



**THE CONSENT  
COLLECTIVE**

# Preventing workplace sexual harassment

Workplace brochure  
2024/2025



# Bringing our expertise to your workplace

At The Consent Collective, we are leading experts in the prevention and response to workplace sexual harassment. This brochure outlines the core resources and services we provide to bring our specialised expertise into your workplace, ensuring that every step you take toward harassment prevention is grounded in a deep understanding of this complex area. We view our resources as part of an ongoing journey, supporting you from foundational planning through to maintaining an open, sustained dialogue on prevention. With over a decade of experience, we have supported police investigators, judges, lawyers, therapists, health practitioners, educators, and workplaces in their efforts to prevent and address sexual harassment.

Our skills-based, trauma-informed approach prioritises culture change, equipping organisations with practical tools and providing specialist support for HR and Wellbeing teams. Working alongside our clients, we help implement effective programmes of work using our expert-led resources.

Everyone deserves to work in an environment that ensures their safety. Today, with heightened awareness, knowledge, and skills at our disposal, organisations can make genuine progress toward creating harassment-free workplaces and industries.

If you would like to discuss how we can work together to establish a safe workplace culture in your organisation please contact me.

Cynthia Ellis, Co-Founder, The Consent Collective  
[cynthia@consentcollective.com](mailto:cynthia@consentcollective.com)



# Laying a foundation

Not every workplace or team is ready to hit the ground running with the implementation of organisation-wide training on the prevention of sexual harassment. We can help you lay a foundation for this work so that the core teams are prepared for this work.

Our resources include

## **Introductory session for senior leaders**

A 60-90 minute online session to provide senior leaders with an overview of the nature of sexual harassment in your industry, the type of work that is possible to prevent sexual harassment, and an opportunity for them to ask any questions they may have.

## **Orientation session for HR teams**

A 90 minute online session for whole HR teams where we can clarify the legislation regarding sexual harassment, discuss good practice in terms of preventing sexual harassment, and make space for conversations about implementing this work at your organisation.



# Supporting your wellbeing provision

Standard wellbeing provision often lacks any robust specialist resources that relate to sexual harassment. Before an organisation starts company-wide conversations about sexual harassment we can ensure your wellbeing provision is able to support these conversations.

Our resources include

## **A review of your EAP/current provision**

We can assess your current wellbeing provision and identify any gaps in provision for this topic area.

## **Embeddable video resources**

We have a series of video resources that can be embedded on your intranet pages as part of your wellbeing pathways. Videos can address issues such as 'Should I report?' and 'What should I do if I'm experiencing sexual harassment?'

## **Online self-help resources**

Our self-paced online resource 'How do people heal from trauma?' can be made available to your people through anonymous self-referral using a coupon code.

All of these resources can then be referred to throughout any organisation-wide training.



# Changing the culture at your organisation

We believe that the most powerful tool you have to prevent sexual harassment is your workplace culture and that an investment in interpersonal skills is the key to creating a workplace culture where less harassment happens. We want your people to feel equipped to step into situations of potential harassment, to give people feedback when their behaviour is inappropriate, to neither over react nor under react to situations, and to feel confident hearing a disclosure of sexual harassment from a colleague.

Our resources include

## **Online course: Preventing sexual harassment in the workplace. An active bystander course**

This CPD Accredited online course will take your people through the essential information and skill set they need in order to be an active bystander in your workplace. Available using our platform for your people to sign in using a coupon code, or through a SCORM package to be hosted on your LMS this 2-2.5 hour online course will help your people feel more equipped and confident.

## **Train the trainer: Active bystander**

For organisations who wish to be able to deliver training themselves either in person or online we can provide deep-dive facilitator training and resources so that your facilitators feel equipped to hold training sessions using our method and resources.





## Our online active bystander course

- ✓ Expert led
- ✓ SCORM compatible
- ✓ CPD Accredited



People who complete our bystander training report that they are

# 97% likely to do something

if they witness potential sexual harassment

(An increase from a pre-training score of 75.5%)

# x3 more confident

that how they would respond to sexual harassment would be appropriate

(An increase from 30% to 90% between pre and post training scores. Based on data from 654 people)

# Continuing the learning

Creating long lasting meaningful change means keeping the learning and the conversation going. People need their knowledge to be regularly updated, and they need spaces to discuss the unique aspects of your workplace and industry.

Our resources include

## **Embeddable learning videos**

We have a series of short learning videos that can be embedded onto your intranet as resources for people who'd like to take their learning further. Videos include 'How to hear a disclosure', 'What to do if you're experiencing sexual harassment', 'How to give feedback', and 'What you can do to check your own behaviour'

## **Annual updates**

After you have delivered organisation-wide training this work needs to be updated and refreshed. We can provide shorter annual updates with a reminder of the key issues and a focus on a new area related to harassment to ensure your training provision remains up to date, relevant and engaging.

## **Panel discussions and events**

Engage your professional networks and keep the conversation alive throughout the year by commissioning panel discussions or events from us. We can work with your networks to create experiences that address their interests and invite our wide network of speakers, activists, and experts to keep the conversation alive in your organisation.



# Supporting your specialists

Key people within your organisation will need extra support in order to play their part in the prevention and responses to sexual harassment.

Our resources include

## **Manager training**

An online seminar for your managers taking their learning about harassment further and providing an opportunity to practice some of the skills necessary when managing instances of harassment within their teams.

## **Investigations training**

A half-day online seminar for the people in your organisation who are asked to investigate, case manage, or arrive at a decision following a report of sexual harassment. We will cover key areas including interview skills, myths and misconceptions, being trauma informed, boundaries and personal wellbeing.

## **Wellbeing training**

Specialist input for your wellbeing teams or Mental Health First Aiders, so that they feel more equipped to commission resources, hold conversations and provide support in relationship to workplace sexual harassment.

## **Consultancy and supervision**

Some of our clients want to know they can consult us for strategic input, or for support with a particular case they are responding to. Secure our time with a retainer so that your people know we are just a call away.

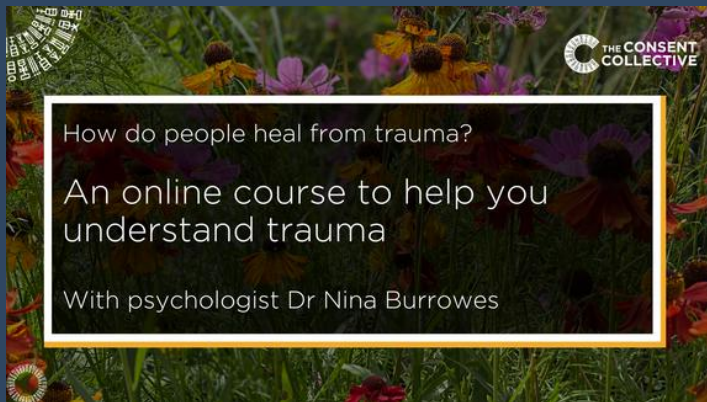




# Supporting your specialists

Our online courses can also support the learning and development of your specialist staff

Our resources include



## How do people heal from trauma?

This online course is a self-paced learning and wellbeing resource for anyone supporting someone who is living with trauma. This course can be used as both a training resource and self-care resource for wellbeing staff.



## An introduction to working with male survivors of sexual harm.

This online course is designed to equip your staff to be able to support male members of staff who report sexual harassment

# Influencing your industry or network

If you would like to take a lead in your industry or to open your network to our expertise we can arrange the following:

## **Online webinar**

A 60-90 minute webinar tailored to the interests of your industry along with strategic insight from our work.

## **Round-table discussions**

An opportunity to have a more in depth conversation about the needs, challenges and opportunities in addressing sexual harassment in your industry.

## **Keynote Speaker**

Dr Nina Burrowes is available as a keynote speaker for your industry conference or event.



# Our membership and accreditation

## safe workplace

culture 

STANDARDS

The Safe Workplace Culture Standards is our membership and accreditation scheme. This scheme exists to drive and celebrate good practice in the prevention of workplace sexual harassment. Our membership provides guidance on achieving good practice, training for the people leading on this work in your organisation, and a way of communicating your commitment to preventing workplace sexual harassment to your people and clients.

You can find out more about our membership at



[www.harassmentfreeworkplace.com](http://www.harassmentfreeworkplace.com)



# An example programme of work

## Laying the foundations

- HR team 90 minute online orientation session
- Wellbeing provision supplemented using coupon codes for 'How do people heal from trauma?' to be referred to during company wide training
- Internal comms to all staff talking about the upcoming training and your membership of the 'Safe Workplace Culture Standards'

## Changing the culture

- Company wide bystander training using our online course 'Preventing sexual harassment in the workplace. An active bystander course' delivered through your LMS.
- Follow up material after completing the course includes referral to three 'further learning' videos hosted on your intranet and the coupon codes for 'How do people heal from trauma?'

## Supporting specialists

- Half-day online seminar for HR staff involved in investigating and case managing reports of sexual harassment

## Keeping the conversation alive

- Panel discussion with your organisation's Women's network as part of 16 Days of Activism.



# Our credentials

The Consent Collective are highly credible, expert and experienced at preventing and responding to sexual harassment. Our depth of knowledge and experience covers the criminal investigation and prosecution of sexual offences, efforts by universities to address culture change and prevent sexual harassment, and programmes of work to prevent sexual harassment in the workplace.

Our work is led by our founder Dr Nina Burrowes. Nina is a trusted voice in this space bringing a grounded sense of calm that comes from years of navigating this complex terrain with a huge variety of organisations. A recognised national expert in the psychology of sexual harm, Nina has worked with both perpetrators of sexual harm and victims/survivors of abuse. She is the author of 'The Courage to Be Me', 'Eyes open to sexual abuse. What every parent needs to know', and the presenter of the BBC's 'Rape on trial. Is the jury out?'. Nina has an infectious enthusiasm for what is possible when we are able to create workplaces and communities where sexual harassment is something we all feel able to address together.

Our co-founder Cynthia Ellis oversees the implementation of our work with our clients. With a senior leadership background and over a decade of experience in the financial services and wellbeing sectors, Cynthia brings a depth of knowledge helping clients to plan and implement company-wide programs of work.



# THE CONSENT COLLECTIVE

Explore the possibilities for your workplace by establishing a trusted partnership with a specialist organisation dedicated to supporting your teams at every stage. Working with us goes beyond compliance; it provides you with ongoing expertise, from specialist training to strategic guidance and supervision, equipping you to address workplace sexual harassment effectively as your needs evolve. With The Consent Collective, you'll have an experienced partner to consult whenever these issues arise.

To discuss how we can support your organisation, please contact me to arrange a conversation

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