

Better banter at work

eLearning course



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Halborns.

An
Empowering
People Group
company

Better banter at work– eLearning

***“It was just a bit of banter”* ...if we had a penny for every time we’ve heard this excuse used as a justification for inappropriate behaviour.**

We know that banter isn’t always a bad thing – it helps teams gel, engage with each other, and create a fun working environment. But it can quickly get out of hand and expose your business to significant legal risk.

Our eLearning course helps to protect your business by clearly setting out where the line is drawn between humour and harassment, when the law gets involved, what’s protected, and how to raise concerns both informally and formally.

**Annual
licence fee
from...**

£0.75pp

- **Estimated course duration** – 20 minutes
- **Assessment** – end of course (can’t be accessed until all content complete)
- **Course pass rate** – 80%

Better banter at work – what we cover



Humour or harassment

- **What's the problem** – the negative impact of 'banter' left unchecked
- **Where is the line** – recognising and understanding different tolerance levels
- **Legal definition** – what's defined as 'harassment' for employment law purposes and practical examples
- **Issue with intent** – understanding that it's the effect of the behaviour on the recipient that matters



What's protected

- **Protected characteristics** – what harassment can relate to
- **Practical examples** – bring to life real-world scenarios to show behaviour that will amount to harassment
- **Behaviour outside of work** – explaining the crossover and how conduct can still be viewed as work-related



Raising concerns

- **Real-time** – calling out concerns 'in the moment' to help prevent future escalation
- **Being an ally** – supporting others and raising issues that don't relate to you personally
- **Informal process** – how to use and the outcomes that may arise
- **Formal process** – when to use and the steps involved



Dealing with inappropriate behaviour

- **Sanctions** – the actions which may be taken against the perpetrator if allegations are upheld
- **Severity** – making clear that harassment and discrimination is treated seriously and can amount to gross misconduct

Book a demo!

**Scan to book a
demo and see
the course for
yourself!**

