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From: Karen Walker
Sent: 21 October 2020 18:24
To: [REDACTED] Ian Todd; Georgia Wilson; Alastair Bridges; [REDACTED]
[REDACTED] Richard Lloyd
Subject: APGG Women In Parliament - 'How can IPSA best support women MPs?'
Attachments: APGG Women In Parliament 211020 - IPSA Director of Strategy and Change .pptx

Hi All,

I presented to the above group today following exchanges between [REDACTED] the Leader of the House, Richard and now Ian. My presentation (attached) was focused predominantly on parental leave but I touched on support for abuse and intimidation and addressing diversity arising from the way we remunerate. Please see a summary of the feedback and questions arising from the presentation for your info.

- [REDACTED]
- Maternity leave - there will always be differing views on what we publish and this impacts new and young MPs particularly.
- [REDACTED]
- [REDACTED]
- Formal recognition of parental leave – my comment 'We have always understood that formal recognition of parental leave would be led by the House but no body within Parliament responsible' raised a point that [REDACTED] will raise with the Speaker in terms of who will take Parliamentary responsibility for this.
- Funding – most attendees supportive of the consideration of the separate fund as transparency brings less anxiety. Support for applying conditions to funding because it formalises the approach and feels less like asking a favour.
- Proxy role – agreement for formalising the proxy role in terms of job description, training, controls, etc to support MPs wanting to take leave.
- Protected characteristics – a view that security and disability have some kind of firewall from public reporting as characteristics are protected and then a question whether the same should apply on maternity.

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