

Why train your workers?

Training your workers about their workplace rights and their obligation not to bully, harass or discriminate against co-workers protects your people, it protects your business and it protects you.

But it's not just a one-off thing. Regular training is essential to the success of your overall prevention strategy and is needed at least every two years.

New workers should be trained soon after starting and as part of their induction.

It's about setting clear behavioural expectations and it requires continual reinforcement.

Can you really prove you have taken proper steps to protect your workers?

If you don't prevention train your workers, or have policies and procedures in place, or don't act on complaints...you have no defence when it goes wrong and a complaint is made, when someone is harmed, when you have to front a regulator, your insurer or a court and explain what you did to protect you workers!

On-line training

Modules

1. Bullying prevention for workers
2. Bullying prevention for managers & supervisors
3. Harassment & discrimination prevention for workers
4. Harassment & discrimination prevention for managers & supervisors

Duration: 30- 40 minutes per module

Advantages of online:

- Candidates must pass a knowledge test for successful completion.
- Candidates complete an electronic signoff to confirm training received and their understanding they must not engage in unlawful behaviour.
- Anytime/anywhere completion subject to internet connection.
- Ideal for induction and refresher training.
- Manager/supervisor units impress the need to take action about complaints and consequences of doing nothing.
- Consistency of delivery and content to all staff.
- Cost effectively train shift workers and staff that work remotely from main business location.
- 24/7 training availability minimises potential excuses for non-completion.
- Schedule training at times that minimises labour costs and inconvenience to business.
- No venue training costs.

Face to face or online training?

Few organisations have workforces where everyone works the same hours or from the same location.

Because of this, we provide flexible online and face to face learning solutions to meet your particular needs.

Focus:

- ensure employees understand what constitutes bullying, discrimination or harassment and the consequences of treating others in that way.
- helps workers understand what they can do if subjected to unlawful behaviour.
- helps your managers & supervisors understand their obligations to prevent and take action about unlawful behaviour.
- helps prevent unlawful behaviour between workers.
- builds a better workplace culture.
- helps you prove that you and your business has taken its prevention obligations seriously.

Face to face training

Modules

1. Bullying, discrimination and harassment prevention for workers
2. Bullying, discrimination and harassment prevention for managers & supervisors

Duration: Worker module - 2 hours

Manager/Supervisor module - 3 hours

Advantages of face to face

- A fully interactive session.
- Content can be customised to the delivery needs of the client.
- Content can be targeted to the behavioural change needs of specific workplaces.
- Delivery by an experienced people and culture specialists using real life investigation scenarios for experiential learning.
- Candidates can put forward real life case studies for examination.
- Case study action strategies can be developed during the training meaning that participants often leave with a potential solution to a current workplace issue.
- Content and delivery can incorporate the results of workplace climate surveys to focus conversations on current workplace issues.
- Course attendance record includes signoff to confirm training received and candidate's understanding not to engage in unlawful behaviour.