



Rt Hon Yvette Cooper MP
Chair of the Home Affairs Committee
[via email]

19 February 2020

Dear Chair

In September 2019 I provided a memorandum to the Committee setting out the steps the House of Lords Administration was taking to address the findings of the ParliREACH report, Stand in my Shoes, as well as to tackle wider issues related to inclusion and diversity. I am writing to update the Committee on three aspects of that work:

- (1) **Access to facilities:** at the time of writing the memorandum, I indicated that the Administration intended to review the removal of grade-based restrictions from catering outlets. The Board and the Services Committee have now reviewed the changes and agreed that they should be made permanent. As I said in my memorandum, the effect of these changes is that there are no longer any grade-based restrictions on access to catering, or any other facilities.
- (2) **Signage:** some historic signage suggested (wrongly) that access to toilets was restricted to Members of the House. All such signs have now been removed and replaced.
- (3) **Ethnicity pay gap:** in their report ParliREACH said that the Administration should publish ethnicity pay gap data. A report on the gender and ethnicity pay gaps will be published in late February/early March. I will send the report to the Committee when it is released.

There is still, clearly, much more to do. The Board and Administration will continue to work with the WENS, and others, to ensure that all who work for the House are treated equally and with respect.

Yours sincerely
Ed Ollard

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Clerk of the Parliaments