

[REDACTED]

From: [REDACTED]
Sent: 30 March 2021 17:58
To: [REDACTED]
Subject: RE: Parental leave - inclusive language

From: [REDACTED]@theipsa.org.uk>
Sent: 30 March 2021 17:43
To: [REDACTED]@theipsa.org.uk>
Subject: RE: Parental leave - inclusive language

[REDACTED]

I'm just updating the guidance on this for the info site. I've added this line, let me know what you think:

Provisions relating to mothers and fathers should be read as inclusive of all birthing and biological parents.

[REDACTED]

[REDACTED]

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From: [REDACTED]@theipsa.org.uk>
Sent: 10 March 2021 17:28
To: [REDACTED]@theipsa.org.uk>
Subject: RE: Parental leave - inclusive language

[REDACTED]

Sorry for only just replying, I'd hoped to reply sooner but some things got in the way.

Just a couple of comments on this for you to consider and I'm assuming we only really need to deal with point 10.13:

- **seven months for the biological mother, or primary adopter** – so I noticed the law recently passed on Minister's maternity leave said 'mother/expectant mother', and this received some criticism for not using gender-neutral phrasing using 'mother' instead of 'person' but I'm not sure how you would add 'person' into that list without saying 'biological person' which I think is a bit much.

Brighton NHS trust did release [this](#) via twitter about gender inclusive language, the full doc is [here](#) (specifically pages 16-17), and they use the term 'birthing parent' as an addition to 'mother'. That is something you could consider, but considering I could only see it used by one NHS trust, I don't know how widely it is used.

'Birthing parent' would cover non-binary and transgender people that are the biological parent. I wonder also if 'biological parent' could be used.

- **two weeks for the biological father, partner, or second adopter** – this could add 'other biological parent' perhaps when it is a non-binary person rather than a self-identifying man. Partner may already cover this but then again it doesn't necessarily imply they are the biological parent.

That NHS trust doc I mentioned above, on page 17 has terms for a second parent and suggests 'co-parent' or 'second biological parent'.

I did mention briefly to [REDACTED] and he said because you had already spoken with the Cabinet Office people about the Minister's leave bill that you may use that wording, but as I mentioned above it didn't seem that inclusive in their wording. I wonder if you're running this past your lawyers that you normally check the Scheme with, would they be able to consult you further on LGBT language?

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From: [REDACTED]@theipsa.org.uk>
Sent: 04 March 2021 15:55
To: [REDACTED]@theipsa.org.uk>
Subject: Parental leave - inclusive language

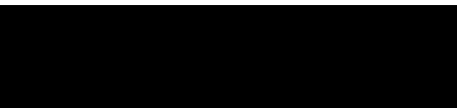
[REDACTED] As you know, we are adding a new provision in the Scheme about funding that is available for MPs who choose to take a period of parental leave and want to bring in additional cover for their office. One of the comments that came out of the consultation was that we should ensure that the language used is fully inclusive from an LGBT perspective.

The current draft wording is as follows:

MP parental leave cover fund

- 10.12 MPs who wish to take time off after the birth or adoption of a child may request funding in order to provide cover for their office during their absence. This will be paid from the MP parental leave cover fund.
- 10.13 Such funding for cover will normally be provided for a maximum period of seven months for the biological mother, or primary adopter, and two weeks for the biological father, partner or second adopter. Longer periods may be agreed on a case-by-case basis.
- 10.14 MPs who request funding for cover during a period of parental leave must either provide IPSA with a MATB1 or a matching certificate from an adoption agency; or have an agreed proxy voting arrangement for parental leave in place.
- 10.15 MPs may choose how to arrange cover during a period of parental leave. The use of IPSA funding for this purpose is subject to the normal rules on staffing costs set out in Chapter 7, including the requirements for staff to be employed on a standard IPSA contract and job description and to be paid within the standard salary range for their job role.

I think this would be specifically relevant to the terms 'mother' and 'father' and wanting that to be inclusive, e.g. of parents who are transgender or non-binary. Or it could be something we add to the guidance? Very interested in your views!



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