

<b>Name</b>	<b>Organisation</b>	<b>Source of response</b>	<b>Response location</b>
d	d	Survey Monkey	Survey Monkey responses document 1 and 2
Catherine Shepherd	Osborne Clarke	Survey Monkey	Survey Monkey responses document 1 and 2
David Erdal		Survey Monkey	Survey Monkey responses document 1 and 2
David Hole		Survey Monkey	Survey Monkey responses document 1 and 2
Bruce Hanton		Survey Monkey	Survey Monkey responses document 1 and 2
Phil Bagnall	None	Survey Monkey	Survey Monkey responses document 1 and 2
Mary Leeds		Survey Monkey	Survey Monkey responses document 1 and 2
Brian Ronald		Survey Monkey	Survey Monkey responses document 1 and 2
Indie Kaur	Barts Health	Survey Monkey	Survey Monkey responses document 1 and 2
Carl Nichols	None	Survey Monkey	Survey Monkey responses document 1 and 2
Roland Bell	Roland Bell	Survey Monkey	Survey Monkey responses document 1 and 2
Jamie Rowe	none	Survey Monkey	Survey Monkey responses document 1 and 2
Daran Brown	School Trends	Survey Monkey	Survey Monkey responses document 1 and 2
Steve Collington		Survey Monkey	Survey Monkey responses document 1 and 2
Rachel Evans	None	Survey Monkey	Survey Monkey responses document 1 and 2
Merrie Mannassi	Crofton Engineering Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Jonathan Holden	N/a	Survey Monkey	Survey Monkey responses document 1 and 2
Rob Hill	InfraSolve Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
David Eastham	Private Citizen	Survey Monkey	Survey Monkey responses document 1 and 2
Martin Ward	ASCL	Survey Monkey	Survey Monkey responses document 1 and 2
Prateek Buch	Social Liberal Forum, writing in personal capacity	Survey Monkey	Survey Monkey responses document 1 and 2
C Austen		Survey Monkey	Survey Monkey responses document 1 and 2
Cornelia East	Architectural	Survey Monkey	Survey Monkey responses document 1 and 2

Laurence Ross	None	Survey Monkey	Survey Monkey responses document 1 and 2
Laura Josh	HM Revenue & Customs	Survey Monkey	Survey Monkey responses document 1 and 2
Laura Josh	HM Revenue & Customs	Survey Monkey	Survey Monkey responses document 1 and 2
Tracy Winter	Bibby Consulting and Support	Survey Monkey	Survey Monkey responses document 1 and 2
Andrew OCallaghan	None	Survey Monkey	Survey Monkey responses document 1 and 2
Mark Blackburn		Survey Monkey	Survey Monkey responses document 1 and 2
Ben Harding		Survey Monkey	Survey Monkey responses document 1 and 2
DAVID HOSSACK	MORTON FRASER	Survey Monkey	Survey Monkey responses document 1 and 2
Mark Lancaster		Survey Monkey	Survey Monkey responses document 1 and 2
Andrew Harrison	Co-ownership Solutions LLP	Survey Monkey	Survey Monkey responses document 1 and 2
Sally Stone		Survey Monkey	Survey Monkey responses document 1 and 2
Nichola Smith		Survey Monkey	Survey Monkey responses document 1 and 2
Nicola Mullineux	Peninsula Business Services Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Rob Pinniger	None	Survey Monkey	Survey Monkey responses document 1 and 2
Geoff Caesar	The Legal Director Limited	Survey Monkey	Survey Monkey responses document 1 and 2
Claire Campbell		Survey Monkey	Survey Monkey responses document 1 and 2
Will Winch	Mishcon de Reya	Survey Monkey	Survey Monkey responses document 1 and 2
Chris Fox	Canning School Ltd.	Survey Monkey	Survey Monkey responses document 1 and 2
ndougherty	bar council	Survey Monkey	Survey Monkey responses document 1 and 2
Zoe Martin		Survey Monkey	Survey Monkey responses document 1 and 2
Campbell Ritchie	HR Advantage	Survey Monkey	Survey Monkey responses document 1 and 2
Jean Evans	Liberal Democrats	Survey Monkey	Survey Monkey responses document 1 and 2
Karen Ordoyno	Local Government	Survey Monkey	Survey Monkey responses document 1 and 2
Roger Englefield	Pertemps Network Group Limited	Survey Monkey	Survey Monkey responses document 1 and 2

David James Portmore White	None	Survey Monkey	Survey Monkey responses document 1 and 2
Greg Webb		Survey Monkey	Survey Monkey responses document 1 and 2
Peter Hayes	Peter Hayes	Survey Monkey	Survey Monkey responses document 1 and 2
Richard Sealy		Survey Monkey	Survey Monkey responses document 1 and 2
Robert Carruthers	Centre for Men's Health	Survey Monkey	Survey Monkey responses document 1 and 2
Martin Tod		Survey Monkey	Survey Monkey responses document 1 and 2
Conor McGovern-Paul		Survey Monkey	Survey Monkey responses document 1 and 2
Simon Dodd		Survey Monkey	Survey Monkey responses document 1 and 2
MR M.H.Faiz	business owner	Survey Monkey	Survey Monkey responses document 1 and 2
Martin Pierce	n/a	Survey Monkey	Survey Monkey responses document 1 and 2
Lisa Macpherson	PKF(UK)LLP	Survey Monkey	Survey Monkey responses document 1 and 2
Anne		Survey Monkey	Survey Monkey responses document 1 and 2
Guy Remond	Cake Solutions Limited	Survey Monkey	Survey Monkey responses document 1 and 2
roger englefield	pertemps network group	Survey Monkey	Survey Monkey responses document 1 and 2
Andy Davies	Gripple Limited, Sheffield, S4 7UQ	Survey Monkey	Survey Monkey responses document 1 and 2
Samantha Jinks		Survey Monkey	Survey Monkey responses document 1 and 2
Julie Barclay	Julie Barclay	Survey Monkey	Survey Monkey responses document 1 and 2
Ross Welland		Survey Monkey	Survey Monkey responses document 1 and 2
Cllr. Nigel Jones		Survey Monkey	Survey Monkey responses document 1 and 2
Sharon Bowden		Survey Monkey	Survey Monkey responses document 1 and 2
Rob Pickering	IP Cortex Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Gerald Avison	TTP Group plc	Survey Monkey	Survey Monkey responses document 1 and 2
Eric Feltin	Switchfire Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Matthew Walsh		Survey Monkey	Survey Monkey responses document 1 and 2

Allan Wakefield	Alcrest (Northern) Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Graham Shelton	None	Survey Monkey	Survey Monkey responses document 1 and 2
george roussopoulos		Survey Monkey	Survey Monkey responses document 1 and 2
Debbie Bullock	lakeland	Survey Monkey	Survey Monkey responses document 1 and 2
David Goodall		Survey Monkey	Survey Monkey responses document 1 and 2
Chris Lucas		Survey Monkey	Survey Monkey responses document 1 and 2
Julian Huppert	MP for Cambridge	Survey Monkey	Survey Monkey responses document 1 and 2
Joan Finch	J Finch & Associates	Survey Monkey	Survey Monkey responses document 1 and 2
Alastair Macpherson		Survey Monkey	Survey Monkey responses document 1 and 2
Fiona Bell		Survey Monkey	Survey Monkey responses document 1 and 2
Deire MacGinley		Survey Monkey	Survey Monkey responses document 1 and 2
E J Stacey	ProjectHR Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Miss Grant		Survey Monkey	Survey Monkey responses document 1 and 2
Keir Fuller	Unison	Survey Monkey	Survey Monkey responses document 1 and 2
Gill Phipps	Retail shop - school uniform	Survey Monkey	Survey Monkey responses document 1 and 2
Janet Abeysondera	None	Survey Monkey	Survey Monkey responses document 1 and 2
William Jones		Survey Monkey	Survey Monkey responses document 1 and 2
Ivan Morley	none	Survey Monkey	Survey Monkey responses document 1 and 2
Richard Broadbent		Survey Monkey	Survey Monkey responses document 1 and 2
Isobel Hooper		Survey Monkey	Survey Monkey responses document 1 and 2
Nick Tamblyn	Perkins Slade Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
chris smart	retired company director with employee share ownership	Survey Monkey	Survey Monkey responses document 1 and 2
Chris Williams	Williams HR	Survey Monkey	Survey Monkey responses document 1 and 2
Thomas Miles	none	Survey Monkey	Survey Monkey responses document 1 and 2

Matthew Lambert	N/A	Survey Monkey	Survey Monkey responses document 1 and 2
Simon Banks	None	Survey Monkey	Survey Monkey responses document 1 and 2
chri smart		Survey Monkey	Survey Monkey responses document 1 and 2
Claire Booker		Survey Monkey	Survey Monkey responses document 1 and 2
Robert Heale		Survey Monkey	Survey Monkey responses document 1 and 2
Trevor		Survey Monkey	Survey Monkey responses document 1 and 2
Ash Dorey		Survey Monkey	Survey Monkey responses document 1 and 2
Rory Roberson		Survey Monkey	Survey Monkey responses document 1 and 2
Louise Farrell		Survey Monkey	Survey Monkey responses document 1 and 2
Glenn Andrews		Survey Monkey	Survey Monkey responses document 1 and 2
Bev Cross		Survey Monkey	Survey Monkey responses document 1 and 2
Jordan Clough	Tullis Russel Group	Survey Monkey	Survey Monkey responses document 1 and 2
Nicolette Rattle		Survey Monkey	Survey Monkey responses document 1 and 2
Rob Prowse	none	Survey Monkey	Survey Monkey responses document 1 and 2
Elaine Woodard		Survey Monkey	Survey Monkey responses document 1 and 2
m taylor		Survey Monkey	Survey Monkey responses document 1 and 2
James Moore		Survey Monkey	Survey Monkey responses document 1 and 2
David Poole	ESOP Centre	Survey Monkey	Survey Monkey responses document 1 and 2
Roland Bell	Roland Bell	Survey Monkey	Survey Monkey responses document 1 and 2
Darren Newman	None	Survey Monkey	Survey Monkey responses document 1 and 2
Conor McGovern-Paul		Survey Monkey	Survey Monkey responses document 1 and 2
Gev Pringle	Gateshead Voluntary Organisations Council	Survey Monkey	Survey Monkey responses document 1 and 2
Tracy Connell		Survey Monkey	Survey Monkey responses document 1 and 2
Paul Clarke		Survey Monkey	Survey Monkey responses document 1 and 2

Gary McKenna		Survey Monkey	Survey Monkey responses document 1 and 2
Robert Hutchison		Survey Monkey	Survey Monkey responses document 1 and 2
John Ball		Survey Monkey	Survey Monkey responses document 1 and 2
Steve Comer		Survey Monkey	Survey Monkey responses document 1 and 2
Freya Copley-Mills		Survey Monkey	Survey Monkey responses document 1 and 2
cynthia james		Survey Monkey	Survey Monkey responses document 1 and 2
Laura Binnie		Survey Monkey	Survey Monkey responses document 1 and 2
John Harnedy		Survey Monkey	Survey Monkey responses document 1 and 2
P Edwards	Erewash Voluntary Action CVS Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Melanie Davis		Survey Monkey	Survey Monkey responses document 1 and 2
Gareth Epps		Survey Monkey	Survey Monkey responses document 1 and 2
Lorna Farrant	National Gallery Co Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
tanya barman		Survey Monkey	Survey Monkey responses document 1 and 2
Ada Benson		Survey Monkey	Survey Monkey responses document 1 and 2
Matthew Swallow	DSL Systems Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Tim Chudley	Sundial Group	Survey Monkey	Survey Monkey responses document 1 and 2
James Blessing	n/a	Survey Monkey	Survey Monkey responses document 1 and 2
Kevin Slevin	n/a	Survey Monkey	Survey Monkey responses document 1 and 2
Julia Hines		Survey Monkey	Survey Monkey responses document 1 and 2
Peter Stevens	Mythic Beasts Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
karl meyer		Survey Monkey	Survey Monkey responses document 1 and 2
Bob Browning		Survey Monkey	Survey Monkey responses document 1 and 2
David Evans		Survey Monkey	Survey Monkey responses document 1 and 2
Charles West		Survey Monkey	Survey Monkey responses document 1 and 2

Allan Boyd		Survey Monkey	Survey Monkey responses document 1 and 2
Andrew Toye		Survey Monkey	Survey Monkey responses document 1 and 2
Naomi		Survey Monkey	Survey Monkey responses document 1 and 2
asdjkl;		Survey Monkey	Survey Monkey responses document 1 and 2
Mark Inskip		Survey Monkey	Survey Monkey responses document 1 and 2
David Ord		Survey Monkey	Survey Monkey responses document 1 and 2
Suzanne Fletcher		Survey Monkey	Survey Monkey responses document 1 and 2
Richard Fagence	Windsor Liberal Democrats	Survey Monkey	Survey Monkey responses document 1 and 2
David Becket		Survey Monkey	Survey Monkey responses document 1 and 2
trevor snaith	Wycombe District Council group leader	Survey Monkey	Survey Monkey responses document 1 and 2
Lois Norton		Survey Monkey	Survey Monkey responses document 1 and 2
Richard East		Survey Monkey	Survey Monkey responses document 1 and 2
Gareth Epps		Survey Monkey	Survey Monkey responses document 1 and 2
Scott Rober Wilson	none	Survey Monkey	Survey Monkey responses document 1 and 2
Kirsty Horne		Survey Monkey	document 1 and 2
katie howe		Survey Monkey	Survey Monkey responses document 1 and 2
Daniel Groom		Survey Monkey	Survey Monkey responses document 1 and 2
Katharina Draisbach		Survey Monkey	Survey Monkey responses document 1 and 2
Rachel Prince		Survey Monkey	Survey Monkey responses document 1 and 2
Simon Tucker		Survey Monkey	Survey Monkey responses document 1 and 2
Lucy Hodge	N/A	Survey Monkey	Survey Monkey responses document 1 and 2
Emma Watts		Survey Monkey	Survey Monkey responses document 1 and 2
Maria Pretzler		Survey Monkey	Survey Monkey responses document 1 and 2
Daniel Henry		Survey Monkey	Survey Monkey responses document 1 and 2
Christopher Pelling	None	Survey Monkey	Survey Monkey responses document 1 and 2

Chris Lovell	None	Survey Monkey	Survey Monkey responses document 1 and 2
Maria Pretzler		Survey Monkey	Survey Monkey responses document 1 and 2
Martin Tod		Survey Monkey	Survey Monkey responses document 1 and 2
Peter Howe		Survey Monkey	Survey Monkey responses document 1 and 2
Gavin Greig		Survey Monkey	Survey Monkey responses document 1 and 2
Paul Whittle		Survey Monkey	Survey Monkey responses document 1 and 2
Dr D L Clements		Survey Monkey	Survey Monkey responses document 1 and 2
S. Page		Survey Monkey	Survey Monkey responses document 1 and 2
Dave Harris		Survey Monkey	Survey Monkey responses document 1 and 2
David Hunt		Survey Monkey	Survey Monkey responses document 1 and 2
Roger Winter		Survey Monkey	Survey Monkey responses document 1 and 2
Sara		Survey Monkey	Survey Monkey responses document 1 and 2
LINDA WILKINSON	NONE	Survey Monkey	Survey Monkey responses document 1 and 2
Peter Catterall	none	Survey Monkey	Survey Monkey responses document 1 and 2
Cllr Richard Smith		Survey Monkey	Survey Monkey responses document 1 and 2
Julia		Survey Monkey	Survey Monkey responses document 1 and 2
Gareth Loveridge		Survey Monkey	Survey Monkey responses document 1 and 2
Sarah Haywood	Clwyd Compounders Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Graham Phillips	N/A	Survey Monkey	Survey Monkey responses document 1 and 2
Sheryl Waterhouse		Survey Monkey	Survey Monkey responses document 1 and 2
Nick Barlow		Survey Monkey	Survey Monkey responses document 1 and 2
David Edwards	SOMNIUM Technologies	Survey Monkey	Survey Monkey responses document 1 and 2
Candace Kendall		Survey Monkey	Survey Monkey responses document 1 and 2
Sue Bollom	Department of Transport Shared Services	Survey Monkey	Survey Monkey responses document 1 and 2



qwer	qw	Survey Monkey	Survey Monkey responses document 1 and 2
Tom Roberts	Amey UK plc	Survey Monkey	Survey Monkey responses document 1 and 2
David Daws	Co-ownership Solutions and Blake Laphorn	Survey Monkey	Survey Monkey responses document 1 and 2
Peter Shouksmith		Survey Monkey	Survey Monkey responses document 1 and 2
Karen Teago	Independent Employment Law Specialist	Survey Monkey	Survey Monkey responses document 1 and 2
Charlotte Puttock		Survey Monkey	Survey Monkey responses document 1 and 2
James Hackett		Survey Monkey	Survey Monkey responses document 1 and 2
Jane Edsell	n/a	Survey Monkey	Survey Monkey responses document 1 and 2
Rod Dowler	None	Survey Monkey	Survey Monkey responses document 1 and 2
Gemma Brown	TPP Law	Survey Monkey	Survey Monkey responses document 1 and 2
Shona McCulloch		Survey Monkey	Survey Monkey responses document 1 and 2
Alan Lewis		Survey Monkey	Survey Monkey responses document 1 and 2
CLIVE B. JOHNSON		Survey Monkey	Survey Monkey responses document 1 and 2
Iolanda Carneiro	none	Survey Monkey	Survey Monkey responses document 1 and 2
David Jobson		Survey Monkey	Survey Monkey responses document 1 and 2
Rona Miller		Survey Monkey	Survey Monkey responses document 1 and 2
Helga Janzen		Survey Monkey	Survey Monkey responses document 1 and 2
Andrew Harrison	Sutcliffe Play Trustee Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Yvonne	John Grose Group Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Chris Whitmore		Survey Monkey	Survey Monkey responses document 1 and 2
Nzube Ufodike	Amoo Venture Capital Advisory	Survey Monkey	Survey Monkey responses document 1 and 2
Giles Robertson		Survey Monkey	Survey Monkey responses document 1 and 2
Alex Wasyliv	None	Survey Monkey	Survey Monkey responses document 1 and 2

Anna Dubert		Survey Monkey	Survey Monkey responses document 1 and 2
Paul Wild		Survey Monkey	Survey Monkey responses document 1 and 2
George Potter		Survey Monkey	Survey Monkey responses document 1 and 2
Gemma Roulston		Survey Monkey	Survey Monkey responses document 1 and 2
Fiona White		Survey Monkey	Survey Monkey responses document 1 and 2
Mark Widdop		Survey Monkey	Survey Monkey responses document 1 and 2
Helen Rowe		Survey Monkey	Survey Monkey responses document 1 and 2
Billy Tonner		Survey Monkey	Survey Monkey responses document 1 and 2
Ken Worthing	Beakbane Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Martin Fletcher	None - individual response from an employee	Survey Monkey	Survey Monkey responses document 1 and 2
.	.	Survey Monkey	Survey Monkey responses document 1 and 2
Peter Reisdorf	none	Survey Monkey	Survey Monkey responses document 1 and 2
David Chaplin	Bath Publishing	Survey Monkey	Survey Monkey responses document 1 and 2
William Jones		Survey Monkey	Survey Monkey responses document 1 and 2
Joanne Green	Individual response	Survey Monkey	Survey Monkey responses document 1 and 2
Paul Clarke		Survey Monkey	Survey Monkey responses document 1 and 2
Andrea Jones		Survey Monkey	Survey Monkey responses document 1 and 2
Lola Kiss		Survey Monkey	Survey Monkey responses document 1 and 2
Simon Charters	Nine	Survey Monkey	Survey Monkey responses document 1 and 2
Nicholas D Hart		Survey Monkey	Survey Monkey responses document 1 and 2
J. Janus	Janus Legal Advice	Survey Monkey	Survey Monkey responses document 1 and 2
peter hough	personal	Survey Monkey	Survey Monkey responses document 1 and 2
David Winton		Survey Monkey	Survey Monkey responses document 1 and 2
Pauline Wilkes	Multiple SME's	Survey Monkey	Survey Monkey responses document 1 and 2

Aaron Hussey		Survey Monkey	Survey Monkey responses document 1 and 2
Derek Scott	D&L Scott (members of Co-operatives UK)	Survey Monkey	Survey Monkey responses document 1 and 2
Alexandra MvAdam Clark	McAdam Mediation	Survey Monkey	Survey Monkey responses document 1 and 2
Fiona Reid		Survey Monkey	Survey Monkey responses document 1 and 2
Alexandra McAdam Clark	McADAM mediation	Survey Monkey	Survey Monkey responses document 1 and 2
Graeme Taylor		Survey Monkey	Survey Monkey responses document 1 and 2
Brian Berry		Survey Monkey	Survey Monkey responses document 1 and 2
xx	xx	Survey Monkey	Survey Monkey responses document 1 and 2
Professor Deborah Lockton	None	Survey Monkey	Survey Monkey responses document 1 and 2
john murphy	n/a	Survey Monkey	Survey Monkey responses document 1 and 2
Carol Tricks	none	Survey Monkey	Survey Monkey responses document 1 and 2
Steve Parfett	A G Parfett & Sons Ltd	Survey Monkey	Survey Monkey responses document 1 and 2
Tracy Connell	Liberal Democrats Members	Survey Monkey	Survey Monkey responses document 1 and 2
Jon Robinson		Survey Monkey	Survey Monkey responses document 1 and 2
Doug Shaw	What Goes Around Limited	Survey Monkey	Survey Monkey responses document 1 and 2
jeremy tobias-tarsh	not answering as a representative of my organisation	Survey Monkey	Survey Monkey responses document 1 and 2
Fiona Aldridge	NIACE	Survey Monkey	Survey Monkey responses document 1 and 2
simon garbett	The Employment Agents Movement	Survey Monkey	Survey Monkey responses document 1 and 2
Belinda McIntosh	Hr COnsultancy	Survey Monkey	Survey Monkey responses document 1 and 2
Robert Edwards	Ashmore Group plc	Survey Monkey	Survey Monkey responses document 1 and 2
anita monteith	None	Survey Monkey	Survey Monkey responses document 1 and 2
Kevin Aggett	University of Exeter	Survey Monkey	Survey Monkey responses document 1 and 2
Tim Lloyd		Survey Monkey	Survey Monkey responses document 1 and 2
Fiona Bell	QCA	Survey Monkey	Survey Monkey responses document 1 and 2

Anon		Survey Monkey	Survey Monkey responses document 1 and 2
Roger Chater		Survey Monkey	Survey Monkey responses document 1 and 2
Craig Edmondson		Survey Monkey	Survey Monkey responses document 1 and 2
Dale Sinclair	Dyer	Survey Monkey	Survey Monkey responses document 1 and 2
Niki Rosenbaum	Treacletiger	Survey Monkey	Survey Monkey responses document 1 and 2
Neil Jones		Survey Monkey	Survey Monkey responses document 1 and 2
Graeme Dickson		Survey Monkey	Survey Monkey responses document 1 and 2
Daniel Sear		Survey Monkey	Survey Monkey responses document 1 and 2
Della Thomas	Liverpool Community College	Survey Monkey	Survey Monkey responses document 1 and 2
Chris Devine		Survey Monkey	Survey Monkey responses document 1 and 2
J Mackenzie		Survey Monkey	Survey Monkey responses document 1 and 2
Matthew Bleasdale		Survey Monkey	Survey Monkey responses document 1 and 2
Flora Jafarzade		Survey Monkey	Survey Monkey responses document 1 and 2
David J Latham	Employment Tribunals	Email submission	Email responses document 3
Jocelyn Mitchell	Freshfields Bruckhaus Deringer LLP	Email submission	Email responses document 3
Campbell McDonald	Baxi Partnership Ltd	Email submission	Email responses document 3
Lindsay Woods	Employment Lawyers Association	Email submission	Email responses document 3
Donald Drysdale	ICAS	Email submission	Email responses document 3
Philip Sack	IOD	Email submission	Email responses document 3
Nicholas Stretch	Share Plan Lawyers	Email submission	Email responses document 3
Ian Brown	New Bridge Street	Email submission	Email responses document 3
Elizabeth Slattery	Hogan Lovells International LLP	Email submission	Email responses document 3
Roy Mincoff	National Union Journalists	Email submission	Email responses document 3
Christopher Brooks	Age UK	Email submission	Email responses document 3
Simon Horner	BVCA	Email submission	Email responses document 3
Alexander Jackman	Forum of Private Business	Email submission	Email responses document 3
Nat Miles	Mind	Email submission	Email responses document 3
Jennie Walsh	Thompsons Solicitors	Email submission	Email responses document 3
Dave Beresford	National Association of Head Teachers	Email submission	Email responses document 3

Ruth Skelton	Liberal Democrat Councillor	Email submission	Email responses document 3
Diana Bruce	CIPP	Email submission	Email responses document 3
John Earls	Unite	Email submission	Email responses document 3
Ian Tasker	STUC	Email submission	Email responses document 4
Elisabeth Hunter	RM2 Partnership Ltd	Email submission	Email responses document 4
Adam Rice	Travers Smith LLP	Email submission	Email responses document 4
Carolina Gottardo	Latin American Women's Rights Services	Email submission	Email responses document 4
Sampson Low	UNISON	Email submission	Email responses document 4
David Poole	ESOP Centre	Email submission	Email responses document 4
David Stillitoe	Lyons Davidson Solicitors	Email submission	Email responses document 4
Lawrence Green	Squire Sanders	Email submission	Email responses document 4
Jayne Phillips	ATL	Email submission	Email responses document 4
Antonis Papasolomontos	BioIndustry Association	Email submission	Email responses document 4
Carolyn Jones	The Institute of Employment Rights	Email submission	Email responses document 4
Claire McCann	Cloisters	Email submission	Email responses document 4
Philip Kershaw	Capita Registrars	Email submission	Email responses document 4
Amy Michie	NECC	Email submission	Email responses document 4
Barry Smith	GMB	Email submission	Email responses document 5
Lisa Macpherson	PKF(UK)LLP	Email submission	Email responses document 5
Sophia Bell	Chartered Institute of Taxation	Email submission	Email responses document 5
Richard Lister	Lewis Silkin LLP	Email submission	Email responses document 5
Marina Cassimati	Electrical Contractors' Association	Email submission	Email responses document 5
Caroline J Galloway	LLP	Email submission	Email responses document 5
Martin Benson	Baker Tilly Tax and Advisory Service	Email submission	Email responses document 5
David Thurlow	Welsh Government	Email submission	Email responses document 5
Graham Ward-Thompson	PricewaterhouseCoopers LLP	Email submission	Email responses document 5
John Dormer	Wright Hassall LLP	Email submission	Email responses document 5
Rosalind Bragg	Maternity Action	Email submission	Email responses document 5
Annalise Johns	Women's Budget Group Management Committee	Email submission	Email responses document 5
Adam Butler	Family and Parenting Institute	Email submission	Email responses document 5
Jason Piper	ACCA	Email submission	Email responses document 5
Johanna Sahi-Proto	Birmingham Law Society	Email submission	Email responses document 5
Rachel Farr	Taylor Wessing LLP	Email submission	Email responses document 6
Marion Scovell	Prospect	Email submission	Email responses document 6
Michael Gibson	Ernst & Young	Email submission	Email responses document 6

Imogen Radford	PCS	Email submission	Email responses document 6
Verity O'Keefe	EEF, the manufacturers' association	Email submission	Email responses document 6
David Nash	FSB	Email submission	Email responses document 6
Brian Simpson	The Law Society of Scotland	Email submission	Email responses document 6
Simon McGrath	Liberal Reform	Email submission	Email responses document 6
Rhian Edwards	Wales Cooperative Centre	Email submission	Email responses document 6
Owen Warnock	Individual /UEA Law School	Email submission	Email responses document 6
Sundaram Preethi	Fawcett Society	Email submission	Email responses document 6
Elizabeth Gardener	Working Families	Email submission	Email responses document 6
Hannah Reed	TUC	Email submission	Email responses document 6
Anya Palmer	Barrister	Email submission	Email responses document 6
Dorothy Lovett	CWU	Email submission	Email responses document 6
Jenny Moss	Kalayaan	Email submission	Email responses document 6
Marion Theobald	RSM Tenon	Email submission	Email responses document 6
Jess Belmont	Chartered Society of Physiotherapy	Email submission	Email responses document 7
Barry Smith	GMB	Email submission	Email responses document 7
David Gould	ASLEF	Email submission	Email responses document 7
Fiona Wilson	USDAW	Email submission	Email responses document 7
Carolyn Jones	Institute of Employment Rights	Email submission	Email responses document 7
Kelvin Scorer	Local Government Association	Email submission	Email responses document 7
Val Stansfield	TSSA	Email submission	Email responses document 7
Kate Purcell	UCATT	Email submission	Email responses document 7
Victoria Todd	Low Income Tax Reform Group	Email submission	Email responses document 7
Ritchie Campbell	HR Advantage	Email submission	Email responses document 7
Jennie Walsh	Thompsons Solicitors	Email submission	Email responses document 7
Rochelle Baer	IG Group	Email submission	Email responses document 7
Phil Hall	IFS Learning	Email submission	Email responses document 7
Stewart Edge	Individual response	Email submission	Email responses document 7
Patrick Burns	Prospects Services	Email submission	Email responses document 8
Patricia Ng	Imkaan	Email submission	Email responses document 8
Amy Leversidge	Royal College of Midwives	Email submission	Email responses document 8
Kenneth Parsons	Rural Shops Alliance	Email submission	Email responses document 8
Penny Prempeh	Mozaic Women's Wellbeing Project	Email submission	Email responses document 8
Colleen Rothwell-Murray	Chiltern HR Consultants Ltd	Email submission	Email responses document 8
David Pett	Pett, Franklin & Co LLP	Email submission	Email responses document 8

Natasha Landers	Eaves Housing for Women	Email submission	Email responses document 8
Jacqui Gracey	Association of Convenience Stores	Email submission	Email responses document 8
Andy Davies	Gripple Limited	Email submission	Email responses document 8
David Jenkins	East Leeds CAB	Email submission	Email responses document 8
Zoe Wiggan	Individual response	Email submission	Email responses document 8
Elaine Londesborough-van Rooyen	Individual response	Email submission	Email responses document 8
Tony Trotman	Trotman Consulting	Email submission	Email responses document 8
Charlotte Gage	Women's Resource Centre	Email submission	Email responses document 8
John Sharman	Equality Human Rights	Email submission	Email responses document 8
Karl Hick	Lark Fleet Homes	Email submission	Email responses document 8
Genevieve Bach	Chartered Institute of Personnel and Development	Email submission	Email responses document 8
Charles Fentiman	Solihull CAB	Email submission	Email responses document 8
John Ramsbottom	Individual response	Email submission	Email responses document 8
Elaine Hedley	Individual response	Email submission	Email responses document 8
David Chappell	Individual response	Email submission	Email responses document 8
Joe O'Donnell	Individual response	Email submission	Email responses document 8
Alan Webb	Individual response	Email submission	Email responses document 8
Nicholas Grier	Academic	Email submission	Email responses document 8
Guy Bailey	CBI	Email submission	Email responses document 8
Bob Crow	RMT	Email submission	Email responses document 8
Iain Hasdell	Employee Ownership Association	Email submission	Email responses document 8
John Wastnage	BCC	Email submission	Email responses document 8