



Assisting organisations to respond to the risk and impact of sexual misconduct

Supporting a positive and safe working environment

McDonald's workers make sexual harassment complaints

WESTMINSTER SHAKEN BY TWO LATEST CLAIMS OF SEXUAL ASSAULT

ABUSE RIFE IN OXFAM SHOPS

NOBEL PRIZE IN LITERATURE 2018 CANCELLED AFTER SEXUAL ASSAULT SCANDAL

- Sexual misconduct can seriously damage your business and impact your employees.
 - Loss of talent
 - Damaged reputation
 - Negative media
 - Financial penalties
- Are your policies up-to-date with current legislation?
- Do your people know what acceptable conduct is?
- Are you at risk of historic allegations?

Support & education to enable an ethical and appropriate response to this complex issue

For information or support:
Email info@re-shape.org.uk

call **01904 630911**

Sexual Harm Awareness, Prevention and Education

Getting the response right...

It is no secret that as a country we are struggling to deal with the issues of sexual misconduct and harassment. Many organisations are concerned and not sure how to tackle the issue, leading to scared and defensive responses. Using our experience built from years working in the field of preventing sexual harm, we have designed packages of support and guidance to enable you to respond effectively whilst also protecting your staff and organisation.

We offer an ethical response to this complex issue. We will help you to ensure your staff are treated fairly whilst also supporting you put practices into place to encourage and build a transparent, safe working environment.

What is your business doing to respond?

Organisations of all sizes are feeling the impact of allegations of sexual misconduct. More victims are speaking out and our understanding of what constitutes misconduct is changing. Have you done everything as an employer to protect your staff and your organisation? **re:shape** can help.

re:shape's Sexual Misconduct & Harassment Response Service is specially designed to help business leaders navigate their risk and responsibility both as an employer and an employee.

Have you done everything as an employer to protect your staff and your organisation?

What is the re:shape Sexual Misconduct & Harassment Response Service?

We help organisations plan for and protect their employees, stakeholders, service users and customers from the risk of sexual misconduct. We do this by working with businesses to assess their risks, responsibilities and responses to historic or future allegations.

re:shape offers a variety of bespoke services that businesses can access to work towards achieving best practice.

All proceeds from purchases are reinvested into providing sexual harm awareness prevention and education (re:shape) in local communities.

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Sexual Harm Awareness, Prevention and Education

Becoming a member of re:shape

Member

You will be actively considering your response and will have the opportunity to access our services and support through payment of a subscription fee.

Associate Member

In addition to all the benefits of a membership, you will be supported by our tailored training and consultancy package.

There are multiple benefits of becoming a member:

- ✓ Show your commitment to staff safety
- ✓ Mitigate risk associated with allegations
- ✓ Use as evidence towards accreditation e.g. Investors in People
- ✓ Highlight your leadership in business tenders
- ✓ Attract and retain talent as a responsible employer
- ✓ Be an industry leading competitor



From as little as £299 you can become a member and display our member badge on your website. You will have access to a range of posters and stickers to display in your offices to highlight your commitment to a positive and safe working environment.

Identifying Risk

Confidential audits to assess level of risk and exposure to harassment allegations.

- ✓ Internal Audit - We provide you with a simple online tool to assess your own business and provide evidence to us
- ✓ External Audit - We audit you independently

Your Responsibility

As a business you have a responsibility for:

- ✓ Staff welfare
- ✓ Current allegations
- ✓ Historic allegations
- ✓ Reputation protection
- ✓ Corporate social responsibility
- ✓ Stakeholder engagement
- ✓ Supply chain integrity

We will provide you with a risk rating and a list of prioritised actions.

our Response

As a member you will have access to:

- ✓ Best practice policies and procedures with the latest legislation
- ✓ Tools to enable recognition & understanding of sexual harassment across teams
- ✓ Access to our Whistleblowing service

Associate Member

- ✓ You can purchase tailored training based on your unique organisation and current culture
- ✓ Independent expert advice & consultancy

Our prices are based on the size of your organisation and start from just £299 annually. Get in touch now to see how we can help you respond in an ethical and effective way.

Testimonials

Humankind (formerly DISC - Developing Initiatives Supporting Communities)

humankind[®]

www.humankindcharity.org.uk

Humankind is one of Northern England's most successful home grown charities, with a turnover in excess of £30m. Humankind has over 700 staff and around 100 volunteers providing services for some 20,000 people.

“ Humankind have worked with re:shape for a number of years, their excellent training has positively influenced both staff and customer welfare. As an organisation their ethos and values match our own, and like us hold the welfare and safety of individuals to a high standard. We really value being associate members of re:shape and will continue to access support, guidance and development. ”

Morgan Sindall

**MORGAN
SINDALL**

construction.morgansindall.com

Morgan Sindall offers national design construction and infrastructure services to private and public sector clients across a broad range of markets.

“ At Morgan Sindall we are committed to staff and customer welfare. We recognise sexual misconduct is a national conversation and chose to become an associate member of re:shape to access their support, advice and guidance. ”

Richer Sounds

richersounds
Experience Better

www.richersounds.com

Richer Sounds is the UK's Hi-Fi, Home Cinema and TV Specialists with 52 stores nationwide.

“ At Richer Sounds colleague welfare is our top priority and working with re:shape and having access to their expertise will certainly help us to educate our colleagues and ensure we are doing all we can in this particularly sensitive area ”

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