

## **Terry Paul**

**1. Will you defend the principle and implementation of All Women Shortlists, and commit to a Labour manifesto pledge to change the law to extend these to mayoral, local government and police and crime commissioner elections, and to ensure their use is legal until parity is sustainable without them?**

I will defend the principle of AWS to improve the representation of Women, and commit to a manifesto pledge to extend to mayoral, local council and police & crime commissioner elections.

**2. Will you ensure Labour publishes data about the diversity of its candidates in all elections, in accordance with section 106 of the Equality Act?**

Yes; it's essential that the Labour Party publishes diversity data on all its candidates.

**3. Will you support the urgent introduction of an independent complaints system for sexual harassment, from first contact to final outcome?**

Yes, I support fully support the introduction of an independent complaints system for sexual harassment. I have also demonstrated my commitment in this area signing up to the LabourToo campaign pledge in this area.

**4. What actions will you take to ensure Labour tackles a culture of sexism and misogyny from the grassroots up?**

I would:

- Personally 'call-out' sexist and misogynistic behaviour;
- Support the induction of a robust and timely complaints system to ensure correct standards of behaviour
- Request the NEC undertakes a membership survey to review the extent of sexist and misogynistic conduct;
- Based on the results to the above survey, ensure Labour develops programmes to tackle sexist and misogynistic behaviour;
- Work with the grassroots to actively recruit more women members into the Party.

**5. Will you sign LWN's campaign to #KeepTheGoodStuff from the Covid-19 crisis and reduce barriers to women's political participation by introducing a degree of long-term virtual access to Labour Party meetings and events? Sign here: <https://www.lwn.org.uk/keepthegoodstuff>**

Yes, I have signed up to the #KeepTheGoodStuff campaign.

**6. Will you support the annual continuation of the Jo Cox Women in Leadership Scheme, which has successfully empowered women to stand for office and act as agents of positive change in their local parties, communities and workplaces?**

I will support the continuation of the Jo Cox Scheme. I have colleagues who have been part of the Scheme, and I've witnessed the tremendous impact it has had on their confidence and political capacity.

**7. What steps will you take to improve the diversity of Labour Party staff in senior and strategic roles?**

The NEC is only directly involved in appointing the General Secretary, and if involved in such appointments I would seek to ensure the shortlist is diverse. The NEC's main role in improving diversity is to oversee the development and implementation of appropriate policies and strategies. If elected onto the NEC, I would strive to ensure the implementation of policies and programmes to improve our diversity.

**8. Will you ensure that Labour women have a formal voice at every level of the Party and that a meaningful and engaging Women's Conference takes place every year?**

Yes, it's vital that Women have formal voices at all levels of the Party, and that a Women's Conference must take place each year.

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

Yes, and I have previously 'called out' all-male panelled events and the use of gendered language. I will continue to raise awareness of the need for more diverse panels.

**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 pledge giving a legal right to baby leave for all forms of elected office?**

Yes. I voted as a Councillor on Newham Council to allow extended leave and I would support a manifesto pledge for a legal right for baby leave for all forms of elected office. In addition to baby leave, I would also extend this to include adoption leave and caring responsibilities.

In solidarity .

Terry Paul

+44 (0)7957 22 7372

@terrypaul