From the Chair

31 July 2018

The Women and Equalities Committee published a report on Sexual harassment in the workplace on 25 July.

Our report highlights the widespread nature of workplace sexual harassment and the lack of action by employers to protect workers. We also highlight the duty of regulators, under the Public Sector Equality Duty (PSED), to have due regard to the need to eliminate discrimination, including sexual harassment. Regulators and inspectorates who do not take action to protect workers in their sector from sexual harassment are failing in this duty. Our recommendations include actions that the Government, employers and regulators should take.

Our recommendations relating specifically to regulators are set out in Chapter 2 of our report, which also highlights relevant areas of regulatory responsibility, including overseeing employer actions to ensure a safe working environment and ensuring that regulated individuals are fit and proper to perform their role.

I am writing to ask you to set out for the select committee what more your organisation could do to tackle workplace sexual harassment and to set expectations about the high standards that regulated professionals in your sector must meet. I would be grateful for a response outlining the actions that your organisation is already taking in this regard, any further actions that it is planning or considering, and how you are fulfilling your responsibilities under the Public Sector Equality Duty to have due regard to the need to eliminate sexual harassment.

The Committee is committed to encouraging action across all sectors to stamp out workplace sexual harassment. We will be reviewing the information we receive from regulators before we decide on further work which may include taking further oral evidence on this in the future. We will also be reviewing the information we receive directly with the Equality and Human Rights Commission who have statutory enforcement powers.

I trust that we can rely on your organisation to provide written or oral evidence if requested.
I would be grateful for a response to this letter, which the Committee plans to publish, by 28 September 2018.

Yours sincerely,

Rt Hon Maria Miller MP
Chair, Women and Equalities Committee