation, or fitness to practise/conduct proceedings, brought against them by a regulator, we can provide advice, guidance, and representation throughout the process.



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Investigations

When a complaint is made the first stage is to look into the matter and conduct a full investigation into the allegations. Elaine Driscoll has over 30 years' experience in this area and has worked with the team at Charles Russell Speechlys on a number of complex and difficult investigations. In conducting an investigation we will work quickly to interview relevant witnesses, establish the facts (even if disputed) and make recommendations as to next steps to the client.



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Reputation management

A harassment or bullying claim or complaint can have a serious impact on the reputation of your organisation. In recent years the media has determinedly exposed any hint of misconduct in the workplace, meaning employers and individuals suddenly find themselves under intense scrutiny before they have had a chance to assess the situation let alone react. This is exacerbated by the speed and reach of social media. Our team, in partnership with PR and reputation management specialists, Bell Yard Communications, can work with you to prepare for and manage internal and external messaging to minimise long-term disruption to your business or career.



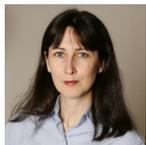
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Bell Yard.

Counselling

We have partnered with leading private clinical therapy service HelloSelf who will provide fast, effective support to those affected by an issue. Within 24 hours those affected can speak with the clinical team and be matched to the best Clinical Psychologist for their needs, and within 48 hours be in treatment either in person or online. In addition, support is available to your HR team who can contact the HelloSelf Clinical Director to receive clinical advice within 24 hours.

HelloSelf also provide preventative psychological coaching which businesses can engage in to enable employees to proactively work on their psychology, improving their mental health and performance, and reducing the business risk of challenging situations.



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HelloSelf

Family law

Harassment and bullying claims and the subsequent investigations can place a great strain on the personal as well as the professional lives of all involved. Our Family law team takes a proactive approach to our clients' requirements that is humane, sophisticated and pragmatic. We focus on resolving disputes and help clients plan for their future and move forward. By engaging and listening to their concerns and priorities, we help them in achieving the right solution for themselves and their family, however difficult the circumstances.



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