

Supporting Employees in Times of Unrest

10 September 2024 11:00 am - 12:00 pm

Hosted by Gill Cooke

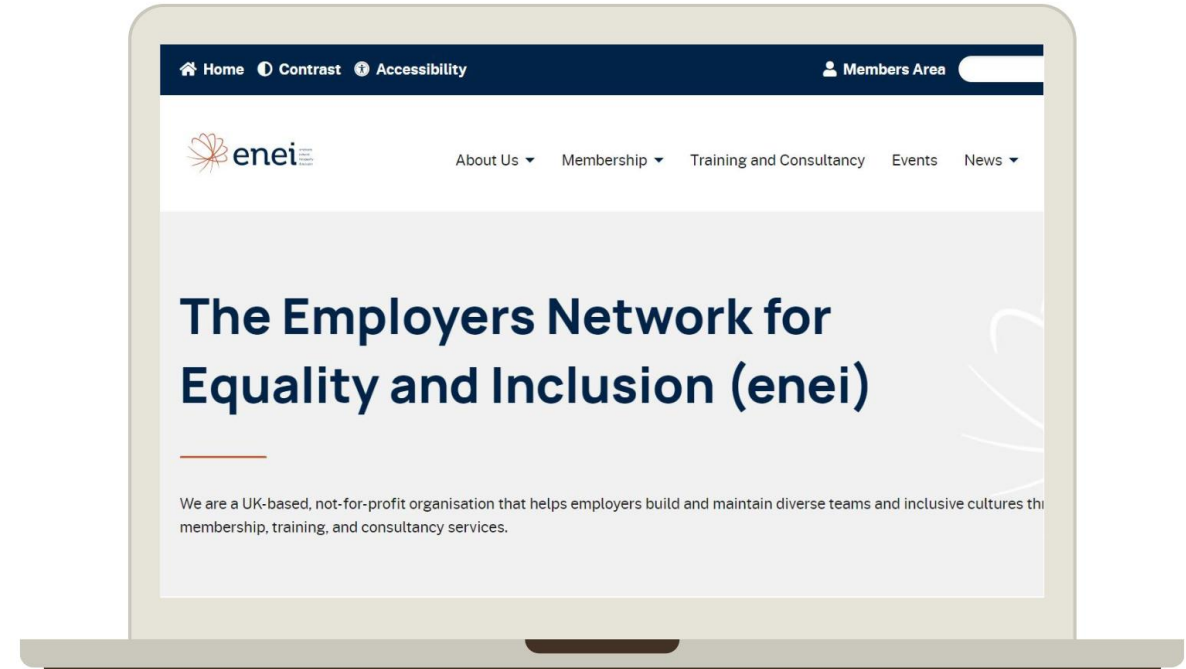
Sandi Wassmer, CEO enei

Amadi Tagoe, Vice President at MWW



Who we are

- The UK's leading employer network covering all aspects of workplace equality and inclusion
- “One-stop-shop” for advice, consultancy, training, networking, best practice, benchmarking, and thought leadership
- Not-for-profit
- Supporting 400+ Members across the UK with their equality, diversity and inclusion journey
- enei.org.uk



Webinar Housekeeping

- You have entered the session on mute and off video
- Please use the Q&A function throughout the event
- This session is being recorded and will be available in the Members Area
 - No other recordings are permitted
- Let us know about your event experience with our brief poll before we close today's event
- The event will close by 12:00
- As always, please be respectful of others

enei provides an inclusive event experience for everyone. We do not tolerate harassment of event participants in any form and will respond appropriately.

The views expressed by speakers during this event are based on their own personal perspectives and experiences and do not necessarily reflect those of enei. The language and terminology used by speakers do not represent the views of all people who share the speakers' identities or protected characteristics. enei aims to create an open and respectful space for dialogue.



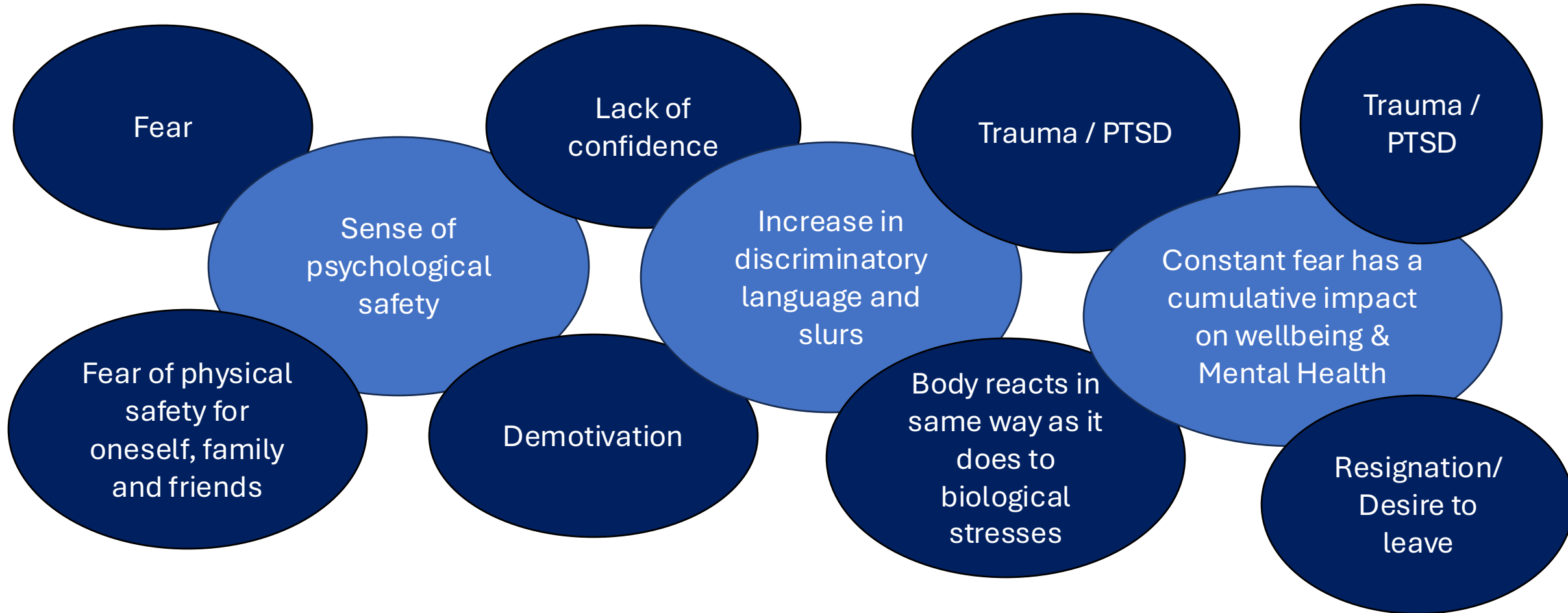
During this session, we will:

- Identify situations that can cause unrest, including external influences and ideologies that may impact employees' psychological safety, stress levels, and overall mental health
- Address the impact on employees, both physically and mentally
- Review legislation and responsibilities of the Employer
- Q&A with two leaders to find out how they responded in real time and what they learned
- Offer practical steps on what organisations can do moving forward
- Questions

Social and Political Unrest



Impact on Employees



Legislation

Protection from Harassment Act 1997

- Harassment is both a criminal offence and grounds for a civil action under the [Protection from Harassment Act 1997](#) in Great Britain and [The Protection from Harassment Order \(NI\) 1997](#) in Northern Ireland

The Equality Act 2010

- If related to identity e.g., because of their race, sex, or disability then it would also be unlawful discrimination under the Equality Act 2010 in Great Britain and discrimination under various pieces of legislation in Northern Ireland

The Health and Safety at Work Act 1974

- Places a legal duty on employers to ensure the health, safety, and welfare of their employees in England, Wales, and Scotland

Q&A



Sandi has been CEO at enei since 2020, and is the UK's only blind female CEO. She is a passionate advocate for human rights.



Amadi Tagoe is Vice President of Mike World Wide (MWW), a Public Relations and Communications Services agency.

Practical steps for individuals

- Be compassionate: check in on friends and colleagues
- Be pro-active as an ally
- Have respect for different perspectives and experiences, even if they differ from your own
- Be curious and step outside of your comfort zone
- Be flexible with staff e.g. offer flexible working or working from home and consider physical as well as mental safety
- Be welcoming to all
- Ensure people feel seen, heard, and safe at work

Practical steps for Organisations

- Create a communication plan that can be rolled out at any time and in response to any situation
- Encourage and create safe spaces for open communication – e.g. employee groups/listening circles
- Don't under-estimate the power of a statement of support and compassion
- Be clear and consistent on your stance and refer to business values and policies e.g. Zero-Tolerance, Bullying and Harassment etc.
- Signpost mental health resources, flexible work arrangements, support or employee groups, Employee Assistance Programmes, HR, and wellness initiatives
- Offer training and education to all staff

Further enei Resources

- [Employer Guide: Employee Resource Groups](#)
- [Employer Guide: Harassment, Bullying, and Victimization](#)
- [Employer Guide: Inclusive Language](#)
- [Employer Guide: Managing Mental Health in the Workplace](#)
- [Employer Guide: Progressing Underrepresented Ethnic Groups](#)
- [Employer Guide: Religion or Belief and Employment](#)
- [Employer Guide: World Religions and Beliefs](#)
- [Hub: Allyship Hub](#)
- [Hub: Race Equality Hub](#)

Upcoming Events

Language Matters: Understanding Diverse Communication Styles

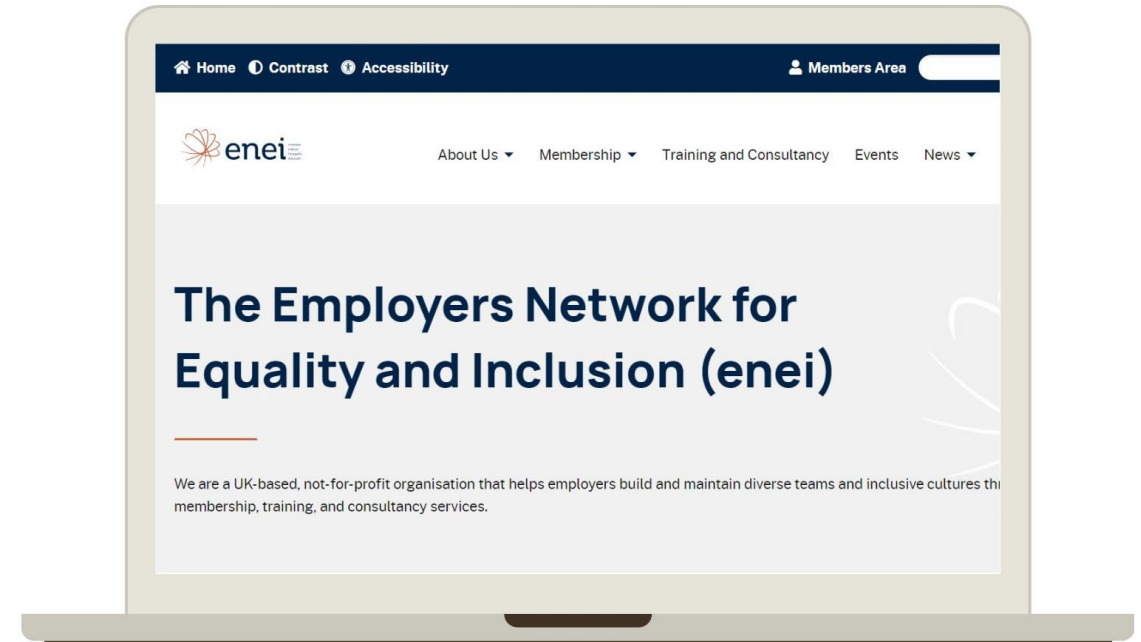
17th September

Closing the Gap: Addressing Pay Disparities in the Workplace

26th September

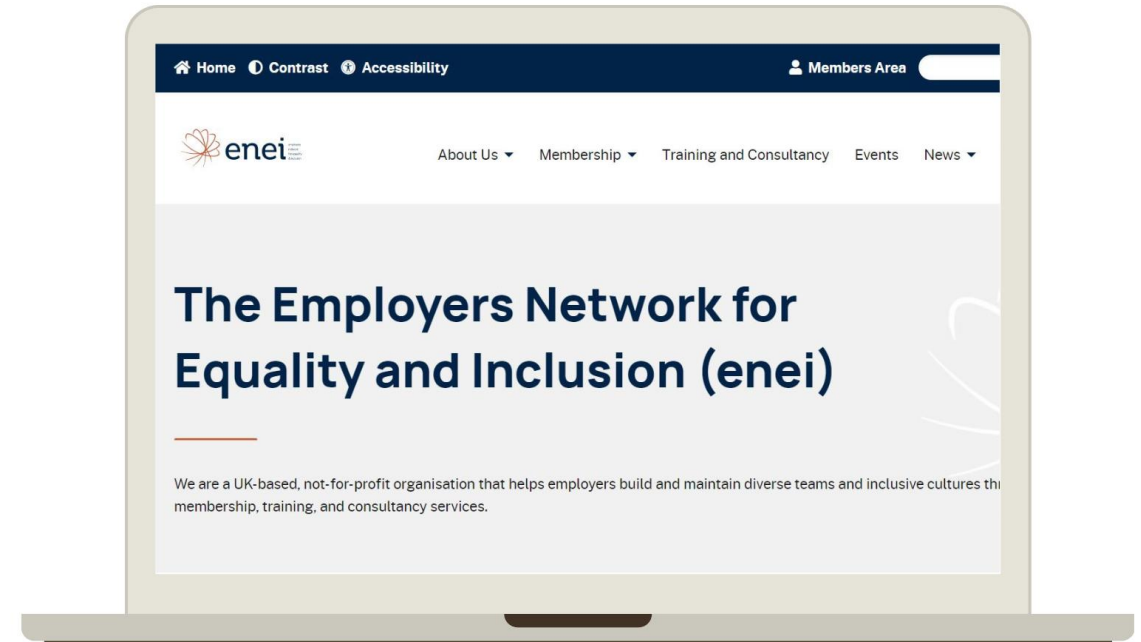
Celebrating National Work Life Week

09th October



Can We Support Further?

- If you would like to explore any of the topics discussed further, your account manager can assist in making full use of your membership
- enei can provide support in several areas, including:
 - Reviewing a policy or procedure;
 - Designing and delivering training;
 - Diving deeper into a topic or query; or
 - Identifying additional resource guides.



Contact Us

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