

Party culture

Page number	Recommendation number	Recommendation	Updated action from NEC: 28 March 2023	Updated action for NEC: 25 July 2023	Updated action for NEC: 28 Nov 2023
<b>Reform of Party culture - code of conduct</b>					
125	2	<p>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>	<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 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>	<p>The enhanced code of conduct: member's pledge was emailed to all members on Tuesday 20 September by Anneliese Dodds MP. It reads:</p> <p>Dear Member,</p> <p>I am delighted to be able to share with you the newly enhanced Labour Party Code of Conduct - Member's Pledge:</p> <p>Find out more</p> <p>We have updated the Member's Pledge to remind all our members that the values of honesty and decency, and maintaining high standards in public life, must be fundamental to everything we do in the Labour Party.</p> <p>The new Member's Pledge is endorsed at the highest levels of the party with a message from Keir Starmer, Leader of the Party, David Evans, General Secretary and Johanna Baxter, Chair of the NEC.</p> <p>The Labour Party is an inclusive party and all our members have the right to feel comfortable, respected and heard, regardless of their age, disability, gender reassignment status, marriage and civil partnership status, pregnancy and maternity status, race, religion or belief, sex, or sexual orientation.</p> <p>Abiding by the revised Member's Pledge will help us all work better together towards building a brighter, more hopeful future for the country.</p> <p>Please, read and embrace the new Member's Pledge today.</p> <p>Thank you,</p> <p>Anneliese Dodds MP</p>
125	3	<p>A revised Code of Conduct should be drawn up, to reflect the outcome of this consultation, and be circulated to all members.</p>	<p>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.</p>	<p>As above.</p>	<p>As above. <b>Complete</b></p>
125	5	<p>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.</p>	<p>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.</p>	<p>The new Code of Conduct for Leaders is included in the paper to be discussed at the July NEC meeting.</p>	<p>A new leadership code of conduct was emailed to MPs, Peers, MSPs, London Assembly and Senedd members, councillors and NCC on Tuesday 26 September, 2023. It read:</p> <p>Dear Christian,</p> <p>Today a newly enhanced Code of Conduct: Member's Pledge (Link) has been sent to all Labour Party members.</p> <p>The updated Pledge reminds all our members that the values of honesty and decency, and maintaining high standards in public life, must be fundamental to everything we do in the Labour Party:</p> <p>Find out more</p> <p>The new Member's Pledge is published alongside a message (link) from the Leader, General Secretary and Chair of the NEC endorsing the Pledge.</p> <p>The Member's Pledge has been strengthened to remind members to treat those they encounter with respect and courtesy whether in person or on social media. As a leader, you will already be conscious of your responsibility to set the right tone in all public and Labour Party activity whilst also encouraging constructive debate.</p> <p>Nobody in the Labour Party should be engaging in conduct that brings the Labour Party into disrepute or which undermines the Labour Party's ability to campaign against any form of racism, including (but not limited to) antisemitism, Islamophobia, Afrophobia and anti-Black racism, as well as discrimination against people on the basis of their disability, sex or gender identity.</p> <p>Please ensure those around you in the Labour Party are aware of the enhanced Code of Conduct: Member's Pledge, and please encourage conversation and debate about it.</p> <p>You will find resources on our training platform, Achieve, under 'Webinars on running your local party' to support</p>

125	6	A programme of reflective education and training to support cultural growth should be developed and implemented at all levels of the Party.	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.  The NEC working group, therefore, recommended to the NEC that the Party offers Afrophobia and anti-Black racism training.  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.	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.	As above. Complete on 26 Sept 2023.
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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."	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. 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.	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.	A training session for CLP Chairs and Secretaries was held at the Role Holder weekend on Sunday 17th September. The session was chaired by Vidhya Alakeson and included NEC members Johanna Baxter and Ann Black. Anneliese Dodds MP opened the session. The training was filmed and uploaded to Achieve for all CLP members to access.  Complete
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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.	As above Complete
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.	As above Complete
125	2.3	include information about potential sanctions for breaches of the Code;	As above.	As above. This is included.	As above Complete
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.	As above Complete
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.	As above. Complete
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.	As above. Complete
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<b>4. In our view the education and training programme that we recommend should include:</b>					

			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.		
126	4.1	training for members to develop deep listening and reflection skills to engage fully with those with different ideas and viewpoints;		This training is intended to start in September 2023 at the role holders weekend. This training will be recorded.	As above. <b>Complete</b>
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.	The development of an Afrophobia and anti-Black training package is well underway in conjunction with partners, Patrick Vernon and Martha Cuffy, together with the Diversity Trust.  The training package will include two experienced trainers Patrick Vernon OBE a social commentator and campaigner involved at the forefront of the Windrush Day campaign; and Marta Cuffy an executive coach specialising in gaining board promotions for leaders from different cultures. They will work alongside the Diversity Trust, an anti-racism organisation focussing on tackling racism and working towards race equality.  The package will involve a live session with the two trainers and video content illustrating the issues and offering solutions.  The content will include elements such as challenging racial bias, racism in practice, allyship and being an active bystander.  It is expected that the training will start to be rolled out in early 2024. The audiences will be staff, NEC, PLP (MPs and Peers), MSPs and Senedd members, local government mayors and councillors as well as members.  <b>Complete.</b>
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.	As above. <b>Complete</b>
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.	As above. <b>Complete</b>
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.	As part of the training session at the Role Holder weekend CLPs were encouraged to use the training module on Achieve as part of the roll-out of the enhanced Member's Pledge. <b>Complete</b>
<b>Detailed recommendations on future relations between LOTO and HQ/regional staff</b>					
134	2 (core)	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 should be clarified.	The new codes of conduct will be rolled out to staff in HQ, the Leader's Office and the regional offices.	A Code of Conduct for Staff will follow agreement by the NEC of the Code of Conduct: Member's Pledge.	The Code of Conduct for staff has been issued and is out for consultation with the staff Trade Unions. Once this is concluded the the code will be implemented. <b>Complete</b>