

[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 14:10
To: Marcial Boo; Richard Lloyd
Cc: Ruth Evans; Victoria Fox; [REDACTED]; Alastair Bridges
Subject: RE: Articles and tweets re maternity cover

All

Full statement will now read as follows, to be issued in Ruth's name:

"Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament.

"IPSA provides additional funding for all MPs offices to cover absences. To provide MPs with extra money, IPSA asks MPs to provide an explanation of how the additional money would be spent.

"We have supported proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. We will work closely with Parliament on any changes they wish to introduce and on providing the funding to support this. The IPSA Board will be discussing these issues next week, and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs with caring responsibilities.

"In the last few years we have more than doubled the funding available for MPs' dependants to support family life and will continue to strive to modernise our rules."

Thanks

[REDACTED]

From: Marcial Boo
Sent: 18 June 2019 14:06
To: Richard Lloyd <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; Ruth Evans <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; Alastair Bridges <[REDACTED]@theipsa.org.uk>
Subject: RE: Articles and tweets re maternity cover

Thanks Richard

We will proceed on this basis. I'm grateful.

Marcial

From: Richard Lloyd
Sent: 18 June 2019 14:04
To: Marcial Boo <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; Ruth Evans <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; Alastair Bridges <[REDACTED]@theipsa.org.uk>; Georgia Wilson <[REDACTED]@theipsa.org.uk>; [REDACTED]

<[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Re: Articles and tweets re maternity cover

That's fine - the purpose is to demonstrate proactivity and senior attention, so that would work.

Thanks

Richard

Richard Lloyd
[REDACTED]

On 18 Jun 2019, at 14:01, Marcial Boo <[REDACTED]@theipsa.org.uk> wrote:

Thanks Richard

Perhaps instead of a hastily-written letter to the Speaker today, we can say something like: "... and the IPSA Board will be discussing these issues next week, and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs with caring responsibilities".

Marcial

From: Richard Lloyd

Sent: 18 June 2019 13:21

To: [REDACTED] <[REDACTED]>

Cc: Ruth Evans <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED]

[REDACTED] <[REDACTED]>; Alastair Bridges <[REDACTED]@theipsa.org.uk>;

Georgia Wilson <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>;

[REDACTED] <[REDACTED]>; Marcial Boo <[REDACTED]@theipsa.org.uk>

Subject: Re: Articles and tweets re maternity cover

Thanks [REDACTED].

I think this is a sensible approach.

One suggestion: in the third para of the statement could we add something like '... and have written to the Speaker to confirm our full support for urgent, positive changes that improve Parliament as a family-friendly place to work'.

We would obviously need to do so ASAP today but it would be a useful mechanic to set out in more detail any relevant data (eg total funding provided) and to repeat the message that we are committed to supporting change that is not immediately within our remit.

Thanks

Richard

Richard Lloyd
[REDACTED]

On 18 Jun 2019, at 13:06, [REDACTED] <[REDACTED]> wrote:

Ruth

Directors have now discussed this issue.

The meeting with Stella Creasy is likely to happen tomorrow [REDACTED]
[REDACTED]

There are two areas where we plan to correspond with her today. Firstly on her contingency application (Vicky), secondly on an [REDACTED] (Alastair).

Since the meeting, Downing Street have said:

"It is ultimately up to IPSA to make decisions on pay and allowances for MPs but the PM would urge them to look very closely at the issues raised by Stella Creasy and determine what more support such as temporary staffing can be provided."

With regard to a public statement, Directors agreed that we should not address Ms Creasy's personal circumstances directly.

However there was a consensus that we should issue a general statement this afternoon, and that it might be best if this was issued in your words.

Here is a draft statement, which you are welcome to amend:

"Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament.

"IPSA provides additional funding for all MPs offices to cover absences. To provide MPs with extra money, IPSA asks MPs to provide an explanation of how the additional money would be spent.

"We have supported proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. We will work closely with Parliament on any changes they wish to introduce and on providing the funding to support this.

"In the last few years we have more than doubled the funding available for MPs' dependants to support family life and will continue to strive to help modernise our rules"

Do get back to me with any comments.

Thanks
[REDACTED]

From: Marcial Boo
Sent: 18 June 2019 11:52
To: Ruth Evans <[REDACTED]@theipsa.org.uk>
Cc: Richard Lloyd <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; Alastair Bridges <[REDACTED]@theipsa.org.uk>
Subject: RE: Articles and tweets re maternity cover

Thank you Ruth

I am about to meet directors and [REDACTED] to discuss this, so I can update you more fully shortly.

In the meantime:

- ? Yes, we are still waiting for the House to take further action in respect of their approach, and we have reiterated our willingness to play an active and supportive part;
- ? We have been actively briefing journalists, including the BBC and Sky, on the facts of what IPSA pays for, including that MPs do not get maternity pay because (unlike all women entitled to statutory provision) MPs are entitled to 100% of their pay throughout the time they choose to take off.
- ? We will discuss further press handling at our meeting shortly
- ? We have a meeting scheduled with Dr Creasy either later today or tomorrow (depending on her availability). Vicky, [REDACTED] and I will attend.

We have corresponded with Richard about handling too, and I will forward the emails that we had with him.

I will get back to you with further information and options shortly.

Marcial

From: Ruth Evans
Sent: 18 June 2019 10:46
To: Marcial Boo <[REDACTED]@theipsa.org.uk>
Cc: Richard Lloyd <[REDACTED]@theipsa.org.uk>
Subject: Articles and tweets re maternity cover

Marcial

Please could you update me today on IPSA's position on paying for maternity leave covers. I had understood that we were waiting for the House to come back to us on this, as we have already indicated to [REDACTED] (who we are meeting again) that we would be happy to look at paying proxies...

I would also like to know how we're dealing with this small storm in terms of media handling and combatting the adverse criticisms in the press; how you're responding to the Twitter feeds and whether you've been in touch with Stella Creasy.

Many thanks. Ruth

[REDACTED]

From: Victoria Fox
Sent: 18 June 2019 07:53
To: [REDACTED]; IPSA Directors; [REDACTED]
Cc: [REDACTED]
Subject: RE: Stella Creasy response

Thanks for this detailed response. I agree we should discuss this morning.
Vicky

From: [REDACTED]
Sent: 17 June 2019 23:36
To: IPSA Directors; [REDACTED]
Cc: [REDACTED]
Subject: Stella Creasy response

All

In case you have not read it, the full personal article by Stella Creasy is here:

<https://www.theguardian.com/commentisfree/2019/jun/17/pregnant-mp-maternity-leave-equality-stella-creasy>

Richard Lloyd has been in contact during the evening asking us to issue a public statement.

We almost never issue public statements about the circumstances of a specific Member of Parliament.

I have spoken to BBC and Sky researchers this evening, on background to explain, factually, that MPs are paid in full during maternity, paternity or adoption leave.

My assessment of the article is that the most difficult line for IPSA is this one:

Humiliatingly, it is making me beg for extra staff funding – or give up any chance of spending time with my child to make sure my constituents don't miss out.

Arguably this is exactly what we did last week when we wrote to her asking for more information about where she would spend the £35,000 she asked for. She could choose to publish this correspondence which makes it difficult to rebut.

This section is also difficult as we told [REDACTED] two years ago we were supportive and have done nothing since:

Despite warm words<<https://www.express.co.uk/news/uk/867509/maternity-leave-MPs-Harriet-Harman-taxpayer-cash>> about maternity cover two years ago from Ipsa, things have gone backwards.

Her closing words about male IPSA executives are a clear reference to Marcial and Alastair:

As a pregnant woman this recent experience is another bitter reminder that it's still often men – this time the Ipsa executives – who will make the choices that determine if that battle will be won.

Any statement we issue in public now would be seen by Ms Creasy as an attack on her, and her colleagues, especially female ones, would be furious at us.

These are the factual things we could say:

"Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament.

"IPSA provides additional funding for all MPs' to cover absences. To provide MPs with extra money, IPSA asks MPs to provide an explanation of how the additional money would be spent.

"We have supported proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. We have more than doubled the funding available for MPs' dependents to support family life."

However, my advice would be to discuss this in the morning, and consider what to do next. This does mean we will continue to be criticised on social media where sentiment is overwhelmingly, and understandably, with the MP.

Thanks

██████████

Rt Hon John Bercow MP
The Speaker
House of Commons
London
SW1A 0AA

T 020 7811 6400
E info@theipsa.org.uk
W www.theipsa.org.uk

Our ref: RE-2019-023

11 July 2019

Dear Mr Speaker,

Parental leave for MPs

In my letter of 20 June, I agreed to update you after the IPSA Board met to discuss how to support MPs with families.

I am pleased to report that there was a very positive discussion and that the Board and staff at IPSA are committed to working with the House to provide appropriate financial support to MPs on parental leave, in line with any measures that the House puts in place.

The Board decided that additional funds should be made available to MPs taking parental leave and that these should be aligned to the House's proxy voting pilot. This means that we will pre-approve any applications for staff cover for MPs' parliamentary functions during their period of parental leave. This will be subject only to MPs providing information about the length of time of the cover and the required salary and job description for the member of staff. The funding for the staffing cover will continue to come from IPSA's contingency fund while the House runs its proxy voting pilot. And we will of course continue to pay MPs' full salaries as normal throughout any period of parental leave.

The Board also decided that, at the conclusion of the proxy voting pilot, and depending on the conclusions of the House on its future, IPSA will consult on creating a new budget for parental leave for MPs that gives new parents automatic access to funding for cover in their office for their parliamentary responsibilities.

We have listened carefully to the views of MPs. And we remain committed to working with MPs and the House on this issue and will continue to support MPs with family and other caring responsibilities.

I am copying this letter, for information, to the Rt Hon Penny Mordaunt MP, as minister with responsibility for women and equalities, the Rt. Hon Maria Miller MP, as the Chair of the Women and Equalities Select Committee, the Rt. Hon Harriet Harman QC MP, as Mother of the House, and to Dr Stella Creasy MP, who has raised this issue with us.

Yours sincerely,



Ruth Evans
IPSA Chair

[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 16:23
To: [REDACTED]@parliament.uk
Subject: Request for Meeting - Marcial Boo, Chief Executive of IPSA

Importance: High

Dear Ms Vaz,

In light of your response to Dr Stella Creasy MP's article on maternity leave, I would like to inform you that Marcial Boo, Chief Executive of IPSA, and Vicky Fox, Director of Regulation and Insight, will meet Dr Creasy tomorrow at 11:00am.

[REDACTED]

We have received many media requests since the article appeared in the Guardian yesterday, but we do not comment on individual MPs' issues.

However, our Chair, Ruth Evans, has put together the following statement about the issues raised that we would like to share with you:

"Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament."

"IPSA provides additional funding for all MPs' offices to cover absences. To provide MPs with extra money, IPSA asks for an explanation to be provided of how the additional money would be spent."

"We support proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. We will work closely with Parliament on any changes they wish to introduce and on providing the funding to support this. The IPSA Board will be discussing these issues next week, and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs."

"In the last few years, we have more than doubled the funding available for MPs' dependants to support family life and will continue to strive to modernise our rules."

Many thanks in advance,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 09:20
To: [REDACTED]@workingforwalthamstow.org.uk
Subject: Request for Meeting: Independent Parliamentary Standards Authority

Dear Dr Creasy,

I am emailing to enquire whether you would like a meeting today with Members of IPSA's Executive.
If this works for your diary, please let me know and I will liaise with your office to find a time convenient for you.

Many thanks in advance,
With best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 19 June 2019 14:38
To: [REDACTED]
Cc: Marcial Boo; [REDACTED]
Subject: Shall I send Times letter now? re. RE's response to Maternity leave coverage
Attachments: RE-2019-019 - The Editor - The Times - SENT.docx

Hi [REDACTED],

Shall I send the letter now?

It is attached and ready for sending by post and email - with your permission.

Cheerio,
[REDACTED]

-----Original Message-----

From: [REDACTED]
Sent: 19 June 2019 13:34
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Cc: Marcial Boo <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>
Subject: FW: Maternity leave coverage

Hi

Would you be able to line this up as a letter for The Times?

The address for this one is: letters@thetimes.co.uk

Letters to the Editor
1 London Bridge Street
London
SE1 9GF

Thanks
[REDACTED]

Dear Sir

Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament. IPSA provides additional funding for all MPs' offices to cover absences. To provide MPs with extra money, IPSA asks for an explanation to be provided of how the additional money would be spent.

We support proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. As Alice Thomson points out (The Times, 19 June 2019), in other countries elected representatives can nominate a person to take over some of their casework or other duties. If Parliament decides to introduce a similar arrangement to the UK, IPSA will make sure they are paid an appropriate salary while the MP is on leave. We will work closely with Parliament on any changes they wish to introduce and on providing the funding to support this.

The IPSA Board will be discussing these issues next week, and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs.

In the last few years, IPSA has more than doubled the funding available for MPs' dependants to support family life. We are committed to ensuring that our rules are fair and do not disadvantage or discriminate against any MP in fulfilling their Parliamentary activities.

Yours sincerely

Ruth Evans
IPSA Chair

-----Original Message-----

From: Ruth Evans

Sent: 19 June 2019 12:56

To: [REDACTED] <[REDACTED]>; Richard Lloyd <[REDACTED]@theipsa.org.uk>

Cc: Marcial Boo <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; [REDACTED]

<[REDACTED]>; [REDACTED] <[REDACTED]>; Georgia Wilson

<[REDACTED]@theipsa.org.uk>; Alastair Bridges <[REDACTED]@theipsa.org.uk>; Victoria Fox

<[REDACTED]@theipsa.org.uk>

Subject: Re: Maternity leave coverage

Thanks. Happy with this. Changed the last para slightly. Please send out.

R

On 19/06/2019 13:41, "[REDACTED]" <[REDACTED]> wrote:

>Ruth

>

>Here is a draft letter for The Times.

>

>Thanks

>

> [REDACTED]

>

>

>Dear Sir

>

>Members of Parliament are paid in full whilst on maternity, paternity

>or adoption leave. They receive a full salary from the day they are

>elected until the day they leave Parliament. IPSA provides additional

>funding for all MPs' offices to cover absences. To provide MPs with

>extra money, IPSA asks for an explanation to be provided of how the

>additional money would be spent.

>

>We support proposals to allow maternity cover for MPs, and this would

>be for the House of Commons to take forward. As Alice Thomson points

>out (The Times, 19 June 2019), in other countries elected

>representatives can nominate a person to take over some of their

>casework or other duties. If Parliament decides to introduce a similar

>arrangement to the UK, IPSA will make sure they are paid an appropriate

>salary while the MP is on leave. We will work closely with Parliament

>on any changes they wish to introduce and on providing the funding to

>support this. The IPSA Board will be discussing these issues next week,
>and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs.

>
>In the last few years, IPSA has more than doubled the funding available
>for MPs' dependants to support family life. We are committed to
>ensuring that our rules are fair and do not disadvantage or
>discriminate against any MP in fulfilling their Parliamentary activities.

>
>Yours sincerely

>
>
>
>
>Ruth Evans
>IPSA Chair

>
>-----
>From: Ruth Evans
>Sent: 19 June 2019 12:21
>To: [REDACTED]; Richard Lloyd
>Cc: Marcial Boo; [REDACTED]; [REDACTED]; [REDACTED]
>Subject: Re: Maternity leave coverage

>
>Thank you. I am unavailable between 12.45 and 2. I would like to get
>the letter out asap.
>Thanks for the links. R

>
>From: [REDACTED]
><[REDACTED]<mailto:[REDACTED]>>
>Date: Wednesday 19 June 2019 at 13:16
>To: Richard Lloyd
><[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>,
>ruth <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>
>Cc: Marcial Boo
><[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>, [REDACTED]
>Bishop <[REDACTED]<mailto:[REDACTED]>>,
>[REDACTED]
><[REDACTED]<mailto:[REDACTED]>>,
>Saunders
><[REDACTED]<mailto:[REDACTED]>>
>Subject: RE: Maternity leave coverage

>
>Ruth/Richard

>
>We can send a draft letter to you shortly – Marcial and Vicky are
>currently with Stella Creasy and will update us after that meeting has
>ended.

>
>Password re-set or a PDF should be fine, but if you want a quick look
>at the cuttings these are the website versions:

>
><https://www.thesun.co.uk/news/9324419/theresa-may-stella-creasy-materni>
>ty-
>leave-mp/
>

><https://news.sky.com/story/labour-mp-stella-creasy-parliament-living-in>
>-19
>19-not-2019-on-maternity-leave-11744038
>
><https://www.mirror.co.uk/news/politics/theresa-backs-labour-mp-fight-16>
>538
>433
>
><https://www.theguardian.com/politics/2019/jun/18/senior-tories-rally-in>
>su
>pport-of-pregnant-stella-creasy
>
><https://www.independent.co.uk/voices/stella-creasy-maternity-leave-pay-women-pregnancy-ipsa-petition-a8963661.html>
>
><https://www.bbc.co.uk/news/uk-politics-48671092>
>
><https://www.standard.co.uk/news/politics/mps-maternity-rights-labours-s>
>tel
>la-creasy-admits-feeling-forced-to-choose-between-being-an-mp-and-a-a41
>701
>86.html
>
>Thanks
>
> [REDACTED]
>
>
>
>
>From: Richard Lloyd
>Sent: 19 June 2019 11:29
>To: Ruth Evans
><[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>
>Cc: Marcial Boo
><[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>;
> [REDACTED]
><[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>
>Subject: Re: Maternity leave coverage
>
>I do think a letter, based on yesterday's statement, in response to the
>Alice Thomson piece is worthwhile.
>
>Thanks
>
>Richard
>Richard Lloyd
> [REDACTED]
>
>On 19 Jun 2019, at 11:04, Ruth Evans
><[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>> wrote:
>I'm having trouble logging in to all the press cuttings and would be
>grateful if you could arrange for a pdf of all the stories over the
>past two days to be sent to me. Alternatively, I could reset my
>password details for media cuttings and clips if [REDACTED] or a colleague
>could provide technical support.
>

>I would also like a letter to go out in my name to The Times this
>morning in response to the Alice Thomson piece. I would like to be
>involved in drafting this. I would like the letter to include IPSA's
>position on paying proxies following our meeting with [REDACTED] on
>this. I had understood that we were ready to consider providing
>additional resources when MPS were on maternity leave and I would like
>to make IPSA's position clear.

>

>I have discussed this and the other coverage with Richard today. If you
>feel a call would be helpful please let me know. The letter will need
>to go this morning.

>Thanks. Ruth

Letters to the Editor
Times Newspapers Limited
1 London Bridge Street
London
SE1 9GF

T 020 7811 6400
E info@theipsa.org.uk
W www.theipsa.org.uk

Our ref: RE-2019-019

19 June 2019

Dear Sir

Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament. IPSA provides additional funding for all MPs' offices to cover absences. To provide MPs with extra money, IPSA asks for an explanation to be provided of how the additional money would be spent.

We support proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. As Alice Thomson points out (The Times, 19 June 2019), in other countries elected representatives can nominate a person to take over some of their casework or other duties. If Parliament decides to introduce a similar arrangement to the UK, IPSA will make sure they are paid an appropriate salary while the MP is on leave. We will work closely with Parliament on any changes they wish to introduce and on providing the funding to support this. The IPSA Board will be discussing these issues next week, and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs.

In the last few years, IPSA has more than doubled the funding available for MPs' dependants to support family life. We are committed to ensuring that our rules are fair and do not disadvantage or discriminate against any MP in fulfilling their Parliamentary activities.

Yours sincerely



Ruth Evans
IPSA Chair

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:13
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Mr Carmichael,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:25
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Soubry,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:20
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Mr Walker,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.

You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:05
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Mr Pincher,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:18
To: [REDACTED]@party.coop'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Claire,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
I would be very grateful if you could share this with Anna Turley MP, Jim McMahon MP, and Lord Kennedy of Southwark.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:37
To: [REDACTED]@parliament.uk
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Dame Cheryl,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.

You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
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[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:13
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Dr Lucas,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.

You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

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2nd Floor
85 Strand
London WC2R 0DW

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[REDACTED]
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[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:29
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Dr Wollaston,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
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[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 14:55
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear [REDACTED]

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

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2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
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[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:30
To: [REDACTED]@parliament.uk
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Mr Shuker,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

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2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
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[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 14:54
To: [REDACTED]@parliament.uk
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Harman,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
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[Redacted]

From: [Redacted]
Sent: 11 July 2019 15:28
To: [Redacted]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Allen,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[Redacted]

[Redacted]

Executive Assistant & Board Support Officer

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2nd Floor
85 Strand
London WC2R 0DW

[Redacted]

[Redacted]

www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:21
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Mr Blackford,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]

[REDACTED]

www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 26 June 2019 15:59
To: [REDACTED]@parliament.uk
Subject: IPSA Chair's Letter to the Speaker
Attachments: RE-2019-020 - The Speaker - SENT.pdf

Dear [REDACTED],

Following your recent phone call with IPSA's Chief Executive, Marcial Boo, I thought that it would be helpful to share a letter written by IPSA's Chair, Ruth Evans, to the Speaker on the subject of parental leave.

With best wishes,

[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:04
To: [REDACTED]
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear [REDACTED]

Many thanks for your help in arranging a meeting between the Leader of the House and IPSA's Chair and Chief Executive on 25 June.

It was a very productive meeting and, within it, we committed to inform the Leader of the House of the outcome of IPSA's Board Meeting in July.

Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave. I would be very grateful if you could bring it to the attention of the Leader of the House.

You are very welcome to get in touch with us if you would like to discuss further.

Thank you once again,
Best wishes,
[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)

2nd Floor

85 Strand

London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:24
To: [REDACTED]@parliament.uk
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Saville-Roberts,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.

You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:30
To: [REDACTED]@parliament.uk
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Berger,

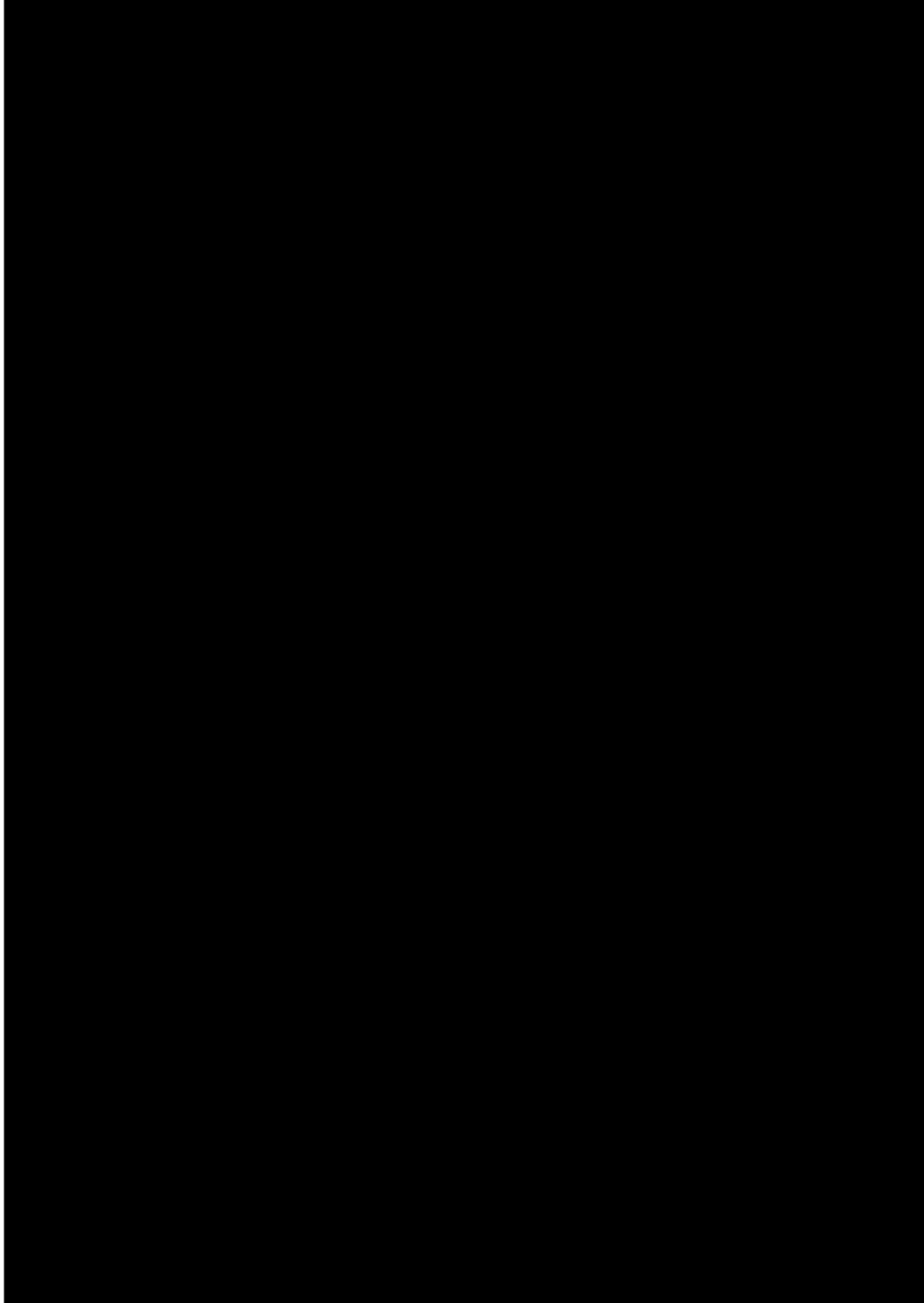
I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

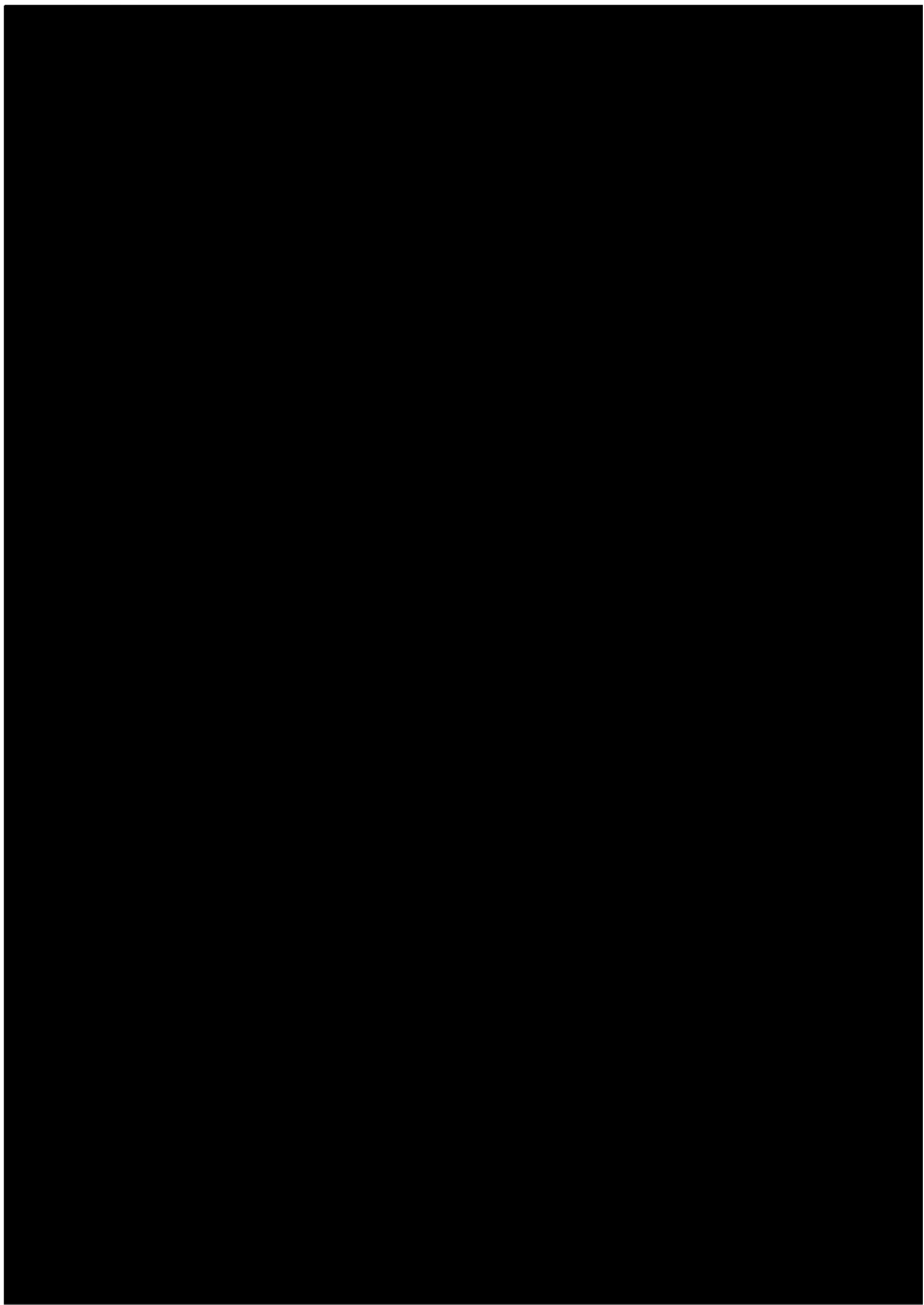
Many thanks,
Best wishes,
[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk





[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:10
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Miller,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.

[REDACTED]

In the meantime, you are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)

2nd Floor
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:32
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Mr Boles,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 10:42
To: [REDACTED]@parliament.uk'
Subject: Letter to the Speaker from IPSA Chair - Parental Leave - 11/07/19
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear [REDACTED]

Please find attached a letter to the Speaker from IPSA's Chair, Ruth Evans, outlining the Board's decision on parental leave.

Many thanks,
Best wishes,
[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 09:14
To: Ruth Evans
Subject: Parental Leave - Letter to the Speaker
Attachments: RE-2019-23 The Speaker parental leave.docx

Importance: High

Dear Ruth,

Please find attached a letter to the Speaker relaying the Board's decision on parental leave. Could you please let me know if it is ok to send as soon as possible? We are looking to send it this morning.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:22
To: [REDACTED]@parliament.uk
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Sir Jeffrey,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,
[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 15:12
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Sir Vince,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

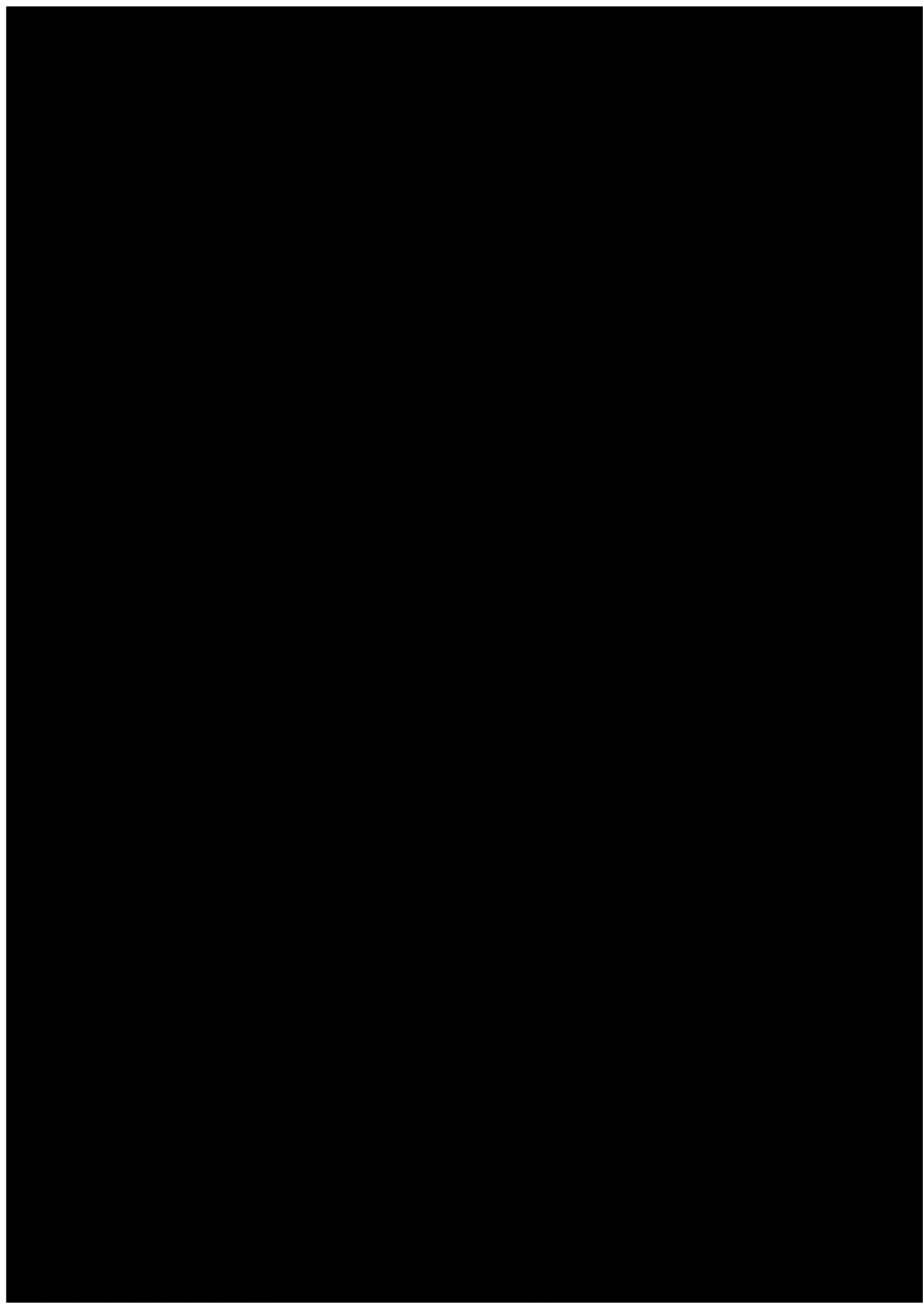
Many thanks,
Best wishes,

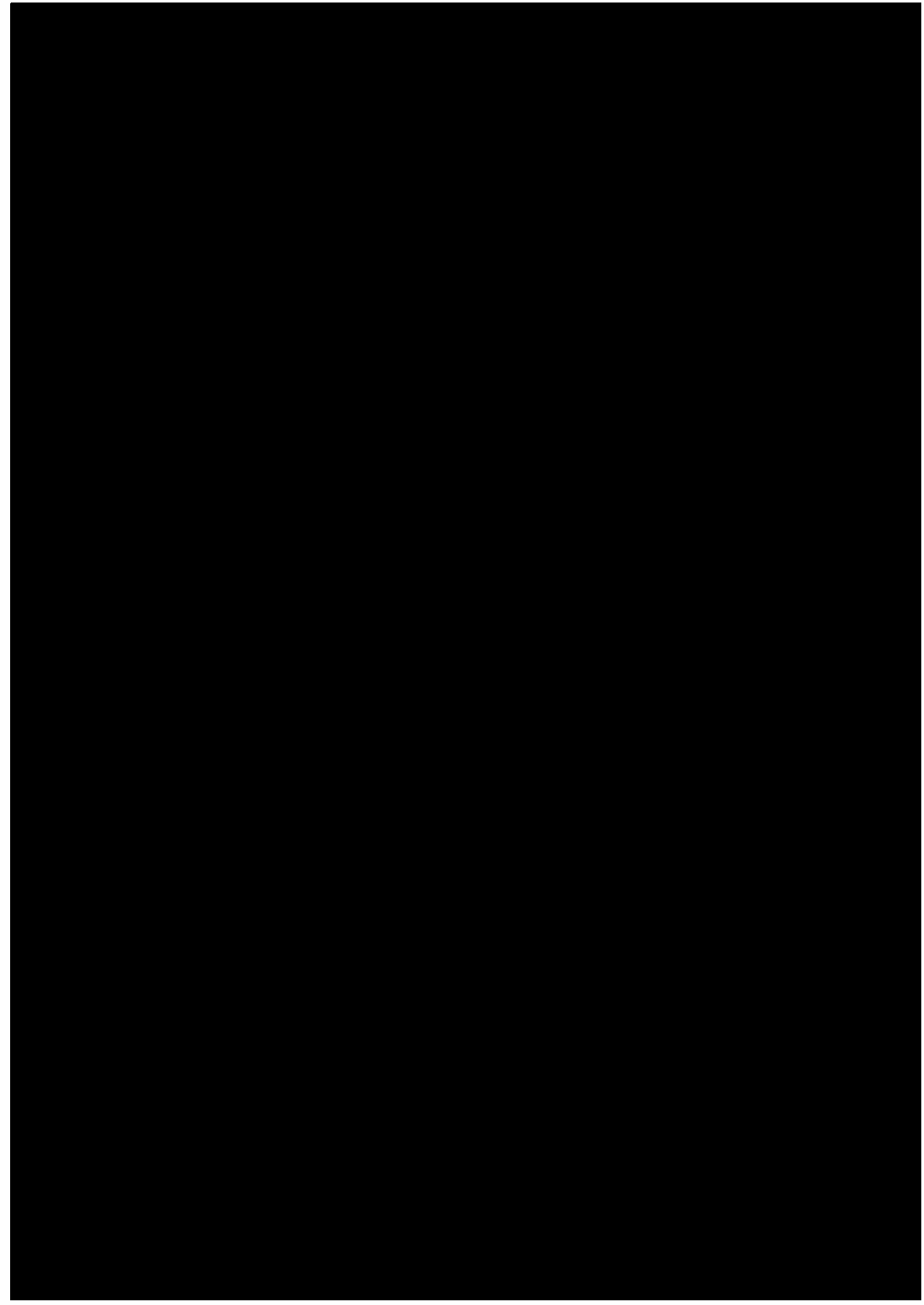
[REDACTED]
[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

020 7811 [REDACTED]

www.theipsa.org.uk





[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 14:57
To: [REDACTED]@parliament.uk'
Subject: IPSA Board Meeting - Parental Leave
Attachments: RE-2019-23 The Speaker 110719.pdf

Dear Ms Vaz,

I am writing to you in light of IPSA's Board Meeting of 10 July.
Please find attached a letter sent by IPSA's Chair, Ruth Evans, to the Speaker which outlines the decision of the Board on the issue of parental leave.
You are very welcome to get in touch with us if you would like to discuss further.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

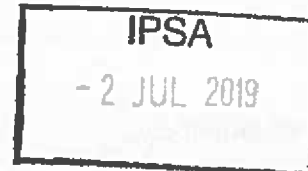
Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk



HOUSE OF COMMONS
LONDON SW1A 0AA

Independent Parliamentary Standards Authority
2nd Floor
85 Strand
London
WC2R 0DW



21st June 2019

Dear Ruth Evans,

I am writing to express my support for the case recently made by Stella Creasy MP that IPSA must adopt further provisions to ensure MPs can take maternity, paternity and adoption leave.

Although this does not concern me personally, I am very concerned by the lack of support and provision available to those wishing to take parental leave. New parents should not be put under undue strain to prove their workload under the current contingency application process to be granted cover.

[REDACTED] shared parental leave so that both parents can spend time with their children. This same right is deserved by Parliamentarians, just as it is to everyone else. A new scheme must be created as a matter of urgency to ensure Parliament is inclusive and up to date with modern working practices.

For Parliament to serve as an exemplary model for good practice in society, it is crucial barriers are eliminated that ensure parents, including the staff of MPs, can be included in public life. I therefore urge you to move quickly in putting new provisions in place.

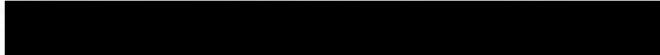


Could I suggest a cross-party meeting with you in Parliament, to discuss this further?

Yours sincerely,



House of Commons, London SW1A 0AA



cc. Members of the House of Commons Commission.
Stella Creasy MP



[REDACTED]

From: [REDACTED]
Sent: 11 July 2019 10:39
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Parliamentary Question to the Minister for Women and Equalities
Attachments: RE-2019-020 - The Speaker - SENT.pdf

Morning [REDACTED]

Are you able to assist please?

Many thanks!



[REDACTED]

Office of Penny Mordaunt MP | Member of Parliament for Portsmouth North
Ground floor, 1000 Lakeside, North Harbour, Cosham, PO6 3EN |
| www.pennymordaunt.com | @PennyMordaunt

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From: [REDACTED] <[REDACTED]>
Sent: 11 July 2019 09:48
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]

Dear [REDACTED]

We noticed that a Parliamentary Question was tabled by Jim Shannon MP asking the Minister for Women and Equalities what discussions have taken place with IPSA on the subject of maternity leave. As such, we thought that it would be helpful to provide the Minister with some background information.

I realise that this is a matter for the Department, but I have contacted the Government Equalities Office and the Ministry of Defence a number of times and been told that someone would get back to me. I haven't yet received a call back, but I'm conscious that the deadline for the answer is today so I thought that it would be helpful to send it to you in case you have a contact working on Women and Equalities issues onto whom you could forward this information.

IPSA's Chair, Ruth Evans, and/or Chief Executive, Marcial Boo, have met with a number of MPs to discuss this issue, including Dr Stella Creasy MP, [REDACTED]. In addition, IPSA's Chief Executive and Director of Regulation and Insight, Vicky Fox, are due to meet with the Chair of the Women and Equalities Committee next week. The Chair and/or Chief Executive have also written to a number of

senior MPs representing parties across the House, including the Deputy Chief Whip, Sir Vince Cable MP, and Ian Blackford MP.

I have attached a copy of the letter sent by IPSA's Chair, Ruth Evans, to the Speaker on June 20.

We will also write to the Rt Hon Penny Mordaunt MP to update the Minister on the outcome of IPSA's Board discussion on this issue.

I hope that this is helpful.

Many thanks,
Best wishes

█
█
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)

2nd Floor
85 Strand
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█
█ [@theipsa.org.uk](mailto:█@theipsa.org.uk)
www.theipsa.org.uk

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Rt Hon John Bercow MP
The Speaker
House of Commons
London
SW1A 0AA

T 020 7811 6400
E info@theipsa.org.uk
W www.theipsa.org.uk

Our ref: RE-2019-020

20 June 2019

Dear Mr Speaker,

Parental leave for MPs

You will have seen this week's publicity about parental leave for MPs, following comments by Stella Creasy MP. I would like to reassure you that IPSA is committed to ensuring that our rules are fair and do not disadvantage any MP in fulfilling their Parliamentary activities. We will continue to give priority to supporting MPs with families, and we will work with and support Parliament in making any future changes.

One of the fundamental principles of IPSA's Scheme of MPs' Business Costs and Expenses is that we treat MPs fairly and take account of their diverse working arrangements in providing them with financial support. We have recognised the particular demands on MPs with caring responsibilities by doubling the uplift that MPs can claim for London accommodation, so that their children can stay with them when Parliament is in session, and by removing the limit on the number of journeys to London that their dependants can take.

We have met Harriet Harman MP and other MPs to discuss further measures we could take, particularly following the publication of the Good Parliament report in July 2016, and I have made it clear that we would wish to provide resources for parental leave cover if Parliament asks us to consider such provision. We recognise that the last two years have been extraordinary for MPs and that the scope to make changes has been limited when so much Parliamentary time has been focussed on exiting the European Union. We remain committed to working with the House on these issues, and would be keen to provide appropriate financial support in line with any further measures that the House puts in place while MPs take parental leave.

In the meantime, we will continue to provide additional funds, upon request, to MPs who need extra staff while they take time off, and we will of course pay MPs' full salaries as normal throughout any period of parental leave.

IPSA's Board is meeting next week and I will write again following our discussion there.

Yours sincerely



Ruth Evans
IPSA Chair

[REDACTED]

From: Victoria Fox
Sent: 21 June 2019 11:06
To: Marcial Boo; [REDACTED]; Georgia Wilson; Alastair Bridges; [REDACTED]
Cc: [REDACTED]
Subject: Telephone call with [REDACTED]

Hi all

I had a good phone call with [REDACTED], founder of pregnancy then screwed. I explained our role, our position on this issue and how we support MPs. She was, understandably, not fully aware of our rules or our position.

She asked where she should be targeting her attention to bring about change. I said that it was probably for others to advise her on campaigning but did talk through the House structure with her.

She asked whether we would give a statement that she could send to people who have signed the petition. I said we have put out a statement already and that it's on our website. [REDACTED] - is that ok?

She asked what IPSA can do to make applying for staff cover easier. I explained that it was already a straightforward process but that I would be acting as a SPOC for MPs.

She let me know that she will be meeting again with Dr Creasy next week to review the campaign.

She also explained that she and her organisation had been involved in the proxy voting campaign.

I invited her to get in touch at any point if she needed further information. I'll send a follow up email but no further action needed at this stage.

Vicky

[REDACTED]

From: Victoria Fox
Sent: 11 July 2019 17:18
To: Ruth Evans; Will Lifford; Richard Lloyd; Sir Robert Owen; Jenny Willott
Cc: IPSA Directors; Communications
Subject: Update
Attachments: RE-2019-23 The Speaker 110719.pdf; VF to Dr S Creasy 110719.pdf

Dear Board members,

Following the Board meeting yesterday, we have sent letters to the Speaker, Dr Creasy and other senior stakeholders to inform them of the Board decision on parental leave. The letters to the Speaker and Dr Creasy are attached.

[REDACTED]

[REDACTED]

We will keep you updated on any further developments.

Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

2nd Floor, 85 Strand, London WC2R 0DW

[REDACTED]
General queries: info@theipsa.org.uk

Rt Hon John Bercow MP
The Speaker
House of Commons
London
SW1A 0AA

T 020 7811 6400
E info@theipsa.org.uk
W www.theipsa.org.uk

Our ref: RE-2019-023

11 July 2019

Dear Mr Speaker,

Parental leave for MPs

In my letter of 20 June, I agreed to update you after the IPSA Board met to discuss how to support MPs with families.

I am pleased to report that there was a very positive discussion and that the Board and staff at IPSA are committed to working with the House to provide appropriate financial support to MPs on parental leave, in line with any measures that the House puts in place.

The Board decided that additional funds should be made available to MPs taking parental leave and that these should be aligned to the House's proxy voting pilot. This means that we will pre-approve any applications for staff cover for MPs' parliamentary functions during their period of parental leave. This will be subject only to MPs providing information about the length of time of the cover and the required salary and job description for the member of staff. The funding for the staffing cover will continue to come from IPSA's contingency fund while the House runs its proxy voting pilot. And we will of course continue to pay MPs' full salaries as normal throughout any period of parental leave.

The Board also decided that, at the conclusion of the proxy voting pilot, and depending on the conclusions of the House on its future, IPSA will consult on creating a new budget for parental leave for MPs that gives new parents automatic access to funding for cover in their office for their parliamentary responsibilities.

We have listened carefully to the views of MPs. And we remain committed to working with MPs and the House on this issue and will continue to support MPs with family and other caring responsibilities.

I am copying this letter, for information, to the Rt Hon Penny Mordaunt MP, as minister with responsibility for women and equalities, the Rt. Hon Maria Miller MP, as the Chair of the Women and Equalities Select Committee, the Rt. Hon Harriet Harman QC MP, as Mother of the House, and to Dr Stella Creasy MP, who has raised this issue with us.

Yours sincerely,



Ruth Evans
IPSA Chair



Vicky Fox
Director of Regulation and Insight
Independent Parliamentary Standards
Authority

2nd Floor
85 Strand
London
WC2R 0DW

T : 020 7811 6492

[\[REDACTED\]@theipsa.org.uk](mailto:[REDACTED]@theipsa.org.uk)

www.theipsa.org.uk

11 July 2019
By email

Dear Dr Creasy,

Parental leave

The IPSA Board met yesterday and discussed parental leave. I'm pleased to report that they had a very positive discussion and that the Board, and all of us at IPSA, are committed to working with you and the House to provide appropriate financial support to MPs in line with the measures that the House puts in place while MPs take parental leave. The Board took into account your views and those of others who have written to us about this.

As you know, we currently provide additional funds, upon request, to MPs who need extra staff while they take time off, and we pay MPs' full salaries as normal throughout any period of parental leave. The Board decided that additional funds should be made available automatically to MPs taking parental leave and that this should be aligned to the proxy voting pilot in the House. Until the end of the pilot, this will mean that funding will come from IPSA's contingency fund. At the end of the pilot, and depending on the House's conclusions, we will consult if any further changes are needed such as creating a new budget for parental leave for MPs for cover in their office for their parliamentary functions. Their salaries will, of course, continue to be paid.

We have written to the Speaker to let him know of the Board's decision. That letter has been copied to you. We have listened carefully to the views of MPs, including yours, and we remain committed to continuing to work with the House on this important issue and to support MPs with family responsibilities.

Yours sincerely,



Vicky Fox
Director of Regulation and Insight

2024

[REDACTED]

From: Victoria Fox
Sent: 15 July 2019 15:02
To: [REDACTED]
Subject: FW: Open letter to IPSA

For info, please see below

Vicky

From: Victoria Fox
Sent: 15 July 2019 10:59
To: [REDACTED]@pregnantthenscrewed.com>
Cc: [REDACTED]
Subject: RE: Open letter to IPSA

Dear [REDACTED]

Thank you for your email.

We will be in touch with the House of Commons to discuss their plans and timetable for reporting back on the pilot and will consult at an appropriate time depending on the outcome of the pilot. When we consult, we publish consultation papers and invite written responses to get public and statutory consultees' opinions when we're reviewing our policies. These consultations are a critical part of our decision-making process.

In the meantime, any MP who wishes to have cover in their office whilst on parental leave can contact IPSA. IPSA will not reject an application for funding. However, MPs will need to comply with the Scheme rules requiring there to be a contract of employment, an agreed job description and a salary within the relevant range specified in the Scheme.

Kind regards

Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

From: [REDACTED]@pregnantthenscrewed.com>
Sent: 12 July 2019 11:59
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED]
Subject: Re: Open letter to IPSA

Hi Vicky,

Thanks for this. It sounds positive. As I understand it, the proxy voting consultation concludes on the 28th January.

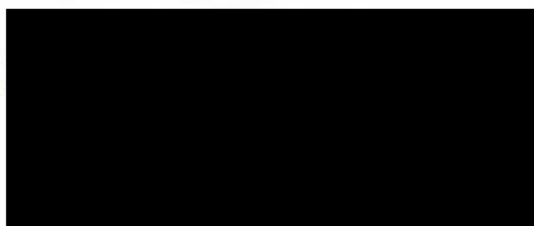
Could you let me know what the process will be once this consultation has concluded? How will you consult on providing automatic access to funding for cover?

I would also like to understand exactly what needs to happen before this consultation has concluded. How do MPs apply for the costs to cover constituency work and under what circumstances might they be rejected?

Thanks, [REDACTED]

[REDACTED]@pregnantthenscrewed.com
Founder
www.pregnantthenscrewed.com

Donate to support our work <https://chuffed.org/project/pregnant-then-screwed>



On 11 Jul 2019, at 12:17, Victoria Fox <[REDACTED]@theipsa.org.uk> wrote:

Dear [REDACTED]

The IPSA Board met yesterday and I've attached a letter to update you and the signatories to your letter.

Kind regards
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

From: Victoria Fox
Sent: 25 June 2019 16:10
To: [REDACTED]@pregnantthenscrewed.com; IPSA Info <Info@theipsa.org.uk>
Cc: [REDACTED]
Subject: RE: Open letter to IPSA

Dear [REDACTED]

Thank you for your letter. I will ensure that our Board see it.

Kind regards
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

From: [REDACTED]@pregnantthenscrewed.com>
Sent: 25 June 2019 15:46
To: IPSA Info <Info@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED]
Subject: Open letter to IPSA

Dear IPSA,

We have written an open letter to your board which has been signed by 24 organisations who are supporting the campaign for the development of a transparent procedure and budget which would allow all members of Parliament to have access to 6 months parental and adoption leave.

We understand that you will be holding a board meeting tomorrow and hope that this will be discussed as a priority.

Following conversations with Stella Creasy MP and other members of Parliament we believe that implementing this is within your control, and now that Theresa May has written to Stella Creasy stating her support for this, and there is cross party backing, we hope that you will initiate the changes required.

We look forward to hearing from you about when these changes will be implemented.

With thanks,

[REDACTED] and the Pregnant Then Screwed team.

[REDACTED]@pregnantthenscrewed.com
Founder
www.pregnantthenscrewed.com
[REDACTED]

Donate to support our work <https://chuffed.org/project/pregnant-then-screwed>

[REDACTED]

[Redacted]

Subject: Contingency Panel
Location: Meeting Room 2 - x6439 [Room];
Start: Wed 26/06/2019 12:00
End: Wed 26/06/2019 13:00
Show Time As: Tentative
Recurrence: Weekly
Recurrence Pattern: every Thursday from 15:00 to 16:00
Meeting Status: Not yet responded
Organizer: Contingency Payments
Required Attendees: Marcial Boo; Victoria Fox; [Redacted]; [Redacted]; [Redacted]; [Redacted]; [Redacted]; [Redacted]; [Redacted]; Georgia Wilson; [Redacted]; [Redacted]

Dear Panel,

Please here is the agenda for this week's meeting. This is available on Diligent for SMT.

Actions from previous meeting

- [Redacted] - [Redacted] wrote to the MP and relayed the panel's decision.
- [Redacted] - [Redacted] wrote to the MP and relayed the panel's decision.
- Stella Creasy- Vicky relayed the panel's decision to the MP.

This week

[Redacted]

Application documents saved [here](#)
AOB

Any questions let me know.

[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 13:29
To: IPSA Directors
Cc: [REDACTED]; [REDACTED]; [REDACTED]
Subject: FW: Articles and tweets re maternity cover

All

I'm not sure that Richard's suggestion of a letter to the Speaker this afternoon is practical.

If we wanted to make it more 'active' perhaps Ruth could say '...and the IPSA Board will be discussing these issues next week'

[REDACTED]

From: Richard Lloyd
Sent: 18 June 2019 13:20
To: [REDACTED]
Cc: Ruth Evans; Victoria Fox; [REDACTED]; Alastair Bridges; Georgia Wilson; [REDACTED]; [REDACTED]; Marcial Boo
Subject: Re: Articles and tweets re maternity cover

Thanks [REDACTED].

I think this is a sensible approach.

One suggestion: in the third para of the statement could we add something like '... and have written to [REDACTED] to confirm our full support for urgent, positive changes that improve Parliament as a family-friendly place to work'.

We would obviously need to do so ASAP today but it would be a useful mechanic to set out in more detail any relevant data (eg total funding provided) and to repeat the message that we are committed to supporting change that is not immediately within our remit.

Thanks

Richard

Richard Lloyd
[REDACTED]

On 18 Jun 2019, at 13:06, [REDACTED]
<[REDACTED]<mailto:[REDACTED]>> wrote:

Ruth

Directors have now discussed this issue.

The meeting with Stella Creasy is likely to happen tomorrow [REDACTED]

There are two areas where we plan to correspond with her today. Firstly on her contingency application (Vicky), secondly on an ongoing staffing budget issue (Alastair).

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 09:59
To: Victoria Fox; [REDACTED]; [REDACTED]
Cc: Ruth Evans; Richard Lloyd; [REDACTED]; [REDACTED]
Subject: FW: Letter from [REDACTED] - Baby Leave
Attachments: [REDACTED] re maternity leave to CEO and Chair.pdf

Vicky, [REDACTED],

Please note the letter from [REDACTED] on the question of MPs' parental leave. She takes a similar line to [REDACTED]. You may wish to draw on this for the paper you are preparing for the Board in early July, and for their discussion this week.

[REDACTED] – in the meantime, could you draft a letter for me to reply to [REDACTED] saying:

- Thank you for copying me your letter of [date] to [REDACTED]
- It has been shared with Board members in advance of their meeting this week, and will inform a more substantive discussion on the issue that they are likely to have in early July.
- I will inform you of the outcome of that discussion. In the meantime, you are welcome to get in touch with me, or with our director of regulation and insight, Vicky Fox, who is leading on this matter at IPSA, if you wish to discuss this with us.

Thanks

Marcial

From: [REDACTED]
Sent: 24 June 2019 09:39
To: Ruth Evans <[REDACTED]@theipsa.org.uk>; Marcial Boo <[REDACTED]@theipsa.org.uk>
Subject: Letter from [REDACTED] - Baby Leave

Dear Ruth, Dear Marcial,

Please find attached a letter from [REDACTED] on the issue of baby leave. She takes a different view to Stella Creasy MP and has sent identical letters to both of you.

Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

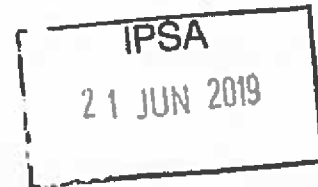
[REDACTED]
[REDACTED]
www.theipsa.org.uk



HOUSE OF COMMONS

LONDON SW1A 0AA

Marcial Boo - Chief Executive
Independent Parliamentary Standards Authority
2nd Floor, 85 Strand
London
WC2R 0DW



20 June 2019

[REDACTED]

Ahead of the IPSA board meeting next week, please find enclosed a copy of a letter I have sent to [REDACTED] regarding arrangements for MPs who are undertaking a period of maternity leave.

I would be very grateful if my views on this important matter could be taken into account in any future discussions on this matter.

Best wishes

[REDACTED]

Enc.

[REDACTED]



HOUSE OF COMMONS

LONDON SW1A 0AA

**House of Commons
SW1A 0AA**

20 June 2019

As you are aware there has been much in the news this week about the arrangements for MPs once they have had a baby.

I am pleased to hear that IPSA have used to their discretion to grant additional funds to Stella Creasy MP when she has her baby as it was clearly causing her some stress and worry. However, I want to place on record that [REDACTED] nor do I think that a blanket, one size fits all, policy on this matter would be helpful

**Tel: [REDACTED]
Email: [REDACTED]@parliament.uk**

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

I would be incredibly grateful if my views could be taken into account in relation to this important matter.

With best wishes

[Redacted]

C.C. Marcial Boo, IPSA Chief Executive
Ruth Evans, IPSA Chair

[Redacted]

[REDACTED]

From: [REDACTED]
Sent: 24 June 2019 18:19
To: Victoria Fox; [REDACTED]; Marcial Boo
Cc: [REDACTED]; Alastair Bridges; [REDACTED]; [REDACTED]; Georgia Wilson
Subject: RE: Phone call with [REDACTED]
Attachments: 366E16EE-7509-4CA7-8AF7-8E303BD53D07.png

All

The PM has responded. Photo of letter attached...

From: Victoria Fox
Sent: 24 June 2019 08:21
To: [REDACTED]; Marcial Boo
Cc: [REDACTED]; Alastair Bridges; [REDACTED]; [REDACTED]; [REDACTED]; Georgia Wilson
Subject: RE: Phone call with [REDACTED] MP

That's a very helpful and sensible steer. I'll build this into the options for the Board meeting this week.

Vicky

From: [REDACTED]
Sent: 21 June 2019 16:46
To: Marcial Boo <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; Alastair Bridges <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]@theipsa.org.uk>
Subject: RE: Phone call with [REDACTED] MP

Thanks Marcial, all very heartening and sensible.

From: Marcial Boo
Sent: 21 June 2019 14:57
To: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; Victoria Fox <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>
Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; Alastair Bridges <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; Georgia Wilson <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>
Subject: Phone call with [REDACTED]

[REDACTED], Vicky,

[REDACTED]

In respect of the MPs' parental leave issues, she made the following points:

1. IPSA needs to tread carefully. There are members of the public who don't want MPs to get any money at all, and will oppose MPs getting more money for parental leave.

[REDACTED]

1. She agrees with us that we are making progress in a measured way, and that we are allies of her and the House in this.

1. She drew our attention to the one-year proxy voting pilot currently underway that started in January. She urged us to link our work explicitly to that. That would allow us legitimately to say that we are taking the lead from the House, but that we stand by to take action when that pilot is finished and, as expected, endorsed in January 2020. If we link our approach to the House, then it shows us behaving appropriately. The risk otherwise is that people think IPSA is dragging its feet.

1. We ought to communicate that we're taking action after the Board has met. And we should be robust in defending the role that IPSA has taken over the last few years, including in the changes to the Scheme, and our liaison with [REDACTED] and House authorities, and indeed Ruth's own former role as the Chair of the Maternity Alliance.

1. If we wanted to make a specific proposal, she would argue for IPSA clearly linking our funding to activity in the House, rather than to any separate mechanism. Thus, when an MP certifies to the Speaker that they want a proxy vote, that would act as a trigger for IPSA to release a fund of a specified amount (calculated, perhaps, on the basis of having an office manager conduct a specified amount of extra work), which the MP could claim for up to six months (which is the maximum period for a proxy vote). Something along these lines would clearly link IPSA's funds to House procedure, and be transparent and explicable.

1. She did not think that, in our publications, we should hide spending on MPs' families in the way that we rightly do about MPs' security. If an MP has asked Parliament for a proxy vote, that is already in the public domain, and funding would transparently be linked to that.

1. She advised (after I had talked about the other MPs' staffing budget issues we are considering) that we treat MPs' parental leave as a separate issue in our policy work going forward, rather than as linked to our review of MPs' staffing budgets. This is because there is a distinct audience for this issue who would not be interested in other matters relating to the way MPs run their offices.

I told [REDACTED] that the conversation was very helpful and that I would feed it into the Board conversation taking place next week and in July.

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

020 7811 6473

[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>

www.theipsa.org.uk<<http://www.theipsa.org.uk>>



10 DOWNING STREET
LONDON SW1A 2AA

THE PRIME MINISTER

24 June 2019

Dear Stella

Thank you for writing to me regarding the proposed consultation on maternity, paternity and adoption leave funding for Members of Parliament.

I have always been clear that parental leave is a very important issue for all, including MPs. As you are aware, provisions for MPs to cover absences do currently exist under IPSA, however the Government will do all it can to ensure it makes the process easier. The Government is working towards formalising maternity leave arrangements for Ministers.

In addition to this, I was proud that the Government brought forward a motion in January to introduce a scheme of proxy voting for MPs. Members from across the House worked hard to bring about that welcome change and it is now possible for those who have had a child, or adopted a child, to spend some vital early time with their baby, whilst still registering their vote in the House. The Procedure Committee will be conducting a one year review of the scheme in the coming months.

I welcome and support your request for a consultation on developing a fair and proportionate parental leave policy for MPs and others across the House.

Thank you, once again, for taking the time to write and for the kind words in your card.

Yours ever
Rishi

Ms Stella Creasy MP

[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 16:22
To: Marcial Boo; [REDACTED]; Georgia Wilson; Victoria Fox; Alastair Bridges
Subject: RE: Priority Mentions | Valerie Vaz responds to Stella Creasy's calls for IPSA maternity leave

Hi Marcial,

I have emailed Ms Vaz and will update you on her response.

Best wishes,
[REDACTED]

From: Marcial Boo
Sent: 18 June 2019 15:12
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; Georgia Wilson <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>; Alastair Bridges <[REDACTED]@theipsa.org.uk>
Subject: Fwd: Priority Mentions | [REDACTED] responds to Stella Creasy's calls for IPSA maternity leave

[REDACTED], [REDACTED]

Can we send our statement to Ms Vaz for information too, and say that I am meeting Dr Creasy tomorrow and offer to meet her too?

Marcial

Marcial Boo
Chief Executive
Independent Parliamentary Standards Authority
www.theipsa.org.uk
0207 811 6400

Begin forwarded message:

From: <info@dodsinformation.com>
Date: 18 June 2019 at 15:06:36 BST
To: <[REDACTED]@theipsa.org.uk>
Subject: Priority Mentions | Valerie Vaz responds to Stella Creasy's calls for IPSA maternity leave

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Priority Mentions

Your Dods Monitoring Alerts for 18/06/2019



Labour Party: Valerie Vaz responds to Stella Creasy's calls for IPSA maternity leave



UK Stakeholder - Press Releases

18/06/2019

Commenting on Stella Creasy's request for **IPSA** maternity leave, Shadow Leader of the House Valerie Vaz said:

"It is **IPSA**'s responsibility to ensure that there are proper policies for parental leave that are fit for the 21st Century. MPs have a constituency work load as well as all of their responsibilities in the House of Commons.

"**IPSA** must ensure that MPs are properly supported to do their job representing their constituencies regardless of their personal circumstances."

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[REDACTED]

From: Victoria Fox
Sent: 18 June 2019 10:32
To: [REDACTED]; Marcial Boo [REDACTED]
Cc: [REDACTED]; [REDACTED]; [REDACTED]
Subject: RE: Stella Creasy

There are currently 5 complaints in from members of the public via our general email address.

From: Victoria Fox
Sent: 18 June 2019 10:28
To: [REDACTED] <[REDACTED]>; Marcial Boo [REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]@theipsa.org.uk>
Subject: RE: Stella Creasy

Here's my draft decision letter to Dr Creasey - it will need to change depending on how things develop over the next few hours but it would be helpful to agree our approach when we meet.

Vicky

-----Original Message-----

From: [REDACTED]
Sent: 18 June 2019 10:11
To: Victoria Fox <[REDACTED]@theipsa.org.uk>; Marcial Boo [REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]@theipsa.org.uk>
Subject: RE: Stella Creasy

Perhaps we could meet at 10.30am when Georgia is back?

From: Victoria Fox
Sent: 18 June 2019 09:52
To: Marcial Boo
Cc: [REDACTED]; [REDACTED]; [REDACTED]
Subject: RE: Stella Creasy

I can reply to this. I'd suggest that we agree our approach and lines to take this morning so that we can use them in any correspondence we get on this issue.

Vicky

From: Marcial Boo
Sent: 18 June 2019 09:41
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Subject: Fwd: Stella Creasy

Vicky

I'm not sure how this member of the public got my address. There may be more such correspondence. Could I ask you and the team to reply on our behalf?

Marcial

Marcial Boo

Chief Executive

Independent Parliamentary Standards Authority www.theipsa.org.uk<<http://www.theipsa.org.uk>>

0207 811 6400

Begin forwarded message:

From: [REDACTED] <[mailto:\[REDACTED\]](mailto:[REDACTED])>>

Date: 18 June 2019 at 09:28:51 BST

To: <[\[REDACTED\]@parliamentarystandards.org.uk](mailto:[REDACTED]@parliamentarystandards.org.uk)<[mailto:\[REDACTED\]@parliamentarystandards.org.uk](mailto:[REDACTED]@parliamentarystandards.org.uk)>>

Subject: Stella Creasy

Hi Marcial, just seen the news that discrimination is alive and well at IPSA in that you feel that female MP's deserve no help when pregnant! I bet your staff are fully covered and rightly so.

Shame on IPSA that in in the 21st century you hold this position.

That you have managed to get a life long conservative to email you shows how far off the pace you are.

All the best

[REDACTED]

[REDACTED]

[REDACTED]

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> To: Ruth Evans <[REDACTED]@theipsa.org.uk>; Richard Lloyd <[REDACTED]@theipsa.org.uk>; Jenny Willott <[REDACTED]@theipsa.org.uk>; Will Lifford <[REDACTED]@theipsa.org.uk>; Sir Robert Owen <[REDACTED]@theipsa.org.uk>

> Cc: Alastair Bridges <[REDACTED]@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>; Georgia Wilson <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]@theipsa.org.uk>

> Subject: Stella Creasy MP and maternity leave for MPs

>
> Dear Board members,

>
> As some of you are aware, there has been a lot of media coverage over the last two days following Dr Stella Creasy's Guardian article<<https://www.theguardian.com/commentisfree/2019/jun/17/pregnant-mp-maternity-leave-equality-stella-creasy>> and multiple media appearances claiming that IPSA doesn't recognise maternity leave, leaving many people with the impression that MPs do not have maternity rights and that IPSA is to blame. [REDACTED] will circulate links to relevant media coverage. An online petition<<https://www.change.org/p/marcial-boo-chief-executive-of-the-independent-parliamentary-standards-authority-give-mps-six-months-parental-leave>> is campaigning for us to give MPs six months' parental leave. We have received a lot of criticism on social media, and there have been tweets from MPs to support Dr Creasy's assertions.

>
> We have issued a statement<<http://www.theipsa.org.uk/news/press-releases/>> setting out our position. Vicky and I have also had a meeting with Dr Creasy. She considered that we had not done enough for MPs who take maternity leave, and that it was IPSA's responsibility to take a lead on this. She felt that it was 'humiliating' to have to ask for money to recruit support staff while she took time off.

>
> Vicky and I set out the changes that the Board had made to the Scheme, particularly in 2017, to make the rules more family-friendly and to provide more money to MPs who are parents. We noted that this had been well-received. [REDACTED]

[REDACTED]

>
> Vicky and I also noted that some of these issues were for Parliament rather than for us, and that we had expected Parliament to take a lead on these issues rather than IPSA, given that some of the areas of concern related to MPs' statutory responsibilities that they are unable to delegate. Dr Creasy's idea of a 'locum' to be appointed in place of an MP on maternity leave was one such issue. She said that she would raise this matter with MPs and the House authorities too, but she wanted IPSA to make recognition of MPs' entitlements too.

>
> Throughout the meeting, Vicky and I stressed that IPSA wanted to support MPs in doing their difficult jobs, and that we recognised that the job placed additional burdens on those with caring responsibilities. We had already changed the Scheme to recognise this, and would be happy to consider other ways in which we could do so. We promised to discuss these issues with IPSA's Board, and then to let her know the outcome.

>
[REDACTED]

>
> I have also spoken to [REDACTED] MP today about the issue of MPs' maternity. Unlike Dr Creasy, [REDACTED] is supportive of IPSA's position on this, and thinks the online petition is misguided.

> The next steps will be:

- > * A discussion at the Board next week, with the option of a paper for its July meeting on these issues.
- > * Vicky and I will follow up with Dr Creasy on her particular applications, and inform her of any subsequent Board decisions
- > * [REDACTED] and I will continue to monitor media coverage and alert the Board to anything further of significance.

> Marcial

> Marcial Boo
> Chief Executive

> Independent Parliamentary Standards Authority (IPSA)
> 85 Strand
> London WC2R 0DW

> [REDACTED]
> [REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>
> www.theipsa.org.uk<http://www.theipsa.org.uk>

> <D150B145-E79E-4368-B0CF-F055E012D5C4.png>
> <80D41AFA-026B-4294-9F57-254CB27EB203.png>



Stella Creasy MP

Working For Walthamstow



© Nicole Drew

Rt Hon Jeremy Corbyn MP
House of Commons
London SW1A 0AA

19th June 2019

I'm writing to you to ask for your support to ensure the UK Parliament is a place open to all. In particular, I'm writing to ask you to make a public statement to the Independent Parliamentary Standards Authority and to the House of Commons Commission to support as a matter of urgency funding being made available to ensure all MPs – current and future – can take maternity, paternity and adoption leave.

In the absence of such a policy, and following a protracted negotiation period with IPSA, as a pregnant MP I was forced to make a contingency application for the costs of providing a 'locum' to cover my non parliamentary chamber duties whilst on maternity leave. This was a humiliating process, as IPSA asked me to prove that I undertake activities in addition to my staff that could not be abandoned or covered by another person; that in essence I added value to my constituency such that my absence would be noted. I am not the only MP to have experienced the distress this process has caused and the impact it has on taking maternity or paternity leave.

Despite agreement in 2017 by the Chair of IPSA that providing an 'uplift' to MPs budgets to enable maternity leave might be 'appropriate', it is unclear that this proposal was progressed further and given the priority it required. This has led to the current system whereby the maternity leave for MPs is not acknowledged or accounted for, or any similar provision made for paternity leave. This embeds discrimination against women and indeed parents into the treatment of representatives. So too, without proper funding for someone to undertake tasks in the absence of an MP on maternity or paternity leave, there is a risk that taxpayers will not receive the service to which they are entitled to from MPs due to the lack of cover available for constituency duties.

To make an MP chose between parental leave and properly representing their constituents is unacceptable in a modern parliament which strives to be diverse. Not providing paid cover for parental leave is to say that parents are not welcome in public life. When I hopefully take leave in the autumn of 2019, I do not want my new baby, or my constituents



to miss out. Nor would I ever wish for another MP to go through the anxiety and strain my staff and I experienced dealing with this issue due to there being a lack of policy.

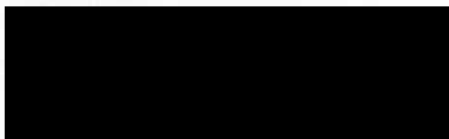
I'm attaching to this letter a copy of my correspondence with the House of Commons Commission on this matter which sets out both the problems with the existing process for providing support for MPs and the response I have had from IPSA to date on this matter. IPSA have recognised that the current situation needs to change, but have asked for MPs to show their support for a policy to be introduced.

It has been extremely welcome that many MPs have spoken out individually on this issue across the House reflecting the cross party consensus that the current status quo is unacceptable. To help assist with securing change, I am asking all Leaders of Political Parties in Westminster to formally show their support for change by writing in support of the need for a consultation on such a policy to be undertaken as a matter of urgency so that it can be implemented without undue delay. This is not just a matter affecting MPs, but also their staff- if the place that makes the laws on parental is not a beacon of excellence and good practice, we stand little chance of ensuring that other employers support family life for our constituents.

I ask that you show your support for this change ahead of the IPSA Board meeting in the week commencing Monday 24th June 2019 to help ensure that there is no further delay in resolution of this matter.

Thank you in advance for your support which will send a powerful message to many about the value Parliament places on equality,

With kind regards



Stella Creasy MP

From: [REDACTED]
Sent: 18 June 2019 17:42
To: guardian.letters@theguardian.com
Subject: RE: Letter from IPSA Chair to the Guardian - 18/06/2019
Attachments: RE-2019-018 The Guardian.docx

Dear Sir/Madam,

In light of the automatic reply, I have pasted the letter below. The letter relates to the [article](#) titled 'I'm pregnant and forced to choose between being an MP and a mum' on Monday 17 June.

Letter:

The Guardian
Kings Place
90 York Way
London
N1 9GU

T 020 7811 6400
E info@theipsa.org.uk
W www.theipsa.org.uk

Our ref: RE-2019-018

18 June 2019

Dear Sir

Members of Parliament are paid in full whilst on maternity, paternity or adoption leave. They receive a full salary from the day they are elected until the day they leave Parliament.

IPSA provides additional funding for all MPs' offices to cover absences. To provide MPs with extra money, IPSA asks for an explanation to be provided of how the additional money would be spent.

We support proposals to allow maternity cover for MPs, and this would be for the House of Commons to take forward. We will work closely with Parliament on any changes they wish to introduce and on providing the funding to support this. The IPSA Board will be discussing these issues next week, and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs.

In the last few years, we have more than doubled the funding available for MPs' dependants to support family life and will continue to strive to modernise our rules.

Yours sincerely

[REDACTED]

Ruth Evans
IPSA Chair

Many thanks,
Best wishes,

██████████

From: ██████████
Sent: 18 June 2019 17:37
To: 'guardian.letters@theguardian.com' <guardian.letters@theguardian.com>
Subject: Letter from IPSA Chair to the Guardian - 18/06/2019
Importance: High

Dear Sir/Madam,

Please find attached a letter from Ruth Evans, Chair of the Independent Parliamentary Standards Authority, in response to Dr Stella Creasy's [article](#) published by The Guardian on Monday 17 June.

Many thanks,
Best wishes,

██████████

██████████

Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

██████████

██

www.theipsa.org.uk

[REDACTED]

From: Victoria Fox
Sent: 20 June 2019 15:18
To: Marcial Boo
Cc: [REDACTED]; [REDACTED]
Subject: RE: Letter
Attachments: Stakeholder engagement in response to Dr Stella Creasy.docx

Follow Up Flag: Follow up
Flag Status: Completed

Thanks, I removed the Commission.

I've attached the plan in case you need to send it to the Board – the third table needs completing by [REDACTED] or [REDACTED]

The letters to [REDACTED] and Maria Miller – can they also be sent a copy of the letter to the Speaker with a short covering note from you? Can [REDACTED] take this forward?

Vicky

From: Marcial Boo
Sent: 20 June 2019 14:52
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Subject: RE: Letter

Thanks Vicky

I would remove the House of Commons Commission from the table. It's chaired by the Speaker and the Clerk is on it, so I think our letters there will be sufficient.

In terms of the political parties, one option would be to copy Ruth's letter to the Speaker to the Leader of the House, Shadow Leader and others from the other parties. Then it would be a single letter on the record, rather than different ones. The downside of that is that we may want to provide a more detailed letter which tells MPs that they can claim for parental cover through you if they want. In that case it becomes an operational letter that can come from me.

Your four options are a good first go. Nothing to add at this point!

Marcial

From: Victoria Fox
Sent: 20 June 2019 14:47
To: Marcial Boo <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>
Subject: RE: Letter

Here's a stakeholder engagement plan that we could send the Board. It needs input from [REDACTED] and [REDACTED] on the third table.

Happy to update/amend as needed.

Also, here's the outline of options that I'll develop with [REDACTED] for the board meeting next week:

1. Do nothing

MPs receive full pay and can apply via contingency for cover whilst on parental leave

Advantages: MPs receive salary and cover for their absence

Disadvantages: no explicit recognition of parental leave; query whether correct to have to apply for contingency in these circumstances; ad hoc approach that relies on MP knowing that can apply and/or taking initiative to apply; doesn't show IPSA's commitment to enabling diversity and parental leave; doesn't implement the Good Parliament recommendation

2. Streamline contingency process for baby leave

MPs receive full salary and contingency process is made easier via a SPOC

Advantages: as above but potentially better end user experience

Disadvantages as above

3. Change to Scheme to apply statutory parental leave

MPs would receive same benefits as regular employees

Advantages: being treated the same as other citizens

Disadvantages: requires primary legislation; would take away the current more generous provision of full salary; would likely antagonise all MPs; could result in different payments depending on length of time as MP; could be seen as not properly tailored to the role of MP

4. Change to Scheme to offer a parental leave fund for all MPs

MPs continue to receive full salary and when IPSA is notified of forthcoming baby, are given a specific budget to employ staff to cover their absence from office for up to 12 months

Advantages: explicit recognition of parental leave;

Disadvantages/risk: bypassing House who have chosen not to respond to Good Parliament recommendation; possible constitutional implications re status of office holder; may be seen as more advantageous than statutory provisions; possible resourcing and capacity issues to deliver for April 2020.

NB: Need to work though details of how this might work!

Vicky

From: Victoria Fox

Sent: 20 June 2019 08:37

To: Marcial Boo <Marcial.Boo@theipsa.org.uk>

Cc: [REDACTED] <[REDACTED]>

Subject: RE: Letter

Thanks – I can dial in to any meeting this morning and I'll continue to work on the plan if you're both happy with the general direction. I might need some support in drafting all the letters as along with the plan, I also need to follow up with Dr Creasy today and come up with some policy options for the Board next week.

Vicky

Vicky Fox

Director of Regulation & Insight

Independent Parliamentary Standards Authority (IPSA)

<http://www.theipsa.org.uk/>

Please note our change of address:

2nd Floor, 85 Strand

London WC2R 0DW

Tel: 020 7811 6492

General queries: info@theipsa.org.uk

IPSA Online, the new online payroll, finance and expenses system is now live. For more information and to register for training [click here](#).

From: Marcial Boo
Sent: 20 June 2019 08:30
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>
Subject: Re: Letter

Thanks Vicky

[REDACTED]

Meantime, I'm very grateful for your proposals. I agree that we need to get this out of the public sphere (it's out of the papers today) and write to stakeholders as you suggest. Can you draft letters? And, if we don't manage a Board call today, it would be good for you to send a plan along these lines to them so that they know we're on the case.

Thanks again

Marcial

Marcial Boo
Chief Executive
Independent Parliamentary Standards Authority
www.theipsa.org.uk
0207 811 6400

On 20 Jun 2019, at 08:17, Victoria Fox <[REDACTED]@theipsa.org.uk> wrote:

Good morning.

Is there a call with Ruth today?

Marcial and I briefly discussed next steps following our meeting with Dr Creasy and following up with other stakeholders. I agreed to set the ball rolling with a first draft of a plan. Our primary objective should be to explain our position to key stakeholders and set the record straight. I'd suggest that we want to position ourselves as here to help progress something that has been stuck in the House for a couple of years and we need to be careful not to be seen as confronting Dr Creasy or undermining her campaign because we have been attacked by her.

1. Take this out of the media if we can, other than responding to correct facts. I also think it would be good if we could have one interview or piece that sets out our position but I'm not sure if we can/should do this?
2. We should follow up with stakeholders to set out our actual position and willingness to work in partnership with parties and the House to support MPs with families. See table below.

3. An update on our website/social media channels to assure the public and set out our position

4. Discussion at next week's Board meeting to get a steer on next steps re policy development on parental leave.

Stakeholder	Message	Messenger
Dr Creasy	Follow up actions from meeting; suggestions re contingency process	Vicky via email and follow up call if needed
Speaker	We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendations. Would like to work with the House to achieve this	Marcial/Ruth via letter (and phonecall?)
John Bengier	Remind him of our position and seek advice as to how to recognise unique position of MPs as independent office holders in relation to maternity etc leave	Marcial via letter
Party Whips	We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendation. Would like to work with the parties and the House to achieve this.	Marcial via letter
	Add in current contingency route if they know of any of their MPs pregnant etc and offer SPOC – Vicky	

[Redacted] We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendation. Would like to work with the parties and the House to achieve this [Redacted]

Members of the House Commission? We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendation. Would like to work with the parties and the House to achieve this Marcial via letter

Offer meeting with officials to discuss how to progress Good Parliament recommendation

Maria Miller MP, Chair of the Women and Equalities Committee We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendation. Would like to work with the parties and the House to achieve this Marcial via letter

All MPs and staff Explanation of what IPSA provides for MPs and staff via a link in the bulletin [Redacted] via bulletin

[Redacted] Pregnant then Screwed Information about what IPSA do, background to Guardian article, Vicky Phone call 21 June

Happy to discuss this later today.
Vicky

Vicky Fox

Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

Please note our change of address:

2nd Floor, 85 Strand
London WC2R 0DW
Tel: [REDACTED]
General queries: info@theipsa.org.uk

IPSA Online, the new online payroll, finance and expenses system is now live. For more information and to register for training click [here](#).

-----Original Message-----

From: Ruth Evans

Sent: 19 June 2019 22:37

To: [REDACTED] <[REDACTED]>

Cc: Marcial Boo <[REDACTED]@theipsa.org.uk>; Richard Lloyd <[REDACTED]@theipsa.org.uk>; Sir Robert Owen <[REDACTED]@theipsa.org.uk>; Jenny Willott <[REDACTED]@theipsa.org.uk>; Will Lifford <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; Georgia Wilson <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; Victoria Fox <[REDACTED]@theipsa.org.uk>; Alastair Bridges <[REDACTED]@theipsa.org.uk>

Subject: Re: Letter

Good to get a clarifying letter published but I'm confused as I wasn't aware that this letter was going to the Guardian - that's why I emailed you suggesting we send a response to the editorial this evening. I did approve a letter to the Times suggesting changed wording to the final para. Will the Times wish to publish the same letter? It would be good to discuss strategy and a comprehensive response in tomorrow's call please. Ruth

Sent from my iPad

> On 19 Jun 2019, at 23:17, [REDACTED] <[REDACTED]> wrote:

>

> All

>

> The letter from Ruth is in The Guardian tomorrow.

>

> <https://www.theguardian.com/politics/2019/jun/19/mps-need-maternity-le>

> [ave-just-as-much-as-other-public-servants](#)

>

> Thanks

>

> [REDACTED]

>

>

> From: Marcial Boo

> Sent: 19 June 2019 22:02

> To: Ruth Evans; Richard Lloyd; Sir Robert Owen; Jenny Willott; Will

> Lifford

> Cc: [REDACTED]; Georgia Wilson; [REDACTED]; Victoria Fox; [REDACTED]

> Lumby; Alastair Bridges

> Subject: Re: Letter
>
> Ruth,
>
> We have sent letters from you to the Times and we sent your comment from yesterday to The Guardian. [REDACTED] received a phone call from The Guardian late this afternoon to indicate they plan to publish it on their letters page tomorrow – we will be able to confirm this soon.
>
> We have met Dr Creasy to de-escalate the story. Following our meeting with her she has now written to all party leaders at Westminster asking them to show us that they want change:
>
> <https://twitter.com/stellacreasy/status/1141440141866807297>
>
> Dr Creasy misrepresents our conversation with her. To my mind, she has done so unfairly. We should certainly correct that on the record. But I would like to do that following the Board meeting, and probably as a letter from you as our Chair to the Speaker, copied to other MPs.
>
> The Board will discuss the issue of substance next week. That will give us an agreed approach with something to say to MPs and the media in due course.
>
> There have been no further media queries today [REDACTED]
> [REDACTED]
>
> Thanks
>
> Marcial
>
> Marcial Boo
> Chief Executive
> Independent Parliamentary Standards Authority
> www.theipsa.org.uk<<http://www.theipsa.org.uk>>
> 0207 811 6400
>
> On 19 Jun 2019, at 19:30, Ruth Evans <[REDACTED]@theipsa.org.uk<[mailto:\[REDACTED\]@theipsa.org.uk](mailto:[REDACTED]@theipsa.org.uk)>>
wrote:
> The Guardian view on parental rights: parliamentarians need them too
> <https://www.theguardian.com/commentisfree/2019/jun/18/the-guardian-view-on-parental-rights-parliamentarians-need-them-too>
>
> I hadn't read this piece until now but I think a letter in response to
> this editorial is justified please to rebalance the debate. Ruth
>
> Sent from my iPad

Stakeholder engagement plan in response to Dr Stella Creasy’s article in the Guardian

Objectives:

1. Improve understanding and build trust of key stakeholders and demonstrate that IPSA currently provides support for MPs with families and willingness to work in partnership with parties and the House to support MPs with families.
2. Assure the public through demonstrating IPSA’s support for MPs with families
3. Inform influencers of IPSA’s support for MPs with families and willingness to provide effective support for new parents

Improve understanding and build trust of key stakeholders in IPSA’s current support for MPs with families and willingness to work in partnership with parties and the House to support MPs with families.

Stakeholder	Message	Messenger	Completed
Dr Creasy	1. Assurance that responding appropriately. Follow up actions from meeting; suggestions re contingency process 2. Keep up to date with developments	Vicky via letter and follow up call if needed.	20/6/19 – action 1
Speaker	We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendations. Would like to work with the House to achieve this	Ruth via letter this week and update following Board meeting	
John Benger, Clerk	Remind him of our position and seek advice as to how to recognise unique position of MPs as independent office	Marcial via letter	

	holders in relation to maternity etc leave		
Party Whips	<p>We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendation. Would like to work with the parties and the House to achieve this.</p> <p>Add in current contingency route if they know of any of their MPs pregnant etc and offer SPOC – Vicky</p>	Marcial via letter	
	<p>We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its recommendation. Would like to work with the parties and the House to achieve this</p>		
Maria Miller MP, Chair of the Women and Equalities Committee	<p>We support all MPs including parents to carry out their parliamentary functions and have stood ready to support parental leave since the Good Parliament report made its</p>	Marcial via letter	

	recommendation. Would like to work with the parties and the House to achieve this		
All MPs and staff	Explanation of what IPSA provides for MPs and staff via a link in the bulletin	██████████ via bulletin	

Assure the public through demonstrating IPSA's support for MPs with families

Limit media responses and letters to correct factual inaccuracies

Update on website and social media stating our position

Message	Channel	Owner	Date completed
IPSA supports MPs with families through a series of financial measures	IPSA Website	██████████	
IPSA's role			
Media interview with Board member?		██████████	

Inform influencers of IPSA's support for MPs with families and willingness to provide effective support for new parents

Build awareness of IPSA's position with those who may comment on IPSA or engage with us regularly

Influencer	Message	Messenger	Date completed
██████████ Pregnant then Screwed	Information about what IPSA do, background to Guardian article,	Vicky	Phone call 21 June

[REDACTED]

From: Ruth Evans
Sent: 19 June 2019 12:56
To: [REDACTED]; Richard Lloyd
Cc: Marcial Boo; [REDACTED]; [REDACTED]; [REDACTED]; Georgia Wilson; Alastair Bridges; Victoria Fox
Subject: Re: Maternity leave coverage

Thanks. Happy with this. Changed the last para slightly. Please send out.
R

On 19/06/2019 13:41, "[REDACTED]" <[REDACTED]> wrote:

>Ruth

>

>Here is a draft letter for The Times.

>

>Thanks

>

> [REDACTED]

>

>

>Dear Sir

>

>Members of Parliament are paid in full whilst on maternity, paternity
>or adoption leave. They receive a full salary from the day they are
>elected until the day they leave Parliament. IPSA provides additional
>funding for all MPs' offices to cover absences. To provide MPs with
>extra money, IPSA asks for an explanation to be provided of how the
>additional money would be spent.

>

>We support proposals to allow maternity cover for MPs, and this would
>be for the House of Commons to take forward. As Alice Thomson points
>out (The Times, 19 June 2019), in other countries elected
>representatives can nominate a person to take over some of their
>casework or other duties. If Parliament decides to introduce a similar
>arrangement to the UK, IPSA will make sure they are paid an appropriate
>salary while the MP is on leave. We will work closely with Parliament
>on any changes they wish to introduce and on providing the funding to
>support this. The IPSA Board will be discussing these issues next week,
>and meeting the Speaker's Committee in July, to support any move by Parliament to assist MPs.

>

>In the last few years, IPSA has more than doubled the funding available
>for MPs' dependants to support family life. We are committed to
>ensuring that our rules are fair and do not disadvantage or
>discriminate against any MP in fulfilling their Parliamentary activities.

>

>Yours sincerely

>

>

>

[REDACTED]

From: [REDACTED]
Sent: 19 June 2019 18:43
To: Ruth Evans; Victoria Fox
Cc: Marcial Boo; Richard Lloyd; [REDACTED]
Subject: RE: Maternity leave coverage

Ruth

The link is in Marcial's most recent email:

<https://www.change.org/p/marcial-boo-chief-executive-of-the-independent-parliamentary-standards-authority-give-mps-six-months-parental-leave>

Total so far is over 20,000 people.

No significant new media articles about this today, and no calls from the media since yesterday afternoon.

Thanks

From: Ruth Evans
Sent: 19 June 2019 18:38
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: Marcial Boo <Marcial.Boo@theipsa.org.uk>; Richard Lloyd <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Subject: Re: Maternity leave coverage

Could you please send details of the petition and numbers signing? Many thanks. Ruth

Sent from my iPad

On 19 Jun 2019, at 17:25, Victoria Fox <[REDACTED]@theipsa.org.uk> wrote:

One small addition to the actions on the petition - I have made contact with the organisation, Pregnant then Screwed, that have instigated the petition and offered a meeting.

Vicky

From: Marcial Boo
Sent: 19 June 2019 15:40
To: Ruth Evans <[REDACTED]@theipsa.org.uk>; Richard Lloyd <[REDACTED]@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>; Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>
Subject: RE: Maternity leave coverage

Thank you Ruth

We will provide support to your meeting with [REDACTED].

We are aware of the petition and are considering that now that we have had our meeting with Dr Creasy. That went reasonably well, and we have some issues that we promised that we would raise with the Board next week, including potentially consulting on putting in place automatic funding that MPs would be entitled to if they take parental leave. [REDACTED] is writing up a note that we will send you.

[REDACTED]

We will propose to the Board that we produce a short paper for the Board to consider at its July meeting. This will allow a general update to the Board next week, and will give us a week to produce a slightly more considered view for the meeting a fortnight after.

Marcial

From: Ruth Evans

Sent: 19 June 2019 15:24

To: Marcial Boo <[REDACTED]@theipsa.org.uk>; Richard Lloyd <[REDACTED]@theipsa.org.uk>

Subject: Re: Maternity leave coverage

[REDACTED]

[REDACTED] She also mentioned there is a petition up against us on maternity leave which is reputationally damaging to IPSA. Could you please find out more and how we can defuse this?

Also, it would be helpful to know how the meeting with Stella Creasy went.

Ruth

From: Marcial Boo <[REDACTED]@theipsa.org.uk>

Date: Wednesday 19 June 2019 at 14:00

To: [REDACTED] <[REDACTED]>

Cc: ruth <[REDACTED]@theipsa.org.uk>, Richard LLOYD

<[REDACTED]@theipsa.org.uk>, [REDACTED] <[REDACTED]>,

[REDACTED] <[REDACTED]>, [REDACTED]

<[REDACTED]>, Georgia Wilson

<[REDACTED]@theipsa.org.uk>, Alastair Bridges

<[REDACTED]@theipsa.org.uk>, Vicky Fox <[REDACTED]@theipsa.org.uk>

Subject: Re: Maternity leave coverage

Thanks [REDACTED]

This is all consistent with the meeting with Dr Creasy that has just ended. Vicky, [REDACTED] and I will update colleagues on that shortly, and of course discuss in detail with the Board next week.

Marcial

██████████

From: Marcial Boo
Sent: 26 June 2019 10:00
To: ██████████
Subject: Re: Meeting Summary: Dr Stella Creasy - 19/06/19

Thanks ██████████

Yes, please do. See you in 10.

Marcial

Marcial Boo
Chief Executive
Independent Parliamentary Standards Authority
www.theipsa.org.uk
0207 811 6400

On 26 Jun 2019, at 09:21, ██████████ <██████████> wrote:

Hi Marcial,

Should I add this summary of the meeting with Dr Creasy to CRM?

Best wishes,
██████████

From: ██████████
Sent: 19 June 2019 17:02
To: IPSA Directors <██████████@theipsa.org.uk>; ██████████ <██████████>; ██████████ <██████████>; Karen Lacey <██████████>; ██████████ <██████████>; ██████████ <██████████>
Subject: Meeting Summary: Dr Stella Creasy - 19/06/19

Hi all,

Please find below a summary of today's meeting with Dr Stella Creasy MP.
Actions to be taken forward and their owners are listed at the bottom of this email.

IPSA Staff in attendance: Marcial Boo, Vicky Fox, ██████████
External Stakeholders: Dr Stella Creasy MP (SC), ██████████ - Assistant General Secretary, Community Trade Union, and ██████████ (Parliamentary Assistant)

Opening remarks:

- Since IPSA had suggested the meeting, SC invited MB and VF to explain its purpose. MB responded that the meeting was to look at the wider and more **general ways in which Parliament can become more family-friendly**, as well as to consider the **payroll and contingency issues specific to SC**.
- SC following by enquiring what IPSA considered its responsibilities to be in making Parliament an inclusive, diverse, and representative workplace. MB informed SC that IPSA was supportive of moves to make Parliament more family-friendly, but had to act within its **finance-oriented remit set by Parliament**. MB

reminded SC that a number of **practical changes** were introduced in 2017 to support MPs with caring responsibilities. For example, the removal of the cap on the number of dependant journeys (children or others) and the doubling of the dependant uplift for rental accommodation were welcomed by MPs, particularly those representing Scottish constituencies.

- SC then pointed out that the issue of parental leave was raised in 2017, but found the lack of action since “troubling”. She also objected to the description of full pay while off as “maternity leave”. The provision of 100% pay did not recognise the nature of an MP’s role (constituency casework/events as well as voting) and the nature of child-raising.

Parental Leave – Contingency Process:

- SC then outlined her **disapproval of the contingency panel process**, arguing that other colleagues were rudely and flatly turned down. VF noted that, since 2010, no contingency panel application has been registered on this issue. SC responded that this was evidence enough that MPs are **deterred** from seeking cover. SC then suggested that her contingency application was to take stand against the lack of progress since 2017 but found it “**humiliating**” to have to prove her impact in her community aside from voting. This was in reference to the **information sought by IPSA to approve the application** and account for the public money granted. SC added that she found the contingency process to be an inappropriate way of dealing with this issue, preferring instead a **standard policy of cover** to treat maternity cover as part and parcel of the workplace rather than as an incidental expense.
- On the issue of **publication**, SC firmly believed that the contingency funding should not be published without clearly stating that it is for maternity cover. She argued that **MP expenses are already artificially inflated** by the inclusion of **staffing costs** in the headline figure. Publishing a contingency application for maternity cover as expenses would therefore compound this problem.
- **Publication** would also stimulate media interest and could make female MPs the most expensive in their area, without providing clarity or transparency on what this funding is for. Her Union representative added that this could be considered **discrimination**.
- SC also argued that the operational reality of publication would **unintentionally play MPs off against each other**, whether that be media criticisms of who is most expensive or tensions between MPs as to who received more funding (with more funding to cover an MP potentially being read as a judgment that a certain MP added more value).
- MB and VF maintained that IPSA has to be **accountable for public money** and it was therefore reasonable to have reasons on paper justifying the grant of additional funds. VF stressed that, whilst we have been and indeed continue to work in partnership with the House, she was very happy to work with MPs to discuss improving the process and individual applications.
- All agreed that a **specific point of contact and handler** of maternity cover applications through the contingency would be helpful to smoothen the process and assure MPs that they were dealing with someone who has experience of handling personal information with discretion. VF offered to be this person.
- It was also suggested that it might be helpful to include this information regarding a single point of contact in the next **IPSA bulletin**

Parental Leave – IPSA and the House:

- VF reiterated to SC that MPs were **office-holders** who were therefore not entitled to statutory maternity pay. VF cited the **Good Parliament recommendation** for the House to produce a statement on the issue and recalled the letter sent by IPSA to Harriet Harman supporting changes to be taken in step with Parliament.
- MB suggested that IPSA could change the rules to **trigger a certain sum to be granted to MPs upon notification of maternal, parental, or adoption leave**. MPs could then decide for themselves how best to use that additional funding. SC responded positively to this suggestion, arguing that there should be a presumption of additional funding being needed to deal with casework whenever the MP is absent. MB recalled that as a public body spending public money, this would need **consultation**.

- SC responded that MPs' staffing budgets were already under pressure and that the unique role and brand of an MP as a local contact could not be underestimated. As such, the gap created by an MP going on maternity leave could not be filled by existing staff members.
- MB reiterated to SC that IPSA was sympathetic in principle and has taken other steps to make Parliament more family-friendly. He reminded SC of the legal obstacle that MPs are independent office-holders personally responsible for budget management. This means that some tasks, such as approving certain items of expenditure, cannot legally be delegated. Some sort of agreement would therefore need to be reached to ensure that, in certain circumstances, delegation can take place e.g. to office manager/another MP holding legal responsibility for that budget in that period. SC asked what cannot be delegated, to which MB and VF gave certain examples which serve as financial controls to reduce risk of fraudulent activities. SC argued that they were not insurmountable.
- SC then pressed if, rather than waiting for the House to act, IPSA could come forward with proposals. She raised the prospect of locums, as with GPs.
- MB responded that there was no issue for IPSA in principle in paying a locum, though expected MPs and the House to have a view on it. IPSA was cautious of encroaching on policy areas, e.g. by creating a locum budget, more properly contemplated and decided by the democratically elected House.
- SC then sought to clarify which other maternity and paternity schemes IPSA has considered, including the Civil Service. She specifically wanted to know whether there was equivalence in terms of the maternity provisions granted to MPs' staff as opposed to those employed by the Civil Service.
- Turning to the feasibility of action, VF asked SC to summarise the appetite of the House to make changes. SC suggested that there was cross-party support for it, that she would like to participate in IPSA's consultation on any changes, and that IPSA should work with pregnancy support groups.
- SC asked whose lead IPSA is waiting to follow in the House, to which MB responded that it would be for the House of Commons Commission to look at internal working practices. This did not mean that the Commission needed to approve IPSA measures, but it would be more difficult to make the process work for all involved if both sides were not working in partnership. SC informed the room that she would raise this matter directly with the Commission.
- At this point, MB agreed, subject to Board approval, to contact John Benger so that he could determine how to manage these developments internally in the House.

Parental Leave – IPSA's Board & Executive:

- Both MB and VF assured SC that this issue would be raised at Board Meeting level to discuss in more detail and informed SC that Jenny Willott, the first sitting MP to have a child in Parliament under IPSA's rules, was a Board Member. MB informed SC that a review of staffing budgets was underway and that a response to Gemma White QC's recommendations would be prepared. A decision on parental leave and how speedily to act would be made by the Board.
- SC drew a distinction between policy areas over which IPSA has direct authority compared to areas where it is necessary to work with the House. SC therefore argued that work on parental leave should be started quickly whilst nothing seems to be going through Parliament and since it would need collaboration with the House, therefore taking longer.
- MB then urged SC to raise issues of principle directly with him, Directors, or Board Members. A private meeting could then be offered to work through the issues. SC responded that she did not approve the statement released in Ruth's name and argued that she was 'forced' to go public as she felt there was a lack of communication within IPSA and that the issue was not being taken seriously. SC expected that, upon flagging this issue, this would have been escalated as a policy issue to consider.

ACTIONS:

1. VICKY: to follow up on Dr Creasy's contingency application and to look at improving the process
2. VICKY: to draw up a list of key stakeholders, such as Harriet Harman MP and John Benger, with whom IPSA could work in partnership on this issue

3. **VICKY:** to consider with [REDACTED] if the publication of contingency applications for maternity cover is appropriate
4. **VICKY:** to ascertain whether maternity provisions for MPs' staff are equivalent to those applicable to civil servants
5. **MARCIAL:** to raise this issue with the Board on June 27 and seek their agreement for a short paper to be produced for the Board Meeting of July 10
6. **MARCIAL:** to write formally to Dr Creasy with the outcome of June and July's Board discussions on what work will be undertaken and approximate timescales
7. [REDACTED]
8. [REDACTED]: to prepare a short statement acknowledging the meeting and noting that that these matters will be discussed in detail by the Board, if Dr Creasy refers to the meeting on social media

Many thanks,
Best wishes,

[REDACTED]

[REDACTED]

Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)

2nd Floor

85 Strand

London WC2R 0DW

[REDACTED]

[REDACTED]

www.theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 25 June 2019 17:23
To: Victoria Fox; Communications; IPSA Directors
Cc: Policy
Subject: RE: Open letter to IPSA

Thanks Vicky

It looks very much like it was drafted by Dr Creasy. Do add it to the Board papers when they consider the issue on 10 July. I don't think it's necessary for them to see this week.

Marcial

From: Victoria Fox
Sent: 25 June 2019 16:13
To: Communications <[REDACTED]@theipsa.org.uk>; IPSA Directors <[REDACTED]@theipsa.org.uk>
Cc: Policy <[REDACTED]@theipsa.org.uk>
Subject: FW: Open letter to IPSA

Dear all

Please see the attached letter signed by 24 organisations. I have acknowledged receipt and can either email it to Board members today and/or add it to the Board paper.

It's an open letter, so we should be ready to respond if needed on social media.

Vicky

From: Victoria Fox
Sent: 25 June 2019 16:10
To: [REDACTED]; IPSA Info <Info@theipsa.org.uk>
Cc: [REDACTED] <[REDACTED]>
Subject: RE: Open letter to IPSA

Dear [REDACTED]

Thank you for your letter. I will ensure that our Board see it.

Kind regards

Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

From: [REDACTED]
Sent: 25 June 2019 15:46

To: IPSA Info <info@theipsa.org.uk>; Victoria Fox <[REDACTED]@theipsa.org.uk>

Cc: [REDACTED] <[REDACTED]>

Subject: Open letter to IPSA

Dear IPSA,

We have written an open letter to your board which has been signed by 24 organisations who are supporting the campaign for the development of a transparent procedure and budget which would allow all members of Parliament to have access to 6 months parental and adoption leave.

We understand that you will be holding a board meeting tomorrow and hope that this will be discussed as a priority.

Following conversations with Stella Creasy MP and other members of Parliament we believe that implementing this is within your control, and now that Theresa May has written to Stella Creasy stating her support for this, and there is cross party backing, we hope that you will initiate the changes required.

We look forward to hearing from you about when these changes will be implemented.

With thanks,

[REDACTED] the Pregnant Then Screwed team.

[REDACTED]
Founder

www.pregnantthenscrewed.com

Donate to support our work <https://chuffed.org/project/pregnant-then-screwed>

Forum: www.workitout.org.uk

Insta: @Pregnant_Then_Screwed

T: @pregnantscrewed

F: [facebook.com/maternitydiscrimination](https://www.facebook.com/maternitydiscrimination)

Tel: [REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 20 June 2019 15:27
To: Victoria Fox; Communications; IPSA Directors
Subject: RE: Parental leave - letter from IPSA

Hi Vicky,

Uploaded to CRM.

Best wishes,
[REDACTED]

From: Victoria Fox
Sent: 20 June 2019 15:13
To: Communications <[REDACTED]@theipsa.org.uk>; IPSA Directors <[REDACTED]@theipsa.org.uk>
Subject: FW: Parental leave - letter from IPSA

For info.

[REDACTED] – please could you add the letter to CRM.

Thanks
Vicky

From: Victoria Fox
Sent: 20 June 2019 15:12
To: stella@workingforwalthamstow.org.uk
Subject: Parental leave - letter from IPSA

Dear Dr Creasy

Thank you for meeting with Marcial and me yesterday. I agreed to get back to you on a number of points that you raised and these are covered in the attached letter.

Kind regards
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

2nd Floor, 85 Strand, London WC2R 0DW

[REDACTED]
General queries: info@theipsa.org.uk

[Redacted]

From: [Redacted]
Sent: 10 July 2019 18:15
To: Victoria Fox
Subject: Re: parental leave

Sensitivity: Confidential

[Redacted]

Sent from my iPhone

On 10 Jul 2019, at 18:12, Victoria Fox <[Redacted]@theipsa.org.uk> wrote:

Let's catch up in the morning [Redacted]

[Redacted]

From: [Redacted]
Sent: 10 July 2019 18:09
To: Victoria Fox
Subject: Re: parental leave

Hi Vicky,

Yes, no problem.

Just one note: not every Whip received a letter from us in the first place. Some did such as the Deputy Chief Whip and Alistair Carmichael for the Liberal Democrats, but for example from from the Labour side it was Valerie Vaz as shadow leader. Are we sending them to the whips too or the list of people who we've contacted and/or who have asked to be told about the Board's decision?

Hope this makes sense but might be easier to explain in person.

Best wishes,

[Redacted]

Sent from my iPhone

On 10 Jul 2019, at 17:45, Victoria Fox <[Redacted]@theipsa.org.uk<mailto:[Redacted]@theipsa.org.uk>> wrote:

Updated Dr Creasy letter (just amending dates).

Vicky

From: Victoria Fox
Sent: 10 July 2019 17:41
To: Marcial Boo <[Redacted]@theipsa.org.uk<mailto:[Redacted]@theipsa.org.uk>>; [Redacted] <[Redacted]@theipsa.org.uk<mailto:[Redacted]@theipsa.org.uk>>>
Cc: [Redacted] <[Redacted]@theipsa.org.uk<mailto:[Redacted]@theipsa.org.uk>>>; [Redacted] <[Redacted]@theipsa.org.uk<mailto:[Redacted]@theipsa.org.uk>>>; [Redacted] <[Redacted]@theipsa.org.uk<mailto:[Redacted]@theipsa.org.uk>>>

Subject: RE: parental leave
Sensitivity: Confidential

Hi Marcial

I've updated the letters to the Speaker and to Dr Creasy to reflect the Board decision today. [REDACTED] has advised that we send these letters tomorrow morning rather than tonight.

The letter to the Speaker doesn't mention that we are intending to copy his letter to the Whips and the clerk etc – should this be added in? it also doesn't mention that Ruth wasn't at the meeting but I think the wording remains appropriate.

[REDACTED] - we should aim to send the letters out at around 9am. Let's do a final check together before you send the letter to the Speaker.

Thanks
Vicky

From: Marcial Boo
Sent: 10 July 2019 10:02
To: Victoria Fox <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>
Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>
Subject: RE: parental leave
Sensitivity: Confidential

Hi Vicky

I've amended the letter to the Speaker very slightly. But also suggested that it's copied to various others, so that we don't need to write to them separately. (It will save us time, but also they'll all know what our position is).

I think your letter to PthenS is fine. But you might want to mention (in the paragraph towards the end of the letter) that the proxy voting pilot will end in January 2020, which they may not know.

I've also suggested changes to the Dr Creasy letter coming from you, on the basis that she will also see the letter going to the Speaker.

Happy to discuss

Marcial

From: Victoria Fox
Sent: 09 July 2019 16:26
To: Marcial Boo <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED] <[REDACTED]<mailto:[REDACTED]>>
Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED] <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]>>
Subject: RE: parental leave

I think we should send Stella Creasy a personalised letter, but happy to take views on this and agree

that [REDACTED] can be sent the Speaker's letter.
I attached draft letters to Dr Creasy and to PthenS in my earlier email.

Vicky

From: Marcial Boo
Sent: 09 July 2019 16:17
To: Victoria Fox <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED]
<[REDACTED]<mailto:[REDACTED]>>
Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED]
<[REDACTED]<mailto:[REDACTED]>>
Subject: RE: parental leave

Thanks Vicky

The letters to the other MPs can perhaps come from [REDACTED] or [REDACTED] from their email account. I will draft something that they can send out, attaching Ruth's letter to the Speaker. Can we not send Stella Creasy and [REDACTED] the same Speaker letter too, rather than draft something different?

Marcial

From: Victoria Fox
Sent: 09 July 2019 15:39
To: Marcial Boo <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED]
<[REDACTED]<mailto:[REDACTED]>>
Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED]
<[REDACTED]<mailto:[REDACTED]>>
Subject: RE: parental leave

Sounds fine. Let me know if you're happy with the other letters.

Should the covering letters to all the other MPs come from you, and if so, can [REDACTED] and [REDACTED] arrange to send out those emails?

Vicky

From: Marcial Boo
Sent: 09 July 2019 15:37
To: Victoria Fox <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED]
<[REDACTED]<mailto:[REDACTED]>>
Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED]
Bishop <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>
Subject: RE: parental leave

Thanks Vicky

I've just read the draft Speaker letter, which is fine (subject to Board views). I think Ruth should send the letters to Dr Creasy and to [REDACTED] too. You can send the letter to PregnantThenScrewed if you're OK with that.

Thanks again

Marcial

From: Victoria Fox

Sent: 09 July 2019 15:09

To: Marcial Boo <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>; [REDACTED]
[REDACTED] <[REDACTED]<mailto:[REDACTED]>>

Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>; [REDACTED]
[REDACTED] <[REDACTED]<mailto:[REDACTED]>>

Subject: parental leave

Hi both

I attach draft letters to the Speaker, Dr Creasy and pregnantthenscrewed. Let me have any comments and amendments.

Here's my suggestion of how we respond to the others who have written in or we have written to.

Correspondent

Response

Owner

Speaker

Attached. From Chair

Send on 10/7

Dr Creasy

Attached. From Chair/Vicky?

Send on 10/7

[REDACTED]

Cover letter with copy of Speaker's letter From Chair or CEO?

[REDACTED] MP

Cover letter with copy of Speaker's letter

Valerie Vaz

Cover letter with copy of Speaker's letter

Mel Stride

Cover letter with copy of Speaker's letter

Chris Pincher

Cover letter with copy of Speaker's letter

Maria Miller

Cover letter with copy of Speaker's letter

Vince Cable

Cover letter with copy of Speaker's letter

Caroline Lucas

Cover letter with copy of Speaker's letter

Alastair Carmichael

Cover letter with copy of Speaker's letter

Anna Turley MP

Jim McMahon MP

Lord Kennedy of Southwark

(Co-Op Party letter

Cover letter with copy of Speaker's letter

Charles Walker

Cover letter with copy of Speaker's letter

Ian Blackford

Cover letter with copy of Speaker's letter

Heidi Allen (Sarah Woolaston, Luciana Berger, Gavin Shuker, Angela Smith, Nick Boules)

Cover letter with copy of Speaker's letter

Sir Jeffrey Donaldson

Cover letter with copy of Speaker's letter



Cover letter with copy of Speaker's letter

- Liz Saville Roberts

Cover letter with copy of Speaker's letter

Anna Soubry

Cover letter with copy of Speaker's letter

John Benger

Cover letter with copy of Speaker's letter

Pregnant then Screwed (signed by various organisations)

Draft attached. From Chair or Vicky?

Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

2nd Floor, 85 Strand, London WC2R 0DW



General queries: info@theipsa.org.uk<<mailto:info@theipsa.org.uk>>

<VF to Dr S Creasy 110719.docx>



BOARD PAPER	
Paper ref:	IPSA/
Agenda item:	

TO: IPSA Board **DATE:** 10 July 2019

FROM: Vicky Fox
Director of Regulation and Insight

TEL: [REDACTED]

SUBJECT: Parental leave

- Annexes**
- Annex 1 Recommendation for a formal statement on parental leave, The Good Parliament Report**
 - Annex 2 Maternity and paternity leave arrangements in other Parliaments**
 - Annex 3 The Good Parliament Report Diversity sensitive principles**
 - Annex 4 Recent correspondence on parental leave**

Issue

1. To seek the Board's views on the proposed options in the paper regarding parental leave for MPs.

Timing

2. For the Board meeting on 10 July 2019.

Recommendation

3. That the Board considers the options in the paper and agrees next steps.

Background

4. Following the recent media coverage surrounding Dr Creasy's article on parental leave, the Board have asked for further advice on how best to support MPs taking parental leave.
5. MPs are independent office holders. They are not employees and are therefore not eligible for maternity, paternity or adoption leave. Although in practice MPs that are new parents have taken time away from Parliament on the arrival of a child, there are no formal arrangements in place to do so.
6. Currently when an MP has a baby, she will discuss her plans with her party Whips and her constituency party to work out an informal arrangement for what will happen when she has

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the baby and the immediate months afterwards. It is up to the MP to negotiate this. The nature of the role of MP and the informality of each individual arrangement can mean that MPs are not adequately supported and are open to accusations from the public that they are taking too much or not enough time off.

7. IPSA pays all MPs a monthly salary regardless of whether they are on parental leave or not. MPs' offices can continue to make claims for eligible costs under the Scheme. However, there are some matters where we will only accept the MP's signature, such as on a property lease or a staff contract.
8. Although we are able to provide funding via the contingency process for additional support whilst an MP is unable to perform their parliamentary functions, we have not had any contingency applications for parental leave before Dr Creasy's application. We have granted one contingency application for additional staffing for an MP who had been ill and unable to perform their parliamentary duties. [REDACTED]

Moves towards a family friendly Parliament

9. There have been a number of moves towards a more family friendly Parliament over the last three years, although change to date has been piecemeal. The Good Parliament Report was published in 2016 and made 43 recommendations that addressed equality and participation, parliamentary infrastructure and Commons culture. The report, written by Sarah Childs, recommended that the House should produce a statement on maternity, paternity, adoption and caring leave, stating that all parties represented in the House of Commons would be expected to sign up to this. This is set out at Annex 1. Within this recommendation, the report suggested that the statement include provision for voting remotely or by proxy, that young babies be allowed in the Chamber and Committees and there should be an on site creche facility.
10. The report called on the Commission, the body with responsibility for the overall administration and services of the House of Commons, to play a key role in implementing the report.
11. The comprehensive review of the Scheme in 2016/17 led to the introduction of improved financial support for MPs with dependants. This was in part a response to the Good Parliament Report that included reference to the Scheme and suggested that the rules should include sufficient provision for family accommodation and familial travel between Westminster and the constituency. It also suggested diversity sensitive principles that should inform IPSA's review of the Scheme. Our changes were very well received by many MPs with caring responsibilities, particularly those whose constituencies are far from Westminster.
12. Since April 2017 all journeys by MPs' partners or spouses between London and the constituency are claimable whereas previously they were restricted to accompanying dependants. We removed the cap of 30 journeys a year on claimable journeys made by MPs' dependants. And we more than doubled the financial uplift that MPs can claim to supplement their accommodation budget for dependants in any rented property. The uplift rose from £2,425 to £5,435 per dependant per year (up to a maximum of three dependants) in recognition of the additional costs incurred by MPs who need to rent bigger properties.

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MPs who claim hotels instead of rented accommodation can claim for a further £175 per night for hotel accommodation if they are accompanied by their dependants.

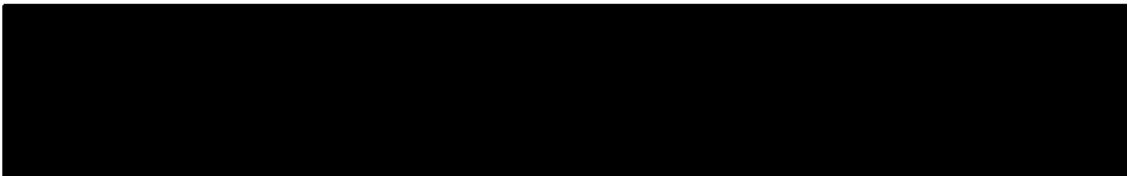
13. There has been progress in the House too. There is an onsite nursery and better provision for young babies who need to be with their mother. The Gender Sensitive Audit was published in 2018 and made a number of recommendations to increase the representation of women in both Houses of Parliament. These include developing a parliamentary policy for children and families informed by good practice in other parliaments. The Audit recommended that IPSA commit to take account of MPs' different accommodation needs. It also asked IPSA to consider the way in which these claims might be published so as not to deter MPs from accessing support. The House recently published its response to the Audit. The only point of direct relevance to IPSA was a statement by the House Commission that there should be no reduction in an MP's staffing budget while MPs are taking leave from the House when they have a proxy vote.
14. Harriet Harman MP put forward a motion in February 2018 that asked the Procedure Committee to produce a report on the practicalities of proxy voting. The recommendations from this report on proxy voting were then debated in the House in September 2018; this debate did not result in a vote. On the 28th of January 2019 MPs unanimously voted in favour of a temporary Standing Order to implement a year-long pilot on proxy voting during maternity, paternity and adoption leave, in the House of Commons. This pilot came into effect on the 29th of January with Tulip Siddiq nominating Vicky Foxcroft MP to vote on her behalf.
15. All new mothers, fathers and adoptive parents are eligible for proxy voting on the production of a medical or matching certificate to the Speaker. They must then choose a nominated proxy, who can only be another MP. MPs may change their proxy at any time by writing to the Speaker, though this must be before the scheduled rise of the House on that sitting day.
16. The dispensation to vote by proxy will last for 6 months for the biological mother of the baby, or the primary adopter of a baby. For the biological father of the baby, the partner of the person giving birth or the secondary adopter, the dispensation will last for 2 weeks. A mother's leave may be extended for four weeks prior to their due date if their circumstances mean they are unable to fly to Parliament.

Discussion

17. It is one of the fundamental principles in the Scheme that we will take account of MPs' diverse working arrangements and treat MPs fairly, so that they are not disadvantaged or advantaged financially because of the Scheme. IPSA has consistently voiced its support for family friendly measures in Parliament and via the Scheme.
18. We have always understood that a formal recognition of parental leave would need to be led by the House of Commons. Originally the Commons Reference Group on Representation and Inclusion (now disbanded) had the remit to consider the Good Parliament Report with the aim of taking forward its recommendations. That group worked closely with the Women and Equalities Committee. There is now no one body within Parliament responsible for implementing the Good Parliament recommendations and it will likely need a combination of the Commission, the Procedure Committee, the House Authorities and the political parties to bring about any further change.
19. The appetite for a parental leave statement and policy, together with what it should cover, varies across MPs, as can be seen from the correspondence attached to this paper at Annexe 2. It is important to note that the House and political parties have so far chosen not to act on the recommendation that there be a statement on parental, adoption and caring leave. If the

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Board chooses one of the options below that goes beyond what the House has offered to expectant parents, there is a risk that we may be seen to be presuming the will of Parliament. The financial support that we offer may not align with what party Whips permit in terms of time off. On the other hand, this may be an opportunity to show leadership and to set a standard, through our limited remit, for family friendly policies.

20. In 2017, Harriet Harman proposed that women MPs be entitled to a period of up to 6 months leave on full pay after they've had a baby (similar to that offered in the UK Civil Service) and that an MP would nominate someone in the constituency to represent the constituency during the 6 months, such as a local councillor who would be paid. We offered our support for this if it was approved by the House.
21. More recently, Dr Creasy has asked for locum cover and a formal recognition of parental leave. She has stated that financial support for a locum should be automatically offered and published in a similar way to security and disability funding, i.e. as an overall sum that is not attributable to individual MPs.
22. 

23. All of these proposals (and the options set out below) advocate a form of cover for an MP's role whilst they are on leave. IPSA's remit allows us to pay MPs' staff to support MPs in carrying out their Parliamentary functions but not to perform any party political or campaigning activity. Only Parliament can agree a proxy role for an elected representative, as they have done for voting. Any cover that is funded by IPSA will need to respect the constitutional boundaries together with our statutory remit. In practice, this is unlikely to be an issue for most activities that an MP wants covered but we will need to ensure that the current rules for MPs' staff extend to staff cover for parental leave.
24. Annex 3 shows a table showing how other national Parliaments recognise parental leave. There are a range of responses, from little or no recognition such as in Canada to up to 12 months paid leave. There is no formal recognition in Scotland or Wales and any informal arrangements are made between the individual and their party.
25. It is clear that whatever option the Board chooses to take in respect of support for parents, there will remain a number of complex issues to be addressed that cannot be solved by IPSA regarding the working environment at Parliament, the demands of being an MP and the particular context of each constituency that will shape how long an MP feels able to take off and what cover they will need. This discussion is taking place within the wider context of the Cox report and the White report that shine a spotlight on the culture and working environment at Parliament and MPs' behaviour in particular.

Options

26. As part of a wider commitment to diversity, the Board could choose to commission a diversity and equality audit of IPSA. This was recommended in the Good Parliament Report which suggested that gendered assumptions underpin the Scheme which make it problematic for parents, women and MPs without independent financial means. The report suggested diversity sensitive principles set out in Annexe 3 that should inform a review of the Scheme.

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When we made changes to the Scheme in 2016/17, we undertook an equality impact assessment and concluded that the Scheme did not have a negative impact related to the protected characteristics of MPs, their staff and their families. In several areas, we noted a likely positive impact of the changes to the rules around support for families.

27. We judge that the equality impact assessment meets the recommendation in the Good Parliament Report but the Board wish to undertake a wider independent review of the Scheme and the way that IPSA works. This could signal a serious commitment to diversity and would follow Parliament's approach in undertaking the recent Gender Sensitive Parliamentary Audit but it may also indicate that we think we have a problem in the way we support MPs.

Does the Board wish to undertake a diversity and equality audit?

28. In respect of the options to address Dr Creasy's concerns, we propose four options for the Board to consider.
29. **Option 1:** Do nothing. Currently MPs receive full pay and can apply via contingency for cover whilst on parental leave. This provides the financial support to MPs taking leave need and requires no changes to the Scheme. The disadvantages to this option are that there is no explicit recognition of parental leave and we could remain open to criticism that we are not providing sufficient support to MPs. It does not meet Dr Creasy's point that there should be an automatic entitlement to cover without an application process or a requirement to provide some information about the money being requested. There is a question as to whether it is appropriate for MPs to apply to contingency in these circumstances. It is an ad hoc approach that relies on MPs knowing that they can apply and/or taking the initiative to apply. We could mitigate this by increased communication. It doesn't fully implement the Good Parliament recommendation.
30. **Option 2:** Streamline the contingency process for parental leave. We have offered a single point of contact so that we can provide support to MPs and have informed all MPs through their parties. This would have the same advantages and disadvantages as above but with the additional advantage of a better user experience for MPs.
31. **Option 3:** Apply statutory parental leave to MPs. This would mean a change to the Scheme to apply statutory parental leave, meaning that MPs would receive same payment and leave as regular employees. The advantage would be that MPs would be treated the same as citizens who are employees. The disadvantages are that this change would require primary legislation to take away the current more generous provision of full salary. Aside from the practical difficulties in seeking primary legislation, it is highly unlikely that MPs would vote for a reduction in their salary and it would likely be seen by as an attack by IPSA on MPs that would jeopardise stakeholder relationships across all areas of IPSA's work. It could result in different payments depending on length of time an MP held office and it is likely that the statutory provisions would require amendment to ensure that they were properly tailored to the role of MP. We would also need to provide a route for staff cover whether through contingency or through a mechanism via option 4. We do not recommend this option.
32. **Option 4:** Introduce a parental and adoption leave fund for all MPs. MPs would continue to receive their full salary and, when IPSA is notified of a forthcoming baby, they would be given access to a specific budget to employ staff to cover their absence from office for a specified period of time either up to 6 months to match the time period in the proxy voting pilot, or longer if the Board chooses. The advantage of this option is that there is explicit recognition

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of the need for parental leave and a budget that could be appropriately tailored to this. We would recommend that there is still an application process, not to determine eligibility, but to recognise that each MP will want to choose an appropriate amount of cover for their office. We would also want assurance that the member of staff is employed to do work that complies with one of the job descriptions published by IPSA and that the staff member's salary is within the relevant pay range. The disadvantages to this option are that there is a risk that this change may be seen to be out of alignment with the House and political parties who have chosen not to formally recognise parental leave. We would recommend aligning this option closely with the proxy voting pilot in order to respect the constitutional boundaries and the align our support with changes that Parliament itself has introduced.

33. This option may be criticised by the public as being more advantageous than statutory provisions. If the Board favours this option we will need to follow up with more detailed work. It will require consultation before we can make any changes to the Scheme.

Which option does the Board favour?

34. With regard to all options, there is a further question about how we publish funding provided for parental leave cover. In line with our current publication policy, contingency applications are published like this:

Contingency amount applied for	Type of request	Contingency amount granted
£X	Uplift to Staffing budget	£X

35. The amount also shows as a spend against the staffing budget. There is an option to make specific mention of the cover as relating to parental leave, although we will need to consider relevant data protection requirements if we choose to do this. An alternative option is to treat cover for parental leave as more akin to disability or security funding and publish it in aggregate only.
36. If we publish parental leave as a spend by an individual MP, it has the benefit of transparency as well as an explicit recognition of parental leave. This could be seen as signalling our support for cover for parental leave as a legitimate business cost. However, many MPs are likely to be reluctant to have any additional spending published against their name as it can leave them open to criticism of being a high spending MP.
37. If we publish parental leave in aggregate, there is a reduction in transparency to the public. It would go some way in protecting individuals' privacy and it would meet data protection requirements. It may potentially provide protection from criticism for spending that appeared higher than other MPs.

What is the Board's view on how we publish contingency applications for parental leave?

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38. The financial impact will be dependent on the option the Board chooses but there is likely to be an increased call upon the contingency to support parental leave. There have been 24 babies born to women MPs since 2010, so there is unlikely to be a significant additional cost. If we assume that there may be three applications a year, the cost is likely to be around £150,000 per year.

Operational impact assessment

39. There is unlikely to be a significant operational impact for any of the options, although some changes will be needed to the processes we currently employ.

Presentational impact assessment

40. This is a sensitive area, where an MP has chosen to share deeply personal stories about her fertility. There are other strongly held views and interest. IPSA has already been damaged by the effective campaign run against us by Dr Creasy. Although we have been able to reassure senior stakeholders that we are supportive of parental leave, we have not done so with the public. Whichever option the Board chooses, we will need to engage sensitively with MPs, explain our position clearly and build support across the political parties. We will also need to engage with senior House staff. We do not have the resources that would be needed to engage directly with the public but we could choose to say more on our website, on social media and in blogs or any public speaking events with existing stakeholders.
41. If the Board chooses options 1 or 2, we will engage with MPs to explain that we can support new parents financially without making significant changes to the current Scheme. This is likely to prove popular with those MPs who have expressed concerns that a public consultation will open them up to public criticism that MPs already have more generous provision than the statutory leave provisions. However, it may prove difficult to counter the public view that IPSA does not adequately support MPs, given the effective campaign run by Dr Creasy and her call for action.
42. We do not recommend option 3 and it would be difficult to engage constructively with MPs on this option. It might meet the approval of sections of the public but it is likely to cause long lasting damage to stakeholder relationships.
43. If the Board chooses option 4, we will engage with MPs prior to any consultation as well as during it to try to mitigate the concerns raised by MPs about a public consultation. A consultation on the proposed changes would be transparent and provide an explanation to interested members of the public and other organisations of our approach and commitment to supporting family life for MPs. It is possible that we may need to consult on changes to the Scheme in relation to security, office standards and the staffing budget review, so changes to parental leave could form part of a package of changes.
44. Regardless of the option chosen, we suggest that we invite Dr Creasy, as well as [REDACTED] and perhaps other MPs, to a meeting where we could explain the rationale behind the Board's decision and discuss next steps with them. This may help to prevent a continuation of her campaign by Dr Creasy and allow her (and others) to hear a range of views from MPs.
45. The Board is asked for their view and a decision on the options.

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**Vicky Fox
10 July 2019**

Annex 1 Recommendations on 'parental leave' arrangements for MPs from pp 20-21 of The Good Parliament report, Professor Sarah Childs, 20th July 2016:

**Commons Reference Group on Representation and Inclusion
Recommendation 12
(Short Term)**

Produce a House Statement on maternity, paternity, parental, adoption and caring leave. All parties represented in the Commons would be expected to sign up to this

There is, as previously noted, a sizeable 'motherhood gap' in Parliament, with fewer women MPs having children relative both to male MPs, to women in comparable professions, and to women more widely in society. Some 45 percent of women MPs do not have children compared to only 28 percent of male Members.¹²⁶

Arrangements regarding maternity, paternity, parental, adoption, and caring leave for Members are informal and operate at the party level. This no doubt results from the historic maleness of the House. Yet, to become a truly inclusive institution the House of Commons must accommodate and facilitate both the pregnant woman Member and co-parenting and caring MP. Table 3 (below) shows how parliaments commonly respond to maternity, paternity, and parental leave.¹²⁷ It reveals that provision for maternity leave is, in the majority of parliaments, the same as the national law, although more than one quarter makes no provision. Paternity and Parental leave fare less well, suggesting that the father MP is rarely recognised.

In directly addressing the question of MPs with parenting and caring responsibilities, the Reference Group would importantly be responding to contemporary concerns amongst women MPs from across the floor of the House, notably identified in the 2014 Women in Parliament APPG Report.¹²⁸ Following a consultation period,¹³⁰ clear recommendations should be made by the Reference Group to the Administration Committee.¹³¹ For the period of leave, the MP might choose to:

- i. Vote remotely (i.e. off the Parliamentary Estate)¹³²**
- ii. Appoint a proxy from amongst fellow party MPs to vote and otherwise act for them in respect of tabling questions, amendments, etc. in Parliament¹³³**
- iii. Be formally and transparently 'paired' so that any absence from Parliament does not affect the balance of party representation in divisions¹³⁴**

In considering these options the Reference Group should look to the, albeit limited, best practice in other parliaments,¹³⁵ as well as external institutions, and work with IPSA to deliver an appropriate scheme. A working principle should be that MPs should have flexibility in how they balance their caring,¹³⁶ legislative, and constituency duties.

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Annex 2 – Maternity and Paternity Leave Arrangements in other Parliaments from the Good Parliament Report, Professor Sarah Childs July 2016

Table 7: Maternity and Paternity Leave Arrangements

Country	Maternity Leave
1. Australia	A motion to grant leave of absence does not require notice, states the cause and period of leave, and has priority over all other business. A Member who has been granted leave of absence by the House is excused from the Service of the House or any Committee
2. Canada	No formal process of either maternity or paternity leave
3. Denmark	An MP (male and female) may request up to 12 months paid leave (pregnancy, childbirth, adoption). Formally it is up to whole Parliament to grant leave – it is put on the agenda for plenary sitting; in practice it is always granted. An MP writes to the Speaker via the Legal Services office.
4. Finland	According to section 48 of the Parliament's rules of Procedure a record of absence from a plenary session (illness, maternity, paternity or parental leave) shall be entered into the minutes of the plenary session. MPs receive full remuneration during maternal or paternal leave.
5. Germany	Members who are unable to be present on days when the Bundestag is sitting, or to attend recorded votes, notify the President of the Bundestag in writing. The reasons are not examined. ... While the law provides for deductions to be made from Members' monthly expense allowance in the event of their absence... no deductions are made if the absence is due to pregnancy, if it falls during the period of maternity protection, or if it is for the purpose of caring for an ill child under the age of 14.
6. New Zealand	There is a provision for members to apply to the Speaker for extended periods of leave, and this can be used for what would effectively be maternity or paternity leave. Members would receive their full salary while on this leave. In New Zealand MPs are not employees, and are therefore not subject to the provisions of the Parental Leave and Employment Protection Act 1987.
7. Scotland	There is no access to maternity or paternity leave for members; policies will be set by the individual parties
8. Spain	<p>According with the Standing Orders of the Congress of Deputies. Section 82 (modified by the Plenary Sitting on July 21th, 2011) Voting may be:</p> <ul style="list-style-type: none"> i) By assent to the Speaker's proposal. ii) Ordinary. iii) Public, by roll call. iv) Secret <p>2. In the event of pregnancy, maternity, paternity or serious sickness preventing a Member of Parliament from carrying out his or her functions and considered sufficiently justified taking into account the special circumstances, the Bureau may authorise in a motivated document the Member to cast his or her vote through the telematics procedure with identity verification, in plenary sessions, in a voting, that cannot be subject to fragmentation or modification, and which will be foreseeable in respect to the manner and moment when it will take place. For such purpose, the Member will issue the due application by means of a document addressed to the Bureau, which will inform him or her of its decision, specifying, if necessary, the voting and time period he or she will be allowed to cast the vote through this procedure. The vote casted through this procedure will have to be personally verified by means of a system established to this end by the Bureau and held by the Presidency of the Chamber prior to the beginning of the voting.</p>
9. Sweden	<p>The same rules for parental leave are applicable to MPs as for the general public. The MP applies for parental leave also from Parliament; the application has to be approved by the Speaker.</p> <p>(Parental allowance of 450 days, of 390 compensated at 80 percent wage, and 90 days with minimum wage. 60 of the 390 are the 'daddy quota'. Father is entitled to parental allowance of 10 days in connection of the birth at 90 percent of wage. Temporal parental allowance for care of sick children is 120 days per child and year (Freidervall undated, 33)).</p>
10. Wales	There is no formal process; arrangements are made between the individual member and their parties. Some members have used 'pairing' arrangements via the party whips for one-off appointments.

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Annex 3 Diversity Sensitive Principles and MPs' Business Costs and Expenses from page 18 of the Good Parliament Report, Professor Sarah Childs July 2016

The expenses and pay regime for MPs should neither explicitly nor implicitly discriminate against certain groups of people. This is for reasons of equality and fairness, but also because to do so would likely negatively impact the supply pool of candidates seeking election. Given the difficulty of determining this relationship, the precautionary principle should come into play

Any expenses and pay regime for MPs should be explicitly designed to facilitate the effective work of an MP at both Westminster and in the constituency
Within this overarching commitment to the 'effective' MP, MPs' resilience, and that of their family, should be central

IPSA should always act to ensure the retention of a diversity of MPs; where issues of retention are identified, measures should be implemented to directly address these
MPs' experiences of housing, travel and security are likely mediated by their gender and other identities, not least ethnicity, disability and sexuality, as well as their family situations

MPs should not feel obliged to supplement their pay and expenses costs with their own private income; being an MP should be affordable by people from across socioeconomic backgrounds

IPSA should be cognisant of the media context within MPs live and work; and recognise that some groups of MPs, such as women, LGBTQ or BME MPs, might receive more hostile coverage; and that some groups of MPs may be more concerned about the possible impact of the media on their families

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Annex 4

Recent Correspondence on Parental Leave

- Letter from Dr Stella Creasy to Vicky Fox – 20/06/19
- Letter from [REDACTED] MP copying her letter to [REDACTED] MP to Ruth Evans and Marcial Boo – 20/06/19
- Letter from Lord Kennedy of Southwark, Jim McMahon MP, and Anna Turley MP to the Board and CEO on behalf of the Co-operative Party – 24/06/19
- Email exchange between [REDACTED] and Marcial Boo – 24/06/19
- Letter from Rt Hon Anna Soubry MP to Marcial Boo on behalf of The Independent Group for Change – 25/06/19
- Open Letter from campaign group 'Pregnant Then Screwed' to the Board – 25/06/19
- Letter from The Speaker to Ruth Evans – 26/06/19
- Letter from [REDACTED] to Ruth Evans received 02/07/19 – dated 21/06/19

[REDACTED]

From: Ruth Evans
Sent: 18 June 2019 14:30
To: Marcial Boo
Cc: Richard Lloyd; Victoria Fox; [REDACTED]; [REDACTED]; Alastair Bridges
Subject: Re: Articles and tweets re maternity cover

Thank you, and [REDACTED] for getting back to me on this, and thanks to Richard too for his involvement. If anything further arises requiring a Board response, please contact me on [REDACTED]
[REDACTED] R

From: Marcial Boo <[REDACTED]@theipsa.org.uk>
Date: Tuesday 18 June 2019 at 12:52
To: ruth <[REDACTED]@theipsa.org.uk>
Cc: Richard Lloyd <[REDACTED]@theipsa.org.uk>, Vicky Fox <[REDACTED]@theipsa.org.uk>, [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>, Alastair Bridges <[REDACTED]@theipsa.org.uk>
Subject: RE: Articles and tweets re maternity cover

Thank you Ruth

I am about to meet directors and [REDACTED] to discuss this, so I can update you more fully shortly.

In the meantime:

- Yes, we are still waiting for the House to take further action in respect of their approach, and we have reiterated our willingness to play an active and supportive part;
- We have been actively briefing journalists, including the BBC and Sky, on the facts of what IPSA pays for, including that MPs do not get maternity pay because (unlike all women entitled to statutory provision) MPs are entitled to 100% of their pay throughout the time they choose to take off.
- We will discuss further press handling at our meeting shortly
- We have a meeting scheduled with Dr Creasy either later today or tomorrow (depending on her availability). Vicky, [REDACTED] and I will attend.

We have corresponded with Richard about handling too, and I will forward the emails that we had with him.

I will get back to you with further information and options shortly.

Marcial

From: Ruth Evans
Sent: 18 June 2019 10:46
To: Marcial Boo <[REDACTED]@theipsa.org.uk>
Cc: Richard Lloyd <[REDACTED]@theipsa.org.uk>
Subject: Articles and tweets re maternity cover

Marcial

Please could you update me today on IPSA's position on paying for maternity leave covers. I had understood that we were waiting for the House to come back to us on this, as we have already indicated to [REDACTED] (who we are meeting again) that we would be happy to look at paying proxies...

I would also like to know how we're dealing with this small storm in terms of media handling and combatting the adverse criticisms in the press; how you're responding to the Twitter feeds and whether you've been in touch with Stella Creasy.

Many thanks. Ruth

[REDACTED]

From: Ruth Evans
Sent: 20 June 2019 15:54
To: [REDACTED]; Richard Lloyd
Cc: Marcial Boo; [REDACTED]; Victoria Fox
Subject: Re: Chair's Letter to the Speaker and CEO's Letter to the Clerk of the House of Commons
Attachments: Rt Hon John Bercow MP.docx
Importance: High

Thank you. I have slightly amended the Chair's letter, attached. The CEO's letter remains unedited.

From: [REDACTED] <[REDACTED]>
Date: Thursday 20 June 2019 at 16:24
To: ruth <[REDACTED]@theipsa.org.uk>, Richard Lloyd <[REDACTED]@theipsa.org.uk>
Cc: Marcial Boo <[REDACTED]@theipsa.org.uk>, [REDACTED] <[REDACTED]>, Vicky Fox <[REDACTED]@theipsa.org.uk>
Subject: Chair's Letter to the Speaker and CEO's Letter to the Clerk of the House of Commons

Dear Ruth, Dear Richard,

Please find attached two letters.

Ruth, the first letter is addressed to the Speaker in your name. The other is from Marcial to the Clerk of the House.

Could you please let me know if you are content with these as we would like to send them as soon as possible?

Marcial will also send a copy of your letter to [REDACTED] to certain other MPs, including [REDACTED] and the Leader of the House for their awareness.

You will have an opportunity to follow up with them after next week's Board Meeting.

Many thanks,
Best wishes,

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

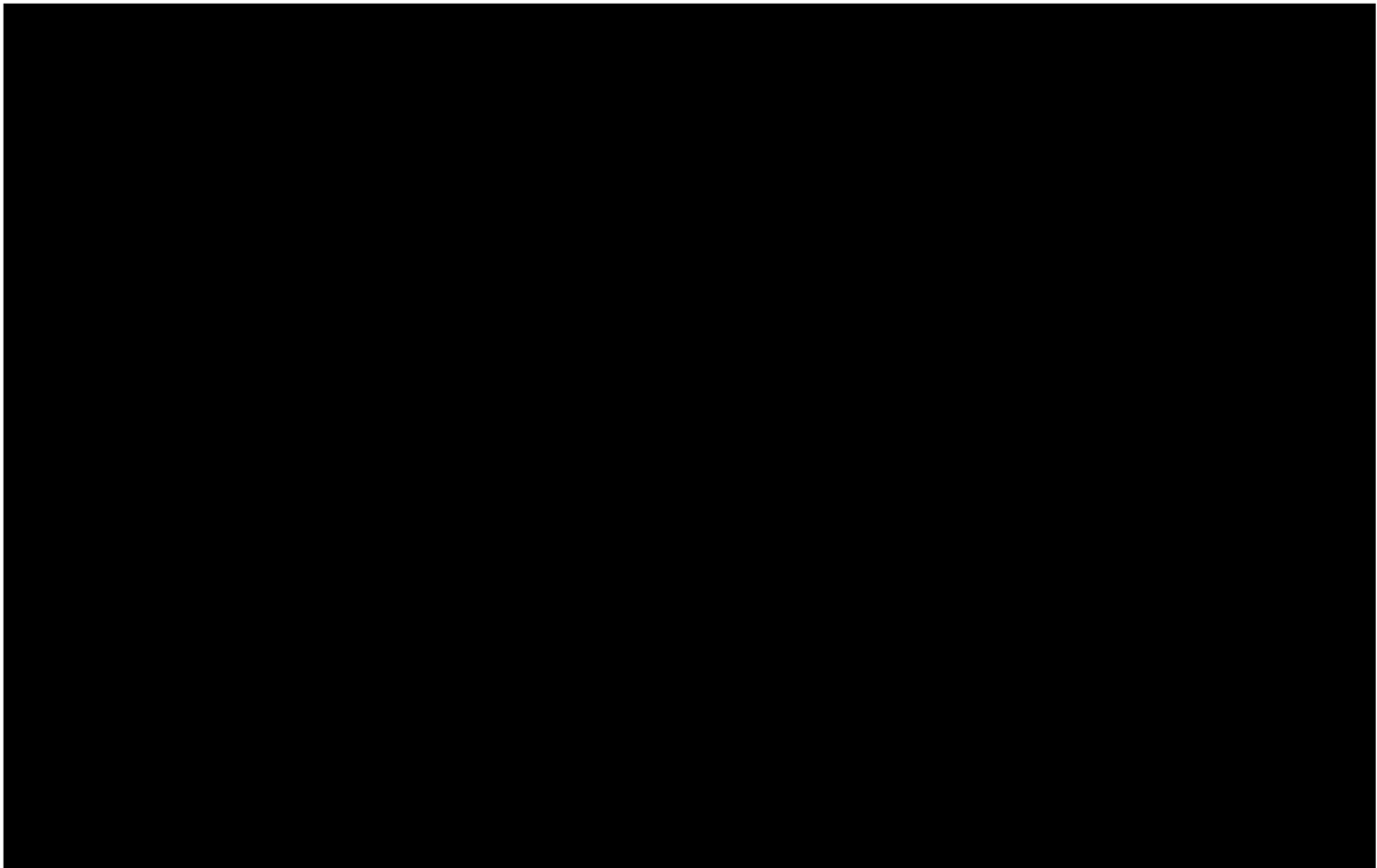
[REDACTED]

From: [REDACTED]
Sent: 20 June 2019 18:34
To: [REDACTED]
Subject: RE: Comms - CEO Report

Hi [REDACTED]

It looks like it is in read only mode so here are the changes below if you want to paste them in...

[REDACTED]



48. As discussed elsewhere, the coverage of Stella Creasy's complaints about IPSA attracted huge attention on social media. Partly as a result IPSA gained over 100 Twitter followers.

From: [REDACTED]
Sent: 20 June 2019 14:10
To: [REDACTED] <[REDACTED]>
Subject: Comms - CEO Report

Hi [REDACTED],

Have you had an opportunity to fill the gaps in the Communications part of the CEO Report?
Or are you writing new text based on the Stella Creasy coverage?

Best wishes,

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 19 June 2019 09:34
To: Victoria Fox
Cc: Marcial Boo
Subject: RE: Dr Stella Creasy MP briefing
Attachments: CEO-2017-123 - [REDACTED].pdf; DSC MP briefing.docx

Hi Vicky,

Please find attached.
Shall I add it to the briefing pack?
The briefing pack now includes information on maternity provisions.

Best wishes,
[REDACTED]

From: Victoria Fox
Sent: 19 June 2019 08:11
To: [REDACTED] <[REDACTED]>
Cc: Marcial Boo <[REDACTED]@theipsa.org.uk>
Subject: RE: Dr Stella Creasy MP briefing

Thanks [REDACTED]

Could you also see if we sent a follow up letter to [REDACTED]
[REDACTED]

Vicky

From: [REDACTED]
Sent: 18 June 2019 19:17
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Cc: Marcial Boo <[REDACTED]@theipsa.org.uk>
Subject: Re: Dr Stella Creasy MP briefing

Hi Vicky,

I have only been able to find information about process via this link:
<https://www.theipsa.org.uk/media/1951/d-family-leave-guidance.pdf>

I will email payroll asking for this info in advance of the meeting.

Best wishes,
[REDACTED]

On 18 Jun 2019, at 18:54, Victoria Fox <[REDACTED]@theipsa.org.uk> wrote:

[REDACTED]

Many thanks for pulling this together at speed.

Could you add in a description of the maternity provisions we offer to MPs' staff.

Thanks

Vicky

From: [REDACTED]

Sent: 18 June 2019 18:15

To: Marcial Boo; Victoria Fox

Subject: Dr Stella Creasy MP briefing

Hi Marcial, Hi Vicky,

I have attached a briefing for tomorrow's meeting with Dr Stella Creasy MP compiling summaries of recent payroll, operations, and contingency panel issues, as well as copies of recent correspondence.

I will print copies in advance of the meeting.

Many thanks,

Best wishes,

[REDACTED]

[REDACTED]

Executive Assistant & Board Support Officer

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[REDACTED]

[REDACTED] <[mailto:\[REDACTED\]](mailto:[REDACTED])>
www.theipsa.org.uk<<http://www.theipsa.org.uk/>>

[REDACTED]

From: Victoria Fox
Sent: 20 June 2019 17:35
To: Marcial Boo; [REDACTED]; [REDACTED]
Subject: RE: Draft letters to Maria Miller

Follow Up Flag: Follow up
Flag Status: Completed

Here's a suggested draft to send to Party Whips:

Dear X

In the light of the media comment this week following Dr Stella Creasy's article in the Guardian, I thought it might be helpful to share a letter that our Chair, Ruth Evans, has today sent to the Speaker, setting out our position in respect of parental leave for MPs.

The letter mentions that MPs can currently apply for additional funds if they need an extra member of staff whilst they take leave. This application should be made via the contingency application process which can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. IPSA's Director of Regulation and Insight, Vicky Fox, will be happy to speak to and advise any MPs considering making an application. If you know of any MPs to whom this might apply, please let them know that they can have a single point of contact in Vicky Fox.

Should you require any further information, please feel free to contact me.

Vicky

From: Marcial Boo
Sent: 20 June 2019 15:39
To: Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Subject: RE: Draft letters to Maria Miller

And here's a letter to Maria Miller MP in her role as Chair of the Women and Equalities Committee:

Dear Ms Miller,

In the light of the media comment this week following Dr Stella Creasy's article in the Guardian, I am copying you a letter that IPSA's Chair, Ruth Evans sent today to the Speaker on IPSA's support for MPs with parental responsibilities. As you will see, IPSA's Board is meeting next week, and again in early July, to discuss these issues. We would be keen to meet you and your colleagues to discuss these issues so that your views can inform IPSA's discussions.

Should you wish to arrange a meeting now or in the future, you are welcome to get in touch to arrange a convenient time.

Yours sincerely,

Marcial Boo

From: Marcial Boo

Sent: 20 June 2019 15:33

To: Victoria Fox <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Draft letters to [REDACTED] and Mel Stride

Thanks Vicky, cc: [REDACTED]

[REDACTED]

[REDACTED]

Yours sincerely,

Marcial Boo

[REDACTED]

[REDACTED] – can you put these on headed paper, subject to comments from others, which would be welcome.

Marcial

From: Victoria Fox

Sent: 20 June 2019 15:18

To: Marcial Boo <[REDACTED]>

Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: RE: Letter

Thanks, I removed the Commission.

[REDACTED]

From: [REDACTED]
Sent: 24 June 2019 10:09
To: Marcial Boo
Subject: RE: Email to Independents
Attachments: RE-2019-020 - The Speaker - SENT.pdf

Hi Marcial,

Emails below:

[REDACTED]@parliament.uk; [REDACTED]@parliament.uk; [REDACTED]@parliament.uk;
[REDACTED]@parliament.uk; [REDACTED]@parliament.uk; [REDACTED]@parliament.uk

Best wishes,
[REDACTED]

From: [REDACTED]
Sent: 24 June 2019 10:01
To: Marcial Boo [REDACTED]@theipsa.org.uk>
Subject: Email to [REDACTED]

Hi Marcial,

Would the email below work in terms of sharing Ruth's letter to the Speaker with the Independents who left Change UK?

"Dear all,

Please find below a note from Marcial Boo, Chief Executive of IPSA, and a copy of a letter sent to the Speaker by Ruth Evans, IPSA Chair, on the subject of parental leave.

"You may be aware of the media coverage this week regarding parental leave for MPs. In that context, I thought it might be helpful to share with you and your colleagues a letter that our Chair, Ruth Evans, has sent to the Speaker to set out IPSA's position, and how we wish to work supportively with MPs from across the House on this.

The Chair's letter mentions that MPs can already apply for additional funds if they need extra staff when they take parental leave, or indeed for other reasons such as recovery following surgery. An application can be made through our contingency process. Details can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. If your colleagues wish to discuss issues privately then IPSA's Director of Regulation and Insight, Vicky Fox, will be happy to advise any MPs considering making an application.

I am writing in parallel to senior MPs from other parties along similar lines.

Yours sincerely,

Marcial Boo"

Many thanks,
Best wishes,
[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)

2nd Floor

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London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

[REDACTED]

From: [REDACTED]
Sent: 19 June 2019 08:28
To: [REDACTED]
Subject: Re: IMPORTANT - maternity provisions

Hi [REDACTED]

That's great, thanks.
I found the guidance but not the addendum.

Thanks a lot for this!

Best wishes,
[REDACTED]

Sent from my iPhone

On 19 Jun 2019, at 07:56, [REDACTED] <[REDACTED]> wrote:

Hi Tom,
Please see a link to the addendum and guidance for family leave/pay.

<https://www.theipsa.org.uk/media/1982/addendum-family-leave.pdf>

<https://www.theipsa.org.uk/media/1951/d-family-leave-guidance.pdf>

Any questions please ask.

Thanks
[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 19:20
To: [REDACTED] <[REDACTED]>
Subject: IMPORTANT - maternity provisions

Hi [REDACTED]

Could you give me a description of the maternity provisions we offer to MPs' staff please? Marcial and Vicky would like this tomorrow morning in advance of their meeting with Stella Creasy MP at 11:00am.

Many thanks for this and sorry for emailing this evening!

Best wishes,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 26 June 2019 15:23
To: Ruth Evans
Cc: Marcial Boo; [REDACTED]; Victoria Fox; [REDACTED]; [REDACTED]
Subject: Letter for IPSA Chair: From John Bercow re. Parental leave and Stella Creasy - 26 June 2019
Attachments: John Bercow - Speaker re. Parental leave and support for Stella Creasy - 26 June 2019.pdf

Hi Ruth,

Please find a letter from John Bercow attached.

This letter has been added to a log of communications received in response to Stella Creasy's concerns and will be responded to on your behalf – FYI only.

Thanks and cheerio,
[REDACTED]



[REDACTED] Westminster London SW1A 0AA

IPSA
26 JUN 2019

June 2019

Dear Ruth,

Many thanks for your letter of 20 June on the matter of parental leave for MPs.

I am pleased to hear that IPSA's Board is meeting soon and is likely to discuss parental leave for MPs.

This is an issue which the House may wish to discuss further, and I am sure that there will be opportunities for this should colleagues wish to do so.

I would be grateful if you could provide me with an update on your discussions on this matter in due course.

[REDACTED]

[Signature]
 Rt Hon John Bercow MP

[REDACTED]

Ruth Evans
Chair, IPSA
2nd Floor, 85 Strand
London, WC2R 0DW

[REDACTED]

From: [REDACTED]
Sent: 17 June 2019 20:33
To: IPSA SMT
Cc: Regulation and Insight; Communications; [REDACTED]
Subject: Maternity and MPs

All

This article has appeared with comments from Stella Creasy:

<https://www.theguardian.com/politics/2019/jun/17/stella-creasy-mps-standards-authority-does-not-recognise-maternity-leave>

I have not responded directly, but I have spoken to a BBC researcher to explain the salary situation for Members of Parliament who take maternity or paternity leave.

A feature on Radio 4's Today programme is possible tomorrow.

[REDACTED]

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 15:08
To: Ruth Evans; Richard Lloyd; Jenny Willott; Sir Robert Owen; Will Lifford
Cc: [REDACTED]; [REDACTED]; Victoria Fox; [REDACTED]
Subject: Advice on parental leave

Dear Board members,

This is to let you know how we propose to address with the Board the issue of parental leave that arose in the public domain last week.

You will have noticed that there are no papers on this in your Board pack. This is because they papers were finalised at the beginning of last week at the same time as Dr Creasy raised the issue in her Guardian article. We met Dr Creasy on Wednesday and spoke to [REDACTED] on Friday. Vicky and [REDACTED] have been considering the options and taking advice. They are drafting a Board paper now which will be ready for uploading next week and for discussing formally with the Board at your meeting in a fortnight. Appended to the Board paper will be correspondence from MPs, including two today. I expect there to be others that the Board will want to consider too.

In the meantime, we propose to update the Board orally on Thursday, including on the meeting that Ruth and I are having with [REDACTED] tomorrow, and take an initial steer from you on an approach we might choose to take. We can then quickly follow up on any Board queries and include answers if we can in the Board paper we send you next week.

I hope this approach is OK

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 10:41
To: [REDACTED]@parliament.uk
Cc: [REDACTED]; Victoria Fox
Subject: Letter from IPSA's Chair on MPs' parental leave
Attachments: RE-2019-020 - The Speaker - SENT.pdf

Dear Ms Smith,

You may be aware of the media coverage last week regarding parental leave for MPs. In that context, I thought it might be helpful to share with you a letter that our Chair, Ruth Evans, has sent to the Speaker to set out IPSA's position, and how we wish to work supportively with MPs from across the House on this.

The Chair's letter mentions that MPs can already apply for additional funds if they need extra staff when they take parental leave, or indeed for other reasons such as recovery following surgery. An application can be made through our contingency process. Details can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. If MPs wish to discuss issues privately, then IPSA's Director of Regulation and Insight, Vicky Fox, copied, will be happy to advise any MPs considering making an application.

I have written to senior MPs in each political party along similar lines and asked them to pass this information to their colleagues. I am emailing this to you so that you also have access to this information. Please feel free to contact me or Vicky if you wish to discuss.

Kind regards,

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 10:36
To: [REDACTED]@parliament.uk
Cc: [REDACTED] Victoria Fox
Subject: Letter from IPSA's Chair on MPs' parental leave
Attachments: RE-2019-020 - The Speaker - SENT.pdf

Dear Dr Wollaston,

You may be aware of the media coverage last week regarding parental leave for MPs. In that context, I thought it might be helpful to share with you a letter that our Chair, Ruth Evans, has sent to the Speaker to set out IPSA's position, and how we wish to work supportively with MPs from across the House on this.

The Chair's letter mentions that MPs can already apply for additional funds if they need extra staff when they take parental leave, or indeed for other reasons such as recovery following surgery. An application can be made through our contingency process. Details can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. If MPs wish to discuss issues privately, then IPSA's Director of Regulation and Insight, Vicky Fox, copied, will be happy to advise any MPs considering making an application.

I have written to senior MPs in each political party along similar lines and asked them to pass this information to their colleagues. I am emailing this to you so that you also have access to this information. Please feel free to contact me or Vicky if you wish to discuss.

Kind regards,

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 10:14
To: [REDACTED]@parliament.uk
Cc: [REDACTED]; Victoria Fox
Subject: Letter from IPSA's Chair on MPs' parental leave
Attachments: RE-2019-020 - [REDACTED] SENT.pdf

Dear Mrs Allen,

You may be aware of the media coverage last week regarding parental leave for MPs. In that context, I thought it might be helpful to share with you a letter that our Chair, Ruth Evans, has sent to the Speaker to set out IPSA's position, and how we wish to work supportively with MPs from across the House on this.

The Chair's letter mentions that MPs can already apply for additional funds if they need extra staff when they take parental leave, or indeed for other reasons such as recovery following surgery. An application can be made through our contingency process. Details can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. If MPs wish to discuss issues privately then IPSA's Director of Regulation and Insight, Vicky Fox, copied, will be happy to advise any MPs considering making an application.

I have written to senior MPs in each political party along similar lines and asked them to pass this information to their colleagues. I am emailing this to you so that you also have access to this information. Please feel free to contact me or Vicky if you wish to discuss.

Kind regards,

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 10:34
To: [REDACTED]@parliament.uk
Cc: [REDACTED] Victoria Fox
Subject: Letter from IPSA's Chair on MPs' parental leave
Attachments: RE-2019-020 - The Speaker - SENT.pdf

Dear Ms Berger,

You may be aware of the media coverage last week regarding parental leave for MPs. In that context, I thought it might be helpful to share with you a letter that our Chair, Ruth Evans, has sent to the Speaker to set out IPSA's position, and how we wish to work supportively with MPs from across the House on this.

The Chair's letter mentions that MPs can already apply for additional funds if they need extra staff when they take parental leave, or indeed for other reasons such as recovery following surgery. An application can be made through our contingency process. Details can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. If MPs wish to discuss issues privately then IPSA's Director of Regulation and Insight, Vicky Fox, copied, will be happy to advise any MPs considering making an application.

I have written to senior MPs in each political party along similar lines and asked them to pass this information to their colleagues. I am emailing this to you so that you also have access to this information. Please feel free to contact me or Vicky if you wish to discuss.

Kind regards,

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 24 June 2019 10:37
To: [REDACTED]@parliament.uk
Cc: Victoria Fox; [REDACTED]
Subject: Letter from IPSA's Chair on MPs' parental leave
Attachments: RE-2019-020 - [REDACTED] SENT.pdf

Dear Mr Boles,

You may be aware of the media coverage last week regarding parental leave for MPs. In that context, I thought it might be helpful to share with you a letter that our Chair, Ruth Evans, has sent to the Speaker to set out IPSA's position, and how we wish to work supportively with MPs from across the House on this.

The Chair's letter mentions that MPs can already apply for additional funds if they need extra staff when they take parental leave, or indeed for other reasons such as recovery following surgery. An application can be made through our contingency process. Details can be found here: <https://www.theipsa.org.uk/ipsa-for-mps/forms-calculators-tools/>. If MPs wish to discuss issues privately, then IPSA's Director of Regulation and Insight, Vicky Fox, copied, will be happy to advise any MPs considering making an application.

I have written to senior MPs in each political party along similar lines and asked them to pass this information to their colleagues. I am emailing this to you so that you also have access to this information. Please feel free to contact me or Vicky if you wish to discuss.

Kind regards,

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

020 7811 [REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

From: [REDACTED]
Sent: 26 June 2019 10:56
To: IPSA Directors; [REDACTED]; [REDACTED]; [REDACTED]
Subject: Meeting Summary - [REDACTED] - 25/06/19

Hi all,

Please find below a summary of the meeting with [REDACTED], which I will also add to CRM.

IPSA Staff in attendance: Marcial Boo, Vicky Fox, [REDACTED]
Tone of meeting: Constructive and friendly

Parental Leave:

- [REDACTED] informed the room that [REDACTED] has had meetings with the [REDACTED] and the **House of Commons Commission**. Concerning the latter, [REDACTED] noted that [REDACTED] VF responded that this was an interesting development and feeds into a wider uncertainty about the **ownership of this issue** and the recommendations of the **Good Parliament Report**. VF's understanding was that the Good Parliament report was explicit that these matters lied with the House of Commons Commission or the House more generally.
- [REDACTED] admitted that a number of colleagues would rather **changes be made to IPSA's rules 'behind the scenes'** and through modifying existing arrangements, **rather than through a consultation**. [REDACTED] had concerns about the **cost of a consultation, its length, and the risk of a public/media backlash** to more money granted to MPs on top of full pay. [REDACTED] was aware that MPs were in a 'lucky' position to be their own boss compared to **statutory provisions for most employees**.
- [REDACTED] updated the room on the date of the **next House of Commons Commission meeting: July 15** and stated that it would be helpful to have a debrief regarding the outcome of the Board's discussion and decision following June and July's meetings. It was agreed that it would be useful for IPSA to be aware of these meeting dates.
- **ACTION:** [REDACTED] to check to see if these dates are publicly available or contact the relevant Parliamentary officials
- Turning to the **contingency mechanism**, [REDACTED] stated that a number of colleagues were uneasy with this process as it may bring back **memories of unsuccessful previous applications**. MPs may therefore be instinctively deterred from applying if their previous experiences have been of rejection. [REDACTED] suggested that a **name change** might be appropriate, but should be done with caution given the legal implications of seemingly obvious alternative names e.g. 'parental leave'.
- [REDACTED] understood but did not support the argument that MPs with **budget headroom** should fund certain items from there, rather than seeking contingency funding. [REDACTED] said there was a balance between an MP's duty not to overspend their budgets and IPSA's duty to account for public funds.
- MB and VF stressed that they wanted MPs to feel able to make a contingency application for maternity cover, either through the **usual route or contacting Vicky directly**. Both also clarified that the **additional information** sought from Dr Creasy was to gain a proper understanding of how the money would be spent in order to a) ensure that it is the **right amount to support the MP** (taking into account NIC/pension factors) as well as b) to **account for public money**.
- Looking to the longer-term, MB and VF said that they would consider the **proper future framework for this funding, subject to the approval of the proxy voting pilot** by the Procedure Committee and **subject to the Board's decision**. Questions were raised as to whether to continue with the **contingency process** (which some MPs dislike, but would not involve consultation) or to have a **separate funding pot** (which avoids the contingency stigma and the issue of using budget headroom, but would require consultation) The idea of having a **sum automatically triggered when the MP notifies the Speaker that they require proxy voting for parental leave** was mooted. The sum could cover the same length of time as the proxy voting. VF cautioned that the **link between the parental cover uplift and the proxy voting should not be too tight**, as this may cause complications if, for example, the MP decides to return to cast a particularly important vote in

person. VF also highlighted the **importance of timing**, as notification very close to the birth date may not allow for office/budget reorganisation in time. [REDACTED] liked this idea of the sum being triggered by the request to the Speaker. MB and VF noted that important details, such as the **determination of the sum granted**, would need to be carefully considered by IPSA. [REDACTED] was concerned if sums granted to MPs differed, as it may require the explanations that Dr Creasy referred to as 'humiliating'. All agreed that much also depended on the **attitude of the Whips**.

- [REDACTED] asked for some lines to take with [REDACTED] colleagues about the meeting with IPSA and IPSA's position – **ACTION:** Vicky to prepare some lines to send to [REDACTED]
- [REDACTED] was also keen to learn the outcome of the Board's discussions and decision – **ACTION:** Marcial/Ruth to inform [REDACTED] of this outcome before the next House of Commons Commission meeting
- [REDACTED] was generally pleased with the meeting, agreed to pass on the message that colleagues could contact IPSA's Executive if they have issues, and stated that she did not agree with Dr Creasy's approach to highlighting this issue.

Best wishes,

[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)

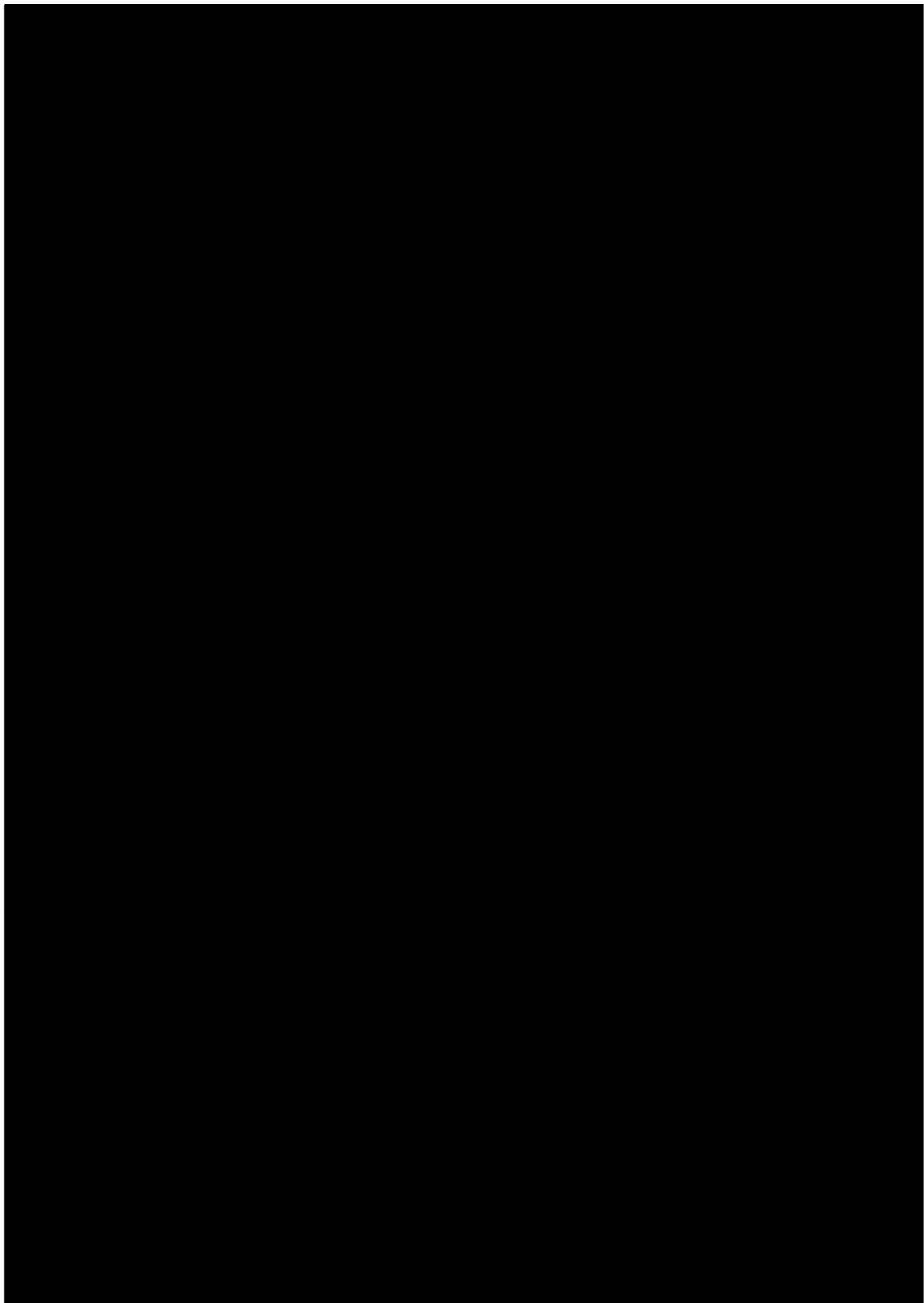
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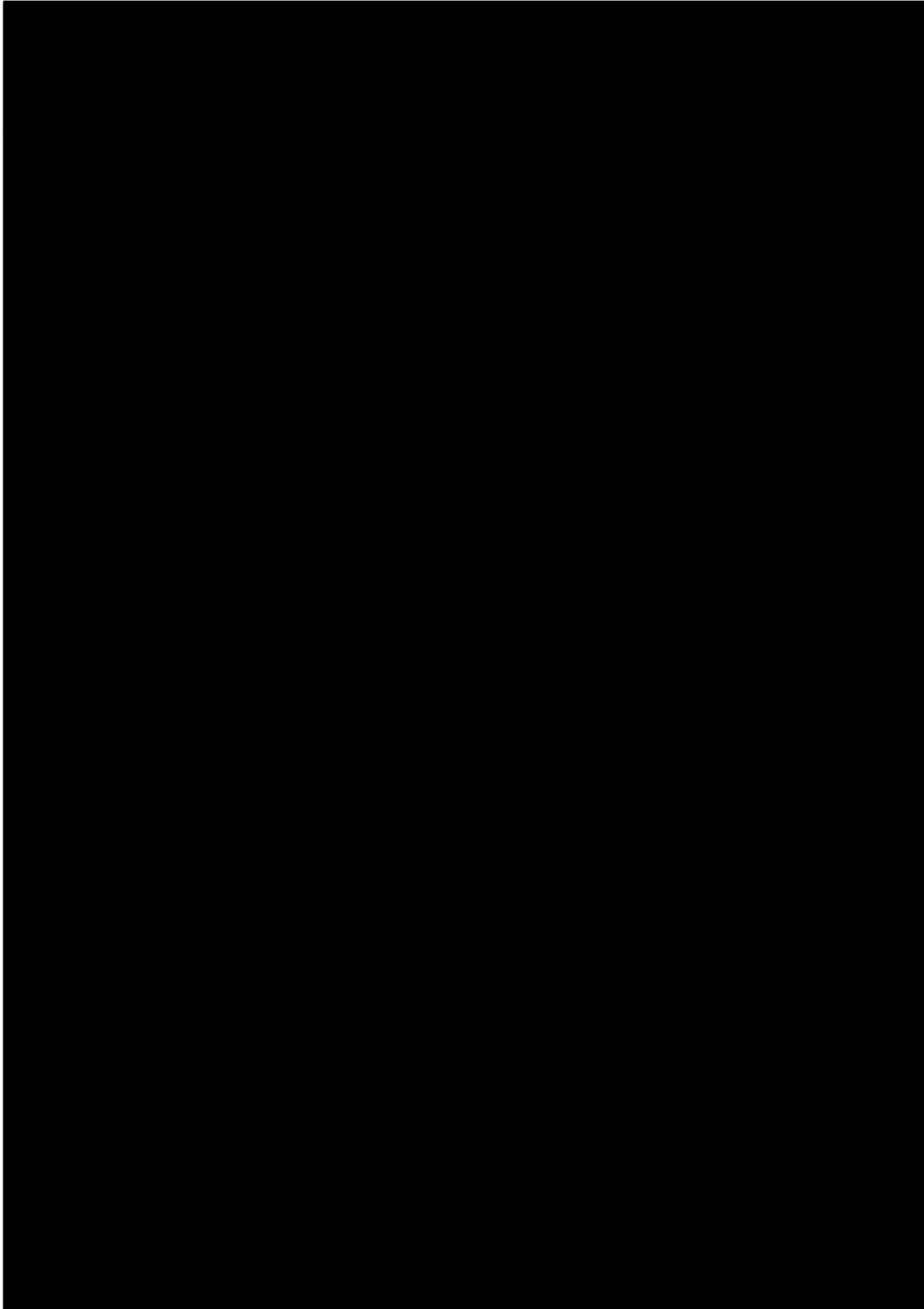
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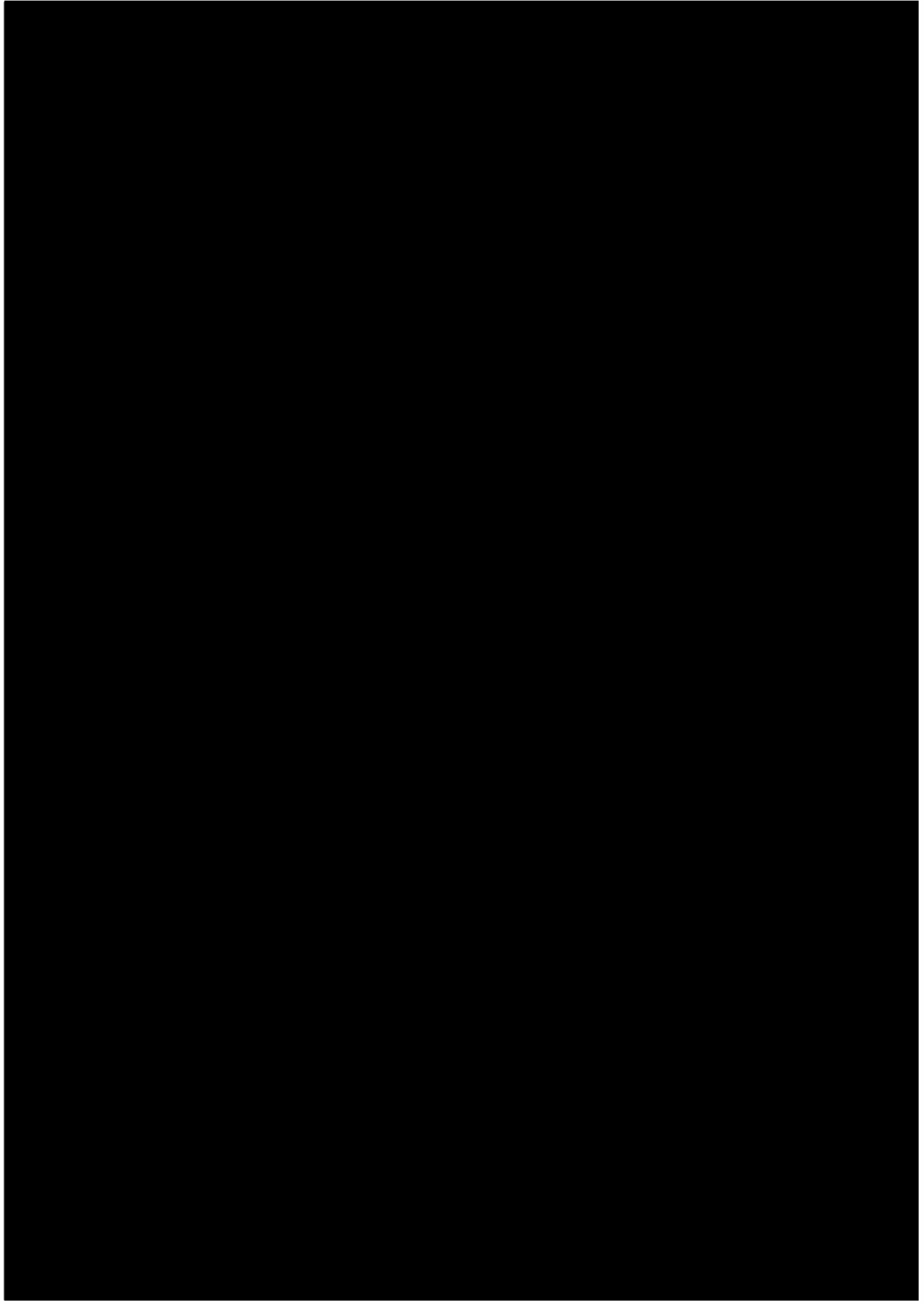
London WC2R 0DW

[REDACTED]
[REDACTED]@theipsa.org.uk

www.theipsa.org.uk







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Stella Creasy MP

Working For Walthamstow



© Nicola Tee

Vicky Fox
Independent Parliamentary Standards Authority
2nd Floor, 85 Strand,
London WC2R 0DW

20 June 2019

Dear Vicky,

Thank you for your letter of the 18th June which confirms that my application for additional staffing to cover my maternity leave has been accepted in principle and for meeting with myself and my trade union representative yesterday to discuss the responsibility of IPSA to provide funding to enable MPs to take maternity and paternity leave.

You will also be aware from our discussion and my public statements that I am extremely concerned that there is no system in place whereby an MP taking maternity or paternity leave can be assured that his or her non-parliamentary work can continue in their absence. Without proper funding for someone to undertake tasks in the absence of an MP on maternity or paternity leave, there is a risk that taxpayers will not receive the service to which they are entitled to from MPs due to the lack of cover available for constituency duties.

Despite agreement in 2017 by the Chair of IPSA that providing an 'uplift' to MPs' budgets to enable maternity leave might be 'appropriate', it is unclear that this proposal was progressed further and given the priority it required. This has led to the current system whereby the maternity leave for MPs is not acknowledged or accounted for, or any similar provision made for paternity leave. This therefore embeds discrimination against women and indeed parents into the treatment of representatives. This form of discrimination against women is recognised and guarded against in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Article 11 of which requires States to *"take all appropriate measures to eliminate discrimination against women in the field of employment,"* including the introduction of appropriate maternity leave with pay, and the provision of necessary supports to enable parents to combine family obligations with work responsibilities and participation in public life. The UN Committee which monitors compliance with CEDAW has made clear that failing to provide appropriate maternity leave schemes for self-employed women which takes account of new and different kinds of employment relationship is a direct form of gender discrimination and violates Article 11. Indeed it is arguable that the absence of such a scheme risks violating female MPs' right to family life, protected by Article 8 of the European

Convention on Human Rights, as well as acting as a clear restriction for those women considering a political career in public life.

The embedding of this form of discrimination within the treatment of MPs is likely to be a deterrent to diversity in representation, raising additional concerns under CEDAW, Article 7, which requires States to *"take all appropriate measures to eliminate discrimination against women in the political and public life of the country."*

It was welcome that in our meeting yesterday you accepted this situation needs to change, not just for me but for all MPs, and as a matter of urgency. The impact of this issue on many MPs across Parliament is pressing and it is of real importance that the statutory consultation you refer to is set in process without delay.

Any new such scheme must allow female MPs in particular to know in advance what they are entitled to such cover, enabling them to be able to tell constituents that they will not be subject to any detriment by reason of the period of maternity leave. This would also, importantly, remove stress and uncertainty for pregnant MPs at a time when this may be detrimental to their health, and avoid the need for them to engage in a time-consuming process which detracts from their ability to perform their role and plan for their period of leave. There needs to be a minimum and consistent level of support readily available and without any suggestion that MPs should have to prove their eligibility via their workload accordingly. So too, this should not be classified as an 'expense' but instead be treated in a similar way to security and disability provisions and so funded and recorded via the central provision scheme.

You stated yesterday that you would be seeking to take the principle of developing and consulting on a policy to cover funds for both paternity and maternity leave to your Board in the next week. Subject to a positive decision by the Board you also agreed to inform MPs of this decision and proposal so that they were made aware that a change in policy was likely to occur and so what they should do in the meantime to secure assistance.

During the period before any such scheme would be introduced, you suggested that I encourage any other MP affected by this matter to make a contingency application via your office directly. I informed you that I felt I could not seek to encourage other MPs to do this in the current format given the experience I had of this scheme, as I do not consider this process fit for purpose. I also highlighted the experiences of other MPs who had tried to go through this process and had their requests for assistance rejected. In our discussion you noted the absence of any previous applications despite the number of MPs who had given birth since the inception of IPSA as evidence that this may not be a suitable way to manage this issue. I also urged IPSA to change its understanding that receiving payment whilst on maternity leave is not the provision of maternity leave cover. Therefore, the public commentary on what MPs are paid and suggestion that they should cover their own absence accordingly reflects a misunderstanding of the nature of the leave required and the amount of work MPs do.

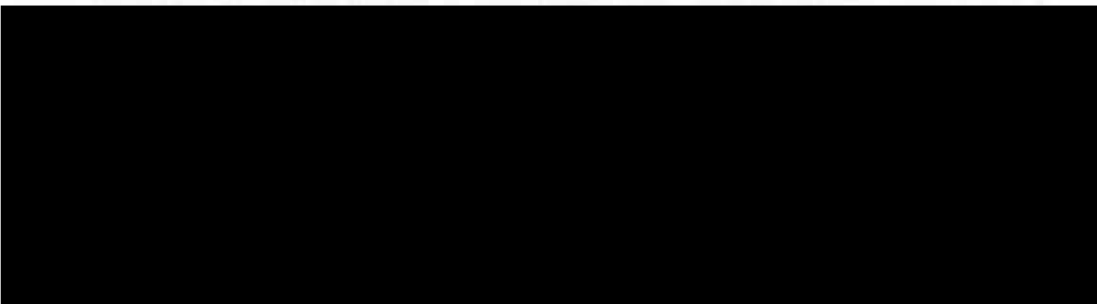
Given these challenges and the public interest in this matter I would therefore encourage you to set out for all MPs that you are intending to bring in a policy on this as a matter of urgency, and in the meantime accept without requiring an application for contingency funding any requests from colleagues for parental leave funding which are made with a MATB1 form as proof that they would be eligible for such support.

I appreciate your concern to ensure that the will of the House is for such a scheme to be introduced, and have therefore written overnight to all party leaders to request that they show their public support for this proposal directly to the House of Commons Commission. Since I have spoken out on this matter, it is positive that there is a consensus across the House that a scheme must be introduced, and that this must be done as a priority.

Given your direct responsibility for implementing such a scheme I would urge you not to step back from putting forward proposals to ensure this matter is speedily resolved. I would hate for even one more MP to have to undergo the anxiety and strain I and my staff have experienced in dealing with this issue or for potential parents considering entering public life to be deterred from doing so. I am also keen to have a constructive input into the said consultation before I seek to be away on maternity leave myself. Therefore I urge you not to seek to delay progress on this matter until the Autumn as suggested yesterday, but instead - following your Board meeting and assuming the Board also recognise the urgency of acting - to put forward proposals for this matter to Parliament and to public consultation before the summer recess.

In making these proposals, I believe it is also vital that the consultation considers parental and adoption leave cover and the possibility of echoing the provisions of the shared paid parental leave scheme to which your organisation is party. So too, having reviewed the maternity and paternity provision for members staff, it is clear their scheme does not mirror that of civil servants. I therefore urge you to amend this matter too and ensure no member of staff in working for Parliamentarians is at a disadvantage compared to others in their rights because they work for a politician rather than a parliamentary committee.

Finally, in the absence of a standard scheme for the provision of funding for such leave you asked me to make a contingency application for funding and your letter requested some further details regarding this proposal.



[REDACTED]

As discussed today, I also further request that this payment not be made as a 'contingency' payment on your records and so listed as increasing my existing parliamentary expenses. Instead I wish for this payment to be made from the central funding for maternity provision and identified as such in any reporting so that residents in Walthamstow are clear as to the purpose of this funding.

I would appreciate a final and prompt decision on my maternity cover locum funding application as soon as possible to enable me to obtain some clarity as to my own position. Please let me know of any further details you require by return.

I look forward to hearing from you and thank you for your time today,

Yours sincerely

[REDACTED]

Stella Creasy
Labour and Co-operative MP for Walthamstow

Job description – MP's Locum Assistant (Maternity Cover)

- Manage the effective running of the MP's office including oversight of all staff, expenses and allocation of workload following the direction of the MP.
- Answering queries on behalf of the MP from local residents and public and private agencies as required
- Attend and organise community events and meetings to represent the MP as required on behalf of local residents.
- Represent the MP in meetings and discussions with key stakeholders as part of supporting the MP's campaigning priorities as directed
- Research local or national issues to support the MP's work
- Deal with complex queries and complaints on behalf of the MP including drafting and signing off correspondence
- Ensure office is fully equipped
- Lead on projects as required

[REDACTED]

From: [REDACTED]
Sent: 08 July 2019 17:00
To: Victoria Fox; Georgia Wilson; IPSA Directors; [REDACTED]
Cc: [REDACTED]; [REDACTED]
Subject: RE: Security Board paper

Hi Vicky,

[REDACTED] and I put together this list based on meetings/letters/phone calls/emails.
The note next to each person's name is how they communicated with IPSA or how IPSA communicated with them:

- [REDACTED]
- Stella Creasy MP - letter
- John Bercow MP, Speaker - letter
- [REDACTED]
- Charles Walker - letter
- Ian Blackford - letter
- Sir Jeffrey Donaldson - letter
- Liz Saville Roberts - letter
- [REDACTED]
- Christopher Pincher - letter
- Maria Miller - letter
- [REDACTED]
- Pregnant then Screwed (signed by various organisations)
- [REDACTED]
- Alistair Carmichael - letter
- [REDACTED]
- [REDACTED]
- John Benger - email
- [REDACTED]

Best wishes
[REDACTED]

From: Victoria Fox
Sent: 08 July 2019 15:32
To: Georgia Wilson <[REDACTED]@theipsa.org.uk>; IPSA Directors <[REDACTED]@theipsa.org.uk>; [REDACTED] <[REDACTED]>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Subject: RE: Security Board paper

Hi Georgia

This is helpful to see especially as there will be a small overlap in the follow up that will be needed for the parental leave paper.
The decision on parental leave will need to go to
The Speaker

John Benger

Dr Creasy

Others who have written to us – [REDACTED] please could you remind me who these people are
And the party whips too?

[REDACTED]

[REDACTED]

Rt Hon John Bercow MP
The Speaker
House of Commons
London
SW1A 0AA

T 020 7811 6400
E info@theipsa.org.uk
W www.theipsa.org.uk

Our ref: RE-2019-023

11 July 2019

Dear Mr Speaker,

Parental leave for MPs

In my letter of 20 June, I agreed to update you after the IPSA Board met to discuss how to support MPs with families.

I am pleased to report that there was a very positive discussion and that the Board and staff at IPSA are committed to working with the House to provide appropriate financial support to MPs on parental leave, in line with any measures that the House puts in place.

The Board decided that additional funds should be made available to MPs taking parental leave and that these should be aligned to the House's proxy voting pilot. This means that we will pre-approve any applications for staff cover for MPs' parliamentary functions during their period of parental leave. This will be subject only to MPs providing information about the length of time of the cover and the required salary and job description for the member of staff. The funding for the staffing cover will continue to come from IPSA's contingency fund while the House runs its proxy voting pilot. And we will of course continue to pay MPs' full salaries as normal throughout any period of parental leave.

The Board also decided that, at the conclusion of the proxy voting pilot, and depending on the conclusions of the House on its future, IPSA will consult on creating a new budget for parental leave for MPs that gives new parents automatic access to funding for cover in their office for their parliamentary responsibilities.

We have listened carefully to the views of MPs. And we remain committed to working with MPs and the House on this issue and will continue to support MPs with family and other caring responsibilities.

I am copying this letter, for information, to the Rt Hon Penny Mordaunt MP, as minister with responsibility for women and equalities, the Rt. Hon Maria Miller MP, as the Chair of the Women and Equalities Select Committee, the Rt. Hon Harriet Harman QC MP, as Mother of the House, and to Dr Stella Creasy MP, who has raised this issue with us.

Yours sincerely,



Ruth Evans
IPSA Chair

From: Victoria Fox
Sent: 02 July 2019 07:19
To: [REDACTED]
Subject: RE: parental leave board paper

Follow Up Flag: Flag for follow up
Flag Status: Completed

[REDACTED]

Happy for you to have the letters as a separate PDF and for you to change the annexe numbering. Please add in all the additional letters you've attached.

Thanks for your help
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA) <http://www.theipsa.org.uk/>

Please note our change of address:

2nd Floor, 85 Strand
London WC2R 0DW

[REDACTED]
General queries: info@theipsa.org.uk<<mailto:info@theipsa.org.uk>>

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From: [REDACTED]
Sent: 01 July 2019 15:33
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Subject: RE: parental leave board paper

Hi Vicky,

As some of the letters are PDF, it is quite difficult to put them onto the Word document in a clean and tidy format. Would you be ok with me printing all of the letters and scanning them in as one PDF file to accompany your paper? I'm happy to make the changes to the annex numbers?

[REDACTED]

Best wishes,
[REDACTED]

From: Victoria Fox

Sent: 01 July 2019 15:15

To: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>>

Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>>

Subject: RE: parental leave board paper

Hi [REDACTED]

The parental leave paper is now finished other than Annexe 2 where letters from Dr Creasy, [REDACTED] the Speaker all need to be added in -please could you do this. Are there any other letters of note that should be added in?

[REDACTED]

Vicky

From: [REDACTED]

Sent: 01 July 2019 14:41

To: Victoria Fox <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>

Subject: RE: parental leave board paper

Hi Vicky,

I'm just working through the Board agenda to see which papers have been submitted. I realise that you said you had to look at the annexes today.

Please let me know when the paper is finalised and I'm happy to receive it as an attachment or for it to be saved directly into the folder [REDACTED]

[REDACTED]

[REDACTED]

Many thanks,

Best wishes,

[REDACTED]

From: Victoria Fox

Sent: 28 June 2019 14:18

To: Marcial Boo <[REDACTED]@theipsa.org.uk<mailto:[REDACTED]@theipsa.org.uk>>

Cc: [REDACTED] <[REDACTED]<mailto:[REDACTED]>>>

Subject: parental leave board paper

Hi Marcial

I've attached the board paper on parental leave.

I haven't sorted the annexes out yet but will do this on Monday.

Have a good weekend,

Vicky

Vicky Fox

Director of Regulation & Insight

Independent Parliamentary Standards Authority (IPSA) <http://www.theipsa.org.uk/>

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London WC2R 0DW

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**co-operative
party**

IPSA
2nd Floor,
85 Strand,
London,
WC2R 0DW

Monday, June 24, 2019

Dear Board Members and the Chief Executive,

As officers of the Co-operative Party Parliamentary Group, we write in wholehearted support of our colleague Stella Creasy MP, a member of our group, in calling for proper recognition of parental leave for Members of Parliament. As she has noted, cover during maternity, paternity and adoption leave is currently neither accounted for nor acknowledged, too often leaving MPs expecting a child in unnecessarily stressful situations.

It is in the interests of both MPs and their constituents that this support be made available. Every constituent should be entitled to the most effect representation possible. Our Parliament should be leading the way in setting an example of fairness and equality and creating the best possible environment for parents who are MPs to effectively juggle work and family life.

A change in this policy is long overdue and should be resolved at the earliest available opportunity. Therefore, ahead of your board meeting on Monday 24th June, we strongly urge board members to address this issue without delay in order to aid the fight towards a fairer and more equal Parliament for all.

Regards,

Jim McMahon MP

Chair of the
Co-operative Party
Parliamentary
Group

Anna Turley MP

Vice Chair of the
Co-operative Party
Parliamentary
Group

**Lord Kennedy of
Southwark**

Vice Chair of the
Co-operative Party
Parliamentary
Group

65 St John Street,
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[REDACTED]

From: [REDACTED]
Sent: 24 June 2019 18:53
To: Marcial Boo
Cc: [REDACTED]; Victoria Fox
Subject: RE: parental rights

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Marcial,

Thank you for coming back to me so quickly. I had read your letter before I got in touch but it only seems to reiterate what arrangements are in place already – whilst the point I wanted to make is that these are not good enough. I look forward to hearing the outcome of the Board's discussions and thank you for offering to keep me informed.

Best wishes, [REDACTED]

From: Marcial Boo <[REDACTED]@theipsa.org.uk>
Sent: 24 June 2019 14:29
To: [REDACTED]
Cc: [REDACTED] <[REDACTED]>; Victoria Fox <[REDACTED]@theipsa.org.uk>
Subject: RE: parental rights

Dear [REDACTED]

Thank you for your email. You may not yet have seen a letter that I sent you on Friday, setting out IPSA's position, and attaching a letter that our Chair sent to the Speaker on this matter. It is attached here.

You are right that we want IPSA to play a positive role in supporting a diverse parliament, with modern employment practice and appropriate support for all MPs, including those taking parental leave. IPSA's Board will discuss this issue later this week and again in early July. I will draw your correspondence to their attention, and I will contact you again following those meetings with any update.

In the meantime, you are welcome to contact me again if you wish to raise further points. Or you can contact Vicky Fox, our director of regulation and insight, who is leading on this for us.

Regards

Marcial

Marcial Boo
Chief Executive

Independent Parliamentary Standards Authority (IPSA)
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]@theipsa.org.uk
www.theipsa.org.uk

From: [REDACTED]
Sent: 24 June 2019 12:01
To: Marcial Boo [REDACTED]@theipsa.org.uk>
Subject: parental rights

Dear Marcial,

I am writing to urge you to do all you can to ensure that there is a best practice parental rights policy in place for MPs and that no MP is forced to go through the process of having to justify why they are entitled to eg additional cover whilst on maternity leave. It is only right that MPs automatically get funding to help ensure their constituents are as represented as fully as possible when an MP is taking parental leave – and the current lack of standard entitlement is both deeply unfair to existing MPs and risks being a disincentive to anyone considering standing as an MP in future, further perpetuating the ongoing and deeply worrying lack of diversity in Parliament. Moreover, it sends a concerning and damaging message to staff working alongside us, and to our constituents, that basic parental rights must be justified and are up for negotiation, when this absolutely must not be the case.

You will have received a copy of the letter (dated 19th June 2019) that my colleague Stella Creasy MP has sent to the House of Commons Commission setting out her experiences and explaining that IPSA cannot act without a statement from the Commission. Please take this note as a full endorsement of the points she has made and the urgent need for an overhaul of the way that maternity cover must currently be applied for as a contingency arrangement.

I know that you want IPSA to play its rightful role in delivering a modern and accountable Parliament and hope you will do your utmost to urgently resolve the way that MPs wanting to take maternity, paternity and adoption leave are being let down at present.

Yours sincerely, [REDACTED]

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[REDACTED]

From: [REDACTED]
Sent: 18 June 2019 18:15
To: Marcial Boo; Victoria Fox
Subject: Dr Stella Creasy MP briefing
Attachments: DSC MP briefing.docx

Hi Marcial, Hi Vicky,

I have attached a briefing for tomorrow's meeting with Dr Stella Creasy MP compiling summaries of recent [REDACTED] [REDACTED] and contingency panel issues, as well as copies of recent correspondence. I will print copies in advance of the meeting.

Many thanks,
Best wishes,
[REDACTED]

[REDACTED]
Executive Assistant & Board Support Officer

Independent Parliamentary Standards Authority (IPSA)
2nd Floor
85 Strand
London WC2R 0DW

[REDACTED]
[REDACTED]
www.theipsa.org.uk

BRIEFING NOTE

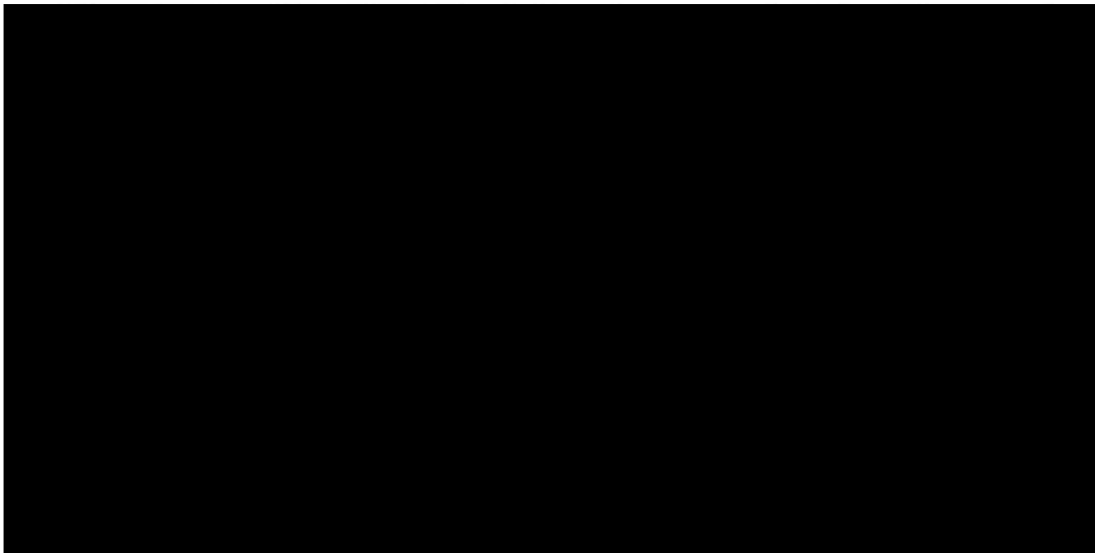
TO: Marcial Boo & Vicky Fox

DATE: 18/06/2019

FROM: [REDACTED]

SUBJECT: Dr Stella Creasy MP

TABLE OF CONTENTS



CONTINGENCY

- **Page 9:** Contingency Application from Dr Creasy MP – 10/06/19
- **Page 13:** Minutes of Contingency Panel Decision – 14/06/19
- **Page 14:** Article by Dr Creasy published in The Guardian – 17/06/19
- **Page 17:** Letter from Vicky Fox communicating Contingency Panel decision – 18/06/19



BRIEFING NOTE

14/06/19 – Contingency Panel decision

MP	Stella Creasy	Amount requested	██████████
Budget	Staffing	Panel decision	Further information
Financial year	2019-20	Amount approved	-
Type of request	Uplift	CRM case no.	
<ul style="list-style-type: none"> • The MP is requesting ██████████ to cover the cost of a staff member while she is on maternity leave. • There is no precedent regarding contingency applications or previous decisions in this area. • The panel agreed that it would be inappropriate to provide formal maternity cover as MPs stay as MPs during this period as they are unable to delegate their full role, in light of this they receive full pay. • However, the advent of proxy voting during baby leave may lead to more changes in this area. • The panel agreed that there was a bigger issue attached to this that should address in a consultation rather than in this forum. • The panel also noted the precedent for providing cover to MPs during illness and absence from the office which was created following ██████████ application to the panel in 2018. In this case the panel granted funding to increase the hours of a casual staff member while the MP was in hospital. • The panel agreed that due to this the MP could apply for funding to cover her absence from the office but not formal maternity leave. To do this she would need to provide a more detailed application to the panel stating what the staff member would be doing, how many hours they would work and what their salary would be including the on-costs. • The panel also asked what the president is in this area, apart from ██████████ from the minutes of that panel it appears there is no precedent in this area either. • The panel also noted that in her application the MP states that she will remain in touch with the office throughout the period which also suggests that the MP will not need full cover for the period 			
Action		Vicky- To relay the panel's decision to the MP.	

BRIEFING NOTE

18/06/19 – Letter by Vicky Fox communicating the Contingency Panel's decision

Dear Dr Creasy

I am writing to you regarding your application to the Contingency Panel dated the 10th of June 2019.

The panel met on 13th June accepted your application for additional staffing in principle and had some questions regarding the figure requested and the nature of the work the new staff member would be undertaking. These questions are to ensure that you have the correct amount of funding and that we, as a regulator, can assure ourselves on the use of public money.

- What would be the job description and salary band for this staff member?
- Does the [REDACTED] figure include all the additional costs associated with employment such as pension contributions? If so, what do you propose the yearly salary of this staff member to be?
- How many hours a week would this staff member work?

In relation to your wider points, the Scheme provides financial support for MPs to maintain and arrange their personal lives in a way that is most appropriate for them. We provide financial support to MPs with families by funding the travel of their dependants and by allowing MPs who are eligible for a rental accommodation budget to claim an uplift for each dependant who lives with them. IPSA pays the salaries of MPs whether they are working or unable to work, whatever the reason and for as long as they remain MPs.

We are supportive of family friendly policies, but we do not yet have formal provision for maternity (or paternity or adoption) leave in the Scheme. This is in part because we continue to pay a full salary to MPs who are not working, whatever the reason and including taking maternity leave. It also mirrors the approach taken in Parliament. We have also offered to support any initiatives in Parliament regarding parental leave, that fall within our remit. To make any changes to the Scheme in this regard, we would need to undertake a statutory consultation and cannot introduce a new approach via an individual contingency application. However, we will be funding the cost of the additional staff member you have requested once we have received your response to the questions above.

I will be happy to discuss the decision and the wider policy issues at our meeting tomorrow and how we, in partnership with MPs and Parliament can best support parents.

My colleague Alastair Bridges, will also be writing to you today in regard to matters you have raised with our payroll team.

If you have any further questions please do not hesitate to get in touch.

Kind regards

Vicky Fox

Director of Regulation and Insight

PREGNANT THEN SCREWED

Dear IPSA board,

We are writing as an alliance of charities and campaigners to express our support for the development of a procedure and the allocation of a budget which would allow all members of Parliament to have access to 6 months parental and adoption leave.

Although we appreciate that MPs can make a contingency application for the cost of providing a locum, to cover non parliamentary chamber duties whilst on maternity leave, we do not believe this to be a sufficient solution. Given that 24 MPs have given birth since the inception of IPSA, yet not a single MP has taken up the offer of making a contingency application, we believe it is not fit for purpose. The statement from IPSA that it does not recognise that MPs go on maternity leave is deeply troubling. Parental leave must be formally recognised by both Parliament and IPSA.

We understand that in 2017 the chair of IPSA agreed that an uplift to MPs budgets to enable maternity leave would be appropriate but we have no further information as to what has happened since. It is imperative this is now seen as a priority to ensure other MPs do not have to endure the humiliating and stressful contingency application process undertaken by Stella Creasy MP. The Director of Regulation and Insight for IPSA has informed us that IPSA support proposals to allow maternity cover for MPs. We therefore call on IPSA to take the lead on this matter and consult on bringing in new measures without delay. There has been cross party support for this campaign, including support from Theresa May, Jeremy Hunt, Anna Soubry, Sajid Javid, Jo Swinson, Caroline Lucas and Valerie Vaz.

We believe the current process discriminates against women and acts as a deterrent to gender equality within Westminster. We also believe it sends a negative signal about how pregnant women and new mothers should be treated when they are working. With 54,000 women a year being pushed out of their jobs due to pregnancy and maternity discrimination it is important that Westminster sets the gold standard in terms of how it treats new mothers.

We would like to see IPSA implement a scheme whereby MPs who are due to be parents, know in advance what funding will be in place for a locum whilst they care for their new baby. This funding needs to be consistent with the scheme in place for civil servants and

should be for up to 6 months. This should be funded and recorded via the central provision scheme.

This change in policy is important for MPs and the diversity of the parliamentary workforce, but it is also important for all UK citizens; firstly because we need to know that constituents will be in receipt of proper representation but also because by legislating for parental leave for MP's the government will send a strong signal to employers that parents who work are valued. There is a desire from the public for this change. Over 30,000 people signed our petition in just a few days. You can view their reasons for signing here: Change.org/babyleave.

Finally, we believe that having formal arrangements for parental leave for MPs will encourage wider conversations on caring responsibilities and making sure our employment laws meet the needs of our diverse workforce. We will never make workplaces work for women if Westminster fails them every step of the way, and the current policy is failing women.

We look forward to hearing from IPSA about when you will initiate this formal process to develop a parental leave policy for MPs.

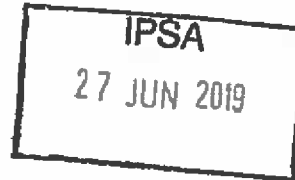
Yours Sincerely,

Pregnant Then Screwed
Parental Pay Equality
Fawcett Society
Centenary Action Group
Happen Together CIC
EqualTeach
Working Mums
Women's Equality Party
Women's Budget Group
Young Women's Trust
Fatherhood Institute
Fatherhood Network Scotland
Labour Women's Network
Parliament Project
Jo Cox Foundation
Artichoke
Chwarae Teg
Dr Shola Mos-Shogbamimu - Lawyer and Women's Rights Activist
Engender
Helene Reardon Bond OBE
The Green Party of England and Wales (Amelia Womack, Deputy Leader)
The Breastfeeding Network
Westend Women and Girls
The Pankhurst Trust



HOUSE OF COMMONS
LONDON SW1A 0AA

Marcial Boo
Chief Executive
Independent Parliamentary Standards Authority
2nd Floor
85 Strand
London
WC2R 0DW



25 June 2019

Dear Mr Boo,

I am writing in support of my colleague Stella Creasy MP in her urgent request that funding is made available to ensure that all MPs are able to take maternity, paternity and adoption leave.

The process that Stella and other MPs have had to go through to ensure that their constituents do not lose out in their absence is unnecessary. Parliament must make the necessary changes to transform itself into a modern and diverse workplace which looks after those who work in it equally.

The Independent Group for Change unreservedly supports Stella's call for an urgent consultation. I hope that you would be able to implement these changes as soon as is feasibly possible so that all being well Stella and many Members to come will be able to get the support they, their staff and their constituents need.

Yours ever,

Rt Hon Anna Soubry MP
Leader of The Independent Group for Change

Rt Hon Anna Soubry, Member of Parliament for Broxtowe
Constituency Office: 97 High Road, Beeston, Nottingham, NG9 2LH
Tel: 0115 943 6507 E-mail: anna.soubry.mp@parliament.uk Website: www.annasoubry.org.uk

Actions and decisions arising from the Weekly Directors' meeting 25 June 2019

Attendees:

Marcial Boo
Alastair Bridges
Victoria Fox
Georgia Wilson

[REDACTED]

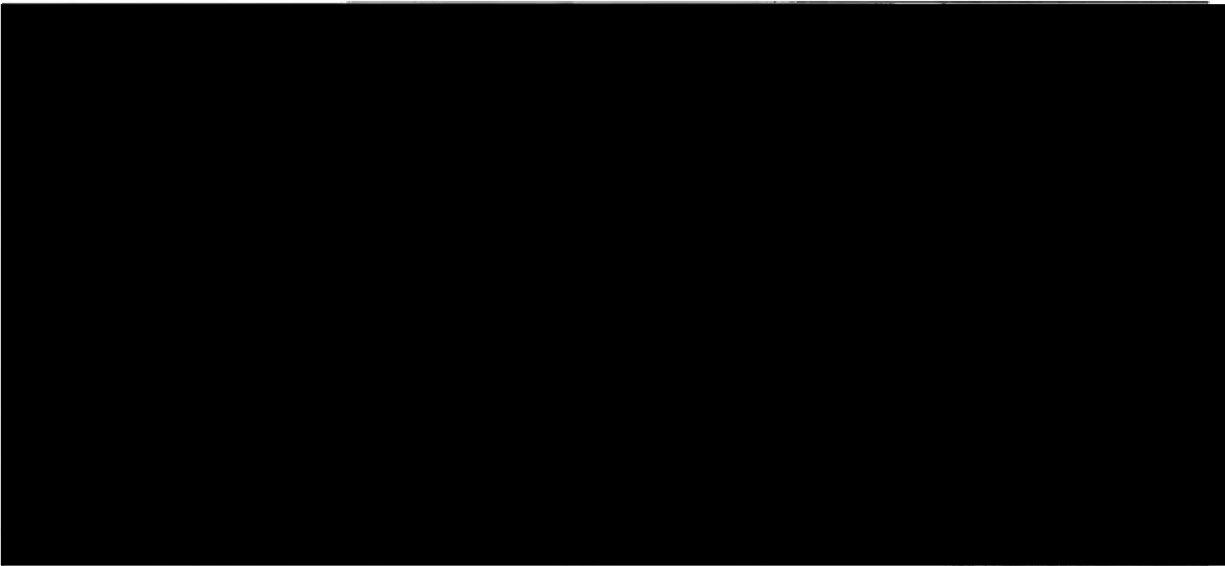
Minutes

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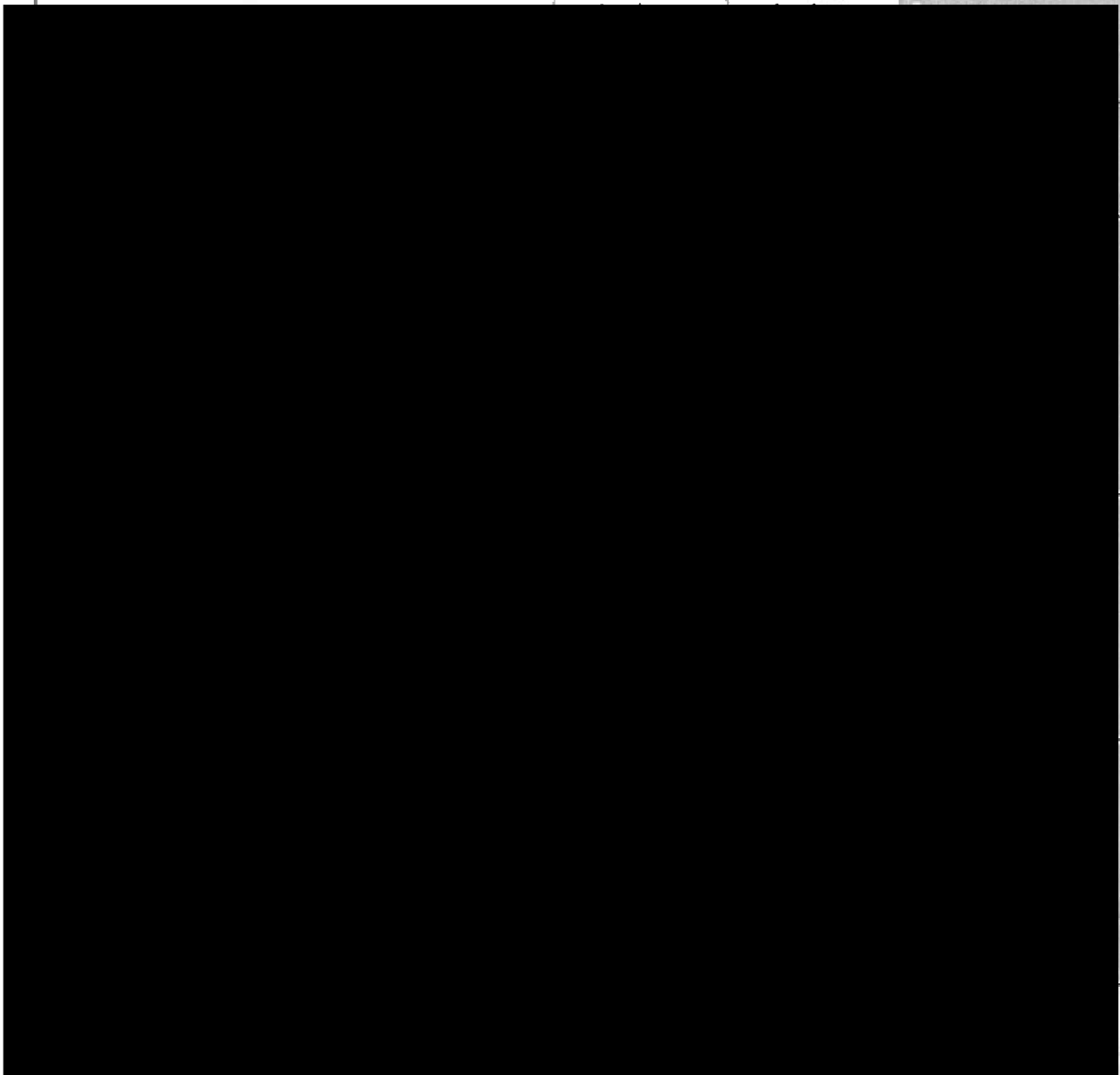
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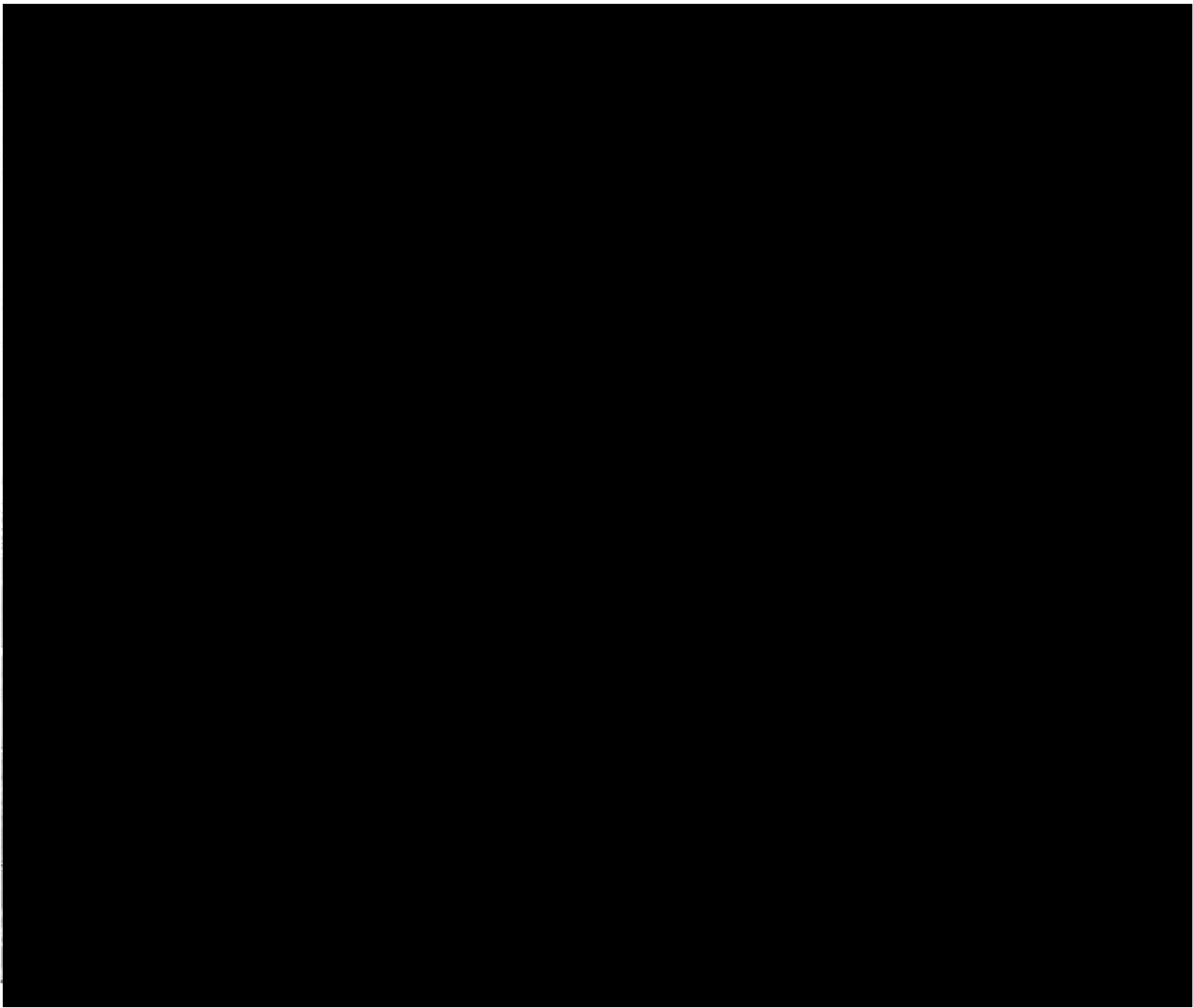
Actions from Directors' Meeting 25 June 2019	Added	Due	Status
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[REDACTED]			
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Vicky: to work with [REDACTED] on looking at consulting on the rules/potential gap in the rules on maternity cover/shared parental leave in light of Stella Creasy MP's contingency applicastion	12/06/19	24/09/19	<u>In progress</u>
---	----------	----------	--------------------





[REDACTED]

From: Victoria Fox
Sent: 27 June 2019 18:26
To: Marcial Boo; [REDACTED]; [REDACTED]
Subject: FW: IPSA Board meeting

For info, please see below.
Vicky

From: Victoria Fox
Sent: 27 June 2019 18:24
To: stella creasy [REDACTED]@workingforwalthamstow.org.uk>
Subject: IPSA Board meeting

Dear Dr Creasy

The IPSA Board met today and spent time talking through the issues that you have raised with us. Board members were pleased to hear that financial support is in place for your leave. The Board will be meeting again on 10 July and agreed that they would look at the full range of issues in more detail in order to agree a way forward. I will be in touch after that meeting to update you.

In the meantime, please do get in touch if I can be of any further help.

Kind regards
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

2nd Floor, 85 Strand, London WC2R 0DW

[REDACTED]
General queries: info@theipsa.org.uk

[REDACTED]

From: Marcial Boo
Sent: 20 June 2019 13:21
To: Ruth Evans; Richard Lloyd; Will Lifford; Jenny Willott; Sir Robert Owen
Cc: [REDACTED]; Victoria Fox; [REDACTED]
Subject: FW: Kemi Badenoch article

Dear Board members,

Here is an alternative view on the MPs' maternity debate by Kemi Badenoch MP and published in the Times. We will be discussing the issue next week at the Board meeting.

Marcial

From: [REDACTED]
Sent: 20 June 2019 13:16
To: IPSA SMT <[REDACTED]@theipsa.org.uk>
Cc: Policy <[REDACTED]@theipsa.org.uk>; Communications <[REDACTED]@theipsa.org.uk>; Payroll <[REDACTED]@theipsa.org.uk>
Subject: Kemi Badenoch article

All

This article has been published on The Times website by Kemi Badenoch.

Thanks

[REDACTED]

We MPs who are mothers are well looked after

As a mother, I always welcome the views of other women about their experiences in the workplace. We've come a long way since the days, not that long ago, when the announcement of a pregnancy at work was effective notice of resignation.

Even now though, most women — often in minimum-wage jobs, the self-employed or single mums — must balance work and family life. These women need the support of people like me, whose circumstances give us greater control and choice in our lives. It is therefore hugely disappointing to see a fellow female MP, [Stella Creasy](#), diverting attention away from those we should be helping to improving our own maternity settlements.

I am six months' pregnant. This will be my third baby but the first I've had as an MP. It's a demanding job but it offers much greater autonomy for pregnant women than I had in my two previous careers. Statutory maternity pay is £148 a week, while an MP receives full pay even when we take maternity leave. I can't speak for my parliamentary colleagues but I would find it hard to claim to a constituent on the minimum wage that I have a bad deal.

The reality for MPs is that we can't be completely replaced when we are on leave. Job shares and maternity (or paternity) cover as other workers understand it are unrealistic: who would listen to a speech being given by a temp who wasn't entitled to vote on the issue? How would you know my views were being represented accurately? Most constituents want diverse representation in parliament and accept that this sometimes entails leave of absence for new mums and dads, just as it does for MPs who fall ill.

I'm horrified to read about MPs attending residents' meetings just days after giving birth or risking an unborn baby's health by working in the final stages of a difficult pregnancy. There is absolutely no compulsion to do this. We should set an example by fighting these unreasonable pressures, not succumbing to them.

The debate sparked by Stella Creasy conflates the role of individual MPs with the work done by our staff, the vital professional support network all members have which we get a budget of £150,000 to cover. I have structured mine to cope with a leave of absence — my own or that of a staff member — leaving flexibility in the budget to secure the necessary cover.

We should not present ourselves as victims. The truth is that a real level playing field on maternity rights would be a move to statutory pay. Asking for more privileges looks like golden-skirt feminism to improve the lot of well-paid MPs and gives the impression of misplaced priorities.

Kemi Badenoch is MP for Saffron Walden

[REDACTED]

From: Victoria Fox
Sent: 24 June 2019 09:54
To: [REDACTED]
Subject: RE: MPs and parental leave

Dear [REDACTED]

Thank you for your time on Friday. It was helpful to hear your views and I hope the information that I provided was useful. If you need any further information, please don't hesitate to get in touch.

Best wishes
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

From: Victoria Fox
Sent: 20 June 2019 09:54
To: [REDACTED] <[REDACTED]>
Subject: RE: MPs and parental leave

Of course, I'm free until 9.40am so that should give us plenty of time for an initial conversation. I look forward to speaking you tomorrow.

Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

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London WC2R 0DW
Tel: 020 7811 [REDACTED]
General queries: info@theipsa.org.uk

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From: [REDACTED] [mailto:\[REDACTED\]](mailto:[REDACTED])
Sent: 20 June 2019 09:48

To: Victoria Fox <[REDACTED]@theipsa.org.uk>

Subject: Re: MPs and parental leave

Hi Vicky,

Can we make it 9.10am so [REDACTED]

Thanks so much. My number is below.

Very best, [REDACTED]

[REDACTED]

Donate to support our work <https://chuffed.org/project/pregnant-then-screwed>

[REDACTED]

On 20 Jun 2019, at 07:44, Victoria Fox <[REDACTED]@theipsa.org.uk> wrote:

Hi [REDACTED]

Thanks for getting back to me. Would 9am be ok to speak on Friday? Let me know what number to call you on.

BW
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>

Please note our change of address:

2nd Floor, 85 Strand
London WC2R 0DW
Tel: [REDACTED]
General queries: info@theipsa.org.uk

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From: [REDACTED] [mailto:[REDACTED]]
Sent: 19 June 2019 18:09
To: Victoria Fox <[REDACTED]@theipsa.org.uk>
Subject: Re: MPs and parental leave

Hi Vicky,

Good to hear from you. I am available all day on Friday if you are free to speak then?

Very best, [REDACTED]

[REDACTED]

Donate to support our work <https://chuffed.org/project/pregnant-then-screwed>

[REDACTED]

On 19 Jun 2019, at 14:20, Victoria Fox
<[REDACTED]@theipsa.org.uk> wrote:

Dear [REDACTED]

I'm getting in touch about the recent publicity about MPs and maternity leave. I thought it would be helpful for us to speak, to hear your views and to explain the support that IPSA provides to parents.

Please feel free to get back to me and let me know when would be a convenient time to speak.

Kind regards
Vicky

Vicky Fox
Director of Regulation & Insight
Independent Parliamentary Standards Authority (IPSA)
<http://www.theipsa.org.uk/>



Vicky Fox
Director of Regulation and Insight
Independent Parliamentary Standards
Authority

2nd Floor
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T: [REDACTED]
E: [REDACTED]@theipsa.org.uk

www.theipsa.org.uk

11 July 2019

By email

Dear Dr Creasy,

Parental leave

The IPSA Board met yesterday and discussed parental leave. I'm pleased to report that they had a very positive discussion and that the Board, and all of us at IPSA, are committed to working with you and the House to provide appropriate financial support to MPs in line with the measures that the House puts in place while MPs take parental leave. The Board took into account your views and those of others who have written to us about this.

As you know, we currently provide additional funds, upon request, to MPs who need extra staff while they take time off, and we pay MPs' full salaries as normal throughout any period of parental leave. The Board decided that additional funds should be made available automatically to MPs taking parental leave and that this should be aligned to the proxy voting pilot in the House. Until the end of the pilot, this will mean that funding will come from IPSA's contingency fund. At the end of the pilot, and depending on the House's conclusions, we will consult if any further changes are needed such as creating a new budget for parental leave for MPs for cover in their office for their parliamentary functions. Their salaries will, of course, continue to be paid.

We have written to the Speaker to let him know of the Board's decision. That letter has been copied to you. We have listened carefully to the views of MPs, including yours, and we remain committed to continuing to work with the House on this important issue and to support MPs with family responsibilities.

Yours sincerely,

[REDACTED]

Vicky Fox
Director of Regulation and Insight

CAS-145073

Dear [REDACTED]

Thank you for your email.

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You can find more information about the role of IPSA [here](#) and information about MPs' spending on business costs and expenses [here](#).

[REDACTED]
Research Officer

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----- Original Message -----

From: [REDACTED]
Received: 18/06/2019 19:56
To: <Enquiry>
Subject: Maternity leave

Dear Sir/Madam

It is unbelievable that an MP cant enjoy maternity leave but can be a convicted liar, be in prison and

remain an MP, what on earth is going on in this country when we can have this situation! No wonder most people in the UK have lost touch and have no faith in this institution.

Your Sincerely

[REDACTED]

CAS-144891

Dear [REDACTED]

Thank you for your email.

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[REDACTED]

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----- Original Message -----

From: [REDACTED]
Received: 18/06/2019 12:44
To: <Enquiry>
Subject: Formal Complaint

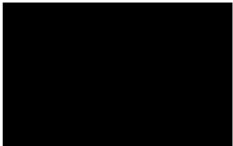
Sirs

I refer to an article on the BBC News website on the subject of Maternity Rights for MPs

This is another sign that your Quango is totally out of touch and not fit for purpose!

Why is it that you are not able to offer payment / cover to MPs in relation to Maternity {and I presume Paternity} cover

You are able to waste taxpayers hard earned money on wasteful projects such as consultants for investigating overpaid MPs, in order to give them more, no doubt agreed by them, undeserved salary increases and yet do not seem able to give them what must {presumably} be their Human Right to such leave!!



CAS-144873

Dear [REDACTED]

Thank you for your email, we are the appropriate body.

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----- Original Message -----

From: 

Received: 17/06/2019 19:18

To: <Enquiry>

Subject: MPs and staff costs during and after pregnancy.

Hi,

I've just read an article by Stella Creasy MP

(<https://www.theguardian.com/commentisfree/2019/jun/17/pregnant-mp-maternity-leave-equality-stella-creasy>), and I was just wondering how best to raise concerns, as a member of the public, about some of the things she mentions there?

In particular, the temporary staffing issue seems something which I'd hope an independent body would be willing to rethink for MPs on a 'as needed' basis. Appreciate MPs don't get maternity leave, it just seems unfair that MPs are expected to carry on regardless like that.

Thanks in advance for pointing me in the right direction, or passing this along to whoever is in a position to see through some tweaks to procedures,


Sent from [Mail](#) for Windows 10

CAS-144874

Dear [REDACTED]

Thank you for your email.

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You can find more information about the role of IPSA [here](#) and information about MPs' spending on business costs and expenses [here](#). Details regarding our senior management team can be found [here](#).

[REDACTED]
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----- Original Message -----

From: [REDACTED]

Received: 17/06/2019 21:00

To: <Enquiry>

Subject: Maternity support for MPs

Dear Sir/Madam,

I have recently been made aware that MPs are not being provided adequate support in the event of pregnancy and childbirth in relation to their parliamentary duties. Please could you explain why you do not think it is appropriate to offer additional funds to MPs who are new mothers to allow them to manage the competing demands of child rearing and representing their constituencies?

Given that MPs are not allowed maternity leave, I think such support should be provided as a bare minimum. To not do so is highly discriminatory and a poor reflection on how we view and treat women in this country.

Also, please could you indicate the gender makeup (% female/male) of the people in the highest decision making capacities in your committee, in particular in relation to those who have the final decision over female MPs funding allocation in relation to support for pregnancy, childbirth and raising infants.

Thank you,

[REDACTED]

CAS-144884

Dear [REDACTED]

Thank you for your email.

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----- Original Message -----

From: [REDACTED]

Received: 18/06/2019 10:30

To: <Enquiry>

Subject: Maternity leave

Hi there,

I was just watching the news article about Stella Creasy and how you wont pay maternity leave?

Can you explain how you came to this decision please? it seems really out dated to me.

Regards, [REDACTED]

CAS-145076

Dear [REDACTED]


Thank you for your email.

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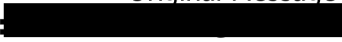
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----- Original Message -----

From: 
Received: 18/06/2019 20:36
To: <Enquiry>
Subject: BBC Fake News or Not?

Dear 

I have read Stella Creasy's comments as reported by the BBC.

The comments that she was forced to choose between being an MP or being a Mother.

I am confused. As an MP does she or does she not continue to receive her £77k salary?

Is she talking about extra money/resources to fund another person to carry her workload?

Yours



CAS-145069

To whom it may concern

Thank you for your email.

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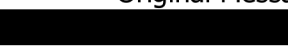
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----- Original Message -----

From: 
Received: 18/06/2019 14:07
To: <Enquiry>
Subject: Stella Creasy

What an appalling decision by hidden, out of sight, one eyed 'compliance' specialists using principles which are out of the ark. Not doing much of a job sorting wayward MP (e.g. Boris Johnson) 'oversights' but happy to punish a woman for being pregnant.

No doubt you're going to justify your decision with a fog of bureaucratic doublespeak instead of conceding that your decision is wrong and totally out of step with good practice in modern management.

You should be thoroughly ashamed, the individual who made this recommendation should be held to public account and the arcane regulations/policies which supported his/her decision should be reviewed urgently.

hi there,

why then is Stella Creasy so unhappy?

thanks

[REDACTED]

From: IPSA Info <Info@theipsa.org.uk>

Sent: 19 June 2019 10:18

To: [REDACTED]

Subject: RE: Pregnancy/ Maternity Tracking ID:0187000069

Dear [REDACTED]

Thank you for your email.

IPSA sets and regulates MPs' salaries, pensions, business costs and expenses. Our aim is to assure the public that MPs' use of taxpayers' money is well regulated and that MPs are resourced appropriately to carry out their parliamentary duties.

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[REDACTED]

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----- Original Message -----

From: [REDACTED]
Received: 18/06/2019 14:01
To: <Enquiry>
Subject: Pregnancy/ Maternity

Hello there,

I wanted to ask: why it is that IPSA does not recognise pregnancy or maternity?

many thanks
[REDACTED]

CAS-145072

Dear [REDACTED]

Thank you for your email.

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----- Original Message -----

From: [REDACTED]

Received: 18/06/2019 18:38

To: <Enquiry>

Subject: pregnancy

Dear IPSA,

I read with great sadness that you are not providing maternity leave support to MPs, <https://www.theguardian.com/politics/2019/jun/18/senior-tories-rally-in-support-of-pregnant-stella-creasy>. What is the reason for this? It seems rather anachronistic, in this advanced and civilized society that Britain purports to be.

Best wishes,

[REDACTED]

[REDACTED]