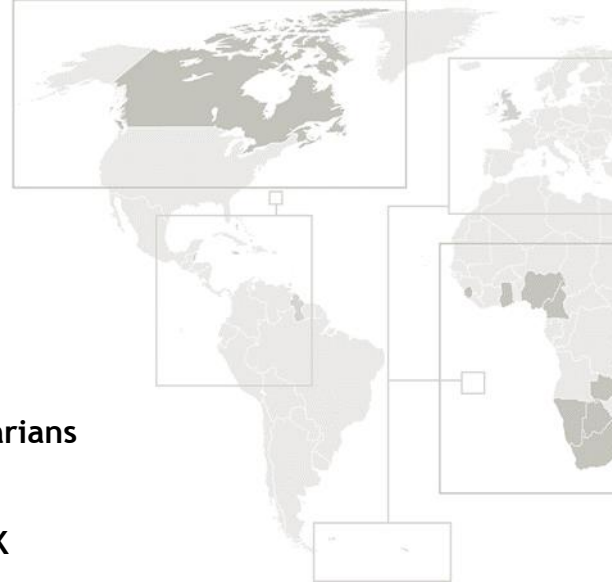




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0923REP/JAMAICA16



**Visit of Jamaican Parliamentarians  
13 - 15 September 2016  
Houses of Parliament, UK**

**Report**



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## Background

1.01. The UK Parliament and Parliament of Jamaica have a historically strong collaborative relationship. Jamaican parliamentarians have attended CPA UK conferences and projects and conducted bilateral delegations to the UK, most recently visiting Westminster from 13-17 October 2014.

1.02. Following the recent Jamaican General Election and CPA UK's reaffirmed priorities for engagement in the region, CPA UK welcomed to Westminster a delegation of recently elected Jamaican parliamentarians from 12-15 September 2016.

## Aim and Objectives

2.01. **Aim:** To explore the multifaceted role of parliamentarians in a Westminster-style democracy while sustaining the relationship between the UK and Jamaica in areas of shared interest.

### 2.02. Objectives

- **Objective 1:** Provide an introduction to the Westminster system and UK political landscape, including shared parliamentary practice and procedure in the House of Commons and House of Lords.
- **Objective 2:** Explore and build understanding of the role of parliamentarians, both MPs and Peers, in scrutiny and oversight of the Executive, with an emphasis on the committee system.
- **Objective 3:** Promote knowledge exchange between the UK and Jamaica on thematic issues and shared priorities; including climate change, trade, gender equality and representation, serious organised crime and electoral administration.
- **Objective 4:** Provide an insight into parliamentary management and administration, including finance, public outreach and the representation of women and minorities.
- **Objective 5:** Deliver practical knowledge exchange between UK MPs and Jamaican MPs on good practice in managing and serving a constituency.
- **Objective 6:** Provide an insight into the role of parliamentarians in advocating for growth in their community, including the oversight of large projects and investment.

## Delegation

2.01. The Jamaican delegation participating in the workshop was:

- Senator the Hon. Pearnel Charles Jnr, *Government Senator (Jamaica Labour Party), Minister of State in the Ministry of National Security, Leader of delegation*
- Senator Kerensia Morrison, *Government Senator (Jamaica Labour Party)*





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- Senator Wensworth Skeffery, *Opposition Senator (People's National Party)* David Hume-Brown MP, *Member for Eastern Hanover (Jamaica Labour Party)*
- Heroy Clarke MP, *Member for Central St James. Montego Bay (Jamaica Labour Party)*
- Zavia Mayne MP, *Member for South West St. Ann (Jamaica Labour Party)*
- Evon Redman MP, *Member for St. Elizabeth North East (People's National Party)*
- Michael Stewart MP, *Member for South Manchester (People's National Party)*
- Victor Wright, Jnr. MP, *Member for Trelawny Northern (People's National Party)*

## Summary

4.01. This programme was successful in introducing the delegation to the UK parliamentary system and political landscape, while enabling open discussion on recent procedural and political developments in the UK. It facilitated frank and open discussion between members and officials of the UK Parliament and the Jamaican Parliament on shared and respective priorities and challenges within both legislatures.

4.02. The programme gave the incoming delegation an insight into the priorities of the UK parliament notably regarding the role of backbenchers, restoration and renewal, public standards and expenses as well as diversity and inclusion. Through exchanges with new and experienced parliamentarians, the programme also provided practical assistance and information on constituency management and innovative solutions for constituency casework. The constituency visit to Brent Central provided an important insight into an area where the role of the local MP is particularly prevalent, with busy surgeries and high levels of requests for assistance on issues such as housing and immigration.

4.02. The programme enabled Members of the newly reconstituted Jamaica All-Party Parliamentary Group to meet with their counterparts from Jamaica to discuss a range of issues including UK-Jamaica trade, manufacturing and industry in Jamaica and the role of the Commonwealth after the UK's vote to leave the European Union. The programme succeeded in strengthening the bilateral parliamentary relationship between the UK and Jamaican parliaments and increased demand for a reciprocal visit to Jamaica in the near future.

## Programme comments

### 5.01. UK Political Landscape

5.01.1. Through meetings with MPs and Peers from the Conservative, Labour, Liberal Democrat and Scottish National Party, the delegation obtained an insight into the UK current landscape from a range of perspectives. The delegations discussed the recent referendum on the UK's membership to the European Union, the resignation of Rt Hon. David Cameron MP as Prime Minister and the unopposed election of Rt Hon. Theresa May MP as his successor to the role of Conservative Party Leader and de facto Prime Minister. Andrew Rosindell MP introduced the delegation to the issues related to leadership challenge and subsequent election of the Leader of the Labour Party, to be announced on 24 September 2016.





5.01.2. Flick Drummond MP provided an insight into the upcoming changes to UK constituency boundaries, the first since 1934. Ms Drummond explained that the Boundary Commission requires constituencies to encompass roughly 75,000 people each in order to ensure each vote is equal. Ms Drummond then explained that the recent proposed changes to constituency boundaries may result in some constituencies currently containing less than the required number of people being abolished which represents a source of concerns to MPs representing these constituencies.

5.01.3. Dr Roberta Blackman-Woods MP and Andrew Rosindell MP explained the dynamics of the restoration and renewal project related to the Palace of Westminster and wider Parliamentary Estate. It was explained that after a consultation period, it is likely that the both Houses will relocate to separate locations in the near vicinity for a period of approximately six years, to allow vital maintenance work to be carried out. Rt Hon. Tom Brake MP, Liberal Democrat Shadow Leader of the House and Member of the House of Commons Commission, further elaborated on the project when he met with the delegation.

5.01.4. Lord Purvis of Tweed gave the delegation an overview of the relationship between the two Chambers and the powers of the Lords. He explained that the Lords has 808 members, with regular attendance of an average 350 Peers. Lord Purvis mentioned that despite introducing the option of retirement, the Lords is still too large. He mentioned the case for Lords reform to remove all hereditary peers and introduce an elected chamber and underlined the idea of the Lords as a federal Chamber, especially if Scotland votes to remain in the UK following a second referendum. Lord Purvis also highlighted some of the strengths of the House of Lords, namely that as an unelected Chamber where Peers can choose to sit without party affiliation, its scrutiny and oversight powers are exercised fully and without the level of strength of the Whips, as in the Commons.

5.01.5. The delegation questioned whether Cabinet Ministers were ever drawn from the House of Lords. Lord Purvis remarked that this is unusual because the level of scrutiny of Ministers in the Lords compared to the Commons is low. However, he noted that there are often Ministers of State appointed from the Lords who are junior Ministers within a department.

## 5.02. The UK-Jamaica Relationship

5.02.1. The delegation were introduced to role of All-Party Parliamentary Groups in the parliamentary system as a cross-party groups of MPs and Peers with a special interest in an issue or country to advocate and raise the profile of an issue/country and lobby Government if required. The delegation questioned whether Government took an interest in the role of APPGs, especially if they undertake their own inquiries and visits. It was noted that the UK Government will sometimes choose to send a representative to meetings and that APPGs can have a real impact if they produce a cross-party report. The Jamaican delegation remarked that there were no informal cross-party groupings in the Jamaican Parliament, but such groups existed outside of politics in the private sector.





5.02.2. The delegation met with the Jamaica APPG for an informal discussion about the relationship between the UK and Jamaica. Discussions focused on UK-Jamaica trade and whether there were opportunities for further strengthening trade links, Jamaica's capacity to increase manufacturing and industry to reduce reliance on imports as well as the Jamaican diaspora in the UK. Senator the Hon. Parnell Charles Jnr, Minister of State in the Ministry of National Security also met with the Head of the Americas and Caribbean programme at the Department for International Development (DfID) to discuss DfID's continued engagement in Jamaica.

## 5.03. The role of a Backbencher

5.03.1. The delegation met Gavin Newlands MP and Kevin Foster MP to explore the role of the Backbench Business Committee. The UK MPs explained that the Backbench Business Committee was introduced to give backbench MPs the opportunity to debate policy in an arena when the timetabling of debates is often dominated by the government's legislative agenda. The introduction and format of the Committee was of particular interest to the delegation; the Committee decides which debates will be heard in Westminster Hall and won't agree to debate party policy or issues more relevant to an Opposition Day Debate i.e. those exclusively criticising the Government, however it will take motions that are critical of policy or give platforms to speeches that are critical. The UK Members explained that because the Government is not bound by votes on Backbench Business Debate, MPs involved in them are not whipped. The UK Members explained the importance of a Backbench Business Debate being secured in the second smaller Chamber (Westminster Hall) because it raises the profile of an issue and lays the foundations for a journey to the main Chamber. The Members also emphasised the role of cross-party support and the need for Members to work together to make their application for a debate strong, as each proposal needs support from at least five Members, which must come from a different party to their own. It was mentioned by the speakers that such debates allowed MPs to be more vocal about issues affecting their constituencies. The Jamaican delegation explained that Private Member's Bills were currently the main instrument utilised by Backbenchers to instigate debate and legislation, but also remarked that with a smaller Chamber, there are less MPs vying for a time slot and therefore Backbenchers have more opportunity to instigate motions.

5.03.2. The delegation met with Chris Shaw, Clerk of the House of Commons Business Innovation and Skills Committee. Mr Shaw gave an overview of the UK committee system and the role of the Chair in keeping committee consensus in order to make cross-party recommendations and increase the impact of inquiries. Mr Shaw explained that if a committee member cannot agree on an element of a report, they can issue a minority report or request that particular wording is put to a vote, and the alternative suggested wording and result recorded in the minutes of the report.

5.03.3. Chris Shaw answered questions from the delegation on the election of committee Chairs, who are elected by the whole House, and committee members, who reflect the balance of the Chamber. The delegation noted that Ministers can chair committees in the Jamaican Parliament. He noted that this is not seen as good practice in UK departmental committees due to their scrutiny function, but that in the





case of Jamaican legislative/bill committees, a Minister chairing to drive the bill made political sense. The delegation inquired about the track record of committee reports in instigating policy changes; Chris Shaw remarked that roughly 40% of recommendations are usually taken on board by the government. Answering a question on attendance levels, Mr Shaw stated that attendance rates are generally 80%-90%, but if attendance falls below 60% a letter is sent to the Speaker and actions taken to replace the relevant committee member. responded to questions on the effectiveness of Committees made up of Members from both the House of Commons and House of Lords, mentioning that these joint committees are often difficult to work on as Clerk due to the differing priorities and mentalities of MPs and Peers, stating that MPs are often seen to prioritise efficiency and impact while and Peers are more thorough and methodical. Chris also mentioned the importance of membership of a maximum of two committees, citing the large time commitment committee membership should be.

## 5.04. Access to independent research and data

5.04.1. Dr Goater provided a brief on the role of the Parliamentary Office of Science and Technology (POST) providing scientific advice to support the use of research in Parliament. Dr Goater gave a timeline of the evolution of POST, which started in 1989 staffed by one person, and was made a permanent body in 2001 with eleven team members. He explained that POST was a proactive service, undertaking research and highlighting information related to areas likely to appear on the parliamentary agenda within 6-12 months, while also providing in depth research to Members. The delegation questioned whether their briefings and research helped MPs set debates and issues on the parliamentary agenda; Dr Goater explained that their service was entirely impartial and did not seek to raise the profile of specific issues. However, it was noted that MPs were always looking for data and information to support their arguments, and if there was accurate information relevant to their request then this would be provided. It was emphasised that broader briefings for MPs include all evidence, regardless of the 'side' of the argument it falls on.

5.04.2. The delegation explained that each Minister in Jamaica with a portfolio has access to a department of experts and can bring in external advisors, but that parliamentary research isn't utilised as much. The delegation confirmed that they had access to parliamentary research, covering procedure and common topics, through a request to the Clerk of the House. They could also commission research from Hansard on what has been said in the Chamber. Particular attention was paid by the delegation to how research services such as POST could benefit Members through provision of information for debates with Dr Goater emphasising that POST notes and Library briefings are independent and impartial and reviewed by external organisations. Elaborating on this peer review process, it was explained that briefings are sent to around twenty different organisations for comment and advice.

5.04.3. There was also interest in POST's international work with parliamentary staff of the Parliaments of Kenya, Malawi, Mexico and Chile to support the use of research evidence. These support programmes involved hosting two members of the Kenyan and Malawian parliamentary staff for a month each for an intensive training period. The Jamaican delegation lauded the work of POST in providing original





statistical analysis and suggested that a relationship with the research staff of the Parliament of Jamaica could be explored.

## 5.05. Parliamentary Standards and Public Perceptions

5.05.1. The delegation met with representatives from the Independent Parliamentary Standards Authority (IPSA). IPSA's Chief Executive, Marcial Boo, explained that IPSA was created by an Act of Parliament following public outrage over the 2009 Expenses Scandal, and now has responsibility for MPs expenses and pay. He explained that IPSA is the only institution in the world that independently sets pay for MPs. He also explained the way IPSA works with MPs to ensure their compliance to expenses standards, and regularly reviews the amounts allocated to accommodation, staff and pay. The delegation learnt that the salary for MPs increased by 10% in 2015, bringing their salary into line with other high level public sector earnings. Mr Boo explained that although this caused a degree of public outcry and some MPs were concerned about their image, having an independent body to review and set pay technically had removed the burden from MPs, though perhaps not the criticism. Answering a question from the delegation, Marcial Boo explained that salary is not discussed in the House, but MPs and Commons officials were consulted; the salary was then decided by the Board, the Chair of which was appointed by the Speaker who both then appointed Board Members. Members of the Board were deliberately chosen to reflect a cross-section of society, including legal experts and lay-people, especially those working outside the political arena.

5.05.2. The delegation remarked that the Integrity Commission of Jamaica could have the capacity to take on a section of the work undertaken by IPSA. The discussion of MPs pay was lively, with general agreement that salaries in Jamaica, especially for staff and constituency work were in need of review, but that it was an issue that had not come into the public or political domain because of the potential political ramifications. The delegation remarked that allocating the mandate for setting salaries to an independent body could be a step towards depoliticising the issue. Mr Boo echoed these thoughts, noting that public commotion around perception of corrupt and 'money-grabbing MPs' had probably stopped a number of countries following in the UK's path. He remarked that the creation of IPSA stemmed from a scandal, which gave the public the incentive to support the Authority, and that the path to its inception might not have been so straightforward had the circumstances been different.

5.05.3. The speakers and delegates discussed the role an independent organisation like IPSA would play in Jamaica, with considerable support for the creation of such an authority. It was emphasised by the delegation that although resources and the structure of the Jamaican system differed from that of the UK, it would be useful to initiate a discussion with the relevant officials on their return to Jamaica on how such a system could be adapted to the Jamaican context.

## 5.06. Management and Administration of Parliament

5.06.1. The delegation were briefed on the role of the House of Commons Commission, which is responsible for administration and services of the House. The delegation were interested to hear of the recent division







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of responsibilities between the Director General and the Clerk of the House, with the former responsible for the administration and the business element of Parliament, and the latter responsible for the political and procedural elements. It was remarked that this seemed an appropriate management technique as Parliaments in general begin to hire more staff and become businesses as well as legislatures, and Clerks find themselves stretched with parallel priorities.

5.06.2. Rt Hon. Tom Brake MP answered questions about time management, given his membership to the Governance Committee of the House of Commons Committee, his roles as the Liberal Democrat Shadow Leader of the House and a constituency MP. Mr Brake clarified that he received no financial remuneration for his time, but that Chairs of select Committees did receive an addition to their MP salary. Mr Brake emphasised the importance of an effective team of staff, but that the budget allocated to MPs for staffing costs was inadequate. To mitigate this issue, his team includes up to three interns at any time. Mindful of the debate around unpaid internships in Parliament, Mr Brake emphasised that their travel and expenses were covered and the period of the internship limited to three months. He would like to pay minimum wage to interns but remarked that his staff budget would not cover this. He also noted the importance of university students on sandwich courses in relevant subjects who take on a placement in an MP's office as part of their degree, and the role of US universities who often fund students to take on internships in the UK Parliament.

### 5.07. Diversity and Inclusion

5.07.1. The Head of Diversity and Inclusion for the House of Commons, Anne Foster, and House of Lords, Rachel Williams, discussed with the delegation the importance of the UK Parliament setting an example by having a workforce representative of the citizens of the UK, and particular of London. The speakers emphasised that this means creating a diverse and inclusive Parliament, specifically supporting some of the protected groups highlighted in the Equality Act 2010: women, ethnic minorities, those with disabilities and those identifying as LGBT. Anne Foster, Head of Diversity and Inclusion in the House of Commons explained that as well as creating a diverse and inclusive workplace for those already employed, they also work with the Human Resources department to promote Westminster as a workplace to minority groups, aiming to increase the range and diversity of applicants for each job. She explained that this was considered as positive action, rather than positive discrimination, which is illegal unless the role specifically requires certain characteristics. Rachel Williams, newly appointed Head of Diversity and Inclusion at the House of Lords discussed the Diversity strategy for the House, noting that the composition of Members of the House of Lords could only be made more diverse by the various parties who nominate Life Peers.

5.07.2. New leadership was cited as the reason the Diversity and Inclusion strategy has been advancing after a period of stagnation; the speakers stressed the vital role the current Speaker, Rt Hon. John Bercow MP and Clerk, David Natzler have had in kick starting the process, as opposed to the piecemeal progress of the past. The speakers also noted that the development of a more diverse Parliament will be long as it is a process to ensure sustainable changes are embedded in all areas rather than a 'ticking boxes' exercise;





the speakers emphasised that this sort of change needed to be gradual and could not be artificially accelerated.

5.07.3. The group discussed recent work to ensure people with disabilities were supported. Anne explained this included working with the ParliABLE Workplace Equality Network (WEN) to obtain an insight into particular issues. As a result, the House has undertaken a signage review, replacing signs that were unclear or difficult to read by those in wheelchairs or who are visually impaired, and also those who have English as a second language. Anne also emphasised that accessibility is about removing physical barriers in the building but also about changing the attitudes of staff to be more 'disability confident'. This includes the Disability Standard, which the House was applying for, giving it an opportunity to advance its progress in access and inclusiveness for disabled staff and visitors, including tourists. <sup>1</sup>

5.07.4. Julia Vanoli, Co-Chair of ParliGENDER then spoke of its role as the Workplace Equality Network for gender equality. She highlighted the release of the Good Parliament Report by Dr Sarah Childs, seconded from the University of Bristol to explore and recommend a strategy to incorporate gender equality and sensitivity into the mainstream of the UK Parliament. The composition of ParliGENDER's membership was of particular interest to the Jamaican delegation. Membership of ParliGENDER is open to all House staff and Members, and currently levels of male members were 15%. Ms Vanoli explained that it is generally easier to appeal to women, but that issues such as childcare were raising their profile among men, and they had a target to increase male membership to 25%. The delegation gave an example of the Gender Ministry of Jamaica, which was expanded to gender related issues relevant to men and women, such as vulnerable young men and gang-related crime, and domestic violence, and encouraged the group to seek to appeal to more men through its publications and available material. Jamaica's progress regarding women in positions of authority was commended by the delegation, who cited that there was a female Attorney General and Chief Justice, and former Prime Minister.

5.07.5. The delegation asked if the team felt the public were in support of their actions and strategy. The speakers confirmed that they received increasingly positive feedback from the public, and that there was an accepted view in mainstream public life that diversity and inclusion should be strived for. Anne Foster mentioned particularly vocal support from disabled visitors who had noticed an improvement in the environment, and the fact that Parliament had received several awards from external organisations for its work in the field. Ms Foster explained that the attitudes of difficult staff members were beginning to change, which was aided by the process of time as new generations begin work and older ones retire. She also mentioned that having a legal framework such as the Equality Act gave invaluable weight to their work. When asked about the framework for dealing with complaints from staff members, she explained that there was a no tolerance policy of ill-treatment but that the level of complaints had actually increased as people felt more confident coming forward. The delegation inquired about a shift in attitude to ethnic minorities and multiculturalism in the UK since the referendum result to leave the European Union, citing reports of a rise in ethnically motivated hate crime and incidents since the vote. Anne Foster

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<sup>1</sup> The House of Commons was awarded Silver accreditation of the Disability Standard by the Business Disability Forum on 27 September 2016.





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lauded the response of the Clerk of the House and Director General who, in the wake of the referendum result released a letter to every employee assuring them of their job security, and personally visited different departments with staff from EU countries to reassure them at such a turbulent time.

5.07.6. Dr Anna Dickson, Co-Chair of ParliREACH Workplace Equality Network (REACH standing for Race Ethnicity Cultural and Heritage) met with the delegation. Staff from black and minority ethnic (BME) backgrounds are a minority among parliamentary staff and are statistically tend to be in the lower paid roles. Dr Dickson explained how ParliREACH works to change this so Parliament can be more reflective of the society it represents, from the lowest paid the most senior positions, looking at the barriers in recruitment and promotion. She noted the over representation of MPs who were privately educated had led to careers in parliament being perceived as too lofty and unattainable for many. She also noted that although parliament was not inherently racist, those in senior positions tended to recruit in their own image. She also spoke about similar barriers in promotion for those who didn't fit certain characteristics. She quoted a staff survey which showed that 93% of parliamentary staff believed there were barriers for those from black and ethnic minority backgrounds.

5.07.7. The delegation were interested in the impact of competency based recruitment. While Dr Dickson agreed that competency based recruitment had its merits in encouraging diversity she also noted that the length and complexity of competency based applications could often deter people from applying for jobs and also didn't address the fact that competencies could be learnt at work. She also noted that there were still the issue of unconscious bias in recruitment. Dr Dickson gave an example of one of the initiatives ParliREACH had introduced, Reverse Mentoring. This involved junior staff mentoring senior staff including those from black and ethnic minority backgrounds. This provided an opportunity for those from black and ethnic minority backgrounds to give an alternative perspective.

5.07.8. It was acknowledged by the delegation that some areas covered by Diversity and Inclusion and WENs were not mainstream issues for equality and diversity in Jamaica, such as their work with those identifying as LGBT. While meeting with Jenny Roberts, Co-Chair of ParliOUT, the delegation were keen to share the Jamaican context, where consensual homosexuality is still criminalised and the potential devastating political consequences for public officials who speak out on LGBT rights. It was noted by the delegation that Jamaican civil society could be seen as ahead of government in this area. They commented that discussions around tolerance and inclusion were taking place but current laws and cultural/religious barriers were still very strong, and the matter was currently at the Court of Appeal. It was noted that legislators in support of decriminalisation were apprehensive to push for change for fear of consequences from the electorate.

### 5.08. Parliamentary Outreach

5.08.1. The delegation met with staff from the Outreach Department of the Department of Committee and Chamber Services to explore the ways in which the UK Parliament raises awareness and encourages public participation in democracy. Lucinda Blaser described how her role involved accessing community





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groups not traditionally engaged with politics to encourage them to be involved in debates and committee hearings on issues important to them, sometimes providing oral and written evidence used in inquiries. Natasha Hallett explained the variety of events and programmes conducted by Select Committee Outreach in order to access specific groups and encourage participation. The speakers explained that their most valuable activity undertaken tended to be roundtable-style events with one MP and 10-12 members of the public on each table, discussing concerns face to face. When questioned about the reception and impact of these events, the speakers explained they were not involved in the topic of discussion but provided the platform for exchanges to take place, with the strategy that people involved, regardless of the topic would feel increasingly more empowered to influence debates in Parliament. They mentioned that they used to hold large open events, but these attracted the same sort of people each time; those who were already knowledgeable and engaged in politics. Their strategy was aimed at quality of the outreach over quantity, and targeting groups who perhaps felt marginalised from mainstream politics.

5.08.2. There was a practical discussion about how people engaged with the Houses of Parliament digitally on various social media sites. Lucinda Blaser mentioned that they used the Parliamentary Twitter account to show people that Parliament debates issues relevant to them, and, citing discussions about mental health and the army, that the anonymity of social media encouraged people to share their opinions. In cases such as these, Twitter responses have been treated as academic sources and referenced in the Chamber. Lucinda Blaser also gave an example of specific Twitter debates where individual Twitter users and charities with accounts can discuss particular issues, the response to which could contribute to research briefs created by the Library. One such debate on youth violence in London led by Chuka Umunna MP involved over 8 million Twitter accounts. <sup>2</sup>

5.08.3. The speakers gave advice on ‘what not to do’ as a Parliamentarian on social media, and emphasised the importance of thanking people for their views, regardless of whether one agreed or not. They also advised to acknowledge when different people were tweeting from one account representing an MP, e.g. sign on and off with initials in tweets so the public was aware when an MP was tweeting as opposed to a member of their staff or social media manager. Advice was also given to publicise content by individual platforms, rather than using a multi-platform programme that posted to a number of accounts at once, because this reduced the impact of the message. Elaborating on this, the speakers said that one extra click was often off-putting to users clicking on something for the first time, and that using third party software to manage multiple social media accounts often affected the stories’ place on users news feeds.

5.08.4. The delegation explained that digital engagement was not as effective in the rural areas of Jamaica, and that a different type of engagement was required, and asked for advice on how to bring people into the debate. The speakers recommended holding local events, especially encouraging select

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<sup>2</sup> <https://www.parliament.uk/get-involved/have-your-say-on-laws/digital-debates/gangs-and-serious-youth-violence/>; <https://hansard.parliament.uk/commons/2016-03-03/debates/16030337000001/GangsAndSeriousYouthViolence>





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committees dealing with issues or legislation affecting rural areas to have oral evidence sessions in the relevant areas.

## 5.09. Constituency Management

5.09.1. The delegation met with Diane Abbott MP, Chair of the Caribbean APPG, for an interactive session on managing constituency staff and casework. Ms Abbott explained that she did not have a permanent constituency office, and her staff worked remotely, allowing them to hire rooms and meet constituents in flexible locations depending on demand.

5.09.2. The delegation were hosted in Brent Central constituency by Dawn Butler MP, Chair of the Jamaica APPG. Dawn explained the long historic cultural links between Brent and Jamaica; and that the borough had the highest percentage of Jamaicans in the UK. The delegation visited Willesden Green Library, redeveloped in 2014 as a flagship project in the regeneration of Brent Central. The Library incorporated Brent Museum, a permanent exhibition celebrating the history of Brent, its international links and the contribution of Jamaican community political leaders such as Marcus Garvey. The delegation observed a weekly surgery at Ms Butler’s constituency office, an opportunity to see a real example of an MP in action in taking forward the concerns of their constituents. Ms Butler remarked that almost all inquiries in Brent Central related to housing and immigration, and her office used template forms to gather the right information to allow them to support their constituents. Packs of these template forms were disseminated to the delegation, who noted that they found her management system incredibly important and useful. The delegation then met with local business owners in Harlesden, many of whom were Jamaican or of Jamaican descent, who gave an insight into the history of their businesses and the role of the local MP in supporting their entrepreneurialism.

## Programme

<b>Arrival day: Monday 12 September</b>		
<b>Day 1: Tuesday 13 September</b>		
Day 1 addressed Objectives 1, 2 and 4 by providing a forum to discuss the UK political landscape and Westminster system, role of MPs and Peers in oversight and scrutiny and the role of parliamentary staff in providing information and knowledge to parliamentarians. It also explored the role of parliamentarians in upholding public standards and remaining transparent and accountable to the electorate.		
0920	Enter Houses of Parliament, Portcullis House Entrance <i>Met by Rachael Atkins, Americas, Caribbean and Europe Programme Manager</i>	
0940	<b>Tour of the Houses of Parliament</b>	
1050	<i>Coffee</i>	CPA Room
1100	<b>Welcome</b> Helen Haywood, Deputy Chief Executive, CPA UK	CPA Room





	<i>This session provided an introduction to the work of CPA UK and provide an opportunity to run through the programme and logistics of the visit.</i>	
1130	<p><b>Session 1: Overview of the UK system, political issues and current debates in the UK</b></p> <p>Roundtable discussion with Flick Drummond MP (<i>Con</i>), Dr Roberta Blackman-Woods MP (<i>Lab</i>), Andrew Rosindell MP (<i>Con</i>) and Lord Purvis of Tweed (<i>Lib Dem</i>).</p> <p><i>This session provided a basis for discussion of the UK political system focussing on the following:</i></p> <ul style="list-style-type: none"> <li>- <i>UK political system - evolution and current debates surrounding electoral reform, reform of the House of Commons and House of Lords.</i></li> <li>- <i>Role of the Speaker and Clerk</i></li> <li>- <i>UK political landscape - current debates and issues</i></li> </ul>	CPA Room
1245	<p><b>Lunch with Members of the Jamaica All Party Parliamentary Group (APPG)</b></p> <p>Joined by: Dawn Butler MP (<i>Lab</i>), Chair of the Jamaica APPG, Baroness Benjamin OBE (<i>Lib Dem</i>), Peter Dowd MP (<i>Lab</i>), Nigel Evans MP (<i>Con</i>) and Virendra Sharma MP (<i>Lab</i>), Laurence Jones, <i>Secretariat of Jamaica APPG</i>.</p> <p><i>This was an opportunity to share experiences and discussion on the UK-Jamaica bilateral relationship with Members of Parliament and Peers with a specific interest in Jamaica.</i></p>	CPA Room
1345	<p><b>Session 2: The Role of a Backbencher</b></p> <p>Kevin Foster MP (<i>Con</i>), Member of Backbench Business Committee Gavin Newlands MP (<i>SNP</i>), Member of Backbench Business Committee</p> <p><i>This session focused on the role of MPs and Peers/Senators who are not Ministers or part of the Government. It looked at how backbenchers can influence policy and exercise their scrutiny and oversight role, as well as set the agenda in the Chamber.</i></p>	CPA Room
1445	<i>Tea</i>	
1530	<p><b>Session 3: Upholding standards in public office: Meeting with the Independent Parliamentary Standards Authority (IPSA)</b></p> <p>Marcial Boo, Chief Executive</p> <p><i>This session aimed to provide an overview of the UK's efforts to uphold standards in public office, specifically related to parliamentarians. IPSA was created through the Parliamentary Standards Act in the wake of the 2009</i></p>	CPA Room





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	<i>'Expenses Scandal' and aims to work independently with parliamentarians to ensure their awareness of expenses guidelines, and holds them to account if they fall foul of them. It also regulates and sets the pay of MPs.</i>	
1630	<p><b>Session 4: The role of a Parliamentarian in oversight and scrutiny of the Executive</b></p> <p>Chris Shaw, Clerk of Business Innovation and Skills Select Committee, House of Commons</p> <p><i>This session provided an insight into the role of Committees in examining Government policy and legislation and holding the Executive to account. It provided an opportunity for discussion between UK and Jamaican counterparts on challenges and solutions in scrutiny, and the practical elements of maintaining committee consensus, selecting witnesses, holding inquiries and ensuring recommendations are taken on board.</i></p>	CPA Room
1730	<i>End of Day One</i>	
<b>Day 2: Wednesday 14 September</b>		
Day 2 addressed Objectives 2 and 3 through a focus on priority areas of engagement for the incoming delegation, connecting them with their UK parliamentary counterparts as well as experts, academics and non-governmental organisations.		
0930	<p>Enter Houses of Parliament through Portcullis House entrance</p> <p><i>Met by Rachael Atkins, Americas Caribbean and Europe Programme Manager</i></p>	
1000	<p><b>Session 5: The Management of Parliament</b></p> <p>Rt Hon. Tom Brake MP (<i>Lib Dem</i>), Shadow Lib Dem Leader of the House of Commons</p> <p><i>This session considered the role of the House of Commons Commission, the participation of external Members, the Governance Committee's Report and the Commission's relationship with the Executive Committee of the House.</i></p>	CPA Room
1100	<p><b>Session 6: Briefing on Prime Minister's Questions</b></p> <p>Rt Hon. Sir Alan Haselhurst MP (<i>Con</i>)</p> <p>Rt Hon. John Spellar MP (<i>Lab</i>)</p> <p><i>This session consisted of a brief on the history and protocol of Prime Minister's Questions (PMQs).</i></p>	CPA Room <i>Coffee will be served</i>
1145	<b>View Prime Minister's Questions</b>	Commonwealth Gallery, House of Commons
1300	<p><b>Lunch with new Members of Parliament</b></p> <p>Joined by Huw Merriman MP (<i>Con</i>), Kate Osamor MP (<i>Lab</i>), Kirsty Blackman MP (<i>SNP</i>) and Patrick Grady MP (<i>SNP</i>). <i>This was an opportunity to exchange</i></p>	CPA Room





	<i>experiences of election and parliament with new Parliamentarians elected in 2015.</i>	
1400	<b>View House of Lords in session</b>	House of Lords Gallery
1430	<p><b>Session 7: Parliamentary Outreach</b></p> <p>Lucinda Blaser, Digital Engagement Manager, Digital Outreach Team, House of Commons</p> <p>Natasha Hallett, Select Committees Engagement Manager in the Outreach and Engagement Service</p> <p><i>This session explored how Parliament conducts public outreach through various channels to encourage participation in politics. With a focus on social media, it was an opportunity to gain an insight and share experiences of public engagement, with the example of some recent UK initiatives.</i></p>	CPA Room <i>Tea and coffee will be served</i>
1530	<p><b>View Committee in Session / Evidence Session</b></p> <p>Senators: <b>Lords Economic Affairs Committee - Oral Evidence Session</b> Inquiry: The Economics of UK Energy Policy</p> <p>Witnesses: The Rt Hon. the Lord Lawson of Blaby, Founding Chairman, Global Warming Policy Foundation</p> <p>The Lord Turner of Ecchinswell, Chairman of the Governing Body, Institute for New Economic Thinking</p> <p>Location: Room 3, Palace of Westminster</p> <p>MPs: <b>Environment, Food and Rural Affairs - Oral Evidence Session</b> Inquiry: Beef grading</p> <p>Witnesses: John Dracup, Red Meat Livestock Procurement Director, 2 Sisters Tom Kirwan, Chief Executive for ABP UK, ABP Food Groups Jim Dobson, Group Managing Director, Dunbia Tim Smith, Group Quality Director, Tesco Andrew Opie, Director of Food and Sustainability, British Retail Consortium</p>	
1600	<p><b>Session 8: Parliamentary Office of Science and Technology (POST)</b></p> <p>Aaron Goater, Advisor, POST</p> <p><i>This session considered how parliamentarians can gather independent data to support their aims. POST provides balanced and accessible overviews of research from across the natural, physical and social sciences, engineering and technology, placing findings in a policy context for parliamentary use. It</i></p>	CPA Room







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	<i>identifies trends in science, technology, society and policy, and analyses their implications for parliamentarians.</i>	
1700	<p><b>Tour of Education Centre</b></p> <p><i>Opened in 2015, the Education Centre provides much needed practical facilities and a purpose-built learning environment for schools and teachers. This has enabled the Education Service to double the number of students who visit Parliament each year, from 45,000 to 100,000. The Centre makes use of creative and immersive technologies to create a unique learning experience.</i></p>	Education Centre
1745	<i>End of Day Two</i>	
<b>Day 3: Thursday 15 September</b>		
<p>Day 3 addressed Objectives 2, 5 and 6 through a focus on the role of parliamentarians in oversight and scrutiny and the role of parliamentary staff in providing information and knowledge to parliamentarians. Meetings focused on efforts to create a more diverse and representative Parliament reflective of society. It also included opportunities for delegates to visit a local constituency/project demonstrating the role of an MP in advocating for growth and investment in their constituency.</p>		
0915	<p>Enter Parliament through Portcullis House entrance</p> <p><i>Met by Rachael Atkins, Americas Caribbean and Europe Programme Manager</i></p>	
0930	<p><b>Session 9: Diverse and Representative Parliaments</b></p> <p>Anne Foster, Head of Diversity and Inclusion, House of Commons Rachel Williams, Head of Diversity and Inclusion, House of Lords Julia Vanoli, Co-Chair of ParliGENDER Workplace Equality Network</p> <p><i>The House of Commons and House of Lords each have Diversity and Inclusion Teams that works to make Parliament increasingly more accessible, diverse and free from discrimination, and in doing so meet the requirements of the UK's Equality Act 2010. This session explored the role Parliamentarians can have in advocating for diverse legislatures.</i></p>	CPA Room
1030	<i>Coffee</i>	CPA Room
1100	<b>View House of Commons or House of Lords</b>	
1200	<p><b>Session 11: Workplace Equality Networks</b></p> <p>Dr Anna Dickson, Senior Clerk, Defence Committee and Vice-Chair of ParliREACH Jenny Radcliffe, Talent Manager, Diversity and Inclusion and Co-Chair of ParliOUT</p> <p><i>This session explored the role and impact of Workplace Equality Networks (WENs) in the Houses of Commons and House of Lords. WENs provide an opportunity for groups of people to discuss and consider issues relevant to</i></p>	CPA Room





	<p><i>their situation or of interest to them. In particular, WENs can be useful forums for groups protected by equality legislation.</i></p> <p><i>Current networks may be ParliOUT, relevant to lesbian, gay, bisexual, transgender, intersexual, and questioning (LGBTIQ) people, ParliABLE, to people with disabilities, ParliGENDER, to people concerned about gender and gender equality issues, and ParliREACH, to people seeking a support network relevant to race, ethnicity and cultural heritage issues. All are welcome.</i></p>	
1300	<p><b>Session 12: Managing a Constituency: Working Lunch with Diane Abbott MP and constituency staff</b></p> <p>Joined by Diane Abbot MP (<i>Lab</i>), Shadow Secretary for Health Dana Carlin, Caseworker, Office of Diane Abbott MP</p> <p><i>This informal lunch will provided a forum for discussion of the responsibilities of MPs to their constituents, including casework, working with members of the public and organising staff.</i></p>	CPA Room
1430	<p><i>Depart for constituency visit by minibus</i></p>	
1500	<p><b>Constituency visit: Dawn Butler MP, Brent Central</b></p> <p><i>The constituency visit was a chance to discuss constituency management and shared challenges when balancing parliamentary and constituency responsibilities. It included a visit to a local area that has been the subject of investment and regeneration, providing an opportunity to explore how Parliamentarians can advocate for growth in their community and play a role in monitoring large projects.</i></p>	
1800	<p><i>End of Day Three</i></p>	





CONSTITUENCY VISIT PROGRAMME, BRENT CENTRAL - 15/09/2016

<p><b>1500: Viewing of Marcus Garvey Bust at Brent Museum, Willesden Green Library Centre, 95 High Rd, London NW10 2SF</b></p> <p>A chance for delegates to view a the bust of Jamaican political leader, Marcus Mosiah Garvey, which recently went on permanent display at the museum in Ms Butler's constituency. Ms Butler will discuss the legacy of Marcus Garvey and her role in the campaign to have the bust put on display.</p>
<p><b><i>1525: Delegation travels to Dawn Butler's constituency office</i></b></p>
<p><b>1530: Meeting with Dawn Butler MP and her staff at her constituency office, 156 High Road, Willesden, London NW10 2PB</b></p> <p>This will be an opportunity for delegates to discuss the constituency responsibilities of a UK MP, the balance of responsibilities between her constituency and parliamentary offices, how casework is processed and the main challenges facing her constituents. The delegation will have the opportunity to ask questions to Ms Butler and her staff.</p>
<p><b>1600: An opportunity to observe a surgery meeting</b></p> <p>Delegates will observe a surgery meeting between Ms Butler and one of her constituents, for an understanding of how UK MPs interact with their constituents and the measures they are able to take to assist constituents with their issues and concerns.</p>
<p><b>1615: Tea/Coffee break with an opportunity to ask any further questions</b></p>
<p><b><i>1630: Delegation travels to Harlesden High Street, NW10 4</i></b></p>
<p><b>1700: Tour of Harlesden High Street</b></p> <p>Delegates will meet Ms Butler for a tour of the local businesses. Harlesden is home to a large amount of Caribbean (mainly Jamaican) shops and delegates will have the opportunity to view these premises, meet local business leaders and learn about the regeneration that has taken place in Harlesden over the years.</p>
<p><b><i>18:00: Delegation departs for the Houses of Parliament</i></b></p>

**Media Coverage**

7.01. CPA UK used Twitter to promote the programme in real time

[https://twitter.com/CPA\\_UK/status/775649063945531392](https://twitter.com/CPA_UK/status/775649063945531392)

The programme was publicised in Jamaican national press

[http://www.jamaicaobserver.com/news/Jamaican-MPs--senators-on-three-day-visit-to-UK\\_73732](http://www.jamaicaobserver.com/news/Jamaican-MPs--senators-on-three-day-visit-to-UK_73732)





## Outcomes & Follow-up Activities

8.01. To monitor the immediate impact of the programme, CPA UK distributed pre and post-assessment forms to participants. The pre and post-assessment forms assessed the change in understanding experienced by participants over the course of the programme, through self-evaluation. The form included sections to detail the most valuable areas explored and areas where participants would like further attention or improvement. Comments in post-assessment forms rated the sessions relating to IPSA and the role of a backbencher in oversight and scrutiny as the most valuable.

8.02. Follow up activities to be explored based on the areas of interest to the delegation are as follows:

- a. Capacity building training for Research staff from the Parliament of Jamaica
- b. Bilateral visit of UK Parliamentarians to Parliament of Jamaica

## Funding Breakdown

9.01. Programme costs were shared between CPA UK and The Parliament of Jamaica.

## Acknowledgements

10.01. CPA UK thanks the Clerk and Office of the House of Representatives and Senate of Jamaica and the Members and officials of the Houses of Parliament who met with the delegation. CPA UK would also like to thank the British High Commission Jamaica and the Jamaican High Commission London.

## About CPA UK

11.01. CPA UK is one of the largest and most active branches in the CPA community and delivers a unique annual international outreach programme in Westminster and overseas. CPA UK works to encourage parliamentary diplomacy and build parliamentary capacity on behalf of the UK Parliament and the wider CPA. Through activities such as conferences, seminars, delegations and parliamentary strengthening teams, CPA UK provides Members with a practical, current and first-hand perspective on international issues facing fellow parliamentarians across the Commonwealth. Working with CPA UK's international outreach programmes also enhances Members' understanding of issues facing diaspora communities in their own constituencies.





Delegate Biographies



**Senator the Hon. Pearnel Charles Jnr**  
*Government Senator (Jamaica Labour Party)*  
*Minister of State in the Ministry of National Security*

Pearnel P. Charles Jr. serves the people of Jamaica as a Senator and as the Minister of State in the Ministry of National Security. Minister Charles has specific responsibility for the Department of Correctional Services, the Jamaica Combined Cadet Force and special projects within the national security portfolio.

Minister Charles is an Attorney-at-Law qualified to practice law in Jamaica and the United States of America. Throughout his professional career he served with distinction as a Judicial Clerk, Senior Clerk of Court, Crown Counsel at the Office of the Director of Public Prosecutions and as the Lead Counsel and Managing Attorney of The Law Offices of Pearnel P. Charles Jr.

The Senator is also a former President of the Law Society and a former Guild President of the University of West Indies where he earned two honours degrees; a Bachelor of Science (double major in Biochemistry and Zoology) and a Bachelor of Laws. Additionally, he holds a Master of Laws degree from The George Washington University Law School in Washington D.C. where he was awarded the Thomas Buergenthal Scholarship for academic performance.



**Senator Kerensia Morrison**  
*Government Senator (Jamaica Labour Party)*

Born in the spectacularly beautiful island of Jamaica, the pursuit of education and other skill sets was -and continues to be- an engaging and uplifting journey. Education at St. Jago High School-one of the island’s most enviable high schools- and further pursuits in Literatures in English at the University of the West Indies (Mona), have empowered me to apply the knowledge and experience amassed in these interactions to serving my country by strengthening its democracy through progressive political practices.

I am also driven to achieve strong communities by engaging all social and civic groups in the partnership for the prosperity of Jamaica. My interests also include:

- Children's Rights and Welfare
- Youth Advocacy





# HOUSES OF PARLIAMENT

- Gender (as it pertains empowering men and women to stand against marginalisation and other forms of discrimination)
- Protecting the environment (with interest in best practices that will promote sustainable development)
- Entertainment and culture (with avid interest in celebrating our identity and also in enhancing our vibrant Tourism product)

Educator by profession with thirteen years of teaching experience. In addition, I excel in Marketing and Communication.

### Political Involvement:

Active member of the governing Jamaica Labour Party where I serve in the following capacities:

- Senator ( Government)
- Member of Parliament Caretaker and Councillor Caretaker for the St. Catherine North Central Constituency. Core responsibilities include representing constituents on issues of concerns such as education, housing, adequate water supply, road and transportation, agriculture, security and unemployment, skills training and entrepreneurship.
- Member of Generation 2000 (G2k). G2K is the young professional arm affiliated with the JLP whose mandate include sharing ideas and perspectives that will enable the leadership of Jamaica to create sustainable policies that will not only enrich our quality of life as a country but that which will also support us in successfully competing with the global world.
- Secretary, Area Council 2 (JLP)

Duties include managing the organization machinery of the JLP within the four parishes that constitute Area Council 2.

- Member of the Women Freedom Movement (JLP)

Carrying the mission of the JLP on empowering women to impact the world.



### Senator Wensworth Skeffery

Opposition Senator (People’s National Party)

Born in Cross Keys, Manchester. Teacher by profession. Has a diploma in Teaching from the Mico Teachers' College, Bsc in Public Administration and International Relations from the University of the West Indies (Mona) and a Masters of Arts in Teaching from the Mico University College.

Taught Physics at various secondary schools across the island and was the Science, Technology, Engineering and Mathematics (STEM) coordinator in the Ministry of Education from May 2014 to May 2016.





# HOUSES OF PARLIAMENT

Served as Director on a number of National Government Boards throughout the years to include National Water Commission, National Irrigation Commission, Jamaica Agricultural Society and Jamaica Bauxite Institute.

Was appointed a Government Senator in January 2012 and an Opposition Senator in March 2016. Currently a Deputy General Secretary of the Peoples' National Party and a Political Organizer for the movement.

Married to Lydia with one child, a daughter Adria.



### **David Hume-Brown MP**

*Member for Eastern Hanover (Jamaica Labour Party)*

Dave Hume Brown holds the position of Member of Parliament - Eastern Hanover. He was appointed in March 2016.

Dave Hume Brown was born in Haddington, Hanover, Jamaica West Indies on January 25, 1965. He received his early schooling at Bethel Primary School in the same parish. In 1981 he graduated from Cornwall College and matriculated to the Montego Bay Community College where he pursued courses in Business Studies.

On the 10th of October 1983 Dave enrolled in the Jamaica Police Academy. His service to the Force spanned nine years while assigned to the Criminal Investigation Branch (CIB). He resigned his job as a Police Officer to venture into his own business and in 1993 he started a transportation company, operating a small fleet of buses. He pursued this for several years and in 1998 he started importing auto parts for sale. This soon evolved into an auto dealership. Currently, Dave is the owner of one the most competitive auto dealerships in Montego Bay St. James.

In 2006 Dave entered into construction and he has now become a bonafide Property Developer.

In January 2012, Dave entered politics at the Local Government level and served as Councillor Caretaker for the Montego Bay South Division. He held this post until February 2015. In March of the same year, he was chosen to represent the Jamaica Labour Party as the candidate to run as Member of Parliament for the Eastern Hanover constituency.





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### **Heroy Clarke MP**

*Member for Central St James. Montego Bay (Jamaica Labour Party)*

**EDUCATION:** Cornwall College, Asst. in Business Administration (University College of the Caribbean); Law Degree (UTECH Western Campus (Law Faculty))

**OTHER:** Senior J.P.; President Cornwall College Old Boys Association (Montego Bay Chapter); Coordinator of the Police Civic Committee; Member of the Lay Magistrates Assoc. of St. James; Member of the St. James Cricket Club; President of the Montego Bay Masters Cricket Club

**POLITICAL:** Constituency Caretaker St. James Central; Former Councillor for the Rose Heights Division; Secretary of Area Council Four; Member of Central Executive of the JLP.

### **Zavia Mayne MP**

*Member for South West St. Ann (Jamaica Labour Party)*



Zavia T. Mayne M.P., B.Sc., LLB (Hons.), LCE is a Jamaican born Attorney-at-Law, Businessman and Member of Parliament. Over the past decade and a half Mr. Mayne has worked in a wide variety of industries to include the food chemistry industry, as a Quality Assurance Analyst, the legal industry as an Attorney-at-Law and has occupied a multiplicity of post in both the private and public sector. He earned, through the University of London, a Bachelor's Degree in Law and thereafter went on to obtain his Legal Educate Certificate

at the Norman Manley Law School in 2008. Zavia Mayne is also the hold of a Bachelor's of Science in Pure Chemistry and Food Chemistry, having acquired same in 2000.

Zavia has also taken an active interest towards the development of Jamaica and has actively participated in the Jamaican political landscape since 2013. He is at present the Member of Parliament for South West St. Ann Jamaica, where he has actively participate in the development of this constituency primarily through his current post as Member of Parliament and by means of his charitable organization Water Valley Development Foundation. Water Valley Development Foundation is a charitable organization established in 2015 and exclusively geared towards improving the socio-economical condition of the residence of South Western St. Ann, for which he himself is a product of said community.

Zavia's ongoing mission is to improve, transform and to re-vamp the socio-economic realties of this primary agriculture based community of South West St. Ann. Core to this vision is the introduction and improvement in the infrastructure of the area and the improvement of the standard of living of the residence, through access to education and employment and improved housing solutions. He is a firm







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believer in charity and self-improvement and believes that the best and truest form of happiness is that attained through the improvement and advancement of another!



## **Evon Redman MP**

*Member for St. Elizabeth North East (People's National Party)*

Mr. Evon Redman is a Member of Parliament for St. Elizabeth North East. He is also the Managing Director of Levon Electrical and Hardware Limited, Santa Cruz, St. Elizabeth.

He was born April 15, 1952 to the late Leslie and Evelyn Redman. He is a graduate of St. Elizabeth Technical High School, and has completed numerous supervisory and management courses while working with Jamal and Prices Commission.

Mr. Redman also served on a number of Boards, he is the former Chairman for Schoolfield Primary and also the former Deputy Chairman of RADA National Board.

He was an Organizer for the St. Elizabeth North East Constituency from 1972 to 1980.

He served as Campaign Manager for three general elections and two parish council elections in the St. Elizabeth North East Constituency. He has also served as Chairman of the Constituency. Mr. Redman is married with two children.

## **Michael Stewart MP**

*Member for South Manchester (People's National Party)*



Training: Teachers' Certificate, (St. Joseph Teachers' College); Diploma in Teaching, (MONEAGUE Teachers' College); Certificate in Public Administration (UWI); Teachers' Diploma (Mount St. Vincent University, Canada); Bachelor In Educational Administration BEd (UWI); Masters Degree in Teaching and Learning MSC (Nova South Eastern University, USA).

- Past President Jamaica Teachers Association (JTA)
- Past President of the Association of Principals and Vice Principals
- Executive member and Trustee of the Caribbean Union of Teachers (CUT)
- Member of the National Executive Council (NEC) of the People's National Party
- Former Chairman for Southern Regional Health Authority Board. Giving oversight to Five Hospital and Seventy Six Health Centres
- Chairman for the Constituency of South Manchester
- Deputy Spokesperson on Education, Training and Information.





**Victor Wright, Jnr. MP**

*Member for Trelawny Northern (People’s National Party)*

Victor D. Wright is a trained Agronomist and Soil Scientist and is the current Member of Parliament for the constituency of Trelawny Northern. He was educated in Jamaica and the United States and has an extensive career in the Jamaican Agricultural sector, particularly Sugar, Meat Export and Manufacturing Industries. Victor is also an educator and has done work at the Montego Bay Community College, William Knibb Memorial and Christiana High schools.

Victor D. Wright Jnr. was born in Rock Spring, a small community in South Trelawny to Victor Wright and Monica Wright and is the third child of six children for his parents. Victor grew up in both North and South Trelawny and at a young age demonstrated an unwavering ability for nature, agriculture and the environment. Victor is married to Natalie and is a father.

**Education**

- Spring Garden Infant and Primary - 1978-1980; 1985-1986
- Clarks Town Primary - 1980-1985
- William Knibb Memorial High - 1986-1991
- College of Agriculture Science and Education - 1991-1994
- Prairie View A&M University - 1997 -2000

Victor Wright is a trained Agronomist and Soil Scientist with an Associates of Science Degree in General Agriculture, Bachelor of Science Degree in Agronomy and a Masters in Soil Science with a Bio Chemistry minor.

Victor’s professional career began in 1994 when he started with the Sugar Company of Jamaica at the Frome Sugar Factory as a Junior Overseer. He got promoted through the ranks and left as an Assistant Overseer in August 1997 to further his education in the United States. Upon his return in 2001 he worked with the Southern Trelawny Environmental Agency as the Agriculture and Conservation Specialist. In November 2002 he returned to the Sugar Company of Jamaica as an Agronomist at the Monymusk Division but was promoted within six months to Corporate Agronomist with responsibility for developing the Agricultural Policy for the entire SCJ group.

After the closure of the Hampden Sugar Factory in 2003, he was transferred to oversee the reopening of the Hampden Divisions agricultural operations and was later appointed the Assistant Operations Manager for Trelawny Sugar Company. Victor was transferred to the Frome Division of the Sugar Company of





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Jamaica in August 2007 as the Agricultural Manager and was later asked in 2009 to lead the Division as its Operations Manger, a position he held until the divestment of the company to the Chinese firm Complant.

Victor also worked as the Operations Manager for Grace Food Processors (Meat Division) in Savanna-la-mar and as the Plant Manager for Tastee Jamaica Limited's plant in Montego Bay until his appointment as the Peoples National Party Candidate for Trelawny Northern and was successfully elected Member of Parliament for the constituency of Trelawny Northern. Victor is also a partner in a small exporting business Supreme Quality Export.

Victor is a former vice president of the Westmoreland Football association and board member of Mannings School. At Mannings' Victor chairs their largest fund raising activity the Westmoreland Curry Festival along with been a member of many other sub committees.





Speaker Biographies



**Flick Drummond MP**

*Member for Portsmouth South (Conservative)*

*Chair, Women and Work All-Party Parliamentary Group*

Representing the constituency of Portsmouth South since the 2015 General Election, Flick Drummond previously worked as an insurance broker, Ofsted lay school inspector and was a member of the TA Intelligence Corps.

Flick set up Pompey Litter Pickers and a Small Business Forum to help local retailers and businesses. Flick helps out at the Foodbank and supports people getting back to work.



**Dr Roberta Blackman-Woods MP**

*Member for City of Durham (Labour)*

Roberta Blackman-Woods MP is proud and privileged to represent the City of Durham in Parliament. Before being elected as the Labour Member of Parliament for the City of Durham in 2005 she was a university professor in social policy and had previously served as a local councillor.

In October 2010 the MP was appointed Shadow Minister for Civil Society in the Cabinet Office team covering charities, volunteering and social enterprise and then Shadow Minister for Communities and Local Government until 2015. She has previously served as Shadow Minister for Business, Innovation and Skills covering regional policy and economic development, PPS to the Higher Education Minister and PPS to the Secretary of State for Defence. She has served on the following Select Committees: Education and Skills, Innovation, Universities, Science and Skills, Science and Technology and Statutory Instruments.

Roberta served as a Regional Representative for the British Islands & Mediterranean Region on the CPA Executive Committee from 2012-2015. She also represents the UK branch on the regional Commonwealth Women Parliamentarians (CWP) Steering Committee and attends the CWP Conferences.



**Andrew Rosindell MP**

*MP for Romford (Conservative)*

Andrew Rosindell MP has represented the constituency of Romford since 2001. Prior to this, he enjoyed a career as a journalist and then parliamentary researcher, before going on to become the Director of the European Foundation.

He served as Opposition Whip from 2005-2007 and as Shadow Minister for Home





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Affairs (Animal Welfare) from 2007-2010. He has a keen interest for international affairs with a particular focus on the Commonwealth, and is an active member of the Inter-Parliamentary Union. He is the Chair of many All-Party Parliamentary Groups, such as the British-Canada Group, the British Overseas Territories Group, Isle of Man Group, amongst many more.



### **Lord Purvis of Tweed**

*Liberal Democrat*

Lord Purvis was MSP for Tweeddale, Ettrick and Lauderdale constituency (2003-11). Raised to the peerage in 2013, he is Chair of the Reform, Decentralization and Devolution in the UK All Party Parliamentary Group (APPG). He is also serves as Secretary for Sustainable Development Goals APPG (2015 - ) and Fashion and Textiles APPG (2015). He is a member of the Commonwealth Parliamentary

Association UK Executive Committee.



### **Dawn Butler MP**

*Member for Brent Central (Labour)*

*Chair of the Jamaica All Party Parliamentary Group*

Elected as the Member of Parliament for Brent South on 5 May 2005 and then again in May 2015, Dawn became the first elected African-Caribbean woman to become a Government Minister in the UK. Previously a civil servant, Dawn was a manager in the employment service and then a trade unionist. Throughout 2013 - 2014, Dawn also worked in Libya aiming to build democratic infrastructure for the developing state. Her desire to enter politics came from a deep rooted commitment to address inequality. Since 2015, Dawn has been the Chair of the Parliamentary Labour Party Departmental Group for Women.

Dawn launched an All Party Parliamentary Group for Governance and Inclusive Leadership to examine the reasons for the persistent lack of visible minorities in senior positions across all walks of life and to suggest ways in which Parliament might intervene to promote change. Dawn has been a passionate campaigner for young people, fulfilling a campaign pledge of being a voice for youth in Parliament.

Dawn was appointed Labour Vice-Chair for youth, and set up the My Life My Say Programme which encourages young people to get involved in politics. She was honorary president for the British Youth Council and succeeded in establishing Brent's Youth Parliament and the Youth Capital/Opportunity Funds in Brent South.





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**Baroness Benjamin OBE**

*(Liberal Democrat)*

Baroness Floella Benjamin was born in Trinidad in 1949 and came to England as a 10 year old child in 1960. She left school at 16 with the aim of becoming Britain's first ever black woman bank manager but changed direction and became an actress, presenter, writer, independent producer, working peer and an active advocate for the welfare, care and education of children throughout the world. She has also

headed a successful film and television production company for the last 28 years.

She has been in show business for over 45 years and has appeared on stage, film, radio and television, working with leading directors, writers and producers. Her broadcasting work has been recognised with numerous awards, including an OBE in 2000, a Special Lifetime Achievement BAFTA Award in 2005 and the J.M Barrie Lifetime Award in 2012 for her lasting cultural legacy. In 2013 she was made a Fellow of the Shakespeare Birthplace Trust and throughout 2016 will be promoting their Shakespeare in Schools initiative.

She has written over 30 books including 'Coming to England', which is used as a resource in schools in social and cross-curricular areas. Pan Macmillan has just published a new edition marking its 20th anniversary. In 2003 'Coming to England' was adapted into a Royal Television Society award winning film by her production company for the BBC. 'The Arms of Britannia', the follow-up to 'Coming to England' was published in 2009 together with her picture book, 'My Two Grandads'. Her first novel 'Sea of Tears' was published in 2011.

Floella became a UK household name in 1976 through her iconic programmes 'Playschool' and 'Playaway'. Her recent hit children's programmes are 'CBeebies' Bedtime Stories', 'Chuggington', and 'Mama Mirabelle's Home Movies'. She also played the character of Professor Rivers in 'Dr Who' spin-off, 'Sarah Jane Adventures' and appeared in the feature film 'Run Fat Boy Run'.

For the past 10 years she has been the Chancellor of the University of Exeter, the first black woman university chancellor in the UK. She is a member of the supermarket, Waitrose CSR Board, as well as a Vice-President of the children's charity Barnardo's and a Deputy Lieutenant of Greater London.

She was elevated to the House of Lords as a life peer in 2010, the first Trinidadian woman to be ennobled. In Parliament she leads on children's issues as well as education, media and diversity matters and has succeeded in influencing Government policy on numerous occasions.

She was Chairman of the prestigious Women of the Year Lunch for five years, Chairman of BAFTA-Television, a member of the Content Board of the broadcasting regulator OFCOM and a Millennium Commissioner. She was also Chair of Governors of the Isle of Sheppey Academy and a Governor of Dulwich College for 10 years. She was also President of the Elizabeth 'R' Commonwealth Broadcasting Fund, a Governor of the National Film & Television School and a member of the Royal Mail Stamp Advisory





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Committee. She has also been a trustee and patron of numerous charities.



**Peter Dowd MP**

*Member for Bootle (Labour)*

*Shadow Minister for Treasury*

Born in Bootle, Dowd attended Hugh Baird College and gained undergraduate and postgraduate degrees from Liverpool and Lancaster Universities.

He worked in health and social care for over 35 years and is a qualified social worker, working in Bootle, Litherland and local hospitals in Liverpool.

Dowd was a member of Merseyside County Council between 1981 and 1986. He was elected to Sefton Council in 1991, becoming Leader of the Labour group on the council in 2008 and Leader of the Council in 2013.

He won in May 2015 with a very safe majority of 28,704. He then stood down as Leader of the Council, but not as a councillor.

During his campaign he pledged to be a highly active MP and focused on local issues, as well as to bring more jobs to the area and to protect NHS and social care services. In 2016 he was made Shadow Minister for the Treasury.



**Nigel Evans MP**

*Member for Ribble Valley (Conservative)*

Nigel Evans has been the Conservative Member of Parliament for Ribble Valley since 1992. Nigel was the Shadow Secretary of State for Wales between 2001- 2003 and is a former Vice-Chair of the Conservative Party. He has also held the post of First Deputy Chairman of Ways and Means (2010-13).

During his time in Parliament, Nigel has been a member of several committees, including Culture, Media and Sport (2005-09), Public Administration Committee (2014-15) and the Backbench Business Committee (2014-15). He currently sits on the Panel of Chairs, the Northern Ireland Affairs Committee and the International Development Committee, which saw him travel to New York for the signing of the Sustainable Development Goals in 2015.





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### **Virendra Sharma MP (Labour)**

*Member for Ealing Southall (Labour)*

*Chair of the Indo-British All-Party Parliamentary Group*

Virendra Sharma has been the MP for Ealing Southall since 2007, when he was elected in a by-election. Mr Sharma was previously a local councillor in Ealing and then the Mayor. Mr Sharma has been a prominent campaigner on health issues and also Chairs the Indo-British APPG. He is a member of the Select Committee on International Development and previously served on the Joint Committee on Human Rights, Justice Committee and Health Committee.



### **Kevin Foster MP**

*Member for Torbay (Conservative)*

Kevin Foster was elected MP for Torbay in 2015. He is a Member of the Backbench Business, Ecclesiastical and Public Accounts Committees. Mr Foster also chairs the Conservative Backbench Policy Committee on Northern Ireland. Kevin is also a Member of the All-Party Parliamentary Group for Education and the All-Party Parliamentary Group on Haemophilia and Contaminated Blood.

Prior to entering Parliament, Kevin studied a BA in Law and an MA in International Economic Law at Warwick University and was called to the Bar in 2002 having completed the Bar Vocational Course. He was the Assistant to Philip Bradbourn MEP, following which he began working for Coventry City Council, where he held a range of positions including a two year role as Deputy Leader of the Council.



### **Gavin Newlands MP**

*Member for Paisley and Renfrewshire North (Scottish National Party - SNP)*

*SNP Spokesperson for Sport*

Gavin Newlands was elected to serve as the Member of Parliament for Paisley and Renfrewshire North at the Westminster election in May 2015. He set up and chairs the All-Party Parliamentary Groups for Scottish Sport and The White Ribbon Campaign.

Born in Paisley in 1980, Gavin has lived in Renfrew since he was four years old. He attended St James' Primary School and Trinity High School in the town of Renfrew. Before being elected as the MP for Paisley and Renfrewshire North, Gavin had a successful career in the private sector and was a keen member of Renfrew Community Council for five years.







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Gavin has been a member of the Scottish National Party (SNP) for nearly 25 years, joining the political party back in 1992 during the campaign against the Poll Tax. He currently serves as the SNP Westminster Spokesperson for Sport.

Outside of politics, Gavin is married to Lynn and is father to Eilidh and Emma.



### **Marcial Boo**

*Chief Executive, Independent Parliamentary Standards Authority (IPSA)*

Marcial Boo joined IPSA in June 2014. He has held senior positions across the public sector, including as a director for eight years at the National Audit Office and the Audit Commission, and as a senior civil servant at both the Home Office, where he led work on counter terrorism and reducing street crime, and at the Department for Education where he created the government's adult basic skills strategy, Skills for Life.



### **Iain Wright MP**

*Member of Hartlepool (Labour)*

*Chair, Business Innovation and Skills Select Committee, House of Commons*

Mr Iain Wright MP was born on 09 May 1972 in Hartlepool, England and is the Labour MP for Hartlepool.

Currently sitting on the Committees on Arms Export Controls (formerly Quadripartite Committee) (since February 2016), National Security Strategy (Joint Committee) (since November 2015), Liaison Committee (Commons) (since September 2015), Mr Iain Wright chairs the Education, Skills and the Economy Sub-Committee (December 2015), Business, Innovation and Skills Committee (June 2015). He has in the past sat on Finance and Services Committee (Jul 2010 to Mar 2015), Public Accounts Committee (Jan 2007 to Nov 2007), Modernisation of the House of Commons (Dec 2006 to Jul 2008), Public Administration Committee (Jan 2005 to Jul 2005).

In the past, Mr Iain Wright has held the position of Parliamentary Under-Secretary (Department for Children, Schools and Families) (14-19 Reform and Apprenticeships) (2009 to 2010), Parliamentary Under-Secretary (Department for Communities and Local Government) (2007 to 2009) in government.

He was Shadow Minister (Business, Innovation and Skills) (2011 to 2015), Shadow Minister (Education) (2010 to 2011), Shadow Minister (14-19 Reform and Apprenticeships) (2010 to 2010) in opposition.





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### **Rt Hon. Tom Brake MP**

*Member for Carshalton and Wallington (Lib Dem)*

*Liberal Democrat Spokesperson for Foreign Affairs, Chief Whip and Shadow Leader of the House*

Tom Brake was appointed Shadow Leader of the House in 2015, as well as a member of House of Commons Commission. He has previously served as a Shadow Minister for Communities and Local Government (2006-07), London and the Olympics (2007-10), Home Office (2008-10). He was also the Parliamentary Secretary, Deputy Leader of the House of Commons, (2012-15).



### **Rt Hon. John Spellar MP**

*Member for Warley (Labour)*

Born in 1947, and educated at Dulwich College, Mr Spellar read philosophy, politics and economics at St Edmund Hall, Oxford. He worked for Frank Chapple and Eric Hammond as national officer in the right-wing Electricians Union.

He won the Birmingham Northfield by-election in 1982 and Warley West in 1992. This became Warley in 1997, and he doubled his majority and has held the seat ever since, in 2015 with a majority of 14,702.

Opposition Whip 1992-94; Opposition Spokesperson for: Northern Ireland 1994-95, Defence, Disarmament and Arms Control 1995-97; Ministry of Defence: Parliamentary Under-Secretary of State 1997-99, Minister of State for the Armed Forces 1999-2001; Minister for Transport: Department of Transport, Local Government and the Regions 2001-02, Department for Transport 2002-03; Minister of State, Northern Ireland Office 2003-05; Government Whip 2008-10; Opposition Deputy Chief Whip 2010; Shadow Minister for Foreign and Commonwealth Office 2010-15.



### **Rt Hon. Sir Alan Haselhurst MP**

*Member for Saffron Walden (Conservative)*

Rt Hon. Sir Alan Haselhurst MP has been the Conservative Member for Saffron Walden since his election in 1977, prior to which he held the Middleton and Prestwich seat 1970-1974.

Sir Alan has served on various Committees in the House of Commons, including the Chairman's Panel (1992-2010); the Court of Referees (1997-2010); Standing





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Orders (1998-2010); Unopposed Bills Panel (2000-2010); and Administration Committee (Chair 2010 - 2015). He served as Deputy Speaker from 2007 to 2010. He currently serves on the Finance Committee which he has been a member of since 1997.

Sir Alan has been an active CPA Member since he was first elected to Parliament in 1970 and currently is Chair of CPA UK's Executive Committee. His term as Chairperson of the CPA International Executive Committee came to an end in October of 2014, a position he had held since he was elected in July 2011.

Sir Alan became the British Islands and Mediterranean Region representative on the CPA Executive Committee in October 2015. He was Chair of the Commonwealth Youth Exchange Council 1978-81 and has visited many Commonwealth Branches.

During his term as Deputy Speaker and as Chair of CPA UK he has welcomed many Commonwealth colleagues to the Houses of Parliament. In addition to his interest in the Commonwealth, he is interested in education, aerospace, aviation, youth affairs, agriculture and community development.



### **Huw Merriman MP**

*Member for Bexhill and Battle (Conservative)*

Huw Merriman is a lawyer and a Managing Director, who is leading the team of lawyers unwinding the Lehman Brothers estate.

He lives with his wife and three daughters in Five Ashes. In his sparetime he enjoys cooking and he grows his own fruit, vegetables and flowers.

Huw has a lot of experience with local politics, as Chair of Wealden Constituency Conservative Association, and as a district councillor for Wealden from 2007 to 2015. At first he took none of his allowed expenses and then he decided instead to take them and donate them to local causes such as the upkeep of Rotherham Cemetery.

His focus is to create new jobs, and to improve road and rail links for the constituency which he says will regenerate the town and the economy.

After being elected he was offered a £160,000 a year consultancy job but he turned it down as he said the constituents were his priority. Huw is a Member of the Transport Select Committee and Chair of the All Party Parliamentary Groups on Bees and All Party Parliamentary Group on Autism.





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**Kate Osamor MP**

*Member for Edmonton (Labour)  
Shadow Minister for Women and Equalities*

Kate Osamor MP is the representative for Edmonton and was elected in May 2015. Kate is also the Shadow Minister for Women and Equalities and the Chair of the Nigeria All-Party Parliamentary Group. Kate was born and grew up in North London, attending Creighton comprehensive school and is a community activist.

Having successfully obtained a BA (Hons) degree from the University of East London in Third World Studies, Kate went on to work for the Big Issue, a magazine sold by homeless and long-term unemployed people. She became the Chair of Governors at a local school, while working in the voluntary sector. Kate started her 15 years' service to the NHS by working at an Out Of Hours Co-Op before moving on to becoming a GP practice manager.



**Kirsty Blackman MP**

*Member for Aberdeen North (Scottish National Party - SNP)  
SNP Spokesperson for House of Lords*

Kirsty Blackman was elected a councillor on Aberdeen City Council in 2007, and had roles as the Convener of the SNP group and as education spokesperson. Following her election to Westminster she stood down as councillor.

Her priorities are scrapping Trident renewal, and campaigning for a fair welfare and benefits system. She was the city's key contact during the Yes Campaign in the independence referendum, but her general election campaigning was more successful.

Helping to fund her campaign was an online crowdfunding initiative. The seat had been held by Labour's veteran MP Frank Doran, who had a majority of 8,361 in 2010, which should have left his successor in a safe seat but she completely turned this around with her own majority of 13,396.

In 2015 she was appointed Spokesperson for the House of Lords.



**Patrick Grady MP**

*Member for Glasgow North (Scottish National Party - SNP)*

MP for Glasgow North since May 2015 General Elections, Mr Grady has been a member of SNP since 1997. He has also been a Convener of Glasgow Kelvin Constituency Association (2008-11) and a National Secretary for Federation of Student Nationalists (2000-01). Mr Grady also became a Member of the Executive Committee of





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Commonwealth Parliamentary Association in 2015.



**Lucinda Blaser**

*Digital Engagement Manager, Digital Outreach Team, House of Commons*

Lucinda Blaser is the Digital Engagement Manager in the Digital Outreach Team for the House of Commons. She works to promote the business of the House, Select Committee's and ways to engage with Parliament on digital channels. The aim of this work is to work with the public in spaces where they are already engaging and discussing topics of interest to them and show how these conversations can help inform the work of Parliament. Prior to joining

Parliament, Lucinda worked in the museums industry developing creative ways for people to discover and engage with museum collections and exhibitions as well as leading on crowd-sourcing projects.



**Natasha Hallett**

Natasha is the Select Committees Engagement Manager in the Outreach and Engagement Service. Her team works closely with select committees in the House of Commons and House of Lords to identify how public engagement can benefit their work and to facilitate greater participation by people from a diverse range of backgrounds.

She has been working for the UK Parliament for 18 months, and has a background in community development and communications.



**Aaron Goater**

*Advisor, Parliamentary Office of Science and Technology*

Aaron is an adviser in the Parliamentary Office of Science and Technology (POST) and has been at POST since 2012. He is responsible for producing independent, balanced and accessible analysis of public policy issues related to science and technology in the energy sector. In addition, Aaron

also coordinates work with other international parliamentary research services.

Aaron is an applied mathematician by background and holds a PhD in Carbon Capture and Storage (CCS). Prior to working at POST he was a researcher at the British Geological Survey (BGS), where Aaron continued to work on CCS. During his time at the BGS, he was also seconded to the Department of Energy and Climate Change





**Anne Foster**

*Head of Diversity and Inclusion, House of Commons*

Anne Foster is the Head of Diversity and Inclusion for the House of Commons. Having always been passionate about equality, diversity and inclusion, she has worked with stakeholders across the House, and externally, to create a working environment where people feel valued, respected and included, as well as improving accessibility for visitors to a World Heritage Site. Anne is responsible for developing and delivering the House of Commons Diversity and Inclusion Strategy, including embedding equality principles into all

aspects of the House’s work.



**Julia Vanoli MCIPD**

*Co-Chair of Parliagender Workplace Equality Network*

*HR/L&D Lead (Interim), Palace of Westminster Restoration and Renewal Programme (R&R)*

Julia leads on workforce planning and recruitment for the Restoration and Renewal team, advising on resourcing options, drafting job descriptions, designing assessments and sitting on recruitment panels and ensuring compatibility with resourcing elsewhere in the House

Service, and identifying and implementing an appropriate procurement framework for use by Parliament.

Julia is responsible for developing effective working relationships between the Programme team and other teams in both Houses and ensuring that the business needs of the R&R Programme are delivered within the context of good people management practices, shaped by the Commons People Strategy and the Lords People Business Plan as appropriate.

Julia is Co-Chair of Parliagender. Parliagender works on behalf of their members to raise awareness of gender inequality at every level and to work to achieve positive change. The group identifies and challenges structures and practices that lead to gender inequality or discrimination, and campaign for improvements, and provide training and support for members.

Parliagender’s successes range from improved wellbeing services for MPs’ staff, to running a Women into Leadership mentoring project, to promoting flexible working for men, to providing new support for women MPs. Parliagender offers its members help, advice and support in dealing with many issues of gender equality. It sends out regular communications about gender in Parliament, holds events, and runs equality analyses. All parliamentary pass holders, including Commons and Lords staff, MPs staff and contractors are welcome to join Parliagender, as are MPs and Peers. Membership is not restricted to people who require a platform relating to this WEN but those involved are required to respect the aims of the Network.





**Jenny Radcliffe**

*Talent Manager, Diversity and Inclusion and Co-Chair of ParliOUT*

Jenny has worked in Parliament since 2006 in almost every Department of the House at one time or another: Digital Services, Facilities, Department of Human Resources and Change, Department of Chamber and Committee Services and Information Services. She is Talent Manager

within the Diversity & Inclusion Team.

As Co-Chair of ParliOUT Jenny delivers a range of initiatives and events to help support LGBTIQ people working in Parliament, with the aim of making it a more inclusive place to work.

**Dr Anna Dickson**

*Senior Clerk, Defence Committee and Vice-Chair of ParliREACH*

Anna Dickson is currently Senior Clerk of the Defence Committee. She has previously worked for the Environment Food and Rural Affairs Committee, the Communities and Local Government Committee and the International Development Committee. Prior to working for Parliament, Dr Dickson was a lecturer in Politics and International Relations at the University of Durham. Her specialist area of research was on international political economy of development and her PhD (1991) was on the Sugar Protocol of the Lome Convention. She was born in Guyana and grew up in Jamaica. She came to the UK in 1986 for postgraduate studies in International Development at Cambridge University.



**Diane Abbott MP**

*Member for Hackney North and Stoke Newington (Labour)*

*Shadow Secretary of State for Health*

Diane Abbott was elected Member for Hackney North and Stoke Newington in 1987 and was Britain's first black female MP. She contested the Labour leadership in 2010. Ms Abbott served as Shadow Minister for Public Health (2010-13) and Shadow Secretary of State for International Development (September 2015-June 2016). She

is currently Shadow Secretary of State for Health. She is also the Chair of the Caribbean All-Party Parliamentary Group.

