



PALACE OF WESTMINSTER SURVEY, DECEMBER 2017

Methodology: ComRes surveyed 191 members of parliamentary staff working within the Palace of Westminster online between 10th November and 11th December 2017. ComRes is a member of the British Polling Council and abides by its rules.

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REPUTATION | COMMUNICATIONS | PUBLIC POLICY

Four Millbank | London | SW1P 3JA | T. +44 (0)20 7871 8660

Rond-Point Schuman / Schumanplein 6 | Box 5 | 1040 Bruxelles | T. +32 (0)2 234 63 82

51/F Raffles City | No.268 Xi Zang Middle Road | HuangPu District Shanghai | 200001 China | T. +86 (0)21 2312 7674

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Base: All working in the palace of Westminster

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Base: All working in the palace of Westminster	

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S1. What is your current job?

Base: All respondents

	JOB		GENDER		LENGTH OF SERVICE				AGE			
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	286 100%	183 100%	91 100%	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
I work for an MP in the Palace of Westminster	181 63%	181 99%	- -	106 97%	74 91%	33 92%	53 96%	49 94%	45 96%	52 95%	84 97%	44 92%
I work for a Peer in the Palace of Westminster	2 1%	2 1%	- -	- -	2 2%	1 3%	- -	- -	1 2%	1 2%	- -	1 2%
Parliamentary Party staff	8 3%	- -	- -	3 3%	5 6%	2 6%	2 4%	3 6%	1 2%	2 4%	3 3%	3 6%
I am a councillor working outside the Palace of Westminster	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
I work for an MP in their constituency office	91 32%	- -	91 100%	- -	- -	- -	- -	- -	- -	- -	- -	- -
None of the above	4 1%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

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S2. What party does your Member/Peer represent?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Conservative Party	100 52%	98 54%	- -	51 47%	48 59%	16 44%	32 58%	20 38%	31 66%	35 64%	36 41%	28 58%
Labour Party (including Labour co-operative)	79 41%	75 41%	- -	53 49%	26 32%	20 56%	19 35%	28 54%	12 26%	18 33%	45 52%	16 33%
Liberal Democrats	1 1%	1 1%	- -	1 1%	- -	- -	1 2%	- -	- -	- -	1 1%	- -
Green Party	1 1%	1 1%	- -	1 1%	- -	- -	1 2%	- -	- -	- -	- -	1 2%
Democratic Unionist Party	1 1%	- -	- -	- -	1 1%	- -	- -	1 2%	- -	- -	1 1%	- -
Plaid Cymru	2 1%	1 1%	- -	1 1%	1 1%	- -	1 2%	1 2%	- -	1 2%	1 1%	- -
Scottish Nationalist Party	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Independent	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Crossbencher	1 1%	1 1%	- -	- -	1 1%	- -	- -	- -	1 2%	- -	- -	1 2%
Sinn Féin	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Speaker	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	6 3%	6 3%	- -	2 2%	4 5%	- -	1 2%	2 4%	3 6%	1 2%	3 3%	2 4%

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S3. Are you.

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Male	109 57%	106 58%	- -	109 100%	- -	24 67%	30 55%	35 67%	19 40%	27 49%	64 74%	18 38%
Female	81 42%	76 42%	- -	- -	81 100%	12 33%	24 44%	17 33%	28 60%	28 51%	22 25%	30 63%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	1 1%	1 1%	- -	- -	- -	- -	1 2%	- -	- -	- -	1 1%	- -

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S4. How long have you been working in the Palace of Westminster?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Less than one year	36 19%	34 19%	- -	24 22%	12 15%	36 100%	- -	- -	- -	20 36%	14 16%	2 4%
1-2 years	55 29%	53 29%	- -	30 28%	24 30%	- -	55 100%	- -	- -	25 45%	23 26%	7 15%
2-5 years	52 27%	49 27%	- -	35 32%	17 21%	- -	- -	52 100%	- -	9 16%	34 39%	9 19%
More than 5 years	47 25%	46 25%	- -	19 17%	28 35%	- -	- -	- -	47 100%	- -	16 18%	30 63%
Prefer not to say	1 1%	1 1%	- -	1 1%	- -	- -	- -	- -	- -	1 2%	- -	- -

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S5. How old are you?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Under 18	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
18-24	55 29%	53 29%	- -	27 25%	28 35%	20 56%	25 45%	9 17%	- -	55 100%	- -	- -
25-34	87 46%	84 46%	- -	64 59%	22 27%	14 39%	23 42%	34 65%	16 34%	- -	87 100%	- -
35-44	18 9%	16 9%	- -	8 7%	10 12%	1 3%	2 4%	5 10%	10 21%	- -	- -	18 38%
45-54	11 6%	11 6%	- -	3 3%	8 10%	1 3%	1 2%	1 2%	8 17%	- -	- -	11 23%
55-64	13 7%	12 7%	- -	4 4%	9 11%	- -	4 7%	3 6%	6 13%	- -	- -	13 27%
65+	6 3%	6 3%	- -	3 3%	3 4%	- -	- -	- -	6 13%	- -	- -	6 13%
Prefer not to say	1 1%	1 1%	- -	- -	1 1%	- -	- -	- -	1 2%	- -	- -	- -

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Q1. Which of the following describe how you feel about working in the Palace of Westminster?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Excited	68 36%	64 35%	- -	40 37%	28 35%	17 47%	23 42%	21 40%	6 13%	29 53%	32 37%	7 15%
Humbled	45 24%	41 22%	- -	30 28%	14 17%	11 31%	15 27%	11 21%	8 17%	17 31%	23 26%	5 10%
Privileged	144 75%	140 77%	- -	84 77%	59 73%	28 78%	42 76%	38 73%	35 74%	43 78%	71 82%	30 63%
Happy	98 51%	92 50%	- -	52 48%	46 57%	16 44%	31 56%	25 48%	26 55%	28 51%	42 48%	28 58%
Underpaid	86 45%	82 45%	- -	52 48%	34 42%	15 42%	29 53%	24 46%	17 36%	28 51%	40 46%	18 38%
Overworked	61 32%	58 32%	- -	40 37%	21 26%	13 36%	17 31%	19 37%	12 26%	12 22%	38 44%	11 23%
Undervalued	48 25%	48 26%	- -	28 26%	20 25%	11 31%	13 24%	14 27%	9 19%	14 25%	25 29%	8 17%
Exploited	13 7%	13 7%	- -	9 8%	4 5%	2 6%	3 5%	3 6%	4 9%	2 4%	7 8%	3 6%
Bullied	10 5%	10 5%	- -	6 6%	4 5%	1 3%	2 4%	3 6%	4 9%	- -	6 7%	3 6%
Other	11 6%	10 5%	- -	5 5%	6 7%	1 3%	1 2%	5 10%	4 9%	1 2%	4 5%	5 10%

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Q2. Have you ever personally experienced sexual harassment in your current job?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Yes	12 6%	12 7%	- -	5 5%	7 9%	1 3%	3 5%	7 13%	1 2%	6 11%	6 7%	- -
No	173 91%	165 90%	- -	103 94%	70 86%	35 97%	50 91%	45 87%	43 91%	47 85%	79 91%	46 96%
Don't know	1 1%	1 1%	- -	- -	1 1%	- -	- -	- -	1 2%	- -	1 1%	- -
Prefer not to say	5 3%	5 3%	- -	1 1%	3 4%	- -	2 4%	- -	2 4%	2 4%	1 1%	2 4%

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Q3. How long ago was the most recent time you experienced sexual harassment in your current job?

Base: All saying they have experienced sexual harassment

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	12 100%	12 100%	- -	5 100%	7 100%	1 100%	3 100%	7 100%	1 100%	6 100%	6 100%	- -
In the last week	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
In the last month	4 33%	4 33%	- -	1 20%	3 43%	- -	1 33%	2 29%	1 100%	2 33%	2 33%	- -
In the last year	5 42%	5 42%	- -	1 20%	4 57%	1 100%	1 33%	3 43%	- -	3 50%	2 33%	- -
One to five years ago	3 25%	3 25%	- -	3 60%	- -	- -	1 33%	2 29%	- -	1 17%	2 33%	- -
Five to ten years ago	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

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Q4. Would you know how to report, and to whom, an instance of sexual harassment in your current job?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Yes	80 42%	77 42%	- -	45 41%	34 42%	14 39%	26 47%	20 38%	20 43%	24 44%	35 40%	21 44%
No	95 50%	90 49%	- -	54 50%	41 51%	22 61%	22 40%	27 52%	23 49%	28 51%	44 51%	22 46%
Don't know	15 8%	15 8%	- -	9 8%	6 7%	- -	7 13%	5 10%	3 6%	3 5%	7 8%	5 10%
Prefer not to say	1 1%	1 1%	- -	1 1%	- -	- -	- -	- -	1 2%	- -	1 1%	- -

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Q5. Have you ever reported an instance of sexual harassment in your current job to your boss or another person in authority?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Yes	4 2%	4 2%	- -	2 2%	1 1%	- -	1 2%	1 2%	2 4%	- -	4 5%	- -
No	187 98%	179 98%	- -	107 98%	80 99%	36 100%	54 98%	51 98%	45 96%	55 100%	83 95%	48 100%
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

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Q6_1. For each of these pairs of statements, which one comes closest to your experience of reporting sexual harassment?

Base: All who have reported an instance of sexual harassment

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	4 100%	4 100%	- -	2 100%	1 100%	- -	1 100%	1 100%	2 100%	- -	4 100%	- -
I felt that the person to whom I reported it took it seriously	1 25%	1 25%	- -	- -	- -	- -	1 100%	- -	- -	- -	1 25%	- -
I felt that the person to whom I reported it did not take it seriously	2 50%	2 50%	- -	1 50%	1 100%	- -	- -	- -	2 100%	- -	2 50%	- -
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
No response	1 25%	1 25%	- -	1 50%	- -	- -	- -	1 100%	- -	- -	1 25%	- -

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Q6_2. For each of these pairs of statements, which one comes closest to your experience of reporting sexual harassment?

Base: All who have reported an instance of sexual harassment

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	4 100%	4 100%	- -	2 100%	1 100%	- -	1 100%	1 100%	2 100%	- -	4 100%	- -
The person responsible for sexually harassing me was disciplined for their actions	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
The person responsible for sexually harassing me was NOT disciplined for their actions	3 75%	3 75%	- -	1 50%	1 100%	- -	1 100%	- -	2 100%	- -	3 75%	- -
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
No response	1 25%	1 25%	- -	1 50%	- -	- -	- -	1 100%	- -	- -	1 25%	- -

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Q6_3. For each of these pairs of statements, which one comes closest to your experience of reporting sexual harassment?

Base: All who have reported an instance of sexual harassment

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	4 100%	4 100%	- -	2 100%	1 100%	- -	1 100%	1 100%	2 100%	- -	4 100%	- -
My decision to report it was the right one	3 75%	3 75%	- -	1 50%	1 100%	- -	1 100%	- -	2 100%	- -	3 75%	- -
My decision to report it was not the right one	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	1 25%	1 25%	- -	1 50%	- -	- -	- -	1 100%	- -	- -	1 25%	- -

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Q7. Have the current news stories about sexual harassment made you feel more or less likely to report inappropriate behaviour as sexual harassment?

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
More likely (3)	90 47%	86 47%	- -	54 50%	36 44%	20 56%	28 51%	20 38%	22 47%	29 53%	42 48%	19 40%
Made no difference (2)	86 45%	82 45%	- -	48 44%	37 46%	13 36%	22 40%	28 54%	22 47%	20 36%	39 45%	26 54%
Less likely (1)	7 4%	7 4%	- -	2 2%	5 6%	2 6%	- -	3 6%	2 4%	3 5%	1 1%	3 6%
Don't know	8 4%	8 4%	- -	5 5%	3 4%	1 3%	5 9%	1 2%	1 2%	3 5%	5 6%	- -
Mean score	2.45	2.45	-	2.50	2.40	2.51	2.56	2.33	2.43	2.50	2.50	2.33

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Q8_SUM. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

SUMMARY TABLE

Base: All working in the palace of Westminster

	Total	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Net: Agree	Net: Disagree	Mean
The issue of sexual harassment within the Palace of Westminster needs urgently to be tackled	191 100%	74 39%	82 43%	25 13%	6 3%	3 2%	1 1%	156 82%	9 5%	4.15
Sexual harassment is rife within the Palace of Westminster	191 100%	9 5%	36 19%	53 28%	47 25%	25 13%	21 11%	45 24%	72 38%	2.75
Sexual harassment within the Palace of Westminster may well be an issue but it is not as bad as some in the media are reporting	191 100%	36 19%	50 26%	28 15%	42 22%	18 9%	17 9%	86 45%	60 31%	3.25
The Palace of Westminster is generally a good workplace	191 100%	53 28%	84 44%	25 13%	22 12%	6 3%	1 1%	137 72%	28 15%	3.82
I have generally been treated fairly as a member of staff	191 100%	87 46%	72 38%	16 8%	11 6%	5 3%	- -	159 83%	16 8%	4.18
Employment practices in the Palace of Westminster overall are worse than you would expect in a normal workplace	191 100%	52 27%	60 31%	31 16%	28 15%	16 8%	4 2%	112 59%	44 23%	3.56
I would fear for my job if I reported an incident of sexual harassment by my boss	191 100%	33 17%	49 26%	22 12%	36 19%	35 18%	16 8%	82 43%	71 37%	3.05

MPs Staffers Survey November 2017

Q8_1. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

The issue of sexual harassment within the Palace of Westminster needs urgently to be tackled

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	74 39%	72 39%	- -	43 39%	31 38%	16 44%	25 45%	16 31%	17 36%	24 44%	34 39%	16 33%
Agree (4)	82 43%	80 44%	- -	48 44%	34 42%	14 39%	21 38%	25 48%	21 45%	25 45%	37 43%	19 40%
Neither agree nor disagree (3)	25 13%	22 12%	- -	12 11%	12 15%	5 14%	7 13%	7 13%	6 13%	4 7%	12 14%	9 19%
Disagree (2)	6 3%	6 3%	- -	3 3%	3 4%	1 3%	1 2%	1 2%	3 6%	2 4%	1 1%	3 6%
Strongly disagree (1)	3 2%	3 2%	- -	3 3%	- -	- -	1 2%	2 4%	- -	- -	3 3%	- -
Don't know	1 1%	- -	- -	- -	1 1%	- -	- -	1 2%	- -	- -	- -	1 2%
NETS												
Net: Agree	156 82%	152 83%	- -	91 83%	65 80%	30 83%	46 84%	41 79%	38 81%	49 89%	71 82%	35 73%
Net: Disagree	9 5%	9 5%	- -	6 6%	3 4%	1 3%	2 4%	3 6%	3 6%	2 4%	4 5%	3 6%
Mean score	4.15	4.16	-	4.15	4.16	4.25	4.24	4.02	4.11	4.29	4.13	4.02

MPs Staffers Survey November 2017

Q8_2. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

Sexual harassment is rife within the Palace of Westminster

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	9 5%	9 5%	- -	8 7%	1 1%	2 6%	2 4%	4 8%	1 2%	2 4%	5 6%	2 4%
Agree (4)	36 19%	35 19%	- -	21 19%	15 19%	7 19%	11 20%	6 12%	12 26%	8 15%	18 21%	10 21%
Neither agree nor disagree (3)	53 28%	49 27%	- -	23 21%	30 37%	7 19%	17 31%	15 29%	13 28%	17 31%	20 23%	15 31%
Disagree (2)	47 25%	47 26%	- -	27 25%	20 25%	7 19%	13 24%	15 29%	12 26%	17 31%	23 26%	7 15%
Strongly disagree (1)	25 13%	23 13%	- -	18 17%	6 7%	6 17%	6 11%	7 13%	6 13%	6 11%	11 13%	8 17%
Don't know	21 11%	20 11%	- -	12 11%	9 11%	7 19%	6 11%	5 10%	3 6%	5 9%	10 11%	6 13%
NETS												
Net: Agree	45 24%	44 24%	- -	29 27%	16 20%	9 25%	13 24%	10 19%	13 28%	10 18%	23 26%	12 25%
Net: Disagree	72 38%	70 38%	- -	45 41%	26 32%	13 36%	19 35%	22 42%	18 38%	23 42%	34 39%	15 31%
Mean score	2.75	2.75	-	2.73	2.79	2.72	2.80	2.68	2.77	2.66	2.78	2.79

MPs Staffers Survey November 2017

Q8_3. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

Sexual harassment within the Palace of Westminster may well be an issue but it is not as bad as some in the media are reporting

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	36 19%	34 19%	- -	21 19%	14 17%	8 22%	9 16%	12 23%	7 15%	13 24%	15 17%	8 17%
Agree (4)	50 26%	48 26%	- -	21 19%	29 36%	6 17%	11 20%	12 23%	20 43%	13 24%	20 23%	16 33%
Neither agree nor disagree (3)	28 15%	27 15%	- -	17 16%	11 14%	7 19%	12 22%	6 12%	3 6%	11 20%	10 11%	7 15%
Disagree (2)	42 22%	41 22%	- -	25 23%	17 21%	4 11%	16 29%	11 21%	11 23%	9 16%	22 25%	11 23%
Strongly disagree (1)	18 9%	18 10%	- -	14 13%	4 5%	7 19%	2 4%	5 10%	4 9%	5 9%	11 13%	2 4%
Don't know	17 9%	15 8%	- -	11 10%	6 7%	4 11%	5 9%	6 12%	2 4%	4 7%	9 10%	4 8%
NETS												
Net: Agree	86 45%	82 45%	- -	42 39%	43 53%	14 39%	20 36%	24 46%	27 57%	26 47%	35 40%	24 50%
Net: Disagree	60 31%	59 32%	- -	39 36%	21 26%	11 31%	18 33%	16 31%	15 32%	14 25%	33 38%	13 27%
Mean score	3.25	3.23	-	3.10	3.43	3.13	3.18	3.33	3.33	3.39	3.08	3.39

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Q8_4. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

The Palace of Westminster is generally a good workplace

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	53 28%	49 27%	- -	29 27%	24 30%	12 33%	13 24%	17 33%	11 23%	22 40%	17 20%	14 29%
Agree (4)	84 44%	80 44%	- -	48 44%	35 43%	15 42%	27 49%	22 42%	19 40%	25 45%	40 46%	19 40%
Neither agree nor disagree (3)	25 13%	25 14%	- -	11 10%	14 17%	3 8%	9 16%	8 15%	5 11%	4 7%	14 16%	7 15%
Disagree (2)	22 12%	22 12%	- -	15 14%	7 9%	5 14%	5 9%	4 8%	8 17%	3 5%	13 15%	5 10%
Strongly disagree (1)	6 3%	6 3%	- -	5 5%	1 1%	1 3%	- -	1 2%	4 9%	- -	3 3%	3 6%
Don't know	1 1%	1 1%	- -	1 1%	- -	- -	1 2%	- -	- -	1 2%	- -	- -
NETS												
Net: Agree	137 72%	129 70%	- -	77 71%	59 73%	27 75%	40 73%	39 75%	30 64%	47 85%	57 66%	33 69%
Net: Disagree	28 15%	28 15%	- -	20 18%	8 10%	6 17%	5 9%	5 10%	12 26%	3 5%	16 18%	8 17%
Mean score	3.82	3.79	-	3.75	3.91	3.89	3.89	3.96	3.53	4.22	3.63	3.75

MPs Staffers Survey November 2017

Q8_5. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

I have generally been treated fairly as a member of staff

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	87 46%	80 44%	- -	49 45%	38 47%	16 44%	27 49%	23 44%	21 45%	28 51%	35 40%	24 50%
Agree (4)	72 38%	71 39%	- -	42 39%	30 37%	15 42%	20 36%	22 42%	14 30%	24 44%	34 39%	14 29%
Neither agree nor disagree (3)	16 8%	16 9%	- -	8 7%	8 10%	1 3%	3 5%	5 10%	7 15%	1 2%	10 11%	5 10%
Disagree (2)	11 6%	11 6%	- -	6 6%	4 5%	3 8%	5 9%	1 2%	2 4%	2 4%	6 7%	2 4%
Strongly disagree (1)	5 3%	5 3%	- -	4 4%	1 1%	1 3%	- -	1 2%	3 6%	- -	2 2%	3 6%
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS												
Net: Agree	159 83%	151 83%	- -	91 83%	68 84%	31 86%	47 85%	45 87%	35 74%	52 95%	69 79%	38 79%
Net: Disagree	16 8%	16 9%	- -	10 9%	5 6%	4 11%	5 9%	2 4%	5 11%	2 4%	8 9%	5 10%
Mean score	4.18	4.15	-	4.16	4.23	4.17	4.25	4.25	4.02	4.42	4.08	4.13

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Q8_6. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

Employment practices in the Palace of Westminster overall are worse than you would expect in a normal workplace

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	52 27%	51 28%	- -	30 28%	22 27%	8 22%	13 24%	14 27%	17 36%	12 22%	30 34%	9 19%
Agree (4)	60 31%	58 32%	- -	31 28%	29 36%	11 31%	20 36%	17 33%	12 26%	18 33%	26 30%	16 33%
Neither agree nor disagree (3)	31 16%	30 16%	- -	18 17%	12 15%	5 14%	10 18%	7 13%	8 17%	10 18%	12 14%	9 19%
Disagree (2)	28 15%	25 14%	- -	21 19%	7 9%	7 19%	6 11%	11 21%	4 9%	9 16%	13 15%	6 13%
Strongly disagree (1)	16 8%	16 9%	- -	8 7%	8 10%	5 14%	6 11%	1 2%	4 9%	6 11%	5 6%	5 10%
Don't know	4 2%	3 2%	- -	1 1%	3 4%	- -	- -	2 4%	2 4%	- -	1 1%	3 6%
NETS												
Net: Agree	112 59%	109 60%	- -	61 56%	51 63%	19 53%	33 60%	31 60%	29 62%	30 55%	56 64%	25 52%
Net: Disagree	44 23%	41 22%	- -	29 27%	15 19%	12 33%	12 22%	12 23%	8 17%	15 27%	18 21%	11 23%
Mean score	3.56	3.57	-	3.50	3.64	3.28	3.51	3.64	3.76	3.38	3.73	3.40

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Q8_7. To what extent, if at all, do you agree or disagree with these statements about employment-related issues in the Palace of Westminster?

I would fear for my job if I reported an incident of sexual harassment by my boss

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Strongly agree (5)	33 17%	32 17%	- -	18 17%	15 19%	8 22%	8 15%	11 21%	6 13%	11 20%	14 16%	8 17%
Agree (4)	49 26%	47 26%	- -	29 27%	20 25%	10 28%	17 31%	10 19%	12 26%	15 27%	27 31%	6 13%
Neither agree nor disagree (3)	22 12%	22 12%	- -	14 13%	8 10%	3 8%	6 11%	6 12%	6 13%	6 11%	9 10%	7 15%
Disagree (2)	36 19%	34 19%	- -	19 17%	16 20%	7 19%	7 13%	13 25%	9 19%	8 15%	18 21%	10 21%
Strongly disagree (1)	35 18%	33 18%	- -	21 19%	14 17%	3 8%	12 22%	10 19%	10 21%	9 16%	14 16%	12 25%
Don't know	16 8%	15 8%	- -	8 7%	8 10%	5 14%	5 9%	2 4%	4 9%	6 11%	5 6%	5 10%
NETS												
Net: Agree	82 43%	79 43%	- -	47 43%	35 43%	18 50%	25 45%	21 40%	18 38%	26 47%	41 47%	14 29%
Net: Disagree	71 37%	67 37%	- -	40 37%	30 37%	10 28%	19 35%	23 44%	19 40%	17 31%	32 37%	22 46%
Mean score	3.05	3.07	-	3.04	3.08	3.42	3.04	2.98	2.88	3.22	3.11	2.72

MPs Staffers Survey November 2017

Q9_SUM. To what extent, if at all, would you support or oppose each of the following possible ways of addressing the issue of sexual harassment in the Palace of Westminster?

SUMMARY TABLE

Base: All working in the palace of Westminster

	Total	Support strongly	Support	Oppose	Strongly oppose	Don't know	Net: Support	Net: Oppose	Mean
A cross-party working group to consider how to strengthen protections for parliamentary staff, and to strengthen HR support for MPs	191 100%	70 37%	81 42%	18 9%	5 3%	17 9%	151 79%	23 12%	3.24
Parliament, rather than MPs, should directly employ staff	191 100%	35 18%	20 10%	50 26%	63 33%	23 12%	55 29%	113 59%	2.16
Making available to people working in the House of Commons, including MPs, training on the meaning of consent	191 100%	39 20%	65 34%	40 21%	15 8%	32 17%	104 54%	55 29%	2.81
The appointment of an independent in-house HR support person to whom staff can report abuse	191 100%	113 59%	64 34%	6 3%	1 1%	7 4%	177 93%	7 4%	3.57
A new independent grievance process set up to better support Commons staff	191 100%	96 50%	77 40%	5 3%	2 1%	11 6%	173 91%	7 4%	3.48

MPs Staffers Survey November 2017

Q9_1. To what extent, if at all, would you support or oppose each of the following possible ways of addressing the issue of sexual harassment in the Palace of Westminster?

A cross-party working group to consider how to strengthen protections for parliamentary staff, and to strengthen HR support for MPs

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Support strongly	(4) 70 37%	67 37%	- -	36 33%	34 42%	11 31%	26 47%	16 31%	16 34%	26 47%	28 32%	16 33%
Support	(3) 81 42%	78 43%	- -	50 46%	30 37%	11 31%	21 38%	27 52%	22 47%	17 31%	40 46%	24 50%
Oppose	(2) 18 9%	17 9%	- -	10 9%	8 10%	6 17%	4 7%	4 8%	4 9%	6 11%	8 9%	3 6%
Strongly oppose	(1) 5 3%	5 3%	- -	5 5%	- -	1 3%	2 4%	1 2%	1 2%	- -	4 5%	1 2%
Don't know	17 9%	16 9%	- -	8 7%	9 11%	7 19%	2 4%	4 8%	4 9%	6 11%	7 8%	4 8%
NETS												
Net: Support	151 79%	145 79%	- -	86 79%	64 79%	22 61%	47 85%	43 83%	38 81%	43 78%	68 78%	40 83%
Net: Oppose	23 12%	22 12%	- -	15 14%	8 10%	7 19%	6 11%	5 10%	5 11%	6 11%	12 14%	4 8%
Mean score	3.24	3.24	-	3.16	3.36	3.10	3.34	3.21	3.23	3.41	3.15	3.25

MPs Staffers Survey November 2017

Q9_2. To what extent, if at all, would you support or oppose each of the following possible ways of addressing the issue of sexual harassment in the Palace of Westminster?

Parliament, rather than MPs, should directly employ staff

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Support strongly (4)	35 18%	34 19%	- -	25 23%	10 12%	6 17%	11 20%	10 19%	8 17%	9 16%	15 17%	10 21%
Support (3)	20 10%	20 11%	- -	10 9%	10 12%	4 11%	5 9%	5 10%	6 13%	5 9%	8 9%	7 15%
Oppose (2)	50 26%	46 25%	- -	25 23%	25 31%	10 28%	15 27%	11 21%	14 30%	12 22%	24 28%	14 29%
Strongly oppose (1)	63 33%	60 33%	- -	37 34%	26 32%	13 36%	15 27%	21 40%	14 30%	21 38%	30 34%	12 25%
Don't know	23 12%	23 13%	- -	12 11%	10 12%	3 8%	9 16%	5 10%	5 11%	8 15%	10 11%	5 10%
NETS												
Net: Support	55 29%	54 30%	- -	35 32%	20 25%	10 28%	16 29%	15 29%	14 30%	14 25%	23 26%	17 35%
Net: Oppose	113 59%	106 58%	- -	62 57%	51 63%	23 64%	30 55%	32 62%	28 60%	33 60%	54 62%	26 54%
Mean score	2.16	2.18	-	2.24	2.06	2.09	2.26	2.09	2.19	2.04	2.10	2.35

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Q9_3. To what extent, if at all, would you support or oppose each of the following possible ways of addressing the issue of sexual harassment in the Palace of Westminster?

Making available to people working in the House of Commons, including MPs, training on the meaning of consent

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Support strongly (4)	39 20%	37 20%	- -	19 17%	20 25%	8 22%	14 25%	10 19%	7 15%	13 24%	15 17%	10 21%
Support (3)	65 34%	61 33%	- -	38 35%	27 33%	12 33%	17 31%	16 31%	20 43%	18 33%	26 30%	21 44%
Oppose (2)	40 21%	40 22%	- -	24 22%	16 20%	6 17%	12 22%	6 12%	15 32%	12 22%	18 21%	10 21%
Strongly oppose (1)	15 8%	15 8%	- -	9 8%	6 7%	2 6%	4 7%	7 13%	2 4%	5 9%	8 9%	2 4%
Don't know	32 17%	30 16%	- -	19 17%	12 15%	8 22%	8 15%	13 25%	3 6%	7 13%	20 23%	5 10%
NETS												
Net: Support	104 54%	98 54%	- -	57 52%	47 58%	20 56%	31 56%	26 50%	27 57%	31 56%	41 47%	31 65%
Net: Oppose	55 29%	55 30%	- -	33 30%	22 27%	8 22%	16 29%	13 25%	17 36%	17 31%	26 30%	12 25%
Mean score	2.81	2.78	-	2.74	2.88	2.93	2.87	2.74	2.73	2.81	2.72	2.91

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Q9_4. To what extent, if at all, would you support or oppose each of the following possible ways of addressing the issue of sexual harassment in the Palace of Westminster?

The appointment of an independent in-house HR support person to whom staff can report abuse

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Support strongly	(4) 113 59%	108 59%	- -	64 59%	49 60%	20 56%	38 69%	32 62%	22 47%	34 62%	56 64%	22 46%
Support	(3) 64 34%	62 34%	- -	33 30%	30 37%	15 42%	12 22%	15 29%	22 47%	20 36%	22 25%	22 46%
Oppose	(2) 6 3%	5 3%	- -	5 5%	1 1%	- -	2 4%	2 4%	2 4%	- -	4 5%	2 4%
Strongly oppose	(1) 1 1%	1 1%	- -	1 1%	- -	- -	1 2%	- -	- -	- -	1 1%	- -
Don't know	7 4%	7 4%	- -	6 6%	1 1%	1 3%	2 4%	3 6%	1 2%	1 2%	4 5%	2 4%
NETS												
Net: Support	177 93%	170 93%	- -	97 89%	79 98%	35 97%	50 91%	47 90%	44 94%	54 98%	78 90%	44 92%
Net: Oppose	7 4%	6 3%	- -	6 6%	1 1%	- -	3 5%	2 4%	2 4%	- -	5 6%	2 4%
Mean score	3.57	3.57	-	3.55	3.60	3.57	3.64	3.61	3.43	3.63	3.60	3.43

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Q9_5. To what extent, if at all, would you support or oppose each of the following possible ways of addressing the issue of sexual harassment in the Palace of Westminster?

A new independent grievance process set up to better support Commons staff

Base: All working in the palace of Westminster

	JOB			GENDER		LENGTH OF SERVICE				AGE		
	Total	Work for MP/Peer in the Palace of Westminster	Work for MP in constituency office	Male	Female	Less than one year	1-2 years	2-5 years	More than 5 years	18-24	25-34	35+
Weighted Total	191 100%	183 100%	- -	109 100%	81 100%	36 100%	55 100%	52 100%	47 100%	55 100%	87 100%	48 100%
Support strongly	(4) 96 50%	91 50%	- -	51 47%	45 56%	16 44%	32 58%	26 50%	21 45%	31 56%	43 49%	21 44%
Support	(3) 77 40%	74 40%	- -	45 41%	31 38%	16 44%	17 31%	21 40%	23 49%	18 33%	34 39%	25 52%
Oppose	(2) 5 3%	5 3%	- -	3 3%	2 2%	1 3%	3 5%	- -	1 2%	3 5%	1 1%	1 2%
Strongly oppose	(1) 2 1%	2 1%	- -	2 2%	- -	1 3%	1 2%	- -	- -	- -	2 2%	- -
Don't know	11 6%	11 6%	- -	8 7%	3 4%	2 6%	2 4%	5 10%	2 4%	3 5%	7 8%	1 2%
NETS												
Net: Support	173 91%	165 90%	- -	96 88%	76 94%	32 89%	49 89%	47 90%	44 94%	49 89%	77 89%	46 96%
Net: Oppose	7 4%	7 4%	- -	5 5%	2 2%	2 6%	4 7%	- -	1 2%	3 5%	3 3%	1 2%
Mean score	3.48	3.48	-	3.44	3.55	3.38	3.51	3.55	3.44	3.54	3.48	3.43