

**Annual Conference**

Brighton 2021

**The Labour Party**

# **CONFERENCE ARRANGEMENTS COMMITTEE**

REPORT 4 to Conference 2021

Tuesday 28 September 2021



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## Conference Arrangements Committee (CAC)

Members: Harry Donaldson (Chair), Emily Rowles, Mick Murphy, Tracey Fussey, Seema Chandwani, Billy Hayes, Lynne Morris, Katrina Murray

**Officers:** Anna Hutchinson, Hollie Ridley, Ian Foster & Amy Fode

Location: **CAC Office – Level 1, Office 2 The Brighton Centre**

From the ground floor you can take the lift located at the front and east side of the Brighton Centre up to Level 1. The Office is located directly to your left and the waiting area ahead of you.

Alternatively you can go up the east side of the central staircase and walk through Auditorium 2 Exhibition Hall. When you come out of the hall the CAC waiting area and office is located to your right.

Contact: [cac@labour.org.uk](mailto:cac@labour.org.uk)

### CAC Daily Reports

These will be handed to delegates as they enter the Conference Hall.

A copy will be emailed to delegates each morning at 8am and posted on our secure website by 8am at: <https://labour.org.uk/conference/visitors/delegate-hub/reports-for-conference-2021/>

Arrangements have been made for Trade Unions to receive copies of the reports each day in time for the delegation meetings.

### COVID Guidelines

We are making every effort to ensure the safety and security of everyone attending Annual Conference 2021. Please consider those for whom attendance at this event may cause concern.

**Attendees are reminded that facemasks should be worn when at a Conference venue and everyone is encouraged to take regular lateral flow tests.**

All attendees must be able to show either a negative lateral flow test in the previous 48 hours or evidence of double vaccination. A random check process is in place at entry points and so please ensure you allow sufficient time to enter conference venues.

If you test positive with a lateral flow test or show any coronavirus symptoms you must immediately remain or return to your hotel room and call 07803203601 to inform Conference organisers and receive further guidance. Government guidelines state that if a positive lateral flow test is received you must do a PCR test to confirm the result.

The phone number will be operational Friday 24th September – Wednesday 29th September from 8am – 8pm. Outside these hours, please call and leave a message and your call will be returned as soon as possible.

## Accessibility

The CAC is committed to ensuring that Conference is accessible to all. Should you experience accessibility issues, please report these to the CAC. The CAC wish to receive feedback so that issues raised can be addressed and the CAC can continue to improve accessibility at future Conferences.

If you have a question regarding accessibility provision in the conference zone please speak to an Accessibility Steward or contact the onsite Accessibility Coordinator on 07545 421411.

## Leader’s Speech

The Leader’s Speech takes place at midday on Wednesday 29<sup>th</sup> September. Delegates should continue to use their allocated seat for this session, but please take your seat promptly as empty seats will be filled prior to the start of the session.

## Today’s Agenda

<b>Tuesday 28 September – Morning Session</b> Chair: Gurinder Singh Josan	
10.00	<b>Conference Reconvenes</b>  <b>Results of ballot</b> <i>Chief Scrutineer</i>
10.02	<b>Conference Arrangements Committee</b> <i>Harry Donaldson, Chair of CAC</i>
10.10	<b>Early Years, Education &amp; Skills Debate</b> <i>Kate Green MP, Shadow Secretary of State for Education</i> <i>Wes Streeting MP, Shadow Secretary of State for Child Poverty</i>  Includes;  Proposals to reference back; NPF Report – Early Years, Education & Skills Policy Commission Annual Report  <i>Composite – Right to Food</i>

	NPF Report – Early Years, Education & Skills Policy Commission Annual Report
11.15	<p><b>Health &amp; Social Care Debate</b>  <i>Jonathan Ashworth MP, Shadow Secretary of State for Health &amp; Social Care</i></p> <p>Includes;</p> <p>Proposals to reference back;  NPF Report – Health &amp; Social Care Policy Commission Annual Report</p> <p><i>Composite – The NHS</i>  <i>Composite – Social Care 1</i>  <i>Composite – Social Care 2</i>  <i>Composite – Public Services</i>  <i>Composite – Mental Health in the Workplace</i>  <i>Composite – LGBT+ Rights</i></p> <p>NPF Report – Health &amp; Social Care Policy Commission Annual Report</p>
12.35	<p><b>Votes</b></p> <p>Proposals to reference back;  NPF Report – Early Years, Education &amp; Skills Policy Commission Annual Report  NPF Report – Health &amp; Social Care Policy Commission Annual Report</p> <p><i>Composite – Right to Food</i>  <i>Composite – The NHS</i>  <i>Composite – Social Care</i>  <i>Composite – Social Care 2</i>  <i>Composite – Public Services</i>  <i>Composite – Mental Health in the Workplace</i>  <i>Composite – LGBT+ Rights</i></p> <p>NPF Report – Early Years, Education &amp; Skills Policy Commission Annual Report  NPF Report – Health &amp; Social Care Policy Commission Annual Report</p>
12.36	<b>Conference Adjourns</b>

<b>Tuesday 28 September – Afternoon Session</b>	
Chair: Alice Perry	
14.15	<p><b>Justice &amp; Home Affairs Debate</b></p> <p><i>Nick Thomas-Symonds MP, Shadow Home Secretary</i>  <i>David Lammy MP, Shadow Secretary of State for Justice</i></p> <p>Includes;</p> <p>Proposals to reference back;  NPF Report – Justice &amp; Home Affairs Policy Commission Annual Report</p> <p><i>Emergency Motion – Violence Against Women and Girls</i>  <i>Composite – Immigration and Asylum Policy</i>  <i>Composite – Black Lives Matter</i></p> <p>NPF Report – Justice &amp; Home Affairs Policy Commission Annual Report</p>
16.45	<p><b>Economy Business and Trade; and Work and Pensions Debate (Cont.)</b></p> <p>Includes;</p> <p>Proposals to reference back;  NPF Report – Economy, Business &amp; Trade Policy Commission Annual Report  NPF Report – Work, Pensions &amp; Equality Policy Commission Annual Report</p> <p><i>Composite - A New Industrial Strategy for a post-Covid Recovery</i>  <i>Composite - End Fire and Rehire and Protect Workers’ Rights</i>  <i>Composite - Mineworkers Pension Scheme</i></p> <p>NPF Report – Economy, Business &amp; Trade Policy Commission Annual Report  NPF Report – Work, Pensions, &amp; Equality Policy Commission Annual Report</p>
17.20	<p><b>Votes</b></p> <p>Proposals to reference back;  NPF Report – Justice &amp; Home Affairs Policy Commission Annual Report  NPF Report – Economy, Business &amp; Trade Policy Commission Annual Report  NPF Report – Work, Pensions &amp; Equality Policy Commission Annual Report</p> <p><i>Emergency Motion – Violence Against Women and Girl</i>  <i>Composite – Immigration and Asylum Policy</i></p>

	<i>Composite – Black Lives Matter</i> <i>Composite - A New Industrial Strategy for a post-Covid Recovery</i> <i>Composite - End Fire and Rehire and Protect Workers’ Rights</i> <i>Composite - Mineworkers Pension Scheme</i>  NPF Report – Justice & Home Affairs Policy Commission Annual Report NPF Report – Economy, Business & Trade Policy Commission Annual Report NPF Report – Work, Pensions, & Equality Policy Commission Annual Report
17.21	<b>Conference Adjourns</b>

## Conference Sessions and Timetable

Tuesday 28 September	09.45 – 12.45	
	14.15 - 18.00	
Wednesday 29 September	09.45 - 11.30	
	12.00 – 13.15	Leader’s Speech

## Ballots

Voting will take place in the West Bar in the Brighton Centre. To reduce crowding at the ballot area, additional ballot boxes will be placed at the Labour Party stand and in the hall during the times shown below. Please note that delegates should ensure that they vote on the day shown below:

<b>Date</b>	<b>Ballot</b>
Tuesday 24 September 9am – 4pm	<b>Conference Arrangements Committee – General Section</b>  <b>Auditors</b> All Delegates

### Conference Arrangements Committee – General Section

The first of today’s ballot is for the Conference Arrangements Committee – General Section and is for all delegates to vote in.

Five to be elected of which two must be women

<b>Candidate</b>	<b>Nominated by</b>
Harry DONALDSON	<i>GMB, Unite</i>
Kendrick FOWLER	<i>Aylesbury CLP, Blackpool North and Cleveleys CLP, Lancaster and Fleetwood CLP, Leeds West CLP, Tewkesbury CLP</i>
Tracey FUSSEY	<i>CWU, Aylesbury CLP, Lancaster and Fleetwood CLP, Leeds West CLP, Tewkesbury CLP</i>
Lynne MORRIS	<i>Aylesbury CLP, Blackpool North and Cleveleys CLP, Lancaster and Fleetwood CLP, Tewkesbury CLP, UNISON</i>
Mick MURPHY	<i>Aylesbury CLP, Blackpool North and Cleveleys CLP, Lancaster and Fleetwood CLP, Leeds West CLP, Tewkesbury CLP, Unite</i>
Emily ROWLES	<i>Aylesbury CLP, Union of Shop, Distributed &amp; Allied Workers, Unite</i>

### Auditors

<b>Candidate</b>	<b>Nominated by</b>
Chonor AHMAD	Tewkesbury CLP, Woking CLP
Chris KITCHEN	Aylesbury CLP, Luton South CLP, National Union of Mineworkers, Rossendale and Darwen CLP, Tewkesbury CLP, Woking CLP
Cath PINDER	GMB

## **Policy Commission Debates**

The eight policy commissions contained within the NPF Report will be debated at the following times during Conference:

TUESDAY AM	Early Years, Education & Skills
	Health & Social Care
TUESDAY PM	Justice & Home Affairs

## **Reference Backs**

The reference backs that have been submitted for debates today can be found below.



## Early Years, Education & Skills

5 reference backs on the Early Years, Education & Skills section of the NPF report have been received and accepted by the CAC. These are detailed below and will be moved and debated in the Early Years, Education & Skills session starting at 10.10am today.

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**Policy Commission Area:** Early Years, Education and Skills

**Subsection:** Principles

**Organisation:** Socialist Education Association

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### **Paragraph to Ref back:**

7. An education system that sits at the heart of local communities

### **Reasoning:**

The document does not explain at all how this principle, unlike others, can be implemented. It references submissions from unions etc calling for democratic accountability and local authority control, but fails to acknowledge that its is already Labour policy agreed in 2018 and 19 to stop academisation, and dismantle MATS. This should be done by giving schools back democratic governance and the option of rejoining local authority provision as laid out in the SEA paper 'Restoring A Democratically Controlled Schools System'. MATS have taken schools away from the heart of the community. Without tackling them, the principle is meaningless.

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**Policy Commission Area:** Early Years, Education and Skills

**Subsection:** Principles

**Organisation:** Brighton, Kempdown

### **Paragraph to Ref back:**

Principle no.10

"Inclusive education that tackles prejudice and discrimination, and enables everyone to learn."

### **Reasoning:**

This is inadequate as a principle for addressing structural racism - crucial following the impact of the Black Lives Matter movement and the ongoing pandemic.

On September 22nd, 2020, Keir Starmer stated “the eradication of structural racism will be a defining cause for the next Labour government”.

We must do more than 'tackle', but actively teach throughout the curriculum ‘an accurate and inclusive history of Britain, of migration, enslavement, empire and decolonisation and the history of racism and the struggle for equality in Britain.’ (Omar Khan, Runnymede Trust 2020)

Lack of understanding of the impact and legacy of colonisation and empire affects our thinking, our daily lives, and our life expectancy. It underpins racial inequalities in all government policies, including on climate change.

Already Scotland's teachers are being supported in teaching decolonisation (Guardian, 26.8.21). Brighton Kempton CLP refers back this part for further examination.

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**Policy Commission Area:** Early Years, Education and Skills

**Subsection:** Education: Making Britain the best place to grow up

**Organisation:** Hackney North and Stoke Newington CLP

**Paragraph to Ref back:**

Third, increased funding and support to schools and teachers. The Labour Party is committed to investing in our children’s futures. Labour is committed to increasing funding to schools, through an Education Recovery Premium, to invest in children who have faced disruption from early years through to further education. Labour also firmly supports all staff working in the education sector, and believes that teachers should be able to access continued professional development.

**Reasoning:**

This paragraph rightly commits the Labour Party to investing in our children’s futures. However, the main focus is on funding to compensate for the disruption arising from the Covid pandemic. The Institute of Fiscal Studies this month reported a real terms drop of 9% in per pupil spending for 2022-23.

In May 2021 The Observer reported a shortfall exceeding £0.5billion in SEND funding across England, stemming from 2014 when the Children and Families Act increased the age range of those entitled to support.

The document only commits to ensuring teachers have continuing professional development. There is no commitment to ensuring all teachers are qualified and school staff are paid adequately after more than a decade of eroding real pay.

After all school staff have done to support education during the pandemic, the Tory pay freeze for teachers and sub-inflation 1.75% award for support staff spells disaster for recruitment and retention.

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**Policy Commission Area:** Early Years, Education and Skills

**Subsection:** Support for Teachers and Schools

**Organisation:** Labour International

**Paragraph to Ref back:**

The consultation asked for views on the support and resources the education system needs as we emerge out of the pandemic. The urgent need to restore school funding was raised across a range of submissions, so too was the need for greater investment in the education workforce, including reducing the workload of teachers and improving professional development.

**Reasoning:**

Text is "only ok" and nowhere near strong enough. It does not address future needs in times of profound change.

Education is a public good, not a commodity. It must be publicly funded and completely free. It requires a 'lifelong' perspective to enable everyone to use their whole working and leisure lives well.

It doesn't address teacher retention. Today, teachers stay in the profession for an average of 5 years; this is a huge waste of skill and resources. To recruit and retain teachers we must improve pay, training and professional development.

It Doesn't address privatisation as a key cause of disadvantage and inequality. Comprehensive education has been shown to be enormously successful and should be clearly acknowledged as successful. It should replace all private schools, grammar schools and academies.

A massive increase in funding is required to reverse 13 years of government cutbacks.

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**Policy Commission Area:** Early Years, Education and Skills

**Subsection:** Making Britain the Best Place to Grow Up

**Organisation:** Sutton and Cheam CLP

### **Paragraph to Ref back:**

First, the need for a comprehensive strategy for children's recovery that: prioritises children's wellbeing as well as academic attainment, addresses socioeconomic inequality, and is properly resourced. Labour is committed to a Children's Recovery Plan, which includes a universal entitlement to a free healthy breakfast, and funds schools to provide extracurricular activities, from sports and music through to drama and book clubs, to improve children's wellbeing.

### **Reasoning:**

Refer back to ask the NPF to cover the issue of parents being threatened with prosecution for keeping children from school during the pandemic, as this will impact on the wellbeing of the children.

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#### Health and Social Care

3 reference backs on the Health and Social Care section of the NPF report have been received and accepted by the CAC. These are detailed below and will be moved and debated in the Health and Social Care session starting at 11:15am today.

**Policy Commission Area:** Health and Social Care

**Subsection:** Principles

**Organisation:** Brighton, Pavilion CLP

### **Paragraph to Ref back:**

4. Create the conditions for people to live healthier, happier, longer lives by tackling inequalities.

### **Reasoning:**

To tackle health inequalities, the next Labour Government must reinstate the NHS as a comprehensive service. Otherwise, our Party's determination to tackle structural racism, and the effectiveness of this principle, is undermined by stark reality, especially in this pandemic.

It is vital to uncover structural racism across all public services and act against it as a public health priority. This will involve:

- enacting an anti-racist strategy to address recent research findings that systemic, institutional and interpersonal racism (including micro

- aggressions) causes disproportionate mental and physical ill health, experienced over a life course as 'weathering', shortening lifespan;
- ongoing intersectional data collection and analysis, disaggregated by ethnicity, including qualitative data;
  - at all stages conducting equality impact assessments, including provision for the additional risks to the health of BAME workers and their families in the health service, schools, and all workplaces;
  - comprehensive provision of health services, including dentistry and pharmaceuticals.
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**Policy Commission Area:** Health and Social Care

**Subsection:** Principles 1, 2, 4

Organisation: North Somerset CLP

**Paragraph to Ref back:**

1. Healthcare should be universally available and free at the point of use.
2. Patients should receive the care they need, within the standards set by the NHS constitution. NHS performance was already struggling before the pandemic hit, we must restore NHS performance to ensure targets are met and patients receive the highest standards of care.
4. Create the conditions for people to live healthier, happier, longer lives by tackling inequalities.

**Reasoning:**

North Somerset CLP argues that Dental health is omitted in this document, and should be specifically included in these principles. NHS funding must be restored, and maintained, to pre-austerity levels. The Social Model of Disability must replace the Physical Model of Disability. Adequate funding is essential to support high standards of care. Thatcherism, neoliberalism and austerity politics have eroded the founding principle of the NHS that need must precede resources. Systemic poverty and entrenched inequalities reduce life-chances and shorten lives. The neoliberal economic model is broken. We need an inclusive economy that works for all, not just the super-rich billionaires. Social Care must be funded by proportional taxation such as a tax on wealth – we cannot justify any increases in regressive taxation such as National Insurance Contributions or Value Added Tax. We must prioritise the NHS and Social Care by reversing outsourcing and privatisation.

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**Policy Commission Area:** Health and Social Care

**Subsection:** Principles

Organisation: Sutton and Cheam CLP

**Paragraph to Ref back:**

1. Healthcare should be universally available and free at the point of use. The core principles of our NHS must be upheld, with access to healthcare viewed as a human right.

**Reasoning:**

Refer back to ask the NPF to amend to say "publicly provided, publicly funded, publicly accountable, comprehensive and universal service, free for all at the point of clinical need". This needs to be set out all in one principle as that and Principle 7 on privatisation (page 57) is not clear enough and allows loopholes in this policy. This position was agreed unanimously in Conference motions in 2016 and 2019.

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Justice and Home Affairs

2 reference backs on the Justice and Home Affairs section of the NPF report have been received and accepted by the CAC. These are detailed below and will be moved and debated in the Justice and Home Affairs session starting at 14.15pm today.

**Policy Commission Area:** Justice and Home Affairs

**Subsection:** Ending violence against women and girls

**Organisation:** Brighton, Kemptown CLP

**Paragraph to Ref back:**

A clear theme throughout the consultation was that prevention must be a higher priority, through challenging and changing misogynistic attitudes, as well as equipping people to better identify and support those who are victims or are at risk of becoming victims. The need to start to tackle misogyny at the earliest opportunity and for this to be a continuous process throughout life was also emphasised. In keeping with the 'whole-system' approach outlined above, submissions focused not just on the role of education, but on society as whole.

**Reasoning:**

Ending violence against women and girls requires an end to violence against all women and girls. In this context, it is shocking that the Policy Commission has made no mention of trans women and the increasing incidents of transphobia principally targeted at trans women.

Labour proudly advocates zero-tolerance of abuse of minorities and must always be a safe, tolerant and welcoming place for all. Any exclusion of self-identifying trans women undermines our core values of equality and social justice.

Trans women are women – women who are experiencing high and increasing levels of violence and abuse. As reported, the Policy Commission’s work lacks adequate consideration of LGBT+ people, particularly omitting to consider trans women in its discussions of violence against women and girls. Consequently, Brighton Kemptown CLP refers back this part for further examination.

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**Policy Commission Area:** Justice and Home Affairs

**Subsection:** Policing and crime

**Organisation:** Weston-Super-Mare CLP

**Paragraph to Ref back:**

In July 2020, the Commission was pleased to receive a briefing from the Police and Crime Commissioner for Northumbria, Kim McGuinness, who emphasised how important the powers of PCCs are in being able to deliver Labour values locally. She told the Commission that the Labour Party needed to embrace it as a role as it was a good opportunity for Labour to reclaim ground from the Tories. Kim highlighted the impact of Tory policy on policing and crime over the last decade, saying this demonstrated how cynical their attempts to reframe themselves as the party of law and order are.

**Reasoning:**

The Commission reports it was "pleased" to be briefed on "how important the powers of PCCs are in being able to deliver Labour values locally", and that "the Labour Party needed to embrace it [the office of Police and Crime Commissioner (PCC)] as a role as it was a good opportunity for Labour to reclaim ground from the Tories".

Equally, the Commission should recognise the damage that Tory PCCs delivering Tory values cause.

As the Tories' heinous and authoritarian Police, Crime, Sentencing and Courts Bill has continued its parliamentary progress, Labour should be considering the urgent need to restore open, transparent and more readily accountable Police Authorities.

Elected only once every four years, in ballots with some of the lowest voter engagement ever seen in this country, the office of PCC is a failed experiment that Labour should abandon, not seek to adopt.

Weston-super-Mare CLP refers back.



## **Composite Motions**

The composite motions due to be moved and debated today can be found below. The composite motions that were moved and seconded yesterday can be found in Appendix 2.

### Composite 7 - Right to Food

This Conference congratulates Liverpool City Council for unanimously passing a motion to become the UK's first 'Right to Food' city.

Conference notes the crisis of food poverty borne out of the political choices and systemic failings created over the past four decades.

The Trussell Trust reports a soaring 81% increase in emergency food parcels from food banks in its network.

Conference notes the growing concern amongst our health and care professionals of the current situation and the exacerbation of poverty figures through the impact of the Covid19 pandemic and economic uncertainty.

The National Food Strategy is the first independent review of England's entire food system for 75 years. Its purpose is to set out a vision for the kind of food system we should be building for the future, and a plan for how to achieve that vision.

The Right To Food campaign is arguing that the 11 million people in food poverty should be central to this strategy.

Enshrining the 'Right To Food' into law would clarify Government obligations on food poverty and would introduce legal avenues to hold Government bodies accountable for violations.

This Conference believes that access to food should be a legal right in the UK, and that this Government should be legally responsible for ensuring its citizens do not go hungry.

We call on the Labour Party to embed a Right to Food Policy in its next general election manifesto.

**Liverpool Walton CLP**  
**Wallasey CLP**

### Composite 8 – The NHS

Covid-19 has shown public service workers at their best and the Tory government at its worst.

Eleven years of austerity means inequality was on the rise when lockdowns started and has compounded the pandemic's impact.

Only a Labour Government will be ambitious enough to tackle the country's public health challenges and inequality together.

It must prioritise:

- Mental health services
- Health services for trans and non-binary people.
- Ending new cases of HIV by 2030

This Party recognises the urgency of establishing a democratically accountable health and care service free to all at the point of use and funded by progressive taxation.

Conference notes:

- While Covid-19 can affect anyone, it disproportionately impacts those worst affected by health inequalities such as the victims of sexism, racism, ableism, homophobia, biphobia and transphobia.
- 11 years of Conservative Government have left NHS waiting lists at the highest on record.
- The NHS in England is rapidly being reorganised into 42 regional Integrated Care Systems (ICSs).
- ICSs claim to be integrated partnerships between the NHS, local authorities and others, including the independent sector, but the plans side-line local authorities, threatening the future integrity of social care and reducing local accountability. These will strengthen the role of private companies, including US health insurance corporations, in the NHS.
- Tory Government proposals to establish unaccountable, statutory Integrated Care Systems (ICS) boards with binding plans. The ICSs will mean more private contracts; lower standards through professional deregulation, downskilling and more outsourcing of NHS jobs; reduced and rationed services (partially replaced by 'digital' options and volunteers); and significant spending cuts.
- The Tories have failed the LGBT+ community:
  - Coming out- , hatred and shame mean LGBT+ people are more likely to present with mental health issues; most are preventable and all should be supported.
  - For trans and non-binary people prolonged periods of lockdown have caused trauma for those who cannot be their true self at home. The backlog of existing services is a scandal and new services promised by the government are not forthcoming.

Conference demands:

- That the Party will pursue the introduction of legislation to bring about a universal, comprehensive and publicly provided NHS, fit for the 21st century.

- That the Party will also seek to ensure that: commissioning arrangements for social care prioritise and encourage public provision of services.
- To actively alert local councillors and MPs to the threat posed by Integrated Care Systems and the dramatic loss of local accountability.
- To use all means to actively oppose the ICSs including that the shadow health team and the Parliamentary Labour Party will vigorously oppose the establishment of ICSs and their roll-out in England.
- That the Parliamentary Labour Party call for an immediate halt to the roll-out of ICS.
- To work closely with the Trade Union movement to progress our joint opposition to the introduction of Integrated Care Services as defined by NHS England.
- To oppose the destructive effects of the 2012 Health and Social Care Act and to bring about universal, comprehensive, publicly provided and closely coordinated NHS and social care services.
- To oppose a new Bill that would remove the legal duty of NHS commissioners to provide hospital medical services, would put private providers in the driving seat of our health service, and reward reduced service provision & lower pay.
- To promote greater collaboration with the Labour Parties in the devolved nations, in order to learn from their experiences in continuing to promote a public service NHS in their jurisdictions.
- Conference must prioritise:
- Only an opt-out approach to testing in the NHS and the scaling up of at-home testing will mean HIV diagnoses in the UK become a thing of the past.
- The pay and conditions of staff across health and care with an emphasis on fair and equal pay, training, skills development, and career progression.
- Conference demands that the NHS remains the most cost-efficient health service in the developed world, largely because it's still mostly publicly provided by directly employed staff, and not by private providers.

**Sutton and Cheam CLP  
Socialist Health Association**

### Composite 9 – Social Care 1

Conference notes the ongoing crisis in Social Care – a chronically underfunded service, with too many care workers paid less than the living wage, despite their vital work.

Conference recognises that the pandemic has exposed the scale of exploitation in the care sector, and believes urgent reforms are needed if the social care 'crisis within a crisis' is to be addressed.

Conference condemns the chronic low pay and degraded terms and conditions in care, noting that:

- There are approximately 110,000 social care vacancies in England alone
- The average hourly rate for privately-employed care workers was £8.50 in 2019/20
- A third of direct care workers were employed on zero hours contracts (rising to more than half in London)
- Research funded by the DHSC found a strong link between inadequate sick pay and higher infection rates in care homes
- Violations of minimum wage regulations are common

Conference further notes that exploitative working practices disproportionately affect older women and Black, Asian and Minority Ethnic workers.

Conference recognises that radical reform is needed if we are to care for an aging population, with surveys finding that four-fifths of care workers feel undervalued by their management or employer, and three quarters of care workers say their mental health has worsened during the pandemic.

Conference believes that reforming and fixing our broken social care system should be a priority for a future Labour government. Just as Labour had the vision and foresight to create the NHS, we must be the party of a transformed, world class social care sector, delivered by a National Care Service.

Conference further believes that this pioneering service must have at its heart a workforce strategy which gives social care workers an equivalent status to those working in healthcare, and a decent wage for all care workers.

Conference therefore resolves to establish a National Care Service, that will:

- A. end the postcode lottery on standards in both service delivery and treatment of the workforce;
- B. guarantee the necessary public funding, delivers a world class system of care and support so that as with the NHS, receiving high-quality care does not come down to the financial means of the recipients of the service;
- C. extend the insourcing of care services through public procurement, remove profit from our social care system, and delivered locally – provision of social care must never again treat the demands of shareholders as more important than the needs of care users;

- D. implement national standards on terms and conditions, negotiated with social care trade unions;
- E. ensure care workers are paid at least in line with average wages (now £15 an hour), with clear routes for training and progression.

**UNISON  
GMB**

## Composite 10 – Social Care 2

Conference notes 11 years of Tory Government have failed to put forward plans for social care reform.

Since the Prime Minister said he had a plan to fix the crisis in social care, 2 million people have applied for support, but have been refused.

This pandemic has shown - more than ever - that frontline carers are essential to a properly functioning society and economy, yet two thirds don't earn the real living wage of £10 an hour and a quarter are on zero hours contracts.

Many middle and low-income earners become part of a lottery if they get ill when they are older. This means for many a lifetime of work tied up in their homes is lost, as the family home has to be sold to pay for any residential nursing care.

For our society to flourish and thrive people should be supported to live their best possible lives (The Care Act 2014).

Annual Conference 2019 committed to ending the current postcode lottery in Social Care funding and the hardship that this causes in reducing life expectancy and health outcomes.

This National Care Service can ensure high standards of care, supportive and responsive to service users and their families, by ensuring workers have pay, terms and conditions as good as those of directly employed NHS workers (including decent sick pay for all). Responsibility for funding social care should rest with the national exchequer, with funds distributed to local authorities on the basis of population served (age, deprivation, etc) and the cost of care.

- Conference believes:
  - That the profound crises in Adult Social Care can be tackled effectively only by ending decades of underfunding, fragmentation, privatisation and casualised employment
  - It's time for a new deal for care workers. As a starting point, all care workers should be paid at least a real living wage.
  - Our ambition for social care should be as far reaching as Bevan's formation of the NHS and cost should not be a barrier to high quality care

- Where informal care is being provided (currently by an estimated 13.6 million people) there needs to be legislation to enable and require employers to give carers the rights, support and flexibility they need without sacrificing their careers and financial security.

We call on the Labour Party to work with carers and unpaid carers, the frontbench, our relevant affiliated unions, Labour councillors, other stakeholders, service users and health and social campaigners to build a powerful campaign for a National Care Service that:

- Sets out an overall vision for social care that is needs based and publicly funded, and promotes dignity and security for those who receive care.
- Improves pay, terms and conditions for our social care staff and provides proper training and career progression, negotiated with social care trade unions.
- Prioritise 'home first' so that those who need care can receive it in the place they call home
- Supports a universal right to independent living
- Improves support for unpaid carers, who are often women, including increased rights, flexibility and financial security including payment for their labour
- Scraps the minimum minutes call time and replace this with a system which reflects the needs of the user not a set time limit per visit.
- Ends the compulsion for people to sell their homes to pay for social care
- Ensures those in need of additional care and support should have access to a nationally funded, locally delivered, co-produced, free service to enable them to do this.

**Blaydon CLP**  
**Bristol West CLP**

### Composite 11 – Public Services

Conference notes Labour's proud record as the party of public services. From the NHS to Sure Start, it is the Labour Party and the Labour movement that delivers for our communities in government. Conference further notes that public services have been battered by a decade of Tory austerity and privatisation, with local government under particular attack. Health and economic outcomes have suffered before and during the Covid-19 pandemic as a result. Conference believes that the pandemic has shown that our public services need a transformative and radical Labour government now more than ever. Conference resolves that the Labour Party will: - Fight for public services free from profit, funded through general taxation - with any increase falling on those

with the broadest shoulders - and brought back - in house'. - Build a campaign with trade unions, community and tenant organisations, service users and Labour councillors to fight for the funding necessary to not only stop, but reverse local government cuts. - Place renewed pressure on the government to honour its commitment to fully fund councils and the NHS for the costs of dealing with the pandemic and lost revenue resulting from lockdowns. - Ensure that in government, Labour delivers for public service workers, ensuring decent pay for those who keep our communities going. Until then, Labour will campaign for real pay rises for 80 all public service workers, including calling on the LGA to increase its current pay offer and encourage Labour councillors to support an increase.

**Unison  
Unite**

### Composite 12 – Mental Health in the Workplace

- Conference understands that while anyone can experience a mental health problem, some people are more vulnerable because of their economic and social position and the work they do.
- Conference recognises work and the workplace as a cause of, and contributor to, mental distress. Low-paid, insecure work and poor working practices put workers at increased risk of mental health problems. These factors, combined with the experience of workers throughout the pandemic, have led to a steep increase in individuals seeking support from their employer and mental health services.
- Conference is concerned by the persistent low levels of awareness of disabled workers' rights under the Equality Act and the barriers people face accessing reasonable adjustments and support at work that are key to remaining in, and progressing in employment.
- Conference is clear that strengthening collective bargaining rights is crucial to better terms and conditions and better support for mental health at work. Trade unions and union reps play a vital role in negotiating and promoting good policy, tackling stigma, enforcing rights at work and transforming workplace culture.
- Conference calls on the Labour Party to commit to:
- Strengthening the Equality Act and improving enforcement mechanisms paying particular attention to the right to reasonable adjustments.
- Introducing mandatory disability pay gap reporting.
- Repealing anti-trade union laws and strengthening collective bargaining rights.

- Supporting employers by developing a statutory mental health at work plan to include core standards around training, awareness raising and decent work.

**Union of Shop, Distributive & Allied Workers**  
**Unison**

### Composite 13 – LGBT+ Rights

Our history as a party has always been anti-bigotry in all its forms, and we know the value of minority groups in strengthening our country's social fabric. It is vital that we take a firm stance and stay true to these roots in both our internal and external policies, in order to build a better future for everyone, with Labour, together.

Conference notes:

- Statistically, LGBT+ people are experiencing higher levels of persecution within society on a systematic and routine basis. Transgender people face substantial barriers and experience high levels of exclusion and violence through persistent transphobia.
- Intersex people experience erasure and harm through anti LGBT+ violence. Many LGBT+ people are unable to receive appropriate and timely health care services.
- Likewise, LGBT+ people have been disproportionately affected by the COVID-19 pandemic.
- Conversion therapy refers to any form of treatment or psychotherapy which aims to reduce or stop same-sex attraction or to suppress a person's gender identity based on the premise that being: Lesbian, Gay, Bi or Trans is a mental illness that can be 'Cured'.
- In the UK, all major counselling and psychotherapy bodies as well as the NHS, have concluded that conversion therapy is dangerous and harmful; and have condemned it by signing a Memorandum of Understanding.

Conferences believes:

- Supporting LGBT+ people, specifically transgender and intersex people, ensures the liberation of all. The limited protections afforded to the LGBT+ community are persistently under threat.
- Campaigning to protect and improve healthcare access to all trans people is vital; including expanding Gender Identity Clinic services (many of which currently have waitlists for medical treatment exceeding five years), safeguarding trans youths' access to safe and recommended interventions by the medical community, and protecting free birth control for trans men and non-binary people.
- Conversion therapies are both unethical and harmful; and also promote hateful values in society that homosexuality/bisexuality and being transgender is an illness.



- That these - therapies- are damaging with no qualified scientific support.
- That the use of conversion therapy on persons under the age of 18 is a form of child abuse.

Conference resolves that the Labour Party must:

- Recognise the obstacles and growing violence LGBT+ people face within society.
- Put forward solid and tangible actions in terms of education and health care policy.
- Adopt policy to make Conversion Therapy illegal and its use on people under the age of 18 classified as a form of child abuse, punishable by law.
- assert trans people's same right for self-determination as anyone else, and fight for measures to improve protections and services.
- This should include safeguarding equal access to domestic abuse/rape support and shelters, with particular improvement needed for trans women and ensuring that steps to prevent violence against women includes all women. No-one should be barred or limited from accessing support services for being trans or nonbinary.

**Pendle CLP**  
**Penrith and the Border CLP**

#### Composite 14 - Immigration and Asylum Policy

The failure to evacuate and give sanctuary to many Afghans to whom the UK owes a direct duty of care and whose lives now hang in the balance, throws into sharp relief the wider failures of the Home Office.

The Conservatives have abolished the Department for International Development, removing the UK's key vehicle for tackling the forces that drive people from the homes in the first place. The Sovereign Borders Bill will make this situation even worse, reduce support for victims of modern slavery and has been branded – 'inhumane'.

The government have also showed disregard to the EU workers serving in our NHS, whilst unfair visa charges and the NHS surcharge penalises pandemic heroes.

By introducing a cap of - £25,600 for those eligible to apply to the Points Based Immigration System the government deemed many workers, who got us through the pandemic, 'unskilled'.

In February of this year, the UN Refugee Agency (UNHCR) published a Guide to Asylum Reform in the United Kingdom. However, rather than implementing improvements proposed by UNHCR which could lead to a more effective and humane system, Priti Patel's Nationality and Borders Bill will slow the process down further, criminalise asylum seeking, undermine the 1951 International Refugee Convention, increase

detention, destitution and mental illness, and will cost the country more while it destroys lives.

The Labour Party must seek to dismantle structural racism and campaign for racial justice in the UK and around the world.

Draconian immigration legislation is usually preceded by negative reporting in the press, with media coverage given to racists and hatemongers. The Labour Party must stand against this vilification of asylum seekers and refugees.

Conference notes:

The city of Leicester is proud to be a City of Sanctuary.

The immigration system under the Conservatives lacks compassion and competence.

The Dubs scheme for unaccompanied children was closed after accepting just a fraction of the children promised shelter. Criminal gangs continue to profit from human trafficking, there have been delays in the time taken to process asylum cases and people are housed in dangerous, unsuitable conditions.

Successive governments have exploited the labour of migrants while failing to acknowledge the contribution of migration to our economy, culture, and society.

Conference resolves to guarantee safe routes for asylum seekers and rights to family reunion, work and social security; campaign against legislation at a national and local level that will criminalise Gypsy, Roma and Traveller communities' way of life; campaign against policies that marginalise Muslim and other racialised communities, working to replace Prevent and; end racialised state surveillance; and fight against antisemitism and work to educate members about antisemitic tropes.

Conference further resolves to re-establish safe and legal routes to claim asylum in the UK; end - quasi-detention' in sites such as Napier Barracks; and accommodate asylum seekers in the community where they can access proper support; re-open the Dubs scheme to receive unaccompanied children; harness asylum seekers' skills and talents, granting permission to work upon UK arrival, abolishing the 1 year wait for permission to work; end indefinite immigration detention - which is inhumane, extremely costly - by enacting a statutory time limit; ensure asylum seekers and victims of trafficking can access decent support, accommodation and medical treatment; and re-establish the Department for International Development

Conference calls on the Party and the Leadership to strongly oppose the Nationality and Borders Bill; consistently promote solidarity with refugees and asylum seekers and defend their rights set in international law; challenge the racist representation of refugees and asylum seekers as criminals and scroungers; recognise and disseminate knowledge of the contribution that refugees and migrant workers make to our society and economy; call for the implementation of UNHCR's recommendations on asylum reform in the UK as a positive alternative to the Nationality and Borders Bill.

Introduce an easy process for all UK residents to gain permanent residency with equal rights, including voting rights; and scrap Hostile Environment measures.

The Government's current points-based Immigration System does not treat people with fairness. Labour would oversee a fairer, more compassionate system that recognises the extraordinary contribution that people from overseas have made to our country, that rejects push-backs and implements a more effective approach with the French Government.

**Leicester South CLP  
Folkestone and Hythe CLP**

### Composite 15 – Black Lives Matter

That this Conference reaffirms its support for Black Lives Matters; recognises that much more needs to be done on the race issues calls on the Labour Party to set out a clear programme at a local and National level that will transform the equality agenda to improve the lives and aspirations of the black community.

**Leicester East CLP  
GMB**

### Composite 16 – Violence against Women and Girls

Conference notes the continued harassment and misogynist bullying of women in public life, contributing to discouraging women from standing for councillor positions or other elected representative roles.

Conference further notes that in the TUC report 'It's just a bit of banter', on sexual harassment in the workplace, reported the vast majority of perpetrators were men.

Conference condemns increasing domestic abuse and violence against women and girls, and the rise in harassment and misogynist abuse online during the pandemic.

Conference commends the work of such organisations as Femicide Census, which seeks to record the deaths of women killed by men, and supports calls for a central recording register across the UK.

Conference supports urgent calls in all nations and regions of the UK for increased funding for specialist frontline services supporting women and children living with or seeking to leave, domestic abuse situations, including specialist provision for women from black and minority ethnic communities.

Conference supports investment in public services, and mental health support services, with dedicated resources for women and girls.

Conference calls on the National Executive to campaign alongside all those speaking up against violence against women, and to press for higher priority to be given to tackling harassment and bullying of women in, or seeking to enter, public life.

Conference calls on the National Executive Committee to roll out education across the party that promotes the understanding that violence against women and girls impacts all of society.

**Dundee City East CLP**  
**Cardiff North CLP**

### Composite 5 - Mineworkers Pension Scheme

This conference notes:

- The Mineworkers' Pension Scheme has around 152,000 members with 135,000 eligible to receive their pension. The current average pension for former miners in the Scheme is just £84 a week, and over half of Scheme members receive less than the average pension.
- The Government has received over £4.4 billion from the scheme due to the arrangement set up in 1994, which gives 50% of any surplus to the Government, and is due to receive almost £2 billion more.
- The Government failed to conduct due diligence, there was no analysis or evaluation to inform or support the 50:50 split.
- Returning the £1.2bn from the Investment Reserve Fund to all members of the scheme would mean a £14 per week increase to the average pension - £770 a year.

Conference believes:

- The Labour Party is standing up for retired miners who have seen £4.4 billion taken out of their pockets because of the privatisation of their pension scheme that has seen billions go to government rather than the pensioners.
- It is scandalous, immoral and wrong on every level that Ministers have raided the pension pot of retired miners, with government receiving billions whilst over half the scheme members receive less than the average pension.

Conference resolves:

- Labour should campaign to ensure miners get the pensions to which they are entitled, immediately returning the £1.2bn in the Investment Reserve Fund to increase pensions – putting hundreds right back into their pockets every year and change the surplus sharing agreement to give more to pensioners

**National Union of Mineworkers**  
**Bishop Auckland CLP**

## Emergency Motion

### Violence Against Women and Girls

The tragic death of Sabina Nessa, a 28 year-old Primary School teacher whose body was found in Kidbrooke, South-East London on the 18th of September. A murder investigation is being conducted by the Metropolitan Police.

This CLP welcomes the HMICFRS report into the Police response to Violence Against Women and Girls (VAWG). The report likens VAWG to an epidemic in our society and suggests the police should be giving this issue higher priority in every force area; treating it as seriously as terrorism with a coordinated and joined up response.

The report states, "We cannot keep making the same recommendations and expect them to have the effect that is needed. A radical refocus and shift is required. The new approach should be multifaceted: to act to prevent Violence Against All Women and Girls from happening in the first place; to support victims; and to relentlessly pursue and disrupt offenders with the full force of the law."

Conference wholeheartedly endorses their findings and commits a future Labour Government to do everything within government powers to ensure this epidemic of violence is ended as a matter of priority.

Conference supports a nationwide, multi-agency VAWG strategy, as outlined in the report.

VAWG can only be eradicated by a focus on the root causes rather than the aftermath. This requires a cultural shift in attitudes and behaviours underpinned by education and legal improvements which will:

- Address the impact on sexual behaviour, relationships and attitudes to women arising from pornography and misogyny, through education in schools, colleges and university and public information campaigns
- Ensure age restrictions are enforced by social media to prevent minors from accessing pornography
- Adequately resource Criminal Justice to investigate and prosecute perpetrators

**Eltham CLP**  
**Wansbeck CLP**

## Appendix 1 – Card Vote Results

**Card Vote No.      42**

Reference Back - Brighton Pavilion

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	205,294	154,620	359,914
%	57.04%	42.96%	
Affiliate	113,932	1,242,635	1,356,567
%	8.40%	91.60%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	28.52%	21.48% =	50.00%
Affiliate	4.20%	45.80% =	50.00%
Total	32.72%	67.28% =	100.00%

The resolution is **Not Carried**  
27/09/2021 13:16:28

The result of CARD VOTE 42  
Resolution = Reference Back - Brighton Pavilion  
is as

FOR: 32.72%  
AGAINST: 67.28%  
100.00%

**Card Vote No. 43**

Emergency Motion - AUKUS

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	223,682	131,745	355,427
%	62.93%	37.07%	
Affiliate	1,372,064	392,065	1,764,129
%	77.78%	22.22%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	31.47%	18.53% =	50.00%
Affiliate	38.89%	11.11% =	50.00%
Total	70.35%	29.65% =	100.00%

The resolution is **Carried**  
27/09/2021 13:16:28

The result of CARD VOTE 43  
Resolution = AUKUS  
is as

FOR: 70.35%  
AGAINST: 29.65%  
100.00%

**Card Vote No. 44**

Election Reform

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL	
	CLP	294,986	76,028	371,014
	%	79.51%	20.49%	
	Affiliate	62,715	1,199,311	1,262,026
	%	4.97%	95.03%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	39.75%	10.25% =	50.00%
Affiliate	2.48%	47.52% =	50.00%
Total	42.24%	57.76% =	100.00%

**The resolution is Not Carried**  
27/09/2021 18:09:59

The result of CARD VOTE 44  
Resolution = Electoral Reform  
is as

FOR: 42.24%  
AGAINST: 57.76%  
100.00%

## Appendix 2 – Tuesday’s Composite Motions

### Composite 3 - A new industrial strategy for a post pandemic recovery

Conference believes

For decades we’ve heard politicians talk about the need for an industrial strategy. For decades we have not had actions to follow these words.

Conservative actions since 2010 and during the pandemic have meant too many lives lost and harmed unnecessarily.

Average real wages have fallen while the wealthiest have had tax cuts

Last year a pay cut for half of workers coincided with increases in unemployment

A decade of privatisation and deep cuts to our public services, social security and investment, attacks on trade unions and the growth of insecure work such as zero-hour contracts and 'fire and rehire', all worsened the impact of the pandemic.

Women, BAME and disabled people have been the hardest hit by austerity and the pandemic.

Working people must not now pay for this crisis.

Regressive tax increases and cynically returning some of the funding the Tories snatched from our public services before the pandemic, with a continued drive to privatisation – including the Health and Care Bill that can make it easier to axe and privatise services - will not build the universal, comprehensive public services we need.

Conference believes as we emerge from the Covid-19 pandemic, we must focus on two key issues; how we recover from the financial implications of the pandemic and how the recovery supports our fight against climate change. We need an industrial strategy that deals with both.

We need to fight for a new economy that delivers real improvements in wages, incomes, quality of jobs and our public services and reverses escalating wealth inequality.

The financial cost of this pandemic should be met not with more failed austerity measures, but by growing our economy. We must grow our economy in a way that not only doesn't exacerbate the climate crisis, but indeed reduces carbon emissions.

Conference believes to win again, Labour must be an anti-austerity party, defending jobs and improving living standards; and increases in public sector pay.

Labour must hold the government to account and oppose its reactionary economic agenda, put forward a radical vision of the future, including policies for public investment to transition and decarbonise our economy, create jobs, universal public services, and to redistribute wealth and power.

Conference supports real and substantial improvements in funding public services through progressive taxation, including taxing the wealth of the very wealthiest, and insourcing; growing our economy by undertaking large additional investment so we match the leading G7 nations.

Rail is an essential part of a green economy, rail freight results in an average of 76 per cent lower emissions than the equivalent road journey. But we know that once rail infrastructure is allowed to diminish, and capacity to reduce, it's far harder to get it back. Public bodies procure a range of goods and services every day. The rules and guidelines governing these processes are an important way to ensure that high-quality jobs are protected in the UK and that goods and services used here are made here. This will also help our efforts to tackle the climate crisis, as shorter supply chains mean fewer carbon emissions.

Conference reaffirms its support for an industrial strategy based on investment in infrastructure, including into a fully publicly owned railway, and a procurement strategy that supports green jobs across the UK, widening democratic public ownership of key areas, expanding our public transport, building council homes, ensure online access of all communities and people to work and education, as a means of reducing inequalities and expand opportunities; community-based policies



to recover from the pandemic and reduce inequalities. Social enterprises and coops can become a tool for regeneration, in the private sector, which must recognise its responsibilities to all stakeholders beside shareholders, including employees, customers, communities and the environment and implementing an industrial strategy that transitions us to a sustainable future, rebuilding our manufacturing base and supporting the growth of future industries and supply chains, including through using public procurement with stronger worker and trade union rights to improve lives and create and make all jobs high quality, unionised jobs.

**Unite  
ASLEF**

#### Composite 4 - End fire and rehire and workers' rights

Conference notes the Conservatives and employers are determined to use the pandemic as an opportunity to advance their agenda of driving down workers' pay, terms and conditions.

The Conservatives always act to cut people's rights, protections and the obligations employers have towards the people that create their profits, while always increasing the restrictions on trade unions.

A quarter of workers have experienced a worsening of their terms and conditions "including a cut in their pay - since the pandemic began.

The escalating number of employers across all sectors using weak employment protections to 'fire and rehire', with devastating consequences for workers & their families. This is affecting workers who previously had secure, regular work & incomes.

Go Northwest threatened bus drivers with longer working days and weeks for less pay. Heathrow Airport Limited (HAL) threatened to fire & rehire 4,000 of its workers,

The pandemic has amplified the need for workers to be in unions to guarantee health and safety and other important working conditions

Before the pandemic, 1 in 9 workers " 3.8 million people " were already 'insecure', they did not have access to basic rights at work & could be dismissed at will: including those on zero-hour contracts and agency workers.

we have some of the worst public and statutory holiday entitlements in Europe; - full-time workers have among the longest hours of any country; - in-work stress is at record levels - job insecurity is rising; false self-employment is increasingly used by employers to dodge their obligations. - technology is being used for surveillance; - average pay is lower than before the financial crash;

Conference denounces the Tories' plan to impose new restrictions on transport workers through a minimum service requirement that may well be extended to other groups of workers.

Conference believes mechanisms such as 'fire and rehire' and other ways in which workers are effectively blackmailed with unemployment into accepting intensified work, cuts to pay and pensions and increases in their hours have no place in our society.

People are entitled to secure work and earnings. The power imbalance between workers and employers must change.

Conference reaffirms its support for Labour's policies of stronger individual employment rights, the repeal of all anti Trade Union laws sectoral collective bargaining and the creation of new collective rights and freedoms, including banning 'fire and rehire', and a full package of measures that will end insecurity and instead win pay increases and better working lives.

The labour movement must fight in workplaces, local communities and nationally to ensure all jobs are good jobs and people receive fair rewards for the profits and wealth they create.

Conference resolves to support

working people in dispute fighting employers using 'fire and rehire' and similar mechanisms, to stand with those campaigning and fighting to improve their pay and conditions, supporting their demands and defending the right of all of us to resist attacks on our pay, terms and conditions and to protest.

£15 ph statutory minimum wage

Increasing statutory sick pay to a living wage, to be paid from day one of absence; and for the lower earnings limit that means low paid workers are not entitled to SSP to be abolished

ban zero-hours contracts

end outsourcing in public services - better work-life balance, a legal right to flexible working by default, a 'right to switch off' so that homes don't become 24/7 offices, and reductions in working hours without loss of pay

Stronger protections from day one

Conference notes TUC Congress 2020 agreed to organise a special conference on opposing the antiunion laws and a national demonstration. The party will encourage CLPs to support and get involved in these when they become possible.

**Unite  
Macclesfield CLP**

## **Appendix 3 – Tuesday's Reference Backs**

### Economy, Business and Trade

5 reference backs on the Economy, Business and Trade section of the NPF report have been received and accepted by the CAC. These are detailed below and will be moved

and debated in the Economy, Business & Trade and Work & Pensions session starting at 11.15am today.

**Policy Commission Area:** Economy, Business and Trade

**Subsection:** Repairing the foundations for a stronger, fairer economy

**Organisation Name:** Clwyd South CLP

**Paragraph to Ref back:**

Labour also has begun to set out its vision for an active, 'mission-led' industrial strategy, including plans for an electric vehicle 'revolution'. This is a comprehensive plan to back Britain's car manufacturers, create jobs, and make owning a zero emission vehicle an option for all.

**Reasoning:**

Individuals driving around in their own vehicles (electric or otherwise) is not a sustainable future, so encouraging it in any form is mistaken.

Instead we should be focusing on effective, convenient, affordable (or free) public transport and optimising society so that excessive travel (in all forms) is unnecessary and effectively discouraged.

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**Policy Commission Area:** Economy, Business and Trade

**Subsection:** Repairing the Foundations for a Stronger, Fairer Economy

**Organisation Name:** Labour International CLP

**Paragraph to Ref back:**

However, the recovery can't take us back to the old, broken system we had before.

The Conservatives created a low growth, low investment, low standard and low wage economy that left many trapped in insecure jobs that couldn't support a family. They starved public services of resources, leaving them overexposed to the pandemic.

At the cornerstone of a stronger, fairer economy, Labour is calling for a new deal for working people. Labour's new deal would ensure all jobs are good jobs – providing security, dignity and paying enough to raise a family

**Reasoning:**

It's not credible for the Labour movement to produce an economic policy document of this magnitude without including prominent reference to public ownership. Nationalisation of key industries, services and utilities is a vital part of the rebalancing of society in the interests of the many rather than the few. There is popular support in the electorate for public ownership and increasing recognition that service and product delivery, economic efficiency and workers rights will be among the many

benefits of industrial, economic and employment strategies based on public ownership. There is huge opposition to the social and economic injustices that result from the Tory strategy of prioritising the profits of the wealthy few over the welfare of the rest of us. Nationalisation/public ownership is the right approach and a popular one, we must continue to promote it with energy and pride

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**Policy Commission Area:** Economy, Business and Trade

**Subsection:** Principles / Para: Principle 3 A new deal for workers

**Organisation Name:** North Somerset CLP

**Paragraph to Ref back:**

Over the last decade, wages stagnated whilst insecurity and in-work poverty skyrocketed. Rights and protections for workers have been rolled back and new draconian restrictions on trade unions introduced. In concert with its affiliated unions, Labour will offer a transformative 'new deal' for workers to ensure work is dignified, secure and well-paid for all

**Reasoning:**

The above paragraph has a significant omission which is repeated in other parts of the report / other policy commission sections.

While noting the new draconian restrictions on trades unions, this principle doesn't stipulate that Labour's "new deal" includes the repeal of all anti-union laws that was unanimously adopted as Party policy by Labour Conference in 2015 and 2017. Those unanimous decisions commit us to repealing anti-trade union laws. Moreover, without repealing anti-trade union laws, how would workers be able to enforce elements of the new deal for workers, e.g. those noted on Pg 126 of the Work, Pensions & Equality section.

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**Policy Commission Area:** Economy, Business and Trade

**Subsection:** Principles

**Organisation Name:** Weston-Super-Mare CLP

**Paragraph to Ref back:**

3. A new deal for workers

Over the last decade, wages stagnated whilst insecurity and in-work poverty skyrocketed. Rights and protections for workers have been rolled back and new draconian restrictions on trade unions introduced. In concert with its affiliated unions,

Labour will offer a transformative 'new deal' for workers to ensure work is dignified, secure and well-paid for all.

**Reasoning:**

While noting the new draconian restrictions on trades unions, this principle does not stipulate that Labour's "new deal" includes the repeal of all anti-union laws that was adopted as Party policy by Conference in 2015 and 2017.

A unanimous decision was taken by the 2017 Labour Party Conference to call for repeal of not just the 2016 Trade Union Act but also the "anti-union laws introduced in the 1980s and 90s" by the Thatcher and Major Tory governments, and kept in place after 1997; and for a "strong legal charter of workers' rights". "For unions to be effective workers need an effective right to strike". This builds on the 2015 conference decision, also unanimous, that the next Labour government should "legislate for strong rights to unionise, win recognition and collective bargaining, strike, picket and take solidarity action".

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**Policy Commission Area:** Economy, Business and Trade

**Subsection:** Principles

**Organisation Name:** Worthing West CLP

**Paragraph to Ref back:**

3. Training workers for the jobs and industries of the future

We need high quality training and employment support so that those who lose their jobs or are at risk of unemployment are able to re-train into the well-paid, secure jobs of the future, including ensuring a just transition to net zero.

**Reasoning:**

The commission should consider specific support for workers in the arms industry to retrain for socially-useful green jobs.

I would recommend inviting a representative from Scientists for Global Responsibility (SGR) to present evidence.

At a recent workshop on 'Militarism, climate change and global dissent' at 'From the Ground Up II' organised by the COP26 coalition (22 to 25 April 2021) Dr Stuart Parkinson of The Arms Conversion Defence Diversification Group of SGR made a presentation entitled: 'The military carbon boot-print and arms conversion', which considered: the role of the global military as a major carbon emitter; the low job creation potential of military spending and the high cost of the military. The presentation emphasised the many skill overlaps that the renewable energy sector had with the arms sector. Numerous examples of arms conversion policies were cited from the Lucas Project (1976) to the Government 'Ventilator Challenge' (2020).

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## Work, Pensions & Equalities

6 reference backs on the Work, Pensions & Equalities section of the NPF report have been received and accepted by the CAC. These are detailed below and will be moved and debated in the Economy, Business & Trade and Work & Pensions session starting at 11.15am today.

**Policy Commission Area:** Work, Pensions and Equality

**Subsection:** Equalities Roundtables

**Organisation Name:** Labour Business

**Paragraph to Ref back:**

Five events were held in total covering Disabled People's Rights, Racial Equality (held on the same day as the publication of the "Sewell Review"), Gender Equality, LGBT+ Rights (held on the last day of Pride Month) and Class. Attendees discussed the impact of Covid-19 and what steps the next Labour government can take to tackle inequality and enhance rights.

**Reasoning:**

The NPF report rightly discusses the unequal impact of the pandemic on different marginalised groups.

However, there is an area that is not discussed in this section, which is the unequal nature of business support and support for the self-employed. Labour Business would ask that this issue is addressed appropriately and policy recommendations made to address the issue.

Women's conference this year noted:

"There has been a gendered response to business support with schemes to support typically male businesses like pubs, but less support, and even ridicule, about sectors dominated by women"

Section 8 of the Lawrence Review notes that Pakistani and Bangladeshi workers are overwhelmingly more likely to be self-employed and that 48 % of Black, Asian and minority ethnic-led businesses weren't even applying for government schemes because they didn't think they would qualify.

Labour Business also notes the intersectional nature of discrimination and impacts to other marginalised groups.

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**Policy Commission Area:** Work, Pensions and Equality  
**Subsection:** Equality  
**Organisation Name:** Transport Salaried Staffs Association

**Paragraph to Ref back:**

Work Pensions & Equality section

**Reasoning:**

I wish to call a reference back in the work, pensions and equality section of the report because of the complete omission of neurodiversity.

TSSA does significant work on neurodiversity, including providing training and support and having developed bargaining standards on neurodiversity. Neurodivergent Labour has a comprehensive autism/neurodiversity manifesto developed over several years with trade unions and neurodiversity support groups.

It is a thorough, radical and practical set of policies which would positively transform the lives of millions of neurodivergent people, our families and allies.

A summary of this manifesto was submitted to the policy forum online consultation where it received widespread support. Despite this there was no mention so alongside Disability Labour it was raised it again.

Labour is missing an opportunity to offer significant benefits to people who are currently marginalised, discriminated against and under-served.

TSSA therefore asks for this oversight to be corrected and we reference back.

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**Policy Commission Area:** Work, Pensions and Equality  
**Subsection:** Principles  
**Organsiation Name:** Brighton, Pavilion CLP

**Paragraph to Ref back:**

3. The social security system should provide genuine financial security.

**Reasoning:**

The state pension is over £50 a week lower than if Thatcher had not broken the link with earnings (Commons Library, 2021). Unemployment benefit for a single person has approximately halved since the 1980s, with many families still living in relative poverty today due to widespread inequality which originated then (IFS, 2016). Four decades of "trickle down" thinking sees Britain's poor getting poorer, burdened by

new, increasing debts, with worsening health inequalities. Yet politicians have persistently cut and curtailed social security benefits.

Labour exists to systematically eradicate poverty. Our principles must be for a universal, comprehensive social security system, providing a safety net from cradle to grave, preventing poverty for all.

To achieve this, Labour in government must restore the link between median earnings (male, pending pay equality) and benefits / pensions. An 80% link would guarantee “genuine financial security”.

Brighton Pavilion CLP refers back this principle for fuller development.

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**Policy Commission Area:** Work, Pensions and Equality

**Subsection:** Pensions and support for older people

**Organisation Name:** Clwyd South CLP

**Paragraph to Ref back:**

They said the UK’s state pension is not high by international standards and that means-tested benefits have a role to play as well as universal benefits, highlighting the importance – but low take-up rate – of Pension Credit. They also spoke about the importance of the Triple Lock being a much-needed boost for pensioners and future generations of pensioners.

**Reasoning:**

Means testing serves no economic purpose (costing more to administer than its saves). It is used as a political tool to undermine support for our welfare state and social security system and divides people from one another.

Means testing has no part in a 'just social security' nor in Labour Party Policy.

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**Policy Commission Area:** Work, Pensions and Equality

**Subsection:** Principles

**Organisation Name:** Sutton and Cheam CLP

**Paragraph to Ref back:**

1. A strengthened social security system should sit with enhanced workers’ rights to ensure Britain is the best place for working people. 2. Social security should aim to prevent and relieve poverty in all its forms, including child poverty, pensioner poverty and for families and individuals both in work and out of



work. 3. The social security system should provide genuine financial security. 4. Social security should be non-discriminatory, should help to counteract inequalities faced by women, Black, Asian and Minority Ethnic communities, disabled people, LGBT+ people and due to class, and should promote individual autonomy within households. 5. An effective social security system is there for us all and should provide timely support when it is needed. 6. A strong social security system treats claimants with dignity and respect, not suspicion and punishment. 7. A strong social security system links closely with other public services, including access to lifelong learning and education. 8. An inclusive social security system should be as straightforward as possible to claim so that it is accessible for all at every stage of the process. 9. The social security system must support all types of workers, including the self-employed. 10. Although structural inequalities must be tackled across all government departments, social security can provide additional support to address imbalances in society.

### **Reasoning:**

Refer back all the principles in order to ask the NPF to look at how a Universal Basic Income (UBI) could be combined with Universal Basic Services (UBS) to make a more affordable support for people as part of a broader welfare and social security system.

## **Appendix 4 – Candidate Statements**

### Conference Arrangements Committee – General Section

#### **Kendrick FOWLER**

As a disabled person myself I understand the barriers which disabled people can face within education, work and the benefit system and will support motions which improve disabled peoples' lives in these areas and the Labour Party itself.

I have attended several disabled members meeting at national conference and across the country to gain a greater understanding of the many issues facing Labour members. In 2018 I chaired a fringe meeting for disabled members at the North West regional conference and in 2020 I held a number of meetings on zoom in my role as CLP disability officer to discuss the issues facing disabled people.

If elected I will consult regularly with disabled members to ensure that the running order of conference fully meets their needs. I will also engage with disabled delegates during conference to make sure that motions about them truly reflect their needs.

I will make sure that I work fairly and respectfully with other members of the Conference Arrangements Committee even when I disagree with them, and I will respect all the views of Labour Party members whilst still ensuring that the needs of disabled people are addressed at all times.

## **Tracey FUSSEY**

I want the Labour Party's conference to be an inclusive, engaging and passionate event that reflects the democratic choices of our members. That is why I am standing to be on the Conference Arrangements Committee.

I am a member of Cleethorpes CLP, an NPF member, a member of UCU and a full-time official of the Communication Workers Union.

I have had years of experience applying rules, setting agendas, negotiating on behalf of members and participating in conferences from across the movement. I am currently a member of the CWU National Executive Committee, and am the A/Secretary of my CWU branch.

Having previously sat on the CAC, I have significant experience of ensuring the smooth running of conference.

I am a clear and concise communicator and having worked as a union tutor know the importance of clear policy as a foundation to a quality campaign.

We should be incredibly proud that our Party is made up of over half a million members. The task now is to harness the potential of our mass-membership. Our annual democratic event must be representative of our Party, and if elected I will pursue that aim to its end.

## **Lynne MORRIS**

Re-elect Lynne Morris for Conference Arrangements Committee

Over the past four years I have been proud to be your representative on Labour's Conference Arrangements Committee. Now I'm standing for re-election to make sure Labour conference delivers for our party, our movement and our country.

As an active trade unionist, organising public service workers in UNISON for over 40 years and the current Chair of TULO in the North West, I know how important it is that the voices of working people are heard at every level of our party. A conference that works effectively is essential to deliver the agenda our communities need and present Labour in the best possible light on the national stage. Crucially, conference has to be more accessible and inclusive, giving everyone a chance to express their views and debate the issues that are important to us as Labour Party members.

If I am re-elected, I will work with CLPs and trade unions to make sure conference works for everyone in our party and I will work tirelessly to deliver a Labour conference we can all be proud of.

## **Michael MURPHY**

I have been an active member of the Transport and General Workers Union – now Unite the Union – since 1972. During which time I have held a number of positions; Branch Chair, Shop Steward and Senior Shop Steward within the workplace.

Additionally I have also held a number of positions within my union – Chair of the National Trade Group Committee, elected representative of the TGWU General Executive Council and 2008 I was elected to the Unite Executive Council.

I have also represented my union in the wider movement at various conferences, including the Labour Party, TUC and Confederation of Shipbuilding and Engineering Unions (CSEU).

I've been an active member of the Labour Party for over 30 years.

I was elected to the Conference Arrangements Committee in 2008 and I am now seeking your continued support in this election.

I believe my experience both within the Labour Party and my union has enabled me to carry out the duties required on the Conference Arrangements Committee for the past six years

### **Emily ROWLES**

I'm a passionate and dedicated Labour member, working hard to make sure that the Labour Party is at the heart of our communities and remains representative of them. Through my work for Usdaw, I've seen the far reaching consequences of the government's mishandling of the pandemic, and supported our members who, as key workers, have kept the country supplied with food and essential items.

I'm proud of the improvements to conference that the CAC has made in recent years. Since my election, I've worked alongside my colleagues on the committee to make annual conference an event that runs smoothly and efficiently, and where the experience of delegates and attendees improves each year.

I'm committed to making this a reality for Labour members and to making sure that everyone gets the best from their experience of conference. Whether that's submitting motions from their CLP, getting called to speak from the podium, or getting the information they need as a first time delegate to understand what's happening and why.

Making conference as transparent and easy to understand as possible is vital to improving the experience. I'm seeking re-election so that I can continue this work, particularly around accessibility and attendee support.

### Auditors

#### **Chonor AHMAD**

No statement submitted.

#### **Chris KITCHEN**

I have held the position of Labour Party Auditor nominated by the National Union of Mineworkers for a number of years replacing Davey Hopper when he stood down.

The role of Labour Party Auditor has changed over the years although it continues to be a valued role in the accountability of the Party and a position I am honoured to hold and wish to continue to hold if elected.

I am seeking the support of Party members to continue as Auditor for a further term.

**Cath PINDER**

I am seeking your vote for the post of auditor as a long-standing Labour Party lay-activist and trade unionist with the GMB union.

I believe I have the necessary skills and experience the party needs in ensuring there is effective financial scrutiny and accountability to its members and the wider movement.

As part of the lay leadership of the GMB union I already have extensive experience in ensuring our movement is kept in good financial health so it can effectively organise.

I am branch secretary for GMB union B05 which has over 2,500 members and responsible for all financial returns and statements, further still I serve on the highest lay member body, the Central Executive Council, that oversees the unions finances and president of GMB Yorkshire & North Derbyshire.

Further still, at work I deal with the finances of a medium size manufacturing company.

As a Labour Party activist and member of the Batley & Spen CLP executive over a number of years as chair, fundraising and currently campaign co-ordinator. I have taken a leading role in ensuring our local election campaigns have been well funded including our recent by-election victory.

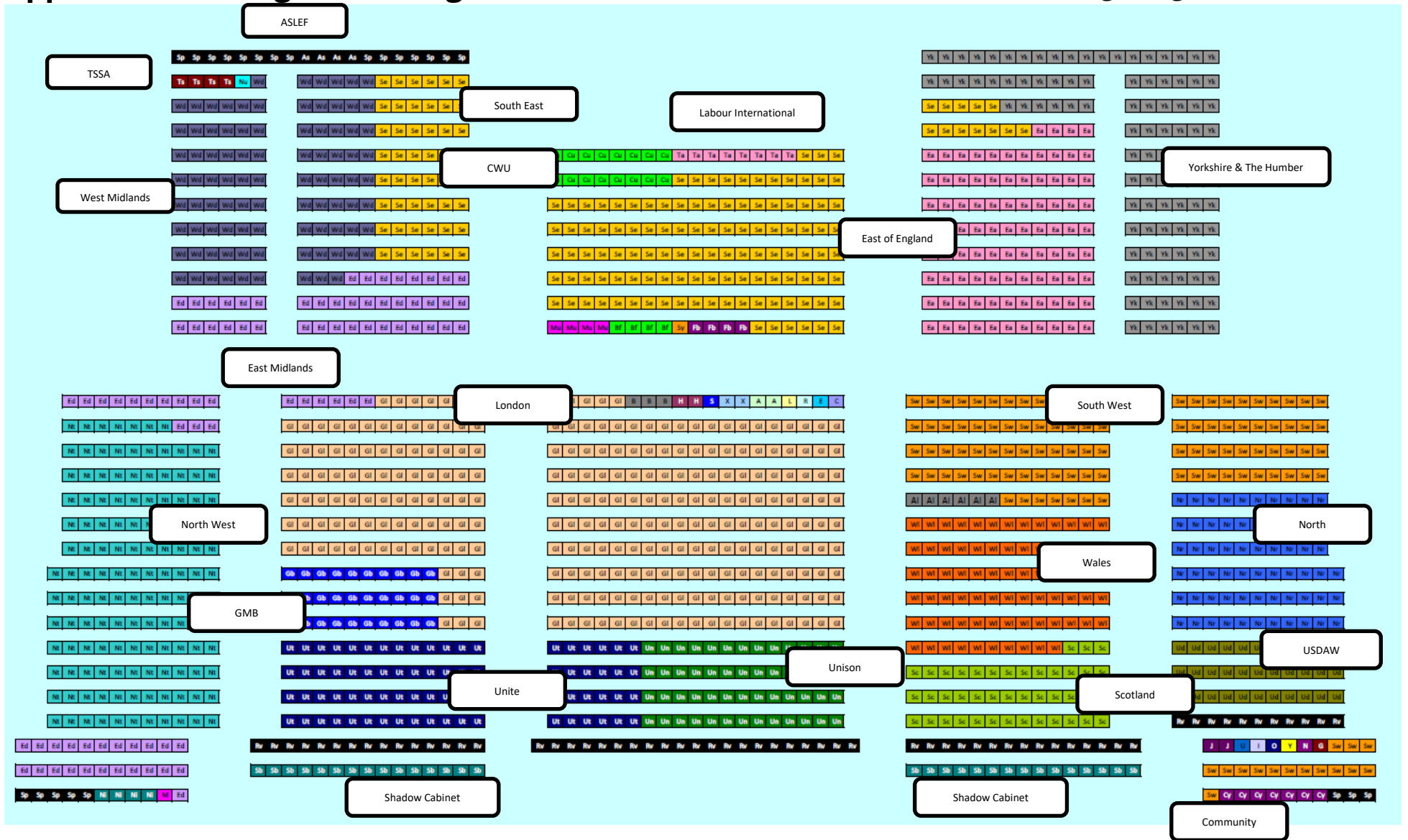
**Appendix 5 – National Constitutional Committee Ballot Result (Division III)**

Judi Billing	209,400	ELECTED
Rheian Davies	203,664	ELECTED
Anna Dyer	198,458	
Joanne Harding	192,522	

Annabelle Harle	181,930	
Emine Ibrahim	203,369	ELECTED
Edith Macauley	191,390	
Arooj Shah	211,618	ELECTED

# Appendix 6 – Delegate Seating Plan

Voting Delegates 1304



## Appendix 7 – Annual Conference Timetable

	Tuesday	Wednesday
	<i>PUBLIC SERVICES FOR ALL</i>	<i>STRONGER TOGETHER TO WIN</i>
	<b>CAC General Section/Auditors, voting by all (9am-4pm)</b>	
<b>Morning Plenary Sessions</b>	<b>10.00 Conference Arrangements Committee Report</b>	<b>09.45 Conference Arrangements Committee Report</b>
MON & TUE 09.45 -12.45	<b><u>10.10 EARLY YEARS, EDUCATION &amp; SKILLS</u></b>	<b>09.55 General Election Report</b>
WED 09.00 – 11.30, 12.15 - 13.30	<b><u>HEALTH &amp; SOCIAL CARE</u></b>	<b><u>10.50 Closing Formalities</u></b>
<b>Afternoon Plenary Sessions</b>		<b>12:00 LEADER'S SPEECH</b>
MON 14.00 - 17.30	<b><u>12.35 Votes</u></b>	
TUE 14.00 – 16:30	<b><u>14.15 JUSTICE &amp; HOME AFFAIRS</u></b>	
	<b><u>17.20 Votes</u></b>	