

## **CULTURE OF RESPECT WORKSHOPS**

### **Executive summary**

1. The Joint Working Group on Sexual Harassment was established to take forward a programme of work which would influence cultural change within the Parliament and address issues that were highlighted by the survey on sexual harassment and sexist behaviour.
2. One strand of this work was to establish appropriate education/training interventions and the outcome of this was that all those who work within the Parliament were invited to attend a 'Culture of Respect' Workshop.
3. The current course of Workshops has now concluded and the purpose of this paper is to provide an update to the SPCB.

### **Issues and Options**

4. An external provider called CMP Solutions was selected to deliver the workshops. CMP worked closely with members of the Joint Working Group and a small working group of Scottish Parliamentary Service (SPS) staff and MSPs' staff to develop the content of the Workshops to ensure it was relevant to those who work in the Parliament.
5. The Culture of Respect Workshops covered:
  - The fundamental principles of zero tolerance and what this means in relation to our culture and values.
  - The law and the definitions of what constitutes sexual harassment and sexist behaviour.
  - How to deal with inappropriate behaviour if you see it and/or experience it.
  - Understanding the impact of our behaviours on others through unconscious bias and how we might judge/treat others.
6. Each workshop was three hours long and all those who worked at the Parliament were eligible to attend. This included SPS staff, MSPs and their staff, and contractors based in the Parliament.
7. Overall, 90 Workshops were delivered from October 2018 to March 2019 offering a total of 1350 spaces for attendees. The majority of Workshops were held in Holyrood along with a number held in other locations across Scotland, as outlined in the table below.

<b>Workshop Location</b>	<b>Number of Sessions held</b>
Holyrood	78
Aberdeen	4
Dumfries	2
Glasgow	4
Inverness	2
<b>Total</b>	<b>90</b>

8. The following table shows a breakdown of all attendees by staff group and split by female/male:

<b>Staff Group</b>	<b>No of Attendees</b>		<b>Total</b>	
	<b>Female</b>	<b>Male</b>	<b>Number</b>	<b>Percentage of Group</b>
SPS staff	307	249	556	94%
MSP staff	142	119	261	47%
MSPs	43	75	118	91%
Contractors	67	71	138	Not available

9. When calculating the overall percentage of each group who attended, this will include individuals who may not have been available to attend a workshop during the timeframe due to long term absence, for example maternity leave, secondment, or sickness.
10. We received an FOI request seeking the names of all MSPs who have attended the training and, having considered this request, the view was taken that such information was in the public interest. Accordingly, the Annex to this paper sets out the relevant information which will be published on the Parliament's website and brought to the requester's attention.
11. Of the 1072 people who attended a workshop, 1063 completed a feedback form. This showed that 93% indicated that they agreed/strongly agreed that they were satisfied with the workshop overall, and 87% agreed/strongly agreed that the workshop enhanced their knowledge of the subject matter.
12. In addition to the delivery of the workshops, CMP have also provided an e-learning module which is available on our Culture of Respect webpage.
13. The e-learning module enables staff to refresh their understanding of the subject and going forward this will supplement training provided to new staff.
14. The HR Team are currently working on further training which will be targeted at those who have management responsibilities and will be delivered later this year.

### **Resource Implications**

15. Delivery of the workshops and the e-learning module came within the allocated budget of £50,000.

### **Governance issues**

16. This paper is for information only.

### **Publication Scheme**

17. This paper will be published on 4 April 2019.

### **Decision**

18. The SPCB is invited to note this report.

**SUSAN DUFFY**

Chair, Joint Working Group on Sexual Harassment

4 April 2019

**MSPs who have attended a Culture of Respect Workshop**

	<b>MSP</b>	<b>Party</b>
George	Adam	Scottish National Party
Clare	Adamson	Scottish National Party
Alasdair	Allan	Scottish National Party
Tom	Arthur	Scottish National Party
Jackie	Baillie	Scottish Labour Party
Claire	Baker	Scottish Labour Party
Jeremy	Balfour	Scottish Conservative and Unionist Party
Michelle	Ballantyne	Scottish Conservative and Unionist Party
Claudia	Beamish	Scottish Labour Party
Neil	Bibby	Scottish Labour Party
Bill	Bowman	Scottish Conservative and Unionist Party
Miles	Briggs	Scottish Conservative and Unionist Party
Keith	Brown	Scottish National Party
Alexander	Burnett	Scottish Conservative and Unionist Party
Donald	Cameron	Scottish Conservative and Unionist Party
Aileen	Campbell	Scottish National Party
Jackson	Carlaw	Scottish Conservative and Unionist Party
Finlay	Carson	Scottish Conservative and Unionist Party
Peter	Chapman	Scottish Conservative and Unionist Party
Willie	Coffey	Scottish National Party
Alex	Cole-Hamilton	Scottish Liberal Democrats
Angela	Constance	Scottish National Party
Maurice	Corry	Scottish Conservative and Unionist Party
Bruce	Crawford	Scottish National Party
Roseanna	Cunningham	Scottish National Party
Ash	Denham	Scottish National Party
Graeme	Dey	Scottish National Party
Bob	Doris	Scottish National Party
Kezia	Dugdale	Scottish Labour Party
Annabelle	Ewing	Scottish National Party
Fergus	Ewing	Scottish National Party
Linda	Fabiani	Scottish National Party
Mary	Fee	Scottish Labour Party
Neil	Findlay	Scottish Labour Party
John	Finnie	Scottish Green Party
Joe	Fitzpatrick	Scottish National Party
Kate	Forbes	Scottish National Party
Jeane	Freeman	Scottish National Party
Jenny	Gilruth	Scottish National Party

<b>MSP</b>		<b>Party</b>
Maurice	Golden	Scottish Conservative and Unionist Party
Mairi	Gougeon	Scottish National Party
Rhoda	Grant	Scottish Labour Party
Iain	Gray	Scottish Labour Party
Jamie	Greene	Scottish Conservative and Unionist Party
Ross	Greer	Scottish Green Party
Mark	Griffin	Scottish Labour Party
Jamie	Halcro Johnston	Scottish Conservative and Unionist Party
Rachael	Hamilton	Scottish Conservative and Unionist Party
Emma	Harper	Scottish National Party
Alison	Harris	Scottish Conservative and Unionist Party
Patrick	Harvie	Scottish Green Party
Clare	Haughey	Scottish National Party
Jamie	Hepburn	Scottish National Party
Fiona	Hyslop	Scottish National Party
Daniel	Johnson	Scottish Labour Party
Alison	Johnstone	Scottish Green Party
James	Kelly	Scottish Labour Party
Liam	Kerr	Scottish Conservative and Unionist Party
Bill	Kidd	Scottish National Party
Johann	Lamont	Scottish Labour Party
Monica	Lennon	Scottish Labour Party
Richard	Leonard	Scottish Labour Party
Richard	Lochhead	Scottish National Party
Dean	Lockhart	Scottish Conservative and Unionist Party
Richard	Lyle	Scottish National Party
Angus	MacDonald	Scottish National Party
Lewis	Macdonald	Scottish Labour Party
Fulton	MacGregor	Scottish National Party
Ken	Macintosh	No Party Affiliation
Derek	MacKay	Scottish National Party
Rona	MacKay	Scottish National Party
Ben	MacPherson	Scottish National Party
Ruth	Maguire	Scottish National Party
Jenny	Marra	Scottish Labour Party
Gillian	Martin	Scottish National Party
John	Mason	Scottish National Party
Tom	Mason	Scottish Conservative and Unionist Party
Michael	Matheson	Scottish National Party
Joan	McAlpine	Scottish National Party
Liam	McArthur	Scottish Liberal Democrats
Mark	McDonald	Independent
Ivan	McKee	Scottish National Party

<b>MSP</b>		<b>Party</b>
Christina	McKelvie	Scottish National Party
Stuart	McMillan	Scottish National Party
Margaret	Mitchell	Scottish Conservative and Unionist Party
Edward	Mountain	Scottish Conservative and Unionist Party
Oliver	Mundell	Scottish Conservative and Unionist Party
Alex	Neil	Scottish National Party
Gil	Paterson	Scottish National Party
Willie	Rennie	Scottish Liberal Democrats
Shona	Robison	Scottish National Party
Gail	Ross	Scottish National Party
Alex	Rowley	Scottish Labour Party
Mark	Ruskell	Scottish Green Party
Michael	Russell	Scottish National Party
Anas	Sarwar	Scottish Labour Party
John	Scott	Scottish Conservative and Unionist Party
Tavish	Scott	Scottish Liberal Democrats
Graham	Simpson	Scottish Conservative and Unionist Party
Elaine	Smith	Scottish Labour Party
Liz	Smith	Scottish Conservative and Unionist Party
Colin	Smyth	Scottish Labour Party
Shirley-Anne	Somerville	Scottish National Party
Alexander	Stewart	Scottish Conservative and Unionist Party
David	Stewart	Scottish Labour Party
Kevin	Stewart	Scottish National Party
Nicola	Sturgeon	Scottish National Party
John	Swinney	Scottish National Party
Maree	Todd	Scottish National Party
Adam	Tomkins	Scottish Conservative and Unionist Party
David	Torrance	Scottish National Party
Maureen	Watt	Scottish National Party
Annie	Wells	Scottish Conservative and Unionist Party
Paul	Wheelhouse	Scottish National Party
Sandra	White	Scottish National Party
Brian	Whittle	Scottish Conservative and Unionist Party
Andy	Wightman	Scottish Green Party
Humza	Yousaf	Scottish National Party

