

MARCH 2025 NEWSLETTER

EXCLUSIVE INSIGHTS, UPDATES, AND NEWS FROM ICENA.

Welcome to ICENA's March newsletter.

As we move through 2025, there are big changes ahead in education and the workplace when it comes to tackling sexual harassment and gender inequality. From new legislation to International Women's Day celebrations, here's what's coming up, plus some exciting updates from ICENA.



THE COUNTDOWN TO CHANGE: NEW UNIVERSITY LAW COMING INTO EFFECT

From 1 August, all universities and colleges in England will be legally required to take stronger action against harassment and sexual misconduct, following new regulations introduced by the Office for Students (OfS).

Why is it needed?

A recent survey found that 1 in 5 students have experienced unwanted sexual behaviour at university – highlighting the urgent need for change.

Under these new requirements, universities must:

- Implement clear policies on harassment and sexual misconduct.
- Provide accessible reporting mechanisms for students.
- Deliver training for staff and students to recognise and prevent misconduct.
- Offer better support for survivors.

At ICENA, we're already working with universities to help them get ahead of these changes, from policy development to staff training and student workshops, we're helping institutions create safer, more inclusive environments that go beyond compliance.

Want to ensure your university is ready? **[Get in touch](#)** to find out how we can support you.

READ OUR BLOG POST

Our latest blog post breaks down the new law and what it means for universities – you can **[read it here](#)** now.



CELEBRATING WOMEN'S HISTORY MONTH: LEARNING FROM THE PAST TO SHAPE THE FUTURE

March marks Women's History Month, so we're going to be shining a light on inspiring women in history.

Historian Kaye Jones, known as The Herstorian, will be sharing stories of trailblazing women who changed the world - including Boudica, the fierce warrior whose legacy inspired the name ICENA.

Keep an eye on our social media for these fascinating insights.

- [LinkedIn](#)
- [Instagram](#)



ON-DEMAND LEARNING: WORKPLACE E-LEARNING FROM ICENA

Looking for accessible, high-quality training for your team?

ICENA's e-learning courses cover key topics like sexual harassment, gender-based violence, and active bystander training. With instant access, businesses can train their employees at their own pace.

Don't just take our word for how great it is, see what one of our e-learning users had to say:

"The eLearning is very well structured, made me think and reflect and I learnt very useful guidance about how to be a better clinician and active bystander." **Clinical Director, Southend West Central PCN.**

Explore our e-learning courses [here](#).

REFLECTIONS ON WORKPLACE BEHAVIOUR TRENDS SINCE THE WORKER PROTECTION ACT

Over the past four months, delivering our Workplace Behaviour training has revealed some key insights. Here's our Training & Development Manager, Kat's, thoughts:

What's Making an Impact:

The most effective parts of our sessions have been interactive discussions, scenario-based learning, and exploring systemic issues. Participants have found real value in examining "normalised" behaviours, understanding legal obligations, and developing practical intervention strategies.

Challenges We're Seeing:

A common theme is a sense of powerlessness in preventing inappropriate behaviour. Many feel that structural and organisational barriers limit their ability to create change. But we've been helping to reframe this mindset – showing that small actions, from challenging inappropriate remarks to promoting a culture of respect, can collectively drive real change.

Positive Steps Forward:

Participants are leaving our sessions with clear action points, including:

- Improving reporting processes and manager communication.
- Embedding preventative measures, like risk assessments and visible policies.
- Acting as allies – supporting disclosures, advocating for systemic change, and stepping up as active bystanders.

Progress is happening... But there's more to do.

Need support? [Get in touch](#) with us today!

THE ICENA INSIDER

ASK BOUDA - YOUR WORKPLACE AGONY AUNT

Got a workplace dilemma? Whether it's navigating inappropriate banter, gender inequality, or concerns about workplace harassment, Ask Bouda is here to help!

Send us your anonymous workplace worries, and we'll answer them in our monthly social media feature. No judgment, just straight-talking advice from our panel of experts.

Submit your question anonymously [here](#).



EXCITING NEWS – ICENA'S FIRST PODCAST IS COMING SOON!

We're super excited to share that we're launching a podcast!



Covering gender equality, sexual harassment, and workplace culture, we'll be bringing together experts, lived experiences and actionable insights to drive real change.

Watch this space for more details!



APRIL IS STRESS AWARENESS MONTH

Next month, let's prioritise mental wellbeing. Stress affects us all, but workplaces can play a key role in supporting employee resilience and mental health.

At ICENA, we're here to help you create a supportive, inclusive environment where wellbeing comes first.

INTERNATIONAL WOMEN'S DAY 2025: #ACCELERATEACTION

At the current pace, full gender parity won't be achieved until 2158 - five generations from now. Last week we celebrated International Women's Day, now it's time to accelerate action and close the gap faster.

How Workplaces Can Drive Change:

- **Equal Opportunities** – Implement unbiased hiring and transparent promotion processes.
- **Equal Pay** – Conduct regular pay audits and offer equitable benefits.
- **Mentorship & Leadership** – Support women's career growth with mentorship and leadership programmes.
- **Zero Tolerance for Harassment** – Enforce strong anti-harassment policies and create a safe, inclusive culture.

How ICENA Can Help:

ICENA offers expert-led training, policy development, and consulting to help organisations break down gender biases and build more inclusive workplaces

Let's not wait five generations. Let's #AccelerateAction for gender equality today.



MIND THE PENSION GAP: UPCOMING WEBINAR WITH LAURA LAWS

At ICENA, we're committed to driving gender equality in every area of life - including financial wellbeing. That's why we're excited to announce our upcoming partnership with Laura Laws, a financial adviser with a passion for empowering women to take control of their financial futures - she really is a pension guru!

Together, we'll be tackling the gender pension gap, exploring why women are disproportionately impacted and, most importantly, what we can do about it.



Join us for an exclusive webinar where Laura will share practical tips on:

- Understanding the gender pension gap and its long-term impact
- Making informed financial decisions to secure your future
- Taking proactive steps - no matter where you are in your career

Save the Date: 14 May, 12.30 - 13.15pm
Don't miss this opportunity to gain valuable insights and start closing the gap.

Keep an eye out for the registration link - coming soon!

WHAT'S GOING ON AT ICENA?

The ICENA team is out and about over the next few months, delivering training, supporting organisations, and driving real change across workplaces, universities, and communities.

Here's a glimpse of what we're up to:

- **Trauma-Informed Training** – Focus groups at Newcastle, Leeds, and Snaresbrook Crown Courts.
- **Active Bystander Training** – Preventing workplace harassment for a Social Housing Organisation.
- **Workplace Harassment Training** – Supporting a Law Firm and University in Essex in creating safer, more inclusive environments.
- **Evaluation Focus Group** – Conducting impactful evaluation for a Sexual Violence Charity.
- **Liaison Officer Training** – Equipping staff at a University in London.
- **Resilience & Self-Care Training** – For a Drug and Alcohol Charity.
- **South Midlands Business Board Meeting** – Contributing to regional business growth and strategy.
- **Plus lots more...**

Want to work with us?

[Get in touch](#) today to see how we can help your organisation create real impact.

THANK YOU

Would you like to see anything else in our next newsletter? [Drop us an email](#) and let us know what topics matter to you.

Thanks for being part of the ICENA community!



Follow us on Instagram



ICENA
EMPOWERMENT & SOCIAL CHANGE
WE HAVE TURNED FIVE



Follow us on LinkedIn