

Workplace culture, behaviour & conduct

How we can assist



Policies and surrounding documentation

The first step to achieving a positive workplace culture is to put in place a robust set of policies that set out your commitment to foster an inclusive culture where discriminatory conduct is not tolerated.

The second step is to ensure those policies are underpinned by core responsibilities and expectations by virtue of an umbrella short overview policy or set of values.

How up to date are your policies? And do they work? We can review and modernise them for you, and advise on how you can bring them to everyone's attention and make them living documents.



Culture audit reporting

As well as the legal imperative to comply with discrimination legislation, the economic and cultural benefits of diversity have been well researched and reported on. We can assist by giving you a snapshot of where you are, and areas to focus on, through our Culture Audit Reporting. Our audit can be broad in scope, covering key stages of the employment lifecycle, and will inform you about any workplace culture issues that we believe may be present. We will also advise on any changes that could be made to champion positive changes, to improve workplace culture, behaviour and conduct within the business.

Before producing our report, which will be covered by privilege, we will review your equality and diversity policies and other relevant information, including non-disclosure agreements, conduct a staff survey and interview key personnel.



Training your people

Raising awareness of inappropriate behaviours and the company's zero tolerance policy is key – not just to reduce the risk of claims, but also to enable staff to assist in pro-actively managing any issues.

We can adapt our workplace culture training to meet the needs of different groups of participants across the whole business, from board level down. HR and management will also benefit from our scenario-based training on how to manage harassment allegations and related disciplinary processes.



Investigation assistance programmes

From time to time you may become aware of issues which need to be investigated. We can assist with, and in certain circumstances carry out, investigations for you - ensuring independence, rigour and fair outcomes. Our investigation assistance programmes will give you full visibility of what has gone wrong, and what you can do to correct this.

We also have experience conducting internal investigations regarding discrete issues (including disciplinary/grievance investigations).