

# SASH at Sea: Live Skills



**Sexual assault & harassment training for cadets, seafarers & shore-based teams**

## The new SASH reality at sea

From January 2026, amendments to STCW Code A-VI/1-4 require seafarers to demonstrate competence in preventing and responding to SASH as part of their basic training. That sits alongside ISM expectations around training and procedures, and MLC requirements for safe living and working conditions. SASH at Sea: Live Skills is designed to sit in the middle of all that – where compliance, culture and real life at sea actually meet.

It gives cadets, seafarers and shore-based teams practical skills they can use on the next watch or the next trip, and gives organisations clearer evidence that SASH training is more than a tick-box exercise.

### STCW Code A-VI/1-4

Amended regulation requires demonstrated competence in SASH prevention and response from January 2026.

### ISM Code Obligations

Resources, training and procedures must ensure a safe, competent workforce capable of handling complex human factors.

### MLC Regulation 4.3

Safe living and working conditions include effective handling of complaints and protection of dignity at sea.

Content is tailored to the audience – whether you're training cadets on their first voyage, mixed crews with varying levels of seniority, or onshore supervisors who need to understand their responsibilities under the ISM Code and company policy. Sessions can be delivered in person at your college, training centre or office, or run live online to reach dispersed crews and port teams efficiently.



#### Nautical Colleges & Cadet Programmes

Pre-sea and returner training for cadets and early-career officers. Giving practical SASH competence before they step on board, in a format that aligns with the new STCW requirements.



#### Ports & Terminal Operators

Operations, marine and support staff: ensure shore-based teams meet the same standards as seafarers in mixed maritime environments.



#### Shipping Companies & Crewing Providers

Officers and shore teams: build competence that protects safety, morale and retention across your entire workforce.

## Practical outcomes for everyone

**SASH at Sea: Live Skills** is designed to move people from “we know the policy” to actively preventing and responding to SASH incidents with confidence. By the end of the session, participants will be able to:

**Spot the line** - Recognise the difference between banter, grey-zone behaviour and clearly unacceptable conduct in a maritime context, including how this can land differently across generations and cultures.

**Act early** - Challenge behaviour and set boundaries in ways that are realistic within shipboard hierarchy, safety and operational constraints.

**Respond well** - Take calm, appropriate first steps if someone discloses an incident or if they witness something concerning, without making the situation worse.

**Record and report** - Capture what happened in simple, factual terms and use onboard, shore-based and external reporting routes with greater confidence.

## Designed for maritime reality

**Built for maritime, not generic HR** - Examples, language and scenarios come from real ship, port and cadet life – rank, mixed-nationality crews, cabins, shore leave and contract pressure. Participants recognise their world immediately.

**Focused on live skills, not just awareness** - We don't just define SASH and move on. People work with realistic situations and plan what they would actually say and do under pressure.

**Balanced, grown-up approach** - Topics such as “crying wolf”, unproven allegations, alcohol and power dynamics are handled fairly for everyone, while keeping safety and dignity at the centre.

**Works with what you already have** - SASH at Sea complements your existing policies, complaint procedures and welfare support. It helps people use what you already have and gives clearer evidence that training links to practice.

**Engaging for mixed, multi-generational teams** - We acknowledge generational and cultural differences – for example, Gen Z cadets and older officers – without blaming any group, and set one clear standard of behaviour for everyone on board and ashore.

## Getting started with SASH at Sea

If you are responsible for cadet training, fleet operations, HR, HSEQ or port workforce development and want to prepare for the 2026 STCW SASH competence requirements while genuinely supporting the people you send to sea, the next step is a short conversation.

We'll look at your cadets or crews, what you already have in place, and how SASH at Sea: Live Skills can be built around your existing programme and reporting routes.

Email [emma@ejbcoaching.com](mailto:emma@ejbcoaching.com) or visit [ejbcoaching.com](http://ejbcoaching.com) to get started.