

[REDACTED]

From: Ian Todd
Sent: 29 June 2021 10:57
To: [REDACTED] Lee Bridges; Communications Team [Distribution Group]
Subject: RE: MP threatens to sue Parliament as her request for appropriate maternity leave is rejected

See inserted

Ian Todd

Chief Executive &
Accounting Officer

IPSA

www.theipsa.org.uk

My normal working hours are Monday to Friday 07:00-16:00

My pronouns are he/him/his

From: [REDACTED]@theipsa.org.uk>
Sent: 29 June 2021 10:53
To: Lee Bridges [REDACTED]; Ian Todd [REDACTED]; Communications Team [Distribution Group] [REDACTED]
Subject: RE: MP threatens to sue Parliament as her request for appropriate maternity leave is rejected

Can we change 'attract' to 'receive'?

YES

Did we say that the staff member should escalate to the MP?

Not that I recall but I think there is an issue that a 'locum MP' could never do their own thing entirely, they would always have to follow the line of the elected MP.

Could we say that the new parental leave provisions allow for a staff member to support the MPs' constituents and fulfil all possible duties during the absence of the MP?

YES

[REDACTED]

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From: Lee Bridges [REDACTED]
Sent: 29 June 2021 10:48
To: [REDACTED]@theipsa.org.uk>; Ian Todd [REDACTED]

Cc: Communications Team [Distribution Group] [REDACTED]

Subject: RE: MP threatens to sue Parliament as her request for appropriate maternity leave is rejected

[REDACTED]
I
suggest:

"IPSA has, in fact, increased the funding available from £50,000 per year to £60,000 per year, pro rata, and made available a new job description for MPs to employ an additional senior member of staff.

Neither we nor Parliament recognise the term 'locum MP'. Constitutionally no-one can take on the full roles and responsibilities of a Member of Parliament, who is an office holder elected by the general public. As an office holder any MP will continue to receive their full salary throughout their period of absence.

IPSA is committed to supporting a more family-friendly Parliament and enabling MPs to fulfil their parliamentary duties while maintaining their family life"

From: [REDACTED]@theipsa.org.uk>

Sent: 29 June 2021 10:45

To: Ian Todd [REDACTED]; Lee Bridges [REDACTED]

Cc: Communications Team [Distribution Group] [REDACTED]

Subject: RE: MP threatens to sue Parliament as her request for appropriate maternity leave is rejected

[REDACTED]

From: [REDACTED]

Sent: 29 June 2021 10:32

To: Communications Team [Distribution Group] [REDACTED]

Subject: FW: MP threatens to sue Parliament as her request for appropriate maternity leave is rejected

Hello,

Would Ipsa be able to provide a response to this press release from Pregnant then Screwed? [REDACTED]
[REDACTED]

From: Joeli Brearley [REDACTED]

Sent: 29 June 2021 10:26

Subject: MP threatens to sue Parliament as her request for appropriate maternity leave is rejected

MP SAYS SHE WILL SUE PARLIAMENT AFTER HER REQUEST FOR APPROPRIATE MATERNITY LEAVE IS TURNED DOWN

**STELLA CREASY MP HAS HAD HER REQUEST FOR FULL MATERNITY COVER REJECTED BY IPSA
FORCING HER TO CHOOSE BETWEEN HER CONSTITUENTS AND HER BABY**

Date: 29th JUNE 2021: Stella Creasy, Labour MP for Walthamstow has been informed by the Independent Parliamentary Standards Authority that she will not be granted full maternity cover in the form of a locum for her role as MP. This is Stella Creasy's second baby, when she delivered her first child, IPSA granted her full locum cover, giving her access to 6 months paid maternity leave.

In an exchange between Stella Creasy and the Independent Standards Authority, IPSA called the request for such cover 'misconceived' and instead suggested they could provide a sum of money for staffing - £35,000 over seven months – which could be used to pay for staff who cannot be given any status to act in the absence of the MP. Instead they expect this person to 'escalate matters to the MP', so highlighting the MP will continue to be called upon to undertake duties and so unable to take appropriate maternity leave.

This shocking decision comes just 4 months after the Government pushed through a Bill to ensure Ministers could access 6 months maternity leave on full pay.

Stella Creasy MP explains:

"Maternity leave and pay are statutory and hard won rights for all women in the UK – but rights mean nothing if they cannot be realised. In the absence of like-for-like maternity cover, any MP faces significant challenges in terms of ensuring that her constituents are, and know that they are, properly represented and championed during her absence. Any reduction in the quality of representation during this time, perceived or actual, is likely to undermine the MP's standing among her constituents. This could also discourage voters from supporting candidates who are of childbearing age for fear of suffering the same loss of representation should such a candidate decide to start a family during their term of office. IPSA has a duty to ensure it does not create discriminatory barriers to participation through its policies"

Joeli Brearley, CEO and Founder of Pregnant Then Screwed who are supporting Stella Creasy's campaign for all MPs to have access to 6 months paid maternity and paternity leave said:

"Parents need time to bond with their baby and women need time to recover from childbirth; this decision means that an MP can do neither, thereby forcing them to choose between their child and their constituents. This is bad for democracy and for equality. It is imperative that Parliament is a workplace that works for women if we are to ever have gender equality amongst those who make the laws to which we all adhere. If Parliament can't get this right then what hope is there for the rest of us? This decision by IPSA not only impacts sitting MPs and their right to liberty and equality, it has huge consequences for all of us."

Stella Creasy MP, who is 7 months pregnant and currently in hospital with gestational diabetes, has written to the interim CEO of IPSA, Ian Todd, requesting that he reconsider this decision and that if he refuses to do so she will be pursuing legal action. The letter has been signed by charities, campaigners and business groups.

-ENDS-

For further press information please contact:

Joeli Brearley, CEO of Pregnant Then Screwed can be reached on:

Notes to Editor:

About

Pregnant Then Screwed is a charity ran by women with lived experience of pregnancy and maternity discrimination. We want to see an end to the motherhood penalty.

Our free advice line for mothers can be contacted on: 01612229879

<https://pregnantthenscrewed.com>

Founder and CEO

Phone [REDACTED]

Buy my book: [Pregnant Then Screwed, the Truth About the Motherhood Penalty and how to fix it.](#)

Follow us on [Instagram](#)

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Website: <https://pregnantthenscrewed.com>

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