

DECEMBER 2025 NEWSLETTER

A YEAR OF GROWTH, IMPACT & BOLD CULTURAL CHANGE.

2025: A Year of Transformation at ICENA

As we wrap up 2025, we're reflecting on a year that has been powerful, purpose-driven, and full of progress.

Across the UK, organisations have turned to ICENA to build safer, equitable and more accountable workplaces - and together, we've delivered change that will last far beyond this year.

To start, let's hear some highlights from the team...



2025 HIGHLIGHTS

Naomi's Highlights:



Becoming a Leading Provider of Sexual-Harassment-Prevention Training

This year we cemented our position as a trusted, survivor-informed provider of high-quality training that genuinely shifts workplace culture.

Growing our Organisation

We welcomed Claire to the team and, thanks to the work of Claire and Kat, ICENA has grown by one third - a milestone demonstrating both our reach and the increasing demand for safe, inclusive workplaces.

Giving Back to the Women's Sector

In 2025, we contributed over £10,000 to Rape Crisis Centres and women's organisations through consultancy, survivor-led services, and direct support.

Claire's Highlights:

Becoming Training & Consultancy Manager

Stepping into this role has allowed me to lead on strategy, strengthen our training quality, and support organisations to build safer workplace cultures.

Developing ICENA's EDI Framework

A proud moment - building a robust, research-informed, accessible framework that underpins all our training delivery.

Collaborative Impact

Working with our brilliant consultants and the wider ICENA team has been a highlight, delivering trauma-informed, meaningful training that is already shifting culture across workplaces.



2025 HIGHLIGHTS

Kat's Highlights:



Delivering the Ministry of Justice Report

A hugely meaningful piece of work shaping trauma-informed, survivor-centred practice in Crown Courts across the UK.

Lived Experience Work with Survivors of Workplace Sexual Harassment

Through focus groups and surveys, survivor voices directly shaped our training - turning lived experience into insight, influence, and real organisational change.

Securing ICENA's First FTSE 100 Company

A major achievement that highlights the increasing recognition of our work at the highest levels of industry.

ICENA'S 2025 IMPACT

In 2025, we're proud to have delivered bold, measurable cultural change across workplaces, institutions and communities.

Our impact in numbers:

- 1,000+ people trained across sexual harassment prevention, trauma-informed practice and active bystander intervention
- 400+ hours of training delivered
- 200 hours of consultancy supporting culture change, policy development & organisational transformation
- £10,000+ contributed to Rape Crisis Centres and the wider women's sector
- 300+ hours of women-led training delivery, circulating economic opportunity back into women's hands

Our work remains:

- ✓ Survivor-led
- ✓ Trauma-informed
- ✓ Rooted in feminist leadership
- ✓ Focused on long-term cultural transformation - not tick-box compliance

OUR IMPACT STATEMENT:

A HUGE THANK YOU FROM ICENA

CREATING SOCIAL CHANGE

In 2025, ICENA has led bold, transformative change, reshaping workplaces, shifting culture, and strengthening safety for women, girls, and survivors across the UK.

Using survivor-led insight and feminist, trauma-informed leadership, we are redefining what safe, equitable workplaces look like and driving change that lasts.

ICENA remains proudly survivor-led. Every training, partnership, and conversation is shaped by lived experience, driving a movement that is changing how the UK understands power, safety, and equality.

By promoting safe, equitable and accountable workplaces and communities, our work advances:

- SDG 3 Good Health and Wellbeing
- SDG 5 Gender Equality
- SDG 10 Reduced Inequalities
- SDG 16 Peace, Justice, and Strong Institutions

 **400+**

With 400+ hours of training delivered, leaders are now able to respond with compassion, integrity, and confidence, while survivors are met with belief, dignity, and support.

 **200**

Through 200 hours of consultancy, ICENA has helped organisations turn awareness into action, transforming culture and policy to embed safety, equity, and respect at every level. This is more than compliance, this is cultural transformation.

 **£10,000**

We're proud to have contributed over £10,000 to Rape Crisis Centres and the wider women's sector in 2025, through consultancy, survivor-focused services, and direct support, reinforcing our commitment to strengthen the networks that protect and empower survivors.

 **1,000+**

This year, over 1,000+ people have been trained in trauma-informed practice, active bystander intervention, and sexual harassment prevention, equipping them to create workplaces and institutes that are safe, respectful, and inclusive. E-learning not included in stats.



BUILDING A FAIRER ECONOMY FOR WOMEN

ICENA is driving gender equality socially and economically.

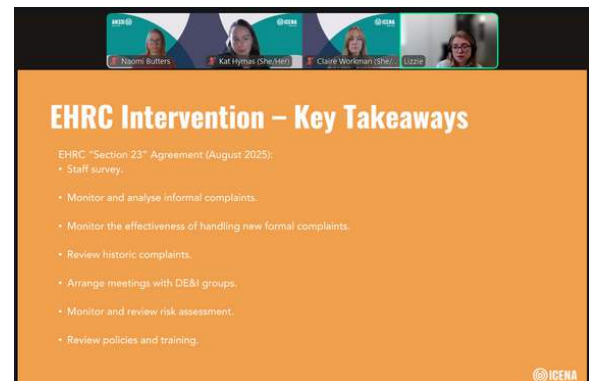
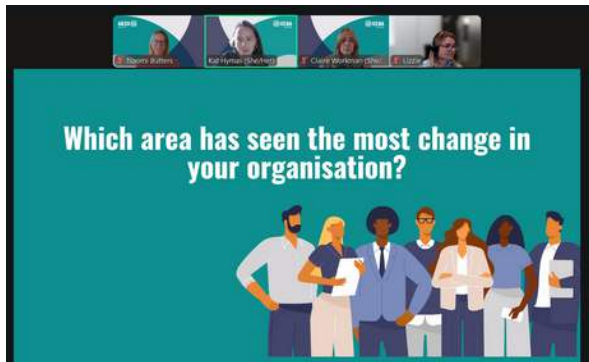
In 2025, all training and consultancy have been delivered by women, circulating opportunity, leadership, and economic power back into women's hands.

With 300+ hours of women-led delivery, we are strengthening an economy where women's expertise is valued, respected, and visible.

Our majority-women consultancy network and accessible, values-led support model ensure that women's organisations, even those with limited resources, can access expert guidance to grow sustainably and deliver trauma-informed, high-quality support for survivors.

Survivors are not just part of this work, they are leading it. Their insight shapes systems, informs practice, and drives change at every level.





WORKERS PROTECTION ACT - ONE YEAR ON

October marked 12 months since the Workers Protection Act came into effect, creating the UK's strongest legislative duty to prevent workplace sexual harassment.

We hosted a packed webinar last month alongside Lizzie Thomas from Weil, Gotshal & Manges LLP sharing:

- The latest data on compliance gaps
- The biggest challenges for employers
- Key recommendations for 2026
- Practical steps to ensure "all reasonable measures" are in place

Thank you to all those who attended, we had a fantastic turn out.

Key insight from the session:

Organisations can no longer rely on reactive processes.

Prevention is now a legal, cultural and moral imperative

It must be survivor centred.

“ COMMON TERMS EXPLAINED

What does "trauma-informed" mean?

Being trauma-informed means understanding how trauma impacts the brain, body and behaviour - and ensuring every interaction, policy and process prioritises safety, dignity and choice.

It's built around:

- Empathy
- Predictability
- Clear communication
- Non-judgment
- Survivor autonomy

It's not a specialist service - it's a culture.

What is an "active bystander"?

An active bystander is someone who:

- Notices inappropriate or harmful behaviour
- Intervenes safely and confidently
- Supports those affected
- Helps prevent escalation
- Contributes to a culture of accountability

Active bystander skills are one of the strongest tools we have for preventing workplace harm.

THE ICENA INSIDER

TRANSFORMING WORKPLACE CULTURE THROUGH INSIGHT AND TAILORED TRAINING

This year, ICENA partnered with an international creative organisation after staff raised concerns about silence, uncertainty and a lack of confidence in reporting sexual harassment. Previous generic eLearning hadn't shifted culture, and leaders recognised the need for specialist support.

Anonymous Insights

We began with a fully anonymous climate survey, giving employees a safe way to share their experiences. The findings offered leadership clear visibility of cultural risks and a practical roadmap for strengthening safety and trust.

Bespoke Training

Using the data, ICENA delivered tailored Sexual Harassment and Workplace Culture training across global teams. Staff said the sessions felt relevant, honest and grounded in their real workplace:

"Seeing the actual results and understanding why people don't always speak up really hit home."

Ongoing Support

ICENA also provided consultancy on emerging issues, including guidance on a complex third-party harassment case.

The organisation's COO reflected:

"Everything has been incredibly positive... the care taken with the survey and training has been significant for us, and I hope it helps shift the culture of the business."

This partnership marks the start of a longer-term journey and ICENA will continue supporting their progress as they build a safer, more transparent and accountable workplace.



CATCH UP ON OUR LATEST BLOGS



A Guide to Safe, Inclusive Office Christmas Parties: [Read it here.](#)

How to Maintain & Set Professional Boundaries in the Workplace: [Read it here.](#)

The Worker Protection Act One Year On & 2026 Changes. Insights from ICENA's Leadership Team: [Read it here.](#)

THE ICENA INSIDER

2025 AWARDS UPDATE

We had the honour of being shortlisted in the **Education, Training and Jobs Social Enterprise of the Year** category at the **Social Enterprise UK Awards**, and although we didn't take the crown we were honoured to be considered alongside some great organisations.

Congratulations again to Social Enterprise Kent for the well-deserved win.

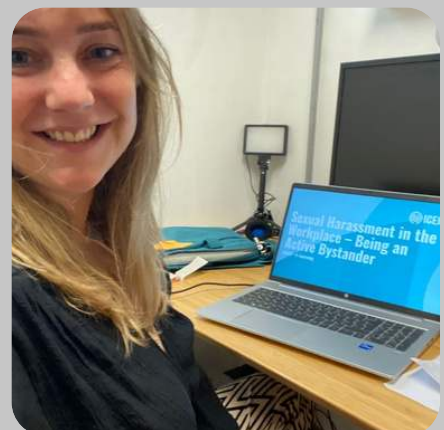
Last month we also sponsored the **Northamptonshire Education Awards** hosted by All Things Business - celebrating educators driving genuine social impact with children and young adults locally.

A huge well done to Melanie Cooper from Northampton College for winning our category; Equality, Diversity & Inclusion Champion.



WHAT WE'VE BEEN UP TO RECENTLY

- We attended a roundtable with the **Growth Hub** to discuss the **InspireHER Programme**.
- Our CEO Naomi Butters chaired the **South Midlands Business Board Meeting**. Continuing our commitment to shaping better business ecosystems across our region.
- We joined the **Get Britain Working group** meeting for the South Midlands - advocating for healthier, safer and more supportive workplaces.
- Launched our **Sexual Harassment eLearning** for Individuals – now live and empowering employees to build safer, more respectful workplaces. [You can find this here.](#)



THE ICENA INSIDER

LOOKING AHEAD TO 2026

We're stepping into 2026 with ambition, clarity and purpose. Here's what's coming:



Employee Rights Bill

New duties, new protections, and new expectations for employers - and ICENA will be supporting organisations every step of the way.

ICENA Retainer Service

A flexible, expert-led support model for ongoing compliance, culture change, and staff development.

Dignity at Work Accreditation

Our new accreditation will be rolled out to early adopters - setting the standard for safe, equitable workplaces across the UK.

Refresher Training & E-Learning

Annual refreshers, new modules, and updated eLearning aligned with legislative changes and emerging best practice.

2026 is shaping up to be our most transformative year yet - and we look forward to sharing it with you.

A CHRISTMAS MESSAGE FROM ALL OF US AT ICENA



As the year draws to a close, we want to thank every organisation, survivor, partner and consultant who has been part of ICENA's journey in 2025.

Your commitment to safer, more inclusive workplaces genuinely changes lives. Wishing you a peaceful Christmas and a restorative New Year - from our team to yours.

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.

