



The Rt Hon Jacob Rees-Mogg MP
Leader of the House of Commons
House of Commons
London
SW1A 0AA

2nd September 2021

Dear Leader of the House of Commons,

Re: Learning lessons from the Hybrid Parliament

We are writing to you as a group of cross-party MPs who urge you to review hybrid Parliament measures and consider how the House can learn from this to ensure best practice arrangements are retained long-term.

Previous ways of working in Parliament have in recent years highlighted long-standing barriers to equal participation for both MPs and staff.

Women MPs continue to highlight the difficulty of juggling the demands of Parliament with caring responsibilities, and several women stood down from the Scottish Parliament this year because of the challenges in juggling political life with the demands of a young family.

The Hybrid Parliament has shown it is possible to accommodate MPs' need for more modern ways of working and permit the full participation of MPs who may not always be able to be physically present on the parliamentary estate but would nonetheless still want to participate. This could include Disabled MPs or those with caring commitments. Indeed, during the first wave of the pandemic, female MPs were much more likely than male MPs to use virtual participation and more than half of women MPs took advantage of proxy-voting, due to Covid-19 reasons, including caring responsibilities.

The Government recently released its Disability Strategy, which states "we want to make it easier for disabled people to work flexibly". We believe the House should be leading by example, and as we are encouraging increased participation by disabled people in politics, we need to ensure the role of an MP is accessible.

The advantages and disadvantages of the Hybrid model for parliament, or any other remote working practices for parliament, should be monitored and fully evaluated in order to assess the extent to which these have a contribution to assisting participation in Parliament and allowing all staff to perform to the best of their ability. In particular, it is important to examine the extent to



which these practices could assist with improving access for those with protected characteristics, alongside physical changes to the Parliamentary estate via Restoration and Renewal.

We hope the House will demonstrate its continued commitment to equality, diversity, and inclusion. We therefore ask that you bring this to the House of Commons Commission and initiate a review of hybrid measures to evaluate how we can use this unique experience to make Parliament more accessible and inclusive long-term.

Yours sincerely,

Dr Lisa Cameron MP

Chair of the APPG on Disability

Angus MacNeil MP
Apsana Begum MP
Berry Sheerman MP
Carla Lockhart MP
Carol Monaghan MP
Caroline Lucas MP
Christine Jardine MP
Claudia Webbe MP
Clive Lewis MP
Daisy Cooper MP
Dawn Butler MP
Karin Smyth MP
Kate Osbourne MP
Liz Saville Roberts MP
Rt Hon Maria Miller MP
Marion Fellows MP

Peter Dowd MP
Rosie Cooper MP
Tulip Siddiq MP
Wendy Chamberlain
Wera Hobhouse MP
Barbara Keeley MP
Allan Dorans MP
Anne McLaughlin MP
Geraint Davies MP
Alison Thewliss MP
Hannah Bardell MP
Dr Philippa Whitford MP
Sir Peter Bottomley MP
Amy Callaghan MP
Kim Johnson MP
Debbie Abrahams MP