

## Reply from Vince Maple

Thanks for your questions which I found on your website, answers are below.

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?

***Yes absolutely and alongside that we need to defend any challenges with the PLP now just being over 50% to any attempts to water down the AWS processes.***

1. 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***

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

***Yes, one of my five main pledges is having robust, clear, well resourced complaints processes. In line with the #LabourToo campaign I'm very supportive of an independent complaints system for sexual harassment being introduced and would want to consider whether all other complaints should also be handled by an independent system if it is created for these specific complaints. Too many complaints have taken far too long to resolve or remain unresolved.***

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

***In part tackling this is about suitable and appropriate training - for those who training doesn't change unacceptable behaviours then complaints processes to tackle it quickly and effectively.***

1. 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>

***Signed***

1. 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'm lucky enough to know several women who have gone through the Jo Cox Women in Leadership Scheme and I know the positive empowerment which has come from that along with the collective support and solidarity which is formed from the cohorts going through the scheme. We must continue the scheme and if capacity allows increase the number of participants.***

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

***In the same way we have the Jo Cox Scheme primarily focused on those seeking elected office, I would support a similar scheme for hard working Labour Party Staff. As the former GMB Officer who had responsibility for the Labour Party as an employer I want to see our party not just be a campaigning force for good winning elections I also want to see it be an outstanding employer which sadly sometimes has been lacking.***

1. 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?

***I wholeheartedly support an annual Women's Conference which is meaningful. We must also make sure that if there is any part of the party where Labour women don't have a formal voice urgently understanding why and remedying it accordingly working closely with LWN to find solutions.***

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

***Yes, I've not taken speaking opportunities at events previously to ensure we don't have an all male situation.***

1. 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 and alongside these important commitments I would also push for Labour Groups also including similar suggestions when making submissions to council Independent Remuneration Panels to ensure that both baby leave and more widely caring responsibilities are given due recognition working with both the Association of Labour Councillors and the Local Government Association Labour Group who have done some excellent work on this to date.***