



SPEAK OUT

SEXUAL HARASSMENT

2021 REPORT



ARMY

ADMINISTRATION

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<p>Document Information Report Title: An investigation into the nature, prevalence, prevention and management of sexual harassment within the British Army 2021</p> <p>Customer: Diversity & Inclusion Policy, Directorate of Personnel (Army)</p>		
Issue	Date	Details
1	13/12/2021	Draft version
2	03/03/2022	Draft version
3	31/03/2022	Final Version

Amendments will be by a whole document replacement.

97 pages + annex

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EXECUTIVE SUMMARY

BACKGROUND

1. Sexual harassment is defined as “*unwanted conduct of a sexual nature that has the purpose or effect of violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them*” (Equality Act 2010¹ which subsumes the Sex Discrimination Act 1975 and the Employment Equality (Sex Discrimination) Regulations 2005). It is ultimately up to individuals to decide on what constitutes sexual harassment and this perception will vary from person to person. It is also important to take into account the context, for example, what may be tolerated when socialising may not be appropriate in the workplace. Harassment of any kind is against the law and the Armed Forces operate a zero tolerance approach to it.
2. As individuals will differ in their opinions about what types of behaviour constitute sexual harassment, in order to reduce the potential for subjective variations in what behaviours constitute sexual harassment, participants in this study were asked about their experiences of specific sexualised behaviours rather than ‘sexual harassment’ as a specific issue. This enabled an estimate of prevalence based on personal experience, rather than a pre-defined definition of sexual harassment. Sexualised behaviours were categorised as generalised or targeted. Generalised sexualised behaviours relate to the culture and working environment, whilst targeted sexualised behaviours relate to being more personal and aimed at a specific individual.
3. This research contributes to the Agreement signed between the Ministry of Defence and the Equal Opportunities Commission (now incorporated into the Equality and Human Rights Commission), which concluded on 3 July 2008. Under the agreement, research into sexual harassment in the British Armed Forces began in 2006, with a Tri-Service survey of personnel. In 2014, the Army committed to better understanding sexual harassment by conducting regular systematic research every three years. This research report follows on from the 2014 and 2017 sexual harassment research studies. It gathers information on the perceived prevalence of sexual harassment within the Army, with a view to better understand both the nature and extent of this issue. It also gathers opinions about the effectiveness of current initiatives in place to prevent and manage sexual harassment. The Army are keen to promote and encourage a culture where people feel comfortable speaking out about their experiences so that policies, procedures and processes accurately reflect the needs and motivations of personnel. The information gleaned from the research study will enable the Army to better understand how successful their efforts in tackling the issue of sexual harassment have been to date, and what still needs to be done to ensure that the moral, ethical and legal obligations to Service personnel are met. This study will provide a means for Service Personnel to communicate with the Army in a confidential and non-judgemental way to inform its strategy on Diversity and Inclusion.
4. The 2020 sexual harassment research study was launched during a period of increased cultural awareness of diversity and inclusion and an increasing use of social media, when compared to the previous sexual harassment research study in 2017. Research suggests that sexual harassment is still a common part of many workplace cultures, and the military is no exception. Sexual harassment in the workplace can have a wide-reaching impact, affecting individuals’ mental and physical wellbeing, team cohesion, and organisational outputs, finances and reputation. Given the current level of interest in sexual harassment in the workplace, organisations will face increased pressure to provide a safe and equitable environment for their staff.

1 Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/section/26>

METHODOLOGY

5. An anonymous electronic survey was administered to all Regular and Full Time Reserve (FTRS) Army Servicewomen and a sample of Regular and FTRS Army Servicemen (total sample = approx. 20,000). Due to women being significantly underrepresented in the Army a census of Servicewomen was taken, rather than a sample, in order to increase the chances of obtaining a sample that was representative of the Army population. The survey was based on previous surveys (in 2005, 2009, 2014 and 2017) and adapted to reflect the current research needs. Overall 4,751 surveys were returned giving a response rate of 24%; however only 3,751 of these surveys were useable complete responses which gives a response rate of 19%.² As the survey has differentiated between varying sexualised behaviours in order to identify specific types and incidence levels, this can mean that providing an overall figure for the findings can be difficult. Therefore, where 'overall' rates of generalised or targeted sexualised behaviours are discussed, these will be given as 'between x% and x%'.
6. Ten focus groups were conducted with 61 randomly selected male and female Army Officers and Other Ranks (ORs) from different units/cap badges to explore the lived experience of Service personnel and gain a wider view on sexual harassment in the Army. Participants were asked for what kinds of sexualised behaviours they thought were sexual harassment, what they identified as being unacceptable in the workplace and for their views on the Army's current approaches to prevent and manage sexual harassment in the workplace. The data gathered from the focus groups was collated and an inductive thematic analysis was applied. The key themes which emerged were integrated into the survey findings to provide a comprehensive picture of sexual harassment in the Army.

KEY FINDINGS

7. **Generalised Sexualised Behaviours:** Overall, the percentage of Service personnel reporting experience of generalised sexualised behaviours in the workplace has reduced since 2018. Generally, more Servicewomen and Other Ranks (ORs) reported situational exposure to generalised sexualised behaviours in the workplace than Officers and Servicemen. The most common generalised sexual behaviours are the telling of sexual jokes and stories and the use of sexually explicit language, with 2 out of every 3 Service personnel reporting experience of this in the military workplace. The percentage of those who were offended by these behaviours was consistently lower than those who experienced them. However, more Servicewomen than Servicemen consistently reported they found the generalised sexualised behaviours offensive. In contrast to 2018, more men and women were reported as being jointly responsible for generalised sexualised behaviours than solely men or solely women.
8. **Targeted Sexualised Behaviours:** Generally, Service personnel reported less experience of targeted (i.e. those directed specifically at them) sexualised behaviours than generalised sexualised behaviours. Similar to 2018, receiving unwelcome comments and being sent sexually explicit material are the most commonly experienced type of targeted sexualised behaviours and are experienced in the workplace by a third of Service personnel. Notably more Servicewomen and ORs reported experiencing targeted sexualised behaviours than Officers and Servicemen. The majority of targeted sexualised behaviours were reported to take place in the workplace, over an electronic device or in a shared area at a military home base or training unit and, similar to 2018, more men were reported as being solely responsible than solely women, or men and women together. Although, the more physical targeted sexualised behaviours were experienced by lower numbers of Service personnel than the non-physical targeted sexualised behaviours, there has been an observable increase in the reporting of some of these since 2018. Notably more Servicewomen and ORs reported experiencing physical targeted sexualised behaviours than Servicemen and Officers.
9. **Perceptions of Sexual Harassment:** Generally fewer Service personnel perceived the sexualised behaviours listed in the survey as sexual harassment in 2021, than in 2018; this was more notable for Servicemen. This differs to the increase seen in 2018 from 2015 when consistently more Service personnel counted the sexualised behaviours as sexual harassment. Overall, almost seven in ten Service personnel perceived the sexualised behaviours listed in the survey as sexual harassment. More Servicewomen and Officers consistently regarded the sexualised behaviours as sexual harassment than Servicemen and ORs. As the severity of the sexualised behaviours increased, so did the percentage of Service personnel regarding it as sexual harassment, regardless of gender and rank. The majority of Service personnel stated they had not personally experienced sexual harassment nor observed a situation that they thought was sexual harassment in the workplace. However, approximately one in

² When lower response rates for surveys occur it is important to combine the survey results with other data and research sources in order to increase confidence in the survey findings being reflective of the situation. Without this combination of data sources there is a risk that the survey results can be under or over inflated when generalised to the population in question. The number of people in this dataset is however large and so we can be confident that these results provide us with a good understanding of the experiences and perceptions of our Service personnel.

thirty Service personnel did report they had experienced sexual harassment in the workplace and one in twenty reported they had observed a situation they thought was sexual harassment. Notably more Servicewomen reported both personally experiencing and observing sexual harassment in the workplace than Servicemen. Significantly more Service personnel in 2021 thought sexual harassment is a problem in 'some parts' of the Army than in 2018. In contrast, significantly fewer Service personnel in 2021 said there is a problem in their unit/team than in 2018.

- 10. Particularly Upsetting Experiences:** Whilst the majority of Service personnel stated they have not had a particularly upsetting experience involving any of the sexualised behaviours listed in the survey in the preceding 12 months, the proportion of those reporting they had a particularly upsetting experience, compared to those who hadn't, has significantly increased since 2018. Overall, the most common sexualised behaviours involved in the upsetting experience include unwelcome comments, unwelcome attempts to talk about sexual matters and being touched in an uncomfortable way; these are consistent with those reported in 2018. The more physical sexualised behaviours identified as a particularly upsetting experience were reported by lower numbers of Service personnel than the non-physical sexualised behaviours, although more Servicewomen and ORs reported these physical sexualised behaviours as a particularly upsetting experience than Servicemen and Officers. The particularly upsetting experiences are reported to have taken place mainly in the workplace and the person responsible for the upsetting experience was mainly a work colleague, a male and an OR. Notably more Servicewomen than Servicemen reported the upsetting experience taking place in a private area (e.g. own room in the barrack block/mess) and notably more Officers than ORs stated the upsetting experience took place over an electronic device. The majority of cases were reported to be mainly one-off incidents; however for one in four of the Service personnel who reported a particularly upsetting experience it lasted for two months or more. Alcohol was involved in around one-third of the reported particularly upsetting experiences. Overall, the majority of those Service personnel experiencing a particularly upsetting incident said they lost respect for those people involved, they felt embarrassed and felt uncomfortable at work; around a third said they thought about leaving the Army as a result of their upsetting experience.
- 11. Dealing with Particularly Upsetting Experiences:** Whilst most of the Service personnel who reported a particularly upsetting experience said it did not impact on their productivity; those that did report an effect on their productivity reported that it mainly decreased. Notably more ORs reported an impact on their productivity than Officers. The most common responses to the upsetting experiences were to ignore the behaviour, to ask the person responsible to stop, to avoid the person responsible and to do nothing. The actions taken in response to the upsetting experiences were effective in stopping the behaviour involved for around half of the Service personnel; however for around a third of the Service personnel their responses were not effective at stopping the behaviours involved. The majority of those who had an upsetting experience did not tell anyone at work about what was happening. The most common reasons given for not telling anyone were thinking they could handle the situation themselves, thinking it was not important, not wanting to make it into a bigger issue and thinking that nothing would be done about it. Of those who did tell someone at work about what was happening, the person they mainly told was a colleague and line manager. Seeking support from more formal channels such as Welfare personnel, the Speak Out or Support helplines, the Equality and Diversity and Inclusions Advisors (EDA, DIA) and the Padre/Chaplain was minimal. Significantly more Servicewomen than Servicemen told someone at work about what was happening.
- 12. Formal Reporting:** The majority of Service personnel who experienced a particularly upsetting experience did not make a formal written complaint about their upsetting experience. The most common reasons reported for not making a formal complaint were that the situation was resolved informally and thinking they could handle the situation themselves. These most common reasons are similar to those reported in 2018. One in five reported they didn't make a formal complaint about the upsetting experience because they didn't think anything would be done about it. Less than one in twenty reported they didn't make a formal complaint because they didn't know how to. Those who did make a formal complaint about their upsetting experience were most satisfied with how they were kept informed about the progress of their complaint and the availability of information on how to make a complaint. Similar to findings in 2018, they were least satisfied with the amount of time it took to resolve a complaint, how well the outcome of the investigation was explained and the outcome of any follow-up action taken against the responsible person. Two thirds of those who made a formal complaint did not report any negative consequences as a result of making a formal complaint, whilst a third did report negative consequences. The most common negative consequences reported were no longer enjoying work, having lower motivation, feeling humiliated and feeling uncomfortable at work.

13. **Prevention and Management and Command Leadership Climate:** Service personnel were largely positive about how the Army deals with sexual harassment, with the majority believing the Army tries to prevent sexual harassment and supports those who have been sexually harassed to a large or very large extent. This positive belief regarding prevention and support has remained constant since 2018. Generally more Service Personnel in 2021 than in 2018 reported a positive command climate for the **prevention** of sexual harassment with the majority positive about the extent to which their Chain of Command demonstrates positive command climate behaviours. Comparable to 2018, Service personnel were most positive about the extent to which their Chain of Command promotes a unit climate based on trust and respect; they were least satisfied with the command leadership behaviours around the provision of interesting and engaging training in sexual harassment and assault prevention response and the publicising of resources on sexual harassment (e.g. helpline, reporting process). Overall consistently more Servicemen and Officers than Servicewomen and ORs thought their Chain of Command demonstrated leadership behaviours that created a positive command climate for the prevention of sexual harassment. Generally more Service Personnel in 2021 than in 2018 reported a positive command climate for the **management** of sexual harassment, with the majority thinking it was very likely that their Chain of Command would demonstrate leadership behaviours that created a positive command climate for the management of sexual harassment should it occur. Comparable to 2018, Service personnel were most positive about the way in which they thought their Chain of Command would respond to reports of sexual harassment, with the majority of personnel thinking it would be 'very likely' that the Chain of Command would take the report seriously. Consistently more Servicemen and Officers than Servicewomen and ORs thought their Chain of Command demonstrated leadership behaviours that created a positive command climate for the management of sexual harassment should it occur. Most Service personnel thought unit personnel would support the person reporting sexual harassment; however just over a quarter thought unit personnel would label the person reporting sexual harassment as a 'troublemaker'. The poster campaigns launched since the last sexual harassment survey in 2018 appear to have reached a wide audience. Overall more Service personnel, regardless of gender or rank, reported having seen the 'Speak Out' poster over and above the other poster campaigns and rated it as the most effective in raising awareness of sexual harassment. Of the range of training initiatives launched since 2018, the most attended was the Matt 6 Annual Diversity & Inclusion training; however the training rated as the most effective in raising awareness was the Dilemma training and the Garnett Foundation Respect for Others training which were interestingly least attended. The most common suggestion for what else the Army could do to better prevent and manage sexual harassment was more bespoke awareness and education on what constitutes sexual harassment and unacceptable behaviour.

CONCLUSIONS

14. Although generalised sexualised behaviours remain a common experience in 2021 for most Service personnel, there have been fewer experiences since 2018. More noteworthy, however, is the way in which these generalised sexualised behaviours were perceived by those who experience them; although Service personnel commonly experience them, they were less likely to find these behaviours offensive (i.e. they were more tolerant of them). It is reasonable to assume that higher tolerance for sexualised behaviours may come with a level of acceptance that 'this is the way it is' or 'it's just banter'. The experience of targeted sexualised behaviours, such as coercive sexual favours and physical assault, however, has increased since 2018. Whilst the numbers involved in these experiences are small in 2021 there are nevertheless an increased number of experiences. Whilst the majority of Service personnel have not personally experienced nor witnessed sexual harassment in the workplace in 2021, there has been an observable increase in the experience of particularly upsetting incidents involving sexualised behaviours.
15. The sexualised behaviours most commonly experienced by Service personnel are receiving unwelcome comments and being sent sexually explicit material. An increasing proportion of these take place over an electronic device, including social media platforms. The findings suggest an increased use of social media in the workplace which provides the benefit of quicker and easier communications throughout the workforce. However, with increased use comes the opportunity for misuse and the provision of an easily accessible way to distribute sexualised comments and materials. Service personnel describe the increased invasion of privacy and the ease of access to explicit sexual content; both of which are harder to challenge through social media and hidden from the Chain of Command due to the transitory nature of certain social media platforms.

16. Similar to 2018, very few Service personnel who have an upsetting experience are likely to make a formal complaint. There still appears to be significant barriers to reporting sexual harassment, the most significant being the perceived negative repercussions of making a complaint such as making the work situation unpleasant, being labelled a troublemaker, not being believed, the negative impact on job/career and feeling ashamed. Formal channels of support such as the Service Helplines, the signposted advisers (e.g. Welfare Officer, Padre, Equality and Diversity Advisor) and the Royal Military Police are not well utilised.
17. Consistent with 2018, Servicewomen are more likely to find generalised sexualised behaviours offensive than Servicemen. The reasons for this are not clear although it appears from focus group discussions with Service personnel that men and women see 'going too far' differently and drawing the line between what is appropriate or not differs between them. More Servicewomen also experience unwanted sexualised behaviours. Although more Servicewomen experience physical targeted sexualised behaviours, this is not the case when it comes to serious sexual assault and rape where there are similar experiences for Servicemen. The findings show that sexual harassment is not only a female issue it is also a male issue, albeit looks different. More Other Ranks experience unwanted sexualised behaviours and particularly upsetting experiences than Officers. More Other Ranks tend to report being 'unsure' whether they have experienced or observed sexual harassment and they tend to ignore or avoid the problem when it occurs than Officers. Generally ORs have more of a negative impact as a result of their upsetting experiences.
18. Although more Service personnel think sexual harassment is a problem in the Army in 2021, than in 2018, the majority remain positive about the extent to which the Army deals with sexual harassment. Although some perceive the Chain of Command as part of the problem, Service personnel are generally positive about the extent to which the Army's command leadership demonstrates positive behaviours with respect to preventing and managing sexual harassment. Some of the poster and training campaigns are clearly perceived as better than others; interactive role play and group work seem to be more effective in raising awareness of sexual harassment. There remains however an appetite for more bespoke education and training around what exactly constitutes sexual harassment and what it looks like when behaviours have gone too far; this was also evident in 2018. There seems to be a wide range of beliefs and attitudes regarding what sexual harassment is and what it is not.
19. The findings suggest that sexual harassment, specifically that experienced by women, is part of a wider cultural issue within the Army. Both focus group discussions and qualitative comments refer to 'outdated' attitudes towards women and gender, which have resulted in unhelpful ways of viewing women and fully integrating them. Stereotypical or sexualised perceptions of women have led to some men not knowing how to behave around women, either through lack of experience of working with women or fear of causing offence. There are several factors specific to the military, such as the male dominated environment, that have enabled these attitudes to perpetuate and become part of the military culture. This male dominated 'macho' culture can also restrict some men from speaking out about inappropriate behaviours that they have experienced themselves or observed.

RECOMMENDATIONS

20. This report provides a factual analysis of the findings of the Sexual Harassment 2020 survey and accompanying focus groups and is to be used to form recommendations and interventions to be acted on by the Army and MOD.

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CONTENTS

EXECUTIVE SUMMARY	3
BACKGROUND	11
INTRODUCTION	11
RATIONALE	12
DEFINITION OF SEXUAL HARASSMENT AND SEXUAL BEHAVIOURS	13
RESEARCH AND THE WIDER CONTEXT	15
THE EFFECTS OF SEXUAL HARASSMENT	19
METHODOLOGY	21
SURVEY	21
FOCUS GROUPS	23
ETHICAL APPROVAL	23
RESPONSE RATES	24
SAMPLE DEMOGRAPHICS	25
FINDINGS	26
WORKING ENVIRONMENT AND SEXUAL HARASSMENT BEHAVIOURS	26
PERCEPTION OF SEXUAL HARASSMENT IN THE WORKPLACE	39
PARTICULARLY UPSETTING EXPERIENCES	48
PREVENTING AND MANAGING SEXUAL HARASSMENT IN THE WORKPLACE	75
SUMMARY	95
CONCLUSIONS	95
RECOMMENDATIONS	97
ANNEX A: SEXUAL HARASSMENT SURVEY 2020	99
ANNEX B: FOCUS GROUP SCHEDULE	127
ANNEX C: FOCUS GROUP PARTICIPANT INFORMATION SHEET	130
ANNEX D: FOCUS GROUP QUALITATIVE ANALYSIS TABLES	135
ANNEX E: LIST OF TABLES AND FIGURES	156

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BACKGROUND

1 INTRODUCTION

- 1.1 This research contributes to the Agreement, signed between the Ministry of Defence and the Equal Opportunities Commission (now incorporated into the Equality and Human Rights Commission) on preventing and dealing effectively with sexual harassment in the Armed Forces. The Agreement was concluded on 3 July 2008 and whilst both parties agreed that progress had been made, there was still more work to be undertaken and empirical research on a regular basis would help the Army to better understand the prevalence of sexual harassment and how it is managed.
- 1.2 Research into sexual harassment in the British Armed Forces began in 2005 with a Tri-Service survey of personnel. Owing to differing methodologies used in the following years in the Armed Forces, a consistent picture over time was difficult to ascertain and therefore in 2014 the Army carried out their own research (a survey and focus groups) into sexual harassment. The Army further committed to better understanding sexual harassment by conducting regular systematic research every three years, up to 2021. In 2017, the Sexual Harassment Survey 2014 (SHS) was updated and re-administered along with the focus groups. In 2020 the third administration of the SHS and focus groups were conducted. Going forward, following the Wigston report (Wigston Action 1.4), future sexual harassment research will most probably be directed once again at Defence level (building upon the Army research and informed by an independent advisory board). Table 1 describes the sexual harassment research and the methodology adopted since 2005.

	2006	2009	2015	2018	2021
Service	Tri-Service	Tri-Service	Army only	Army only	Army only
Type	Regular	Regular	Regular and Reserve	Regular and Reserve	Regular and FTRS
Survey	Women (census)	Women (census) + men (sample)	Women (census) + men (sample)	Women (census) + men (sample)	Women (census) + men (sample)
Focus groups	Men and women	-	Men and women	Men and women	Men and women
Researcher	External	Internal -sS and Defence Statistics	Internal -sS	Internal -sS	Internal -sS

Table 1. History of British Armed Forces Sexual Harassment Research from 2005 to 2021

- 1.3 Consistent with the previous administration, this research remains a survey and focus group-based study and is disseminated to a stratified sample of Army personnel, (stratified by rank and gender). It aims to gather information on the perceived prevalence of sexual harassment within the Army with a view to better understanding both the nature and extent of this issue and understanding group differences in the experiences of sexual harassment. It also aims to gather opinions about the effectiveness of current initiatives in place to prevent and manage sexual harassment. Gathering this information will enable the Army to better understand how successful their efforts in tackling this issue have been to date, and what still needs to be done to ensure that the moral, ethical and legal obligations to Service Personnel are met. Consistent with previous administrations, the research findings will be used to inform sexual harassment policies and practices as well as wider Diversity and Inclusion policies.

2 RATIONALE

- 2.1 It is important to understand the culture of the Army in order to promote and support equality of opportunity and a diverse workforce that upholds the Army's Values and Standards. This research aims to explore one aspect of Army culture: the prevalence of sexual harassment, with a view to better understand both its nature and extent. The study also aims to gather opinions about the effectiveness of current initiatives put in place to prevent and manage sexual harassment.
- 2.2 The findings from the 2015 and 2018 Sexual Harassment research studies were used to inform a range of interventions and policies within the Army designed to increase awareness and reduce incidences of sexual harassment. Following the conclusion of the 2018 Sexual Harassment research study the Chief of the General Staff (CGS) commented publicly that the results indicated the Army still needed to do more to address the issues the report highlighted and make it clear that sexual harassment was unacceptable and would not be tolerated within the Army. A high level action plan was created and broken down into four key areas of Prepare, Prevent, Report and Support. These four areas had a clear focus on sexualised behaviours, bullying and harassment and on driving associated behavioural and cultural change. Since the 2018 report the Army have undertaken a number of initiatives which link to the four key areas identified and other subsequent reports including the Wigston report on Inappropriate Behaviours³.
- a. Prepare: Army Social media policy was reviewed and updated. A hard hitting poster campaign was launched in relation to sexual harassment, particularly focussing on behaviours in and around the workplace. An Army Organisational Culture Framework was created and launched. New training packages on Unconscious Bias and Consent were designed and made accessible to all to increase understanding in relation to sexual offending (the Consent training was mandated in 2020 for all new joiners).
 - b. Prevent: A new Dilemma training package was developed and introduced. The mandatory annual Diversity & Inclusion training was completely reviewed and a brand new behaviours training and support package was introduced.
 - c. Report: Following the Wigston report an independent Defence BHD helpline was launched over and above the Army Speak Out helpline. The Unit Climate Assessment process was reviewed and improved with the inclusion of open questions to allow Commanding Officers to gain a better understanding of the lived experience of their people.
 - d. Support: Network Support Posts were created to support the 4 Army networks (LGBT+, AMCN, ASN & Parents Network). A Diversity Allies programme was created which promoted a visible commitment to calling out unacceptable behaviours and promoting inclusion; this provided those attending with the skills to support individuals and call out unacceptable behaviours. The Unacceptable Behaviours Team was boosted with extra resources to provide extra support to deliver Speak Out, Mediation and Climate assessments.
 - e. More generally the Army continues with promoting the Unit Climate Assessment which is designed to better understand the reality of the "lived experience" in the Army. Essentially a cultural and behavioural audit, it has already delivered a significant volume of qualitative and quantitative data, ~20,000 responses per year, quite unlike anything obtained previously in the Army. This has enabled the identification of issues at a local level and also more generally. The data has already driven the development of measures to reduce instances of unacceptable behaviour and improve the lived experience of all personnel. The Unit Climate Assessment has recently undergone a review in which the question set was updated with a focus on safety, security and unacceptable behaviours, introducing new sections within the survey such as Challenge and Values, Standards and Ownership. The new survey, which went live in Oct 2021, is also able to gain more detailed demographical insight into reports of bullying, harassment and discrimination and 'banter' within Units, providing Commanding Officers with a clearer picture of what life is like within their Unit to inform their action plans.
- 2.3 The results of this study will provide the Army with evidence to better understand how successful its efforts in tackling Sexual Harassment in the workplace have been to date, and to determine what more needs to be done to ensure that its moral, ethical and legal obligations to Service personnel are met.

3 DEFINITION OF SEXUAL HARRASMENT AND SEXUAL BEHAVIOURS

- 3.1 Sexual harassment is defined as “*unwanted conduct of a sexual nature that has the purpose or effect of violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them*” (Equality Act 2010⁴ which subsumes the Sex Discrimination Act 1975 and the Employment Equality (Sex Discrimination) Regulations 2005). The European Commission’s Code of Practice on the Protection of the Dignity of Women and Men at Work define sexual harassment as, “*unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work, which include physical, verbal and nonverbal conduct; the conduct of superiors or colleagues is unacceptable if it is unwanted, unreasonable and offensive to the recipient; the recipient’s rejection or submission to the conduct is used explicitly or implicitly as a basis for a decision affecting their job, promotion, training, salary, or any other employment decision; it creates an intimidating, hostile, or humiliating working environment for the recipient and that such conduct may be in breach of the Equal Treatment Directive*”.⁵
- 3.2 Defining sexual harassment is complicated by the fact that perceptions of sexual harassment vary from person to person, from country to country, and over time. People will differ in their opinions about what types of behaviour constitute sexual harassment and opinions can be affected by things such as the work culture and the current social and cultural values, norms and attitudes of society⁶. Opinions may also vary according to an individuals’ own level of awareness and knowledge of their legal rights and existing laws around sexual harassment and discrimination. To reduce the potential for subjective variations in what behaviours constitute sexual harassment, participants in this study were asked about their experiences of specific sexualised behaviours rather than ‘sexual harassment’ as a specific issue. This enables an estimate of prevalence to be based on personal experience of specific sexualised behaviours, rather than an overarching definition. Participants were also asked if they thought the sexual behaviours counted as sexual harassment to gain an understanding of what sexualised behaviours are considered unacceptable by Service personnel. The term ‘sexualised behaviours’ is, therefore, sometimes used when describing the results and not the phrase ‘sexual harassment’.
- 3.3 How sexual harassment is defined is likely to vary to some extent between policies and research. Therefore, when viewing an overall figure of sexual harassment and comparing this figure against other figures, it is important to understand how sexual harassment was defined and measured. For the purposes of this research sexualised behaviours that caused distress and upset to the recipient will be considered sexual harassment. This definition is in line with current policies, law and research regarding sexual harassment. Where sexualised behaviours meet the European Commission’s Code of Practice definition, they will also be classified as sexual harassment unless the research suggests otherwise. The key characteristic of sexual harassment is that the sexualised behaviour is unwanted.
- 3.4 Sexualised behaviour can be categorised as generalised or targeted. Generalised sexualised behaviours refer to those within the culture and working environment, whilst targeted sexualised behaviours are aimed at, and are specific to, an individual. Table 2 describes generalised sexualised behaviours.

Generalised Sexualised Behaviours
Telling sexual jokes and stories
Using sexually explicit language e.g. sexual swear words and suggestive language
Displaying, using or distributing sexually explicit materials e.g. pornographic photos, calendars, or other objects of a sexual nature
Making gestures or using body language of a sexual nature

Table 2. Generalised Sexualised Behaviours

4 Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/section/26>

5 The European Commission’s Code of Practice on the Protection of the Dignity of Women and Men at Work

6 European Commission (1998), *Sexual harassment in the workplace in the European Union*, Brussels, European Commission Directorate-General for Employment, Industrial Relations and Social Affairs

- 3.5 Table 3 describes targeted sexualised behaviours (those personally directed at an individual) and shows a graduated and escalating scale of severity, with sexual assault and rape being the most severe form of sexual 'harassment'. This list of sexualised behaviours was expanded in 2020 to ensure that it continued to accurately reflect the nature of sexual harassment in today's society; new items are marked in Table 3 with an asterisk*. Expanding the targeted sexualised behaviours provides a more nuanced, contextual understanding of sexualised behaviours and ensures that they continue to be appropriate.

Targeted Sexualised Behaviours
Making unwelcome comments (e.g. about your appearance, body or sexual activities)
Making unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)
Sending inappropriate sexual messages and/or texts about you through social media *
Sending you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)
Posting sexually suggestive material about you on social media without your permission *
Making unwelcome gestures or used body language of a sexual nature that embarrass or offend you
Making unwelcome attempts to touch you
Touching you in a way that makes you feel uncomfortable
Making unwelcome attempts to establish a romantic or sexual relationship despite your discouragement
Saying or making you feel that you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)
Saying or making you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)
Treating you badly for refusing to have sex with them
Intentionally touching you in a sexual way without your consent
Subjecting you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways) *
Attempting to sexually assault you
Making a serious sexual assault on you
Raping you

Table 3. Targeted Sexualised Behaviours

4 RESEARCH AND THE WIDER CONTEXT

- 4.1 The 2020 Sexual Harassment Research Study was launched during a period of increased societal awareness of diversity and inclusion, increased interest in the education of young children on what behaviour is and is not appropriate, and increasing use of social media in everyday life and work. Since the last sexual harassment research was published in 2018, the UK, like the rest of the world, was affected by the COVID-19 pandemic. This saw much of the population staying home, working or studying. Whilst for some the challenges were managing new ways of working or home-schooling, for others the risks to personal safety grew. An increase in cyber sexual harassment is also seen and, despite various lockdowns throughout the year, news stories of sexual harassment have continued to dominate media headlines, with examples of stories of student's drinks being spiked on nights out, and specific cases (Sarah Everard and Bibba Henry and Nicole Smallman) which subsequently prompted a Home Office inquiry. There has been an increased focus in the media on the Police and CPS handling of rape and sexual abuse cases with very low reporting and prosecution rates and questions around the way cases are processed and how the law is interpreted. Similar criticism had been levelled at the way in which the Military handle cases (Lyons Review).⁷
- 4.2 Measuring and defining sexual harassment remains a difficult task due to its subjective nature, with the emphasis being placed on unwanted conduct of a sexual nature and on what the individual finds uncomfortable, unreasonable or offensive. The reluctance of individuals to report cases of sexual harassment also makes it difficult to quantify. However, research into the area continues, with a summary of some of the latest research below. There is also a growing body of research now illustrating the hesitance to report experiences of sexual harassment and exploring the reasons behind this. This section of the report will look at the different experiences of sexual harassment in general society, within the workplace and more specifically within the UK Military. Using this data comparatively however is complex as the definition of sexual harassment (or the behaviours that constitute it) and the methodology used to measure prevalence often varies significantly between the different research studies.

GENERAL SOCIETY

- 4.3 In 2020 the Government Equalities Office (EQO)⁸ survey of the general UK population found that 72% of respondents had experienced some form of sexual harassment and 43% had experienced this harassment in the 12 months prior to the survey. The most common form of sexual harassment experienced was least likely to be reported and the form most tolerated; sexual jokes, looks or comments. They are nonetheless reported as unwelcome and therefore a form of harassment. By comparison, the least experienced behaviours were those most commonly reported. 2% of respondents reported they had experienced rape or attempted rape and of those, 52% had reported this experience formally. Women were significantly more likely to experience Sexual Harassment than men (51% and 34% respectively). Reporting of sexual harassment tended to decrease with age. Also, significantly more likely to report experiences of sexual harassment were people from a non-white ethnic minority (49% compared to 42% of white people), those who identify as LGB (64% compared to 42% of heterosexual respondents and those with highly limiting disabilities (47% compared with non-disabled people 39%).
- 4.4 In another survey, commissioned by UN Women UK (March 2021)⁹, over 1,000 women were asked about their experiences of sexual harassment. The findings from this survey echoed those from the EQO survey, with the most common form of sexual harassment reported as being 'cat-called' or 'wolf-whistled'. 72% of women aged 24-28 reported this experience. The survey also found that 17% of women in the UK had experienced online comments or jokes that had made them feel uncomfortable, or unsafe, and 14% stated that they have experienced the sharing of indecent, suggestive or provocative content online or in person. Younger age groups were most likely to experience the latter kind of harassment. This is a trend that has been reported with increasing use of smart technology. Only 4% of those who had been sexually harassed reported the incident with 45% stating they did not believe that reporting their experience would change anything and 16% stating they did not think they would be believed. There was a lack of clarity about whether behaviours such as catcalling were deemed as sexual harassment and there was a tendency to internalise blame.
- 4.5 Research by the Crime, Safety and Victims' Fundamental Rights Survey published in 2021¹⁰ captured the

7 Research Briefing The review of the service justice system Shaun Lyons, [Service Justice System review - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/1002873/2021-07_12_Sexual_Harassment_Report_FINAL.pdf), the MOD published the service justice system review in February 2020

8 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1002873/2021-07_12_Sexual_Harassment_Report_FINAL.pdf

9 <https://www.unwomenuk.org/safe-spaces-now> https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women_Sexual-Harassment-Report_2021.pdf

10 https://fra.europa.eu/sites/default/files/fra_uploads/fra-2021-crime-safety-victims-rights_en.pdf

experiences of a total of 34,948 individuals from across 29 countries and showed there are key gender differences in the experiences of sexual harassment; with women (72%) being more likely than men (40%) to experience sexual harassment by an individual that they do not know. Additionally, 82% of incidents of a sexual nature against women and 51% against men had a male perpetrator. The data showed that incidents of a sexual nature become less common with age. When asked where the reported incident had taken place, 57% of women said their sexual harassment experience had taken place in an open public setting such as a car park, street, park or square. This was compared to 30% for men. Not surprisingly women, particularly younger women, reported an increased likelihood to adopt avoidance behaviours such as changing travel routes. Men more often reported that sexual harassment was most likely to take place in somebody's home.

- 4.6 As alluded to (para 4.1) the number of cyber harassment incidents has been growing, with 14% of participants in the Crime, Safety and Victim's Rights Survey experiencing some form of cyber harassment in the 5 years before the survey took place. Cyber Sexual Harassment (CSH) can be defined as 'a range of sexually aggressive or harassing images or text delivered through the use of digital platforms.' Research into CSH in 2020¹¹ looked at data ranging from 2004-2018 and categorised the three most common forms of CSH (unwanted sexual solicitation, receiving unwanted sexual messages and images and having personal sexual texts and images shared without permission). However, CSH is complicated and has the potential to impact men and women differently¹². In 2019 a study of calls over a four-month period with the Revenge Porn Helpline and the Professionals Online Safety Helpline (POSH) found that although both men and women fell victim to CSH, their experience was different. The majority of the calls (73%) dealt with by the Revenge Porn Helpline were from women, with 97% of them being victims of intimate image abuse (where the perpetrator either threatened to share, or did share explicit images for social, psychological or interpersonal reasons) and 3% victims of sextortion (where the perpetrator financially blackmailed the individual). Whilst 90% of male callers had been subjected to sextortion, only 10% reported intimate image abuse. The research went on to categorise the types of intimate image abuse. Type one refers to images shared on websites anonymously, with motivations being largely unknown, whereas type two refers to the use of threats to share images as part of a broader pattern of coercive and controlling behaviour. Gender also impacted on the effect on the individual: women were much more likely to experience high levels of self-blame and shame and describe their experiences as sexually violating, whereas men seemed able to move on more quickly. The data showed that the perpetrators were most commonly men. POSH¹³, on the other hand, found that only 4% of their cases related to intimate image abuse. Instead, they dealt with two kinds of cyber bullying: anonymous social media profiles (multiple perpetrators, humiliating messages and memes, and where the victim discovered the abuse inadvertently) and one-to-one bullying (where the perpetrator had an existing relationship with the victim and was part of a larger pattern of abuse).
- 4.7 The National Union of Students (NUS)¹⁴ further adds that cyber sexual harassment is rife amongst young people. In an online survey on Sexual Violence in 2019 they found that 48% of respondents had on at least one occasion, experienced unwanted sexual remarks, and that just over a third (37%) had experienced this through some form of social media or online platform. In support of previously mentioned studies they also found that women experienced unwanted sexual remarks or comments more often than men, as well as being more likely to have experienced sexual harassment in public spaces, such as on public transport. Further context reflects that figures of authority such as a tutor or boss were responsible for 9% of unwanted sexual comments. The Law Commission is reviewing changes to the Malicious Communications Act 1988 and Communications Act 2003 to criminalise behaviour where messages are likely to cause significant harm and to include 'cyber flashing' (the sending of an unsolicited picture of sexual nature to another device without consent). The intention is to include this behaviour in the Sexual Offences Act 2003. This has been illegal in Scotland since 2009, however England and Wales are still to introduce this into law.¹⁵
- 4.8 The YouGov Future Men 2018 Survey¹⁶ explored what it means to be a man in today's society. The results from a survey of 2058 British adults highlighted the public's views on masculinity and what it means "to be a man" in the UK. 67% of the 18–24-year-old men surveyed believed that they are pressured into displaying hyper-masculine behaviours. This is significantly higher than the 30% of the 45+ age male sample. The majority (61%) of 18-24 year olds feel UK society expects a man to "man up" when faced with a challenge.

11 Cyber Sexual Harassment: A Summary of Current Measures and Implications for Future Research (2020)

12 Intimate image abuse in adults and under 18s: A comparative analysis of cases dealt with by the Revenge Porn Helpline and Professionals Online Safety Helpline (POSH) 2019

13 POSH are a service/helpline that support people who work with children and young people to keep them safe online. Their research looks at under 18s.

14 <https://www.nusconnect.org.uk/resources/sexual-violence-in-further-education-report>

15 <https://www.lawcom.gov.uk/project/reform-of-the-communications-offences/#:~:text=Cyber%2Dflashing%20%E2%80%93%20the%20unsolicited%20sending,protections%20for%20victims%20are%20available>

16 <https://futuremen.org/future-men-2018-survey>

IN THE WORKPLACE

- 4.9 A study by the Government Equalities Office (2020) reported that of those surveyed who were in employment in the UK, 29% had experienced a form of workplace harassment. Of those, 30% were women and 27% men. Men however were more likely to be the perpetrators of the harassment (63%). Women were more likely to be harassed by a man (81%) at work. The majority of unacceptable behaviour took place in the physical workspace (20%) with the most common being sexual jokes and staring. The Equality and Human Rights Commission (2020)¹⁷ however reported a higher level of sexual harassment at work with 75% of their survey respondents saying they had at some point experienced sexual harassment at work, nearly all of whom were women, suggesting a power imbalance relating to gender. They found high levels of non-reporting (50%) with respondents reporting that barriers preventing them from reporting their experience included lack of appropriate recording procedures, belief that the employer would not take the situation seriously, belief that the perpetrator would be protected, especially senior staff and concerns about victimisation.
- 4.10 The Rights of Women Charity carried out an online survey in 2021¹⁸ to gather information about sexual harassment at work, and in particular, when working from home during the COVID-19 pandemic. Their results found that women in the workplace had seen an increase in sexual harassment levels whilst working at home, via the use of social media and online platforms. 45% of women reported experiencing harassment remotely in the form of sexual messages, cyber harassment, and sexual calls. 15% of women who had already experienced sexual harassment at work reported a rise of online sexual harassment whilst working at home during the pandemic. One third of women who had previously reported sexual harassment in the workplace said that the reporting process had been negatively impacted as a result of the pandemic, and 72% of respondents felt that their employer was not doing enough to protect or support them from sexual harassment in the workplace.
- 4.11 Whilst exploring conflict in the workplace, the CIPD¹⁹ reported that 4% of employees report sexual harassment. 7% are women and 2% are men, women are still more likely to report sexual harassment than men. Since more high-profile cases have been brought to public attention in the media and the #metoo campaign has raised its profile the CIPD indicated that there has been a change in employees' willingness to question and come forward, with a third (33%) saying they have been confident enough to challenge behaviour as harassment and 29% said they are more confident to raise a complaint about it. There is very little significant difference in these findings according to sector, but women are significantly more likely than men to feel confident to challenge sexual harassment (35% versus 31% for men), raise a formal complaint about it (32% versus 26%) and challenge other forms of inappropriate behaviour (40% versus 36%). The most common behaviour associated with bullying or harassment reported by male and female employees is being undermined or humiliated in their job. Women are significantly more likely than men to say they have experienced isolation or exclusion from social activities and unwanted physical contact of a sexual nature, but there are no other significant differences in the type of bullying or harassing behaviours reported by female versus male employees (13% & 3% respectively).
- 4.12 There is a growing body of research illustrating the hesitance to report experiences of sexual harassment and exploring the reasons for this. The Young Women's Trust found in 2018²⁰ that of the 5.5 million young women in the UK aged between 18 and 30, 800,000 will have been sexually harassed at work and not reported it. 8% of those in their survey who had experienced sexual harassment in the workplace had reported it and 15% did not. This survey found that 1 in 5 young women were scared to report the sexual harassment, and 1 in 4 felt they would be given fewer hours or would lose their job if they reported their experience. Interestingly, 32% of the sample did not know how to report sexual harassment at work. These young women felt insecure in their employment and their organisations had not made procedures clear.
- 4.13 Research shows that since 2017 30% of organisations are reporting changes in the way they manage inappropriate behaviours in light of cultural changes around sexual harassment and media attention to the high profile campaigns such as #TimesUp and #MeToo. However, the EQO (2020) survey found that overall, 66% of the respondents did not believe that much had changed in how their organisations managed issues around Sexual Harassment over the past 12 months. Almost a quarter (24%) of the employees thought that challenging issues like bullying and harassment were swept under the carpet, 41% of those who reported Sexual Harassment formally said the perpetrator experienced no consequences and 50% said that their own job had changed and 17% had moved on to a new role. The CIPD employee survey showed that many employees find their leaders are

17 https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf Sexual harassment and harassment at work – Equality and Human Rights Commission (2020) – also using 2018 data from the 'Turning the tables' report

18 <https://rightsofwomen.org.uk/news/rights-of-women-survey-reveals-online-sexual-harassment-has-increased-as-women-continue-to-suffer-sexual-harassment-while-working-through-the-COVID-19-pandemic/>

19 Managing conflict in the modern workplace (2020) CIPD report. Rachel Suff from YouGov surveys and Focus Groups.

20 (Young Women's Trust - Still a rich man's world: inequality 100 years after votes for women (2018) file:///H:/Downloads/Still-a-rich-mans-world-report.pdf

not as strong in their leadership when modelling good behaviour with only 49% agreeing that ‘good behaviour is role-modelled by senior leaders in my organisation’ and 57% agreeing that ‘senior people in my organisation talk about the importance of respect and inclusion’.

- 4.14 In 2020, the UK Trades Union Congress (TUC)²¹ launched its #ThisIsNotWorking campaign to stand against sexual harassment at work by advocating for a law that puts employers at the front of preventing sexual harassment at work. With employees being reluctant to report cases of sexual harassment to their employer, the TUC suggest that employers need to protect their workers from sexual harassment. They propose that this can be achieved by educating with mandatory training, having the ability for victims to anonymously report their experience to the regulator and ‘bypass the toxic workplace environment’ and lastly by having repercussions for employers who don’t comply with the policies and ensuring the responsibility does not lie with the victim.

IN THE UK ARMED FORCES

- 4.15 Research suggests that sexual harassment is most likely to take place in workplaces that have an imbalance of power and that sexual harassment often reflects an abuse of power where a person/people have greater power than others²². Sexual harassment is also more prevalent in work situations where there is an unequal sex (gender) ratio and where there are large differentials between men and women. An authoritarian style of leadership where there is limited consultation with staff is particularly associated with sexual harassment. This suggests that the Armed Forces currently constitute an environment where sexual harassment may be more likely to occur. Life-style factors such as shared living accommodation and high mobility, cultural influences such as hypermasculinity and attitudes towards women, as well as policy such as top-down hierarchical structures may also contribute to the prevalence of sexual assault and harassment. Along with an increased interest in understanding sexual harassment in the workplace, there has also been a corresponding increase in research within the military context with organisations across the world adopting a systematic approach to understanding the prevalence of sexual harassment within Defence, and actions to address it.
- 4.16 The recent Atherton Report (July 2021)²³ was the outcome of a piece of research requested by the subcommittee on Women in the Armed Forces. The survey received over 4,106 responses from serving female personnel and veterans; the most ever submitted to a Defence Select Committee Inquiry. The results found that 62% of the women who responded had experienced bullying, harassment or discrimination (BHD) during their career in the Armed Forces and 54% had witnessed the bullying, harassment or discrimination of other female personnel. When asked if they felt the military did enough to combat bullying, harassment and discrimination, 74% of veterans answered ‘no’ compared to 52% of serving personnel. The inquiry also raised issues around the reporting and handling of cases which were reported. Around six in ten respondents had not reported incidents of BHD they had experienced, and of those who had reported it, more than one in three women rated their experience of the complaints system as extremely poor.
- 4.17 Diane Allen²⁴ also provided her findings to the House of Commons Defence Select Committee (Women in the Armed Forces). Allen summarised 163 experiences of individuals who had contacted her with stories of their time in the forces. 80% of those who contacted her said that sexual harassment was ‘still rife’ and almost 100% felt that nothing is being done about the situation and if they were to speak up, they would be penalised for doing so. There was a common belief that strong leadership did not lessen toxic behaviour, it was only systemic change that could make things better. In her report, Allen highlighted the abuse of power from Chain of Command in encouraging individuals to not speak honestly about their experiences and why they were leaving. Leadership was seen as part of the problem, either in engaging in unacceptable behaviours, or not challenging them when brought to their attention. Leaders were often seen to frustrate the complaint process. Allen found that over 75% of those who did report their complaints eventually withdrew them, either through delays or coercion.
- 4.18 Written evidence submitted by the Centre for Military Justice (CMJ)²⁵ highlighted the issues relating to how and where sexual assault cases are dealt with. They reported that sexual assault cases suffer a poor service in the Service Justice System with convictions being much lower than those going through the Crown Court

21 <https://www.tuc.org.uk/news/end-sexual-harassment-workplace> The Changing the world of work for good, end sexual harassment in the workplace report

22 Hunt, C., Davidson, M., Fielden, S., & Hoel, H. (2007) Sexual harassment in the workplace: a literature review. Manchester Business School, University of Manchester & Equal Opportunities Commission.

23 <https://committees.parliament.uk/publications/6959/documents/72771/default>

24 <https://committees.parliament.uk/writtenevidence/22224/pdf/>

25 A legal charity established in 2019 to support and advise serving or former personnel who have experienced some form of sexual assault or harassment, abuse, racism or neglect

system. Few Service personnel were aware that they could report their allegations to the civilian police and go through the civil justice system rather than the Service police and that they still had their civil right to do so. In response to the growing concern about the Services handling of serious crimes and of sexual assault cases a review of the Armed Forces justice system was conducted in the Lyons Review (2020)²⁶. This report suggested that Service police were not proficient at investigating serious crimes. Indeed, all of the women who had contacted CMJ had also reported serious concerns regarding the ability of the Service police and the quality of the Service Prosecuting Authority's (SPA) decision making abilities. Recommendations included that murder, manslaughter and rape be handled by the civilian police rather than the military court martial system. This has not been accepted. Also recommended were ways to improve court martial boards, how to investigate and record information and how to provide support in sexual abuse cases. In a Centre for Military Justice Review into Inappropriate Behaviour in the Armed Forces (July 2019) Air Chief Marshal Wigston concluded that 'an unacceptable level of inappropriate behaviour persists' across the forces. He stated that of the 15 rape cases that made it to court martial, only 3 convictions occurred.²⁷

- 4.19 The Lived Experience April 2019 Report²⁸, an MOD research project designed to investigate the experiences of Service personnel, found that there is an underlying and pervasive "white male prototype, often characterised by alpha male traits" across the military culture. This, not surprisingly, is reported to potentially undermine inclusion for women, minority ethnic personnel and white men who do not conform to this norm. King (2020)²⁹ in his international comparative research, describes women in the forces as 'honorary blokes', in the sense of being allowed to join in but having to 'fit in' rather than the organisation itself adapting to their needs.

5 THE EFFECTS OF SEXUAL HARASSMENT

- 5.1 Sexual harassment has the potential to affect both mental and physical wellbeing, with those individuals who experience it suffering physical illness such as headaches, nausea, an inability to sleep and weight loss, as well as mental illnesses such as depression and anxiety. Individuals are likely to experience a loss of self-confidence, decreased self-esteem and morale, plus negative emotions such as shock, fear, and anger, as a result of being sexually harassed. In a review of the impact of workplace harassment on Health, Gale et al (2019)³⁰ reported that being exposed to verbal abuse, sexual harassment and sexual assault resulted in individuals displaying symptoms of depression, sleep disruptions and musculoskeletal injuries amongst both genders. In addition to the negative effects on mental health and physical stress, a paper for the Institute for Women Policy Research on understanding the cost of Sexual Harassment & Assault at work (2018) is quoted as saying that harassment can lead to workplace accidents. Individuals can be left distracted. This may be a particular risk in a dangerous environment or role and can have serious consequences. Evidence also suggests that men and women are likely to report different negative impacts of sexualised behaviour, with women more likely than men to report emotional impacts such as being annoyed, frustrated, and angry³¹. Those behaviours that were considered more offensive were likely to have a greater negative emotional impact on the individual experiencing them. Evidence suggests that long-term effects can be wide ranging and serious, especially for those experiencing multiple incidents of sexual harassment³².
- 5.2 Those who have been sexually harassed also report the experience as having an effect on both their job performance and job satisfaction, reporting a lack of commitment, poor performance, absenteeism and ultimately their resignation as a result. Employees who see sexual harassment happening may develop negative assumptions about the organisation's attitude to fairness and justice, perceiving an organisation that does not care about its employees, and may form incorrect opinions about what constitutes normal and acceptable behaviour at work³³. The professional and personal relationships with colleagues and superiors at work can also

26 Research Briefing The review of the service justice system Published Wednesday, 20 January 2021, His Honour Shaun Lyons, a retired senior Crown Court Judge. The MOD published the service justice system review in February 2020

27 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/876385/20200326-DCL-DDC_version_Sexual_Offences_statistics_2019_report-SO2SvcPol-FINAL-v1.1-O_1_.pdf

<https://centreformilitaryjustice.org.uk/guide/sexual-violence-and-sexual-harassment-in-the-armed-forces/>

28 MOD Lived Experience Summary, April 2019.

29 The Chair of War Studies, Politics and International Studies Department at Warwick University. Dr Anthony King in: Alam & Egnell: Women and Gender Perspectives in the Military: An international Comparison. In 'How About More Women In The Military? Avivah Wittenberg-Cox. Forbes, 30 April 2020 <https://www.forbes.com/sites/avivahwittenbergcox/2020/04/30/the-best-defense-how-about-more-women-in-the-military>

30 The Impact of Workplace Harassment on Health in a Working Cohort (Gale et al., 2019) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6543006/pdf/fpsyg-10-01181.pdf>

31 Cotter, A. (2016) Sexual Misconduct in the Canadian Armed Forces. Statistics Canada.

32 Magley, V.J., Waldo, C.R., Drasgow, F., & Fitzgerald, L. (1999) The impact of sexual harassment on military personnel: is it the same for men and women? Military Psychology. 11(3), 283-302.

33 Lamertz, K. (2002) The social construction of fairness: social influences and sense making in organisations. Journal of Organisational Behaviour. 23.

be negatively affected by sexual harassment and in particular, investigations of complaints can lead to a divide between staff³⁴. This in turn can increase the stress and negative consequences experienced by the person who made the report, increasing the risk of turnover intentions. The higher the incidence of sexual harassment in an organisation, the higher the turnover intentions³⁵. Sexual harassment can reduce organisational performance and it can impact on organisational learning in terms of staff turnover resulting in loss of organisational expertise. In addition it can lead to reputational damage and damage to public image, impacting on recruitment and public confidence. Financially it can cost an organisation in terms of staff health, productivity and in the financial burden that result in the case of tribunals.

34 Gregory, J. (2002) Picking up the pieces: how organisations manage the aftermath of harassment complaints'.

35 Barling, J. et al. (1996) 'Prediction and replication of the organisational and personal consequences of workplace sexual harassment. *Journal of Managerial Psychology*. 1.

METHODOLOGY

6 SURVEY

- 6.1 Consistent with the 2014 and 2017 research studies, this research adopted a two-fold approach to understanding sexual harassment in the Army, providing quantitative data on prevalence, and qualitative focus group data to understand the ‘lived experience’ of Service personnel. Qualitative research is also able to situate the contextual elements associated with sexualised behaviours, in addition to discussing attitudes, perceptions and ideas to mitigate instances.
- 6.2 With the intention of increasing the response rate for the survey whilst following safe procedures in the current situation of COVID-19 ‘lockdown’ (since March 2020), this administration of the survey was conducted electronically, which is a change from the previous two administrations which only used paper surveys. As a consequence, there may have been an impact on the response rate.
- 6.3 A revised survey was produced (Annex A), based on the previous surveys conducted in 2005, 2009³⁶, 2014³⁷ and 2017³⁸. The original 2005 survey³⁹ was designed in conjunction with MoD psychologists who used the United States Department of Defense 1995 Sexual Harassment survey as a model. The US survey was adapted to suit the UK culture and to capture the requirements of the agreement with the Equal Opportunities Commission. It was designed to examine two types of harassment: separating out general behaviours, and whether survey respondents found these offensive, and specifically targeted unwelcome behaviours.
- 6.4 The 2020 survey was largely consistent with the 2017 survey but updated to reflect increased cultural awareness of diversity and inclusion and an increasing use of social media in society. It also considered current research on sexual harassment from the civilian and military literature and surveys from other Defence forces, including the recently developed NATO Sexual Harassment and Assault Survey⁴⁰. The survey was reviewed against established, standardised measures of sexual harassment such as the Psychological Climate for Sexual Harassment Scale⁴¹, and the U.S. Department of Defense (DoD) Sexual Experiences Questionnaire (SEQ-DoD)⁴². Items on leadership climate, based on the U.S DoD Workplace and Gender Relations Survey of Active Duty Members, were also included, to provide a better understanding of the existence of a sexualised culture in the Army.
- 6.5 The 2020 survey measured the following areas:
- Section 1: About You:** This section asked for demographic detail from Service Personnel, looking at areas such as gender, rank, cap badge and age, to allow key cohort comparisons. In addition for the 2020 administration, personnel were asked to provide data on personal status, sexuality, and ethnicity.
 - Section 2: Working Environment and Sexual Harassment Behaviours:** This section measured generalised and targeted sexualised behaviours and the extent to which Service personnel experienced these at work in the previous 12 months. Service personnel were asked if they were offended by the behaviours and whether they thought the behaviours counted as sexual harassment. It also asked who was responsible for these behaviours and where they mainly occurred. The survey asked participants directly if they had been sexually harassed or had observed situations they thought constituted sexual harassment. Survey respondents were also asked whether they had a particularly upsetting experience involving any of the behaviours over the previous 12 months, and were asked to specify which behaviours from a given list. In the 2020 administration two new items relating to online sexual harassment were added to the list of behaviours, as well as an item relating to sexual activity for which consent had not been given.
 - Section 3: Your experience in the last 12 months:** This section was only completed by those who stated they had a particularly upsetting experience involving targeted sexualised behaviours in the previous 12 months. It measured what types of behaviours were likely to constitute an upsetting experience, who was responsible and where the experience occurred. It also measured the impact on the individual, and how they managed the situation, including a new additional item regarding discussing the incident with friends or family. Questions

36 Dietmann, A., Edwards, J., & Whitfield, M. (August 2009). Sexual Harassment: Servicewomen & Servicemen's Views 2009

37 Armed Forces Sexual Harassment Survey (2015) MOD publication

38 Markson, H. (July 2018). Sexual Harassment Report 2018, Army publication

39 Rutherford, S, Schneider, R., & Walmsley, A. (2006) Quantitative and Qualitative Research into Sexual Harassment in the Armed Forces.

40 The NATO Sexual Harassment and Assault Survey was designed by NATO RTG 295 to better understand sexual harassment, sexual assault and related behaviours and responses within NATO militaries

41 Estrada, A., Olson, K., Harbke, C., & Berggren, A. (2011) Evaluating a Brief Scale for Measuring Psychological Climate for Sexual Harassment. *Military Psychology*. 23, 410-432

42 Stark, S., Chernyshenko, O., Lancaster, A., Drasgow, F., & Fitzgerald, L. (2002) Towards a standardised measurement of sexual harassment: shortening the SEQ-DoD using item response theory. *Military Psychology*. 14(1) 49-72

about the formal complaints process were also included. Once again, three new behaviours were added to this section for the 2020 administration regarding online sexual harassment and consent. In addition four new response items were added to the complaints process questions.

- d. **Section 4: Prevention and Management:** This section was completed by all respondents and measured the extent to which they believed the Army prevents and manages sexual harassment and supports those who believe they have been sexually harassed. It included questions about the extent to which the Chain of Command prevents or promotes a sexualised culture, and measured attitudes about specific awareness campaigns and training programmes introduced since the last survey. In addition for the 2020 administration, personnel were also asked, in the form of a free text question, if they had experienced or witnessed inappropriate sexual behaviours what advice they would give to others who may be experiencing similar situations.
- 6.6 The survey was administered to a randomly selected, stratified⁴³ sample of Army Regular and Full Time Reserve (FTRS) Servicemen and Servicewomen. In line with previous research methodology, the survey was sent to a census⁴⁴ of Regular and FTRS Servicewomen (n⁴⁵=7,000), and a representative sample of Regular and FTRS Servicemen (n=15,000).
- 6.7 The rationale for sampling proportionally more Servicewomen than Servicemen is two-fold. Firstly, previous research suggests that Servicewomen are more likely to experience sexual harassment than Servicemen. Secondly, Servicewomen are significantly under-represented in the Army, constituting approximately 9.8% of the Regulars (figures as of April 2021). Therefore, conducting a census of Servicewomen increases the likelihood of Servicemen and Servicewomen being equally represented.
- 6.8 Owing to the structure of the Army and the differences in response rates by rank and gender, it is difficult to ensure that the sample is an accurate representation of the population, which is important for some types of statistical analyses. Therefore, the data has been weighted according to gender and rank in order to correct for any bias due to under or over-representation. Weighting the data in effect ‘inflates’ the sample proportionally so that the breakdown matches the population. All figures reported are weighted, but the total number of respondents for each question (n) is sometimes displayed in the tables to show the actual number of respondents who gave that answer⁴⁶. Consequently, using the n count and the overall response rate will not allow readers to manually calculate the percentages presented. Percentage values have been rounded to the nearest whole %, except for values below 3% which have been rounded to one decimal point. Statistical significance has been calculated by using the z test, which based on the large sample size provides a good indication of significance. Where numbers are very low (e.g. for the more physical sexualised behaviours) the significance tests are less reliable due to the strength of assumptions of the test applied, but noted significant differences are important to reference.
- 6.9 When extrapolating the data to the Army as a whole it is important to understand the extent to which the sample of survey responses reflects the population which is being studied. Response rates to the survey (see Table 5) vary significantly for different cohorts, and therefore the breakdown of the sample by each cohort (e.g. gender and rank) does not always match the breakdown of the population. Although the data has been weighted for each cohort to correct for non-response and over/under-representation, caution should be applied when interpreting the findings for some cohorts as reflective of the population. The data is considered representative⁴⁷ for the following cohorts: Servicemen, Servicewomen, Officers and ORs. However, where the data is broken down further into more than four categories (e.g. Senior Officer/ Servicemen) it cannot always be assumed that the data is representative due to the low number of responses, and caution should be applied when interpreting these figures. In these cases, significance testing was not conducted due to levels of confidence in the data; this does not mean however that the data is invalid, but rather it represents the views of those who completed the survey rather than the whole Army.
- 6.10 Where possible this year’s data is compared with previous data gathered in 2014 and 2017 and analysis has been conducted to compare data between groups, including whether any differences found are statistically significant. Significance testing has been conducted where there is sufficient confidence in the data⁴⁸. Percentages and

43 A stratified sample is made up of different ‘layers’ of the population. The sample size for each layer is proportional to the size of the ‘layer’. The Army’s population is considerably different according to rank, gender and type of Service (Regular and Reserve) and therefore the sample is stratified according to these factors.

44 A census involves sampling the entire population, rather than a proportion of it.

45 ‘n’ means count or total number.

46 The ‘n’ may vary for the same question due to the way the data is broken down. For example, the n may be higher when the table shows all responses to a question, and lower when the table shows responses by rank – this is because not every survey respondent who answered the question also told us their rank

47 We can be 95% confident that if we surveyed the entire population, as opposed to just a sample, the findings would be the same (within a standard margin of error, known as a confidence interval).

48 Where confidence intervals are three or less: this suggests that we can be 95% confident that if we were to survey the whole population rather than just a sample, the figure for the population would be +/- 3% - if the figure for the sample was 40% we can be 95% confident that the score for the whole

figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other. Tables that do not show any figures underlined do not necessarily represent non-significant differences as comparisons between those groups may not have been possible.

7 FOCUS GROUPS

- 7.1 Questions for the focus groups were developed in line with the survey and aimed to explore Service personnel's attitudes towards sexual harassment in the Army rather than their personal experience. Participants were asked a series of 12 questions (see Annex B) aimed to understand the nature of sexual harassment in the Army, what Service personnel considered to be unacceptable behaviours in the workplace, and the extent to which they felt the Army prevents and manages sexual harassment. Their ideas were also sought on what else the Army could do, both in terms of prevention and management/support.
- 7.2 It is important to note that focus group data does not provide a representative view of Service personnel in general, but the view of a few individuals. Therefore the findings cannot be assumed to translate to the Army in general, nor to the majority of Service personnel. However, the groups were designed to try to capture the views of a range of Service personnel to better understand their experiences and perceptions, in order to provide a richer picture.
- 7.3 A total of 10 focus groups were conducted with Officers and Other Ranks (ORs), with 5 groups consisting of Servicewomen and 5 with Servicemen (total n=61). The groups were gender-specific to facilitate open discussion and to provide comparisons between Servicemen and Servicewomen. Participants in each group were of a similar rank to reduce any reluctance to be forthcoming in the discussion due to the presence of senior individuals. Each group contained up to 8 participants from different units to reduce the chance of participants knowing each other, and included different cap badges/trades to get a broad view from across the Army. Participants were chosen from key locations where there are large numbers of Service personnel and multiple units. Participants from each unit were selected at random from those who were available on the day of the session.
- 7.4 Participants were contacted at least 24 hours in advance of the focus group to invite them to attend. Participation was voluntary and anonymous. On arrival they were provided with a participant information sheet (see Annex C), which detailed what the session involved and they were asked to sign a consent form agreeing to participate. The focus groups were held in classrooms that provided a private and safe environment to discuss the topic.
- 7.5 The data was collated according to the question asked. A thematic analysis approach was used to organise data under common themes. Comments were coded as a theme if an issue or topic recurred across focus groups. The results are presented in this report according to the question asked and the themes emerging. The data was analysed independently by 6 Occupational Psychologists to ensure reliability in the coding.

8 ETHICAL APPROVAL

- 8.1 In line with Defence policy, full approval was given by the Ministry of Defence Research Ethics Committee (MoDREC) in Nov 2020 (protocol no. 1085/MODREC/20).

9 RESPONSE RATES

9.1 The 2020 Sexual Harassment Survey was sent to 19,988 personnel and 4,751 surveys were returned, giving a response rate of 24%. Of these however, only 3751 were completed usable returns therefore the final response rate is 19%. The 2020 response rate is lower than that achieved for the 2017 survey (21%)⁴⁹. Table 4 shows the survey response rate and the sample breakdown for the 2020, the 2017 and the 2014 Sexual Harassment Surveys.

Response Rate	2020	2017	2014
Total	19% <i>n=3751</i>	21% <i>n=4713</i>	30% <i>n=7090</i>
Sample Breakdown			
Servicewomen	41% <i>n=1550</i>	55% <i>n=2591</i>	54% <i>n=3855</i>
Servicemen	58% <i>n=2167</i>	45% <i>n=2122</i>	46% <i>n=3235</i>
Officers	29% <i>n=1087</i>	45% <i>n=2136</i>	38% <i>n=2683</i>
ORs	71% <i>n=2664</i>	55% <i>n=2577</i>	62% <i>n=4407</i>

Table 4. Army Sexual Harassment Survey Response Rate and Sample Breakdown, by Year
(NB: The 2020 Sexual Harassment Survey only included Full Time Reserves)

9.2 When lower response rates for surveys occur it is important to combine other data and research sources in order to increase confidence that the findings reflect the situation. Without this there is a risk that the results can be under or over inflated when generalised to the population in question, and that there is a response bias. The number of people in the 2020 survey dataset is however large and so we can be confident that these results provide us with a good understanding of the experiences and perceptions of our Service personnel. Response rates for the 2020 survey are shown in Table 5, broken down by gender and rank.

	Rank	Servicemen	Servicewomen	Total
Officers	Officers (OF1-6+)	36%	43%	40%
	N	543	532	1075
ORs	SNCO (OR5-9)	34%	37%	35%
	N	468	529	997
	JNCO (OR1-4)	9%	19%	11%
	N	1107	483	1590
	Overall	14%	30%	18%*
	N	2118	1544	3662*

Table 5. Sexual Harassment Survey 2020 Response Rates, by Gender and Rank (N.B. The total column response rate refers to the response rate for that rank group regardless of gender .NB: 89 respondents are not accounted for in this table* as their gender and commitment type were not completed and therefore could not be categorised accordingly)

10 SAMPLE DEMOGRAPHICS

10.1 The demographics of the respondents to the survey are as follows:

- a. 41% were Servicemen and 58% were Servicewomen. 1% preferred not to say
- b. ORs made up nearly three quarters (71%) of the total of survey responses with junior soldiers (OR1-4) making up the largest proportion of the OR responses at 44%.
- c. 29% were Officers, with junior officers (OF1-3) making up the largest proportion of the Officer responses at 23%.
- d. The largest proportion of respondents were from the Adjutants Generals Corps Staff and Personnel Support (AGC SPS) and Royal Logistics Corps (RLC), contributing 14% and 16% of the sample respectively.
- e. 37% said they were of a different cap badge to the unit they work with.
- f. Just over half (52%) of the respondents were between 25 and 38 years of age. 9% were between 18 and 24 years of age and 3% were over the age of 53.
- g. Just under half (45%) of the respondents had served for between 10 and 21 years, with 9% serving for 3 years and under, 27% serving for between 4 and 9 years and 20% for over 20 years.
- h. The majority of respondents were married (53%) or in a long term or established relationship (23%). 19% declared themselves as single.
- i. The majority of respondents declared their ethnicity as white (80%) or Asian or Asian British (8%). 6% declared their ethnicity as Black or Black British and 5% as mixed or other ethnic group. 2% preferred not to say their ethnicity.
- j. Over three quarters of respondents (85%) declared their sexual orientation as heterosexual and 5% declared themselves as homosexual. 6% preferred not to say their sexual orientation.

FINDINGS

11 WORKING ENVIRONMENT AND SEXUAL HARASSMENT BEHAVIOURS

HEADLINE FINDINGS

This section is about the working environment and the extent to which Service personnel have experienced sexual harassment behaviours or sexualised behaviours in the military workplace in the preceding 12 months. Sexualised behaviours refers to behaviours such as sexual comments, sexual gestures and sexually explicit materials, unwanted sexual attention and range to unwanted touching and sexual assault.

- Overall, the percentages of those experiencing generalised sexualised behaviours have decreased since 2018.
- The most common generalised sexual behaviours were the telling of sexual jokes and stories and the use of sexually explicit language, with 2 out of every 3 Service personnel reporting experience of this in the military workplace. The least experienced generalised sexual behaviour was the display, use or distribution of sexually explicit materials, consistent with 2018 and 2015.
- The percentage of those who were offended by these behaviours (between 20 and 24%) was consistently lower than those who experienced them (between 31 and 69%). However, more Servicewomen (between 34 and 38%) than Servicemen (between 19 and 23%) consistently reported they found the generalised sexualised behaviours to be offensive.
- More Servicewomen than Servicemen reported situational exposure to sexual jokes and stories, to sexually explicit language, and to gestures or body language of a sexual nature. Similar numbers of Servicewomen and Servicemen reported situational exposure to the display, use or distribution of sexually explicit materials.
- Generally, more ORs (between 33 and 69%) reported situational exposure to generalised sexualised behaviours than Officers (between 17 and 69%).
- In contrast to 2018, more men and women were reported as being jointly responsible for generalised sexualised behaviours than solely men or solely women.
- Generally, Service personnel reported less experience of targeted (i.e. those directed specifically at them) sexualised behaviours (between 0.9 and 17%) than generalised sexualised behaviours (between 31 and 69%).
- Similar to 2018, receiving unwelcome comments and being sent sexually explicit material is the most commonly experienced type of targeted sexualised behaviour and is experienced by a third of Service personnel.
- The more physical targeted sexualised behaviours are experienced by lower numbers of Service personnel (between 0.9 and 5%).
- Overall, notably more Servicewomen (between 1.8 and 37%) experienced targeted sexualised behaviours (i.e. those directed specifically at them) than Servicemen (between 0.9 and 15%). The percentage of Servicewomen (between 1.8 and 18%) experiencing the more physical targeted sexualised behaviours is notably higher than for Servicemen (between 0.9 and 4%).
- Notably more ORs (between 1.1 and 19%) than Officers (between 0.02 and 10%) reported experiencing targeted sexualised behaviours.
- Similar to 2018, more men were reported as being solely responsible for the targeted sexualised behaviours than solely women, or men and women together.
- The majority of targeted sexualised behaviours took place in the workplace, over an electronic device or in a shared area at a military home base or training unit.
- The most common factors suggested by focus group participants for why sexual harassment occurs were, the male dominated culture, the close proximity of living and working conditions, the blurred boundaries between work and socialising and the perceived stigma of reporting along with the subsequent labelling and negative repercussions.

GENERALISED SEXUALISED BEHAVIOURS

- 11.1 Service personnel were asked to report how often they were in situations where, over the preceding 12 months, male or female UK military personnel and/or civil servants around them had displayed sexualised behaviours. These behaviours were generalised sexualised behaviours and not necessarily directed personally at any one specific individual. Those who answered 'sometimes' or 'a lot' to the question were asked if they found this behaviour offensive or not. As the survey has differentiated between varying sexualised behaviours in order to identify specific types and incidence levels, this can mean that providing an overall figure for the findings can be difficult. Therefore, where 'overall' rates of generalised or targeted sexualised behaviours are discussed, these will be given as 'between x% and x%'. Furthermore, for clarity and accuracy any percentages under 3% are reported as decimal points.
- 11.2 It is important to note that this survey took place during the period of the COVID-19 virus pandemic and any questions relating to experiences and offence in the preceding 12 months may have been affected by the COVID-19 restrictions and 'lockdown' conditions.
- 11.3 Between 31 and 69% of Service personnel reported experiencing generalised sexualised behaviours, exhibited by Military Personnel and/or civil servants, either 'a lot' or 'sometimes'. The most experienced generalised sexualised behaviour was the telling of sexual jokes and stories (69%) and the use of sexually explicit language (67%). The least experienced generalised sexualised behaviour was the display, use or distribution of sexually explicit materials (31%), consistent with 2018. The percentage of those who were offended by these behaviours was consistently lower than those who experienced them; slightly more report being offended by the use of sexually explicit language (24%) than the other generalised sexualised behaviours.

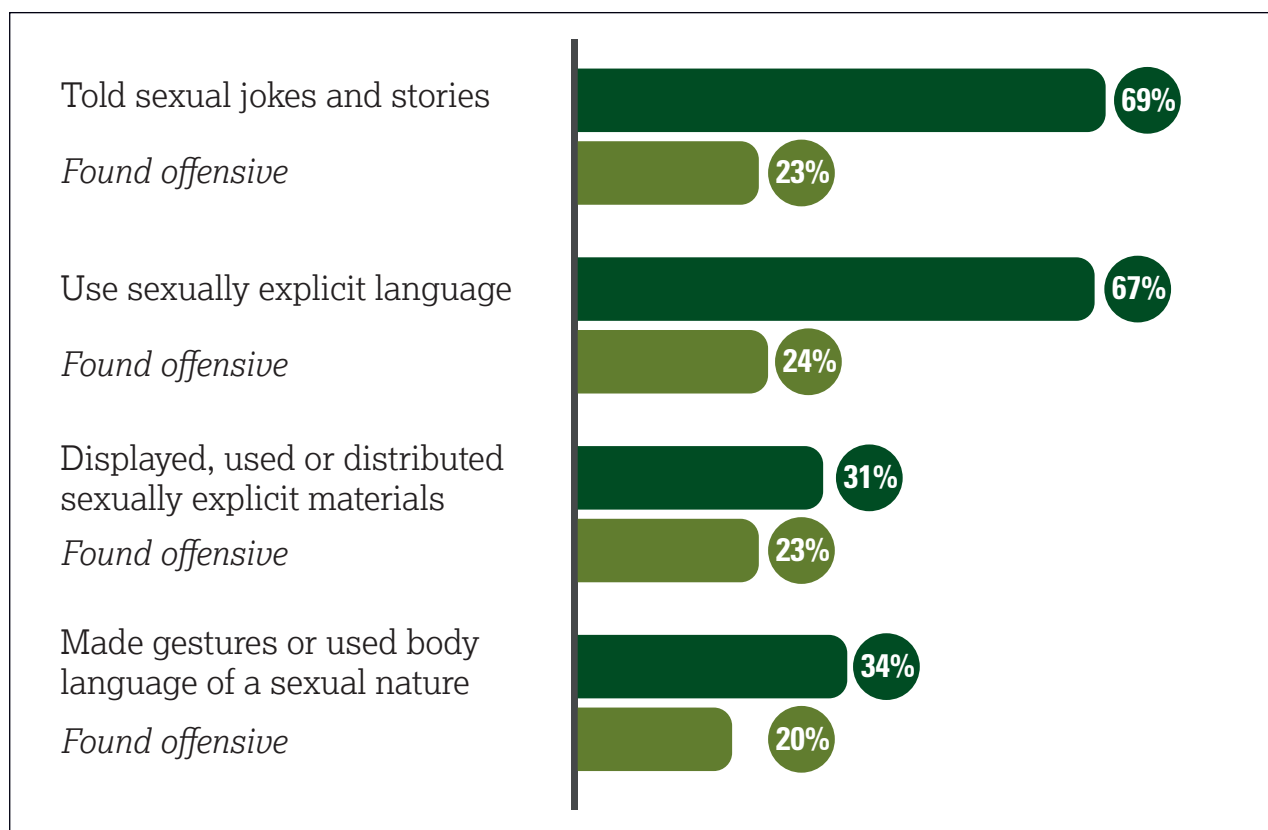


Figure 1: Service Personnel's Experience of Generalised Sexualised Behaviours in the Workplace (*n* = between 3641 and 3652) (N.B. The percentage of those who found a behaviour offensive include those who have experienced the behaviour 'sometimes' or 'a lot'; *n* = between 2254 and 2696)

- 11.4 Overall, the percentage of Service personnel experiencing generalised sexualised behaviours in 2021 (between 31 and 69%) has significantly⁵⁰ decreased since 2018 (between 40 and 86%) (Table 6). Generalised sexualised behaviours such as the telling of sexual jokes and stories and the use of sexually explicit language, however, appear common in the Army workplace in 2021, with the majority of personnel experiencing them sometimes or a lot in the preceding 12 months.

Generalised Sexualised Behaviour	2021	2018
Told sexual jokes and stories	<u>69%</u>	<u>85%</u>
Used sexually explicit language	<u>67%</u>	<u>86%</u>
Displayed, used or distributed sexually explicit materials	<u>31%</u>	<u>40%</u>
Made gestures or used body language of a sexual nature	<u>34%</u>	<u>51%</u>

Table 6. Percentage of Service Personnel Experiencing Generalised Sexualised Behaviours in the Workplace by Year (N.B. The percentage of those who found a behaviour offensive include those who have experienced the behaviour 'sometimes' and 'a lot')

- 11.5 The observable decrease in Service personnel experiencing generalised sexualised behaviours in 2021 compared to 2018 (and 2015) is most notable for Servicemen. The only exception to this observable decreasing trend is the percentage of Servicewomen who said they have been in situations where sexually explicit materials were displayed, used or distributed, which has remained constant since 2018 (Table 7).
- 11.6 Over the preceding 12 months, significantly⁵¹ more Servicewomen than Servicemen reported situational exposure to sexual jokes and stories, to sexually explicit language, and to gestures or body language of a sexual nature (Table 7). Similar numbers of Servicewomen and Servicemen reported situational exposure to the display, use or distribution of sexually explicit materials.
- 11.7 Those Service personnel who reported experiencing any of the generalised sexualised behaviours were asked if they found them offensive. Overall, more Servicemen reported feeling offended at the generalised sexualised behaviours experienced in the workplace in 2021 than in 2018. This increasing trend in offence at the generalised sexualised behaviours experienced is clearer for Servicemen than for Servicewomen, for whom the pattern is more variable. More Servicewomen reported feeling offended at the telling of sexual jokes and stories and the use of sexually explicit language in 2021 than in 2018; fewer Servicewomen reported feeling offended with the display, use or distribution of sexually explicit materials and with the use of gestures or body language of a sexual nature in 2021 than in 2018 (Table 7). Overall, significantly⁵² more Servicewomen than Servicemen consistently reported they found the generalised sexualised behaviours offensive.

50 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

51 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

52 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

Generalised Sexualised Behaviour	Servicemen			Servicewomen		
	2021	2018	2015	2021	2018	2015
Told sexual jokes and stories	<u>67%</u>	85%	88%	<u>80%</u>	89%	92%
Did you find this offensive? Yes	<u>21%</u>	13%	11%	<u>38%</u>	33%	27%
Used sexually explicit language	<u>66%</u>	86%	88%	<u>74%</u>	85%	88%
Did you find this offensive? Yes	<u>23%</u>	17%	13%	<u>38%</u>	35%	39%
Displayed, used or distributed sexually explicit materials	31%	42%	42%	31%	30%	36%
Did you find this offensive? Yes	<u>22%</u>	18%	11%	<u>34%</u>	45%	36%
Made gestures or used body language of a sexual nature	<u>33%</u>	52%	53%	<u>41%</u>	43%	54%
Did you find this offensive? Yes	<u>19%</u>	16%	9%	<u>37%</u>	44%	35%

Table 7. Percentage of Service Personnel Experiencing Generalised Sexualised Behaviours in the Workplace by Gender and Year (N.B. The percentage of those who found a behaviour offensive include those who have experienced the behaviour 'sometimes' and 'a lot')

- 11.8 Significantly⁵³ more ORs than Officers reported situational exposure to generalised sexualised behaviour in the workplace, with the one exception of the use of sexually explicit language, where both ORs and Officers report similar exposure to such behaviour (Table 8). Similar levels of offence were reported by both Officers and ORs.

Generalised Sexualised Behaviour	Officers	ORs
Told sexual jokes and stories	<u>63%</u>	<u>69%</u>
Did you find this offensive? Yes	23%	23%
Used sexually explicit language	69%	67%
Did you find this offensive? Yes	25%	23%
Displayed, used or distributed sexually explicit materials	<u>17%</u>	<u>33%</u>
Did you find this offensive? Yes	25%	23%
Made gestures or used body language of a sexual nature	<u>18%</u>	<u>36%</u>
Did you find this offensive? Yes	22%	20%

Table 8. Percentage of Service Personnel Experiencing Generalised Sexualised Behaviours in the Workplace by Rank (n = between 3641 and 3652) (N.B. The percentage of those who found a behaviour offensive include those who have experienced the behaviour 'sometimes' or 'a lot;' n = between 2254 and 2696).

53 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 11.9 Those Service personnel who reported finding any of the generalised sexualised behaviours offensive were asked if those responsible were mainly: men, women, or both. In contrast to 2018, more men and women were reported in 2021 as being jointly responsible for these behaviours (53%) than solely men (43%) (Figure 2); whilst in 2018, both women and men were jointly responsible in 48% of situations and men were described as solely responsible for these behaviours in half of situations (50%). Women alone were reported in 2021 as being responsible for these behaviours in 4% of situations; slightly more than in 2018 (2%) but similar to 2015 (5%).

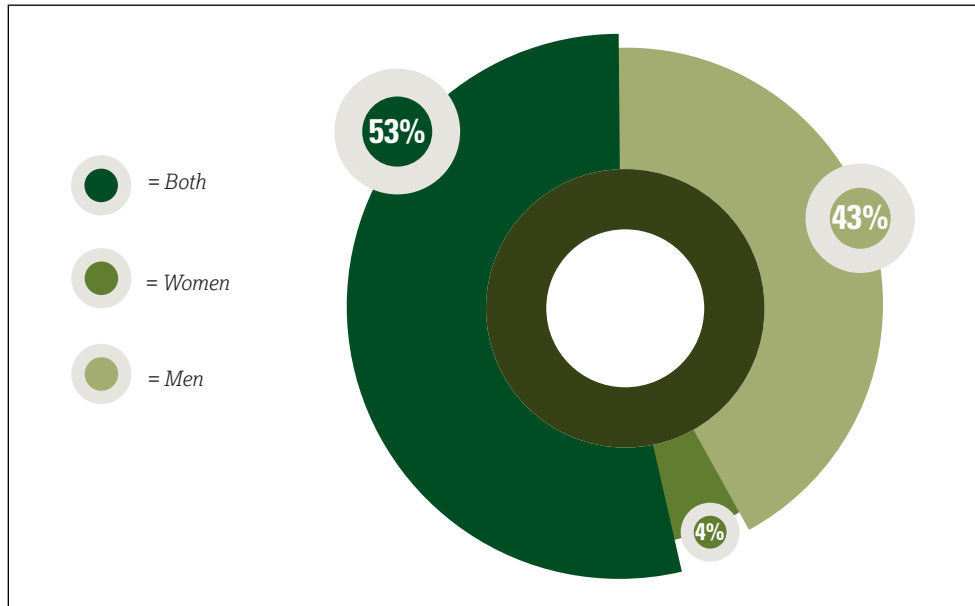


Figure 2. Those Reported as Mainly Responsible for Generalised Sexualised Behaviours in the Workplace (n = 1683)

- 11.10 Significantly⁵⁴ more Servicewomen (74%) than Servicemen (39%) reported men as solely responsible for the generalised sexualised behaviours. Significantly more Servicemen (4%) than Servicewomen (1%) reported women as solely responsible and significantly more Servicemen (56%) than Servicewomen (25%) reported women and men as jointly responsible for the generalised sexualised behaviours.

TARGETED SEXUALISED BEHAVIOURS

- 11.11 Targeted sexualised behaviours are those personally directed at a specific individual. Service personnel were asked if they had been in situations in the last 12 months involving behaviour of a sexual nature that were directed at them personally. As the survey has differentiated between varying behaviours in order to identify the specific types and incidence levels, this can mean that providing an overall figure for the results can be difficult. Therefore, where 'overall' rates of generalised or targeted behaviours are discussed, these will be given as 'between x% and x%'. Furthermore, for clarity and accuracy any percentages under 3% are reported as decimal points. Consistently, Service personnel report less experience of targeted sexualised behaviours than generalised sexualised behaviours. Between 0.9 and 17% of Service personnel reported experiencing targeted sexualised behaviours either 'a lot' or 'sometimes' in 2021 compared to between 31 and 69% experiencing generalised sexualised behaviours.
- 11.12 Over the preceding 12 months, in relation to those Service personnel who experienced targeted sexualised behaviours there are two clear groupings of responses: one is the more common non-physical sexualised behaviours experienced by between 1.5 and 17% of Service personnel (Table 9) and the other is the less common physical sexualised behaviours experienced by between 0.9 and 5% of Service personnel (Table 10).

54 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

Targeted Sexualised Behaviour	2021
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	17%
Made unwelcome attempts to talk to you about sexual matters	12%
Sent inappropriate sexual messages and/or texts about you through social media	7%
Sent you sexually explicit material	15%
Posted sexually suggestive material about you on social media without your permission	2.5%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	6%
Made unwelcome attempts to establish a (romantic or) sexual relationship despite your discouragement	4%
Said or made you feel that you would be treated better in return for having a sexual relationship with them	1.7%
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	1.5%
Treated you badly for refusing to have sex with them	1.9%

Table 9. Non-Physical Targeted Sexualised Behaviours Experienced by Between 1.5 and 17% of Service Personnel (*n*= between 3640 and 3650) (NB: The percentage of those who experienced a behaviour include those who have experienced it 'sometimes' or 'a lot') (NB: Respondents could choose more than one behaviour).

Targeted Sexualised Behaviour	2021
Made unwelcome attempts to touch you	5%
Touched you in a way that made you feel uncomfortable	5%
Intentionally touching you in a sexual way without your consent	3%
Subjected you to a sexual activity to which you were not able to consent to	1.2%
Attempted to sexually assault you	1.6%
Made a (serious) sexual assault on you	1.2%
Raped you	0.9%

Table 10. Physical Targeted Sexualised Behaviours Experienced by Between 0.9 and 5% of Service Personnel (*n*= between 3622 and 3643) (NB: The percentage of those who experienced a behaviour include those who have experienced it 'sometimes' or 'a lot') (NB: Respondents could choose more than one behaviour).

11.13 Table 11 looks at trends over time. Service personnel reported significantly⁵⁵ less experience of targeted sexualised behaviours (i.e. those directed specifically at them) such as unwelcome comments, unwelcome attempts to talk about sexual matters, being sent sexually explicit material and unwelcome sexual gestures or body language, in 2021 than in 2018. Similar to 2018, receiving unwelcome comments (e.g. about your appearance, body or sexual activities) and being sent sexually explicit material is the most commonly experienced type of targeted sexualised behaviour and is experienced by a third of Service personnel (32%). There has been a significant⁵⁶ increase in the reporting of some targeted sexualised behaviours such as being made to feel they would be treated worse for not having a sexual relationship, being treated badly for refusing to have sex, having a serious assault made on them and being raped, in 2021 than in 2018. The numbers of personnel reporting serious physical assault and rape has increased in 2021, but caution is required as the numbers are very low and the tests are less reliable (due to the strength of assumptions of the test applied), but noted significant differences are important to reference.

Targeted Sexualised Behaviour	2021	2018	2015
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>17%</u>	<u>22%</u>	24%
Made unwelcome attempts to talk to you about sexual matters	<u>12%</u>	<u>16%</u>	20%
Sent inappropriate sexual messages and/or texts about you through social media	7%	-	-
Sent you sexually explicit material	<u>15%</u>	<u>22%</u>	13%
Posted sexually suggestive material about you on social media without your permission	2.5%	-	-
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	<u>6%</u>	<u>9%</u>	12%
Made unwelcome attempts to touch you	5%	6%	6%
Touched you in a way that made you feel uncomfortable	5%	4%	-
Made unwelcome attempts to establish a (romantic or) sexual relationship despite your discouragement	4%	4%	3%
Said or made you feel that you would be treated better in return for having a sexual relationship with them	1.7%	1%	1%
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	<u>1.5%</u>	<u>1%</u>	1%
Treated you badly for refusing to have sex with them	<u>1.9%</u>	<u>1%</u>	-
Intentionally touching you in a sexual way without your consent	3%	4%	-
Subjected you to a sexual activity to which you were not able to consent to	1.2%	-	-
Attempted to sexually assault you	1.6%	2%	-
Made a (serious) sexual assault on you	<u>1.2%</u>	<u>1%</u>	1%
Raped you	<u>0.9%</u>	<u><1%</u>	-

Table 11. Percentage of Service Personnel Experiencing Targeted Sexualised Behaviours in the Workplace by Year (NB: A blank cell indicates that the question was not asked that year). (NB: The percentage of those who experienced a behaviour include those who have experienced it 'sometimes' or 'a lot') (NB: Respondents could choose more than one behaviour).

55 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

56 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 11.14 Table 12 details the breakdown of experiences by gender. Generally, notably more Servicewomen (between 1.8 and 37%) experienced targeted sexualised behaviours (i.e. those directed specifically at them) than Servicemen (between 0.9 and 15%). Of the 17 targeted sexualised behaviours presented in the survey, significantly more Servicewomen experienced 13 of them than Servicemen. The most targeted sexualised behaviours experienced by Servicewomen are unwelcome comments and unwelcome attempts to talk about sexual matters (67%), which is consistent with previous surveys. The most targeted sexualised behaviours experienced by Servicemen are unwelcome comments and being sent sexually explicit material (30%), consistent with 2018 findings. Being sent sexually explicit material and having sexually suggestive material posted about you on social media without your permission, was experienced by similar numbers of both Servicewomen and Servicemen. The percentage of Servicewomen (between 1.8 and 18%) experiencing the more physical sexualised behaviours is significantly⁵⁷ higher than for Servicemen (between 0.9 and 4%)⁵⁸.
- 11.15 Three new questions were introduced in the 2020 Sexual Harassment Survey to reflect societal changes concerning targeted sexualised behaviour (highlighted in Table 12 with *). Significantly⁵⁹ more Servicewomen than Servicemen reported experiencing inappropriate sexual messages and/or texts being sent about them through social media and being subjected to a sexual activity to which they were not able to consent to. Having sexually suggestive material posted about you on social media without your permission was experienced by similar numbers of both Servicewomen and Servicemen.

57 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

58 The numbers of personnel reporting serious physical assault and rape are very low therefore caution is required when interpreting statistical significance as the tests are less reliable with low numbers (due to the strength of assumptions of the test applied), but noted significant differences are important to reference.

59 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

Targeted Sexualised Behaviour	Servicemen			Servicewomen		
	2021	2018	2015	2021	2018	2015
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>15%</u>	21%	22%	<u>37%</u>	34%	39%
Made unwelcome attempts to talk to you about sexual matters	<u>10%</u>	15%	19%	<u>31%</u>	28%	33%
Sent inappropriate sexual messages and/or texts about you through social media *	<u>6%</u>	-	-	<u>15%</u>	-	-
Sent you sexually explicit material	15%	23%	14%	13%	9%	6%
Posted sexually suggestive material about you on social media without your permission *	2.5%	-	-	2.4%	-	-
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	<u>5%</u>	8%	11%	<u>17%</u>	18%	19%
Made unwelcome attempts to touch you	<u>4%</u>	5%	6%	<u>18%</u>	13%	12%
Touched you in a way that made you feel uncomfortable	<u>4%</u>	3%	-	<u>17%</u>	13%	-
Made unwelcome attempts to establish a (romantic or) sexual relationship despite your discouragement	<u>2.4%</u>	3%	2%	<u>19%</u>	16%	10%
Said or made you feel that you would be treated better in return for having a sexual relationship with them	<u>1.2%</u>	1%	1%	<u>6%</u>	3%	4%
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	<u>1.2%</u>	1%	1%	<u>5%</u>	2%	3%
Treated you badly for refusing to have sex with them	<u>1.4%</u>	1%	-	<u>7%</u>	4%	-
Intentionally touching you in a sexual way without your consent	<u>2.4%</u>	3%	-	<u>9%</u>	7%	-
Subjected you to a sexual activity to which you were not able to consent to *	<u>1%</u>	-	-	<u>4%</u>	-	-
Attempted to sexually assault you	<u>1.3%</u>	2%	-	<u>5%</u>	2%	-
Made a (serious) sexual assault on you	1.1%	1%	1%	2.6%	2%	2%
Raped you	0.9%	0%	-	1.8%	1%	-

Table 12. Percentage of Service Personnel Experiencing Targeted Sexualised Behaviours in the Workplace by Gender and Year (NB. A blank cell indicates that the question was not asked that year). (NB: The percentage of those who experienced a behaviour include those who have experienced it ‘sometimes’ or ‘a lot’) (NB: Respondents could choose more than one behaviour).

11.16 Table 13 provides a breakdown by rank between Officers and ORs. The most commonly experienced targeted sexual behaviours across all ranks were receiving unwelcome comments, being sent sexually explicit materials and receiving unwelcome attempts to talk about sexual matters. Generally, notably more ORs (between 1.1 and 19%) experienced targeted sexualised behaviours than Officers (between 0 (0.02) and 10%). Of the 17 targeted sexualised behaviours presented in the survey, significantly more ORs experienced 14 of them than Officers. With regards to the three new questions introduced in the 2020 survey, significantly⁶⁰ more ORs than Officers reported experiencing having sexually suggestive material posted about them on social media without their permission and being subjected to a sexual activity to which they were not able to consent to. Being sent inappropriate sexual messages and/or texts about themselves through social media was experienced by similar numbers of both Officers and ORs. The percentage of ORs (between 1.1 and 6%) experiencing the more physical targeted sexualised behaviours is significantly higher than for Officers (between 0 (0.02) and 2.7%) on all but one of the 7 more physical behaviours.

Targeted Sexualised Behaviour	Officers 2021	ORs 2021
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>10%</u>	<u>19%</u>
Made unwelcome attempts to talk to you about sexual matters	<u>5%</u>	<u>14%</u>
Sent inappropriate sexual messages and/or texts about you through social media *	5%	7%
Sent you sexually explicit material	<u>10%</u>	<u>16%</u>
Posted sexually suggestive material about you on social media without your permission *	<u>0.4%</u>	<u>3%</u>
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	<u>3%</u>	<u>7%</u>
Made unwelcome attempts to touch you	<u>2.7%</u>	<u>6%</u>
Touched you in a way that made you feel uncomfortable	<u>2.3%</u>	<u>5%</u>
Made unwelcome attempts to establish a (romantic or) sexual relationship despite your discouragement	3%	4%
Said or made you feel that you would be treated better in return for having a sexual relationship with them	<u>0.5%</u>	<u>2%</u>
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	<u>0.4%</u>	<u>1.8%</u>
Treated you badly for refusing to have sex with them	<u>0.5%</u>	<u>2.2%</u>
Intentionally touching you in a sexual way without your consent	1.7%	3%
Subjected you to a sexual activity to which you were not able to consent to *	<u>0.3%</u>	<u>1.4%</u>
Attempted to sexually assault you	<u>0.4%</u>	<u>1.8%</u>
Made a (serious) sexual assault on you	<u>0.1%</u>	<u>1.4%</u>
Raped you	<u>0.02%</u>	<u>1.1%</u>

Table 13. Percentage of Service Personnel Experiencing Targeted Sexualised Behaviours in the Workplace by Rank. (*n*= between 3633 and 3650) (NB: The percentage of those who experienced a behaviour include those who have experienced it 'sometimes' or 'a lot') (NB: Respondents could choose more than one behaviour).

60 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

11.17 Those Service Personnel who reported experiencing any of the targeted sexualised behaviours were asked if those responsible were mainly men, women, or both. Similar to 2018, more men (58%) were reported as being solely responsible for the targeted sexualised behaviours than solely women, or men and women together. However, in contrast to 2018, more men and women were reported as being jointly responsible for these behaviours (33%); in 2018 men and women were reported as being jointly responsible in 29% of situations (Figure 3). Women alone were reported as being responsible for these behaviours in 9% of situations; slightly more than in 2018 (7%).

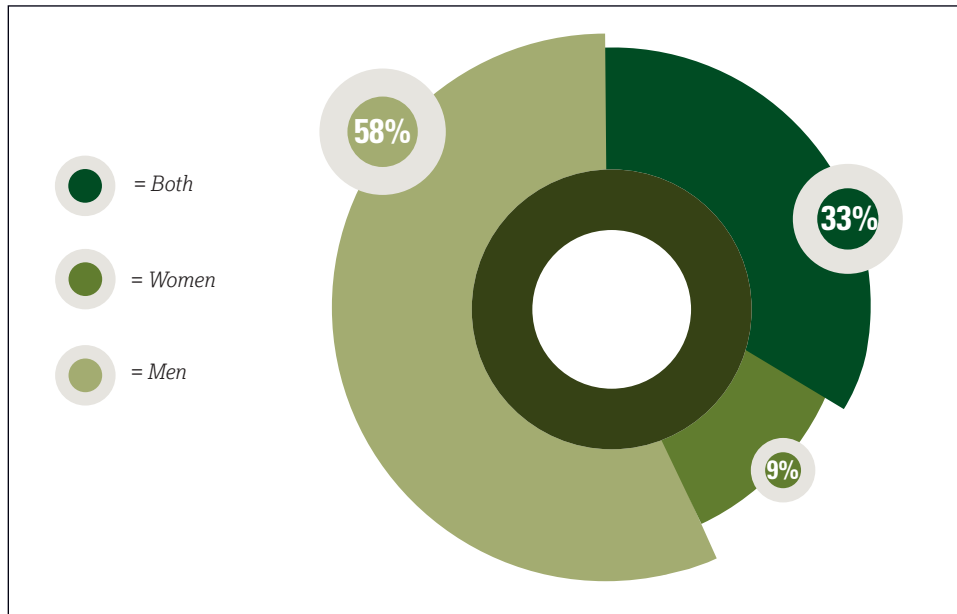


Figure 3. Those Reported as Mainly Responsible for Targeted Sexualised Behaviours in the Workplace (n= 979).

- 11.18 Interestingly, in contrast to generalised sexualised behaviours (Figure 2), same sex groups are reported as being more responsible for targeted sexual behaviours. Whereas a mixed sex group (i.e. both men and women jointly) are reported as being more responsible for generalised sexualised behaviours. Similar to the picture for those reported as being responsible for the generalised sexualised behaviours, significantly more Servicewomen (91%) than Servicemen (52%) reported men as solely responsible for the targeted sexualised behaviours. Significantly more Servicemen (10%) than Servicewomen (1%) reported women as solely responsible and significantly more Servicemen (38%) than Servicewomen (8%) reported women and men as jointly responsible for the targeted sexualised behaviours.
- 11.19 Those Service personnel who reported experiencing any of the targeted sexualised behaviours were asked where they mainly occurred. The majority of targeted sexualised behaviours took place in the workplace (45%), over an electronic device (19%) or in a shared area at a military home base or training unit (15%) (Table 14). Fewer targeted sexualised behaviours occurred overseas/when deployed (4%) or in civilian locations (4%), although this is as expected as less time is spent in these places. A small number of 'other' responses indicated that sexualised behaviours took place in multiple settings. Twenty-seven percent of the targeted sexualised behaviours were reported to have occurred via technology: 19% over an electronic device and 8% via social media.

Where Targeted Sexualised Behaviours Mainly Occurred	Frequency
In the workplace at my military home base or training unit	45%
In a shared area at my military home base or training unit	15%
In a private area	4%
In my workplace when I was deployed/overseas	3%
In a communal area when I was deployed/overseas	2%
At a civilian location when I was on duty	1%
At a civilian location when I was off duty	3%
Over an electronic device	19%
Via social media	8%
Other	2%

Table 14. The Places Where Targeted Sexualised Behaviours Mainly Occurred (n= 1004).

EXPLORATION OF WHY SEXUAL HARRASSMENT OCCURS IN THE ARMY

11.20 Potential factors contributing to the occurrence of sexualised behaviours in a military context were explored in the focus groups⁶¹. Service personnel were asked why they thought sexual harassment occurred in the Army. The Army, and indeed military, is arguably a unique environment and a combination of factors were perceived to contribute to the occurrence of sexual harassment. Common themes emerged around the Army being a male dominated culture, the proximity of living and working conditions, the blurred boundaries between work and socialising, the lack of time and opportunities to socialise (notably more Servicemen raised this as a reason), the need to conform and join in with Unit norms including initiation activities, the inability to challenge the hierarchy without repercussions, the embedded generational culture, the stigma of reporting and the subsequent labelling, and the negative repercussions on yourself and your career (notably more Servicewomen raised this as a reason). Generally it appears that what is seen as not acceptable in an ‘office’ environment is seen as acceptable in a ‘military’ environment for the reasons mentioned above.

“In military compared with civilian there’s more opportunity when living in each other’s pockets, happens less in private sector as not with each other”

11.21 In order to understand more about whether there are certain conditions within the Army that make sexual harassment more likely, Service personnel in the focus groups were also asked whether they felt there were any situations that made sexual harassment more likely to take place (such as being on exercise or on operations or when socialising). The accommodation or block living proximity was a common theme suggested as being conducive to increasing the occurrence of sexual harassment behaviours either on camp, on exercise or deployment, particularly for Servicewomen; this was described as either having no privacy or having personal space invaded. Shared rooms, shared facilities and a complete lack of personal space and respect for privacy was reported.

“.....there’s also a problem with communal showers, there’s no lock, no privacy. Lads come in and just open the curtains when the girls are showering”

11.22 Another common theme suggested as being conducive to increasing the occurrence of sexual harassment behaviours was the blurring of work and social boundaries, again particularly for Servicewomen. This was described as work being shared with social space and the boundaries between them not being respected with behaviour not normally displayed or tolerated in the workplace being evident in a social setting such as mess

61 It is important to note that focus group data does not provide a representative view of Service personnel in general, but the view of a few individuals.

functions. Intertwined with this were reported issues of boredom, and the need for release after exercise or operations leading to the engagement of potentially inappropriate behaviours to those closest in time and space. The dominant patriarchal culture of the Army was also suggested as a condition that makes sexual harassment more likely; non-inclusive and 'old fashioned' behaviours lead to derogatory and sexually based comments and behaviours, a lack of parity in valuing all contributions regardless of gender with men also being targeted if they do not conform to the dominant male stereotype. Furthermore a group conformity or a "pack mentality" leading to an assimilation of the Unit norms and the "male dominant stereotype" was stated. Not being treated seriously by the Chain of Command when reporting incidents and limited or ineffective repercussions for the perpetrators were also conditions cited as reasons for why sexual harassment is more likely to occur.

".....partying culture brought into officers mess and they need reminding of the correct behaviours. Not many employers have you next to three girls. It allows relationships in the day to spill into evening. Banter becomes more forceful"

12 PERCEPTION OF SEXUAL HARASSMENT IN THE WORKPLACE

HEADLINE FINDINGS

This section is about Service personnel's perception of what types of sexualised behaviours are perceived as sexual harassment in the military workplace and their prevalence in the preceding 12 months. Sexualised behaviour refers to behaviours such as sexual comments, sexual gestures and sexually explicit materials, unwanted sexual attention and range to unwanted touching and sexual assault.

- Overall, almost seven in ten Service personnel perceived sexualised behaviours as sexual harassment. More Servicewomen and Officers than Servicemen and ORs, regarded sexualised behaviours as sexual harassment
- As the severity of the sexualised behaviour increases, the higher the percentage of Service personnel regarding it as sexual harassment, regardless of gender and rank.
- The vast majority of Service personnel (92%) stated they had not personally experienced sexual harassment; 3% stated they had experienced sexual harassment in the workplace.
- Significantly more Servicewomen (17%) personally experienced sexual harassment in the workplace than Servicemen (2%). Numbers of ORs and Officers experiencing sexual harassment in the workplace were the same (3%).
- The majority of Service personnel (88%) stated they had not observed a situation that they thought was sexual harassment; 6% stated they had observed sexual harassment in the workplace.
- Significantly more Servicewomen (16%) observed sexual harassment in the workplace than Servicemen (5%). Numbers of ORs and Officers observing sexual harassment were similar (between 6 and 8%).
- Overall, 7% of Servicemen and 33% of Servicewomen had either experienced sexual harassment in the workplace or observed a situation they thought was sexual harassment.
- Of those who reported being "unsure" whether they had either experienced or observed sexual harassment in the workplace, significantly more ORs (between 5 and 7%) reported being "unsure" than Officers (2%).
- Focus group participants described a continuum of behaviours which constitute sexual harassment which align with the targeted sexualised behaviours considered in the survey. Running through these behaviours was the key premise of whether consent is given; if consent is not given for the behaviour then it has gone too far irrespective of what the behaviour is. Overall it was suggested that social media and electronic platforms provide a much easier way for sexual harassment to occur.

PERCEPTION OF SEXUAL HARASSMENT

12.1 Service personnel were asked to indicate which sexualised behaviours they thought counted as sexual harassment, regardless of whether they had experienced them or not. It is important to note that this survey took place during the period of the COVID-19 virus and any questions relating to experiences and observations in the preceding 12 months may have been affected by COVID-19 and 'lockdown' restrictions. Generally fewer Service personnel perceived the behaviours as sexual harassment in 2021, than in 2018 (Table 15). This was more notable for Servicemen. This differs to the increase seen in 2018 from 2015 when consistently more Service personnel counted the sexualised behaviours as sexual harassment. Overall, significantly⁶² more Servicewomen than Servicemen thought the sexualised behaviours counted as sexual harassment.

Sexualised Behaviour Perceived as Sexual Harassment	Servicemen			Servicewomen		
	2021	2018	2015	2021	2018	2015
Unwelcome comments	<u>68%</u>	71%	53%	<u>76%</u>	74%	57%
Unwelcome attempts to talk to someone about sexual matters	<u>69%</u>	73%	54%	<u>78%</u>	77%	60%
Inappropriate sexual messages and/or texts about someone sent through social media	<u>75%</u>	-	-	<u>88%</u>	-	-
Sending sexually explicit material	<u>70%</u>	76%	57%	<u>86%</u>	87%	67%
Sexually suggestive material posted on social media about someone without their permission	<u>75%</u>	-	-	<u>88%</u>	-	-
Unwelcome gestures or body language of a sexual nature	<u>71%</u>	78%	62%	<u>83%</u>	82%	70%
Unwelcome attempts to touch someone	<u>77%</u>	89%	70%	<u>89%</u>	93%	79%
Touched someone in a way that made them feel uncomfortable	<u>75%</u>	89%	-	<u>87%</u>	92%	-
Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	<u>76%</u>	89%	71%	<u>88%</u>	90%	77%
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them	<u>76%</u>	90%	71%	<u>89%</u>	93%	78%
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them	<u>76%</u>	91%	71%	<u>90%</u>	92%	79%
Treating someone badly for refusing to have sex with them	<u>76%</u>	91%	-	<u>88%</u>	91%	-
Intentionally touching someone in a sexual way without their consent	<u>78%</u>	92%	-	<u>91%</u>	95%	-
Subjecting someone to a sexual activity to which they were not able to consent to	<u>78%</u>	-	-	<u>91%</u>	-	-
Attempting to sexually assault someone	<u>78%</u>	93%	73%	<u>91%</u>	95%	79%

Table 15. Service Personnel's Perception of the Sexualised Behaviours which Constitute Sexual Harassment, by Gender and Year ($n=3662$).

62 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 12.2 As the severity of the listed sexualised behaviour increased, so did the percentage of personnel who thought it counted as sexual harassment. Generally, more Servicemen and Servicewomen perceived the more physical behaviours as sexual harassment (between 75 and 91%) than the non-physical behaviours (between 68 and 90%). Tables 16 and 17 separate out the physical and non-physical sexualised behaviours.

Sexualised Behaviour Perceived as Sexual Harassment	Servicemen			Servicewomen		
	2021	2018	2015	2021	2018	2015
Unwelcome attempts to touch someone	<u>77%</u>	89%	70%	<u>89%</u>	93%	79%
Touched someone in a way that made them feel uncomfortable	<u>75%</u>	89%	-	<u>87%</u>	92%	-
Intentionally touching someone in a sexual way without their consent	<u>78%</u>	92%	-	<u>91%</u>	95%	-
Subjecting someone to a sexual activity to which they were not able to consent to	<u>78%</u>	-	-	<u>91%</u>	-	-
Attempting to sexually assault someone	<u>78%</u>	93%	73%	<u>91%</u>	95%	79%

Table 16. Service Personnel's Perception of the More Physical Sexualised Behaviours which Constitute Sexual Harassment, by Gender and Year (*n*=3662).

Sexualised Behaviour Perceived as Sexual Harassment	Servicemen			Servicewomen		
	2021	2018	2015	2021	2018	2015
Unwelcome comments	<u>68%</u>	71%	53%	<u>76%</u>	74%	57%
Unwelcome attempts to talk to someone about sexual matters	<u>69%</u>	73%	54%	<u>78%</u>	77%	60%
Inappropriate sexual messages and/or texts about someone sent through social media	<u>75%</u>	-	-	<u>88%</u>	-	-
Sending sexually explicit material	<u>70%</u>	76%	57%	<u>86%</u>	87%	67%
Sexually suggestive material posted on social media about someone without their permission	<u>75%</u>	-	-	<u>88%</u>	-	-
Unwelcome gestures or body language of a sexual nature	<u>71%</u>	78%	62%	<u>83%</u>	82%	70%
Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	<u>76%</u>	89%	71%	<u>88%</u>	90%	77%
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them	<u>76%</u>	90%	71%	<u>89%</u>	93%	78%
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them	<u>76%</u>	91%	71%	<u>90%</u>	92%	79%
Treating someone badly for refusing to have sex with them	<u>76%</u>	91%	-	<u>88%</u>	91%	-

Table 17. Service Personnel's Perception of the Non-Physical Sexualised Behaviours which Constitute Sexual Harassment, by Gender and Year (*n*=3662).

- 12.3 Significantly⁶³ more Officers than ORs consistently perceived the sexualised behaviours as sexual harassment (Table 18). Generally, more Officers and ORs perceived the more physical behaviours as sexual harassment (between 74 and 95%) than the non-physical behaviours (between 65 and 95%).

Sexualised Behaviour Perceived as Sexual Harassment	Officers 2021	ORs 2021
Unwelcome comments	<u>84%</u>	<u>65%</u>
Unwelcome attempts to talk to someone about sexual matters	<u>89%</u>	<u>66%</u>
Inappropriate sexual messages and/or texts about someone sent through social media	<u>94%</u>	<u>73%</u>
Sending sexually explicit material	<u>90%</u>	<u>68%</u>
Sexually suggestive material posted on social media about someone without their permission	<u>94%</u>	<u>73%</u>
Unwelcome gestures or body language of a sexual nature	<u>89%</u>	<u>69%</u>
Unwelcome attempts to touch someone	<u>94%</u>	<u>75%</u>
Touched someone in a way that made them feel uncomfortable	<u>89%</u>	<u>74%</u>
Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	<u>94%</u>	<u>74%</u>
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them	<u>94%</u>	<u>74%</u>
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them	<u>95%</u>	<u>74%</u>
Treating someone badly for refusing to have sex with them	<u>93%</u>	<u>74%</u>
Intentionally touching someone in a sexual way without their consent	<u>95%</u>	<u>76%</u>
Subjecting someone to a sexual activity to which they were not able to consent to	<u>95%</u>	<u>75%</u>
Attempting to sexually assault someone	<u>95%</u>	<u>76%</u>

Table 18. Service Personnel's Perception of the Sexualised Behaviours which Constitute Sexual Harassment, by Rank ($n=3662$).

FURTHER EXPLORATION OF WHAT CONSTITUTES SEXUAL HARASSMENT

- 12.4 The ten focus groups that were conducted enabled the gathering of more qualitative data around what constitutes sexual harassment in order to complement the findings of the sexual harassment survey⁶⁴. Service personnel were asked what types of behaviours they thought constituted sexual harassment and what kind of behaviour they thought was 'going too far'. In general Service personnel reported a continuum of behaviours constituting sexual harassment which aligned with the targeted sexualised behaviours considered in the survey. These behaviours ranged from verbal behaviours such as unwelcome or inappropriate comments or sexually suggestive vocal behaviours (such as wolf whistling), inappropriate or unwanted messages via social media, to more physical behaviours such as unwelcome looks, unwelcome gestures or body language, intentional touching or the invasion of personal space in a sexual way. Running through all of these behaviours was the key premise of whether consent was given, or not given whereby the behaviours were then unwanted, and if the behaviour was intentional, particularly with regards to touching or personal space invasion behaviours. It was suggested that behaviour could be considered sexual harassment if it was unwanted, made you feel uncomfortable, intentional or persistent.

63 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

64 It is important to note that focus group data does not provide a representative view of Service personnel in general, but the view of a few individuals.

“Not giving consent to someone verbally...[to touch] your bum, physically feel or touch breasts or just give a look.”

“Inappropriate comments and looking at you up and down, at your appearance, and saying what they want to do with you and constantly messaging, through snapchat and Instagram...messaging they want to meet up”

“Anything from comments to groping.”

“Inappropriate pictures and videos being sent, but it depends on your relationship [with the sender]... [unwanted] if the [messaging] is out of the blue and if it’s also nude pictures”

- 12.5 A common theme that emerged from the focus groups was that of banter, where Service personnel said that often banter was taken too far to the point that it stopped being funny and caused offence. The banter could be direct or indirect and could be about yourself or other people, but was considered sexual harassment by both Servicemen and Servicewomen if it had the impact or effect of upsetting, hurting or offending the recipient, regardless of how it was intended.

“Anything that makes you feel uncomfortable, there’s a fine line between banter and taking it too far. Your mates know when you’re joking and there’s no line.”

- 12.6 More Servicewomen suggested a wider continuum of behaviours as constituting sexual harassment than Servicemen in the focus groups. For example, only Servicewomen viewed unwelcome and uncomfortable staring and suggestive behaviours as constituting sexual harassment. Whilst ‘staring’ was not explicitly classified as a sexualised behaviour in this survey, it is cited as the most common unacceptable behaviour in the workplace by the Government Equalities Office (2020). More Servicemen than Servicewomen however talked about same sex sexual harassment behaviours and the fact that ‘victims’ could be male as well as female. More Servicemen than Servicewomen also agreed that inappropriate/unwanted messages via social media counted as sexual harassment.
- 12.7 In order to understand more about what kinds of behaviours were tolerated by Service personnel, they were also asked what behaviours were ‘going too far’. Two overarching themes emerged: firstly around consent and secondly around the context of responses and reactions. Approximately half of the comments alluded to the non-consensual nature of sexual behaviours as the basis of things ‘going too far’. So if consent is not given for the behaviour then it has gone too far irrespective of what the behaviour is. A large majority of comments also suggested that the tolerance and acceptance levels of individuals, groups and ultimately the organisation determine what is ‘going too far’. Tolerance levels obviously differ and it was suggested that these levels might be swayed by the nature of the group (e.g. pack mentality, unit bonding, social functions) in which the behaviours occur and also by the consumption of alcohol. It was further suggested that there are occasions when individuals test these tolerance boundaries, either to see a reaction or to judge ‘where the line is’.

“They know when they’ve crossed the line, but they keep going until they snap, then the next day they do it again. Push the line. Online it’s worse, they hide behind the anonymity, the line is pushed even further, you say things you wouldn’t face to face.”

“Some people push over to see the reaction, and then it’s like ‘oh no it’s just banter’.”

“What makes one person uncomfortable may not make another uncomfortable.”

“It shouldn’t matter if you’re Army or Civilian, it’s about consent, it shouldn’t matter where you are, not every human has a moral compass. You could sleep with 100 people as long as you’ve consented, but as soon as you say no, it means no. If you slap my arse and if I didn’t like it, it’s too far.”

12.8 Particular attention was given in the focus groups to the use of social media and electronic platforms, as this was found to be an increasing area of sexualised behaviours from the 2018 survey. Participants were asked to discuss whether they believed that social media had any impact on sexual harassment within the Army and in what way. Five strong themes were identified as increasing the propensity for sexual harassment and these centred around the easier invasion of privacy, the ease of access to increasingly explicit content, the potential for miscommunication, the hidden nature of the behaviours from the Chain of Command and the transitory nature of certain social media platforms. The blurring of work and personal/home boundaries through the linking of many social media platforms was reported as particularly exacerbating the invasion of privacy for individuals. Social media group chats for work were seen as providing an accessible portal for these infringements by approximately a quarter of participants. The wide range and ever increasing usage in daily military life of digital platforms was perceived to substantially increase the risk to the invasion of privacy and to exposing individuals to targeted and generalised sexualised behaviours. Furthermore, due to the work nature of these digital platforms or social media groups (such as WhatsApp), it was suggested that there are additional aspects which potentially can compound the nature of the harassment, such as the perceived inability for individuals to challenge any inappropriate behaviours without any repercussions because of the hierarchy within the groups.

“Everyone has got your number.”

“I can’t block them, because then I’m seen to be preventing work from happening.”

“But if you reply you can give the wrong impression, and then at the next Battery function they’re trying it on.”

“Yeah, especially if the message [sent via social media] is from your Seniors, you feel like you can’t ignore it.”

“You’ll get a random message, and you feel uncomfortable in your own room.”

*“There’s a real problem with lower ranks. They’ll get a message from someone Senior ‘oh come and watch a film with me in the mess’ and they don’t know what to do, they don’t want to reply but they don’t want to p*** them off.”*

12.9 Overall it was suggested, within the focus groups, that social media and electronic platforms provide a much easier way for certain types of harassment to occur. The rapid escalation to explicit sexual content and behaviours⁶⁵, the sustained exposure to these and the perceived inability for sexual harassment to be challenged and managed were specific issues raised regarding the impact of social media on sexualised behaviours, both generalised and targeted, and sexual harassment within the Army. The transitory nature of some of the social media platforms (e.g. Snapchat, TikTok) was also seen to compound the issues of inappropriate sexual behaviours.

“Snapchat is the biggest offender [of explicit content], it [the messages] disappears.”

“...then someone whacks a gif in [to the group chat], and everyone tries to one-up.”

⁶⁵ The escalation to more explicit content within a group is consistent with the ‘risky shift’ group think phenomenon where individual’s thinking may shift to conform to riskier views held within a group and views shift to the more extreme. Turner, J. C. (1991). Social Influence. Milton Keynes: Open University Press.

“...it’s so easy to do by keyboard warriors. In an environment if you said that [something unacceptable] there would be consequences and immediate reactions, but online there isn’t any social interaction where you usually learn [the consequences].”

“Some of the stuff on the WhatsApp group I could get arrested for. If my sister saw that she’d be disgusted. Would you show your sister that? Can be violent or sexual, depends what mood the lads are in.”

PREVALENCE OF SEXUAL HARRASSMENT

12.10 To enable an estimate of prevalence based on personal experience, respondents were asked directly if they had personally experienced sexual harassment in the workplace in the preceding 12 months. The vast majority (92%) stated they had not personally experienced sexual harassment during this time period (Figure 4).

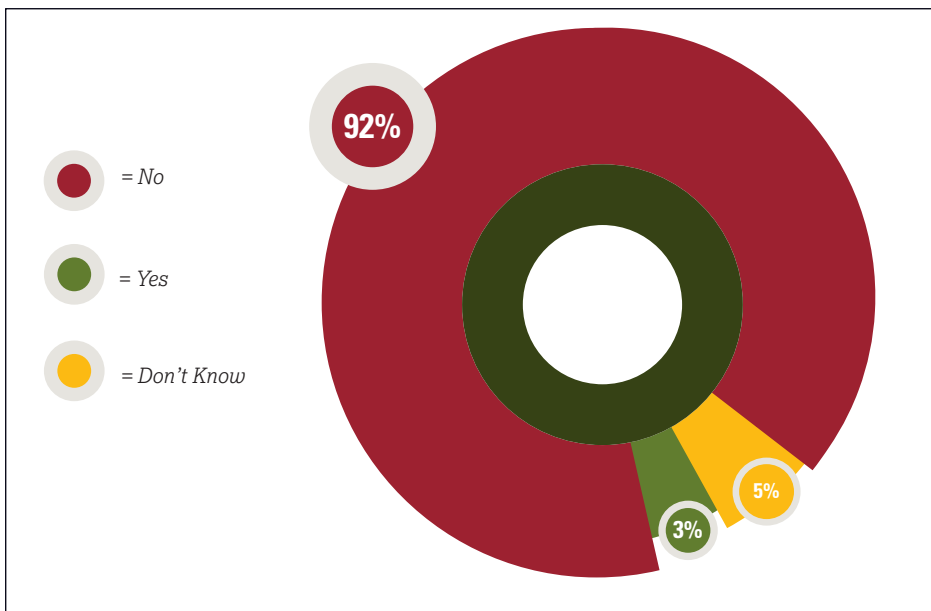


Figure 4: Percentage of Service Personnel Reporting Personal Experience of Sexual Harassment in the Workplace in the Preceding 12 Months (n=3603)

12.11 These percentages are similar to those reported in 2018 where 5% reported personally experiencing sexual harassment in the workplace, 3% being unsure and 92% reporting they had not personally experienced it. Significantly⁶⁶ more Servicewomen than Servicemen reported having personal experience of sexual harassment in the workplace in the preceding 12 months (Table 19).

Experienced Sexual Harassment	Servicemen	Servicewomen
No	<u>94%</u>	<u>76%</u>
Don't Know	4%	8%
Yes	<u>2%</u>	<u>17%</u>

Table 19: Percentage of Service Personnel Reporting Personal Experience of Sexual Harassment in the Workplace in the Preceding 12 Months by Gender (n=3603).

66 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

12.12 The same proportion of Officers and ORs reported having personal experience of sexual harassment in the workplace in the preceding 12 months (3%). Significantly⁶⁷ more Officers than ORs however, reported having not personally experienced sexual harassment and significantly more ORs than Officers reported not being sure whether they had experienced sexual harassment or not (Table 20).

Experienced Sexual Harassment	Officers	ORs
No	<u>96%</u>	<u>92%</u>
Don't Know	2%	5%
Yes	3%	13%

Table 20: Percentage of Service Personnel Reporting Personal Experience of Sexual Harassment in the Workplace in the Preceding 12 Months by Rank (n=3603).

12.13 Service personnel were also asked if they had observed a situation that they thought was sexual harassment in the workplace in the preceding 12 months. The majority (88%) stated they had not observed a situation that they thought was sexual harassment during this period (Figure 5).

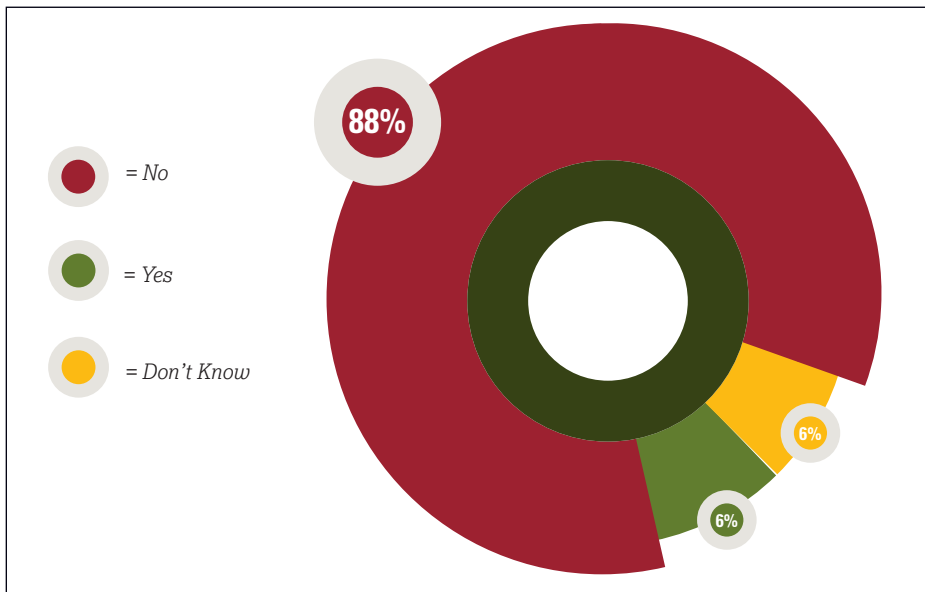


Figure 5: Percentage of Service Personnel Observing Sexual Harassment in the Workplace in the Preceding 12 Months (n=3612).

12.14 When breaking down by gender, significantly⁶⁸ more Servicewomen than Servicemen reported observing a situation they thought was sexual harassment in the workplace in the preceding 12 months (Table 21).

Observed Sexual Harassment	Servicemen	Servicewomen
No	<u>89%</u>	<u>76%</u>
Don't Know	6%	8%
Yes	<u>5%</u>	<u>16%</u>

Table 21: Percentage of Service Personnel Observing Sexual Harassment in the Workplace in the Preceding 12 Months by Gender (n=3612).

⁶⁷ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

⁶⁸ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

12.15 In terms of rank groupings, similar proportions of Officers and ORs reported having observed sexual harassment in the workplace in the preceding 12 months. Significantly⁶⁹ more ORs than Officers, however, reported not being sure whether they had observed sexual harassment or not (Table 22).

Observed Sexual Harassment	Officers	ORs
No	90%	88%
Don't Know	<u>2%</u>	<u>7%</u>
Yes	8%	6%

Table 22: Percentage of Service Personnel Observing Sexual Harassment in the Workplace in the Preceding 12 Months by Rank (*n*=3612).

12.16 Overall, 7% of Servicemen and 33% of Servicewomen thought they had either experienced sexual harassment in the workplace or observed a situation they thought was sexual harassment in the workplace, in the previous 12 months.

12.17 Service personnel were also asked if, in the preceding 12 months, they had an experience involving any of the sexualised behaviours which had made them feel particularly upset. The majority of Service personnel reported never having an experience involving any of the listed sexualised behaviours which had made them feel particularly upset (85%). However, 15% reported having experienced a particularly upsetting experience involving the listed sexualised behaviours (Table 23).

Particularly Upsetting Experience		
Never Experienced	85%	<i>n</i> =2913
Experienced	15%	<i>n</i> =749
Total	100%	<i>n</i> =3662

Table 23. Percentage of Service Personnel Reporting a Particularly Upsetting Experience.

12.18 The proportion of those who reported having a particularly upsetting experience involving sexualised behaviours, compared to those who had not, has significantly⁷⁰ increased since 2018.

2021	2018	2015	2009
15% (<i>n</i> =749)	4% (<i>n</i> =363)	4% (<i>n</i> =506)	2% (<i>n</i> =359)

Table 24. Percentage of Service Personnel Reporting a Particularly Upsetting Experience by Year.

12.19 Interestingly, whilst 3% of Service personnel report having personally experienced sexual harassment in the workplace, 15% report having a particularly upsetting experience involving sexualised behaviours in the workplace. The reasons for this difference are unclear but it may suggest that many personnel may either not consider certain behaviours as harassment or that the behaviour was not directed at them. A more detailed analysis of those who had an upsetting experience is provided in the next section (Section 13).

⁶⁹ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

⁷⁰ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

13 PARTICULARLY UPSETTING EXPERIENCES

HEADLINE FINDINGS

This section is about an experience in the preceding 12 months involving targeted sexualised behaviours that Service personnel found particularly upsetting. It explores the types of behaviours involved, who was responsible, and when and where it occurred. It also explores the impact of the upsetting experience and how Service personnel managed the upsetting experience including making a formal complaint. Where it is relevant, to assist interpretation, the percentages reported in this section will firstly be as a proportion of those who reported a particularly upsetting experience and secondly, in brackets [], as a proportion of the whole response set.

- The majority of Service personnel state they have not had a particularly upsetting experience in the preceding 12 months (85%). Overall, 15% of personnel ($n=749$) report having experienced a particularly upsetting experience in the preceding 12 months.
- Significantly more Servicewomen and Servicemen report a particularly upsetting experience in 2021 than in 2018.
- Significantly more ORs (16%) report a particularly upsetting experience than Officers (11%).
- Overall, the most common sexualised behaviours involved in the particularly upsetting experience are unwelcome comments (60%) [8%], unwelcome attempts to talk about sexual matters (25%) [3%] and being touched in an uncomfortable way (17%) [2.1%]; these are consistent with those reported in 2018.
- The more physical sexualised behaviours identified as a particularly upsetting experience were reported by lower numbers of Service personnel (between 4 and 17%) [between 0.5 and 2.1%] than the non-physical sexualised behaviours (between 5 and 60%) [between 0.6 and 8%].
- Significantly more Servicewomen than Servicemen reported unwelcome attempts to talk about sexual matters, inappropriate messages or texts being sent about them through social media, unwelcome and uncomfortable touching, and unwelcome attempts to establish a romantic or sexual relationship despite their discouragement, in their particularly upsetting experiences.
- Slightly more Servicemen, than Servicewomen, included being sent sexually explicit materials and having sexually suggestive material posted about them on social media without their permission, in reports of their particularly upsetting experience.
- The more physical sexualised behaviours identified as a particularly upsetting experience were reported by lower numbers of Servicemen (between 4 and 13%) [between 0.4 and 1.3%] than Servicewomen (between 4 and 30%) [between 1.2 and 9%].
- In the majority of particularly upsetting experiences the person responsible was an OR (85%) [9%]; in 15% [1.6%] of cases the person responsible was an Officer. When breaking down by gender in the majority of cases (77%) [8%] the person responsible was male, in 13% [1.4%] of cases it was female and in 10% [1%] of cases the gender of the responsible person was uncertain.
- In just under half of cases (47%) [5%] the role of the person responsible for the particularly upsetting experience was a work colleague, and in just over a quarter of cases (28%) [3%] the role of the person responsible was a line manager or another senior person.
- Of those Service personnel who reported a particularly upsetting experience the majority (59%) [6%] stated it was mainly a one-off incident, although in a quarter of cases the particularly upsetting experience lasted for two months or more (26%) [2.7%].
- Over half (57%) [6%] of particularly upsetting experiences were reported to take place in the workplace; with fewer upsetting experiences taking place overseas/when deployed (5%) [0.5%] or in civilian locations (5%) [0.5%].
- Fewer particularly upsetting experiences were reported to take place via technology (7%) [0.8%] taking place over an electronic device and 4% [0.5%] via social media) compared to targeted sexualised behaviours (19% taking place over an electronic device and 7% via social media).
- In just under a third of cases (30%) [3%] alcohol was involved in the particularly upsetting experience; drugs were involved in fewer cases (5%) [0.5%].

- Overall, the majority of those Service personnel experiencing a particularly upsetting incident said they lost respect for those people involved (71%) [7%], they felt embarrassed (63%) [6%] and felt uncomfortable at work (61%) [6%]. Just over a third (35%) [4%] said they thought about leaving the Army as a result of their upsetting experience.
- Most Service personnel reporting a particularly upsetting experience said it did not impact on their productivity (56%) [6%]. Significantly more ORs (18%) [2%] reported that the upsetting experience did impact on their productivity, than Officers (9%) [0.8%].
- The majority of Service personnel stated the reasons behind the upsetting experience was to do with a lack of respect or a lack of judgement over what was appropriate. Similar to 2018, the common theme of boundaries and the lack of appreciation for personal boundaries was reported. Alcohol, social media and group behaviour or ‘herd mentality’ was seen to blur such boundaries. Another common reason was the outdated or ‘old school’ attitudes towards women and the working relationships with women.
- Of those Service personnel who reported a particularly upsetting experience, the most common response to the upsetting experience reported by a third of personnel was to ignore the behaviour (35%) and to ask the person responsible to stop (31%).
- For the majority of Service personnel, the action they took in response to the upsetting experience was effective in stopping the behaviour involved (55%) [6%]; just over a third reported their response was not effective at stopping the behaviour involved (36%) [4%].
- Around a third of the Service personnel who reported having a particularly upsetting experience told someone at work what was happening (35%) [4%]; the majority did not tell anyone at work (65%) [7%]. Significantly more Servicewomen (48%) [14%] than Servicemen (32%) [2.8%] told someone at work what was happening. The majority of Service personnel told a colleague at work what was happening (50%) and their line manager (40%).
- The proportion of Service personnel who had an upsetting experience who reported seeking support from more formal channels such as Welfare personnel, the Speak Out or Support helplines, the Equality and Diversity and Inclusions Advisors (EDA, DIA) and the Padre/Chaplain was low (< than 30%).
- For the 65% of Service personnel who had a particularly upsetting experience but did not tell anyone at work what was happening, the most common reasons given were that they thought they could handle the situation themselves (55%) [4%] and they thought it was not important (41%) [2.8%].
- The majority of Servicemen and Servicewomen stated they did not make a formal complaint about their upsetting experience (96%) [10%]; 4% [0.4%] reported they did make a formal complaint about their upsetting experience. The most common reasons reported for not making a formal complaint were that the situation was resolved informally (45%) [4%] and personnel thought they could handle the situation themselves (40%) [4%].
- The highest levels of satisfaction with the complaint process reported by the 4% [0.4%] of Service personnel who stated they made a formal complaint were with the complaint progress information and the availability of information on how to make a complaint.
- Two thirds of the Service personnel who made a formal complaint about the upsetting experience said they did not suffer any negative consequences as a result of making a formal complaint whilst a third said they did suffer negative consequences. The most experienced negative consequences as a result of making a complaint were no longer enjoying work, having lower motivation, feeling humiliated and feeling uncomfortable at work.

PARTICULARLY UPSETTING EXPERIENCE

- 13.1 Service personnel were asked if, in the preceding 12 months, they had a particularly upsetting experience involving sexualised behaviours in the workplace (listed in Q20 of the survey). Overall, there were significantly⁷¹ more Servicewomen (35%) than Servicemen (13%) reporting a particularly upsetting experience. This is consistent with the findings in 2018, when significantly more Servicewomen (15%) than Servicemen (2%) reported a particularly upsetting experience (Table 25).

Particularly Upsetting Experience	Servicemen	Servicewomen	Overall
Never Experienced	<u>87%</u>	<u>65%</u>	85%
Experienced	<u>13%</u>	<u>35%</u>	15%
Total	100%	100%	100%

Table 25. Percentage of Service personnel who had a particularly upsetting experience by gender ($n=3662$).

- 13.2 From here on, this section focusses only on those Service Personnel who responded to the question on whether they had experienced a particularly upsetting experience ($n=749$). Of those who reported having an upsetting experience there were significantly⁷² more Servicewomen and Servicemen in 2021 reporting a particularly upsetting experience than in 2018 (Table 26).

Particularly Upsetting Experience	Servicemen		Servicewomen	
	2021 ($n=2118$)	2018 ($n=2098$)	2021 ($n=1544$)	2018 ($n=2563$)
Never Experienced	<u>87%</u>	<u>98%</u>	<u>65%</u>	<u>85%</u>
Experienced	13%	2%	<u>35%</u>	<u>15%</u>
Total	100%	100%	100%	100%

Table 26. Percentage of Service personnel who had a particularly upsetting experience by year

- 13.3 Of those who reported having an upsetting experience there were significantly⁷³ more ORs than Officers reporting a particularly upsetting experience (Table 27).

Particularly Upsetting Experience	Officers	ORs
Never Experienced	<u>89%</u>	<u>84%</u>
Experienced	<u>11%</u>	<u>16%</u>
Total	100%	100%

Table 27. Percentage of Service personnel who had a particularly upsetting experience by rank ($n=3662$).

71 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

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73 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 13.4 Service personnel were asked to think about the experience that particularly upset them and identify the sexualised behaviours involved. Overall, the most common sexualised behaviour involved in the upsetting experience was unwelcome comments, which was experienced by over half of those who responded to this question (60%) [8%], followed by unwelcome attempts to talk about sexual matters (25%) [3%] and being touched in an uncomfortable way (17%) [2.1%]. These top three behaviours are consistent with those reported in 2018 (Table 28).
- 13.5 The more physical sexualised behaviours identified as being involved in a particularly upsetting experience were reported by lower numbers of Service personnel (between 4 and 17%) [between 0.5 and 2.1%] than the non-physical sexualised behaviours (between 5 and 60%) [between 0.6 and 8%] (Table 28).

Sexualised Behaviours Involved in The Particularly Upsetting Experience	2021
Made unwelcome comments	60% [8%]
Made unwelcome attempts to talk to you about sexual matters	25% [3%]
Sent inappropriate sexual messages and/or texts about you through social media	11% [1.4%]
Sent you sexually explicit material	14% [1.8%]
Posted sexually suggestive material about you on social media without your permission	6% [0.7%]
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	13% [1.6%]
Made unwelcome attempts to touch you	16% [2%]
Touched you in a way that made you feel uncomfortable	17% [2.1%]
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	12% [1.4%]
Said or made you feel that you would be treated better in return for having a sexual relationship with them	6% [0.7%]
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	5% [0.6%]
Treated you badly for refusing to have sex with them	7% [0.9%]
Intentionally touching you in a sexual way without your consent	7% [0.9%]
Subjected you to a sexual activity to which you were not able to consent to	4% [0.5%]
Attempted to sexually assault you	5% [0.6%]
Made a serious sexual assault on you	4% [0.5%]
Raped you	4% [0.5%]

Table 28. Sexualised Behaviours Identified as Being Involved in The Particularly Upsetting Experience (n=655) (NB: Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Respondents could tick more than one behaviour).

- 13.6 Significantly⁷⁴ more Servicewomen than Servicemen included the following sexualised behaviours in reports of their particularly upsetting experience: unwelcome attempts to talk about sexual matters, inappropriate messages or texts being sent about them through social media, unwelcome and uncomfortable touching and unwelcome attempts to establish a romantic or sexual relationship despite their discouragement. Slightly more Servicemen, than Servicewomen, included being sent sexually explicit materials and having sexually suggestive material posted about them on social media without their permission, although not at a statistically significant level (Table 29).

⁷⁴ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 13.7 The more physical sexualised behaviours identified as being involved in a particularly upsetting experience were reported by lower numbers of Servicemen (between 4 and 13%) [between 0.4 and 1.3%] than Servicewomen (between 4 and 30%) [between 1.2 and 9%] (Table 29).

Sexualised Behaviours Involved in The Particularly Upsetting Experience	Servicemen	Servicewomen
Made unwelcome comments	60% [6%]	60% [19%]
Made unwelcome attempts to talk to you about sexual matters	21% [2.2%]	37% [12%]
Sent inappropriate sexual messages and/or texts about you through social media	9% [1%]	17% [5%]
Sent you sexually explicit material	15% [1.6%]	11% [3%]
Posted sexually suggestive material about you on social media without your permission	7% [0.7%]	2% [0.7%]
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	12% [1.3%]	15% [5%]
Made unwelcome attempts to touch you	12% [1.3%]	29% [9%]
Touched you in a way that made you feel uncomfortable	13% [1.3%]	30% [9%]
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	9% [1%]	21% [6%]
Said or made you feel that you would be treated better in return for having a sexual relationship with them	5% [0.6%]	6% [1.9%]
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	5% [0.5%]	5% [1.5%]
Treated you badly for refusing to have sex with them	7% [0.8%]	7% [2.2%]
Intentionally touching you in a sexual way without your consent	6% [0.7%]	11% [3%]
Subjected you to a sexual activity to which you were not able to consent to	4% [0.5%]	4% [1.4%]
Attempted to sexually assault you	4% [0.5%]	7% [2.3%]
Made a serious sexual assault on you	4% [0.4%]	6% [1.8%]
Raped you	4% [0.4%]	4% [1.2%]

Table 29. Sexualised Behaviours Identified as Being Involved in The Particularly Upsetting Experience by Gender (n=655) (NB: Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Respondents could tick more than one behaviour).

- 13.8 When breaking down by rank groups, overall, more ORs than Officers tended to experience more sexualised behaviours in reports of their particularly upsetting experience; this is most notable with unwelcome comments, and unwelcome attempts to talk about sexual matters. The exception to this is with the sending of sexually explicit materials where slightly more Officers than ORs reported as being included in their particularly upsetting experience (Table 30).
- 13.9 The more physical sexualised behaviours identified as being involved in a particularly upsetting experience were reported by lower numbers of Officers (between 2 and 11%) [between 0.2 and 1.1%] than ORs (between 4 and 18%) [between 0.5 and 2.3%] (Table 30).

Sexualised Behaviours Involved in The Particularly Upsetting Experience	Officers	ORs
Made unwelcome comments	48% [5%]	62% [8%]
Made unwelcome attempts to talk to you about sexual matters	16% [1.6%]	26% [3%]
Sent inappropriate sexual messages and/or texts about you through social media	10% [1%]	11% [1.5%]
Sent you sexually explicit material	19% [1.9%]	14% [1.7%]
Posted sexually suggestive material about you on social media without your permission	4% [0.4%]	6% [0.8%]
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	11% [1.1%]	13% [1.7%]
Made unwelcome attempts to touch you	10% [1%]	17% [2.2%]
Touched you in a way that made you feel uncomfortable	11% [1.1%]	18% [2.3%]
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	11% [1.1%]	12% [1.5%]
Said or made you feel that you would be treated better in return for having a sexual relationship with them	3% [0.3%]	6% [0.8%]
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	3% [0.3%]	5% [0.7%]
Treated you badly for refusing to have sex with them	3% [0.3%]	8% [1%]
Intentionally touching you in a sexual way without your consent	4% [0.4%]	8% [1%]
Subjected you to a sexual activity to which you were not able to consent to	2% [0.2%]	5% [0.6%]
Attempted to sexually assault you	3% [0.3%]	5% [0.7%]
Made a serious sexual assault on you	2.4% [0.2%]	5% [0.6%]
Raped you	2% [0.2%]	4% [0.5%]

Table 30. Sexualised Behaviours Identified as Being Involved in The Particularly Upsetting Experience by Rank (n=655) (NB: Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Respondents could tick more than one behaviour).

13.10 Those Service personnel who reported having a particularly upsetting experience were asked who was responsible. If more than one individual was involved, they were asked to state the individual who had the greatest effect on them. 581 Service personnel responded to this question and just over half (53%) [6%] said the individual responsible was a junior soldier (Private or JNCO/OR2-4). 85% [9%] of these personnel said the person responsible was an OR and 15% [1.6%] said the person responsible was an Officer (Figure 6).

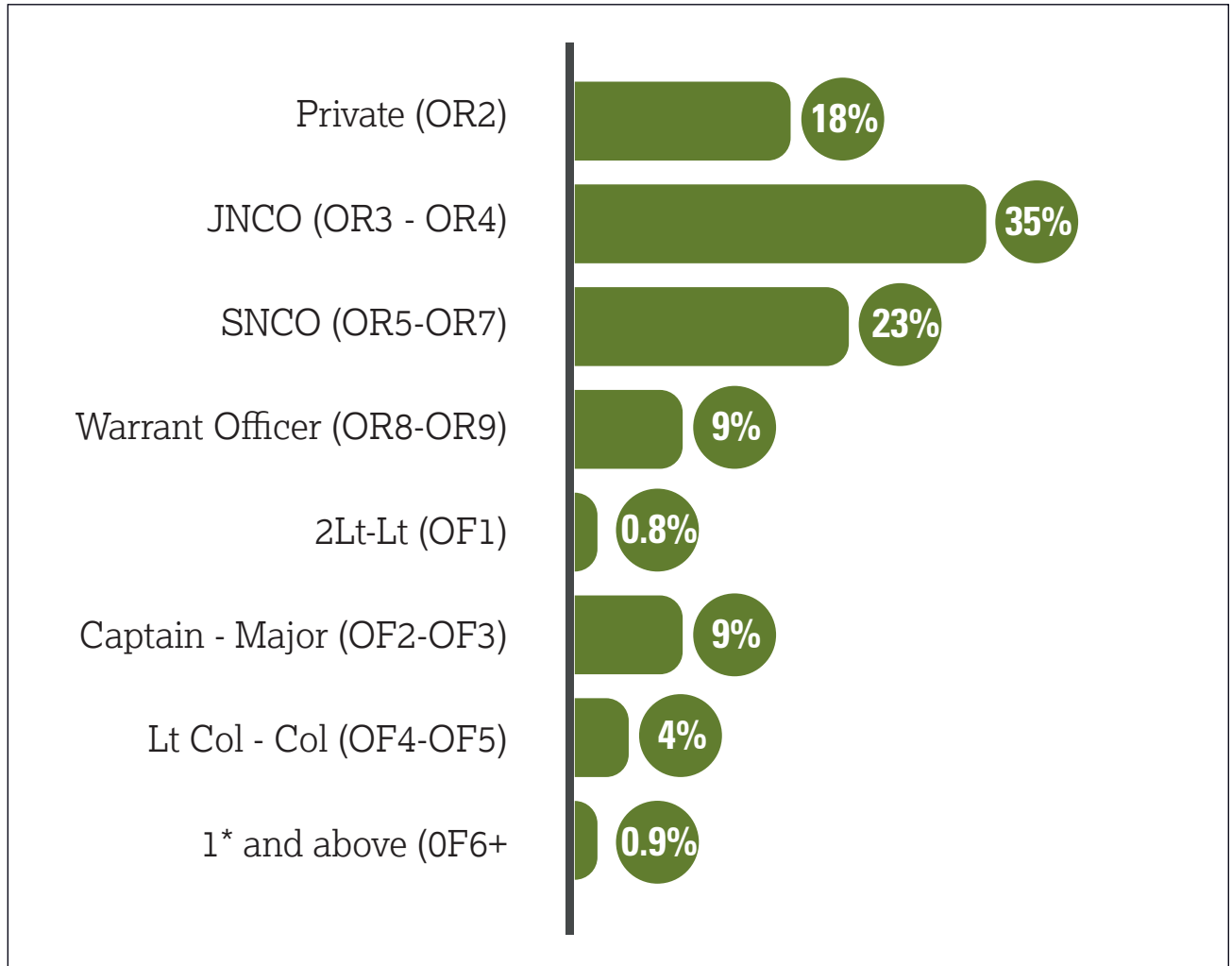


Figure 6. Rank of Individual Responsible for The Upsetting Experience (n=581)

13.11 There were no significant differences between the Servicemen and Servicewomen reporting who was responsible for the upsetting experience. As expected, however, significantly⁷⁵ more ORs (86%) [10%] than Officers (12%) [1.4%] reported the responsible person to be an OR (OR2-OR9) and significantly more Officers (73%) [6%] than ORs (5%) [0.6%] reported the responsible person to be an Officer (OF1-OF6+).

75 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

13.12 In the majority of all reported upsetting experiences the person responsible was male (77%) [8%] (Figure 7). There were no significant differences between Officers and ORs reporting who was responsible for the upsetting experience; the same proportions of Officers and ORs indicated males were responsible (77%).

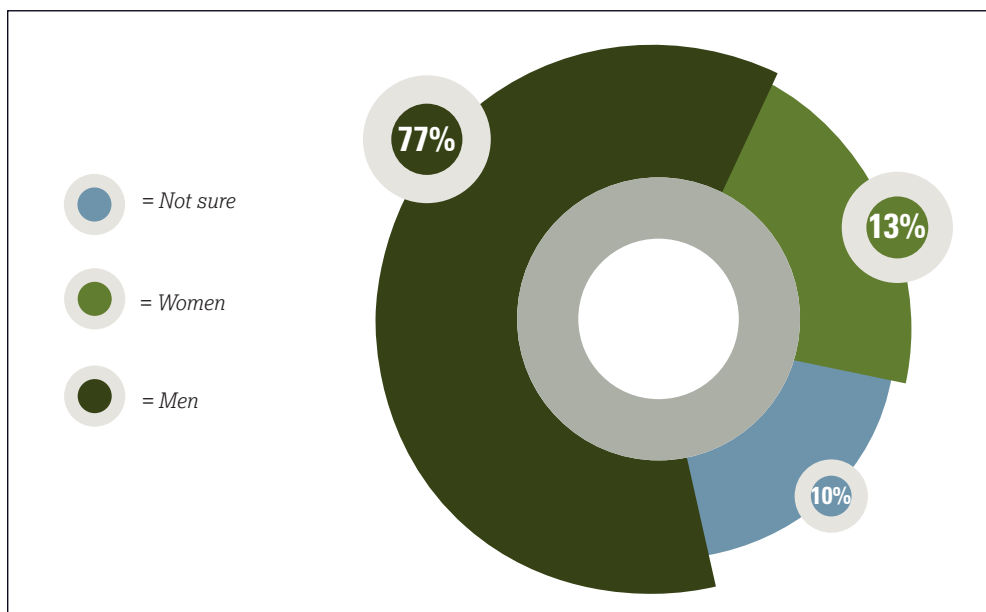


Figure 7. Gender of Individual Responsible for The Upsetting Experience (n=587)

13.13 Significantly⁷⁶ more Servicewomen (96%) [28%] than Servicemen (71%) [6%] reported males as being the responsible individual for the upsetting experience. Significantly⁷⁷ more Servicemen than Servicewomen reported females as being the responsible individual and not being sure of the gender of the responsible individual (Table 31).

Gender of Responsible Individual	Servicemen	Servicewomen
Male	<u>71%</u>	<u>96%</u>
Female	<u>17%</u>	<u>2.5%</u>
Not Sure	<u>12%</u>	<u>1.2%</u>

Table 31. Gender of Individual Responsible for The Upsetting Experience by Gender (n=587)

13.14 Just under half (47%) [5%] of those Service personnel who reported a particularly upsetting experience said the role of the person responsible was a work colleague, and just over a quarter (28%) [3%] said they were a line manager or another senior person (Figure 8). A small number of ‘other’ responses indicated that the person responsible was other military personnel from other camps/units/services and civilian personnel. There were no significant differences in the role of those involved according to gender or rank; that is the majority, (just under half), stated the individuals were a work colleague.

⁷⁶ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

⁷⁷ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

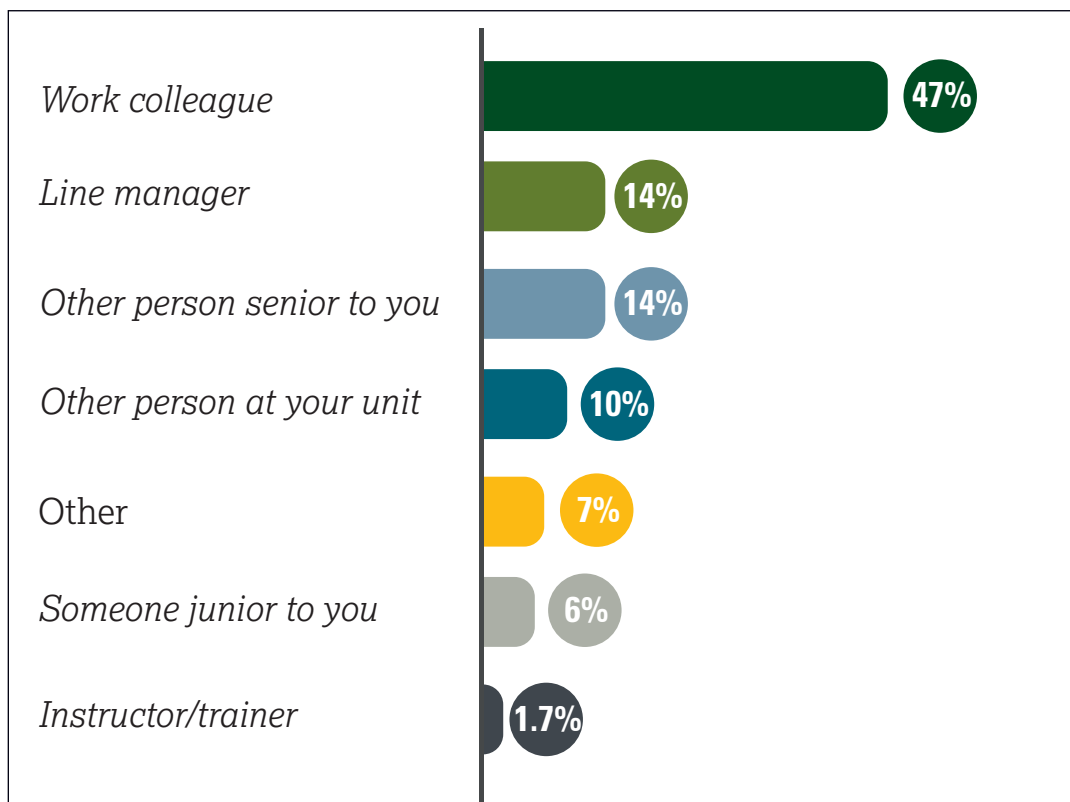


Figure 8. Role of Person Responsible for The Upsetting Experience (n=596)

- 13.15 Those Service personnel who reported having a particularly upsetting experience were asked how many other people were responsible besides the person who had the greatest effect on them. Responses ranged from zero to 21+, with the most common being one other person (in 64% of cases) [6%]. A third (33%) [2.9%] reported the involvement of between 2-5 other people and 0.6% [0.1%] reported the involvement of between 11- 21+ other people.
- 13.16 In the majority of cases (59%) [6%] the upsetting experience was a one-off incident, although in a quarter (26%) [2.7%] of cases the upsetting experience lasted for two months or more. Overall, there were no significant differences according to gender or rank regarding the length of time of the upsetting experience: the majority (just over half) stated it was a one-off incident. The one exception is that of those Service personnel who responded, significantly⁷⁸ more Servicewomen (8%) [2.3%] than Servicemen (3%) [0.2%] stated the upsetting experience went on for a period of 4-6 months (Table 32).

Length of Time of The Upsetting Experience	Frequency
A one-off incident	59% [6%]
A week	6% [0.6%]
A month	9% [1%]
2-3 months	7% [0.8%]
4-6 months	4% [0.4%]
Over 6 months	15% [1.5%]

Table 32. Length of Time of The Upsetting Experience (n=587).

78 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 13.17 The majority of upsetting experiences were reported to take place in the workplace (57%) [6%], in a shared or communal area at the military home base or training unit (17%) [1.8%] or via technology (11%) [1.3%]. Fewer upsetting experiences were reported to take place overseas/when deployed (4%) [0.5%] or in civilian locations (5%) [0.5%] (see Figure 9). Significantly⁷⁹ more Servicewomen (8%) [2.3%] than Servicemen (2%) [0.2%] reported the upsetting experience taking place in a private area (e.g. own room in the barrack block/mess). Significantly⁸⁰ more Officers (21%) [1.7%] than ORs (5%) [0.6%] stated the upsetting experience took place over an electronic device.
- 13.18 Fewer particularly upsetting experiences were reported to take place via technology (7% [0.8%] taking place over an electronic device and 4% [0.5%] via social media) compared to those reported as targeted sexualised behaviours (19% taking place over an electronic device and 7% via social media).

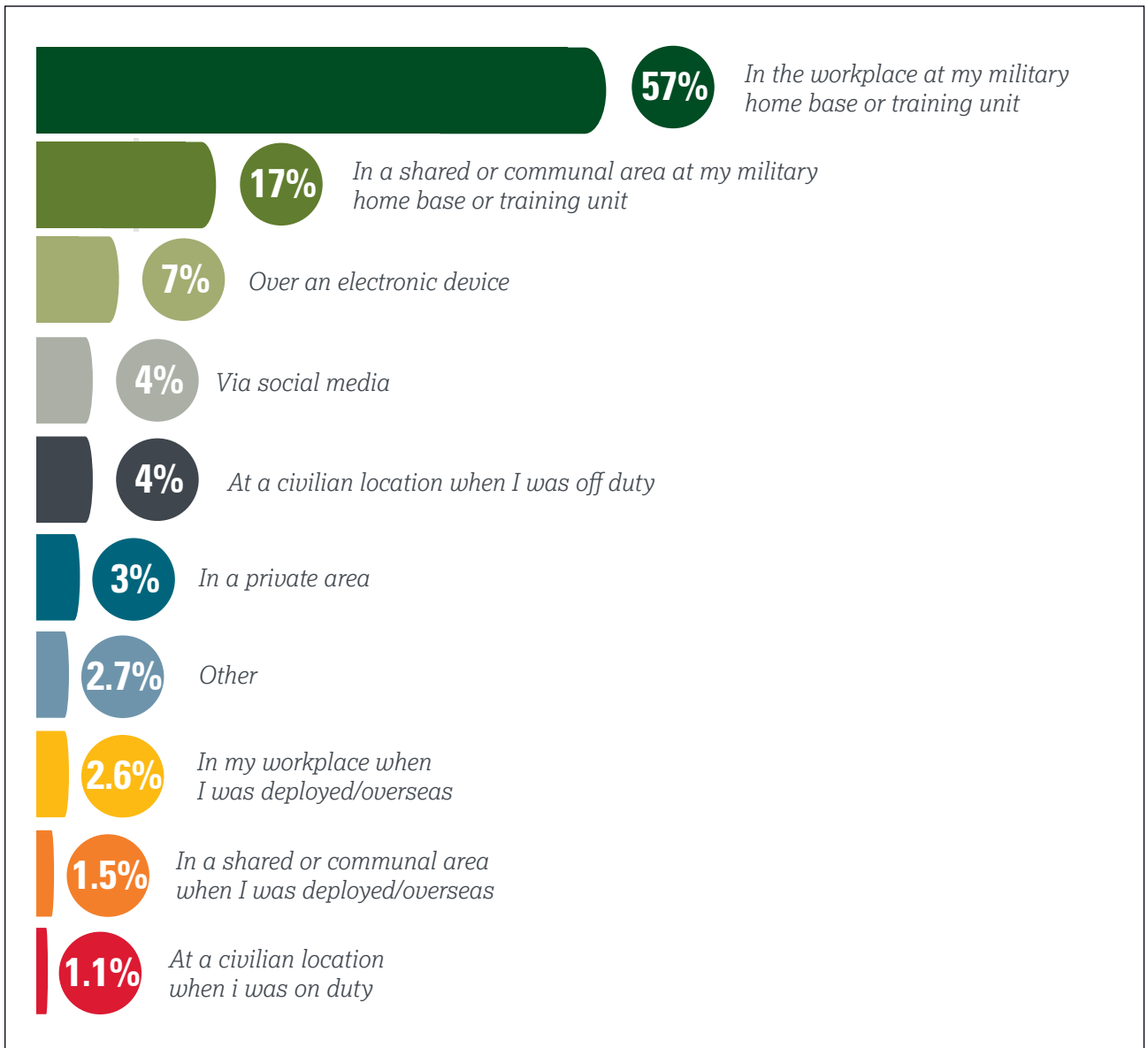


Figure 9. Location of Where the Upsetting Experience Mainly Happened (n=588).

79 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

80 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

13.19 Those Service personnel who had an upsetting experience were asked if they or the main person responsible had been drinking alcohol or taking drugs before the incident. In the majority of particularly upsetting experiences neither alcohol nor drugs had been involved. In just under a third of cases (30%) [3%] alcohol was involved. Drugs were involved in fewer cases of upsetting experiences (5%) [0.5%].

Upsetting Experience Involving:	Me	Person Responsible	Both	Neither
Alcohol	0.5% [0.1%]	15% [1.6%]	14% [1.5%]	71% [8%]
Drugs	0% [0%]	3% [0.3%]	1.7% [0.2%]	95% [9%]

Table 33. Percentage of Upsetting Experiences Where Alcohol and/or Drugs Were Involved (n=519).

13.20 Significantly⁸¹ more Servicewomen (20%) [6%] than Servicemen (12%) [1.1%] stated that both themselves and the person responsible had consumed alcohol. Officers and ORs were comparable in reporting that both themselves and the person responsible had consumed alcohol (17% [1.4%]: 14%[1.6%]). Significantly⁸² more Officers (100%) than ORs (94%) stated that neither themselves nor the person responsible had consumed drugs.

13.21 Alcohol consumption emerged as a factor perceived to contribute to the occurrence of sexual harassment by a small number of focus groups participants⁸³ and was particularly pertinent in discussions around which behaviours constitute going too far and what conditions or situations make sexual harassment more likely within the Army. It was suggested that the consumption of alcohol increases the likelihood of inappropriate behaviours and ‘going too far’, especially in activities such as block parties or ‘release/free time’ after Exercises or Operations. It was also suggested that alcohol is an acceptable part of Army culture and therefore as a perceived inherent component of military life it is hard to get away from (this view was expressed by Servicewomen only).

<i>“Alcohol is how people cope.”</i>	<i>“No matter whether you’re celebrating or sad, you get [drunk]. It’s the culture of alcohol in the Army.”</i>
<i>“The lads just get drunk and then go down the corridors trying to open any doors that are unlocked. The Chain of Command blame it on the individual saying they should just lock their door.”</i>	<i>“...You’ve been on exercise for 29 days and you get back and you’re allowed to go out and buy crates of alcohol. The girls’ accommodation is surrounded by the guys...”</i>

81 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

82 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

83 It is important to note that focus group data does not provide a representative view of Service personnel in general, but the view of a few individuals.

IMPACT OF PARTICULARLY UPSETTING EXPERIENCE

13.22 Service personnel were asked how they felt as a result of their particularly upsetting experience; between 565 and 583 responded to this question. The majority of Service personnel who responded said they lost respect for those people involved in the upsetting experience (71%) [7%], they felt embarrassed (63%) [6%] and felt uncomfortable at work (61%) [6%]. 35% [4%] said they thought about leaving the Army as a result of their upsetting experience (Figure 10).

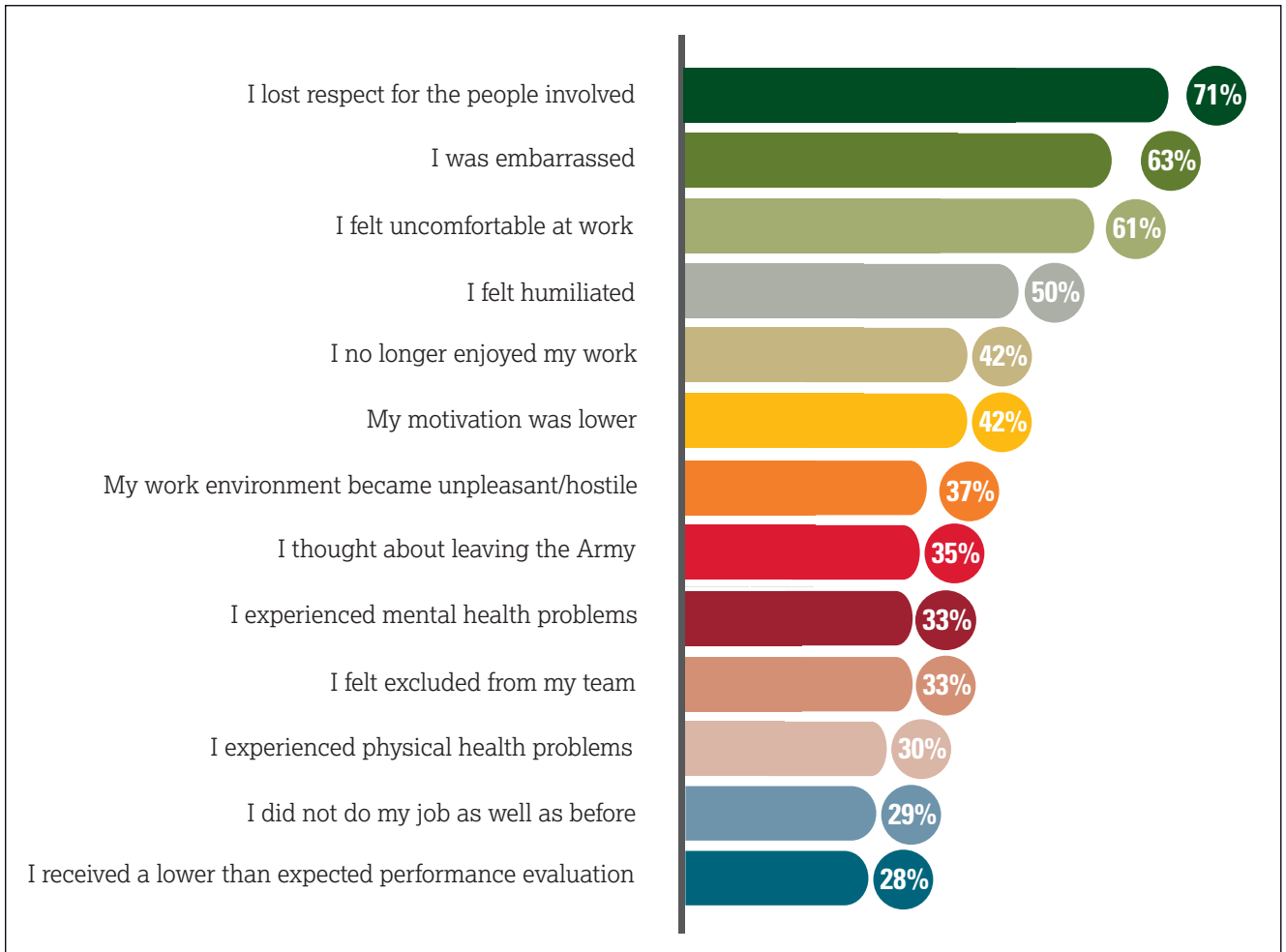


Figure 10. Percentage of Service Personnel Reporting Impact of Upsetting Experience (n=565-583) (NB: Data is only included for those who answered ‘yes’ they had a particularly upsetting experience) (NB: Only includes those who said they felt the impact to a small, moderate, large, or very large extent).

- 13.23 Significantly⁸⁴ more Servicewomen than Servicemen stated that the upsetting experience made them feel uncomfortable at work, embarrassed and humiliated and that they lost respect for the people involved. Significantly⁸⁵ more Servicemen stated that they received a lower than expected performance evaluation as a result of the upsetting experience, than Servicewomen (Table 34).

Impact of Upsetting Experience	Servicemen	Servicewomen
I no longer enjoyed my work	40% [3%]	46% [13%]
I felt uncomfortable at work	<u>57%</u> [5%]	<u>71%</u> [21%]
My work environment became unpleasant/hostile	35% [3%]	44% [13%]
I did not do my job as well as before	30% [2.5%]	28% [8%]
My motivation was lower	43% [4%]	43% [12%]
I was embarrassed	<u>57%</u> [5%]	<u>77%</u> [22%]
I felt humiliated	<u>47%</u> [4%]	<u>60%</u> [17%]
I lost respect for the people involved	<u>67%</u> [6%]	<u>86%</u> [25%]
I felt excluded from my team	33% [3%]	33% [10%]
I experienced mental health problems	33% [2.7%]	35% [10%]
I thought about leaving the Army	36% [3%]	35% [10%]
I experienced physical health problems	29% [2.4%]	31% [9%]
I received a lower than expected performance evaluation	<u>31%</u> [2.5%]	<u>19%</u> [6%]

Table 34. Percentage of Service Personnel Reporting Impact of Upsetting Experience by Gender (n=565-583)
(NB: Data is only included for those who answered 'yes' they had a particularly upsetting experience). (NB: Only includes those who said they felt the impact to a small, moderate, large, or very large extent).

⁸⁴ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

⁸⁵ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 13.24 Generally more ORs reported a negative impact as a result of their upsetting experience than Officers. Significantly⁸⁶ more ORs than Officers stated that the upsetting experience made them feel they did not do their job as well, feel excluded from their team, having thoughts about leaving the Army, experiencing both mental and physical health problems and receiving a lower than expected performance evaluation. Significantly⁸⁷ more Officers than ORs stated they lost respect for the people involved as a result of the upsetting experience (Table 35).

Impact of Upsetting Experience	Officer	OR
I no longer enjoyed my work	30% [2.6%]	43% [5%]
I felt uncomfortable at work	71% [6%]	59% [6%]
My work environment became unpleasant/hostile	26% [2.2%]	39% [4%]
I did not do my job as well as before	<u>14%</u> [1.1%]	<u>32%</u> [3%]
My motivation was lower	31% [2.6%]	45% [5%]
I was embarrassed	72% [6%]	61% [7%]
I felt humiliated	42% [4%]	51% [5%]
I lost respect for the people involved	<u>87%</u> [7%]	<u>68%</u> [7%]
I felt excluded from my team	<u>15%</u> [1.3%]	<u>36%</u> [4%]
I experienced mental health problems	<u>19%</u> [1.6%]	<u>35%</u> [4%]
I thought about leaving the Army	<u>19%</u> [1.6%]	<u>38%</u> [4%]
I experienced physical health problems	<u>13%</u> [1%]	<u>32%</u> [3%]
I received a lower than expected performance evaluation	<u>10%</u> [0.9%]	<u>30%</u> [3%]

Table 35. Percentage of Service Personnel Reporting Impact of Upsetting Experience by Rank ($n=565-583$) (NB: Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Only includes those who said they felt the impact to a small, moderate, large, or very large extent).

- 13.25 When asked if their productivity was affected by their particularly upsetting experience, most of the Service personnel said it did not impact on their productivity (56%) [6%] (Table 36). Servicemen and Servicewomen reported similar responses regarding the impact on productivity, with the majority saying it did not have an impact (57% [16%]:56% [5%]). Significantly more ORs (18%) [2%] reported that the upsetting experience did impact on their productivity, than Officers (9%) [0.8%].

Impact of Upsetting Experience on Productivity	Frequency
No	56% [6%]
Not sure	27% [3%]
Yes	16% [1.8%]

Table 36. Percentage of Service personnel Reporting Impact of The Upsetting Experience on Productivity ($n=593$).

⁸⁶ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

⁸⁷ Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

13.26 Where Service personnel said that the upsetting experience had impacted on their productivity ($n=109$), the majority stated that their productivity decreased as a result of the upsetting experience (93%) [1.5%]. Servicemen (91%) [1.1%] and Servicewomen (97%) [6%] reported similar responses regarding their productivity decreasing as a result of the upsetting experience. Likewise, with Officers (95%) [0.7%] and ORs (93%) [1.7%], the majority said the upsetting experience decreased their productivity (Table 37).

Impact of Upsetting Experience on Productivity	Frequency
Increased	7% [0.1%]
Decreased	93% [1.5%]

Table 37. Percentage of Service Personnel Reporting an Increase or Decrease on their Productivity Due to The Upsetting Experience ($n=109$) (NB: Data is only included for those who answered 'yes' their productivity was affected by the upsetting experience).

FURTHER EXPLORATION OF REASONS WHY THE UPSETTING EXPERIENCE OCCURRED

13.27 Service personnel were asked what they thought the reason was behind the upsetting experience. This question was not designed to attempt to attribute blame but to understand how the behaviour was interpreted from the perspective of the recipient. The themes emerging from this year's data were largely consistent with the 2018 study. Whilst a small number of respondents reported that they were not sure of the reason behind the upsetting experience, the majority said the main reasons were a lack of respect or a lack of awareness and judgement over what was appropriate, and of the potential impact of such inappropriate sexualised comments and behaviours. Similar to the 2018 study, the common theme of boundaries and the lack of appreciation for personal boundaries was evident as a reason for why an upsetting experience occurred. The data suggests that when there is an overstepping of boundaries and an overfamiliarity is it because sexual harassment as a concept is not well defined which leads to a lack of understanding of what behaviour is inappropriate and unacceptable. Alcohol and too much drinking was often given as an additional reason why some Service personnel show poor judgement and breach the personal boundaries of others. Social media and online messaging also blurred boundaries and was quoted as reasons for upsetting experiences as was group behaviour or 'herd mentality'.

"I don't think the person understood that what they were saying was upsetting - perhaps as it was male to male..."

"There was still the who's the fittest female in the sqn and for new females in sqn who can shag her first attitude."

"I believe that the people involved were unaware how uncomfortable their comments made me feel."

"Those responsible thought it was funny and acceptable to send sexually explicit media over PEDs."

"I think many young male officers think that being part of a mess means they are allowed to exhibit inappropriate behaviour as part of the mess 'lad' culture. They genuinely think it's all fun and games and 99% of the time they will not even know they have negatively impacted a colleague."

"...not understanding the line between what they see as "Banter" and what is actually offensive."

- 13.28 Another common reason that emerged was the outdated or ‘old school’ attitudes towards women and having working relationships with women. Similar to 2018, Service personnel felt that the upsetting experience occurred simply because they were female and had a female body shape and were therefore just viewed as ‘sexualised objects’ or not equal to men. This quite often related to inappropriate comments being made or being treated differently or ‘singled out’ because of the attribute of being female or male (Servicemen felt this as well as Servicewomen).

“...as a woman I am subject to comments on my appearance continuously. Put on weight.. get told, hair going grey.. a man will make it his place to tell you. Recently I was told I should hurry up and have kids, as I was getting too old and fat.. by an xxx Major, who was drunk, and people just accepted that as OK. No one spoke up, these men do not know where the boundary is it was just banter.”

“I was told my boobs were the only reason I got the outcome I got. That if I wasn’t a female I wouldn’t of got the kit I wanted/needed to deploy. ‘Lumpy jumper’ was the term used to me by my SNCO.”

“I had male officers reporting to me that soldier were commenting that they hadn’t thought much of me until they saw me in my PT kit or coming back from the shower (in a towel from shoulders to calves I add).”

“His belief that because I’m nice and of the opposite sex I must be interested sexually.”

- 13.29 Abuse of power or position of authority, a lack of support from the Chain of Command and from others (including the reporting process) and a lack of doing something about it were also highlighted as linked to the upsetting behaviour.

“He used this seniority and position of power as a means of communicating with me regularly which then developed into communication of a more sexual nature.”

“..... lack of emotional intelligence and interpersonal skills. Probably great for winning wars in the 1800’s but terrible for supporting the home team in today’s Army.”

“He was drunk and in a position of authority, and seemed to think this meant he could grope and say things that were unacceptable.”

“Poor management and leadership - the Chain of Command enabled poor behaviour from Junior ranks and undermined middle management on a regular basis, this made me vulnerable. This prevented me from approaching the Chain of Command because I felt I would not get the support I needed and my working environment would become even more unbearable.”

MANAGEMENT OF THE PARTICULARLY UPSETTING EXPERIENCE

- 13.30 Service personnel were asked to indicate how they responded to the particularly upsetting experience (Figure 11). Of those personnel who responded ($n=655$), 35% [4%] stated that they ignored the behaviour, 31% [4%] stated that they asked the person responsible to stop and 29% [4%] stated that they avoided the person responsible if they could. 24% [3%] said they did nothing. Very few (13%) [1.7%] stated that they reported it to others (including telling immediate supervisor (8%) [1%], asking someone else to speak to the responsible person (3%) [0.4%] and reporting it to the Royal Military Police or other police agencies (2.2%) [0.3%]). A small number of ‘other’ responses included speaking to the individual at the time speaking to others about it, submitting a complaint or moving away either from the situation or the cap badge.

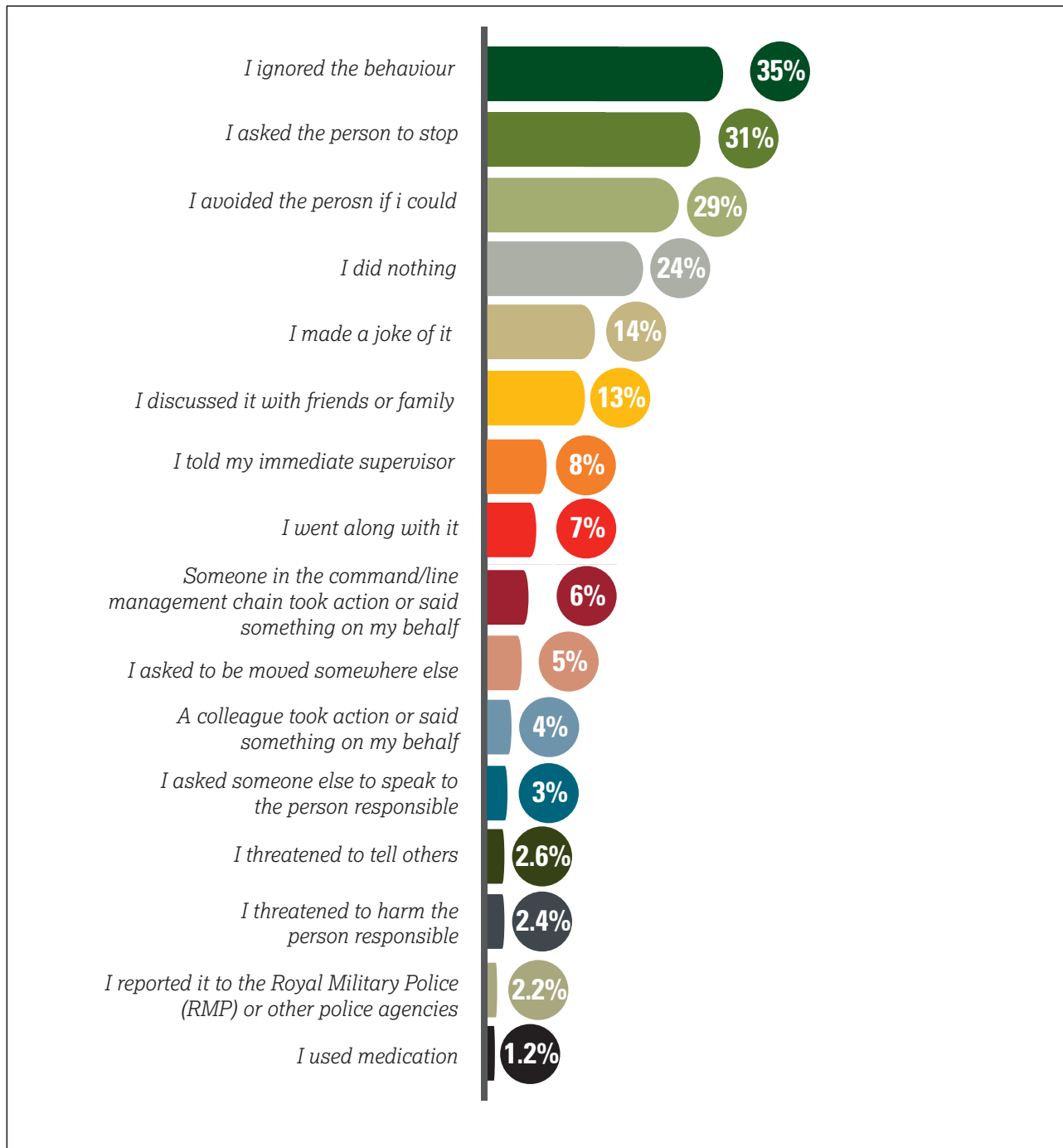


Figure 11. How Service Personnel Responded to The Upsetting Experience (n=655) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Respondents could tick more than one behaviour).

13.31 Of the Servicewomen who responded, 44% [14%] stated that they asked the person responsible for the particularly upsetting experience to stop and 41% [13%] avoided the person if they could. This was significantly⁸⁸ different to the Servicemen who responded, where 27% [2.8%] of Servicemen stated that they asked the person responsible for the particularly upsetting experience to stop and 26% [2.7%] avoided the person if they could (Table 38).

88 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

13.32 Significantly⁸⁹ more Servicewomen than Servicemen responded to the particularly upsetting experience by making a joke of it, by reporting it to the Royal Military Police or other police agencies and by discussing it with family and friends. Significantly⁹⁰ more Servicewomen than Servicemen also stated that other people acted on their behalf in response to the upsetting experience (this included someone in the command/line management chain and a colleague). More Servicemen than Servicewomen stated they did nothing although this difference was not at a statistically significant level (Table 38).

Response To The Particularly Upsetting Experience	Servicemen	Servicewomen
I did nothing	25% [2.7%]	17% [5%]
I ignored the behaviour	35% [4%]	33% [10%]
I avoided the person if I could	<u>26%</u> [2.7%]	<u>41%</u> [13%]
I asked the person to stop	<u>27%</u> [2.8%]	<u>44%</u> [14%]
I asked to be moved somewhere else	5% [0.5%]	4% [1.4%]
I threatened to tell others	2.5% [0.3%]	2.9% [0.9%]
I told my immediate supervisor	7% [0.7%]	12% [4%]
I made a joke of it	<u>12%</u> [1.3%]	<u>21%</u> [7%]
I went along with it	8% [0.8%]	6% [1.9%]
I threatened to harm the person responsible	2.5% [0.3%]	2% [0.6%]
Someone in the command/line management chain took action or said something on my behalf	<u>5%</u> [0.5%]	<u>11%</u> [3%]
I used medication	1% [0.1%]	1.8% [0.6%]
A colleague took action or said something on my behalf	<u>2.3%</u> [0.2%]	<u>11%</u> [4%]
I asked someone else to speak to the person responsible	2.5% [0.3%]	5% [1.6%]
I reported it to the Royal Military Police (RMP) or other police agencies	<u>0.5%</u> [0.1%]	<u>8%</u> [2.5%]
I discussed it with friends or family	8% [0.9%]	<u>29%</u> [9%]

Table 38. How Service Personnel Responded to The Upsetting Experience by Gender (n=655) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Respondents could tick more than one behaviour).

13.33 Of those Service personnel who answered the question of how they responded to the particularly upsetting experience, Officers and ORs were comparable in their responses of ignoring the behaviour (34% [3%]:35% [4%]) and asking the person responsible to stop (34% [3%]:30% [4%]). Significantly⁹¹ more ORs (25%) [3%] than Officers (12%) [1.2%] did nothing (Table 39).

89 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

90 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

91 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

Response To The Particularly Upsetting Experience	Officers	ORs
I did nothing	12% [1.2%]	25% [3%]
I ignored the behaviour	34% [3%]	35% [4%]
I avoided the person if I could	23% [2.3%]	30% [4%]
I asked the person to stop	34% [3%]	30% [4%]
I asked to be moved somewhere else	1% [0.1%]	5% [0.6%]
I threatened to tell others	1% [0.1%]	3% [0.4%]
I told my immediate supervisor	4% [0.4%]	8% [1.1%]
I made a joke of it	16% [1.7%]	14% [1.8%]
I went along with it	6% [0.6%]	8% [1%]
I threatened to harm the person responsible	0% [0%]	3% [0.4%]
Someone in the command/line management chain took action or said something on my behalf	3% [0.3%]	6% [0.8%]
I used medication	0% [0%]	1% [0.2%]
A colleague took action or said something on my behalf	5% [0.5%]	4% [0.5%]
I asked someone else to speak to the person responsible	2% [0.2%]	3% [0.4%]
I reported it to the Royal Military Police (RMP) or other police agencies	1% [0.1%]	2% [0.3%]
I discussed it with friends or family	15% [1.5%]	13% [1.6%]

Table 39. How Service Personnel Responded to The Upsetting Experience by Rank ($n=655$) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience) (NB: Respondents could tick more than one behaviour).

- 13.34 For over half of the Service personnel who said they had a particularly upsetting experience, the action they took in response to the upsetting experience was effective in stopping the behaviour involved (55%) [6%]. Just over a third reported that their response was not effective in stopping the behaviour involved in the upsetting experience (36%) [4%] (Figure 12).

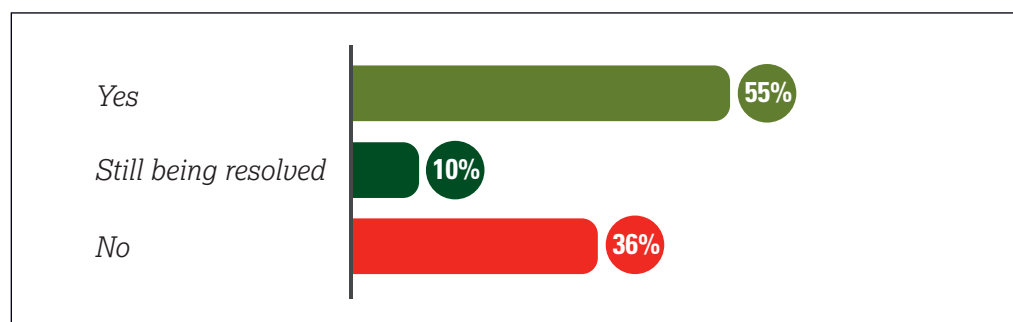


Figure 12. Percentage of Service Personnel Reporting Whether Their Responses Effectively Stopped the Behaviour Involved in The Upsetting Experience ($n=593$) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience).

13.35 When breaking responses down by gender (see Table 40), over half of Servicemen (53%) [5%] and Servicewomen (61%) [18%] reported that their response to the behaviour involved in the particularly upsetting experience was effective in stopping it. Around a third of Servicemen (38%) [3%] and Servicewomen (30%) [9%] said their response was not effective in stopping the behaviour. This was similar for Officers and ORs where over half (58% [5%]: 54% [6%]) reported that their response was effective at stopping the behaviour, while just over a third said it was not effective (36% [2.8%]: 36% [4%]).

Whether Response Stopped The Behaviour Involved in The Upsetting Experience	Servicemen	Servicewomen
Yes	53% [5%]	61% [18%]
No	38% [3%]	30% [9%]
Still being resolved	9% [0.9%]	10% [2.9%]

Table 40. Percentage of Service Personnel Reporting Whether Their Responses Effectively Stopped the Behaviour Involved in The Upsetting Experience by Gender (n=593) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience).

13.36 Of those Service personnel who indicated how they responded to the particularly upsetting experience (Figure 13), the actions reported to be the most effective at stopping the behaviour involved were: asking the person responsible to stop (31%) [1.8%] and ignoring the behaviour involved (18%) [1%]. Telling an immediate supervisor (2%) [0.1%] and reporting it the Royal Military Police or other police agencies (2%) [0.1%] were reported to be the least effective actions at stopping the behaviour involved. A small number of 'other' responses effective at stopping the behaviour involved, included discussing it with the person involved, discussing it with colleagues and reporting the situation.

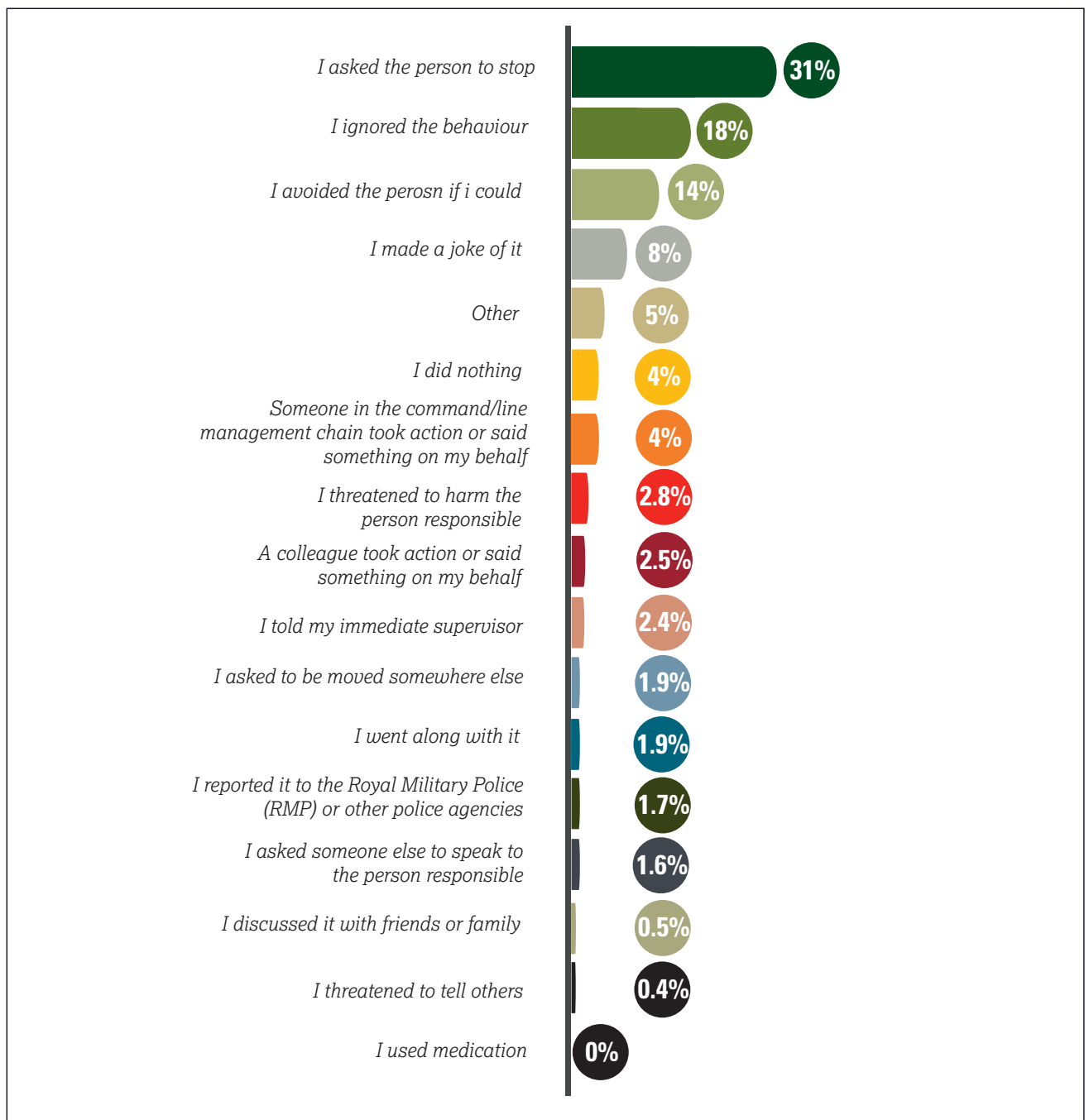


Figure 13. Percentage of Service Personnel Reporting Most Effective Response at Stopping the Behaviour Involved in The Upsetting Experience (n=343). (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience and 'yes' the action was effective at stopping the behaviour).

13.37 Around a third of the Service personnel who reported having a particularly upsetting experience told someone at work what was happening (35%) [4%]. The majority of those who responded did not tell anyone at work (65%) [7%]. Significantly⁹² more Servicewomen than Servicemen told someone at work what was happening and significantly more Servicemen than Servicewomen did not (Table 41). There were no significant differences between Officers and ORs telling someone at work what happened (25% [2%]:37% [4%]).

Telling Someone at Work What was Happening	Servicemen	Servicewomen	Total
Yes	<u>32%</u> [2.8%]	<u>48%</u> [14%]	35% [4%]
No	<u>69%</u> [6%]	<u>53%</u> [15%]	65% [7%]

Table 41. Percentage of Service personnel Who told Someone at Work What Was Happening by Gender (n=587) (N.B. Data is only included for those who answered ‘yes’ they had a particularly upsetting experience).

13.38 The majority of the Service personnel who answered the question about who they told at work about the particularly upsetting experience (n=244) reported that it was a colleague they told (50%) [1.9%]. This is similar to the findings reported in 2018. Far fewer personnel said they told the Equality Advisers (9%) [0.3%], the Padre/Chaplain (5%) [0.2%] or the Service Helpline or Support Line (4%) [0.1%] (Figure 14).

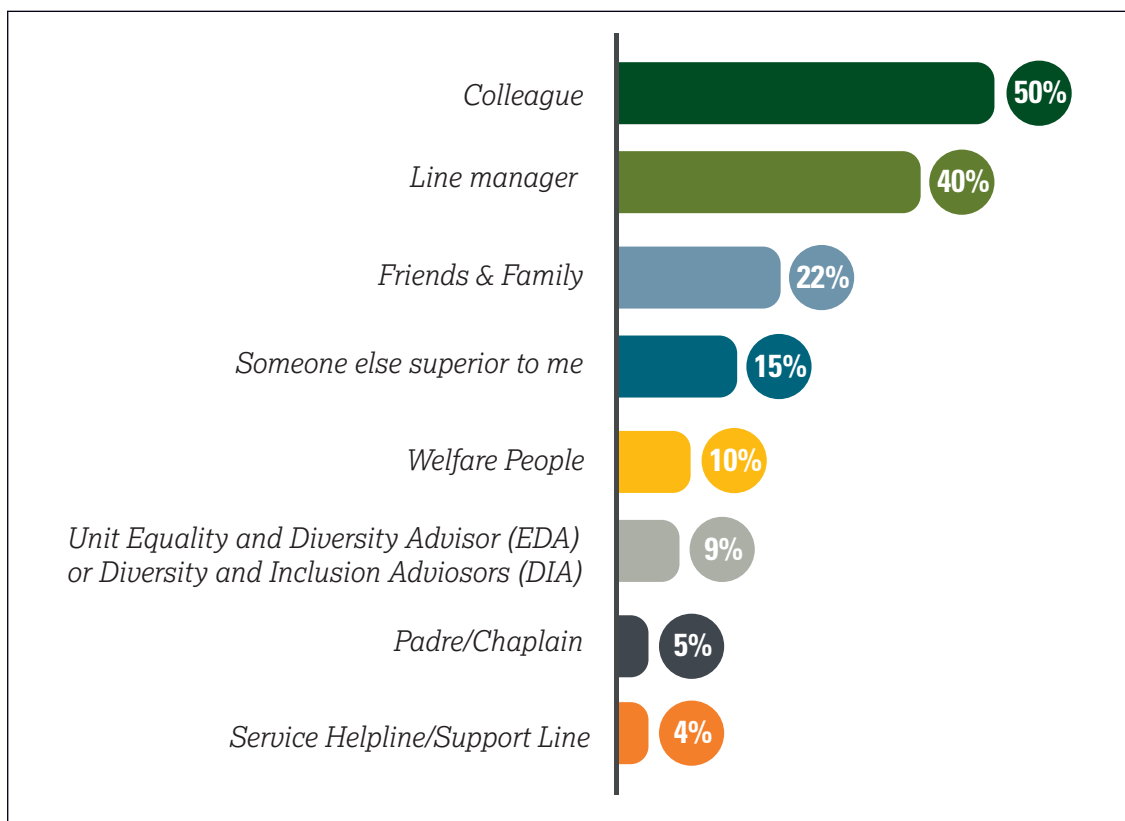


Figure 14. Who Service Personnel Told at Work About the Upsetting Experience (n=244) (N.B. Data is only included for those who answered ‘yes’ they had a particularly upsetting experience and ‘yes’ to telling someone at work what was happening).

92 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

13.39 When asked whether any of those people told helped to stop the behaviour involved in the particularly upsetting experience, over a third of those Service personnel who responded said the person told did stop the behaviour (37%) [1.4%] and under a third said the person told did not stop the behaviour (29%) [1.1%] (Table 42).

Whether Any of The People Told Helped to Stop the Behaviour Involved in The Upsetting Experience	Frequency
Yes	37% [1.4%]
Partly	33% [1.2%]
No	29% [1.1%]

Table 42. Percentage of Service personnel Reporting Whether Person Told Helped Stop the Behaviour Involved in the Upsetting Experience (n=242) (N.B. Data is only included for those who answered ‘yes’ they had a particularly upsetting experience and ‘yes’ to telling someone at work what was happening).

13.40 Of those Service personnel who told a person at work about the particularly upsetting experience, just under a third said that the people most helpful in stopping the behaviour involved was a line manager (31%) [0.8%] and a colleague (30%) [0.8%]. Far fewer Service personnel said the Equality, Diversity and Inclusion Advisers (4%) [0.1%], the Padre/Chaplain (0.3%) [<0.1%] or the Service Helpline or Support Line (0.1%) [<0.1%] were helpful in stopping the behaviour (Figure 15).

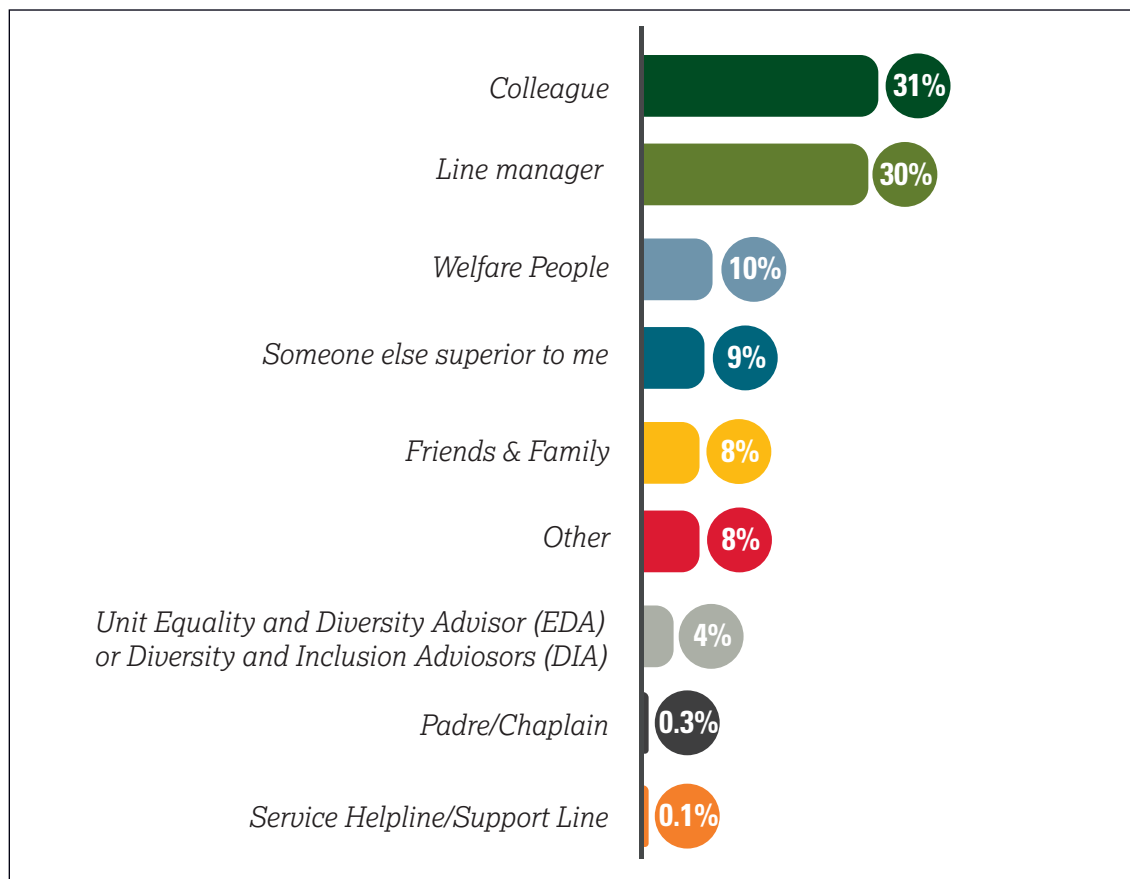


Figure 15. Person Reported as Most Helpful in Stopping the Behaviour Involved in The Upsetting Experience (n=156) (N.B. Data is only included for those who answered ‘yes’ they had a particularly upsetting experience) (N.B. Data is only included for those who answered ‘yes’ to telling someone at work what was happening and who said ‘yes’ or ‘partly’ when asked if the person helped stop the behaviour).

13.41 Whilst 35% [4%] of Service personnel who had a particularly upsetting experience told someone at work what was happening, 65% [7%] did not tell anyone. The most common reasons given by those Service personnel who did not tell anyone were, thinking they could handle the situation themselves (55%) [4%], thinking it was not that important (41%) [2.8%], not wanting to make it into a bigger issue (28%) [1.9%] and thinking that nothing would be done about it (24%) [1.6%] (Figure 16).

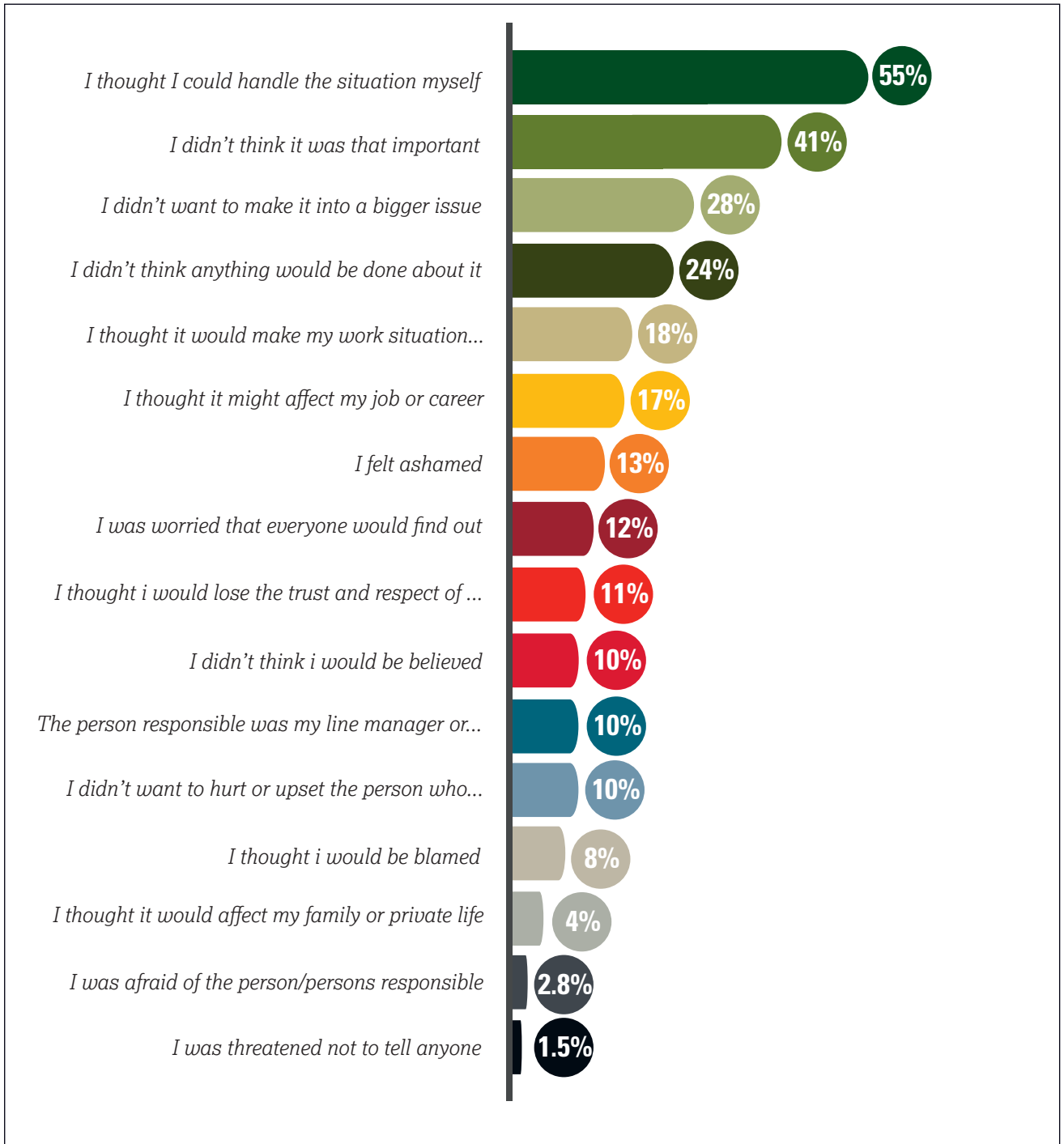


Figure 16. Reason For Not telling Someone at Work What Was Happening (n=343) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience and answered 'no' they did not tell anyone at work) (NB: Respondents could tick more than one behaviour).

MAKING A FORMAL COMPLAINT

13.42 In response to the particularly upsetting experience Service personnel were asked if at any time they had made a formal written complaint to their Commanding Officer about the upsetting experience. The majority of Servicemen and Servicewomen stated they did not make a formal complaint about their upsetting experience (96%) [10%]; 4% [0.4%] reported they did make a formal complaint.

13.43 Those 96% [10%] of Service personnel who stated they did not make a formal complaint ($n=540$) were asked why they didn't make a formal complaint. The most common reasons reported for not making a formal complaint about the upsetting experience were, that the situation was resolved informally, with 45% [4%] stating this, and personnel thinking that they could handle the situation themselves with 40% [4%] stating this. These most common reasons are similar to those reported in 2018. One in five of those Service personnel that responded reported they did not make a formal complaint about the upsetting experience because they didn't think anything would be done about it (22%) [2.1%]. Less than one in twenty Service personnel reported they didn't make a formal complaint because they didn't know how to (4%) [0.4%] (Figure 17).

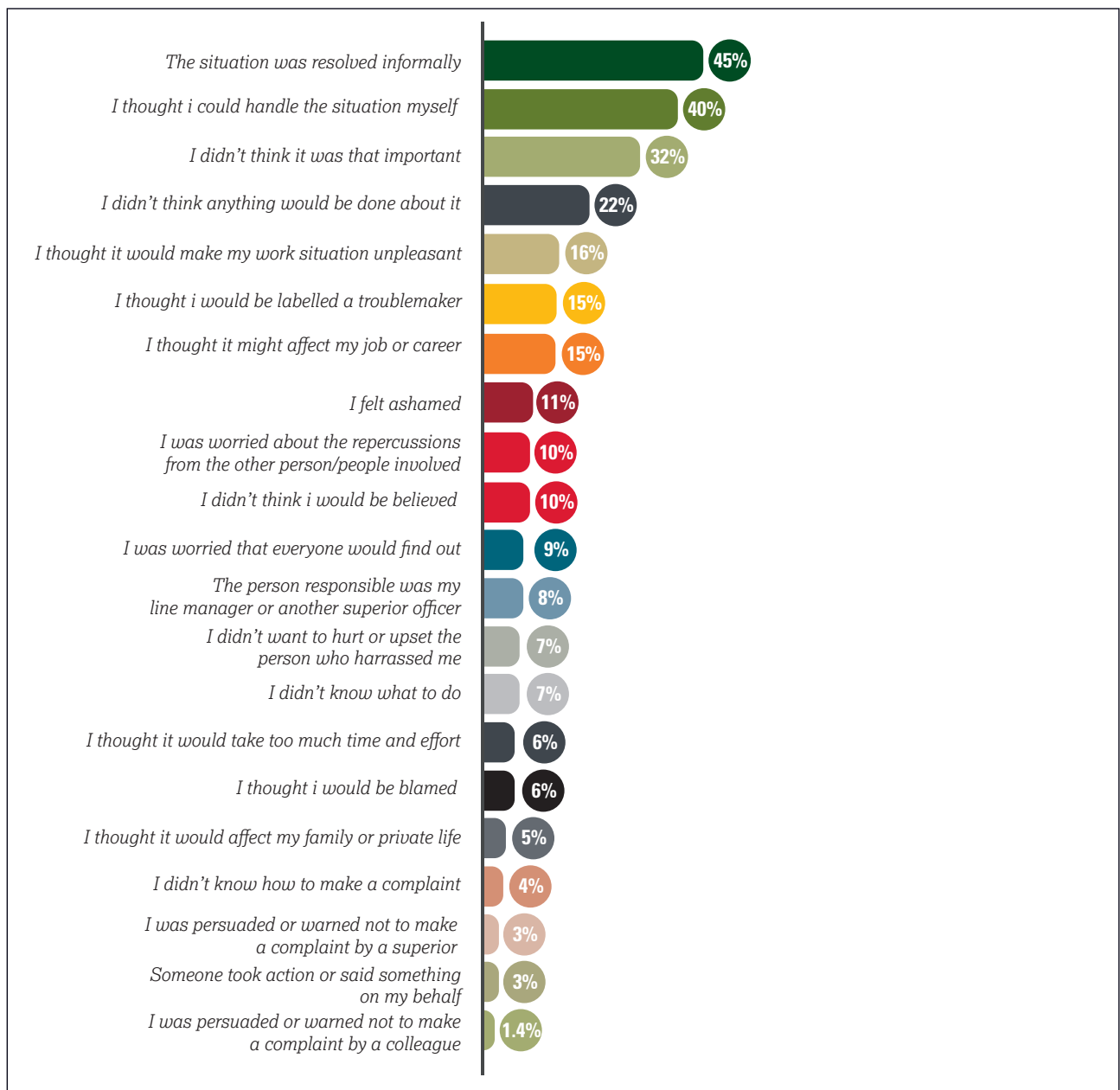


Figure 17. Reasons For Not Making a Formal Complaint About The Upsetting Experience ($n=540$) (N.B. Data is only included for those who answered 'yes' they had a particularly upsetting experience and 'no' they did not make a formal complaint) (NB: Respondents could tick more than one behaviour).

- 13.44 The five most common reasons reported by the Servicemen who stated they did not make a formal complaint about the particularly upsetting experience were, the situation was resolved informally (47%) [4%], they thought they could handle the situation themselves (41%) [3%] they didn't think it was that important (34%) [2.6%], they didn't think anything would be done about it (21%) [1.6%] and they thought it would make their work situation unpleasant (13%) [1%].
- 13.45 The five most common reasons reported by the Servicewomen who stated they did not make a formal complaint about the particularly upsetting experience were, the situation was resolved informally (40%) [11%], they thought they could handle the situation themselves (36%) [10%] they didn't think it was that important (29%) [8%], they didn't think anything would be done about it (28%) [8%] and they thought they would be labelled as a troublemaker (26%) [7%] and that it would make their work situation unpleasant (26%) [7%].
- 13.46 The five most common reasons reported by the Officers who stated they did not make a formal complaint about the particularly upsetting experience were, they thought they could handle the situation themselves (49%) [4%] the situation was resolved informally (41%) [3%], they didn't think it was that important (39%) [2.9%], they didn't think anything would be done about it (21%) [1.6%] and they thought they would be labelled as a troublemaker (17%) [1.3%]. The five most common reasons reported by the ORs who stated they did not make a formal complaint about the particularly upsetting experience were, the situation was resolved informally (46%) [5%], they thought they could handle the situation themselves (38%) [4%], they didn't think it was that important (31%) [2.9%], they didn't think anything would be done about it (22%) [2.2%] and they thought it would make their work situation unpleasant (17%) [1.7%].
- 13.47 The figures discussed in the following paragraphs (13.44 to 13.47) regarding those who reported they made a formal complaint are very low, so may not be representative of the views of all those who have made formal complaints regarding sexualised behaviours. These therefore provide indicative rather than representative findings, and the findings need to be triangulated with additional data sources to ascertain if they are reflective of a wider sample of those personnel who have made a formal complaint about a sexualised behaviour. Percentages are not provided in order to protect anonymity.
- 13.48 Those 4% [0.4%] of Service personnel who stated they did make a formal complaint (*n=less than 30*) were asked how satisfied they were with different aspects of the complaint process. Of those who made a formal complaint, the highest levels of satisfaction were shown with how well personnel were kept informed about the progress of their complaint, the availability of information of how to make a complaint, the understanding of how to make a complaint and the treatment by the people handling the complaint. Levels of dissatisfaction were highest with the amount of time it took to resolve the complaint, how well the outcome of the investigation was explained, the treatment by the people who handled the complaint and the outcome of any follow-up action taken against the responsible person.
- 13.49 Those 4% [0.4%] of Service personnel who stated they did make a formal complaint about the upsetting experience (*n=less than 30*) were asked if they suffered any negative consequences as a result of making a formal complaint either during or afterwards. Two thirds said they did not suffer any negative consequences as a result of making a formal complaint whilst a third said they did suffer negative consequences.
- 13.50 Of those Service personnel who reported they did suffer negative consequences as a result of making a formal complaint either during or after the upsetting experience (*n=less than 30*) the main consequences were they no longer enjoyed their work, their motivation was lower, they felt humiliated, they lost respect for the people involved and they felt uncomfortable at work.
- 13.51 The (perceived) consequences of reporting an incident of sexual harassment emerged as a suggested contributory factor as to why sexual harassment occurs in the Army by a sizeable number of focus group comments⁹³. In general, more Servicewomen than Servicemen discussed the consequences of reporting. The overarching themes that emerged indicate that the main reasons that inhibit the reporting of sexual harassment were, being in a male dominated culture, having blurred work/social boundaries, the effect of group or Unit behaviours, the hierarchical structure, and the actual consequences of reporting on the individual making the complaint.

“You just get called a standard female whinging about getting attention.”

“[After an incident]she got posted, not him... so lots of people don't report it as it could jeopardise their career.”

“People get away with it, they don't get removed, you have to work with them or under them ‘oh he got away with [act of sexual harassment] and he's more Senior, so I can’.”

“We're pegged as millennials; they're [senior NCOs] nails seeing Iraq. Life for us is easy, patience is a virtue, [if you] go to them for anything, you're told pull your pants up, lift your chin up and get on with it.”

13.52 Other issues raised were around the perceived reasons for ‘inaction’ by some Units to address sexual harassment when it is reported. These included the perception that the reputation of the Unit supersedes the individual, that the alleged perpetrator is protected by colleagues or friends, or that many of the issues are considered by the Unit to only be banter. These perceived consequences and issues raised by the focus group participants illustrate that some personnel do not feel confident in the reporting system and do not feel confident that that they would be protected or supported if they made a formal complaint through the official reporting procedure.

“The reputation of the Unit is more important than the individual/victim.”

“You see it, but they're [alleged perpetrator] best friends with the person dealing with it so they try to sweep it under the carpet until it's raised higher.”

“It depends who they're friends with as well. If you're friends with the person dealing with it, it's going to get swept under the carpet...”

“It's ‘not seen’ by the Corps, they don't want to be seen in a bad light – frightened of this more than ever.”

“A lot of the time it's because of the paper trail, they're lazy. The Adjutant gets a big pile of paperwork on his desk, he's not going to read through all of that, then a couple of weeks later he still hasn't read it and something else has happened.”

14 PREVENTING AND MANAGING SEXUAL HARASSMENT IN THE WORKPLACE

HEADLINE FINDINGS

This section is about Service personnel's views on whether sexual harassment is a problem in the Army, how the Army manages and prevents it, and the leadership behaviours associated with management and prevention. It also looks at Service personnel's opinions regarding the effectiveness of the poster campaign and the training action taken since the last sexual harassment survey.

- Significantly more Service personnel in 2021 thought sexual harassment is a problem in 'some parts' of the Army (58%) than in 2018 (47%).
- Significantly more Servicewomen (67%) and Officers (67%) thought sexual harassment is a problem in 'some parts' of the Army than Servicemen (57%) and ORs (56%). In contrast, significantly fewer Service personnel in 2021 said there is a problem in their Unit/team (1.5%) than in 2018 (5%). Overall, Service personnel thought sexual harassment was less of a problem in their Unit/team (14% said it was a problem) compared to the wider Army (67% said it was a problem).
- Focus group participant responses were mixed in relation to what extent sexual harassment was seen as a problem in the Army. Some thought there is a problem and the problem is specific to the Army and comparable to other similar male dominated work environments; others thought the Army is no different to other work environments where sexual harassment also occurs. Women not being respected and fully integrated, men not knowing how to behave around women, 'outdated' attitudes and a lack of reporting were seen as contributory factors to the problem.
- Service personnel were largely positive about how the Army deals with sexual harassment, with the majority believing the Army tries to prevent sexual harassment (72%) and supports those who have been sexually harassed (71%), to a large or very large extent.
- Overall, the percentage of Service personnel believing the Army tries to prevent sexual harassment and support those who have been sexually harassed has remained constant since 2018.
- More Service personnel in 2021 (between 54 and 79%) report a positive command climate for the prevention of sexual harassment than in 2018 (between 44 and 78%). The majority of Service personnel thought their Chain of Command demonstrated leadership behaviours that created a positive command climate for the prevention of sexual harassment to a very large or large extent. Comparable to 2018, Service personnel were most positive about the extent to which their Chain of Command promoted a Unit climate based on trust and respect (79%), to a large or very large extent.
- Comparable to 2018, Service personnel were least satisfied with the command leadership behaviours around the provision of interesting and engaging training in sexual harassment and assault prevention response (54%) and the publicising of resources on sexual harassment (62%).
- More Service personnel in 2021 (between 69 and 84%) report a positive command climate for the management of sexual harassment than in 2018 (between 65 and 82%). Overall, the majority of Service personnel thought it was very likely that their Chain of Command would demonstrate leadership behaviours that created a positive command climate for the management of sexual harassment should it occur.
- Comparable to 2018, Service personnel were most positive about the way in which they thought their Chain of Command would respond to reports of sexual harassment, with 84% thinking it to be 'very likely' that the Chain of Command would take the report seriously. The majority of Service personnel thought Unit personnel would 'very likely' support the person reporting sexual harassment (65%); however just over a quarter (28%) thought Unit personnel would 'very likely' label the person reporting sexual harassment as a 'troublemaker'.
- The poster campaigns launched since the last sexual harassment survey in 2018 appear to have reached a wide audience with the majority of Service personnel saying they have seen the 'Speak Out' poster (96%) and the 'Sexual Harassment Call It Out' poster (60%); fewer reported seeing the 'Army Mediation' poster (50%).
- Of those who had seen the poster campaigns, more Service personnel rated the 'Speak Out' (66%) and the 'Sexual Harassment Call It Out' (65%) posters as effective in raising awareness than the 'Army Mediation' poster (53%). Overall, more Service personnel, regardless of gender or rank, reported having seen the 'Speak Out' poster over and above the other poster campaigns and more Service personnel generally rated it as the most effective in raising awareness.

- The most attended sexual consent and diversity and inclusion training was the MATT 6 Annual Diversity & Inclusion training, received by 94% of Service personnel; the least attended was the Dilemma training (15%).
- Interestingly those that were least attended were rated the most effective at raising awareness, particularly the Dilemma training and the Garnett Foundation respect for Others training (both rated as 91% effective).
- Whilst there were mixed responses in the focus groups about the extent to which the Army effectively prevents and manages sexual harassment, the majority of comments indicated that there is still scope to improve and that the Army needs to do more. The majority of responses to what else could the Army do centred around the need for more education and training on what exactly constitutes sexual harassment.

PERCEPTION OF THE EXTENT OF SEXUAL HARASSMENT AS A PROBLEM

- 14.1 Service personnel were asked if they thought there was a problem with sexual harassment in the Army. Over half of Service personnel thought that sexual harassment is a problem in 'some parts' of the Army (58%). This is a significant⁹⁴ increase to 2018. (Table 43).

Perception of A Problem with Sexual Harassment in the Army	2021	2018
Yes	9%	10%
In Some Parts	<u>58%</u>	<u>47%</u>
No	<u>33%</u>	<u>43%</u>

Table 43. Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in the Army by Year ($n=3302$).

- 14.2 Significantly⁹⁵ more Servicewomen thought that sexual harassment is a problem in the Army than Servicemen (Table 44).

Perception of A Problem with Sexual Harassment in the Army	Servicemen	Servicewomen
Yes	8%	<u>20%</u>
In Some Parts	<u>57%</u>	<u>67%</u>
No	<u>35%</u>	<u>13%</u>

Table 44. Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in the Army in 2021 by Gender ($n=3302$).

94 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

95 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 14.3 Significantly⁹⁶ more Officers thought that sexual harassment is a problem in ‘some parts’ of the Army than Other Ranks (Table 45).

Perception of A Problem with Sexual Harassment in the Army	Officers	ORs
Yes	7%	9%
In Some Parts	<u>67%</u>	<u>56%</u>
No	<u>26%</u>	<u>34%</u>

Table 45. Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in the Army in 2021 by Rank (*n*=3302).

- 14.4 Significantly⁹⁷ more Service personnel in 2021 thought sexual harassment is a problem in ‘some parts’ of the Army than in 2018, regardless of gender or rank.

Perception of A Problem with Sexual Harassment in Some Parts of the Army	2021	2018
Servicemen	<u>57%</u>	<u>46%</u>
Servicewomen	<u>67%</u>	<u>54%</u>
Officers	<u>67%</u>	<u>56%</u>
ORs	<u>56%</u>	<u>45%</u>
Total	<u>58%</u>	<u>47%</u>

Table 46. Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in Some Parts of the Army by Year and Cohort (*n*=3302).

- 14.5 Service personnel were also asked if they thought there was a problem with sexual harassment in their Unit/team. The majority of personnel (86%) did not think there was a problem with sexual harassment in their Unit/team. Significantly⁹⁸ fewer Service personnel said ‘yes’ there was a problem in their Unit/team in 2021 (1.5%) than in 2018 (5%). However, significantly fewer Service personnel also said ‘no’ there was not a problem in their Unit/team in 2021 (86%) than in 2018 (95%). The introduction of the ‘In Some Parts’ response option in 2021 may have had an impact on these statistics and must be borne in mind when interpreting these figures. One in eight Service personnel said there was problem in ‘some parts’ of their unit/team in 2021 (Table 47).

Perception of A Problem with Sexual Harassment in Unit/Team	2021	2018
Yes	<u>1.5%</u>	<u>5%</u>
In Some Parts	12%	-
No	<u>86%</u>	<u>95%</u>

Table 47. Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in their Unit/Team by Year (*n*=3295).

96 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

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98 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

14.6 Significantly fewer Service personnel in 2021 thought that ‘yes’ sexual harassment was a problem in their Unit/team than in 2018, regardless of gender or rank (Table 48). The introduction of the ‘In Some Parts’ response option in 2021 may again have had an impact on these figures and must be borne in mind when interpreting these.

Perception of A Problem with Sexual Harassment in Unit/Team	Yes 2021	Yes 2018
Servicemen	1.2%	5%
Servicewomen	5%	9%
Officers	0.5%	3%
ORs	1.8%	6%
Total	1.5%	5%

Table 48. Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in Some Parts of their Unit/Team by Year and Cohort (n=3295).

14.7 Overall, Service personnel thought sexual harassment was less of a problem in their Unit/team compared to the wider Army⁹⁹ (Figure 18).

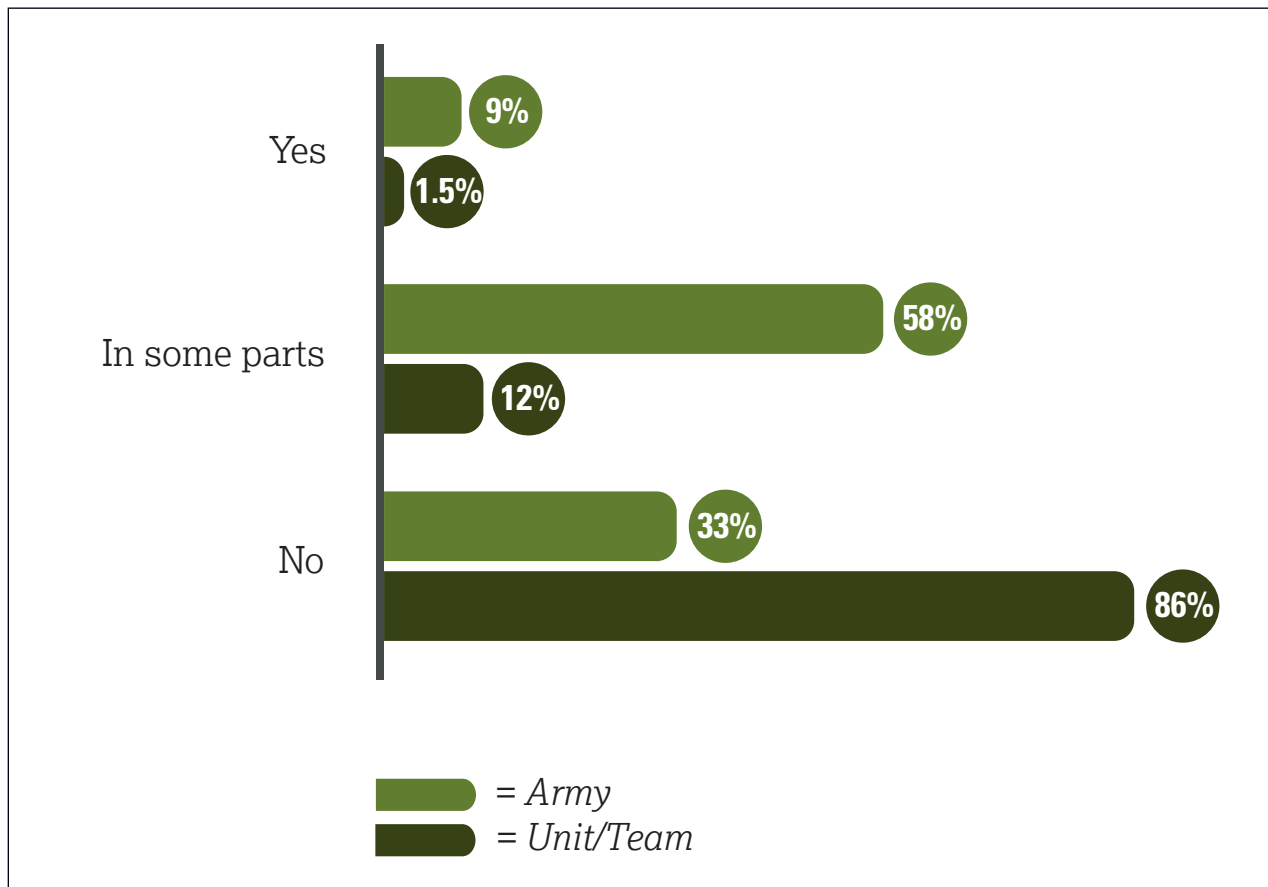


Figure 18. Percentage of Service Personnel who Thought Sexual Harassment is a Problem in the Army Compared to their Unit/Team.

99 This pattern is also seen when measuring constructs such as morale, where Service personnel are likely to be more positive about their own morale (i.e. their immediate experience) than they are about the morale of the Army as a whole (Armed Forces Continuous Attitude Survey 2021).

FURTHER EXPLORATION OF THE PERCEPTION OF SEXUAL HARASSMENT AS A PROBLEM

- 14.8 Service personnel were asked in the ten focus groups conducted¹⁰⁰, to what extent they thought sexual harassment was a problem in the Army. In general the thoughts were mixed. Some Service personnel thought that there is a problem in the Army and that the problem is specific to the Army and comparable to other similar male dominated work environments. Others thought that the Army is no different to other work environments where sexual harassment also occurs. However, more Service personnel thought that there is a more of a problem in the Army compared to other environments such as the civilian work environment because of it being a male dominated environment with women not being respected and fully integrated (women are seen differently to men and treated with less respect), with some men not knowing how to behave around women being part of the Army and with a lack of formal reporting. Some of the views expressed here and in other areas of the discussions can be seen as part of a wider cultural issue which reflects ‘outdated’ attitudes and a perceived lack of concerted effort on behalf of the Army to adapt its thinking in line with current society.

“You hear stories from other females... It’s a problem in all camps, I hear that from different people.”

“[When discussing unwanted attention] Yeah that’s the same in civvy street too.”

“But the Army line [of what constitutes sexual harassment] is far away from the civilian line, so it could be a problem.”

“It’s the same everywhere in an office sat in London.”

“It is a problem, [I’ve] not experienced the same in civvy street. In the Army, they don’t respect women like they do in civvy street.”

- 14.9 Nonetheless, it was acknowledged by a small number of the participants in the focus groups that if the Army did have a potential problem, this was mitigated through actions taken by the Chain of Command and the wider Army.

“My boss said if something was to happen then to let him know and would put them back in line. I can always rely to my boss to help me out.”

“...If they didn’t want to tackle it, this (Focus group) wouldn’t be happening...”

“I’ve been an xxxxxx for X years, now you get RTUd (Returned to Unit) from camp and it’s investigated. It [sexual harassment] does still occur, but there’s lots more repercussions.”

100 It is important to note that focus group data does not provide a representative view of Service personnel in general, but the view of a few individuals.

PERCEPTION OF THE PREVENTION AND MANAGEMENT OF SEXUAL HARASSMENT

14.10 Service personnel were asked if they thought the Army tries to prevent sexual harassment. The majority of Service personnel said the Army tries to prevent sexual harassment to a ‘very large’ or ‘large extent’ (72%). 2.9% of Service personnel thought the Army ‘does not try at all’.

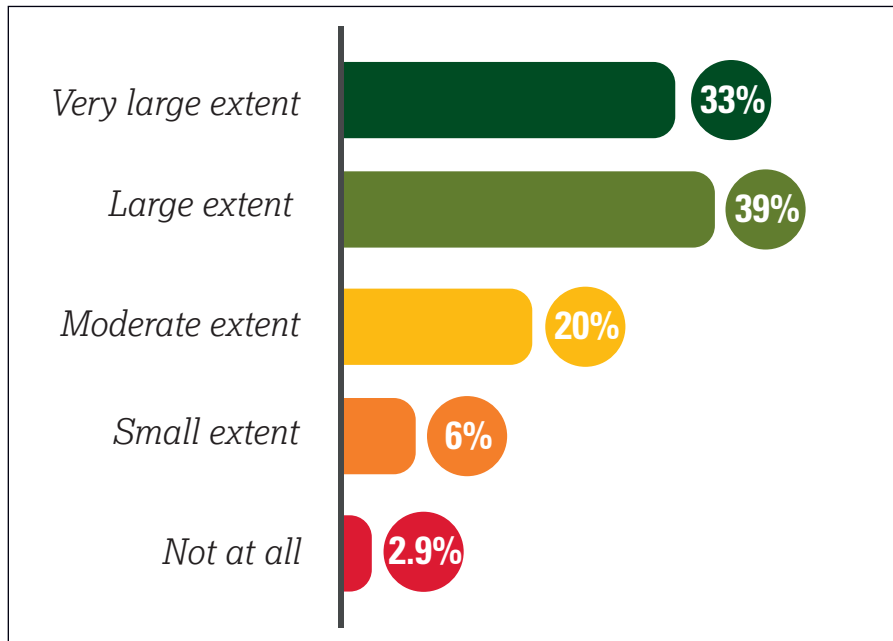


Figure 19. The Extent to Which Service Personnel Think the Army Tries to Prevent Sexual Harassment (n= 3288).

14.11 Overall, the percentage of Service personnel believing that the Army tries to prevent sexual harassment has remained largely similar since 2018 (Table 49).

Tries to Prevent Sexual Harassment	To a very large/large extent	
	2021	2018
Servicemen	73%	75%
Servicewomen	54%	57%
Officers	80%	78%
ORs	69%	72%
Total	72%	73%

Table 49. The Extent to Which Service Personnel Think the Army Tries to Prevent Sexual Harassment by Year.

14.12 When asked if they thought the Army supports those who are sexually harassed, the majority of Service personnel said the Army supports those who are sexually harassed to a ‘very large’ or ‘large extent’ (71%). 2.7% of Service personnel thought the Army does not try at all (Figure 20).

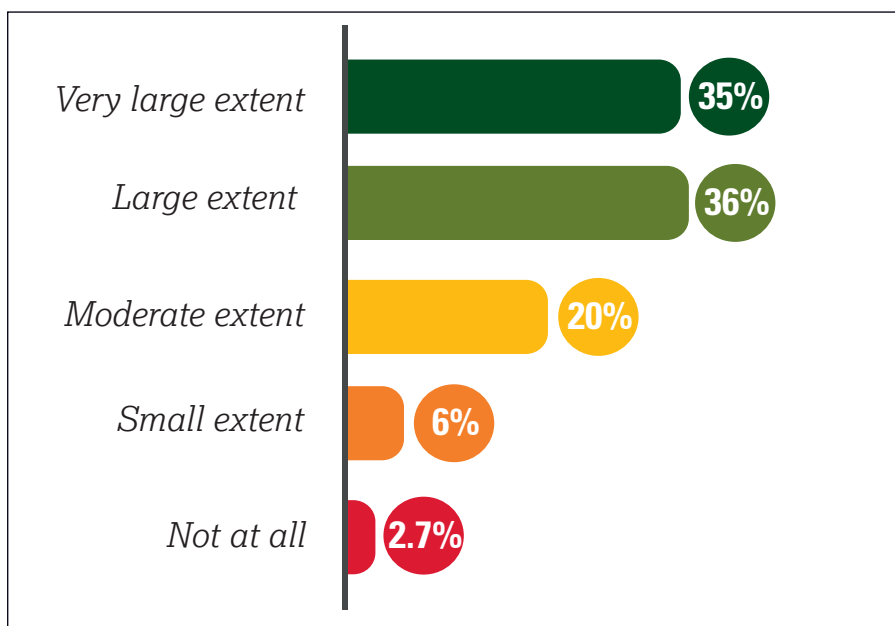


Figure 20. The Extent to Which Service Personnel Think the Army Supports Those Who Were Sexually Harassed (n= 3263).

14.13 Overall, the percentage of Service personnel believing the Army supports those who are being or have been sexually harassed has remained broadly similar since 2018.

Supports Those Who Were Sexually Harassed	To a very large/large extent	
	2021	2018
Servicemen	73%	71%
Servicewomen	48%	50%
Officers	72%	69%
ORs	70%	69%
Total	71%	69%

Table 50. The Extent to Which Service Personnel Think the Army Supports Those Who Were Sexually Harassed by Year.

14.14 A series of questions¹⁰¹ were asked regarding the extent to which the Chain of Command demonstrates positive workplace prevention, management behaviours and actions. The questions focused on leadership behaviours around creating a command climate that helps to prevent sexual harassment and one that appropriately supports those who have experienced it. Overall, the majority of Service personnel thought their Chain of Command demonstrated leadership behaviours that created a positive command climate for the prevention of sexual harassment to a very large or large extent (Table 51). In comparison to 2018, more Service personnel in 2021 report a positive command climate for the prevention of sexual harassment (although not at a statistically significant level). The areas where Service personnel are less satisfied with the command leadership behaviours are the provision of interesting and engaging training in sexual harassment and assault prevention response and the publicising of resources on sexual harassment (these are the same areas of least satisfaction as in 2018).

Command Climate: Prevention Behaviours	A Very Large or Large Extent	
	2021	2018
Promote a unit climate based on respect and trust	79%	78%
Refrain from sexist comments and behaviours	75%	69%
Actively discourage sexist comments and behaviours	73%	67%
Provide training in sexual harassment and assault prevention and response that interests and engages you	54%	44%
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	70%	61%
Publicises resources on sexual harassment (e.g. helpline, reporting process)	62%	56%
Encourage victims to report sexual harassment	71%	64%
Create an environment where victims feel comfortable reporting sexual harassment	70%	64%

Table 51. Percentage of Service Personnel who Thought Chain of Command Demonstrated Positive Leadership Behaviours for the Prevention of Sexual harassment ($n=3255-3276$).

14.15 Overall, consistently more Servicemen than Servicewomen thought their Chain of Command demonstrated leadership behaviours that created a positive command climate for the prevention of sexual harassment to a very large or large extent (Table 52). The most significant¹⁰² differences between the views of Servicemen and Servicewomen were regarding the extent to which their Chain of Command (i) provided interesting and engaging training in sexual harassment and assault prevention, (ii) encouraged personnel to intervene or assist others in situations at risk of sexual harassment, (iii) publicised resources on sexual harassment and (iv) encouraged victims to report sexual harassment. Significantly more Servicemen than Servicewomen thought their Chain of Command demonstrated these behaviours.

Command Climate: Prevention Behaviours	A Very Large or Large Extent	
	Servicemen	Servicewomen
Promote a unit climate based on respect and trust	80%	70%
Refrain from sexist comments and behaviours	75%	65%
Actively discourage sexist comments and behaviours	74%	61%
Provide training in sexual harassment and assault prevention and response that interests and engages you	<u>56%</u>	<u>38%</u>
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	<u>73%</u>	<u>50%</u>
Publicises resources on sexual harassment (e.g. helpline, reporting process)	<u>63%</u>	<u>47%</u>
Encourage victims to report sexual harassment	<u>73%</u>	<u>55%</u>
Create an environment where victims feel comfortable reporting sexual harassment	71%	58%

Table 52. Percentage of Service Personnel who Thought Chain of Command Demonstrated Positive Leadership Behaviours for the Prevention of Sexual harassment by Gender ($n=3255-3276$).

102 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 14.16 Overall, more Officers than ORs thought their Chain of Command demonstrated leadership behaviours that created a positive command climate for the prevention of sexual harassment to a very large or large extent. This was most notable, and the same as seen in 2018, with more Officers than ORs saying their Chain of Command promoted a unit climate based on trust and respect and their Chain of Command refrained from sexist comments and behaviours (Table 53).

Command Climate: Prevention Behaviours	A Very Large or Large Extent	
	Officers	ORs
Promote a unit climate based on respect and trust	91%	77%
Refrain from sexist comments and behaviours	85%	73%
Actively discourage sexist comments and behaviours	79%	72%
Provide training in sexual harassment and assault prevention and response that interests and engages you	51%	56%
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	72%	70%
Publicises resources on sexual harassment (e.g. helpline, reporting process)	64%	61%
Encourage victims to report sexual harassment	76%	70%
Create an environment where victims feel comfortable reporting sexual harassment	74%	70%

Table 53. Percentage of Service Personnel who Thought Chain of Command Demonstrated Positive Leadership Behaviours for the Prevention of Sexual harassment by Rank ($n=3255-3276$).

- 14.17 Overall, the majority of Service personnel thought it was 'very likely' that their Chain of Command would demonstrate leadership behaviours that created a positive command climate for the management of sexual harassment should it occur (Table 54). In comparison to 2018, slightly more Service personnel in 2021 report a positive command climate for the management of sexual harassment, although this is not at a statistically significant level.

Command Climate: Management Behaviours	Very Likely	
	2021	2018
The Chain of Command would take the report seriously	84%	82%
The Chain of Command would keep knowledge of the report limited to those with a need to know	76%	73%
The Chain of Command would forward the report outside the unit to criminal investigators	69%	65%
The Chain of Command would take steps to protect the safety of the person making the report	77%	74%
The Chain of Command would support the person making the report	77%	75%
The Chain of Command would take corrective action to address factors that may have led to the sexual harassment	75%	71%

Table 54. Percentage of Service Personnel who Thought Chain of Command would Demonstrate Positive Leadership Behaviours for the Management of Sexual Harassment ($n=3234-3267$).

- 14.18 Comparable to 2018, significantly¹⁰³ more Servicemen than Servicewomen in 2021 thought it was ‘very likely’ that their Chain of Command would demonstrate leadership behaviours that created a positive command climate for the management of sexual harassment should it occur (Table 55).

Command Climate: Management Behaviours	Very Likely	
	Servicemen	Servicewomen
The Chain of Command would take the report seriously	<u>85%</u>	<u>76%</u>
The Chain of Command would keep knowledge of the report limited to those with a need to know	<u>77%</u>	<u>65%</u>
The Chain of Command would forward the report outside the unit to criminal investigators	<u>70%</u>	<u>61%</u>
The Chain of Command would take steps to protect the safety of the person making the report	<u>77%</u>	<u>67%</u>
The Chain of Command would support the person making the report	<u>78%</u>	<u>68%</u>
The Chain of Command would take corrective action to address factors that may have led to the sexual harassment	<u>76%</u>	<u>63%</u>

Table 55. Percentage of Service Personnel who Thought Chain of Command would Demonstrate Positive Leadership Behaviours for the Management of Sexual harassment by Gender ($n=3234-3267$).

- 14.19 Consistently, significantly¹⁰⁴ more Officers than ORs thought it was ‘very likely’ that their Chain of Command would demonstrate leadership behaviours that created a positive command climate for the management of sexual harassment should it occur (Table 56).

Command Climate: Management Behaviours	Very Likely	
	Officers	ORs
The Chain of Command would take the report seriously	<u>95%</u>	<u>82%</u>
The Chain of Command would keep knowledge of the report limited to those with a need to know	<u>87%</u>	<u>74%</u>
The Chain of Command would forward the report outside the unit to criminal investigators	<u>79%</u>	<u>67%</u>
The Chain of Command would take steps to protect the safety of the person making the report	<u>88%</u>	<u>74%</u>
The Chain of Command would support the person making the report	<u>88%</u>	<u>75%</u>
The Chain of Command would take corrective action to address factors that may have led to the sexual harassment	<u>83%</u>	<u>73%</u>

Table 56. Percentage of Service Personnel who Thought Chain of Command would Demonstrate Positive Leadership Behaviours for the Management of Sexual harassment by Rank ($n=3234-3267$).

103 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

104 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

14.20 Service personnel were also asked about the demonstration of behaviours occurring at Unit level, rather than at Command level, that would create a positive climate for the management of sexual harassment should it occur (Table 57). The majority of Service personnel thought Unit personnel would 'very likely' support the person reporting sexual harassment (65%). Under a third (28%) thought Unit personnel would 'very likely' label the person reporting sexual harassment as a 'troublemaker'; 40% thought this would not happen at all. Under a third (27%) thought the alleged offender or their associates would retaliate against the person making the complaint; 29% thought this would not happen at all. Lastly, a quarter (25%) thought the career of the person making the complaint would suffer; 44% thought this would not happen at all.

Unit Level Climate: Management Behaviours	Very Likely	Moderately Likely	Not at all
Unit personnel would support the person making the report	65%	32%	2.6%
Unit personnel would label the person making the report a troublemaker	28%	32%	40%
The alleged offender(s) or their associates would retaliate against the person making the complaint	27%	45%	29%
The career of the person making the complaint would suffer	25%	31%	44%

Table 57. Percentage of Service Personnel Who Thought Unit Level Behaviours Would Create a Positive Climate for the Management of Sexual harassment ($n=3234-3267$).

14.21 Comparable to 2018, significantly¹⁰⁵ more Servicemen than Servicewomen thought Unit personnel would 'very likely' support the person reporting sexual harassment. Significantly¹⁰⁶ more Servicemen than Servicewomen however, thought Unit personnel would 'very likely' label the person reporting sexual harassment as a troublemaker, that the alleged offender or their associates would 'very likely' retaliate and the career of the person making the complaint would 'very likely' suffer (Table 58).

Unit Level Climate: Management Behaviours	Servicemen			Servicewomen		
	Very Likely	Moderately Likely	Not at all	Very Likely	Moderately Likely	Not at all
Unit personnel would support the person making the report	<u>66%</u>	31%	2.4%	<u>56%</u>	41%	4%
Unit personnel would label the person making the report a troublemaker	<u>29%</u>	31%	40%	<u>19%</u>	39%	42%
The alleged offender(s) or their associates would retaliate against the person making the complaint	<u>28%</u>	<u>43%</u>	29%	<u>19%</u>	<u>54%</u>	27%
The career of the person making the complaint would suffer	<u>26%</u>	<u>30%</u>	44%	<u>17%</u>	<u>42%</u>	41%

Table 58. Percentage of Service Personnel Who Thought Unit Level Behaviours Would Create a Positive Climate for the Management of Sexual harassment by Gender ($n=3234-3267$).

105 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

106 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 14.22 Comparable to 2018, significantly¹⁰⁷ more Officers than ORs thought Unit personnel would ‘very likely’ support the person reporting sexual harassment. Overall, more than twice as many ORs than Officers thought the person making a report of sexual harassment would ‘very likely’ suffer negative consequences, such as being labelled as a ‘troublemaker’ by Unit personnel, receiving retaliation from the offender(s) or their associates, and having their career suffer (Table 59).

Unit Level Climate: Management Behaviours	Officers			ORs		
	Very Likely	Moderately Likely	Not at all	Very Likely	Moderately Likely	Not at all
Unit personnel would support the person making the report	<u>71%</u>	28%	<u>0.6%</u>	<u>64%</u>	34%	<u>3%</u>
Unit personnel would label the person making the report a troublemaker	<u>15%</u>	28%	<u>58%</u>	<u>31%</u>	33%	<u>36%</u>
The alleged offender(s) or their associates would retaliate against the person making the complaint	<u>11%</u>	45%	<u>44%</u>	<u>30%</u>	44%	<u>26%</u>
The career of the person making the complaint would suffer	<u>13%</u>	23%	<u>64%</u>	<u>28%</u>	33%	<u>39%</u>

Table 59. Percentage of Service Personnel Who Thought Unit Level Behaviours Would Create a Positive Climate for the Management of Sexual harassment by Rank (n=3234-3267).

PERCEPTION OF THE EFFECTIVENESS OF ACTION TAKEN

- 14.23 A range of interventions were introduced in the Army as a result of the previous sexual harassment survey and diversity and inclusion work. Part of these interventions were poster campaigns and training courses. Feedback regarding awareness of, attendance and perceived effectiveness of these were sought from this survey. Service personnel were asked if they had seen three Army-wide poster campaigns, two on ‘speaking out’ about sexual harassment and one on mediation. They were also asked whether they had received a range of sexual consent and diversity and inclusion training. Those who said ‘yes’ they had seen the posters or received the training, were asked to rate how effective they thought these were in raising awareness.
- 14.24 The majority (96%) of Service personnel reported seeing the ‘Speak Out’ poster (Table 60). Just over half (60%) reported seeing the ‘Sexual Harassment Call It Out’ poster; 25% said they had not seen it. Regarding the Army Mediation poster, 50% reported having seen it, whilst 32% said they had not. More service personnel rated the ‘Speak Out’ (66%) and the ‘Sexual Harassment Call It Out’ (65%) posters as effective in raising awareness than the ‘Army Mediation’ poster (53%). More Service personnel (18%) rated the ‘Army Mediation’ poster as ‘not at all’ effective in raising awareness than the other two posters (9-10%).

Army Wide Poster Campaigns	Yes Have Seen it	Yes it Was Effective
Speak Out Poster	96%	66%
Sexual Harassment Call it Out Poster	60%	65%
Army Mediation Poster	50%	53%

Table 60. Percentage of Service Personnel Who Saw the Army Wide Poster Campaigns and Rated Them as Effective in Raising Awareness (n=2764 -3273) (N.B The ‘effective rating’ includes those Service personnel who rated it as ‘very effective’ and ‘moderately effective’) (N.B The percentage of those who rated the poster as ‘effective’ only includes data for those who answered ‘yes’ they have seen the poster).

107 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

- 14.25 Significantly¹⁰⁸ more Servicewomen (97%) than Servicemen (95%) said they had seen the ‘Speak Out’ poster, but significantly fewer Servicewomen (between 40 and 50%) than Servicemen (between 51 and 61%) said they had seen the ‘Sexual Harassment Call It Out’ and ‘Army Mediation’ posters. Both Servicemen and Servicewomen rated the ‘Speak Out’ and ‘Call It Out’ posters as more effective in raising awareness (between 56 and 67%) than the ‘Army Mediation’ poster (between 46 and 53%) (Table 61).

Army Wide Poster Campaigns	Servicemen		Servicewomen	
	Yes Have Seen it	Yes it Was Effective	Yes Have Seen it	Yes it Was Effective
Speak Out Poster	<u>95%</u>	67%	<u>97%</u>	56%
Sexual Harassment Call it Out Poster	<u>61%</u>	65%	<u>50%</u>	58%
Army Mediation Poster	<u>51%</u>	53%	<u>40%</u>	46%

Table 61. Percentage of Service Personnel Reporting Who Saw the Army Wide Poster Campaigns and Rated Them as Effective in Raising Awareness by Gender (n=2764 -3273) (N.B The ‘effective rating’ includes those Service personnel who rated it as ‘very effective’ and ‘moderately effective’) (N.B The percentage of those who rated the poster as ‘effective’ only includes data for those who answered ‘yes’ they have seen the poster).

- 14.26 The majority of Officers (97%) and ORs (95%) said they had seen the ‘Speak Out’ poster and were similar in their rating of its effectiveness in raising awareness (between 66-67%). The poster that was seen least by both Officers (53%) and ORs (50%) was the ‘Army Mediation’ poster and this was rated the least effective in raising awareness (between 45 and 55%) in comparison to the other poster campaigns (Table 62).

Army Wide Poster Campaigns	Officers		ORs	
	Yes Have Seen it	Yes it Was Effective	Yes Have Seen it	Yes it Was Effective
Speak Out Poster	97%	66%	95%	67%
Sexual Harassment Call it Out Poster	59%	63%	60%	65%
Army Mediation Poster	53%	45%	50%	55%

Table 62. Percentage of Service Personnel Who Saw the Army Wide Poster Campaigns and Rated Them as Effective in raising awareness by Rank (n=2764 -3273) (N.B The ‘effective rating’ includes those Service personnel who rated it as ‘very effective’ and ‘moderately effective’) (N.B The percentage of those who rated the poster as ‘effective’ only includes data for those who answered ‘yes’ they have seen the posters).

- 14.27 Overall, more Service personnel, regardless of gender or rank, reported having seen the ‘Speak Out’ poster over and above the other poster campaigns and more Service personnel generally rated it as the most effective in raising awareness.
- 14.28 Of the range of sexual consent and diversity and inclusion training received by Service personnel, the most attended was the MATT 6 Annual Diversity & Inclusion training, received by 94% of Service personnel (Table 63). The least attended was the Dilemma training (15%), the RMP Sexual Consent training (43%) and the Garnett Foundation Respect for Others training (48%). Interestingly those that were least attended were rated the most effective at raising awareness, particularly the Dilemma training and the Garnett Foundation Respect for Others training (both rated as 91% effective).

108 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

Sexual Harassment Training	Yes Have Received it	Yes it Was Effective
RMP Sexual Consent training	43%	88%
Dilemma training	15%	91%
Army Unconscious Bias training	78%	84%
MATT 6 annual Diversity & Inclusion training	94%	82%
Garnett Foundation Respect for Others training	48%	91%

Table 63. Percentage of Service Personnel Who Received the Sexual Harassment and Diversity and Inclusion Training (n= 3269-3282) and Rated Them as Effective in raising awareness (n=379-3079) (N.B The 'effective rating' includes those Service personnel who rated it as 'very effective' and 'moderately effective') (N.B The percentage of those who rated the training as 'effective' only includes data for those who answered 'yes' they have received the training).

14.29 The most attended training by both Servicemen and Servicewomen was the MATT 6 Annual Diversity & Inclusion training (94%). The least attended training by both Servicemen (15%) and Servicewomen (7%) was the Dilemma training, although significantly¹⁰⁹ more Servicemen reported receiving this than Servicewomen. Significantly¹¹⁰ more Servicemen (49%) also reported receiving the Garnett Foundation Respect for Others training than Servicewomen (39%). Overall, Servicemen and Servicewomen were broadly comparable in their ratings of the range of training as being effective in raising awareness (i.e. there were no significant differences between them) (Table 64).

Sexual Harassment Training	Servicemen		Servicewomen	
	Yes Have Received it	Yes it Was Effective	Yes Have Received it	Yes it Was Effective
RMP Sexual Consent training	43%	88%	39%	86%
Dilemma training	<u>15%</u>	90%	<u>7%</u>	94%
Army Unconscious Bias training	78%	85%	79%	80%
MATT 6 annual Diversity & Inclusion training	94%	82%	94%	78%
Garnett Foundation Respect for Others training	<u>49%</u>	91%	<u>39%</u>	90%

Table 64. Percentage of Service Personnel Who Received the Sexual Harassment and Diversity and Inclusion Training (n= 3269-3282) and Rated Them as Effective in raising awareness (n=379-3079) by Gender. (N.B The 'effective rating' includes those Service personnel who rated it as 'very effective' and 'moderately effective') (N.B The percentage of those who rated the training as 'effective' only includes data for those who answered 'yes' they have received the training).

14.30 Likewise, for both Officers and ORs the most attended training was the MATT 6 Annual Diversity & Inclusion Training (Table 65). Significantly¹¹¹ more Officers (98%) reported receiving this than ORs (93%). The least attended by both Officers and ORs was the Dilemma training (between 14 and 15%). Significantly¹¹² more Officers reported receiving the RMP Sexual Consent and Army Unconscious Bias training than ORs. Overall, Officers and ORs were comparable in their ratings of the range of training as being effective in raising awareness, with the majority of Officers and ORs (between 77 and 92%) rating the training as effective.

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111 Significance testing has been conducted to compare data between different cohorts to see whether any differences found are statistically significant. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other.

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Sexual Harassment Training	Officers		ORs	
	Yes Have Received it	Yes it Was Effective	Yes Have Received it	Yes it Was Effective
RMP Sexual Consent training	49%	89%	41%	87%
Dilemma training	14%	91%	15%	90%
Army Unconscious Bias training	86%	81%	76%	85%
MATT 6 Annual Diversity & Inclusion training	98%	77%	93%	84%
Garnett Foundation Respect for Others training	50%	92%	47%	91%

Table 65. Percentage of Service Personnel Who Received the Sexual Harassment and Diversity and Inclusion Training (n= 3269-3282) and Rated Them as Effective in raising awareness (n=379-3079) by Rank. (NB The 'effective rating' includes those Service personnel who rated it as 'very effective' and 'moderately effective') (NB The percentage of those who rated the training as 'effective' only includes data for those who answered 'yes' they have received the training).

- 14.31 Overall, more Service personnel, regardless of gender or rank, reported having received the MATT 6 Annual Diversity & Inclusion training over and above the other training on offer, but more Service personnel generally rated the Dilemma training and the Garnett Foundation Respect for Others training as the most effective in raising awareness.

FURTHER EXPLORATION OF THE PERCEPTION OF SEXUAL HARASSMENT PREVENTION AND MANAGEMENT

- 14.32 Focus group participants were asked to discuss the extent to which they thought the Army tries to prevent and manage sexual harassment¹¹³. Three overarching themes emerged from the discussions which centred around the existing measures in place, factors impeding the Army's approach and considerations for improvement. The most agreement around which existing measures were perceived as effective was around peer support (including both informal, such as colleagues, and formal, such as the Army Service Women's Network) and welfare support such as the padre and welfare services. More Servicewomen mentioned these interventions as effective than Servicemen. Other effective interventions mentioned, in much smaller numbers, were the educational posters, videos and the support lines.

"The SH posters are dotted about."

"It's not everyone, there are some that work in welfare that would be fine."

"There are lots of other organisations you can go to. LGBTQ+, Rastafarian, BAME, there are lots of networks for people if you need to lean on them."

"[the Padre]...Quite visible and he tries to chat and let you know everything is confidential."

- 14.33 A large proportion of the focus group discussions were around the factors perceived to impede the Army's approach to preventing and managing sexual harassment. Such factors included the difficulties of informal networks in the reporting system breaking lines of trust and confidentiality, the lack of respect for women in the Service (including a lack of awareness of how to have appropriate interactions with women), the generational differences and the 'old school mentality' (notably more Servicemen mentioned this) and the lack of confidence and trust in the reporting system (confidentiality being a big issue for both Servicemen and Servicewomen). Interestingly more Servicemen raised concern over current sexual harassment preventive measures needing to be fairer for both men and women and the need for safeguarding to be more balanced for both the alleged and target and both genders. In particular, if the target was a Serviceman, they sometimes found it more difficult than Servicewomen to gain support in the reporting system. A smaller number of comments referred to the belief that

113 It is important to note that focus group data does not provide a representative view of Service personnel in general, but the view of a few individuals.

in some Units the tolerance levels for behaviours constituting sexual harassment was high because the Chain of Command was perceived to be more concerned with the reputation of the Unit or cap badge rather than any potential sexual harassment.

<p><i>"...contact welfare number and everyone finds out."</i></p>	<p><i>"...especially if you're a young Private/Soldier – 'where are you going?' Someone will see them going."</i></p>
<p><i>"...2 years ago, SNCO's [were all] white middle-aged men, no females, it was the culture of what it was like [cultural norms- social values were different]. It was worse for D&I. I believe it's getting better [harassment & discrimination]."</i></p>	<p><i>"Welfare cases come through us, but we know more than we should. Information gets passed that shouldn't in xxxx. There's no confidentiality in the Army."</i></p>
<p><i>"What if something happens to a guy? They need to sort it in their spare time for it to get dealt with, if it's a woman it gets sorted straight away."</i></p>	<p><i>"There's a stigma with seeking help from Welfare/Padres, you're seen as weak. You don't see blokes going to Welfare/Padre, they'll get called a biff."</i></p>
<p><i>"Female GCC [ground close combat] roles are new to the modern army, the males don't know how to socialise [with females under such circumstances] which is no excuse, they just tend to be more protective, and not comfortable with harassment."</i></p>	

14.34 Whilst there were mixed responses in the focus groups about the extent to which the Army effectively prevents and manages sexual harassment (and indeed the improvement over the years), the majority of comments indicated that there is still scope to improve, that sexual harassment still occurs and that the Army needs to do more. The question of what else the Army could do to prevent and manage sexual harassment was asked in both the survey and during the focus groups and, therefore, the main themes from both sources are presented here.

14.35 There were significantly more comments from Service personnel highlighting the need for more education and training to help prevent sexual harassment than any other intervention. A common suggestion was the need for more education and training around what exactly constitutes sexual harassment and an awareness of the continuum of sexual harassment behaviours. There seems to be a wide range of beliefs and attitudes on what sexual harassment is and what it is not. More training around the Army's values and standards and around what inclusive behaviours look like was also suggested to strengthen the foundations for a strong moral framework. It was suggested that this training be delivered early in an individual's Army career as well as throughout. A common theme was that sexual harassment education and training should be an on-going discussion and not just on an annual basis. Specifically it was commonly put forward that the training needs to be designed to meaningfully resonate¹¹⁴ with specific cohorts and to include the impact of sexual harassment on the target and the consequences. Service personnel need to understand when they are doing something wrong, and what the impact of their behaviour is. There were a lot of comments around changing the style of the training to be more personal, interactive and discursive and less 'slide pack' based and maximising engagement with specific groups through using individuals who the participants can identify with and respect to do the delivery (e.g. SNCOs delivering training, rather than Officers, to JNCOs). Furthermore, it should be delivered in joint educational discursive groups/forums, with all genders in order to facilitate the shared awareness of what constitutes sexual harassment and the impact on others. Notably more Servicemen than Servicewomen put forward these suggestions. It was also evident that future educational campaigns should address the fact that it is not always

114 One training resource recommended by a focus group participant which appears to resonate is an advert #DontBeThatGuy, from Police's Scotland That Guy campaign. This targets men aged 18 –35 years to take responsibility for preventing sexual harassment by changing their attitudes towards women, and challenging those of their peers
<https://www.scotland.police.uk/what-s-happening/news/2021/october/police-scotland-launches-new-campaign-urging-men-to-call-time-on-sexual-crime/>

males that are the perpetrators, and that they can also be the victims.

<p><i>"...come into the battery and have a presentation about it."</i></p>	<p><i>"We need the right people to push the training and education. We need to find out who. If we want change it will need to be battalion-led."</i></p>
<p><i>"A briefing team to visit units to display statistical facts and realities of sexual harassment may be effective, not dissimilar to the drugs and drink driving briefs usually received before Christmas."</i></p>	<p><i>"Make those in charge (COs) deliver the training and make their soldiers understand that if they commit these offences, they will be held to account and dealt with in the harshest possible way - career ending, regardless of rank"</i></p>
<p><i>"...make it interactive." "If you bring something out with the actors – then ask what he said, and is that right - yes or no."</i></p>	<p><i>"Whatever you do, don't put it on the DLE [Defence Learning Environment – an online portal] as MATTs, [annual mandated training] people just click through them. It has to be something they have to sit down and engage with."</i></p>
<p><i>"Doing training online doesn't work. A group of soldiers will stand around one computer, laugh at the scenarios and then between them make the best guess at what they think the answer is. Once complete, they will rotate and do the same again as quickly as possible so they can go to a NAAFI break or lunch."</i></p>	

14.36 Another strong theme that emerged was around leadership and the response of leaders to reports of sexual harassment. Comments referred to the potential for the Chain of Command (CoC) to not take reports seriously, to not deal with them anonymously and fairly, to be complicit in the behaviour or even responsible for sexual harassment. Reference was made to the need for sexual harassment to be treated seriously by the Chain of Command and to be dealt with effectively by immediately dealing with any incidents, providing support and guidance on rights and responsibilities; also the need for the CoC to foster a safe and positive work environment and proactively prevent and manage sexual harassment. A tendency to 'brush things under the carpet' to avoid the Unit looking bad or blaming the alleged victim and removing the alleged victim from the situation rather than dealing with the inappropriate behaviour were reported. Through not addressing incidents as they arise, holding people accountable for their actions, or enforcing clear disciplinary procedures, there are no observed repercussions for unacceptable behaviour. By not addressing unacceptable behaviour, the CoC could be inadvertently condoning it. The need for better safeguarding procedures for both the target and the alleged perpetrator of sexual harassment within Units particularly around aftercare, support and the minimising of the risk for further sexual harassment through careful consideration of postings etc was also highlighted. Some leaders were seen to have perpetuated a culture of sexual harassment through not dealing with the incidents or through perceived inappropriate subsequent postings or the removal of individuals, unintentionally setting a standard for younger soldiers and normalising the behaviours involved in the sexual harassment. A lot of comments advocated the necessary education of senior leaders and CoC on how to deal with sexual harassment and how to support the people involved. Also advocated was the discipline of those leaders who do nothing, and who do not lead by example.

<p><i>"The lack of moral courage to deal with these difficult situations is staggering."</i></p>	<p><i>"It is ridiculous and rife. [It's] brushed under the carpet."</i></p>
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“There is blame culture. Blame the victim rather than the perpetrator. Its maybe removing them both so it’s fair. If something happens remove both the victim and the perpetrator.”

“Develop a specialised Sexual Harassment Investigation Team - like SCIT but better. This team can support COs with SME advice and a swift investigation and outcome for the victim.”

“[The] Discipline thing comes back in again. If someone chats about it, it’s about stamping it out and staying out of it.”

“Discipline Commanders that fail to address incidents of sexual harassment or assault appropriately or worse, consciously cover it up. Ignore nothing.”

“If it is being seen to be dealt with from the top and those guilty of such act, suitably punished, then this would cascade down and send the right message. Too often soldier’s see Officers get away with things that they would be hung out to dry for. Where is the equality in that.”

14.37 Scope for better reporting and instilling trust and confidence in the reporting system was also a predominant theme from the focus group and survey comments from Service personnel. The feeling was that there was not currently a confidential, supportive and fair system which ensures a proportionate response to both the alleged perpetrator and alleged victim and this prevented individuals from reporting incidents. Some comments suggested that some responses to allegations are escalated too quickly and publicly and are disproportionate to an incident which risks having an adverse impact on all involved; others that nothing was escalated, there was no discipline for perpetrators of sexual harassment as is advocated in MATT6 and it was ‘brushed under the carpet’. Having confidence in a reporting system which is supportive of repercussions for the perpetrator and no adverse repercussions for the victim will empower and enable individuals (both victims and bystanders) to ‘call out’ inappropriate behaviours and sexual harassment. A perceived lack of action taken towards perpetrators, the breaking of rules and the perceived difficulty of victims to receive justice was evident and a suggestion to enhance confidence in the reporting system was for the provision of examples of case studies to be widely communicated which highlight the proportionate response and fair outcome of sexual harassment. It was felt this would also deter offenders. Many were in favour of a zero-tolerance approach, similar to drug use and felt that whilst perpetrators should be punished for their behaviour so should those that falsely accuse others. Other suggestions for instilling confidence in the reporting system included the building of allies with strength in numbers of those reporting, introducing a system of self-reporting, introducing an app for confidential reporting and the endorsing of further objectivity and impartiality through the employment of civilian support outside of the Army Chain of Command to deal with incidents of sexual harassment. Having someone external to the Unit to discuss concerns with and get advice on what to do was seen as favourable.

“...maybe taking people out the chain, so it’s out of battalion.”

“Produce an app for reporting which would appeal to the new generation of soldiers.”

“I think it’s getting better. Sandhurst sisterhood. Armed Services women’s network. There are more networks and support around.”

“It’s hard to speak up, with what’s going on in my Battery now, someone spoke to their friend then one person speaks up and more people follow.”

“I have a D&I officer who goes above and beyond their job. The ground level needs to be empowered to have an open level, there needs to be a team-strength so female privates have a go-to person with trust and power.”

“It is good if male colleagues can call out other male colleagues. We need to be comfortable and empowered to call out colleagues on inappropriate behaviour.”

“I find that it is a challenge [calling out colleagues on inappropriate behaviour] when I try and call a male colleague out I get told to stop making a fuss, called out myself or gas-lighted so I end up feeling really uncomfortable. I feel like I’m the one making an issue when I’m trying to raise a point.”

- 14.38 Fostering a positive work environment with high job satisfaction, decreased levels of boredom and Unit cohesion, where the Chain of Command better understands the individuals within their unit, were considered to be an integral part of dealing with inappropriate behaviours. These positive work environments should then be recognised and rewarded. It was also suggested that greater opportunity for better integration and socialisation should be encouraged in order to help individuals, irrespective of gender or rank, to understand how to interact appropriately (e.g. shared communal and cooking areas). The frequency and acceptance of the traditional segregation of males and females from early on in Army life has meant that it has become a normal part of the Army culture which is only addressed when there is a problem. Tackling ways of normalising inclusivity and positive culture over ‘laddish culture’ could help to ensure that this widely becomes the group/Unit norm. Furthermore, the natural turnover of those who represent an older generational view and the subsequent promotion of those who hold more up-to-date inclusive views, reflective of current society, could also support change.

“...mainly need to overcome the laddish culture straight out of school.”

“Some men get funny, and they don’t know how to behave and don’t know how to talk to you.”

*“...the more contact men have with women (enabling them to appreciate the fundamental *similarities* between the sexes, i.e. we join the Army for the same reasons they do) the more inclusive our culture will become.”*

“...men who had female friends at school and university suddenly act as if woman are the enemy because they fear ridicule.”

“Focus on the micro-behaviours such as eradicating phrases that imply/specify being female as being ‘less than’ - such as ‘big girl’s blouse’ or ‘being a fanny’ etc. Language like this, harmless to most (males), often goes unchecked by the chain of command and therefore allows (indeed sometimes encourages) a culture of male superiority. This in turn creates an environment where sexual harassment is more likely to occur or occur unreported.”

- 14.39 Whilst a lot of comments noted there was good communication and visibility of support and resources to help with sexual harassment (e.g. posters and videos raising awareness and networks) there was still a perception that there is scope to improve. A common theme raised was that there is insufficient choice and accessibility to sources of support and that support is often constrained by internal procedures (e.g. individuals may prefer not to report through the Chain of Command). There should be an established support process that by-passes the Chain of Command, as sometimes they are the cause of the problem or can be a blockage in the reporting process. The need for objective and impartial support (civilian) outside of the Army/Chain of Command was articulated often. Suggestions were put forward to increase the provision of choices and accessibility for confidential reporting (e.g. an anonymous app). Another common theme raised was around the capability of those adopting the support roles (e.g. welfare, COC) and the lack of appropriate training and SQEP they had for such important support roles. They were perceived to lack empathy and not treat the issues with the seriousness warranted. A common theme relating to support was the negative impact that sexual harassment can have on individuals. The need for better mental health support was highlighted with it being more widely available to both those Service personnel who have experienced sexual harassment and to those who are in the support roles.

<i>"There needs to be an anonymous app."</i>	<i>"There is a helpline which should be open 24/7 but is currently only 9-5."</i>
<i>"It would be better if it was behind a screen, something virtual so everyone can access it."</i>	<i>"...more to make people aware. Just everyone. Reassure the young people you can speak out to who and who of this is where to go."</i>
<i>"... If you are bringing out tools, you need to make sure the comms is right. Go round and do seminars on the ground to brief about it."</i>	

14.40 When asked, if having experienced or witnessed any inappropriate sexual behaviours in the Army, what advice would they give to others who may be experiencing similar situations, Service personnel overwhelmingly said to report it (whether that was to the Chain of Command or to someone outside of their Unit e.g. the MO, a colleague from another cap badge, the military or civilian police) to be brave and speak up and call it out and to seek help and advice from someone you trust (whether that was via the more formal channels such as the Speak Out lines, the Padre or Welfare Officer or the more informal channels such as friends, informal networks etc). Doing nothing and hiding away from the situation was not recommended. Far fewer personnel advised taking physical action such as avoidance or ignoring it or 'chin em'. Some said they just did not know what advice to give.

14.41 'Other comments' from Service personnel acknowledged that the Army culture has come a long way in tackling such issues as bullying, harassment and sexual harassment but there was also the observation that it still has a long way to go. Quite a few comments said that it is not endemic as there are lots of individuals who have never experienced sexual harassment in the Army. However other comments reflected the following: there is a general lack of understanding to what constitutes sexual harassment and whether it is just sexual assault or not, there needs to be more education and guidance on boundaries, banter and rights, it is a perceived generational 'older age bracket' problem of outdated attitudes and not respecting appropriate behaviours, there needs to be an infrastructure that is both safe and inclusive for all genders (e.g. not having to strip naked in front of the opposite gender on exercises), false allegations of sexual harassment should also be disciplined, there should be no tolerance for it and individuals should be removed who perpetrate it, there needs to be more support for victims, people need to be enabled to have the moral courage to 'call out' inappropriate behaviour and be celebrated for doing so, JNCO's need to be empowered and trained so they are more readily accessible for younger soldiers to approach, there is a lack of consistency and parity in RMP investigative approach and Units should receive extra training if they are highlighted as being poor examples of how to handle sexual harassment. Finally there were quite a few comments stating that sexual harassment is a male issue as well as a female issue and that this often gets overlooked.

"I believe there is a much larger problem with sexual harassment towards the men of the Army. I think they suffer in silence as I have done."

SUMMARY

15 CONCLUSIONS

15.1 Working Environment and Sexualised Behaviours

Although generalised sexualised behaviours remain a common experience in 2021 for most Service personnel, there have been fewer experiences since 2018. It is difficult to say whether the COVID-19 restrictions, lockdown conditions and the subsequent remote style of working has had an effect on this. More noteworthy, however, is the way in which these generalised sexualised behaviours were perceived by those who experience them; although Service personnel commonly experience them, they were less likely to find these behaviours offensive (i.e. they were more tolerant of them). It is reasonable to assume that higher tolerance for sexualised behaviours may come with a level of acceptance that 'this is the way it is' or 'it's just banter'. Generalised sexualised behaviours are also commonplace in other workplace environments and 'weary resignation' was evident in the 2020 TUC¹¹⁵ report (particularly expressed by women) to how widespread it is in both the workplace and in life outside of work.

The experience of targeted sexualised behaviours, such as coercive sexual favours and physical assault, however, has increased since 2018. Whilst the numbers involved in these experiences are small in 2021 there are nevertheless an increased number of experiences. It is not clear as to the reasons for this observed increase and it could be because individuals are now more aware of what is and what is not acceptable around these behaviours, or it could be that such behaviours are becoming more prevalent. It is apparent that most Service personnel have a wide understanding of what types of targeted sexualised behaviours constitute sexual harassment. Such awareness of how sexual harassment is seen is now consistent with official definitions, with less room for individual interpretation. Nonetheless, the findings show that, although most are aware of what targeted sexual harassment looks like, the behaviour of Service personnel does not appear to be changing as quickly as their attitudes. Moving forward, the Army needs to focus its efforts on activities that will create positive behavioural change and not just attitudinal change.

Whilst the majority of Service personnel have not personally experienced nor witnessed sexual harassment in the workplace in 2021, there has been an observable increase in the experience of particularly upsetting incidents involving sexualised behaviours. Only a small proportion, however, of those who experience particularly upsetting incidents report it. A perception of not having any influence over the way sexual harassment is managed and over the outcome decisions may impact the reporting of it. The view in other surveys looking at sexual harassment has shown that if it feels hopeless to challenge it, because it feels so widespread and commonplace, then sexual harassment will not get reported.

15.2 Impact of Social Media on Sexualised Behaviours in the Workplace

The sexualised behaviours most commonly experienced by Service personnel are receiving unwelcome comments and being sent sexually explicit material. An increasing proportion of these take place over an electronic device, including social media platforms. The findings suggest an increased use of social media in the workplace which provides the benefit of quicker and easier communications throughout the workforce. However, with increased use comes the opportunity for misuse and the provision of an easily accessible way to distribute sexualised comments and materials. This is reflected in wider society where research has shown cyber sexual harassment is complicated and on the increase.

Service personnel describe the increased invasion of privacy and the ease of access to explicit sexual content; both of which are harder to challenge through social media and hidden from the Chain of Command, due to the transitory nature of certain social media platforms. The Army needs to clarify and monitor the appropriate use of digital platforms and curb their misuse. Awareness needs to be raised of the potential for social media to facilitate sexual harassment and other unacceptable behaviours and clear guidelines need to be provided on the behaviour expected from Service personnel when this occurs.

115 <https://www.tuc.org.uk/news/end-sexual-harassment-workplace>

The Changing the world of work for good, end sexual harassment in the workplace report

15.3 Reporting Process

Similar to 2018, very few Service personnel who have an upsetting experience are likely to make a formal complaint. There still appears to be significant barriers to reporting sexual harassment, the most significant being the perceived negative repercussions of making a complaint such as making the work situation unpleasant, being labelled a troublemaker, not being believed, the negative impact on job/career and feeling ashamed. Whilst the highest levels of satisfaction are regarding information on how to make a complaint and progress information, the highest levels of dissatisfaction are with the length of time to resolution and the outcomes of follow-up actions taken against perpetrators. The findings suggest that improvements need to be made to the formal complaints process particularly around confidentiality, impartiality, and support provided.

Formal channels of support such as the Service Helplines, the signposted advisers (e.g. Welfare Officer, Padre, Equality and Diversity Advisor) and the Royal Military Police are not well utilised. Given that the process of reporting appears to be a significant barrier for Service personnel, particularly around the perceived anonymity, consideration should be given to alternative reporting options with an emphasis on assured confidentiality and objectivity. How technology can be exploited as a reporting mechanism also needs to be considered.

15.4 Gender and Rank Differences

Consistent with 2018, Servicewomen are more likely to find generalised sexualised behaviours offensive than Servicemen. The reasons for this are not clear although it appears from focus group discussions with Service personnel that men and women see 'going too far' differently and drawing the line between what is appropriate or not, differs between them. More Servicewomen also experience unwanted sexualised behaviours. According to the European Commission research on sexual harassment in the workplace, women working in male-dominated workplaces are more likely to experience sexual harassment. Although more Servicewomen experience physical targeted sexualised behaviours, this is not the case when it comes to serious sexual assault and rape, where there are similar experiences for Servicemen. The findings show that sexual harassment is not only a female issue it is also a male issue, although it looks different. Whilst it is acknowledged more women are subjected to sexual harassment than men, the experiences of men must also be considered; it may well be that not as many men report generalised sexual harassment because of the perception of a 'macho' culture which in turn exacerbates feelings of shame or embarrassment when it does happen to them. Managing particularly upsetting experiences is also different for Servicemen in that fewer will confront the perpetrator and ask them to stop, in comparison to Servicewomen. Thought needs to be given to how all Service personnel, irrespective of gender can obtain support and advice on reporting and managing sexual harassment.

More Other Ranks experience unwanted sexualised behaviours and particularly upsetting experiences than Officers. Other Ranks tend to report being 'unsure' of whether they have experienced or observed sexual harassment, and they tend to ignore or avoid the problem when it occurs more frequently than Officers. Generally Other Ranks have more of a negative impact as a result of their upsetting experiences. The findings suggest that junior personnel may lack the confidence and knowledge regarding how to deal with unwanted sexualised behaviours, and especially if the person responsible is more senior to them or part of their command chain.

15.5 Impact of Sexual Harassment

Whilst it is hard to measure the impact of experiences of sexual harassment beyond those reported by the recipient, the findings support previous research that suggests sexual harassment can have wide-reaching implications at the individual (e.g. physical and mental health problems), team (e.g. disruptive team working) and organisational level (e.g. retention problems). The heightened level of interest in sexual harassment throughout wider society means that those organisations, particularly in the public sector, are expected to uphold the highest standards. The Armed Forces is likely to be expected to do more to prevent and manage sexual harassment in the future, and to be held to account, both legally and professionally.

15.6 Experiences and Perceptions of Organisational Support

Although more Service personnel think sexual harassment is a problem in the Army in 2021, than in 2018, the majority remain positive about the extent to which the Army deals with sexual harassment. Although some perceive the Chain of Command as part of the problem, Service personnel are generally positive about the extent to which the Unit command leadership demonstrates positive behaviours with respect to preventing and managing sexual harassment. It is important to take this into account when interpreting the findings; whilst this research highlights areas for improvement, the Army has made significant efforts in this area, and these efforts are having a positive impact on the lived experience of its personnel.

Some of the poster and training campaigns are clearly perceived as better than others; interactive role play and group work seem to be more effective in raising awareness of sexual harassment. There remains however, an appetite for more bespoke education and training around what exactly constitutes sexual harassment and what it looks like when behaviours have gone too far; this was also evident in 2018. There seems to be a wide range of beliefs and attitudes regarding what sexual harassment is and what it is not. Service personnel need to understand when they are doing something wrong, what the impact of their behaviour is and the consequences.

15.7 Workplace Culture

The findings suggest that sexual harassment, specifically that experienced by women, is part of a wider cultural issue within the Army. Both focus group discussions and qualitative comments refer to 'outdated' attitudes towards women and gender, which have resulted in unhelpful ways of viewing women and not fully integrating them. Stereotypical or sexualised perceptions of women have led to some men not knowing how to behave around women, either through lack of experience of working with women or fear of causing offence. There are several factors specific to the military, such as the male dominated environment, that have enabled these attitudes to perpetuate and become part of the military culture. This male dominated 'macho' culture can restrict some men from speaking out about inappropriate behaviours that they have experienced themselves or observed.

16 RECOMMENDATIONS

- 16.1 This report provides a factual analysis of the findings of the Sexual Harassment 2020 survey and accompanying focus groups and is to be used to form recommendations and interventions to be acted on by the Army and MOD.

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ANNEX A: SEXUAL HARASSMENT SURVEY 2020

SEXUAL HARASSMENT SURVEY 2020 - PDF

Following on from the previous 2014 and 2017 Sexual Harassment Surveys, we committed the Army to undertaking another Sexual Harassment Survey in 2020. A key element of these surveys is to identify the nature and extent of sexual harassment within the Army and more importantly to understand how effective you feel we have been to date and how much more you think we still need to do. This Sexual Harassment Survey is your chance to tell me whether you have witnessed or been subject to any form of sexual harassment at work.

I want to ensure that your views are heard, and you have the opportunity to “speak out” so I strongly encourage you to take this opportunity to respond to the survey as open and honestly as you can. Your responses are vital to enable us to monitor the extent of sexual harassment within the Army and to continue improving policy and processes to reduce the incidents of sexual harassment at work, and improve your working life in the Army.

Major General Sharon Nesmith
Director Personnel (DPers)



Please ensure you are using Google Chrome to complete this survey.

Thank you for taking the time to complete this survey.
All your responses will be treated in the strictest confidence

There are 62 questions in this survey.

PARTICIPANT INFORMATION

[QA]

Sexual Harassment: A Study of Army Servicemen and Servicewomen 2020

MODREC Application No: 1085/MODREC/20

Invitation to take part:

We would like to invite you to take part in a research study. Before you decide to take part, please read the following information carefully and talk to others about the study if you wish, so that you understand why the research is being done and what it will involve. Ask us if there is anything that is not clear or if you would like more information. Take time to decide whether or not you want to take part.

What is the purpose of the research?

The aim of the research study is to better understand the nature and extent of sexual harassment within the Army, what impact this has on Service Personnel, and how effectively the Army prevents and manages it. Your participation will allow us to understand these issues.

Who is doing this research?

The research study is directed by Workforce Policy in the Army Personnel Directorate, Army HQ. It is being led by Paula Lanchbury, who works in Army Personnel Research and Consultancy, Personnel Strategy at Army HQ, Andover.

Why have I been invited to take part?

You have been invited to complete the survey because we want to find out about your personal views on sexual harassment in the Army. This survey has been sent to 20,000 Service Personnel in total across the Army.

Do I have to take part?

No, participation is entirely voluntary.

What will I be asked to do?

You will be asked to answer a number of questions asking you about sexual harassment in the Army. The survey should take approximately 20-25 minutes to complete. Please complete and return the survey by 16th February 2021.

By completing and returning the survey you are agreeing to take part in the research. You do not have to take part if you do not wish. Choosing not to take part will not be held against you in any way.

Are there any direct benefits to me of taking part?

No, there are no direct benefits to you. You will, however have the opportunity to provide feedback to those who make decisions about equality and diversity, and may help to improve the Army sexual harassment policies. You may also gain knowledge of what support is available to Service Personnel affected by sexual harassment.

What are the possible disadvantages (or risks) of taking part?

There is a risk that you may find some of the questions upsetting or distressing. If you find that taking part raises feelings that are upsetting or distressing in any way, you might want to discuss them with your Unit Medical Officer, Welfare Officer, Padre/Chaplain, Unit Equality and Diversity Advisor (EDA) or the Diversity and Inclusion Advisor (DIA). If you are deployed with a different Unit please use the local services. Or call the confidential Speak Out (Bullying, harassment and Discrimination) Helpline: Civ: 0306 7704656 Mil: 96770 4656, or the Army Mediation Service: Civ: 0306 7707691 Mil: 96770 7691. Or the 'Stop' BHD Defence Helpline: 0800 783 0334

Can I withdraw from the research and what will happen if I withdraw?

You can withdraw from this research at any stage of the survey, without having to provide a reason, and without consequence. Once you have submitted your responses you will no longer be able to withdraw, this is due to the anonymous nature of the survey.

Will I receive any expenses or payments?

No expenses will be incurred by taking part in this survey, nor will any payments be given in return for participating.

Will my taking part or not taking part affect my career?

Your participation is completely voluntary and any information you give will be anonymous. We will not record whether you have participated or not, so this will not affect your Service career in any way. However, please be aware that any criminal or other serious disclosures requiring action discovered during the course of the study will be passed to the Chain of Command, depending on the issue.

Who do I contact if I have any questions?

Name: Paula Lanchbury

Address: APRC, Army Headquarters, Floor 2, Blenheim Building, Marlborough Lines, Monxton Road, Andover, Hampshire, SP11 8HJ

Tel No: 01264 887736 Email: ArmyPers-Strat-APRC-Survey@mod.gov.uk

Who do I contact if I have a complaint?

Name: Simon Smith

Address: ARMY PERS-POL-WFPOL, Army HQ, First Floor, Zone 4, Blenheim Building, Marlborough Lines, Monxton Road, ANDOVER SP11 8HJ

Tel No: 01264 886723 E-mail: Simon.Smith681@mod.gov.uk

What happens if I suffer any harm?

If you suffer any harm as a direct result of taking part in this study, you can apply for compensation under the MOD's No-Fault Compensation Scheme.

Will my records be kept confidential?

Your answers are anonymous and confidential. You do not need to give your name or contact details. Your information and responses will only be seen by the civilian researchers who are doing the research, outside of the Chain of Command.

All information will be subject to best practice principles of research. The information that is kept will also comply with the Data Protection Act 2018. Once the study is completed, all surveys will be destroyed.

Please be aware that any criminal or other serious disclosures requiring action discovered during the course of the study will be passed to the Chain of Command, depending on the issue.

Who has reviewed the study?

This study has been reviewed and given favourable opinion by the Ministry of Defence Research Ethics Committee (MODREC).

Compliance with the Declaration of Helsinki

This study will be conducted in accordance with the principles defined in the Declaration of Helsinki as adopted at the 64th WMA General Assembly at Fortaleza, Brazil in October 2013.

CONSENT

[Q]

Your name does not appear on the survey so no-one will know who you are; so therefore please do not put your name or anything else that will identify you anywhere on the survey. Please do not include any personal information about others in your responses.

I have read and understood the Participant Information and give my consent to complete the survey.

*Please note if you do not click the box and give your consent, you will not be able to continue with the survey.**

Please choose **only one** of the following:

- Yes
- No

ABOUT YOU

This section contains some background questions about you. This information is very important because it helps us to understand your responses. Again, please be assured that your responses to this section and elsewhere in the survey will be treated in the strictest confidence. You CANNOT be identified or linked to your responses in any way.

[Q1] ARE YOU? *

Please choose **only one** of the following:

- Male
- Female
- Other
- Prefer not to say

[Q2] WHAT IS YOUR CURRENT RANK? *

Please choose **only one** of the following:

- Private or equivalent (OR2)
- LCpl-Cpl (OR3-OR4)
- Sgt-SSgt/CSgt(OR5-OR7)
- Warrant Officer (OR8-OR9)
- 2Lt-Lt (OF1)
- Captain - Major (OF2-OF3)
- Lt Col - Col (OF4-OF5)
- 1* and above (OF6+)

[Q3] WHAT IS YOUR CAP BADGE? *Please choose **only one** of the following:

- AAC
- AGC ALS
- AGC ETS
- AGC RMP
- AGC SPS
- CAMUS
- Gen Staff
- HCAV
- Infantry
- INT CORPS
- RA
- RAC
- RACHD
- RADC
- RAMC
- RAPTC
- RAVC
- RE
- REME
- RLC
- R SIGNALS
- QARANC
- Other. Please specify

[Q4] ARE YOU OF A DIFFERENT CAP BADGE TO THE UNIT YOU WORK WITH (E.G. ATTACHED ARM)? *Please choose **only one** of the following:

- Yes
- No
- Not applicable

[Q5] WHAT IS YOUR COMMITMENT TYPE? *Please choose **only one** of the following:

- Regular
- Full Time Reserve
- Other. Please specify

[Q6] WHAT IS YOUR AGE? *Please choose **only one** of the following:

- 18-24
- 25-31
- 32-38
- 39-45
- 46-52
- 53+

[Q7] HOW LONG HAVE YOU SERVED IN THE ARMY (TOTAL LENGTH OF SERVICE)? *Please choose **only one** of the following:

- 3 years and under
- 4-6 years
- 7-9 years
- 10-12 years
- 13-15 years
- 16-18 years
- 19-21 years
- 22 years+

[Q8] WHAT IS YOUR PERSONAL STATUS? *Please choose **only one** of the following:

- Single
- In a long term or established relationship
- Married
- In a civil partnership
- Separated
- Divorced
- Widowed

[Q9] ARE YOU? *Please choose **only one** of the following:

- Heterosexual
- Homosexual
- Bisexual
- Asexual
- Prefer not to say

[Q10] ARE YOU? *Please choose **only one** of the following:

- White
- Mixed
- Asian or Asian British
- Black or Black British
- Other ethnic group
- Prefer not to say

WORKING ENVIRONMENT AND SEXUAL HARASSMENT BEHAVIOURS

This section is about what it is like in your military workplace. Workplace is defined as the place where you engage in work related activity, to include social events outside of work hours, work travel and other duties associated with work, whether or not they take place at your usual place of work. Your views are important no matter what your own personal experience has been.

[Q11] HOW OFTEN OVER THE PAST 12 MONTHS HAVE YOU BEEN IN SITUATIONS WHERE MALE OR FEMALE UK MILITARY PERSONNEL AND/OR CIVIL SERVANTS AROUND YOU HAVE: (PLEASE TICK ONE BOX PER QUESTION)

Please choose the appropriate response for each item:

	Never	Sometimes	A lot
Told sexual jokes and stories	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Used sexually explicit language e.g. sexual swear words and suggestive language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made gestures or used body language of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q11B] IF YOU ANSWERED 'SOMETIMES' OR 'A LOT', WHICH OF THESE DID YOU FIND OFFENSIVE?

Please choose the appropriate response for each item:

	Yes	Sometimes	No
Told sexual jokes and stories	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Used sexually explicit language e.g. sexual swear words and suggestive language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made gestures or used body language of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q12] IF YOU INDICATED THAT YOU FOUND ANY OF THE ABOVE OFFENSIVE, WERE THOSE RESPONSIBLE MAINLY: (PLEASE TICK ONE BOX ONLY)Please choose **only one** of the following:

- Men
- Women
- Both

The following question is about behaviour and talk of a sexual nature that might have been directed at you **personally**.**[Q13] HOW OFTEN OVER THE PAST 12 MONTHS HAVE YOU BEEN IN SITUATIONS WHERE MALE OR FEMALE UK MILITARY PERSONNEL AND/OR CIVIL SERVANTS AROUND YOU HAVE: (PLEASE TICK ONE BOX PER QUESTION)**

Please choose the appropriate response for each item:

	Never	Sometimes	A lot
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sent inappropriate sexual messages and/or texts about you through social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Posted sexually suggestive material about you on social media without your permission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made unwelcome attempts to touch you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Touched you in a way that made you feel uncomfortable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Sometimes	A lot
Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treated you badly for refusing to have sex with them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intentionally touching you in a sexual way without your consent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subjected you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attempted to sexually assault you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made a serious sexual assault on you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raped you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q14] IF YOU ANSWERED 'SOMETIMES' OR 'A LOT' TO ANY OF THE BEHAVIOURS LISTED ABOVE, WERE THOSE RESPONSIBLE MAINLY: *(PLEASE TICK ONE BOX ONLY)*

Please choose **only one** of the following:

- Men
- Women
- Both

[Q15] IF YOU ANSWERED 'SOMETIMES' OR 'A LOT' TO ANY OF THE BEHAVIOURS LISTED ABOVE, WHERE DID THEY MAINLY HAPPEN: *(PLEASE TICK ONE BOX ONLY)*

Please choose **only one** of the following:

- In the workplace at my military home base or training unit
- In a shared or communal area at my military home base or training unit (e.g. mess, barrack block, NAAFI)
- In a private area (e.g. own room in the barrack block/mess)
- In my workplace when I was deployed/overseas
- In a shared or communal area when I was deployed/overseas (e.g. mess, barrack block, NAAFI)
- At a civilian location when I was on duty
- At a civilian location when I was off duty
- Over an electronic device (e.g. phone, tablet etc)
- Via social media
- Other

[Q16] REGARDLESS OF WHETHER YOU HAVE EXPERIENCED THEM OR NOT, DO YOU THINK ANY OF THESE BEHAVIOURS COUNT AS SEXUAL HARASSMENT? (TICK ALL THOSE THAT APPLY)

If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.

Please choose **all** that apply:

- Unwelcome comments (e.g. about someone's appearance, body or sexual activities)
- Unwelcome attempts to talk to someone about sexual matters (e.g. sexually explicit language, asked about their sex life, telling sexual jokes and stories despite discouragement)
- Inappropriate sexual messages and/or texts about someone sent through social media
- Sending sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)
- Sexually suggestive material posted on social media about someone without their permission
- Unwelcome gestures or body language of a sexual nature
- Unwelcome attempts to touch someone
- Touched someone in a way that made them feel uncomfortable
- Unwelcome attempts to establish a romantic or sexual relationship despite discouragement
- Saying or making someone feel they would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)
- Saying or making someone feel they would be treated worse if they did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)
- Treating someone badly for refusing to have sex with them
- Intentionally touching someone in a sexual way without their consent
- Subjecting someone to a sexual activity to which they were not able to consent to (e.g. incidents where they were drugged, intoxicated manipulated or forced in other ways)
- Attempting to sexually assault someone

[Q17] IN THE **PAST 12 MONTHS** HAVE YOU EXPERIENCED SEXUAL HARASSMENT AT WORK?

Please choose **only one** of the following:

- No
- Don't know
- Yes

[Q18] IN THE **PAST 12 MONTHS** HAVE YOU OBSERVED A SITUATION THAT YOU THOUGHT WAS SEXUAL HARASSMENT?

Please choose **only one** of the following:

- No
- Don't know
- Yes

[Q19] IN THE **PAST 12 MONTHS** HAVE YOU HAD AN EXPERIENCE INVOLVING ANY OF THE FOLLOWING BEHAVIOURS WHICH MADE YOU FEEL PARTICULARLY UPSET? (*TICK ALL THAT APPLY*)

*If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.**

Please choose **all** that apply:

- Made unwelcome comments (e.g. about your appearance, body or sexual activities)
- Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)
- Sent inappropriate sexual messages and/or texts about you through social media
- Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)
- Posted sexually suggestive material about you on social media without your permission
- Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you
- Made unwelcome attempts to touch you
- Touched you in a way that made you feel uncomfortable
- Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement
- Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)
- Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)
- Treated you badly for refusing to have sex with them
- Intentionally touching you in a sexual way without your consent
- Subjected you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways)
- Attempted to sexually assault you
- Made a serious sexual assault on you
- Raped you
- If you have **never** had an experience involving any of the above listed behaviours which made you feel particularly upset, please tick here to go to the next relevant section.

YOUR EXPERIENCE IN THE LAST 12 MONTHS

Please use this section to tell us more about your particularly upsetting experience.

[Q20] THINKING ABOUT THE EXPERIENCE THAT PARTICULARLY UPSET YOU, WHAT BEHAVIOURS WERE INVOLVED? (PLEASE TICK ALL THAT APPLY)

*If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.**

Please choose **all** that apply:

- Made unwelcome comments (e.g. about your appearance, body or sexual activities)
- Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)
- Sent inappropriate sexual messages and/or texts about you through social media
- Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)
- Posted sexually suggestive material about you on social media without your permission
- Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you
- Made unwelcome attempts to touch you
- Touched you in a way that made you feel uncomfortable
- Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement
- Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)
- Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)
- Treated you badly for refusing to have sex with them
- Intentionally touching you in a sexual way without your consent
- Subjected you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways)
- Attempted to sexually assault you
- Made a serious sexual assault on you
- Raped you

[Q21] PLEASE PROVIDE INFORMATION ON THE INDIVIDUAL RESPONSIBLE FOR THE UPSETTING EXPERIENCE. IF THERE WAS MORE THAN ONE PERSON RESPONSIBLE PLEASE PICK THE INDIVIDUAL WHO HAD THE **GREATEST AFFECT** ON YOU. WHAT RANK WAS THE INDIVIDUAL?

Please choose **only one** of the following:

- Private or equivalent (OR2)
- LCpl-Cpl (OR3-OR4)
- Sgt-SSgt/CSgt(OR5-OR7)
- Warrant Officer (OR8-OR9)
- 2Lt-Lt (OF1)
- Captain - Major (OF2-OF3)
- Lt Col - Col (OF4-OF5)
- 1* and above (OF6+)

[Q22] WAS THE INDIVIDUAL?

Please choose **only one** of the following:

- Female
- Male
- Not sure

[Q23] WHICH OF THE FOLLOWING BEST DESCRIBES THE INDIVIDUAL? (PLEASE TICK ONE BOX ONLY)

Please choose **only one** of the following:

- Work colleague
- Line manager
- Other person senior to you
- Instructor/trainer
- Someone junior to you
- Other person at your unit
- Other

[Q24] PLEASE INDICATE HOW MANY OTHER PEOPLE WERE RESPONSIBLE (EVEN IF ONLY ONE). (PLEASE WRITE THE NUMBER IN THE BOX)

Please write your answer here:

[Q25] HOW LONG DID THE UPSETTING EXPERIENCE GO ON FOR? (PLEASE TICK ONE BOX ONLY)

Please choose **only one** of the following:

- A one-off incident
- A week
- A month
- 2-3 months
- 4-6 months
- Over 6 months

[Q26] WHERE DID THIS EXPERIENCE MAINLY OCCUR? (PLEASE TICK ONE BOX ONLY)

Please choose **only one** of the following:

- In the workplace at my military home base or training unit
- In a shared or communal area at my military home base or training unit (e.g. mess, barrack block, NAAFI)
- In a private area (e.g. own room in the barrack block/mess)
- In my workplace when I was deployed/overseas
- In a shared or communal area when I was deployed/overseas (e.g. mess, barrack block, NAAFI)
- At a civilian location when I was on duty
- At a civilian location when I was off duty
- Over an electronic device (e.g. phone, tablet etc)
- Via social media
- Other

[Q27] HAD YOU OR THE MAIN PERSON RESPONSIBLE FOR THE UPSETTING EXPERIENCE BEEN DRINKING ALCOHOL OR TAKING DRUGS BEFORE THE INCIDENT? (PLEASE TICK ONE BOX PER QUESTION)

Please remember this survey is anonymous and no responses will be traced back to the individual.

Please choose the appropriate response for each item:

	Me	Person responsible	Both	Neither
Alcohol	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drugs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**[Q28] TO WHAT EXTENT DID YOU FEEL THE FOLLOWING AS A RESULT OF THIS UPSETTING EXPERIENCE?
(PLEASE TICK ONE BOX PER QUESTION)**

Please choose the appropriate response for each item:

	Not at all	To a small extent	To a moderate extent	To a large extent	To a very large extent
I no longer enjoyed my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt uncomfortable at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work environment became unpleasant/hostile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I didn't do my job as well as before	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My motivation was lower	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was embarrassed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt humiliated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lost respect for the people involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt excluded from my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experienced mental health problems e.g. depression, anxiety, PTSD	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I thought about leaving the army	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experienced physical health problems e.g. weight change, fatigue, headaches	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received a lower than expected performance evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q29] WAS YOUR PRODUCTIVITY AFFECTED BY THE EXPERIENCE?

Please choose **only one** of the following:

- No
- Not sure
- Yes

[Q30] IF 'YES', HOW WAS YOUR PRODUCTIVITY AFFECTED? (PLEASE TICK ONE BOX ONLY)

Please choose **only one** of the following:

- It increased
- It decreased

[Q31] IN YOUR OPINION WHAT DO YOU THINK THE REASON WAS BEHIND THIS UPSETTING EXPERIENCE? **PLEASE DO NOT INCLUDE ANY PERSONAL OR IDENTIFIABLE INFORMATION ABOUT OTHERS IN YOUR RESPONSES.**

Please write your answer here:

[Q32] HOW DID YOU RESPOND TO THE SITUATION? (PLEASE TICK ALL THAT APPLY)

If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.

Please choose **all** that apply:

- I did nothing
- I ignored the behaviour
- I avoided the person if I could
- I asked the person to stop
- I asked to be moved to somewhere else
- I threatened to tell others
- I told my immediate supervisor
- I made a joke of it
- I went along with it
- I threatened to harm the person responsible
- Someone in the command/line management chain took action or said something on my behalf
- I used medication
- A colleague took action or said something on my behalf
- I asked someone else to speak to the person responsible
- I reported it to the Royal Military Police (RMP) or other police agencies
- I discussed it with friends or family
- Other

[Q33] DID ANY OF THESE ACTIONS LISTED ABOVE STOP THE UPSETTING BEHAVIOUR?Please choose **only one** of the following:

- Yes
- Still being resolved
- No

[Q34] IF YES, WHICH OF THE RESPONSES WAS THE **MOST EFFECTIVE AT STOPPING THE BEHAVIOUR?
(PLEASE TICK ONE BOX ONLY)**Please choose **only one** of the following:

- I did nothing
- I ignored the behaviour
- I avoided the person if I could
- I asked the person to stop
- I asked to be moved to somewhere else
- I threatened to tell others
- I told my immediate supervisor
- I made a joke of it
- I went along with it
- I threatened to harm the person responsible
- Someone in the command/line management chain took action or said something on my behalf
- I used medication
- A colleague took action or said something on my behalf
- I asked someone else to speak to the person responsible
- I reported it to the Royal Military Police (RMP) or other police agencies
- I discussed it with friends or family
- Other

[Q35] DID YOU TELL ANYONE AT WORK WHAT WAS HAPPENING?Please choose **only one** of the following:

- Yes
- No

[Q36] WHO DID YOU TELL? (PLEASE TICK ALL THAT APPLY)

If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.

Please choose **all** that apply:

- Padre/chaplain
- Service helpline or support line (e.g. Speak Out, Army Mediation)
- Welfare people
- Colleague
- Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)
- Line manager
- Someone else superior to me
- Friends or family
- Other

[Q37] DID ANY OF THESE PEOPLE HELP TO STOP THE UPSETTING BEHAVIOUR?

Please choose **only one** of the following:

- Yes
- Partly
- No

[Q38] IF YOU TICKED 'YES' OR 'PARTLY' IN THE PREVIOUS QUESTION, WHO WAS THE **MOST HELPFUL IN STOPPING THE UPSETTING BEHAVIOUR? (PLEASE TICK ONE BOX ONLY)**

Please choose **only one** of the following:

- Padre/chaplain
- Service helpline or support line (e.g. Speak Out, Army Mediation)
- Welfare people
- Colleague
- Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)
- Line manager
- Someone else superior to me
- Friends or family
- Other

[Q39] IF YOU DIDN'T TELL ANYONE IN THE WORKPLACE WHAT WAS HAPPENING, PLEASE TELL US WHY.
(TICK ALL THAT APPLY)

If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.

Please choose **all** that apply:

- I thought I could handle the situation myself
- I didn't think it was that important
- I didn't think I would be believed
- I didn't think anything would be done about it
- I didn't want to hurt or upset the person who harassed me
- I was worried that everyone would find out
- I thought I would be labelled a troublemaker
- I thought it might affect my job or career (e.g. my promotion chances would suffer)
- I thought it would make my work situation unpleasant
- The person responsible was my line manager or another superior officer
- I thought I would lose the trust and respect of my colleagues
- I didn't want to make it into a bigger issue
- I thought I would be blamed
- I was afraid of the person/persons responsible
- I was threatened not to tell anyone
- I felt ashamed
- I thought it would affect my family or private life
- Other

MAKING A COMPLAINT.

This section asks about your experience of making a formal complaint.

[Q40] DID YOU AT ANYTIME MAKE A FORMAL WRITTEN COMPLAINT (TO YOUR COMMANDING OFFICER) ABOUT THIS UPSETTING EXPERIENCE?

Please choose **only one** of the following:

- Yes
- No

[Q41] WHY DIDN'T YOU MAKE A FORMAL WRITTEN COMPLAINT? *(PLEASE TICK ALL THAT APPLY)*

If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.

Please choose **all** that apply:

- The situation was resolved informally
- I thought I could handle the situation myself
- I didn't think it was that important
- I didn't think I would be believed
- I didn't think anything would be done about it
- I didn't want to hurt or upset the person who harassed me
- I was worried that everyone would find out
- I thought I would be labelled a troublemaker
- I thought it might affect my job or career (e.g. my promotion chances would suffer)
- I thought it would make my work situation unpleasant
- The person responsible was my line manager or another superior officer
- I was persuaded or warned not to make a complaint by a colleague
- I was persuaded or warned not to make a complaint by a superior
- I didn't know how to make a complaint
- I thought it would take too much time and effort
- I was worried about repercussions from the person/people involved
- I didn't know what to do
- Someone took action or said something on my behalf
- I thought I would be blamed
- I felt ashamed
- I thought it would affect my family or private life

[Q42] IF YOU MADE A FORMAL COMPLAINT HOW SATISFIED ARE YOU WITH THE FOLLOWING?

Please choose the appropriate response for each item:

	Very satisfied	Satisfied	Neither satisfied or dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
The availability of information about how to make a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your understanding of how to make a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treatment of you by the people who handled the complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of time it took/is taking to resolve the complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well you were/are being kept informed about the progress of your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well the outcome of the investigation was explained to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The outcome of any follow-up action taken against the person/people responsible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions taken by your unit to try and resolve the situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degrees to which your privacy was protected during the process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q43] DID YOU SUFFER ANY NEGATIVE CONSEQUENCES AS A RESULT OF MAKING A FORMAL COMPLAINT, EITHER DURING OR AFTERWARDS?

Please choose **only one** of the following:

- No
- Yes

[Q44] IF 'YES' PLEASE GIVE DETAILS OF THE NEGATIVE CONSEQUENCES YOU SUFFERED AS A RESULT OF MAKING A FORMAL COMPLAINT. *(PLEASE TICK ALL THAT APPLY)*

If you tick an answer by mistake or if you change your mind, please click that answer box again to untick it and then tick the answer you want.

Please choose **all** that apply:

- I no longer enjoyed my work
- I felt uncomfortable at work
- My work environment became unpleasant/hostile
- I didn't do my job as well as before
- My motivation was lower
- I was embarrassed
- I felt humiliated
- I lost respect for the people involved
- I felt excluded from my team
- I experienced mental health problems e.g. depression, anxiety, PTSD
- I thought about leaving the army
- I experienced physical health problems e.g. weight change, fatigue, headaches
- I received a lower than expected performance evaluation

PREVENTION AND MANAGEMENT

This section asks you about your opinions on the prevention and management of sexual harassment within the Army. There are no right or wrong answers..

[Q45] DO YOU PERSONALLY BELIEVE THERE IS A PROBLEM WITH SEXUAL HARASSMENT IN THE ARMY?

Please choose **only one** of the following:

- No
- In some parts
- Yes

[Q46] DO YOU PERSONALLY BELIEVE THERE IS A PROBLEM WITH SEXUAL HARASSMENT IN YOUR UNIT/ TEAM?

Please choose **only one** of the following:

- No
- In some parts
- Yes

[Q47] TO WHAT EXTENT DO YOU THINK THE ARMY:

Please choose the appropriate response for each item:

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
Tries to prevent sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports those who are being or have been sexually harassed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q48] TO WHAT EXTENT DOES YOUR CHAIN OF COMMAND:

Please choose the appropriate response for each item:

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
Promote a unit climate based on respect and trust	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Refrain from sexist comments and behaviours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Actively discourage sexist comments and behaviours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide training in sexual harassment and assault prevention and response that interests and engages you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publicise resources on sexual harassment (e.g. helpline, reporting process)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage victims to report sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create an environment where victims feel comfortable reporting sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q49] IF SOMEONE IN YOUR UNIT WERE TO REPORT SEXUAL HARASSMENT TO YOUR CURRENT CHAIN OF COMMAND HOW LIKELY IS IT:

Please choose the appropriate response for each item:

	Very likely	Moderately likely	Slightly likely	Not at all likely
The Chain of Command would take the report seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chain of Command would keep knowledge of the report limited to those with a need to know	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chain of Command would forward the report outside the unit to criminal investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chain of Command would take steps to protect the safety of the person making the report	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chain of Command would support the person making the report	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chain of Command would take corrective action to address factors that may have led to the sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit personnel would label the person making the report a trouble maker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit personnel would support the person making the report	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The alleged offender(s) or their associates would retaliate against the person making the complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The career of the person making the complaint would suffer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>




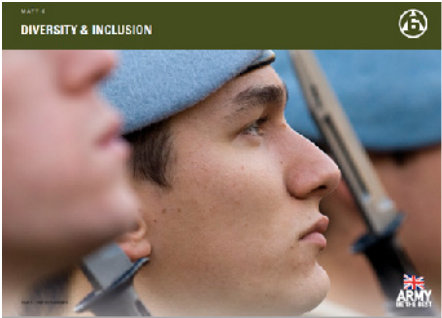

[Q50]

Please choose the appropriate response for each item:

	Have you seen?			How would you rate its effectiveness in raising awareness?			
	Yes	Not sure	No	Very effective	Moderately effective	Slightly effective	Not at all effective
<p>Speak Out poster</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Sexual Harassment Call it Out poster</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Army Mediation poster</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q52] HAVE YOU RECEIVED?

Please choose the appropriate response for each item:

	Yes	Not sure	No
<p>RMP Sexual Consent training</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Dilemma training</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Army Unconscious Bias training</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>MATT 6 annual Diversity & Inclusion training</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Garnett Foundation Respect for Others training</p> 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q53A] HOW WOULD YOU RATE THE EFFECTIVENESS OF THE FOLLOWING IN RAISING AWARENESS?

Please choose the appropriate response for each item:

	Very effective	Moderately effective	Slightly effective	Not at all effective
RMP Sexual Consent training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q53B] HOW WOULD YOU RATE THE EFFECTIVENESS OF THE FOLLOWING IN RAISING AWARENESS?

Please choose the appropriate response for each item:

	Very effective	Moderately effective	Slightly effective	Not at all effective
Dilemma training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q53C] HOW WOULD YOU RATE THE EFFECTIVENESS OF THE FOLLOWING IN RAISING AWARENESS?

Please choose the appropriate response for each item:

	Very effective	Moderately effective	Slightly effective	Not at all effective
Army Unconscious Bias training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q53D] HOW WOULD YOU RATE THE EFFECTIVENESS OF THE FOLLOWING IN RAISING AWARENESS?

Please choose the appropriate response for each item:

	Very effective	Moderately effective	Slightly effective	Not at all effective
MATT 6 annual Diversity & Inclusion training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q53E] HOW WOULD YOU RATE THE EFFECTIVENESS OF THE FOLLOWING IN RAISING AWARENESS?

Please choose the appropriate response for each item:

	Very effective	Moderately effective	Slightly effective	Not at all effective
Garnett Foundation Respect for Others training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Q54] WHAT ELSE COULD THE ARMY DO TO PREVENT OR MANAGE SEXUAL HARASSMENT MORE EFFECTIVELY? PLEASE DO NOT INCLUDE ANY PERSONAL OR IDENTIFIABLE INFORMATION ABOUT OTHERS IN YOUR RESPONSES.

Please write your answer here:

[Q55] IF YOU HAVE EXPERIENCED OR WITNESSED ANY INAPPROPRIATE SEXUAL BEHAVIOURS IN THE ARMY, WHAT ADVICE WOULD YOU GIVE TO OTHERS WHO MAY BE EXPERIENCING SIMILAR SITUATIONS? **PLEASE DO NOT INCLUDE ANY PERSONAL OR IDENTIFIABLE INFORMATION ABOUT OTHERS IN YOUR RESPONSES.**

Please write your answer here:

[Q56] PLEASE FEEL FREE TO ADD ANY OTHER COMMENTS YOU HAVE ABOUT SEXUAL HARASSMENT IN THE ARMY (*USE THIS AS AN OPPORTUNITY TO DESCRIBE EXPERIENCES NOT COVERED PREVIOUSLY*) **PLEASE DO NOT INCLUDE ANY PERSONAL OR IDENTIFIABLE INFORMATION ABOUT OTHERS IN YOUR RESPONSES.**

PLEASE WRITE YOUR ANSWER HERE:

Thank you for taking the time to complete the survey.

Your responses are completely anonymous and **will not** be traced back to you in any way.

If you feel you are subject to Bullying, Harassment and Discrimination (BH&D): Don't Suffer! Please consider all of the available help listed below:

Talk to a mate

Talk to your family

Inform your boss

Speak to a higher level in your Unit Chain of Command

Approach the Unit Equality and Diversity Advisor (EDA) or the Diversity and Inclusion Advisor (DIA)

Talk to the Welfare Officer, Padre or Civilian Chaplain to the Military

Phone the confidential Speak Out (Bullying, Harassment and Discrimination) Helpline:

Civ: 0306 7704656 Mil: 96770 4656

Phone the 'STOP' BHD Defence Helpline: 0800 783 0334

Request mediation through your EDA or DIA, Chain of Command or the Army Mediation Service:

Civ: 0306 7707691 Mil: 96770 7691

Consider submitting a Service Complaint through your EDA, DIA or Chain of Command

Contact the Service Complaints Commissioner:

scc@armedforcescomplaints.independent.gov.uk

Submit your survey.

Thank you for completing this survey.

ANNEX B: FOCUS GROUP SCHEDULE

CONTRACTING/INTRODUCTION AT THE START OF THE FOCUS GROUP

General introductions to facilitators and role within the Army and this research..... My name is <NAME> and I am facilitating this focus group today. I am joined by <NAME> who will be taking notes throughout the session so that we capture what is being said.

Hand out copies of the Participant Information Sheet

Thank you for taking part in this discussion. The discussion will last no more than 1.5 hours. The aim of this discussion is to help us better understand the nature and extent of sexual harassment within the Army, how this affects you, and how effectively you think the Army prevents and manages this issue. We will also be looking at the impact of social media on sexual harassment in the Army.

This is **not** about understanding any personal experiences you might have had, rather your opinions about the issue in general. Feel free to talk about your personal experiences if you want to, but please do not mention any names. We will not be taking any names during the discussion.

Anything you say within this discussion will remain completely confidential and anonymous. We will be making notes during this session, but these will not be attributed to you at any point. The notes will be analysed for common themes, which will be presented in a report once the research is complete.

Please be aware that any criminal or other serious disclosures causing harm to an individual discovered during the course of the study will be passed to the appropriate authorities, depending on the issue. This is part of my duty of care as a psychologist.

Please respect the confidentiality and anonymity of others within the group, and do not disclose any of the information that has been discussed during this session to people outside of this group. Please do not disclose any personal information about yourself or others during this session.

Please confirm that you have consented to be here and if you have not already done so please can you confirm that you are happy to be here now and that you give your consent to be here now. You are not obliged to participate in this discussion, and you may leave at any point without reason or judgement and the chain of command will not be informed. Is everyone happy to continue?

If there is something that you want to say outside of this focus group, please speak to me at the end or write to me after the discussion. I will be here for 30 minutes after the session has ended; however it is important to stress that whilst I will be able to give you information on where you can get further support, I am not trained in giving support myself.

Does anyone have any questions before we start?

FOCUS GROUP QUESTIONS

Warm-up

Go around the group and ask everyone:

How long have you been in the Army?

What is the best thing about being in the Army?

Questions/discussion points:

- Q1. What types of behaviours do you think constitutes sexual harassment? *(Prompts: Posters/calendars of women/men, Unwanted comments, Jokes, Sexually explicit materials, use of social media e.g. WhatsApp, memes)*
- Q2. What kind of behaviour do you think is going 'too far'?
- Q3. To what extent do you think sexual harassment is a problem in the Army?
- Q4. Why do you think sexual harassment occurs in the Army?
- Q5. Are there any conditions/situations within the Army that make sexual harassment more likely? *(Prompts: Exercise, Tours/operations, Outside of work/when socialising)*
- Q6. Do you think social media has had any impact on sexual harassment within the Army? In what way (do you think social media has impacted on sexual harassment in the Army)? *(Prompts: How? Increases or decreases? Blurs boundaries between work and home life?)*
- Q7. What types of social media sexual harassment do you think there is? *(Prompts: exploration of the 4 types - virtual harassment, textual harassment, sexting, and cyberstalking)*
- Q8. To what extent do you think the Army tries to prevent and manage sexual harassment? *(Prompts: are you aware of the measures in place to prevent and manage sexual harassment? E.g. awareness training for all about sexual harassment, training for line managers about preventing sexual harassment, penalties being taken against those who sexually harass others, operating a zero tolerance policy towards sexual harassment, RMP Sexual Consent training (image), Dilemma training (image), Army Unconscious Bias training (image), MATT 6 annual Diversity & Inclusion training (image), Garnett Foundation Respect for Others training (image), Speak Out poster (poster image), Sexual Harassment Call it Out poster (poster image), Army Mediation poster (poster image))*
- Q9. Is this enough? (how well do you think the Army does this?)
- Q10. What sort of things do you think would be effective in preventing sexual harassment in the Army?
- Q11. What types of support are important?
- Q12. Do you have any other comments or questions?

Closing the Focus Group

Thank you for your time. Just a reminder that everything discussed today is confidential. We will not identify any of your in our findings, and we would like to again ask all of you to please not share with anyone else, anything that was shared by your fellow focus group participants today. If there was anything that you did not want to discuss in front of the group but wish to share with the research team, please stay after the session, or drop us an email to arrange a time to discuss this by phone.

If anyone feels that they have been affected by any of the issues we have talked about today, there are helplines that you can call. The details are on the Participant Information Sheet given to you at the start of the focus group. Alternatively, you can get support from your Unit Welfare Officer or the Diversity and Inclusion Advisor (DIA) or your Padre or Chaplain.

Phone the confidential Speak Out
(Bullying, Harassment and Discrimination)
Helpline: Civ: **0306 7704656** Mil: **96770 4656**

Request mediation through your EDA or DIA,
Chain of Command or the Army Mediation Service:
Civ: **0306 7707691** Mil: **96770 7691**

ANNEX C: FOCUS GROUP PARTICIPANT INFORMATION SHEET

Study title: Sexual Harassment: A Study of Army Servicemen and Servicewomen 2020

MODREC Application No: 1085/MODREC/20

Invitation to take part:

We would like to invite you to take part in a research study. Before you decide to take part, please read the following information carefully and talk to others about the study if you wish, so that you understand why the research is being done and what it will involve. Ask us if there is anything that is not clear or if you would like more information. Take time to decide whether or not you want to take part.

What is the purpose of the research?

The aim of the research study is to better understand the nature and extent of sexual harassment within the Army, what impact this has on Service Personnel, and how effectively the Army prevents and manages it. Your participation will allow us to understand these issues.

Who is doing this research?

The research study is directed by Diversity & Inclusion Policy in the Army Personnel Directorate, Army HQ. It is being led by Paula Lanchbury, who works in Army Personnel Research and Consultancy, Personnel Strategy at Army HQ, Andover.

Why have I been invited to take part?

You have been invited to take part in a focus group because we want to find out about your personal views on sexual harassment in the Army.

Do I have to take part?

No, participation is entirely voluntary.

What will I be asked to do?

You will be asked to take part in a discussion with approximately seven other people who will be of the same gender and a similar rank to you. The discussion will last no more than 1.5 hours. The group will explore questions about sexual harassment in the Army, such as whether you believe there is an issue, and what the Army could do to prevent and manage it. The impact of social media on sexual harassment will also be explored.

You will not be asked to talk about your personal experiences (if applicable) of sexual harassment, or about specific details of experiences you may have encountered. This is your chance to provide feedback on your opinions about sexual harassment and experiences at work.

You will not be asked to write anything down. The facilitator will be taking notes during the session but will not include any identifiable information. Any responses you give during the session will not be linked to you. You will not be asked for your name at any point during the discussion, and any information you give will be completely confidential. You will be asked to not disclose anything discussed during the session with anyone outside of the discussion group afterwards, and to respect the confidentiality of the other people in the group.

Taking part is entirely voluntary, but the more people taking part in the focus groups the better we can understand what sexual harassment looks like within the Army and what we can do about it. Choosing not to take part will not be held against you in any way. The outputs are analysed by civilian Occupational Psychologists within the Army Personnel Research Consultancy in Army HQ (APRC) who are outside of the Chain of Command.

Are there any direct benefits to me of taking part?

Although there are no direct benefits to taking part, you will have the opportunity to provide feedback to those who make decisions about equality and diversity and may help to improve the Army sexual harassment policies. You may also gain knowledge of what support is available to Service Personnel affected by sexual harassment.

What are the possible disadvantages (or risks) of taking part?

There is a risk that you may find some of the issues discussed upsetting or distressing, but you will not be asked to talk about anything that you do not want to.

If you find that taking part raises feelings that are upsetting or distressing in any way, you might want to discuss them with your Unit Medical Officer, Welfare Officer, Padre/Chaplain, or the Diversity and Inclusion Advisor (DIA). If you are deployed with a different Unit please use the local services. Or call the confidential Speak Out (Bullying, harassment, and Discrimination) Helpline: Civ: 0306 7704656 Mil: 96770 4656, or the Army Mediation Service: Civ: 0306 7707691 Mil: 96770 7691, or the 'Stop' BHD Defence Helpline: 0800 783 0334

Can I withdraw from the research and what will happen if I withdraw?

You can withdraw from this research at any stage of the focus group, without having to provide a reason, and without consequence. You can also choose not to join in with some aspects of the discussion. Once the focus group discussion has started and outputs are collated you will no longer be able to withdraw your responses, this is due to the anonymous nature of the focus group outputs.

Will I receive any expenses or payments?

No expenses will be incurred by taking part in a focus group, nor will any payments be given in return for participating.

Will my taking part or not taking part affect my career?

Your participation is completely voluntary and any information you give will be anonymous. We will not record whether you have participated or not, so this will not affect your Service career in any way. However, please be aware that any criminal or other serious disclosures requiring action discovered during the course of the study will be passed to the Chain of Command, if appropriate and depending on the issue.

Who do I contact if I have any questions?

Name: Paula Lanchbury
Address: APRC, Army Headquarters, Floor 2, Blenheim Building,
Marlborough Lines, Monxton Road, Andover, Hampshire, SP11 8HJ
Tel No: 01264 887736
E-mail: ArmyPers-Strat-APRC-Survey@mod.gov.uk

Who do I contact if I have a complaint?

Name: Simon Smith
Address: ARMY PERS-POL-WFPOL, Army HQ, First Floor, Zone 4,
Blenheim Building, Marlborough Lines, Monxton Road, ANDOVER SP11 8HJ
Tel No: 01264 886723
E-mail: Simon.Smith681@mod.gov.uk

Or the Volunteer Advocate

Name: Sharon Beatty, QARANC Army Nurse and Caldicott Guardian, Army Health & Wellbeing
E-mail: Sharon.Beatty309@mod.gov.uk

What happens if I suffer any harm?

If you suffer any harm as a direct result of taking part in this study, you can apply for compensation under the MOD's No-Fault Compensation Scheme, details of which can be found [here](#)

Will my records be kept confidential?

Your answers are anonymous and confidential. You do not need to give your name or contact details. Your information and responses will only be seen by the civilian researchers who are doing the research, outside of the Chain of Command.

All information will be subject to best practice in principles of research. The information that is kept will also comply with the Data Protection Act 2018 . Once the study is completed, all outputs will be destroyed.

Please be aware that any criminal or other serious disclosures requiring action discovered during the course of the study will be passed to the Chain of Command, depending on the issue.

Who has reviewed the study?

This study has been reviewed and given favourable opinion by the Ministry of Defence Research Ethics Committee (MODREC).

Compliance with the Declaration of Helsinki

This study will be conducted in accordance with the principles defined in the Declaration of Helsinki ¹¹⁶ as adopted at the 64th WMA General Assembly at Fortaleza, Brazil in October 2013.

116 World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

CONSENT FORM FOR THE FOCUS GROUPS**TITLE OF STUDY: SEXUAL HARASSMENT: A STUDY OF ARMY SERVICEMEN AND SERVICEWOMEN 2020****MOD REC REFERENCE: 1085/MODREC/20**

Please Tick Boxes

- I have read and understood the Participant Information Sheet and understand what is expected of me. All my questions have been answered fully to my satisfaction.
- This consent is specific to the particular study described in the Participant Information Sheet and shall not be taken to imply my consent to participate in any subsequent study or deviation from that detailed.
- I understand that in the event of my sustaining injury, illness, or death as a direct result of participating as a volunteer in this research, I or my dependants may enter a claim with the Ministry of Defence for compensation under the provisions of the no-fault compensation scheme.
- I agree to participate in this study

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Participant's Statement:

I agree that the research project named above has been explained to me to my satisfaction, and I agree to take part in the study.

Article 1.**Signed:****Date:****Investigator's Statement:**

I confirm that I have carefully explained the nature, demands and any foreseeable risks of the proposed research to the Participant

Signed:**Date:****Contact Details of Chief Investigator**

Paula Lanchbury E-mail: Paula.Lanchbury100@mod.gov.uk

Contact Details of Independent Volunteer Advocate

Sharon Beattv E-mail: Sharon.Beattv309@mod.gov.uk

List of Support Resources

If you feel you are subject to Bullying, Harassment and Discrimination (BH&D): Don't Suffer!

Please consider all of the available help listed below:

Talk to a mate

Talk to your family

Inform your boss

Speak to a higher level in your Unit Chain of Command

Approach the Diversity & Inclusion Advisor (DIA) or the Diversity & Inclusion Practitioner (DIP)

Talk to your Unit Medical Officer

Talk to the Welfare Officer, Padre or Civilian Chaplain to the Military

**Phone the confidential Speak Out Helpline (Bullying, Harassment and Discrimination Helpline)
Helpline: Civ: 0306 7704656 Mil: 96770 4656**

**Request mediation through your DIA or DIP, Chain of Command or the Army Mediation Service:
Civ: 0306 7707691 Mil: 96770 7691**

Call the 'Stop' BHD Defence Helpline: 0800 783 0334

Consider submitting a Service Complaint through your DIA or DIP, or Chain of Command

Contact the Service Complaints Commissioner: scc@armedforcescomplaints.independent.gov.uk

If you are deployed with a different Unit please use the local services.

ANNEX D: FOCUS GROUP QUALITATIVE ANALYSIS TABLES

These tables provide a summary of the sexual harassment discussions in the 10 focus groups carried out in October 2021. In total, 61 personnel took part in these focus groups. The thematic classification was conducted in a 'grounded' manner, whereby comments were categorised inductively and a coding framework designed. A structured question set was used which ensured a degree of consistency between the groups, although, as with any discussion, the conversation will alter depending on the topics brought up. As such, it can sometimes be difficult to separate out the comments into responses to specific questions. The tables below provide themes and example comments per question, and some of these themes will overlap between questions (and tables). In order to obtain a sense of proportion of the comments, approximations of scale are provided.

FOCUS GROUP DISCUSSIONS RELATING TO Q1 'WHAT TYPE OF BEHAVIOURS DO YOU THINK CONSTITUTES SEXUAL HARASSMENT?'

Themes and sub-themes	Example comments
Broad categories of sexualised behaviours	
Theme 1: Unwelcome comments or looks	
<i>Proportion from 133 comments: approx. one-quarter.</i>	
Sub-theme 1a: Unwelcome/ inappropriate comments of looks of a suggestive/sexual nature, or making women feel uncomfortable	Example comments: "Unwanted attention, whether it's verbal, inappropriate comments, [being] unfairly treated. It can come in many forms." "Anytime, doesn't matter when, don't know if it's unintentional, undress with their eyes it gets uncomfortable." "Women do that [stare] to men but it's more discreet."
Theme 2: Inappropriate or unwanted sexual messages via social media	
<i>Proportion from 133 comments: approx. one-quarter.</i>	
Sub-theme 2a: Inappropriate/ unwanted messages via social media	"Inappropriate pictures and videos being sent but it depends on your relationship [with the sender]...[unwanted] if the [messaging] is out of the blue and if it's also nude pictures." "Social media, WhatsApp memes can be inappropriate."
Theme 3: Unwelcome gestures or body language of a sexual nature	
<i>Proportion from 133 comments: approx. one-tenth.</i>	
	"Unwelcome wolf whistling or other provocative sounds." "Inappropriate touching [and/or] inappropriate comments/sexual activity" "Something that makes you feel uncomfortable. Some people have different tolerances in older or younger cohorts. Things that make you feel vulnerable and uncomfortable."
Theme 4: Unwelcome banter	
<i>Proportion from 133 comments: approx. one-tenth.</i>	
Sub-theme 4a: Unwelcome banter (of a sexual nature) about you or others which makes you feel uncomfortable	"Anything that makes you feel uncomfortable, there's a fine line between banter and taking it too far. Your mates know when you're joking and there's no line"
Theme 5: Intentionally touching someone in a sexual way without consent	
<i>Proportion from 133 comments: approx. one-tenth.</i>	
Sub-theme 5a: Intentionally touching (physical) you without your consent	"Not giving consent to someone verbally... [to touch] your bum, physically feel or touch breasts or just give a look"

Sub-theme 5b: <i>Invasion of personal space (in an unwelcome, sexual way)</i>	<p>“It’s all in context. [If there’s a] narrow corridor [you] don’t mind someone touching to get past but [that’s] different to deliberately touching. If someone is constantly in your personal space, it’s lecherous...”</p> <p>“Anything that invades people’s personal space and anything physical.”</p>
Theme 6: Undermining the target <i>Proportion from 133 comments: approx. one-twentieth.</i>	
Sub-theme 6a: <i>Undermining the target after inappropriate behaviour rebuked (e.g. gaslighting)</i>	“Sometimes when you react, they say you’re being too sensitive, then they gaslight that it’s me not them.”
Key characteristic of sexual harassment	
Theme 7: Consent <i>Proportion from 133 comments: approx. one-tenth.</i>	
Sub-theme 7a: Consent not given	“Name-calling, touching without consent.”
Sub-theme 7b: Not sexual harassment if <i>consented/wanted</i> (know person etc)	“In my opinion, if it’s someone you know and it’s a cordial relationship it’s ok, but if it’s someone you’re not like that with and if it has sexual content – it’s not right.”
Context of sexual harassment	
Theme 8: Context of behaviour <i>Proportion from 133 comments: approx. one-twentieth.</i>	
Sub-theme 8a: <i>Increased sexual harassment incidence in a group (manifestation of group sexualised behaviours).</i>	“Boys will be boys, if you’ve got a bunch of 17- to 18-year-old lads, they’re going to have a laugh and a joke. You’re never going to stop that.”

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q2: WHAT KIND OF BEHAVIOUR DO YOU THINK IS GOING TOO FAR?’

Themes and sub-themes	Example comments
Non-consensual sexualised behaviours	
Theme 1: Verbal <i>Proportion from 67 comments: approx. one-third.</i>	
Sub-theme 1a: <i>Unwelcome/ inappropriate comments of a suggestive/sexual nature</i>	<p>Example comments:</p> <p>“Sexual comments and going into personal detail.”</p> <p>“If you make a comment about my appearance and I don’t like it, I can’t just laugh it off.”</p> <p>“It could just be a comment, you speak without thinking, but you know where the line is.”</p>
Sub-theme 1b: <i>Unwelcome staring or looks which make you feel uncomfortable</i>	“Inappropriate comments and looking at you up and down, at your appearance.”
Theme 2: Physical behaviours <i>Proportion from 67 comments: approx. one-fifth.</i>	
Sub-theme 2a: <i>Intentionally touching (physical) you without your consent</i>	<p>“It shouldn’t matter if you’re Army or Civilian, it’s about consent, it shouldn’t matter where you are, not every human has a moral compass. You could sleep with 100 people as long as you consented, but as soon as you say no, it means no. If you slap my arse and if I didn’t like it, it’s too far.”</p> <p>“Inappropriate touching.”</p>
Sub-theme 2b: Sexual assault/rape	Comments too graphic to include

Sub-theme 2c: Stalking	“Stalking.”
Sub-theme 2d: Unwelcome gestures or body language of a sexual nature	“...wolf whistling.” “Yeah, flashing ... in PT..., if you did that in an office you’d be fired.”
Context, responses and reactions - influencing the perceived threshold of behaviours ‘going too far’	
Theme 3: Context	
<i>Proportion from 67 comments: approx. one-fifth.</i>	
Sub-theme 3a: Group behaviours	“Should be sexual harassment but with us it’s okay like giving a good jab and slap on the arse. You’d be chewed out by anyone else, it would be too much; we’re fine but outsiders think differently with males grabbing your [another male’s] parts – it’s ok within a group.” “The Army are very bad at finding the line. You’re around the same people day in and day out, you know where the boundaries are, it takes cohesion to know. People know when to stop but it doesn’t mean they’re going to”.
Sub-theme 3b: Substance/alcohol consumption	“Depends on how many jars.” “They [males] go to the Mess have a few beers and it gets out of control.”
Sub-theme 3c: Demographics (protected characteristics)	“Being harassed because I’m feminine, BAME, and/or gay.”
Theme 4: Responses and reactions	
<i>Proportion from 67 comments: approx. one-third.</i>	
Sub-theme 4a: Different tolerance levels	“It’s on an individual basis, everyone’s got their tolerance where it [behaviour constituting sexual harassment] is, depends, some go naked all the time...what I find offensive, you wouldn’t.” “What makes one person uncomfortable may not make another uncomfortable.”
Sub-theme 4b: Overt reaction of target to others (alleged harasser)	“Some people push over to see the reaction, and then it’s like ‘oh no it’s just banter’.”
Sub-theme 4c: Understanding by alleged harassers	“Going past a point and they say ‘no’ – someone says ‘pack it in’ and it still continues.”
Sub-theme 4d: Organisational consequences of sexual harassment behaviours	“Lots of people pay attention to the consequences – guys are taken away quickly so you know what happens and don’t do it.” “[Sexual harassment on] social media is dealt with internally by the Chain of Command, sexual assault is dealt with by the police and RMP.”

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q6: DO YOU THINK SOCIAL MEDIA HAS HAD ANY IMPACT ON SEXUAL HARASSMENT WITHIN THE ARMY?’

Themes and sub-themes	Example comments
Theme 1: Invasion of privacy - increased risk of exposing individuals to targeted and generalised sexualised behaviours through a wider reach	
<i>Proportion from 148 comments: approx. three-fifths.</i>	
Sub-theme 1a: Increased risk of sexual harassment /invasion of privacy on social media	“Everyone has your number.” “It’s a breach on privacy, some people [men] have stalked my Facebook.” “You’ll get a random message, and you feel uncomfortable in your own room.”

<p>Sub-theme 1b: <i>Increased risk of sexual harassment /invasion of privacy on social media - recognition of links to other personal accounts</i></p>	<p>“...my phone number is linked to all my other social media accounts, so I start to get suggested friends on my other accounts. I have a [Senior NCO] on snapchat!”</p> <p>“Some are funny, but WhatsApp has a setting where all the images and videos save straight to your phone photo album. I don’t want that on my phone, can you imagine if my mum saw.”</p>
<p>Sub-theme 1c: <i>Blurring of work/personal & time boundaries – inescapable owing to lack of tangible barriers</i></p>	<p>“[A] meme may be out of line if you don’t know the person and they send a naked picture. The man may try to laugh about it and say they are sharing memes and my reaction is overboard but that’s out of line for me.”</p> <p>“It [harassment] starts with group chat and progressively gets worse, it can lead to 2 ‘o’clock [in the morning] knocks... I lock my door in the officers mess.”</p> <p>“A girl just got my husband’s number from a group chat; she was sending messages that could have ruined my marriage.”</p> <p>“We have a work group and the [Senior NCO] says this is not for banter.”</p> <p>“xxxx group I saw some horrific memes on there. Some people let off steam away from work with ‘infantile behaviour.’”</p>
<p>Sub-theme 1d: <i>WhatsApp for work – risks (increases risk of invasion of privacy, compounds inability to challenge if senior)</i></p>	<p>“I think the younger generation do receive unwanted attention. They haven’t asked to be put in WhatsApp groups.”</p> <p>“I can’t block them [those in Chain of Command], because then I’m seen to be preventing work from happening.”</p> <p>“There’s a real problem with lower ranks. They’ll get a message from someone Senior ‘oh come and watch a film with me in the mess’ and they don’t know what to do, they don’t want to reply but they don’t want to p*** them off.”</p>
<p>Sub-theme 1e: <i>Sustained invasion of privacy and exposure to sexual content (if one group chat closed/blocked, another chat created)</i></p>	<p>“...it’s so easy to do by keyboard warriors. In an environment if you said that [something unacceptable] there would be consequences and immediate reactions, but online there isn’t any social interaction where you usually learn [the consequences].”</p> <p>“If you’re in work someone would say shut the f*** up. On social media you can’t combat it, there will always be another group.”</p> <p>“100% should stop WhatsApp, I’m in 5 different work groups, it’s non-stop.”</p>
<p>Theme 2: Transitory nature of social media <i>Proportion from 148 comments: approx. one-fifth.</i></p>	
<p>Sub-theme 2a: <i>Transitory nature of messaging on certain social media platforms e.g., snapchat - implications for evidence</i></p>	<p>“Things are automatically deleted from snapchat.”</p> <p>“Yeah and you can’t screenshot it without the other person knowing. My friend had to download a bunch other apps to screen record her phone without the other person knowing because she needed evidence to back up a claim. Any rank can add you.”</p>
<p>Sub-theme 2b: <i>Transitory nature of social media platforms- explicit context (unavoidable)</i></p>	<p>“Snapchat is the biggest offender [of explicit content], it [the messages] disappears.”</p>

Theme 3: Ease of access to increasingly explicit content	
<i>Proportion from 148 comments: approx. less than one-twentieth.</i>	
Sub-theme 3a: <i>Ease of access</i> and shift to increasingly explicit and risky content	<p>“Some of the stuff on the WhatsApp group I could get arrested for. If my sister saw that she’d be disgusted. Would you show your sister that? Can be violent or sexual, depends what mood the lads are in.”</p> <p>“Then someone whacks a gif in [to the group chat], and everyone tries to one-up.”</p> <p>“In xxxx we got a Facebook page shut down because it contained graphic porn.”</p>
Theme 4: Potential miscommunication	
<i>Proportion from 148 comments: approx. one-tenth.</i>	
Sub-theme 4a: <i>Increased risk of miscommunication</i> (without visual cues)	“But if you reply you can give the wrong impression, and then at the next xxxxx function they’re trying it on.”
Theme 5: Sexual harassment hidden from the Chain of Command	
<i>Proportion from 148 comments: approx. one-tenth.</i>	
Sub-theme 5a: Sexual harassment <i>hidden from the Chain of Command</i> (e.g. closed group chats) - making incidences difficult to manage	<p>“Sometimes they cross the line to ‘dark places’ in group chats, but some areas (squaddie chats) are protected [i.e., closed group chats]. The Officers are not invited to the chats, so they can’t police them.”</p> <p>“They’re [group chats] difficult to police, and groups will just continue to morph and change, and become more difficult to find.”</p> <p>“Social media is the blind spot in the Chain of Command.”</p>

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q3: TO WHAT EXTENT DO YOU THINK SEXUAL HARASSMENT IS A PROBLEM IN THE ARMY?’

Themes and sub-themes	Example comments
Theme 1: Sexual harassment is perceived to be a problem in the Army	
<i>Proportion from 69 comments: approx. one-sixth.</i>	
Sub-theme 1a: Sexual harassment is <i>perceived to be a problem</i> in the Army	<p>“You hear stories from other females, ... It’s a problem in all camps, I hear that from different people.”</p> <p>“Yes, walking from one end to the other in camp, someone clocks you and keeps staring, you just ignore them and keep on walking, you don’t acknowledge it.”</p>
Theme 2: Comparisons between the Army and civilian context/work environment	
<i>Proportion from 69 comments: approx. two-fifths.</i>	
Sub-theme 2a: Sexual harassment is <i>perceived to be a problem</i> in the Army compared to other contexts	“But the Army line [of what constitutes sexual harassment] is far away from the civilian line, so it could be a problem.”
Sub-theme 2b: Sexual harassment is <i>perceived to be a problem in the Army compared to other contexts</i> (comparable to predominantly male contexts)	<p>“Sales civilians are worse than the Army, they have high testosterone, they don’t have a hierarchy to deal with it, the Army puts effort in to address problem.”</p> <p>“There are cases, there are in all walks of life, few people think that, it’s on a par with other [male-dominated] occupations.”</p>

Theme 3: Army specific context	
<i>Proportion from 69 comments: approx. one-quarter.</i>	
Sub-theme 3a: <i>Male dominated culture</i> → includes <i>perceived denigration of women; perceived bias favouring male traits</i> → sexual harassment perceived to be delivered in a <i>gendered way</i> (i.e. mostly targeting of women by men AND targeting men who do not conform to the dominant male stereotype)	<p>“It’s less prevalent in the Reserves, they are slightly [more] misogynistic than civilians, but less than Regulars. There was an element of misogynistic culture; a ‘drinking club’.”</p> <p>“It is a problem, [I’ve] not experienced the same in civvy street. In the Army, they don’t respect women like they do in civvy street.”</p> <p>“Gender roles – [I] love cooking, people say I’m cooking because I’m ‘gay’.”</p>
Sub-theme 3b: Men <i>uncomfortable</i> with women in the Army	“Getting used to x [number of] women in a Regiment. Some men get funny and they don’t know how to behave and they don’t know how to talk to them.”
Theme 4: Mitigations by Army	
<i>Proportion from 69 comments: approx. one-tenth.</i>	
Sub-theme 4a: Potential problem <i>mitigated by the Chain of Command</i> and the wider Army	<p>“Not a big problem in the Army as sexual harassment is everywhere. If they didn’t want to tackle it, this (Focus group) wouldn’t be happening.”</p> <p>“My boss said if something was to happen then to let him know and he would put them back in line. I can always rely on my boss to help me out.”</p> <p>“I’ve been an xxxxxxxx for X years, now you get RTUd (Returned to Unit) from camp and it’s investigated. It [sexual harassment] does still occur, but there’s lots more repercussions.”</p>
Theme 5: Miscellaneous	
<i>Proportion from 69 comments: approx. one-tenth.</i>	
Sub-theme 5a: Contributory factor to potential problem – <i>generational issues</i>	“It’s definitely a generation thing, I’ve been in a long time, it [sexual harassment] used to happen at block parties, but that generation are moving on now”
Sub-theme 5b: Awareness of sexual harassment incidents – <i>no direct evidence</i> of sexual harassment problem	“[I have] heard about it [sexual harassment] but surely it happens in civvy street, not just in the Army.”

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q4: WHY DO YOU THINK SEXUAL HARASSMENT OCCURS IN THE ARMY?’

Themes and sub-themes	Example comments
Theme 1: Male dominated culture	
<i>Proportion from 166 comments: approx. one-sixth.</i>	
Sub-theme 1a: <i>Male dominated culture</i> → includes <i>perceived denigration of women; perceived bias favouring male traits</i> → sexual harassment perceived to be delivered in a <i>gendered way</i> (i.e., mostly targeting of women by men AND targeting men who do not conform to the dominant male stereotype.)	<p>“Male-dominated so it’s bound to happen.”</p> <p>“Some people have a problem with getting paid the same [men the same as women]. Nine out of 10 would pick lad.”</p> <p>“They need to fill the infantry standard – they [females] may be unfit but they fill the quota, you can’t pick on them and you have to treat them as equals.”</p> <p>“It’s the testosterone, being an alpha male, you wouldn’t want to say some blokes grabbed your [refers to some body parts], so you don’t say anything.”</p> <p>“[They] treated me as if [I was] gay”</p>

Theme 2: Living Proximity	
Proportion from 166 comments: approx. one-twentieth.	
Sub-theme 2a: <i>Accommodation/block living</i> is perceived to be conducive to the occurrence of sexual harassment	<p>“[Sexual harassment is worse when] living in the block...”</p> <p>“...females in predominantly male blocks, female doors are constantly knocked. I had girls saying they just don’t feel safe. If you don’t feel comfortable going home to your block when the Army has come out and said they are dealing with it all - that’s not good.”</p>
Sub-theme 2b: <i>Any activity outside of camp (deployments/exercise)</i> - which involves sharing spaces for prolonged periods is perceived to be conducive to the occurrence of sexual harassment	<p>“Sometimes you can get harassed when you’re on exercise and nothing can be done - if you’re outside camp, on deployment, or on exercise and you’re forced to share bathrooms.”</p> <p>“It’s not always just in camp, if you’re deployed you can spend a lot of time living in hotels, but just because you’re away it doesn’t mean you can do things, it’s not acceptable anywhere but they get into this holiday mindset ‘what happens in Ibiza stays in Ibiza’.”</p>
Theme 3: Blurred work/social boundaries	
Proportion from 166 comments: approx. one-fifth.	
Sub-theme 3a: <i>Working and sharing living and social spaces over sustained periods</i> → lack of time and opportunity to socialise and issues of boredom → potentially direct inappropriate behaviours to those close in time and space	<p>“Lack of outside time, blokes not having the opportunity, literally f*** all to do in within 30 miles. Biggest problem is confined spaces and that’s in front of you 7 days a week, 52 weeks a year, they see another person so they think [inappropriate behaviour(s)] it’s ok.”</p> <p>“...when you finish work, you’re stuck in your room everyday even at weekends.”</p>
Theme 4: Group behaviours	
Proportion from 166 comments: approx. one-tenth.	
Sub-theme 4a: <i>Group conformity/assimilation into the Unit’s norms</i> → norms could be set by the senior generations/ranks	<p>“In the Army everyone is very comfortable, you see everyone a lot of the time. But you go from Phase 1 and told it [sexual harassment] is not acceptable then you go to a Unit, see something happen and think ‘oh it [inappropriate behaviour] is okay’.”</p>
Theme 5: Segregation	
Proportion from 166 comments: approx. one-twentieth.	
Sub-theme 5a: <i>Segregation during training</i> – perceived to be less opportunity to socialise and normalise inclusive and appropriate behaviours between the genders	<p>“People come out of training in xxx with 1 year in an Army camp in platoon, with 46 lads without a glimpse of a lass. Phase 2 training, then it’s back to normal life...”</p> <p>“[During training] seeing girls, it is like giving treats to a doggy.”</p>
Sub-theme 5b: <i>Perceived segregation due to a lack of communal areas</i> – perceived to be less opportunity to socialise and normalise inclusive and appropriate behaviours between the genders	<p>“Stupid as it sounds in the H block, we can’t cook anywhere [males and females together] males & females should all cook and get together. It’s the Army lifestyle, we fear we can’t do anything together.”</p>
Theme 6: Hierarchy	
Proportion from 166 comments: approx. one-sixth.	
Sub-theme 6a: <i>Perceived to be difficult to challenge an alleged harasser</i> - if they occupy a senior position or if their friends were in the Chain of Command	<p>“It depends who they’re friends with as well. If you’re friends with the person dealing with it, it’s going to get swept under the carpet...”</p>

Theme 7: Consequences of Reporting	
<i>Proportion from 166 comments: approx. one-quarter.</i>	
Sub-theme 7a: Perceived labelling of the target	<p>“You just get called a ‘standard female’ whinging about getting attention.”</p> <p>“She was seen as a troublemaker.”</p>
Sub-theme 7b: Perceived negative repercussions for the target	“[After an incident] She got posted, not him... so lots of people don’t report it as it could jeopardise their career.”
Theme 7: Consequences of Reporting (sub-category)	
<i>Perceived reasons for inaction by some Units to address sexual harassment</i>	
Sub-theme 7c: Not treated seriously by the Chain of Command	<p>“A lot of the time it’s because of the paper trail, they’re lazy. The Adjutant gets a big pile of paperwork on his desk, he’s not going to read through all of that, then a couple of weeks later he still hasn’t read it and something else has happened.”</p> <p>“We’re pegged as millennials, they’re [senior NCOs] nails seeing Iraq. Life for us is easy, patience is a virtue, go to them for anything, you’re told to pull your pants up, lift your chin up and get on with it.”</p> <p>“If anything is reported, it’s swept under the carpet and ignored.”</p>
Sub-theme 7d: Limited or no repercussions for the alleged	<p>“People get away with it, they don’t get removed, you have to work with them or under them ‘oh he got away with [act of sexual harassment] and he’s more Senior, so I can.”</p> <p>“The guy [alleged perpetrator] is always more protected, she [the target] got told not to approach his work area.”</p>
Sub-theme 7e: Reputation of some Units supersedes target’s	“The reputation of the Unit is more important than the individual/victim.”
Sub-theme 7f: Protection of the alleged perpetrator by colleagues/friends in the reporting line	“You see it, but they’re [alleged perpetrator] best friends with the person dealing with it so they try to sweep it under the carpet until it’s raised higher.”
Sub-theme 7g: Some sexualised behaviour considered to be banter	“And if you flag it up seriously, ‘oh it’s just banter’.”

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q5: ARE THERE ANY CONDITIONS/ SITUATIONS WITHIN THE ARMY THAT MAKE SEXUAL HARASSMENT MORE LIKELY?’

Themes and sub-themes	Example comments
Theme 1: Male dominated culture	
<i>Proportion from 142 comments: approx. one-sixth.</i>	
<p>Sub-theme 1a: <i>Male dominated culture</i></p> <p>→ includes perceived denigration of women; perceived bias favouring male traits → sexual harassment perceived to be delivered in a gendered way (i.e. mostly targeting of women by men AND targeting men who do not conform to the dominant male stereotype)</p>	<p>“This culture still exists. Some [male] Officers I thoroughly dislike. I’ve had two personal experiences [<i>lightly discusses, not in detail</i>] Some I avoid and it’s because of sexual harassment instances. They were very drunk but that doesn’t make it ok. Everyone [women] is uncomfortable in the officer’s mess.”</p> <p>“A problem is they [male soldiers] have bonded over an all-male platoon.”</p> <p>“Two women on xxxx training. [Trainer] said to women in the room ‘no fluttering of eyelashes, no crying’.”</p>

<p>Sub-theme 1b: <i>Contributory factor to potential problem - unit demographic (male: female ratio)</i></p>	<p>“The past year it’s been hard to tell with COVID, Infantry women are now a thing so blokes don’t know where the line is and can easily offend. Down the line it will be fine. But senior bods don’t know how to deal with them. People who have been in a long time have only ever seen females in attached Arms.”</p>
<p>Theme 2: Living Proximity <i>Proportion from 142 comments: approx. one-third.</i></p>	
<p>Sub-theme 2a: <i>Accommodation/ block living is perceived to be conducive to the occurrence of sexual harassment – more acute if there are risks to the invasion of privacy or personal space</i></p>	<p>“We have shared ones [bathrooms], we lock the doors, but they are mostly broken. Females kicked off, so now it’s females downstairs and males upstairs.”</p> <p>“Shower curtains are a basic human right. No longer should we feel we should be like the last scene of GI Jane. Yes, we must get along but doesn’t mean we have to shower in front of each other.”</p> <p>“Some of the old camps have no designated male and female areas and the men come in and do their business. You have to sort of deal with it.”</p>
<p>Sub-theme 2b: <i>Accommodation /block living is perceived to be conducive to the occurrence of sexual harassment – more acute if engagement with social activities (e.g. block parties)</i></p>	<p>“It’s more common at social events where there’s alcohol, but it’s day to day life as well.”</p> <p>“The lads just get drunk and then go down the corridors trying to open any doors that are unlocked. The Chain of Command blame it on the individual saying they should just lock their door.”</p>
<p>Sub-theme 2c: <i>Any activity outside of camp (deployments/exercise) where shared spaces for prolonged periods is perceived to be conducive to the occurrence of sexual harassment</i></p>	<p>“On exercises e.g., xxxx you’re in 45-man accommodation, it’s coded but all the codes are the same. You’ve been on exercise for 29 days and you get back and you’re allowed to go out and buy crates of alcohol. The girls’ accommodation is surrounded by the guys. After a big exercise and alcohol.”</p>
<p>Sub-theme 2d: <i>Perceived alcohol culture/alcohol consumption – combined with living proximity → perceived to increase the risks of sexual harassment</i></p>	<p>“No matter whether you’re celebrating or sad, you get [drunk]. It’s the culture of alcohol in the Army.”</p> <p>“Start as responsible drinkers, then one and two, next thing you’re bladdered.”</p> <p>“A lot of it [sexual harassment] is fuelled by alcohol.”</p> <p>“[Alcohol] probably accentuates behaviours already there.”</p> <p>“Alcohol is how people cope.”</p>
<p>Theme 3: Blurred work/ social boundaries <i>Proportion from 142 comments: approx. one-tenth.</i></p>	
<p>Sub-theme 3a: <i>Working and sharing living and social spaces over sustained periods → lack of time and opportunity to socialise and issues of boredom → potentially direct inappropriate behaviours to those close in time and space</i></p>	<p>“Junior Officers – partying culture brought into Officers mess, and they need reminding of the correct behaviours. Not many employers have you next to three girls. It allows relationships in the day to spill into evening. Banter becomes more forceful.”</p> <p>“Lockdown was horrible. Back during COVID, I was stuck in the Officer’s mess and not left alone. I ignored everyone. I went home earlier.... There are incidents of female underwear stealing.”</p>
<p>Sub-theme 3b: <i>After exercise or operations → potentially direct inappropriate behaviours to those close in time and space</i></p>	<p>“Element of release of pressure. Intensity of pressure and exercises might lead to [inappropriate] behaviours.”</p>

Theme 4: Group behaviours	
<i>Proportion from 142 comments: approx. one-tenth.</i>	
Sub-theme 4a: Group conformity/assimilation into the unit norms → norms could be influenced by senior generations/ranks	<p>“There is a pack mentality. Young soldiers aged 18 to 19 - individually they have mothers/sisters/partners but put them together they become a ‘wolfpack’.”</p> <p>“Iraq was going on when I joined. You had to grow up quickly. I still have a person saying now to a young cohort that I don’t want people being gay. I’ve had to say he’s old and bold too, you can’t be like that you have to be aware of what is around you. We need that education piece to fix this. This issue won’t go away.”</p>
Theme 5: Consequences of Reporting	
<i>Proportion from 142 comments: approx. one-tenth.</i>	
Sub-theme 5a: Perceived labelling of the target	<p>“...you don’t want to step out and not seen as hard, being seen as soft.”</p> <p>“But if you say you don’t like it, you’re demonised for having the courage, called things like ‘boring’.”</p>
Sub-theme 5b: Perceived negative repercussions for the target	<p>“You [females/target] shouldn’t have to go to lengths to protect yourself. Educate males...you shouldn’t have to move females.”</p> <p>“Damaging to [target’s] career in the Army.”</p>
Theme 5: Consequences of Reporting (sub-category)	
<i>Perceived reasons for inaction by some Units to address sexual harassment</i>	
Sub-theme 5c: Not treated seriously by the Chain of Command	<p>“No one goes to the Chain of Command anymore because there haven’t been any consequences.”</p> <p>“That’s how the Chain of Command deal with it (laugh it off).”</p> <p>“...and sometimes [sexual harassment incident] gets shelved.”</p>
Sub-theme 5d: Limited or no repercussions for the alleged	“When the case didn’t get followed up, it was because the career focus was taken as a priority [of the alleged].”
Sub-theme 5e: Reputation of some Units supersedes target’s	“...they [the Unit] can’t afford to look bad...”
Sub-theme 5f: Protection of the alleged perpetrator by colleagues/friends in the reporting line	“The power disparity that means there is an unwillingness to report and a 20% success rate of doing anything about it.”
Sub-theme 5g: Some sexualised behaviour considered to be banter	“...it depends on the attitude of the individual in the Chain of Command, does the command take it seriously or is it just ‘banter’?”

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q8: TO WHAT EXTENT DO YOU THINK THE ARMY TRIES TO PREVENT AND MANAGE SEXUAL HARASSMENT?’

Themes and sub-themes	Example comments
Theme 1: The Army’s approach is effective	
<i>Proportion from 199 comments: approx. less than one-twentieth.</i>	
Sub-theme 1a: The Army’s approach is effective in preventing and managing sexual harassment	<p>“In Phase 2 the rules are now completely different. If there’s any mention of sexual harassment, you’re sent home and won’t be around anyone else. In Phase 2 two females were [refers to act of sexual harassment] and they [the perpetrators] were deported back to xxxx.”</p> <p>“When I was a young kid I was on the receiving end.. I’ve seen a lot of change - positive change.”</p>

Theme 2: Scope to improve approach	
<i>Proportion from 199 comments: approx. one-twentieth.</i>	
Sub-theme 2a: Scope to improve the Army's approach	<p>"I feel institutionally that we are not doing enough [and] not focussing efforts on what we should be doing."</p> <p>"There's lots of brushing off, have you got evidence? Can you prove it? Were you asking for it?"</p> <p>"[We are heading] in the right direction, culture takes long to change....we're heading in a good direction. There's more action happening which is good but were still trying to find our feet."</p>
Measures in Place	
Theme 3: Peer Support	
<i>Proportion from 199 comments: approx. one-tenth.</i>	
Sub-theme 3a: Informal networks	<p>"Other female colleagues."</p> <p>"It's hard to speak up, with what's going on in my xxxxx now, someone spoke to their friend then one person speaks up and more people follow."</p>
Sub-theme 3b: Formal networks (e.g. Army Service Women's Network)	"For us females, there is the women's network. It is difficult when the seniors are all friends – who do you go to talk to?"
Theme 4: Welfare Support	
<i>Proportion from 199 comments: approx. one-tenth.</i>	
Sub-theme 4a: Good support – the Padre → visible and accessible	<p>"Quite visible and he tries to chat and let you know everything is confidential."</p> <p>"I'd go to padre."</p>
Sub-theme 4b: Good support – Army Welfare Services	<p>"You can see welfare and padre – both safe and confidential."</p> <p>"Good support – welfare."</p>
Theme 5: Posters	
<i>Proportion from 199 comments: approx. less than one-twentieth.</i>	
Sub-theme 5a: Sexual harassment posters	<p>"The SH posters are dotted about."</p> <p>"Most building have poster somewhere."</p> <p>"[Posters are] normally graffitied on, on toilet doors."</p>
Theme 6: Support lines	
<i>Proportion from 199 comments: approx. less than one-twentieth.</i>	
Sub-theme 6a: Support lines	(A proportion were aware of the support lines)
Theme 7: Education	
<i>Proportion from 199 comments: approx. less than one-twentieth.</i>	
Sub-theme 7a: Current educational provision – battery presentation	"We've had a presentation in our battery."
Theme 8: Senior Support	
<i>Proportion from 199 comments: approx. less than one-twentieth.</i>	
Sub-theme 8a: Good confidentiality in reporting and support by seniors	"There needs to be more on confidentiality and the seniors are taught to be confidential."
Factors Impeding Army's Approach – Army context	

Theme 9: Context	
<i>Proportion from 199 comments: approx. one-quarter.</i>	
Sub-theme 9a: <i>Perceived influence from being a male dominated culture – sexual harassment perceived to be delivered in a gendered way (i.e. mostly targeting of women by men AND targeting men who do not conform to the dominant male stereotype)</i>	<p>“Phrases in women’s reports are ‘too forthright’ or ‘too bossy’. If it was a man, it would be ‘he’s a leader’ or he’s assertive’. Stop with the ‘sympathy’, don’t sympathise with men.”</p> <p>“A man who has been sexually assaulted is less likely to say something. It happens less to men. Alpha male, it emasculates men. The entire Army is a man’s network they don’t need the Army Service Women’s Network.”</p>
Sub-theme 9b: <i>Move towards inclusive demographic → perceived gender divisions may occur in a different form to the perceived dominant male bias (e.g. men minimise interaction with women in case their actions are misconstrued as inappropriate; men/some Units perceived to provide more favourable treatment to Servicewomen over Servicemen)</i>	<p>“When I was in a mixed [team], I was only woman in the room and I was always chosen by [xxxx]. Singled out every time.”</p> <p>“It [women being singled out] doesn’t sit right but you don’t think about it at the time. It creates a climate that normalises that behaviour.”</p> <p>“I’m in a male-dominant unit, and regarding the junior Ptes (females), the older males are protective [over them] but can be misogynistic. It’s the mentality of male-dominant backgrounds.”</p> <p>“At xxxxxx there’s a PR push for women in xxxx arms to be photo’d with visiting dignitaries.”</p>
Factors Impeding Army’s Approach – Wider societal context	
Sub-theme 9c: <i>Wider context - generational differences/cultural shifts and tolerance levels towards sexual harassment</i>	<p>“I’ve got a new [Pte] where they said, ‘I’ll go see if she’s any good’ and a senior called it out; ‘what did you just say’. Until they go on and someone says that there’s a line. They’re just not that aware though. My son all the time is watching Tiktok. All the kids are doing it. It’s an algorithm which reinforces that it’s perfectly fine to act the way that they do. It’s that education piece again but has society ever been as sexualised as it is now. It’s so easy to go online and look at women, it’s that learning peace. It needs to be pushed to sub-Units rather than the RMCO and then Army HQ.”</p> <p>It’s difficult, it’s not just Army culture, it’s before you join the Army. You can’t teach an old dog new tricks, by the time you’re a teenager it’s too late. You need to nip it in the bud at training. If it’s the only thing they’ve ever known from a young age, it’s hard to change their ways.”</p> <p>“Civilian vs Army. It’s a complex issue, a societal issue.”</p>
Theme 10: Confidence and Trust	
<i>Proportion from 199 comments: approx. one-sixth.</i>	
Sub-theme 10a: <i>Perceived lack of confidentiality – amongst the senior members and the informal networks perceived to be involved in the reporting system</i>	<p>“People [are] aware of support but do they want to use it, do they trust it if they know something will happen. Rape not talked about and given to civvie police not RMP.”</p> <p>“Perception of welfare officer – seen as patch/housing sorter outer. You approach someone who they can trust and know. As often its ‘who believes me?’ Are they going to judge me?”</p>
Sub-theme 10b: <i>Issues in gaining confidential access for support and reporting, discretely</i>	<p>“The Chain of Command has responsibility to report and some see that as a breach of confidentiality and before you know it you have everyone involved and they weren’t expecting that.”</p> <p>“Welfare cases come through us, but we know more than we should. Information gets passed that shouldn’t in xxxx. There’s no confidentiality in the Army.”</p>

Theme 11: Fairness and safeguarding	
<i>Proportion from 199 comments: approx. one-sixth.</i>	
<p>Sub-theme 11a: <i>Current measures perceived to need to be fairer and to safeguard targets, as well as 'innocent' alleged perpetrator of any gender.</i></p> <p><i>Perceived reasons for this include:</i></p> <ul style="list-style-type: none"> -the 'guilty' harassers are protected whilst failing to support and safeguard the targets - male targets find it difficult to gain support in the reporting system 	<p>"It went to Court Martial, but he got his best mates to lie so he was found not guilty, even though there was physical internal and external evidence. The Unit took it seriously, but didn't stop him from going to work, [target] had to work with him. He was promoted two weeks later."</p> <p>"[One person] was named in the press but then wasn't found guilty for sexual harassment (rape cases). For the victim it's intrusive and [they can go through] violating examinations. His name was on google then."</p> <p>"If anything happens to males, they don't report it as lads are not confident that anything will get done."</p>
Theme 12: Leadership	
<i>Proportion from 199 comments: approx. one-tenth.</i>	
<p>Sub-theme 12a: Perceived high tolerance towards sexualised behaviours (e.g., owing to reputational damage) by some in the Chain of Command</p>	<p>"There's no structure to reward behaviour for flagging up sexual harassment incidents as it won't improve their career status. It's difficult going through Chain of Command...life gets worse for the snitches."</p> <p>"There's a 'sharped-elbowed' culture [to get promotions]. It's more competitive (they don't want to admit that there's a sexual harassment issue - summarised)."</p> <p>"It's brushed under the carpet, [there's] a lot of tolerance for it which you can get away with. It's 'not seen' by the Corps, they don't want to be seen in a bad light – frightened of this more than ever."</p>
Consideration for Improving Army's Approach	
Theme 13: Education	
<i>Proportion from 199 comments: approx. one-sixth.</i>	
<p>Sub-theme 13a: Recommendation – training/ presentation to educate</p>	<p>"From the back of this [RMP] there's now a training course at xxxxx; every term there's a 1-hour lecture to keep the issues current. So new [service personnel should] know what sexual harassment is and hopefully it'll lead to cultural change."</p> <p>"Come into the battery and have a presentation about it."</p>

<p>Sub-theme 13b: Joint educational groups/ forums with all genders – to facilitate the shared awareness of sexual harassment and its impact.</p>	<p>“Can mix it, can have focus groups for males too [to raise awareness/gain their views]”</p> <p>“It’s good to get mixed perceptions and capture the big picture [by holding joint discussions]”</p> <p>“More presentations to educate...Presentations should be with males and females present so it makes them both aware if they do it [sexualised behaviours]– they think it’s the ‘doing’ not the verbal stuff.”</p> <p>“You need mixed groups and capbadges and have conversations in civvie clothing no-one [so] knows where you are from. No pack mentality then. Its making blokes aware it’s a problem. Take males to ASWN meetings to expose people to what their views are. Cohort of senior officers are not living values and standards and seeing that.”</p>
<p>Sub-theme 13c: Educational content: include awareness of the continuum of sexual harassment behaviours</p>	<p>“[discusses the Police Scotland advert as a good example of sexual harassment awareness] it escalates from ‘you wouldn’t yell at her in the streets’, it’s impactful.”</p> <p>“...they think it’s the ‘doing’ not the verbal stuff.”</p> <p>“... some men don’t know it’s [low level sexualised behaviours – verbal etc] sexual harassment.”</p>

FOCUS GROUP DISCUSSIONS RELATING TO ‘Q9: IS THIS ENOUGH?’

Themes and sub-themes	Example comments
<p>Theme 1: The Army’s approach is effective</p> <p><i>Proportion from 116 comments: approx. one-twentieth.</i></p>	
<p>Sub-theme 1a: The Army is effective in supporting</p>	<p><i>(A proportion agreed with this statement)</i></p> <p>“There are more networks and support around.”</p> <p>“There is a sense of ‘I can talk about it’.”</p>
<p>Theme 2: Visibility of support</p> <p><i>Proportion from 116 comments: approx. one-twentieth.</i></p>	
<p>Sub-theme 2a: Support visible</p>	<p>“[The Padre] is quite visible and he tries to chat and let you know everything is confidential.”</p> <p>“Support is effective because they’re visible.”</p>
<p>Sub-theme 2b: Scope to improve visibility of support</p>	<p>“...but it needs to be more visible.”</p> <p>“[You have] three orders in five different places - QR codes, access to see phone numbers.”</p>
<p>Theme 3: Support networks</p> <p><i>Proportion from 116 comments: approx. less than one-twentieth.</i></p>	
<p>Sub-theme 3a: Good support from formal networks</p>	<p>“We have D&I reps that go where they’re told to go. People do go to the padre.”</p> <p>“There are lots of other organisations you can go to. LGBTQ+, BAME [etc], there are lots of networks for people if you need to lean on them.”</p>
<p>Theme 4: Satisfaction with support</p> <p><i>Proportion from 116 comments: approx. one-twentieth.</i></p>	
<p>Sub-theme 4a: Satisfied with support</p>	<p>“I have a D&I officer who goes above and beyond their job.”</p>

Theme 5: Capability and training of support	
<i>Proportion from 116 comments: approx. one-tenth.</i>	
Sub-theme 5a: Perceived lack of trained support	<p>“Welfare aren’t trained.”</p> <p>“The CVO – casualty visiting office – the training isn’t enough. But where the time to do more training? People avoid it.”</p>
Sub-theme 5b: <i>Perceived lack of empathy from support</i> e.g. sexual harassment perceived not to be treated seriously	<p>“Officers move on every couple of years, they manage the problem for a couple of years and then move on, they set precedence, it’s an organisational problem, they [senior leaders] have inherent attitudes, one person doesn’t want to deal with it and then the problem grows.”</p> <p>“Yeah, people only do it because it looks good and they want the title, they’re looking after their own careers, it’s an easy way for an MBE.”</p>
Theme 6: Objectivity and impartiality of support	
<i>Proportion from 116 comments: approx. one-tenth.</i>	
Sub-theme 6a: Need further objectivity and impartiality from civilian support outside of the Army/Chain of Command	<p>“Welfare is the only role that should be done by a civvy. They wouldn’t go to the Mess after work, they’re not in the banter.”</p> <p>“Welfare thing, should be civvy, with no Army background.”</p>
Theme 7: Training	
<i>Proportion from 116 comments: approx. one-sixth.</i>	
Sub-theme 7a: Training ineffective	<p>“Training doesn’t help.”</p> <p>“Whatever you do, don’t put it on the DLE as MATTs, people just click through them.”</p> <p>“[With] mandatory training they just capture what they fail and move on. I’ve got guys who have done half or full training and haven’t had the values and standard.”</p> <p>“It needs to be more direct [awareness]. The humour of the ‘tea’ video takes away the seriousness of the video [<i>all chuckle/ comment about the video</i>]. It needs to be [clear] and the consequences explained - what is and isn’t legal.”</p> <p>“The ‘cup of tea’ video is out of date, by about 8 years, [it’s] trivial.”</p>
Sub-theme 7b: Suggestions for increasing effectiveness of training – early on provide training and awareness of sexual harassment behaviours, respect, values and standards (set expectations and foundations for moral framework)	<p>“Maybe no-one’s been taught this [values and standards], and you can’t nip it in the bud unless you’re down there, going into the block...”</p> <p>“We need to support and empower them. This is what I expect junior NCOs to do. If you give that to junior NCOs – the younger generation and talk about what they classify as sexual harassment, and would you classify the way they talk for example xxxx as sexual harassment – it needs to be blunt and to the point.”</p>

Theme 8: Choice	
<i>Proportion from 116 comments: approx. one-tenth.</i>	
Sub-theme 8a: Support constrained by internal procedures (e.g. individuals may prefer not to report through the Chain of Command)/insufficient choice for preferred support	<p>“I have used Speak Out I was forced to use it; you have to speak to Welfare who tell you to.”</p> <p>“How is a young private soldier going to go to a male Welfare Officer? Barrier of male welfare team. They will go to battery [Senior NCO] who is female.”</p> <p>“[Senior NCO] commissioned then became a welfare officer. I wouldn’t approach them. That’s the usual path. I got on with him well. I’m not going to them; I’ve still got it in my head that he’s the [Senior NCO].”</p> <p>“It might be easier to have champions in Units rather than mass training.”</p>
Theme 9: Engagement	
<i>Proportion from 116 comments: approx. one-twentieth.</i>	
Sub-theme 9a: Maximise engagement with specific groups by awareness/training delivered/ support provided by individuals respected by and by those they can identify with (e.g. SNCOs rather than Officers, to JNCOs)	<p>“It depends who gives the brief, they need to know and trust the peer group. Not an Officer with no life experience.”</p>
Sub-theme 9b: Increase engagement with training – especially JNCO (e.g. kinaesthetic, preferred learning style of trainee), meaningful – focus on impact of sexual harassment on target etc.	<p>“It has to be something they have to sit down and engage with.”</p> <p>“We need to get to people in smaller groups and engage them, ask them [about the] benefits of D&I.”</p> <p>“It’s the way of how things are taught. Endless training etc. I know I’m a kinaesthetic learner, I learn by doing, most of us do. People zone out. I’ve just done a course and you’d be assessed. I learned more by sitting there doing something practical rather than a PowerPoint. Even these courses online, you just take a picture and do the test. We all do.”</p>
Theme 10: Context	
<i>Proportion from 116 comments: approx. less than one-twentieth.</i>	
Sub-theme 10a: Increase opportunities for greater integration/socialisation to increase understanding about acceptable behaviours and the normalisation of mixed gender cultures	<p>“That cultural learning is missing. [They] finish work then they play PlayStation.”</p>
Theme 11: Empower and enable individuals, both targets and bystanders	
<i>Proportion from 116 comments: approx. one-tenth</i>	
Sub-theme 11a: Help empower and enable individuals to ‘call out’ – instil confidence in system, which is confidential, supportive with repercussions for alleged and no adverse repercussions for targets	<p>“Maybe even empower the junior ranks so that the girls feel its approachable.”</p> <p>“[We still need to be aware that] there are still bad people who will do bad things. So, we need to know who to go to or turn to in times of need. Because if we don’t report things, it can happen to other people.”</p>
Sub-theme 11b: Help empower and enable individuals to ‘call out’ - need confidence in system which promotes examples/case studies with case studies which highlight the proportionate response and fair outcomes, which should be communicated widely	<p>“But the briefs should also give examples of positive outcomes, ‘this person reported it and she’s now here in her career and it hasn’t impacted her’. If you do speak out, it won’t be bad.”</p> <p>“We need good examples”</p>

<p>Sub-theme 11c: Help empower and enable individuals to 'call out' – give courage through building allies with strength in numbers</p>	<p>"I want to empower people and I can make a difference to my 1-20 people and bring change."</p> <p>"A [Senor NCO] [had participated in] inappropriate conduct for months. The Ptes (who were the victims) thought they couldn't do anything, [they] didn't know where they could turn to for support."</p> <p>"The ground level needs to be empowered to have an open level, there needs to be a team-strength so female Ptes have a go-to person with trust and power."</p>
<p>Theme 12: Safeguarding <i>Proportion from 116 comments: approx. one-tenth.</i></p>	
<p>Sub-theme 12a: Further protection from Units where there is a risk of further sexual harassment, the careful consideration of postings, target-centred aftercare and monitoring of impact on the target and support (e.g. including minimising gossip)</p>	<p>"We need...safeguarding."</p> <p>"[You need to be able] to say 'yeah, it's done stop talking about it'. People gossip."</p> <p>"A lot of people have pride and if it's [sexual harassment incident] reported to the Chain of Command, you wouldn't want that to get out for people to remember."</p>
<p>Theme 13: Fair, confidential and proportionate response with fair outcomes <i>Proportion from 116 comments: approx. one-tenth.</i></p>	
<p>Sub-theme 13a: Some responses to <i>allegations are perceived to quickly and publicly escalate and are disproportionate to an incident; this risks having an adverse impact on all involved</i></p>	<p>"I feel quite strongly against it [disproportionate response to reporting]. It [the management of the incident] goes away from you and to the top. Its bullying, harassment and discrimination, we could have put this to bed – let's have a chat, but no it's blown out of proportion and heads into an investigation which impacts everyone's mental health and has a negative effect."</p> <p>"I've seen someone complain to the male hierarchy and the male has done a zero tolerance and overreacted when they just wanted to make people aware."</p>
<p>Sub-theme 13b: Lack of confidence and trust in the reporting system e.g., lack of confidentiality within informal networks</p>	<p>"You go to Welfare to talk something through, then welfare discuss it with your [Senior NCO]. I'd never go to Welfare; they've broken my trust."</p> <p>"Your issue becomes common knowledge."</p>
<p>Theme 14: Leadership <i>Proportion from 116 comments: approx. less than one-twentieth.</i></p>	
<p>Sub-theme 14a: Needs to be treated seriously and supported by the Chain of Command through the proactive prevention and management of sexual harassment, whilst fostering a safe and positive environment/work climate</p>	<p>"It [sexual harassment issue] is ridiculous and rife. [It's] brushed under the carpet, and that's the example that is set for the rest of their careers."</p> <p>"Should be driven at a sub-unit level, it doesn't work at an organisational-wide level. We need personalities brought into support for cultural change.... Leadership support is needed."</p>

For the purposes of this report, the themes emerging from Q10 (what sort of things do you think would be effective in preventing sexual harassment?) and Q11 (what types of support are important?) were merged into one table owing to the commonality of themes.

FOCUS GROUP DISCUSSIONS RELATING TO 'Q10: WHAT SORT OF THINGS DO YOU THINK WOULD BE EFFECTIVE IN PREVENTING SEXUAL HARASSMENT?' AND 'Q11: WHAT TYPES OF SUPPORT ARE IMPORTANT?'

Themes and sub-themes	Example comments
Theme 1: Choice and Accessibility: <i>Proportion from 192 comments: approx. one-twentieth.</i>	
Sub-theme 1a: Provision of increased choices and accessibility for confidential reporting (e.g., Jive app)	<p>"There needs to be an anonymous app, or something on JIVE. XYZ did this... you need to be able to ask for help and it needs to go somewhere."</p> <p>"A welfare officer is still in your CoC somewhere, but they wear civvies, but you still have to call them sir. It's a bucksheet job, it should be trained individuals."</p> <p>"...we need to be aligning ourselves more like private/ civilian organisations, we haven't got balance just yet, we need external support."</p>
Theme 2: Communication and Visibility: <i>Proportion from 192 comments: approx. one-tenth.</i>	
Sub-theme 2a: Good communication and visibility of support and resources	<p>"... if you are bringing out tools, you need to make sure the comms is right. Go round and do seminars on the ground to brief about it."</p>
Theme 3: Safeguarding <i>Proportion from 192 comments: approx. one-twentieth.</i>	
Sub-theme 3a: Target-centred aftercare – with careful consideration and monitoring of impact on target (includes minimising gossip)	<p>"[Senior ranks]..to say yeah, it's done stop talking about it. People gossip."</p> <p>"... if someone's raped and then [left] by themselves and removed it's a safeguarding issue."</p>
Sub-theme 3b: Further protection from Units where there is a risk of further sexual harassment – implication for posting targets (consider confidential flag in PPP)	<p>"There is blame culture. 'Blame the victim rather than the perpetrator.'"</p>
Sub-theme 3c: Need safeguarding procedures for target & alleged perpetrator	<p>"I find that it is a challenge [calling out colleagues on inappropriate behaviour] when I try and call a male colleague out, I get told to stop making a fuss, called out myself or gas-lighted so I end up feeling really uncomfortable. I feel like I'm the one making an issue when I'm trying to raise a point. I'm the only female [in group] so I don't have another female to reassure me."</p> <p>"[if reported and nothing done]... which leads to further abuse [of the target]."</p>

Theme 4: Proactively fostering a positive work environment	
<i>Proportion from 192 comments: approx. one-fifth.</i>	
Sub-theme 4a: Proactive intervention - Fostering a positive work environment – with high job satisfaction, decreased levels of boredom, higher wellbeing and unit cohesion, where the Chain of Command better understand the individuals within their unit	<p>“Superpowers – talk about that. What you can bring to the team. Focus on similarities, things that make us human. Coaching positive not negative. Need the networks. It becomes divisive in its own right.”</p> <p>“...also need to have more days out to get to know each other.”</p> <p>“Junior leaders would pick it up [recognise targets/victims]. Leaders would be able to know somethings not right with her. You’d know the person because you’d spend so much time with them.”</p>
Sub-theme 4b: Recognition and reward for battalions/units which foster positive environment	<p>“If we want change it will need to be battalion-led.”</p>
Sub-theme 4c: Normalise inclusive and positive culture over ‘laddish culture’ → to help ensure that this widely becomes the group/unit norm	<p>“Mainly need to overcome the laddish culture straight out of school.”</p> <p>“...reactive again. Take a change to go round. Let’s make it the normal to not have sexual harassment.”</p> <p>“Example is the best way.”</p> <p>“A lack of diversity is common- it’s an organisational problem, diversity helps issues.”</p>
Sub-theme 4d: Greater opportunities for better integration/socialisation to help individuals understand how to interact appropriately	<p>“People 100% getting annoyed with the diversity agenda. Someone said: ‘I can have an all-female crew’ and seen as a badge to have more women. This has been engineered to happen though Undermines what we are trying to do. Trust comes from following simple values and standards of respect, loyalty, you wouldn’t send horrific images around of everyone. Culture though, living it and actively encouraged.”</p> <p>“...the old school mentality of ‘brotherhood’ is gone. You can’t get that bond when you’re not at war.”</p>
Theme 5: Empower and enable individuals, both targets and bystanders	
<i>Proportion from 192 comments: approx. one-fifth.</i>	
Sub-theme 5a: Help empower and enable individuals, both targets and the bystanders, in order that they can more effectively ‘call out’ sexual harassment	<p>“[Need to do] more to make people aware. Just everyone. Reassure the young people who you can speak out to and where to go.”</p> <p>“Things get inflamed by not being called out.”</p> <p>“[explains sexual harassment story] Between a female officer and a male [soldier] rank. The female didn’t report it as she took it as ‘her lot in life’. The female just accepted it but a male colleague of hers called it out.”</p> <p>“It is good if male colleagues can call out other male colleagues. We need to be comfortable and empowered to call out colleagues on inappropriate behaviour.”</p> <p>“They talk about Active Bystander but don’t do it.”</p> <p>“...creates a divide as everyone too scared to say anything. People don’t want to have the conversation.”</p>

<p>Sub-theme 5b: Need to be empowered to ‘call out’ – give courage through building allies with strength in numbers</p>	<p>“I think it’s getting better. Sandhurst sisterhood. Armed Services women’s network.”</p> <p>“I’ve been really tempted to start a ‘Me Too’ movement, a news article on Sky News a while back said if there was to be a ‘Me Too’ movement in the Army, would we have a higher ranking left?”</p> <p>“I’m quite abrasive but I have another female xxxxxx to bounce off. It’s hard for xxxxxx to not have a female for support [someone to assure feelings].”</p>
<p>Sub-theme 5c: Help empower - through effective training designed by SQEP individuals</p>	<p>“Younger ones want to join in, but you need confidence from training to call it out.”</p> <p>“Education bit needs to be taught properly. If they invest in it properly. If they get some common sense into training. When we put new courses together, we are in there with experience, the new courses that come in, if you get the right SQEP working alongside professionals and junior NCOs.”</p> <p>“The Army has unconscious bias training but that’s just another mandatory training. People are just taking screenshots and then at the end pass.”</p>
<p>Sub-theme 5d: Help empower and enable individuals to ‘call out’ - need confidence in system with no adverse repercussions for targets or alleged</p>	<p>“If I say something will they believe me?”</p> <p>“Don’t have confidence in Chain of Command. I called someone out about an issue and Adjutant was told to be quiet you don’t contact them directly.”</p> <p>“[Gives example] There was a high-ranked officer who covered up [sexual harassment]. I’m worried that it’s the higher ranks who have the decisions... to how to deal with the issues, who are responsible for sexual harassment cases, they just use cover ups. There needs to be some re-education at [senior ranks] level.”</p> <p>“Low levels of sexual harassment don’t get through the complaints system like they used to (“stole my underwear”/ “touched me in PT”...) The complaints system was so complicated that no one would go there.”</p>
<p>Sub-theme 5e: Help empower and enable individuals to ‘call out’ - need confidence in system which promotes examples/case studies with case studies which highlight the proportionate response and fair outcomes, which should be communicated widely</p>	<p>“We need good examples, with safeguarding.”</p> <p>“Systems are brilliant (facetious tone). Doesn’t matter though if the individual feels they cannot report it. Signposting is pointless.”</p>
<p>Theme 6: Trust and fairness</p> <p><i>Proportion from 192 comments: approx. one-twentieth.</i></p>	
<p>Sub-theme 6a: Need objective and impartial support (civilian) outside of the Army/Chain of Command</p>	<p>“Stigma with seeking help from Welfare/Padres, you’re seen as weak. You don’t see blokes going to Welfare/Padre, they’ll get called a biff. Especially if you’re a young Private/Soldier – where are you going? Someone will see them going. It would be better if it was behind a screen, something virtual so everyone can access it.”</p>

Theme 7: Training and Awareness	
<i>Proportion from 192 comments: approx. one-tenth.</i>	
Subtheme 7a: Early and ongoing - provide training and awareness of sexual harassment behaviours, respect, values, and standards (set expectations and foundations for moral framework) and support	<p>“It [understanding about sexual harassment] needs to be started through training and work its way up.”</p> <p>“Education [on sexual harassment awareness] should be at basic training. Phase 1 and 2 training. They’ll catch it then. This beast will keep changing but you can’t educate if it’s already bolted.”</p> <p>“You have to educate before it becomes an issue, but there’s not much you can do, it’s just a bunch of 16/17/18-year-olds, it’s just like being at uni. Some people want to be there, some people don’t want to be there.”</p> <p>“Respect for others and values. It’s getting this across to them. It’s the same as death threats to MPs. Its keyboard warriors who don’t think there are consequences to their actions. Simple test if I said this to myself, it’s not something I’d say – so why would you.”</p> <p>“From day 1 Army training [does the problem occur]. There needs to be a change of views in basic training (e.g. Sandhurst/Harrogate). It’s integrated into culture from the start (with senior leaders especially) – speak truth to power.”</p> <p>“We can try and capture it after entering [the ranks] but by then [harassment] is already committed, and there’s no time or capacity for training [once in the ranks] it needs to come early.”</p> <p>“We need to hit all levels, that’s the problem. There’s a need for updated training.”</p>
Subtheme 7b: Maximise engagement with specific groups by awareness/training delivered by individuals respected by these groups (e.g., SNCOs rather than Officers to JNCOs)	<p>“We need the right people to push the training and education. We need to find out who.”</p> <p>“[Training/ awareness] can be incorporated at every promotional level; what particular responsibility each position has [for harassment incidents] and how we can tailor this training-targeting ALDP. About driving the training and making it a priority at a sub-unit level.”</p>
Sub-theme 7c: Increase engagement with training – especially JNCO e.g., kinaesthetic, meaningful – focus on impact of sexual harassment on target	<p>“Communicate via different role plays not posters and lectures from senior commanders. More relevant.”</p>
Theme 8: Leadership	
<i>Proportion from 192 comments: approx. one-quarter.</i>	
Sub-theme 8a: Needs to be treated seriously and supported by the Chain of Command – expected to foster a safe and positive environment/work climate	<p>“... it [incidences of sexual harassment] needs to be taken seriously.”</p> <p>“Changing behaviour needs to happen at all levels my xxxx was removed from post after climate assessment. Strong role models in society [should be] the norm. The male and female behaviours...in some circumstances, has regressed.... Too focussed on physicality....You have to re-calibrate them.”</p> <p>“Sub-unit commanders highlight values and standards. Someone was stopping xxxxxx brief, calling it out on skype e.g. one person says ‘I’m being a xxxx today’ and he got called out for it.”</p> <p>“The key positions in the sub-unit need the most training (JTAC, ALDP, ICSE, etc.) as they know how to drive priority for sexual harassment help/aid.”</p> <p>“It’s about making a safe space for who you are, and focus on the ‘good soldier’.”</p>

ANNEX E: LIST OF TABLES AND FIGURES

TABLES

Table 1	History of the Sexual Harassment Survey 2005 to 2021
Table 2	Generalised Sexualised Behaviours
Table 3	Targeted Sexualised Behaviours
Table 4	Army Sexual Harassment Survey Response Rate and Sample Breakdown by Year
Table 5	Sexual Harassment Survey 2020 Response Rates by Gender and Rank
Table 6	Percentage of Service Personnel Experiencing Generalised Sexualised Behaviours in the Workplace by Year
Table 7	Percentage of Service Personnel Experiencing Generalised Sexualised Behaviours in the Workplace by Gender and Year
Table 8	Percentage of Service Personnel Experiencing Generalised Sexualised Behaviours in the Workplace by Rank
Table 9	Non-Physical Targeted Sexualised Behaviours Experienced by between 1.5% and 17% of Service Personnel
Table 10	Physical Targeted Sexualised Behaviours Experienced by between 0.9% and 5% of Service Personnel
Table 11	Percentage of Service Personnel Experiencing Targeted Sexualised Behaviours in the Workplace by Year
Table 12	Percentage of Service Personnel Experiencing Targeted Sexualised Behaviours in the Workplace by Gender and Year
Table 13	Percentage of Service Personnel Experiencing Targeted Sexualised Behaviours in the Workplace by Rank
Table 14	Where targeted Sexualised Behaviours mainly happened
Table 15	Service Personnel's Perception of the Sexualised Behaviours which Constitute Sexual Harassment by Gender and Year
Table 16	Service Personnel's Perception of the More Physical Sexualised Behaviours which Constitute Sexual Harassment by Gender and Year
Table 17	Service Personnel's Perception of the Non-Physical Sexualised Behaviours which Constitute Sexual Harassment by Gender and Year
Table 18	Service Personnel's Perception of the Sexualised Behaviours which Constitute Sexual Harassment by Rank
Table 19	Percentage of Service Personnel Reporting Personal Experience of Sexual Harassment in the Workplace in the Preceding 12 Months by Gender
Table 20	Percentage of Service Personnel Reporting Personal Experience of Sexual Harassment in the Workplace in the Preceding 12 Months by Rank
Table 21	Percentage of Service Personnel Observing Sexual Harassment in the Workplace in the Preceding 12 Months by Gender
Table 22	Percentage of Service Personnel Observing Sexual Harassment in the Workplace in the Preceding 12 Months by Rank
Table 23	Percentage of Service Personnel Reporting a Particularly Upsetting Experience
Table 24	Percentage of Service Personnel Reporting a Particularly Upsetting Experience by Year
Table 25	Percentage of Service Personnel who had a Particularly Upsetting Experience by Gender
Table 26	Percentage of Service Personnel who had a Particularly Upsetting Experience by Year
Table 27	Percentage of Service Personnel who had a Particularly Upsetting Experience by Rank
Table 28	Sexualised Behaviours Identified as Being Involved in The Particularly Upsetting Experience
Table 29	Sexualised Behaviours Identified as Being Involved in The Particularly Upsetting Experience by Gender
Table 30	Sexualised Behaviours Identified as Being Involved in The Particularly Upsetting Experience by Rank

Table 31	Gender of Individual Responsible for The Upsetting Experience by Gender
Table 32	Length of Time of The Upsetting Experience
Table 33	Percentage of Upsetting Experiences where Alcohol and/or Drugs were involved
Table 34	Percentage of Service Personnel Reporting Impact of Upsetting Experience by Gender
Table 35	Percentage of Service Personnel Reporting Impact of Upsetting Experience by Rank
Table 36	Percentage of Service Personnel Reporting Impact of The Upsetting Experience on Productivity
Table 37	Percentage of Service Personnel Reporting an Increase or Decrease on their Productivity Due to The Upsetting Experience
Table 38	How Service Personnel Responded to The Upsetting Experience by Gender
Table 39	How Service Personnel Responded to The Upsetting Experience by Rank
Table 40	Percentage of Service Personnel Reporting Whether Their Responses Effectively Stopped the Behaviour Involved in The Upsetting Experience by Gender
Table 41	Percentage of Service Personnel Who told Someone at Work What Was Happening by Gender
Table 42	Percentage of Service Personnel Reporting Whether Person Told Helped Stop the Behaviour Involved in The Upsetting Experience
Table 43	Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in the Army by Year
Table 44	Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in the Army in 2021 by Gender
Table 45	Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in the Army in 2021 by Rank
Table 46	Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in Some Parts of the Army by Year and Cohort
Table 47	Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in their Unit/Team by Year
Table 48	Percentage of Service Personnel Perceiving Sexual Harassment as a Problem in Some Parts of their Unit/Team by Year and Cohort
Table 49	The Extent to Which Service Personnel Think the Army Tries to Prevent Sexual Harassment by Year
Table 50	The Extent to Which Service Personnel Think the Army Supports Those Who Were Sexually Harassed by Year
Table 51	Percentage of Service Personnel who Thought Chain of Command Demonstrated Positive Leadership Behaviours for the Prevention of Sexual Harassment
Table 52	Percentage of Service Personnel who Thought Chain of Command Demonstrated Positive Leadership Behaviours for the Prevention of Sexual Harassment by Gender
Table 53	Percentage of Service Personnel who Thought Chain of Command Demonstrated Positive Leadership Behaviours for the Prevention of Sexual harassment by Rank
Table 54	Percentage of Service Personnel who Thought Chain of Command would Demonstrate Positive Leadership Behaviours for the Management of Sexual Harassment
Table 55	Percentage of Service Personnel who Thought Chain of Command would Demonstrate Positive Leadership Behaviours for the Management of Sexual Harassment by Gender
Table 56	Percentage of Service Personnel who Thought Chain of Command would Demonstrate Positive Leadership Behaviours for the Management of Sexual Harassment by Rank
Table 57	Percentage of Service Personnel Who Thought Unit Level Behaviours Would Create a Positive Climate for the Management of Sexual Harassment
Table 58	Percentage of Service Personnel Who Thought Unit Level Behaviours Would Create a Positive Climate for the Management of Sexual Harassment by Gender
Table 59	Percentage of Service Personnel Who Thought Unit Level Behaviours Would Create a Positive Climate for the Management of Sexual Harassment by Rank
Table 60	Percentage of Service Personnel Who Saw the Army Wide Poster Campaigns and Rated Them as Effective in Raising Awareness
Table 61	Percentage of Service Personnel Reporting Who Saw the Army Wide Poster Campaigns and Rated Them as Effective in Raising Awareness by Gender

Table 62	Percentage of Service Personnel Who Saw the Army Wide Poster Campaigns and Rated Them as Effective in Raising Awareness by Rank
Table 63	Percentage of Service Personnel Who Received the Sexual Harassment and Diversity and Inclusion Training and Rated Them as Effective in Raising Awareness
Table 64	Percentage of Service Personnel Who Received the Sexual Harassment and Diversity and Inclusion Training and Rated Them as Effective in Raising Awareness by Gender
Table 65	Percentage of Service Personnel Who Received the Sexual Harassment and Diversity and Inclusion Training and Rated Them as Effective in Raising Awareness by Rank

FIGURES

Figure 1	Service Personnel's Experience of Generalised Sexualised Behaviours in the Workplace
Figure 2	Those Reported as Mainly Responsible for Generalised Sexualised Behaviours in the Workplace
Figure 3	Those Reported as Mainly Responsible for Targeted Sexualised Behaviours in the Workplace
Figure 4	Percentage of Service Personnel Reporting Personal Experience of Sexual Harassment in the Workplace in the Preceding 12 Months
Figure 5	Percentage of Service Personnel Observing Sexual Harassment in the Workplace in the Preceding 12 Months
Figure 6	Rank of Individual Responsible for The Upsetting Experience
Figure 7	Gender of Individual Responsible for The Upsetting Experience
Figure 8	Role of Person Responsible for The Upsetting Experience
Figure 9	Location of Where The Upsetting Experience Mainly Happened
Figure 10	Percentage of Service Personnel Reporting Impact of Upsetting Experience
Figure 11	How Service Personnel Responded to The Upsetting Experience
Figure 12	Percentage of Service Personnel Reporting Whether Their Responses Effectively Stopped the Behaviour Involved in The Upsetting Experience
Figure 13	Percentage of Service Personnel Reporting Most Effective Response at Stopping the Behaviour Involved in The Upsetting Experience
Figure 14	Who Service Personnel Told at Work About the Upsetting Experience
Figure 15	Person Reported as Most Helpful in Stopping the Behaviour Involved in The Upsetting Experience
Figure 16	Reason for Not Telling Someone at Work What Was Happening

Figure 17	Reasons for Not Making a Formal Complaint About The Upsetting Experience
Figure 18	Percentage of Service Personnel who Thought Sexual Harassment is a Problem in the Army Compared to their Unit/Team
Figure 19	The Extent to Which Service Personnel Think the Army Tries to Prevent Sexual Harassment
Figure 20	The Extent to Which Service Personnel Think the Army Supports Those Who Were Sexually Harassed

