

# “IT WAS ONLY BANTER...”

## UNTIL IT BECAME A LEGAL ISSUE

Equality breaches in the workplace are not excused because someone:

“ Didn't mean it ”

“ Was only joking ”

“ Didn't intend to offend ”

“ Didn't realise it was inappropriate ”

“ Has always spoken like that ”



### EMPLOYERS HAVE A LEGAL DUTY TO TAKE ACTION

when discrimination, harassment, bullying, victimisation, or exclusion occurs.



### WHEN EMPLOYERS IGNORE BEHAVIOUR

  
Workplace culture deteriorates

  
Staff lose trust in leadership

  
Complaints escalate

  
Retention and wellbeing suffer

  
Organisations face legal, reputational and financial risks

## WE PROVIDE TAILORED EQUALITY INTERVENTION SESSIONS



### SAFE SPACE SUPPORT SESSIONS

For staff who have experienced:

- ✓ Discrimination
- ✓ Harassment
- ✓ Bullying
- ✓ Exclusion
- ✓ Microaggressions
- ✓ Hate incidents

A confidential environment to reflect, be heard, and explore practical support.



### ACCOUNTABILITY & REFLECTION SESSIONS

For staff whose behaviour has caused concern through:

- ✓ “Banter”
- ✓ Inappropriate jokes
- ✓ Stereotyping
- ✓ Unconscious bias
- ✓ Discriminatory language or behaviour
- ✓ Actions that caused offence, regardless of intent

Designed to encourage understanding, accountability, reflection and positive behavioural change.



### 2.5 HOUR TAILORED SESSIONS

Every session is bespoke to the circumstances, individuals and organisation.

#### WE FOCUS ON:

- ✓ Reflection
- ✓ Understanding impact versus intent
- ✓ Empathy and perspective-taking
- ✓ Personal accountability
- ✓ Workplace expectations
- ✓ Sustainable behaviour change



### 1:1 EQUALITY REFLECTION SESSIONS

Where appropriate, individuals can be offered dedicated one-to-one support.

These sessions use a calm, reflective approach similar to coaching, mindfulness and guided reflection to help participants:

 Understand the impact of their actions

 Develop self-awareness

 Rebuild trust

 Learn appropriate workplace behaviours

 Create meaningful change

Sometimes people make mistakes.

The key question is whether they are willing to **learn and change**.

### DON'T SWEEP INCIDENTS UNDER THE CARPET.

-  Address them.
-  Support those affected.
-  Create opportunities for learning.
-  Build a workplace where everyone can thrive.



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