# Labour Group Equality Monitoring 2024

## Introduction

Labour Party Rules commit us to taking action in all selections to encourage a greater level of representation and participation of groups of people in our society who are currently under-represented in our democratic institutions, and to seek to select more candidates who reflect the full diversity of our society in terms of gender, race, sexual orientation and disability, and to increase working class representation.

Each year the following are expected from Labour Groups:

1. An equality monitoring exercise is undertaken to assess the composition of Labour Groups, and those in leadership positions (portfolio holders, committee chairs, leaders and mayors) each election cycle; and
2. In consultation with LGCs, plans are outlined to encourage and increase greater diversity within their Groups and within leadership positions each election cycle. This may include shadowing programmes, training, identifying barriers, succession plans, and a schedule for progress.

The NEC also agreed that exit interviews for councillors who are standing down be introduced, so that Groups and LGCs are better able to understand barriers to retention.

The forms over the page and included in part B of this document provide a framework for undertaking this piece of work.

**Please remember that all information gathered in the course of this equality monitoring exercise is highly confidential and must not be shared with anyone other than those necessary to achieve the purposes set out in these documents.**

## Labour Group equality monitoring report

All members of the Labour Group should be asked to complete and return a copy of the monitoring form (part B of this document). Although the Group officers may wish to keep a record of who has returned a copy of the monitoring form, it is important that individual monitoring forms remain anonymous. Once all forms have been returned, the Group officers can complete the form below, a copy of which must be **returned to your regional/Welsh/Scottish office no later than Friday 28 July 2024.**

Please outline the steps your Labour Group and/or Local Government Committee have taken this election cycle to encourage greater representation of under-represented groups, both within the Labour Group overall, and within leadership positions:

* LIST ALL OF THE STEPS THAT THE LABOUR GROUP OR LOCAL GOVERNMENT COMMITTEE TO ENCOURAGE GREATER REPRESENTATION

With reference to relevant statistical data for your area (e.g. ONS) are there any particular groups which are still under-represented within the Labour Group?

* LIST ALL OF THE GROUPS WHICH ARE STILL UNDER-REPRESENTED WITHIN THE LABOUR GROUP

What plans does your Labour Group and/or Local Government Committee have to address this under representation in the next electoral cycle?

* LIST THE PLANS THAT THE LABOUR GROUP OR LOCAL GOVERNMENT COMMITTEE HAS TO ADDRESS THIS UNDER REPRESENTATION

Please complete the table below based on monitoring forms returned by members of your Labour Group

|  |  |  |
| --- | --- | --- |
|  | **Labour Group (overall)** | **Leadership Positions** |
| Female | CLICK OR TAP HERE TO ENTER NUMBER. | CLICK OR TAP HERE TO ENTER NUMBER. |
| Male | CLICK OR TAP HERE TO ENTER NUMBER. | CLICK OR TAP HERE TO ENTER NUMBER. |
|  |
| Gender id – yes\* | CLICK OR TAP HERE TO ENTER NUMBER. | CLICK OR TAP HERE TO ENTER NUMBER. |
| Gender id – no\* | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
|  |
| Asian | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Black | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Mixed race | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| White British | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| White European | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| White Other | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Not specified | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
|  |
| LGBT | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
|  |
| Disability | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
|  |
| Full time | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Part time | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Unemployed | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Retired | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |
| Student | CLICK OR TAP HERE TO ENTER NUMBER | CLICK OR TAP HERE TO ENTER NUMBER |

Form completed by (name and position): CLICK OR TAP HERE TO ENTER NAME AND POSITION.

Date: DATE

\*As per “Gender identity – Is the gender you identity with the same as your sex registered at birth?”