

## Independent Investigation – Frequently Asked Questions September 2020

### How was the independent investigation established?

There was a need for a full, transparent and independent investigation following a number of very serious allegations made by way of anonymous correspondence received by the union.

GMB's Central Executive Council (CEC) members instructed Karon Monaghan QC to undertake the investigation and make recommendations to the union.

### Who is Karon Monaghan QC?

Karon has a long track record of work in the fields of equality and human rights law and is a panel member of the Equality and Human Rights Commission Panel of Preferred Counsel.

You can find Karon's profile here:

<https://www.matrixlaw.co.uk/member/karon-monaghan/>

### What was the remit and scope of the independent investigation?

The terms of reference can be found in the report itself here:

<https://www.gmb.org.uk/sites/default/files/GMBAgreedToRNotice.pdf>

### How many submissions were received?

150 submissions were received and 39 interviews were conducted.

### How was the investigation conducted?

The investigation was fully independent with Karon Monaghan QC receiving all submissions and conducting interviews with participants completely independently from the union.

This was a completely confidential process where those wishing to make submissions could do so under condition of complete anonymity.

### Who submitted evidence to the independent investigation?

A range of evidence was received from current and former staff members, activists, members and elected lay representatives. Any individual could make a submission in complete confidence.

### Does the report deal with specific allegations?

Individual who wanted to could contribute their experiences to this investigation was encouraged to do so but the QC's remit was not to investigate specific claims or complaints, although of course any information or experiences that have been shared have informed the wider findings.

GMB has put in place a safe space phone line for anyone who feels they need to speak about experiences of sexual harassment or bullying.

You can see details of it here:  
[www.gmb.org.uk/survivorstrust](http://www.gmb.org.uk/survivorstrust)

### **Does GMB accept the findings of the independent investigation?**

GMB accepts the findings, as you will see from the statement on our website. The CEC will meet to consider the report and look at how the recommendations can be implemented. We are talking about transformative change across the organisation, so this is not something that has a quick fix. This will be ongoing process for GMB.

### **What will GMB do to support members, reps and staff?**

GMB must change. That process begins by making this report available to everyone, by being transparent and facing and accepting our failings. In bringing change to GMB, the CEC, senior management, activists, staff and member will work together to deliver a changed culture and way of doing things.

Staff and activists will be supported throughout, and on the specific issue of sexual harassment a permanent safe space will be created for use by all members and employees of the union.

### **Does GMB apologise to those who have experienced sexual harassment within the union?**

Yes. Unreservedly. This report shows the scale of the problem and GMB apologises unreservedly to anyone who has been subjected to sexual harassment – our union hasn't lived by its values and

we must take action to make sure it does.

### **What happens next?**

The union has to reflect on and fully understand this report and its implications. The CEC will meet to discuss the report and to form a roadmap forward.

### **What is the CEC?**

The Central Executive Council (CEC) is the lay member governing body of GMB. It is elected by secret ballot of GMB members every four years.