

Publication of the Equality and Human Rights Commission (EHRC) report into allegations of antisemitism in the Labour Party – Guidance for CLPs

1. Introduction

In May 2019 the Equality and Human Rights Commission launched an investigation into allegations of antisemitism in the Labour Party. This investigation has now been concluded and the EHRC has published its report and recommendations, which can be found here equalityhumanrights.com/en/publication-download/investigation-antisemitism-labour-party.

The Labour Party will be working constructively with the EHRC, the Jewish community and Labour Party stakeholders in the upcoming months to implement the EHRC's recommendations made within this report

The report's conclusions are clear and stark. The Commission has found that the Labour Party has breached the Equality Act in terms of unlawful harassment and indirect discrimination towards the Jewish community.

We are absolutely clear that the Party accepts the report and its recommendations in full. It is up to all of us, and particularly leaders in CLPs like you to change the Party's culture and make sure that we are once again, an open and welcoming place for people from all backgrounds and all communities.

While we have no desire to stifle legitimate debate and we recognise that it is important for members to discuss and engage constructively with the report and its recommendations, you must bear in mind that the country is watching us. The way in which the Labour Party responds to this report and deals with antisemitism is a key test of our credibility as a political party. As part of that, it is critical that we create a safe space for our Jewish members and begin to immediately improve our culture at all levels to ensure something like this can never happen again.

At all times CLPs, branches, and individual members should be mindful of the language they use online to discuss this sensitive issues as well as their obligations under the Labour Party's Code of Conduct: Antisemitism and other forms of racism, Code of Conduct: Social Media Policy, and Code of Conduct: Member's Pledge. Any breach of these codes of conduct – including in motions – will be dealt with robustly via the Labour Party's disciplinary processes.

All Labour Party NEC codes of conduct can be found on our website – labour.org.uk/members/my-welfare/my-rights-and-responsibilities/

We hope this document will help CLP officers answer the main questions members may have, and provide a framework for constructive discussion at a local level.

2. Social media

The Labour Party at all levels whether that be branches, CLPs or individual members will be under a tremendous amount of scrutiny over coming days and weeks. Public commentary on the report may have significant legal ramifications for the Party and individuals, and with that in mind we ask that social media accounts of branches, CLPs and other Party Units are not be used to comment on the EHRC investigation or the publication of its report.

Where comments or discussion is permitted (for example Facebook groups), close moderation will be essential, and you may wish to consider temporarily restricting the ability for members or other individuals to post.

3. Frequently asked questions

The Party has produced a publicly available FAQ page which is available here labour.org.uk/ehrc-report/

We trust that this will help you answer any questions that members may have about the publication of the report, the recommendations and the next steps for the Party.

4. Dealing with CLP and branch motions

Your CLP can pass motions relating to the EHRC report. However, we must be clear that the EHRC report and its recommendations results from a statutory investigation. The Party has accepted the recommendations in full. Consequently, motions that seek to question the competence of the EHRC to conduct the investigation in any way, or repudiate or reject the report or any of its recommendations are not competent business and must be ruled out of order. This is because the NEC has a responsibility under Labour Party rule to ensure that the Party meets its legal responsibilities, which includes responding accordingly to the EHRC's statutory investigation.

Any competent motions are expected to be drafted in line with the principles outlined in the introduction to this document, and in particular must support our work to make sure that the Labour Party is once again a safe, open and welcoming place for members from all backgrounds and communities.

5. Model questions for discussion by branches and CLPs.

It may be that the adversarial nature of discussing and voting on a motion is not conducive to constructive and inclusive debate. Your CLP may therefore wish to take a less formal approach and consider open questions such as those below, possibly in a breakout group format.

- *What can our branch/CLP do to help rebuild relationships with the Jewish Community?*
- *What do we need to learn and how do we need to develop as individuals and as a branch/CLP to help make us better allies to under-represented groups?*
- *How can our branch/CLP enshrine equality into everything we do?*
- *In the context of building a welcoming and inclusive culture, what does our branch/CLP do well already, and what could we be better at?*
- *How can our branch/CLP contribute to building a more inclusive Labour Party and what do we need from the Labour Party regionally and nationally to help us do that?*