

Dear Claire,

Apologies at the delay in my reply I have been in full panic mode in the lead up to my wedding which was this Saturday and am currently on honeymoon.

Thanks you for sending this questionnaire over. I'm happy to support the Power Pledge and the brilliant work LWN does. Please find my answers below:

1) Will you defend the principle and implementation of all women shortlists, and commit to a Labour manifesto commitment to change the law to extend these to mayoral, local government and police and crime commissioner elections?

Yes. It's clear from the number of brilliant candidates selected and elected under AWS, who perhaps would not have had the opportunity otherwise, that we need to defend and extend the process. The lack of female representation in public and political life is something I have worked to combat and I believe that AWS are a key method of helping to redress the balance.

2) Will you take action to ensure Labour's approach to any boundary changes does not reduce the number of women MPs?

Yes. Boundary changes look as though they will be an extremely contentious issue, and it is vital that women's representation is central to Labour's approach to any discussions. If elected to the NEC I will support women members in ensuring that is the case and will be a robust voice in any related discussions.

3) Will you ensure Labour publishes data about the diversity of its candidates in all elections?

Diversity is vital to the success of our movement. However, we need to be careful that the data is appropriately anonymised, especially when referring to LGBT people who may wish to keep their information private.

4) What actions will you take to ensure Labour tackles a culture of sexism from our grassroots up?

Unfortunately there is a culture of sexism within our movement, and it is one that extends through all areas of public life. I will actively promote both formal and informal networks for women within our party, ensuring they are supported at all levels. I will also work with the appropriate bodies and the Labour movement as a whole to make us as inclusive as possible.

5) Will you support the introduction of an independent complaints system for sexual harassment, from first contact to final outcome?

Yes, absolutely. Victims should feel confident to report incidents of sexual harassment without the fear that they may be prejudiced in any way by doing so. They should also be provided with independent support in reporting the incident officially and signposted to other organisations as appropriate for further support.

6) Will you ensure Labour publishes data about equal pay among its staff, and the diversity officers in senior and strategic roles?

Yes, the gender pay gap is still a huge problem and we should be leading the way in remedying this injustice.

7) What actions will you take to ensure Labour women have a formal voice at every level of the party?

Achieving gender equality is about far more than just creating the formal environment for equal gender representation. It is also about encouraging

8) Will you take action to ensure no Labour Party event advertises an all male panel or uses gendered language?

Yes, absolutely.

9) Will you support a change so that in future when there is a vacancy there is at least one woman in Labour's leadership team?

Yes, it is vital for gender equality that we ensure women are visible at levels of the party.

10) Will you ask Labour Groups to introduce formal parental leave arrangements for councillors, so baby leave is not a barrier to public life, and commit to a Labour manifesto commitment giving a legal right to baby leave for all forms of elected office?

Yes. Being a parent should not be a barrier to public life and parents should not have to rely on informal arrangements to guarantee this.

I hope I have made myself clear in all my answers but if you still have any questions at will answer them.

Best Regards

Marianna