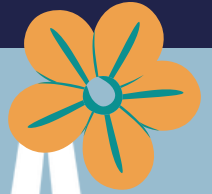


SPRING 2026 NEWSLETTER



ICENA
EMPOWERMENT & SOCIAL CHANGE



STRENGTHENING WORKPLACE SAFETY, CONFIDENCE & CULTURE

Spring is a season of renewal – and this year, it brings some of the most significant shifts in workplace safety and equality we've seen in over a decade.

At ICENA, we've been working hard behind the scenes to prepare organisations for these changes, expand our training offer, and continue championing safer, more inclusive workplaces for all.

Here's everything happening across ICENA this season...

EMPLOYMENT LAW UPDATES YOU NEED TO KNOW

2026 is a pivotal year, with two key phases of reform that employers must understand.

From April 2026:

- Sexual harassment will become a protected whistleblowing disclosure
- Workers raising concerns will gain enhanced legal protection
- Employers must handle complaints with the same care as formal whistleblowing cases

From October 2026:

- "Reasonable steps" becomes "all reasonable steps"
- Employers will be liable for third-party harassment (e.g. customers, clients)
- Time limits for claims are expected to extend from 3 to 6 months
- NDA use and protections will tighten further

These updates aren't just legal obligations – they're opportunities to build workplaces where people feel safe, respected and supported.

If you'd like support reviewing your policies, training or risk assessments, our consultancy team is here to help, [contact us here](#).

"These reforms finally recognise what survivors have been saying for years: speaking up shouldn't come with risk. By strengthening whistleblowing protections and raising the bar to all reasonable steps, the law is making it clear that organisations must take real, proactive responsibility for preventing harm – not wait for individuals to carry the burden alone."

– Naomi Butters, CEO and Co-Founder, ICENA



ACTION PLAN: WHAT EMPLOYERS SHOULD DO NOW

Here's a handy check list to ensure your organisation stays ahead of these changes.

- Conduct a harassment-specific risk assessment
- Refresh policies and make them accessible
- Schedule regular harassment training
- Set up anonymous reporting mechanisms
- Review third-party contracts and expectations
- Prepare documentation to evidence compliance
- Communicate commitment clearly to staff
- Start preparing now for October 2026 changes

NEW ICENA TOOLS TO SUPPORT ORGANISATIONS THIS YEAR

In light of these changes, we've launched a suite of new resources to help organisations meet their legal duties and strengthen their culture.

Gender Pay Gap Audit Tool

A practical, accessible tool that helps you:

- Analyse pay disparities
- Identify structural barriers
- Build an action plan rooted in equity
- Communicate findings transparently

This tool is ideal for organisations wanting to go beyond compliance and take meaningful steps toward gender equality.

Continued on next page



FAQS

What counts as a "reasonable step"?

Measures that are practical, proportionate, and effective in reducing risk based on your organisation.

Are we liable for third-party harassment yet?

Not yet but this will change in October 2026.

What happens if no one reports anything?

You still need to demonstrate proactive prevention. A lack of complaints does not equal compliance.

Do small businesses have to comply?

Yes. The duty applies regardless of size.

What's the difference between "reasonable" and "all reasonable" steps?

"All reasonable steps" requires employers to go further, demonstrating that every feasible preventative measure has been considered and implemented.





NEW ICENA TOOLS TO SUPPORT ORGANISATIONS THIS YEAR

Menopause Action Plan Framework

A ready-to-use framework that supports organisations to:

- Create inclusive menopause policies
- Train managers in supportive conversations
- Reduce stigma and improve retention
- Embed dignity and flexibility into workplace culture

Updated Training Across Every ICENA Course

Every ICENA programme has been refreshed to reflect:

- New legal duties
- Survivor-informed best practice
- Trauma-informed approaches
- Real-world case studies
- Practical tools for managers and leaders

New Refresher Sessions

Short, focused sessions designed to keep your teams confident and up to date.

Perfect for organisations who have trained with us before and want to maintain momentum.

Third- Party Harassment Risk Assessment

A new assessment tool to help you:

- Identify risks across customer-facing roles
- Strengthen protections
- Meet your new legal duties
- Reduce organisational liability

If you'd like to explore any of these tools, [contact us here](#) and we'll arrange a call.

IWD & FEM RAGE RECAP

This year's International Women's Day was one of our most powerful yet.

Our Fem Rage Workshop brought women together to express, release and connect – and the feedback has been incredible.

Thank you to everyone who joined us and helped create such a bold, supportive space.

Enjoy some extremely pink photos from the event...



THE ICENA INSIDER

TEAM NEWS: NAOMI APPOINTED VICE CHAIR

We're thrilled to share that Naomi has been voted **Vice Chair** of the **South Midlands Business Board** – a brilliant recognition of her leadership in championing safer, more equitable workplaces across the region.

Head over to our [LinkedIn](#) where we'll share regular updates on what she gets up to in this exciting new role.



WE'RE GROWING: CONSULTANT RECRUITMENT



We're currently welcoming applications for new consultants to join the ICENA team.

ICENA is expanding our freelance Training Consultant network across the UK, and we're especially keen to connect with people based in:

- Scotland
- Wales (including Welsh-speaking trainers)
- South-West England (Cornwall, Devon, Dorset)
- West Midlands
- North-West England
- North-East England

If you're passionate about ending sexual violence, experienced in the Women and Girls sector, and confident delivering training that sparks real culture change - we'd love to hear from you.

[Learn more about the role here.](#)

Send your CV and cover letter to: kat@icena.net

We can't wait to hear from you!

SPRING OFFER: 10% OFF TRAINING & CONSULTANCY

To support organisations preparing for the upcoming legal changes, we're offering:

10% off all training and consultancy delivered between April and June.

And a quick note:

Our prices for new customers will increase by 10% from April – our first increase in two years.

Existing clients will not be affected.

CATCH UP ON OUR LATEST BLOGS



Worker Protection Act: One Year On & 2026 Changes: [read it here.](#)

Company Culture Survey & Measurement: From Design to Action: [read it here.](#)

UK Employers' Duty to Prevent Sexual Harassment: What You Must Know: [read it here.](#)

THE ICENA INSIDER

LEARN WITH US – UPCOMING TRAINING & EVENTS

MENOPAUSE AND THE GENDER PAY GAP WEBINAR

27 APRIL 12.30-13.30 ONLINE

With the introduction of the Employment Rights Bill, expectations around gender equity, menopause support, and gender pay gap action planning are evolving rapidly. This shift gives employers a chance to bring greater clarity, consistency, and fairness to their people practices, strengthening culture and demonstrating a proactive approach to employee wellbeing.

In this session we'll cover:

- The Employee Rights Bill and what's changing
- Why menopause is a workplace issue, not just a wellbeing concern
- How the gender pay gap is shifting and what organisations can do to close it
- Introduction to our brand new products.



[Register here.](#)

SEXUAL HARASSMENT INVESTIGATOR TRAINING

28 APRIL 10AM-4PM ONLINE

Grounded in UK employment law and shaped by survivors, this training covers:

- Responding to disclosures with empathy
- Conducting fair, trauma-informed investigations
- Interviewing & evidence-gathering skills
- Navigating complex cases and power dynamics
- Writing defensible reports
- Supporting culture change after the investigation

If your organisation is committed to dignity, respect and safer workplaces, then this training is for you - we'd love to have you join us.

[Book here.](#)

FREE WEBINAR WITH CE PEOPLE

13 MAY 12.30-13.30 ONLINE

We've partnered with HR experts, Claire Butcher and Emma Thompson from CE People, to bring you a free, practical, plain-English webinar designed to help organisations.

With strengthened sexual harassment protections coming into force this October, employers have a crucial opportunity - and responsibility - to create safer, more inclusive workplaces.

In this session we'll cover:

- Understand what's changing
- Strengthen their culture of safety and respect
- Build confidence in responding to concerns
- Put meaningful prevention in place now

[Register here.](#)

THE ICENA INSIDER

ICENA IN THE NEWS

We've had some brilliant press coverage recently on our IWD Fem Rage Event...



Things to do Food & Drink Whats on **NL** Shopping Competitions Other stuff



WHAT WE'VE BEEN UP TO...

From delivering training across the UK (and globally too) to supporting organisations through complex cases, it's been a busy and impactful season.

- Kat was invited to speak on a panel by **OEB Hollis Whiteman** (Corporate & Financial Crime), to chat all about how we navigate trauma in professional spaces.
- We continued our e-learning work and focus groups with the **Ministry of Justice** - ensuring lived experience remains central to what we create.
- **Claire's** been back with a **FTSE100** company delivering Being an Active Bystander training to all staff, after training their managers last year.
- **Naomi** represented the Business Board at the **South Midlands Authorities Board**, continuing important conversations around inclusive growth and leadership within the local community.



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! We're proud of the work we're doing – and grateful to everyone who trusts us to support their teams.

