

**Disciplinary Processes**

Page number	Recommendation number	Recommendation	Action	Responsible unit/team	Updated action from NEC: 28 March 2023	Updated action for NEC: 25 July 2023
<b>Reform of the Party's disciplinary processes</b>						
116	7	Guidance to case examiners should be formulated and made available on the Party website and should cover time-limits, indicative sanctions and conduct of hearings.	The Party already publishes its Complaints Policy and Complaint Handling Handbook on its website (since 2021). Service levels are being further considered, some of this as part of the interim review of the Independent Complaints Process which will conclude in early 2023 (and will publish its findings on the Party's website).	GLU	When designing its new independent complaints process, the Party considered, and rejected, establishing a separate directorate early in the process - this was due to the myriad of legal, constitutional, governance and financial issues attached to this. Accordingly, the introduction of case managers as envisaged by the Forde Report - namely, into this new separate directorate - is not proposed to be accepted.  However, significant changes had already been made under the EHRC Action Plan, including greater transparency (via publishing a Complaint Handling Handbook and Complaints Policy on the Party's website) as well as greater professionalisation in GLU, through training and improved processes. The work on service levels is underway and will be significantly helped by the new data processing systems. The Independent Complaint process review will also be published.  New category (split actions):  GLU recommendations: actions: Complete	The GLU recommendations in this action are complete. The issue of service levels agreements is actively under discussion.
117	8	Complaints should be processed as far as reasonably practicable in accordance with the time limits we propose in the detailed recommendations; and only in exceptional cases should it take more than nine months to dispose finally of any such complaint.	Caution needs to be expressed with arbitrary time limits for all complaints, given certain types of complaints take longer to investigate than others (for example, sexual harassment complaints take longer than a complaint relating to a single tweet). Accordingly, we do not recommend one time limit for all types of complaints. However, this is forming part of our existing consideration on the issue of service levels and will be considered as part of the aforementioned interim review.	GLU	As above.	As above.
<b>2. Process</b>						
120	2.7	Where there is an absence of evidence or if the investigating caseworker/case manager concludes that the conduct alleged does not breach Party rules in relation to conduct, or the case is vexatious, the case can be concluded as long as cogent reasons are given in writing for so doing, and communicated to both the complainant and the respondent.	This is being further considered, though it may require rule changes to facilitate this.	GLU	This is still under consideration and, if narrowly framed, could prove to be effective. A rule change would be required, which staff would need to be put to NEC for consideration and agreement.  Underway	Under active consideration.
<b>4. Systems</b>						
123	4.6	hearings before a Complaints and Disciplinary Panel) should be set for each stage of the investigation. We would suggest:  • Respondent to reply to the complaint within 28 days;  • the period between initial complaint and the decision by the case examiners (whether or not to refer to a hearing) should not normally exceed three months; and	As per the above, service levels are under current consideration as part of the interim review of the Independent Complaints process.	GLU	As discussed above. The work on service levels is ongoing.  Underway	As above.
<b>Party culture</b>						
<b>Reform of Party culture</b>						
125	1	Behaviour change is required at all levels of the Party. Senior leadership should consistently demonstrate respectful behaviour.	This is on-going work, not least considered in line with the implementation of suitable recommendations from the Forde Report.	HR/GLU/GSO	Since April 2020, it has been a priority to create a more positive inclusive and effective organisational culture in the Party. This is on-going, and recent examples include running a leadership programme focussing on the need for change.  Underway	This is on-going work, as noted in March 2023.

125	4	The Code of Conduct should be adapted for staff and incorporated into employment contracts.	A separate code of conduct will be developed for staff which will form part of their employment contracts.	HR	Code of conduct drafted and first round of consultation complete. Needs to align with Code of Conduct being produced for members and leaders. Underway	The Code of Conduct for Staff will follow agreement by the NEC of the Code of Conduct: Members' Pledge. The Staff code will be based on the wording in the strengthened Members' Pledge, but will reflect contractual differences for staff and be in-line with employment law.
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<b>3. ACAS states that a clear policy statement that 'sets out expected behaviour for all employees' is good practice. We agree, and consider therefore that the adapted Code of Conduct for staff that we recommend should also cover:</b>						
126	3.1	the Party's commitment to supporting and treating everyone fairly;	To be considered as part of the work outlined in 125.4 - code of conduct for staff.	HR	As above. Underway	As above. Code of Conduct for Staff.
126	3.2	the kind of behaviour expected of employees;	To be considered as part of the work outlined in 125.4 - code of conduct for staff.	HR	As above. Underway	As above. Code of Conduct for Staff.
126	3.3	discrimination and the law and what is not acceptable;	To be considered as part of the work outlined in 125.4 - code of conduct for staff.	HR	As above. Underway	As above. Code of Conduct for Staff.
126	3.4	social media policy, both for personal and Party social media accounts (including group messaging services such as WhatsApp);	To be considered as part of the work outlined in 125.4 - code of conduct for staff.	HR	As above. Underway	As above. Code of Conduct for Staff.
126	3.6	detail of where to find the procedures for resolving any problems experienced by the staff; and	To be considered as part of the work outlined in 125.4 - code of conduct for staff.	HR	As above. Underway	As above. Code of Conduct for Staff.
126	3.7	the Party's disciplinary process.	To be considered as part of the work outlined in 125.4 - code of conduct for staff.	HR	As above. Underway	As above. Code of Conduct for Staff.

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<b>Social Media Policy</b>						
127	2	In order to minimise the risks referred to above, we recommend the Party develops and implements as soon as possible a revised policy on the use of all social media platforms by Party staff.	To be considered as part of a feasibility study surrounding the proposed staff social media policy. This is complex as not all Party staff are also Party members, thereby the Social Media Policy code of conduct will not automatically apply to those who aren't. And for those who are, then we must treat members fairly (vis-a-vis our contractual obligations in the Rule Book) but, of course, employees have layered on top of that an employment relationship. It may be that those contracts require amendment to allow for this, or rather that our existing employment contracts and/or policies give us the latitude to make this change right now. Analysis will need to be done to understand this.	HR	Review of members' social media policy underway. We will determine its applicability for staff and issue an updated social media policy as a result. Underway	HR team has been bolstered to complete the work on the social media policy for staff and other priorities.
127	3	"It should: • set out the standards of behaviour expected from Party staff when engaging in social media; and • apply to all staff and all forms of social media, irrespective of how, where or when the platforms are accessed."	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
127	4	Social media use for Party business should be confined to the Party's IT equipment and communications resources.	This will require further analysis, to ensure that the Party's digital and other functions are not unnecessarily impeded.	HR	As above. Underway	As above.
127	5	Clear guidelines and restrictions should be established to ensure social media use is consistent with – for example – the Party's values and other policies.	To be considered as part of the feasibility study surrounding the proposed staff social media policy. GLU to be involved to the extent this touches on member disciplinary procedures (pursuant to the Rule Book).	HR	As above. Underway	As above.
127	6	The consequences of non-compliance with the revised staff social media policy – particularly as regards disciplinary action – should be set out clearly.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.

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<b>1. Scope of revised social media policy</b>						
127	1.2	Staff and unions should be consulted on the proposals for the revised staff social media policy referred to in our first core recommendation.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.

127-128	1.3	<p>That policy should:</p> <ul style="list-style-type: none"> <li>• apply to all Party staff (including permanent, temporary and contract workers employed or engaged by the Party, whether on a voluntary or paid basis) and any third party organisations engaged on Party business. (For the avoidance of doubt, the reference to 'staff' includes those employed by the Party in HQ and the regions, and in LOTO, as well as those employed by the Shadow Cabinet and paid for under Short Money);</li> <li>• provide a framework for using any and all forms of social media (whether currently in existence or developed in the future), including but not limited to Facebook, LinkedIn, Twitter, YouTube, Instagram, WhatsApp, all other social networking sites, and all other sites with the facility to post user-generated content, including blogs; • be designed to apply to content: <ul style="list-style-type: none"> <li>• on both publicly-accessible platforms and closed or private social media forums; and</li> <li>• which takes the form of messages sent in groups, as distinct from private messages exchanged between only two individuals;</li> </ul> </li> <li>• be applicable to social media use for purposes associated with the Party as well as personal use that may affect the Party in any way, and to use both inside and outside of working hours;</li> <li>• apply to the personal social media accounts of staff as well as any staff accounts linked to the Party;</li> <li>• be applicable irrespective of whether the social media platforms are accessed using Party IT facilities and equipment or otherwise (including personal equipment belonging to staff) – although see also the recommendation regarding devices below;</li> <li>• apply to content generated by staff members themselves and content generated by others but re-shared or 're-tweeted' by staff members in a manner which could be interpreted as the relevant staff member endorsing the content; and</li> </ul>	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
128	1.5	Party business should be conducted on devices issued by the Party.	This is current policy, but we will consider whether this needs strengthening.	HR	As above. Underway	As above.
128	1.6	Use of social media (in particular, WhatsApp groups) to discuss work matters on personal devices outside of Party systems should be prohibited.	This is current policy, but we will consider whether this needs strengthening.	HR	As above. Underway	As above.
128	1.7	The Party should review its other policies to ensure consistency with the revised staff social media policy, which should itself be reviewed at regular intervals to reflect the continuously evolving nature of social media.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
128	1.8	The Party may wish to review its policy for those individuals authorised to use social media on behalf of the Party itself. If a member of staff is representing the Party online, appropriate rules should be set for what information they may disclose and the range of opinions they may express.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
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<b>2. Compliance with related policies</b>						
128	2.1	The staff social media policy should reflect the overarching principle that social media should never be used in a way which breaches any of the Party's other policies, including any policies on bullying and/or discrimination. If a social media post would constitute a breach of another policy in another forum, it should be considered a breach of that policy in an online forum. For example, staff should be prohibited from using social media to breach any obligations they may have relating to confidentiality or data protection, to defame or disparage anyone or breach any other laws or ethical standards.	We will review this in line with the wider work going on regarding members on this issue.	HR	As above. Underway	As above.
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<b>3. Restrictions on use</b>						
128	3.1	While we recognise that social media platforms are widely used in Westminster for a variety of purposes, staff should be required to consider carefully on a case-by-case basis whether social media platforms are appropriate communication tools for the particular purpose at hand and, if so, which particular platform is most appropriate.	We will review this in line with the wider work going on regarding members on this issue. We have carried out a training needs analysis which led to the development of the Operation Change Training Plan. This was not identified as a priority area.	HR	As above. Underway	As above.
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<b>4. Guidelines for responsible use</b>						
129	4.1	A balance should be struck to ensure staff do not feel 'gagged', and feel protected against online bullying, and that the Party feels confident its reputation will be upheld. Our primary concerns relate not to the use of social media as a mode of communication per se, but to the content of such communications.	This will need to be considered in accordance with the Party's existing employment policies.	HR	As above. Underway	As above.

129	4.2	<p>The staff social media policy should provide clear guidelines for responsible use of social media, including the following:</p> <ul style="list-style-type: none"> <li>• Social media use should be consistent with the Party's values of treating all people with dignity, courtesy and respect.</li> <li>• Social media use should champion diversity and inclusion, such that everyone feels welcome to take part in discussion about the Party, country and world.</li> <li>• Staff should have regard to the need to act carefully and responsibly to protect the Party's image and reputation. Staff should avoid social media communications which might be construed in a way that could damage the Party's reputation, even indirectly. Clear guidelines should be set for employees on what they can and cannot say about the Party.</li> <li>• Use of language or content which has the potential to exclude or alienate others should be avoided.</li> <li>• Any criticism should be based on policy and political actions and not constitute personal attacks on individuals.</li> <li>• Those with privilege – due to their experience, position within the Party or status in society – should have particular regard to how their use of social media may be experienced or felt by others.</li> <li>• Members of staff should consider themselves personally responsible for what they communicate via social media. Before posting content, staff should bear in mind that postings might be available to be read by anyone and for an indefinite period of time.</li> <li>• Members of staff in any doubt about the appropriateness of any post should refrain from making it.</li> </ul>	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
129-130	4.3	<p>The staff social media policy should also clearly state what behaviour is prohibited, including:</p> <ul style="list-style-type: none"> <li>• Creating or transmitting material that might be defamatory or incur liability for the Party.</li> <li>• Posting messages, status updates or links to material or content that is inappropriate. Content that should be regarded as inappropriate includes: pornography, racial or religious slurs, derogatory gender-specific comments, information encouraging criminal activity or terrorism, or materials relating to cults, gambling or illegal drugs. It should extend to any text, images or other media that could reasonably offend someone on the basis of race/ethnicity, age, gender, gender-identity, religious or political belief, nationality, disability, sexual orientation or any other characteristic protected by law.</li> <li>• Social media for any illegal or criminal activities.</li> <li>• Sending offensive or harassing material to others via social media.</li> <li>• Sending or posting messages or material that could damage the Party's image or reputation.</li> <li>• Discussing colleagues without their approval.</li> <li>• Posting, uploading, forwarding or linking spam, junk email, chain emails and messages.</li> <li>• Making comments which the Party deems abusive, offensive, obscene, vulgar or violent.</li> <li>• Abusing, threatening, stalking, harassing or in any way attacking other users on the platforms.</li> <li>• Posting any content that is offensive or derogatory toward others with regard to race/ethnicity, age, gender, gender-identity, religious or political belief, nationality, disability, sexual orientation, or any other characteristic protected by law.</li> <li>• Using any language or content that is disruptive, misleading, deceptive, unlawful or fraudulent.</li> <li>• Trolling.</li> </ul>	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
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<b>5. Compliance with the policy</b>						
130	5.1	The Party may wish to reserve the right to monitor staff activities on its IT resources and communications systems (in accordance, of course, with data protection laws).	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
130	5.2	The staff social media policy should include clear guidance on how to raise any queries regarding the policy and/ or report misuse of social media.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
130	5.3	It should also deal with how any such allegations will be investigated by the Party, including a requirement for any member of staff suspected of committing a breach of the policy to cooperate with the Party's investigation, which may involve providing relevant passwords and login details.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
130	5.4	Likewise, the policy should set out the consequences of non-compliance; for example, that a breach may result in disciplinary action in accordance with the Party's disciplinary procedures. For this purpose, the Party should apply the same standards of conduct in online matters as it would in offline matters.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
130	5.5	We recommend provision is made for the Party to require members of staff to remove or amend postings which are deemed to constitute a breach of the policy and, on a related note, that failure to comply with such a request may in itself result in disciplinary action.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.
130	5.6	Whether one instance of misuse of social media platforms constitutes a breach of the social media policy giving rise to disciplinary action – or whether a pattern of conduct is required – should be considered on a case-by-case basis.	To be considered as part of the feasibility study surrounding the proposed staff social media policy.	HR	As above. Underway	As above.

130	5.7	The Party should consider whether disciplinary action should be time-limited so that, for example, staff are not unduly prejudiced by historical use of social media platforms.	To be considered in further detail.	HR	As above. Underway	As above.
130	5.8	If the Party uses social media platforms for recruitment purposes, this should also be reflected in the staff social media policy (and any recruitment policies). For example, if the Party accesses social media platforms to perform due diligence on candidates in the course of recruitment (acting in accordance with its data protection and equal opportunities obligations) it should say so explicitly when sending application forms or interview invitations. We recommend such practices should be time-limited to, say, three years, so that, for example, applicants are not unduly prejudiced by historical use of social media platforms.	To be considered in further detail.	HR	As above. Underway	As above.

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**Recruitment and Management of Staff**

131	5	The Party should create formal development/promotion frameworks for staff within each directorate setting out the skills and experience required at each level and for each post.	We are developing plans to put this in place. We will begin this work in the Nations and Regions because this is the largest overall team.	HR/GSO/Nations and Regions	This work will be progressed after the local elections. Underway	The HR team has been bolstered to complete this piece of work as a priority.
131	8	There should be a formal staff wellbeing plan, which informs meetings between line managers and those who report to them.	This is in place but we will review it and identify areas for improvement.	HR	Review on the wellbeing plan is ongoing. Underway	The HR team has been bolstered to complete this piece of work as a priority.

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**3. Staff Development**

133	3.1	The review of staff well-being should be informed by a formal staff wellbeing plan which includes provisions covering: <ul style="list-style-type: none"> <li>• workplace mental health and stress;</li> <li>• working from home;</li> <li>• pregnancy, childbirth and parenthood;</li> <li>• support for disabled employees;</li> <li>• safeguarding; and</li> <li>• the "long hours culture".</li> </ul>	To be considered in further detail.	HR	A strong wellbeing plan, including employee assistance programme, is already in place; however, it will be reviewed. Underway	The HR team has been bolstered to complete this piece of work as a priority.
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**4. Staff retention**

133	4.2	Exit interviews should be conducted with all departing members of staff, and the results recorded and analysed, with a view to taking any necessary action.	Arrangements are in place but we recognise that we need to improve take up and feedback. We will put plans in place to achieve this.	HR	This work is on-going. Underway.	The HR team has been bolstered to complete this piece of work as a priority.
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**Party culture**

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<b>Reform of Party culture - code of conduct</b>				
125	2	There should be a Party-wide consultation to identify shared values and the seeds of a healthy culture. This should be led by both the political leadership of the Party and senior members of HQ.	<p>The NEC working group agreed that together, the new code of conduct and CLP boundary changes, provide an important opportunity for a cultural reset within the Party to foster a conversation within CLPs about the kind of behaviour that is expected and inclusive and how to deal more positively with disagreements.</p> <p>The NEC working group recommended to the NEC that a training package based on the member code of conduct is shared with CLP chairs and that they are encouraged to use it to have conversations at CLP level as to the kind of behaviours that are expected and encouraged. This can be supported by the Party's regional structure.</p>	<p>A paper on the new Codes of Conduct is tabled for discussion at the July meeting of the NEC. It includes a new Code of Conduct for Members, as well as a new Code of Conduct for Leaders.</p> <p>The new Code of Conduct for Members follows the framework proposed by the NEC working group. The framework and was agreed by the NEC in March 2023. It contains a preface signed by the Leader, General Secretary and Chair of the NEC.</p> <p>The new code of conduct for members is a strengthened Code of Conduct: Member's Pledge, as currently included at Appendix 8 of the Rule Book 2023.</p> <p>The strengthened Code of Conduct: Member's Pledge clarifies the acceptable and expected standards of behavior required in the Labour Party.</p>
125	3	A revised Code of Conduct should be drawn up, to reflect the outcome of this consultation, and be circulated to all members.	The NEC working group agreed the framework for the revised code of conduct for members. This will be taken to the NEC later in the year.	As above.
125	5	Consideration should be given to introducing a separate code for officers and elected members dealing in particular with their leadership responsibilities and the expectations of behaviour, particularly towards staff and other elected members and officers.	The NEC working group agreed the framework for the revised code of conduct for leadership. This will be taken to the NEC later in the year.	The new Code of Conduct for Leaders is included in the paper to be discussed at the July NEC meeting.

125	6	A programme of reflective education and training to support cultural growth should be developed and implemented at all levels of the Party.	<p>The NEC working group recognised that the Party already offers a suite of training focused on protected characteristics and it was important to add Afrophobia and anti-Black racism training to what is already provided.</p> <p>The NEC working group, therefore, recommended to the NEC that the Party offers Afrophobia and anti-Black racism training.</p> <p>It was agreed that this training should be provided by a third party external to the Party and discussions are underway with Trades Unions and others as to how best to deliver this training to members, officers, elected members and staff.</p>	Once the Codes of Conduct have been agreed by the NEC, an appropriate roll-out programme will be developed to disseminate the Codes of Conduct for Members and Leaders.
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<b>1. The Party-wide consultation to identify shared values that we recommend should include:</b>				
125	1.2	a separate “appreciative inquiry” for CLPs to identify and celebrate positive cultures and working practices, and explore how they can be implemented across the Party. In particular, this should identify and share examples of where the CLPs have operated other than through aggressive debate, for example, through the use of consensus conferences, genuine dialogue and “deep listening.”	<p>Following the agreement of codes of conduct, the Party will conduct member training to fully explain the code of conduct. This will be recorded and disseminated to CLP chairs with the support of regional staff.</p> <p>CLPs will be encouraged to hold conversations using the materials provided by the Party locally so as to foster inclusive and welcoming meetings and debates.</p>	Assuming the new Code of Conduct for Members is agreed by the NEC, it is envisaged that there will be a training session at the role holder weekend in September. This will enable role holders to support members to implement the new Code of Conduct once it is disseminated to members.
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<b>2. 2 The revised Code of Conduct for members that we recommend should:</b>				
125	2.1	incorporate the agreed Joint Statement on Conduct of Political Party Members formulated by the Jo Cox Foundation and the Committee on Standards in Public Life as well as elements of Labour to Win’s statement. It should emphasise the importance of listening, openness, kindness, compassion and generosity;	The NEC working group agreed a framework for a code of conduct for members. This code builds on existing codes of conduct and disciplinary procedures, incorporating them rather than replacing them. The framework reflects the recommendations made by the Forde Report on the way in which a code of conduct should be drafted. Based on NEC approval of the framework, the code of conduct will be drafted and brought back to the NEC for approval later this year.	The new Code of Conduct: Member’s Pledge draws on - and is grateful to - various published statements.
125	2.2	be prefaced by a statement from the Leader, Deputy Leader and General Secretary that accentuates the positives of the culture the Party wants to see;	As above.	As above. This is included.

125	2.3	include information about potential sanctions for breaches of the Code;	As above.	As above. This is included.
126	2.4	include guidance on the standards expected of members on social media (see separate recommendation on social media for further details);	As above.	As above. This is included.
126	2.5	include details on the process for resolving any issues raised by or about the member, including how such issues should be raised; and	As above.	As above. This is included.
126	2.6	be presented concisely (ideally on no more than one or two sides of A4) and in a clear, accessible and attractive form, for circulation to all members and inclusion as part of an induction pack for new members.	As above.	As above. This is presented concisely.
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<b>4. In our view the education and training programme that we recommend should include:</b>				
126	4.1	training for members to develop deep listening and reflection skills to engage fully with those with different ideas and viewpoints;	Following the agreement of codes of conduct we will conduct member training. This will be recorded and disseminated to CLP chairs. CLPs will be encouraged to hold conversations locally so as to foster inclusive and welcoming meetings and debates.	This training is intended to start in September 2023 at the role holders weekend. This training will be recorded.
126	4.2	antisemitism training that is incorporated into a wider programme on anti-racism, Islamophobia and education on protected characteristics, involving a facilitated discussion prompting real reflection and engagement with the issues, and with an emphasis on the ethical imperative for anti-racism	The Party regularly conducts a number of training programmes, with focus including on antisemitism, Islamophobia and unconscious bias. A training programme specifically regarding Afrophobia and anti-Black racism will be developed and rolled out by Labour Party staff. Once agreed by the NEC, Party staff will undertake further work to fully design a programme and its schedule for rollout.	The scoping out - across existing Trade Union and other key training providers - of a training programme specifically on awareness of Afrophobia and anti-Black racism is underway.  Once finalised, this will go to open tender. The NEC working group will meet again to discuss the criteria of the training beyond the Code of Conduct. The rollout for training will start with the leadership of the Labour Party, with a view to training members next year.
126	4.4	exploration of training of officers and all elected members to act in accordance with the Nolan principles (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);	Following the agreement of codes of conduct, we will conduct member training. This will be recorded and disseminated to CLP chairs. CLPs will be encouraged to hold conversations locally so as to foster inclusive and welcoming meetings and debates.	This training is intended to start in September 2023 at the role holders weekend. This training will be recorded.
126	4.5	training for key branch and CLP officers to give them skills to encourage different meeting formats and to manage meetings to make them more inclusive and welcoming (and minimising aggressive debate); and	As above.	This training is intended to start in September 2023 at the role holders weekend. This training will be recorded.
126	4.6	encouragement to local CLPs to develop their own educational resources with support and oversight from HQ and regional offices.	As above.	This will form part of the roll-out.



<b>Detailed recommendations on future relations between LOTO and HQ/regional staff</b>				
134	2 (core)	<p>Clarification should be given to staff in HQ, LOTO and the regional offices about the standards expected of them, whether by incorporation in a Code of Conduct, training or otherwise. For HQ and regional staff this should include articulation of the expectation that they should remain neutral, objective and act in the best interests of the Party, under the direction of LOTO. This should include a respectful and inclusive approach to HQ staff by LOTO, particularly as many HQ staff will have very significant and valuable experience of working for the Party. For all staff, the expectations of working relationships between HQ/regional offices and LOTO</p>	<p>The new codes of conduct will be rolled out to staff in HQ, the Leader's Office and the regional offices.</p>	<p>A Code of Conduct for Staff will follow agreement by the NEC of the Code of Conduct: Member's Pledge.</p>