

RESPONSE OF HOUSE OF COMMONS SERVICE TO THE REPORT OF DAME LAURA COX INTO THE BULLYING AND HARASSMENT OF STAFF: PROGRESS UPDATE OCT 2020

| Area of recommendation and relevant paragraph number of the Cox report | Complete? |
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| The Valuing Others policy and the revised Respect policy should not continue to be used (411). | Yes |
| Historic complaints: removal of the cut-off date for access to the new Independent Complaints and Grievance Scheme (409). | Yes |
| The process for determining complaints should be entirely independent of MPs (381, 397, 403). | Yes |
| Revised definitions and wording in the new Scheme, changes to the right to representation, confidentiality and to recognise the concept of gendered bullying (410). | Under consideration in the 18-month review, due to report in February 2021 |
| Clearer delineation of ownership and responsibility under the Scheme (410). | Yes |
| Complainants should not have the right unilaterally to withdraw their complaint in all circumstances (339). | This recommendation was not accepted. |
| Regular induction and continuation training to embed the Behaviour Code and complaints procedures (407). | Yes |
| Comprehensive training programmes to maintain the importance of the new Scheme and the Behaviour Code (410); mandatory, targeted training for everyone on bullying and harassment and sexual harassment (407). | Ongoing |
| Properly resourced support services (410) | Yes |
| Harassment and Bullying Contacts – more of them, properly supported, regular training, scheme regularly monitored (249). | Ongoing |
| Maintaining of accurate records of complaints and decisions made (410). | Ongoing |
| MPs should be better supported - good training can help with: running an office effectively; employing staff; public speaking; media engagement; sitting on or chairing select committees; questioning witnesses; working respectfully with House staff; the requirements of the Code of Conduct (310). | Ongoing [see also White report table] |
| Greater recognition for the Health and Wellbeing Service – expanded, promoted and adequately resourced (408). | Yes |
| Dame Laura identified that the culture of the House Service needs to change. A programme of cultural transformation has been developed and is expected to run until March 2022. | Ongoing |
| Recommendations about commitment from senior leadership (e.g. 421). | Yes |
| Leadership and management training programmes (e.g. 407). | Ongoing |
| Recommendations about positive management style. | Ongoing |
| Efforts being made to improve diversity at all levels of the House should be maintained (408). | Ongoing |
| Removal of unnecessary restrictions on certain services and facilities creating two-tier status of Members and staff (151). | Yes |

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| Improvements in respect of record keeping and in relation to the operation of the HR department more widely. | Ongoing |
| Revisit steps taken so far to restrict access to alcohol during working hours (153). | Ongoing |