

## AUGUST 2025 NEWSLETTER



### ICENA TURNS SIX!

Welcome to ICENA's special anniversary special

Last month, ICENA celebrates six years of building safer, more inclusive workplaces, universities and communities.

From our first few workshops in 2019 to now training over 46,000 people (and counting!) - empowering them to challenge victim-blaming, understand trauma, and take action to end sexual harassment - it's been an incredible journey.

We've grown, adapted and kept survivors and lived experience at the heart of everything we do. Thank you for being part of our story. Here's to the next six years of impact and change.

### SIX YEARS OF IMPACT: THEN VS NOW

From our early days delivering health and wellbeing workshops in the women's sector, to now training and empowering over 46,000 people to challenge victim-blaming, understand trauma, and prevent sexual harassment - ICENA's journey has always been about creating change, not just content.

**In 2019**, we started small: working locally, focused on supporting women's organisations and frontline services.

**Now**, we're partnering nationally - from the Ministry of Justice pilot (training 700+ judges, court staff and police) to delivering sexual harassment training across sectors including law, architecture, finance, universities, charities and more.

**Then**, we were a small team running single workshops.

**Now**, we're a growing network of 10+ specialist consultants, delivering face-to-face training, e-learning, policy development, HR & EDI consultancy and risk assessments - helping workplaces move from compliance to cultural change.

And the impact speaks for itself:

- Survivors are met with support, not shame
- Harassment is being challenged, not ignored
- Workplaces and universities are actively preparing for
- new legislation and building safer, more inclusive environments

Six years on, ICENA is still growing - but our mission stays the same:

**Building workplaces & communities where everyone feels safe, respected, and heard.**

# THE ICENA INSIDER

## TEAM UPDATES: GROWING OUR IMPACT

We're thrilled to welcome **Claire Workman** as our new **Training and Consultancy Manager**, bringing fresh ideas and expertise to the team.



And a big congratulations to **Kat**, promoted to **Head of Training and Consultancy**.

Kat is now leading our growing consultant network, overseeing new course development, and strengthening partnerships across sectors.



It's an exciting chapter as we expand what we do and how we do it.

## OFS LEGISLATION IS NOW LIVE: ARE YOU READY?

From this month, universities must now meet new Office for Students requirements on sexual harassment and misconduct.

But don't panic, we know many institutions are still getting ready. So, here's how ICENA can help:

- Staff & student training (face to face or online)
- Sexual Violence Liaison Officer (SVLO) Training
- Active bystander programmes
- E-learning tailored to HE settings
- Risk assessments, policy reviews & practical consultancy

Now is the time to act so your teams feel confident, equipped and prepared, and your students feel safe when they step foot back on campus next month.

Get in contact [here](#).

## STUDENT UNION IMPACT: REAL CHANGE ON THE GROUND

Feedback from our recent work with student unions at the University of Essex and Manchester shows just how transformative this training can be:

*"I came away feeling really empowered and positive."*

*"We now know how to challenge behaviour and support disclosures."*

### Highlights:

- 100% of participants felt empowered
- Average 80% increase in knowledge
- Practical actions taken:
  - New risk assessments
  - Better reporting processes
  - Plans to embed learning across staff teams

These aren't just stats - they're evidence that change happens when people feel informed and supported.

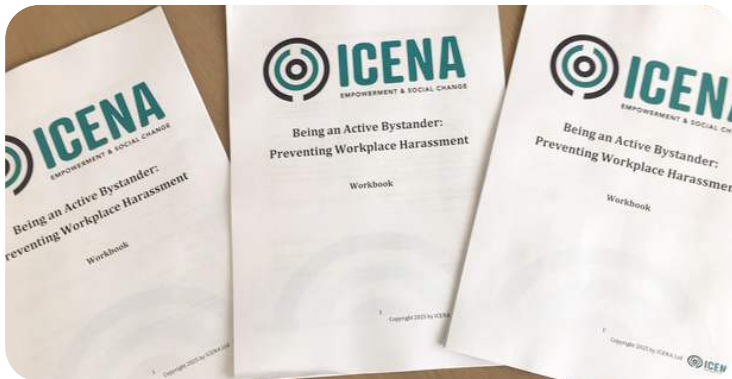
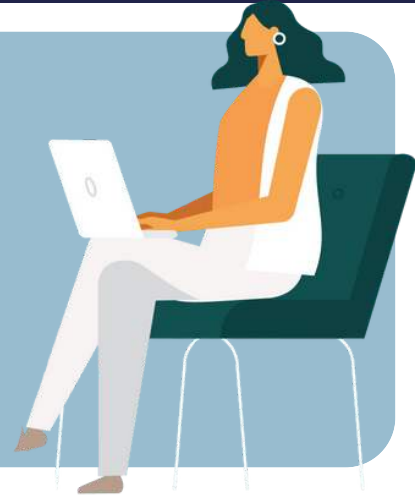


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## WHAT'S HAPPENING AT ICENA NEXT?

Here's a snapshot of some of the exciting things we're up to over the coming months...

- More sexual harassment training, including in hospitality and fashion
- Active bystander sessions
- South Midlands Business Board meeting
- Development of brand-new eLearning courses to launch in October
- New product launch – watch this space!

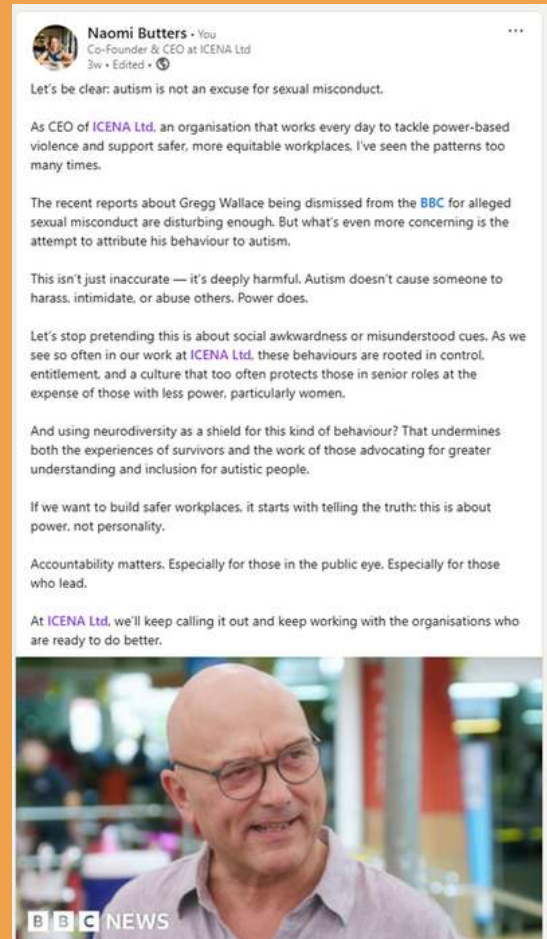


## OUR CEO NAOMI BROKE THE INTERNET

OK so that may not be entirely true – it's just LinkedIn after all!

But Naomi's recent post on the Greg Wallace story sparked an incredible response online, showing just how many people care about creating workplaces built on truth and accountability.

In case you missed it, here's the article that had over **64,186 impressions** and reached **43,480** of you.



## NEW RSHE GUIDANCE: WHAT IT MEANS FOR SCHOOLS

The July update to RSHE guidance is a big moment - placing new emphasis on consent, online harms, incel culture and deepfake pornography.

At ICENA, we've refreshed our **Consent Training Courses** to help educators:

- Confidently teach bodily autonomy and boundaries from primary upwards
- Challenge harmful online narratives with teens
- Promote positive masculinity and emotional literacy
- Respond to disclosures safely and compassionately
- Engage parents and carers in open conversations

Our goal? Move beyond compliance to truly transformative education.

Explore our updated courses:

[www.icena.net/course-category/consent](http://www.icena.net/course-category/consent)

# THE ICENA INSIDER

## WHAT DOES IT MEAN TO BE TRAUMA-INFORMED

Being trauma-informed means understanding how trauma impacts people's behaviour, emotions, and experiences - and responding with empathy, care, and awareness.

In practice, it's about creating spaces where people feel safe, respected, and understood - especially those who've experienced harm.

It's not about being a therapist. It's about recognising the signs of trauma, avoiding re-traumatisation, and putting policies and practices in place that support healing, not harm.

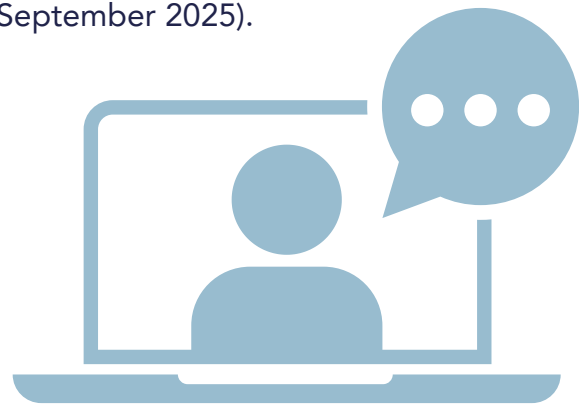
At ICENA, trauma-informed practice is at the heart of everything we do - from training frontline staff to shaping inclusive workplaces that truly support survivors.

## NEW TRAINING NOW AVAILABLE

We've got some exciting new training now available that you might be interested in:

**Active Bystander: Preventing Workplace Harassment and third party harassment**  
This course is available [here](#).

**Trauma-Informed Investigator Training**  
Email us for more details (available from September 2025).



## NEW TRAINING NOW AVAILABLE

## INTRODUCING TAILORED HR CONSULTANCY AND COUNSELLING FOR STAFF WHO HAVE EXPERIENCED SEXUAL HARASSMENT

Clients can now book tailored support sessions with our expert HR Consultants. This helps organisations:

- Review policies and procedures
- Build confidence around the Worker Protection Act and upcoming Employment Rights Bill changes
- Develop risk assessments, reporting frameworks and proactive prevention strategies.

In addition, we've developed a unique Trauma-Informed Investigator Training, written by our expert HR consultants, to equip workplaces with the skills to respond to harm with care, integrity, and compliance.

## NEW COUNSELLING SUPPORT SERVICE NOW AVAILABLE FOR STAFF AFFECTED BY WORKPLACE HARASSMENT

We are proud to introduce a new counselling support service, now available through our specialist support team. This confidential service is specifically designed to assist staff who have experienced sexual harassment or related trauma in the workplace.

We understand how difficult these situations can be, and we are committed to ensuring that affected individuals receive the care and support they need.

Please contact Naomi for more details: [naomi@icena.net](mailto:naomi@icena.net)



## ASK BOUDA: YOUR WORKPLACE DILEMMAS

*Q: I'm a junior team member and a senior exec has been making me uncomfortable — inappropriate comments, late-night "strategy session" invites, and hints that getting close could help my career. I feel trapped. If I speak up, I worry I'll lose my job. What should I do?*

A: First, let me say this clearly: what you're experiencing is not just uncomfortable, it's sexual harassment, and it is not your fault.

When someone in a position of power uses that influence to make unwanted advances or suggest that personal relationships could affect your career, it crosses a serious line. You are not alone, and you do not have to tolerate this.

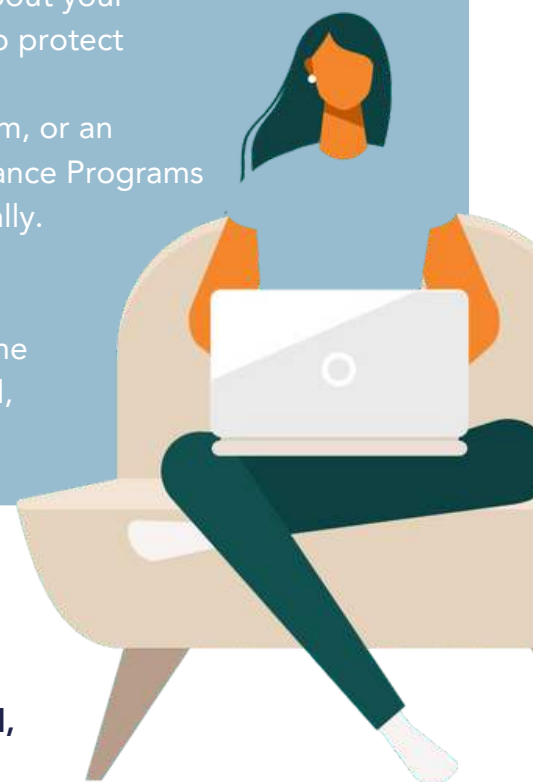
Here's what you can do:

- Start documenting everything - every inappropriate comment, invitation, or message. Note dates, times, and whether there were any witnesses. This will be vital if you decide to report it.
- Consider reporting the behaviour to your Human Resources department or a trusted manager. You can ask for confidentiality and inquire about your company's bullying and harassment policies, which are there to protect employees like you.
- Seek support - whether from a trusted colleague, your HR Team, or an external legal advisor. Many companies offer Employee Assistance Programs (EAPs) where you can get emotional and legal help confidentially.

I know this is frightening - especially when the person in question holds power. But your safety, dignity, and career should never come at the cost of your boundaries. You deserve to work in a respectful, professional environment.

**Remember, you can submit anonymous workplace dilemmas to our Ask Bouda segment.**

**Whether it's about bystander intervention, responding to disclosures or challenging everyday sexism - we'll share practical, trauma-informed advice in future newsletters or on our socials.**



## THANK YOU

[Drop us an email](#) and let us know what you'd like to be featured in our next newsletter.

Thanks for being part of the ICENA community! Here's to another year of growth, impact and change together.



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