

Shailesh Vara MP  
North West Cambridgeshire



HOUSE OF COMMONS

LONDON SW1A 0AA

Mr Garry Graham  
Prospect Deputy General Secretary  
New Prospect House  
8 Leake Street  
London  
SE1 7NN

24<sup>th</sup> October 2019

*Dear Mr Graham*

Thank you for your letter concerning the wellbeing of House of Commons staff which was also signed by Dave Penman, FDA General Secretary.

As you note, it is now over a year since Dame Laura Cox made recommendations in her report into bullying and harassment in Parliament.

Today marks a year since the House of Commons Commission responded to that report saying it was "determined to take immediate steps". The inaction of the Commission is unacceptable and the new Speaker must urgently translate these warm words into reality.

It is important that as well as implementing all of Dame Laura's recommendations as an absolute priority, the new Speaker ensures that these reforms are effective. To achieve this, I believe it is vital to involve Parliamentary staff throughout the process.

Parliament must set the gold standard in how it treats its staff and while implementing the independent complaints process is a key step, we must always continue to strive for better for all who work here. Every individual must feel valued and appreciated and be able to work in the knowledge that they have protection when they have any matters of concern.

*Yours sincerely*

*Shailesh Vara*

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