

FAQ's

Who can use the safe space helpline or speak to the independent investigator? Is it only women?

No, all staff, ex-employees and all members are able to access the safe space helpline or speak to the investigator if they wish, of all genders, ethnicities, ages, disabilities or sexualities.

What kinds of issues or incidents can be reported?

We recognise that there may be many reasons why staff and members may wish to seek support or to report issues.

If you've been affected by sexual harassment or bullying in any way, the safe space Helpline, which is run independently by The Survivors Trust, offers all staff, ex staff and all members, the opportunity to speak with someone who understands just how difficult it can be to reach out for help. Alternatively, you can also report concerns through the usual channels including your line manager or HR, or as set out under the code of conduct.

If you wish to provide information about sexual harassment including sexual assault for the purposes of the investigation being carried out by the independent investigator, you can contact her direct to do this or alternatively you can ask the Survivor's Trust to do this on your behalf.

If you are not sure whether what you want to say is relevant to the investigation, you can contact the independent investigator and she will advise you about this. Her name is Karon Monaghan QC and her email address is karonmonaghan@matrixlaw.co.uk.

I'd like to talk to someone, but I'm not sure it's a big enough issue?

We know that people's dignity and safety in the workplace can be affected by smaller incidents, remarks or barriers. It's sometimes something more subtle but still has an impact on the individual or group of people.

Sexual harassment, and assault can take many forms including but not limited to: indecent questions or suggestive remarks, name calling, jokes, 'banter' or comments on someone sex life, unwelcome and inappropriate touching, hugging or kissing, displaying or circulating pornography, demands for sexual favours, sexual assault or any unwelcome behaviour of a sexual nature.

If you are still unsure if you should come forward, you are always free to contact the survivors trust or the independent investigator and discuss any concerns directly.

If I report or disclose something to the safe space or the investigator, I'm worried that details used might identify me.

All information given to either the safe space helpline or to the investigator will be confidential and those who call will also have the opportunity to talk through any concerns directly with the independent investigator and the Survivors Trust.

Information that staff and members directly and individually consent to be used by the survivors, trust will only be shared in broad terms such as themes or patterns of issues raised or amount of people calling. No-one will be identifiable.

It will be for the investigator to determine the format of the report, it will however address broad cultures and working practises, identifying broad patterns of behaviour or barriers to groups of staff or members, in order to make recommendations to make a positive difference to the GMB.

No - one person will be identifiable by specific details such as time or protected characteristics.

Why does the Terms of Reference focus on Sexual Harassment, rather than wider cultural issues?

Suggested Terms of Reference received from the TUC were sent to Karon Monaghan QC for consideration, who then sent her proposed Terms of Reference to GMB for agreement.

The Terms of Reference were agreed by the CEC. Both of these external and highly reputable sources suggested the terms of reference in order to respond to the serious allegation that GMB has a culture of cover up of Sexual Harassment. The agreed Terms of Reference are those that it is believed will enable a meaningful investigation to proceed, with everyone having the opportunity to feed into that investigation.