Supporting employers on workplace culture and behaviour

A positive workplace culture is a business imperative. Employers are facing increasing legal, regulatory and reputational pressure to demonstrate that they are actively preventing poor behaviour, addressing misconduct and creating safe, inclusive working environments.

We support organisations to assess, strengthen and evidence their approach to workplace culture and behaviour - helping leadership teams move from intention to effective action.

Why culture and behaviour are in the spotlight

Employers are operating in an environment of heightened scrutiny, driven by:

- Greater expectations from employees, regulators and stakeholders.
- Increased focus on conduct, accountability and "tone from the top".
- Growing litigation and enforcement risk linked to bullying, harassment and discrimination.
- New statutory duties under the Employment Rights Act 2025, including:
    - An extended duty to prevent sexual harassment, requiring employers to take all reasonable steps.
    - New obligations relating to third-party harassment (across all relevant protected characteristics), expanding employer responsibility.
    - Further regulation of non-disclosure agreements, including tighter restrictions on their use in harassment and discrimination cases.
    - Sexual harassment expressly recognised as a protected disclosure, increasing whistleblowing risk and protection for individuals who raise concerns.
    - New requirements around equality action plans, increasing the focus on proactive, evidence-based steps to address inequality in the workplace.

In this context, how organisations manage culture and behaviour has direct legal and commercial consequences.

How we support clients

We provide practical, legally grounded support across the full culture and behaviour lifecycle, including:



Culture audits and assessments

- Structured culture and behaviour audits to identify risk areas, themes and gaps.
- Assessment of how behaviours align with stated values, policies and leadership expectations.
- Insight to help organisations evidence compliance with statutory duties, including under the Employment Rights Act 2025.
- Clear, proportionate recommendations to support meaningful and sustainable change.



Education programmes and leadership support

- Tailored education programmes for boards, senior leaders and managers.
- Practical guidance on accountability, decision-making and behavioural standards.
- Supporting leaders to set, communicate and reinforce appropriate conduct expectations.



Training for line managers and the wider workforce

- Practical training for line managers on recognising issues, responding appropriately and escalating concerns.
- Workforce level training on expected standards of behaviour, reporting routes and protections.
- Targeted support to ensure training reflects updated legal duties, including harassment prevention and whistleblowing protections.
- Helping employers demonstrate that training forms part of their “all reasonable steps” approach.

Harassment and discrimination prevention

- Reviewing and strengthening anti-harassment and discrimination frameworks and policies.
- Advising on what taking “all reasonable steps” looks like in practice.
- Supporting employers to identify and manage risks arising from third-party harassment.

Investigations and incident response

- Independent investigations into bullying, harassment and cultural concerns.
- Sensitive handling of complex, high-risk or senior-level matters.
- Clear, defensible outcomes aligned to legal and regulatory expectations.

Risk assessments

- Supporting employers to identify and assess legal, cultural and conduct related risks, including harassment, discrimination, whistleblowing and third party risk.
- Helping organisations prioritise risk areas and develop proportionate mitigation strategies aligned with regulatory and statutory duties, including under the Employment Rights Act 2025.



A joined-up, practical approach

Our employment, regulatory and investigations specialists work together to provide advice that is legally robust, commercially grounded and aligned to your organisation's risk profile and values.

We help organisations not only respond to issues as they arise, but put the right structures in place to prevent them.

Helping you demonstrate compliance

With increasing focus on enforcement and accountability, employers must be able to show, not just say, that they are taking proactive steps to prevent harassment and poor behaviour.

We support clients to understand their evolving legal duties, take proportionate action, and reduce risk while strengthening workplace culture.

Contacts



Kate Meadowcroft
Partner
M 07738 985 344
E Kate.Meadowcroft@dwf.law

dwfgroup.com

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