

Annual Conference

The Labour Party

Liverpool 2022

CONFERENCE ARRANGEMENTS COMMITTEE

REPORT 2 to Conference 2022



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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

Secretary: Hollie Ridley

Assistant Secretary: Ian Foster and Dominic Collins

Location: CAC Office – Room 17, Exhibition and Conference Centre

Room 17 can be found on the Terrace Corridor of the Exhibition and Conference Centre. This is on the Upper Level and can be reached by the escalator and lifts by the Party Stand, near the main entrance

Contact: cac@labour.org.uk before Conference and during Conference.

The CAC Steward, will be available in the waiting area next to the CAC Office to answer delegates' queries.

CAC Daily Reports

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

A copy will be emailed to delegates each morning by 8am and posted on our secure website by 8am at: <https://labour.org.uk/conference/visitors/delegate-hub/reports-for-conference-2022/>

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

In an effort to reduce the amount of paper we use at Conference. This year, visitors are asked to use the online copy of the report. Delegates and visitors will find the QR code signs around the centre that will link them to all the CAC reports.

Today's Agenda

Monday 26 September – Morning Session	
Chair: Diana Holland	
10.00	Conference reconvenes
10.01	Conference Arrangements Committee <i>Harry Donaldson, Chair of the CAC</i>
10.10	TUC Speaker <i>Sue Ferns</i>
10.15	Better Jobs and Better Work Debate <i>Jonathan Ashworth MP, Shadow Secretary of State for Work and Pensions</i> <i>Louise Haigh MP, Shadow Secretary of State for Transport</i> <i>Ed Miliband MP, Shadow Secretary of State for Climate Change and Net Zero</i>

	<p><i>Jonathan Reynolds MP, Shadow Secretary of State for Business and Industrial Strategy</i></p> <p>Includes;</p> <p>Proposals to reference back;</p> <p>NPF Report – Better Jobs and Better Work Policy Commission Annual Report</p> <p>Composite 1 – THE GROWING CHALLENGES OF OUR ECONOMY (1) Composite 2 – THE GROWING CHALLENGES OF OUR ECONOMY (2) Composite 3 – INVESTING IN INFRASTRUCTURE (1) Composite 4 – INVESTING IN INFRASTRUCTURE (2) Composite 5 – WORKERS PAY</p>
12.00	<p>Shadow Chancellor’s Report</p> <p><i>Rachel Reeves MP, Shadow Chancellor of the Exchequer</i></p>
12.35	<p>Votes</p> <p>Includes;</p> <p>Proposals to reference back;</p> <p>NPF Report – Better Jobs and Better Work Policy Commission Annual Report</p> <p>Composite 1 – THE GROWING CHALLENGES OF OUR ECONOMY (1) Composite 2 – THE GROWING CHALLENGES OF OUR ECONOMY (2) Composite 3 – INVESTING IN INFRASTRUCTURE (1) Composite 4 – INVESTING IN INFRASTRUCTURE (2) Composite 5 – WORKERS PAY</p>
12.36	<p>Conference Adjourns</p>

Monday 26 September – Afternoon Session	
Chair: Johanna Baxter	
14.15	Wales Report

	<p><i>Jo Stevens MP, Shadow Secretary of State for Wales</i></p> <p><i>Mark Drakeford MS, First Minister of Wales</i></p>
14.31	<p>Metro Mayors Report</p> <p><i>Steve Rotheram, Metro Mayor of the Liverpool City Region</i></p>
14.40	<p>A Future Where Families Come First Debate</p> <p><i>Lisa Nandy MP, Shadow Secretary of State for Communities and Local Government</i></p> <p>Includes;</p> <p>Proposals to reference back; NPF Report – A Future Where Families Come First Policy Commission Annual Report</p> <p>Composite 6 - SOCIAL CARE Composite 7 - EQUALITIES Composite 8 - ELECTORAL REFORM (1) Composite 9 – ELECTORAL REFORM (2) Composite 10 – ELECTORAL REFORM (3)</p>
16.35	<p>Scotland Report</p> <p><i>Ian Murray MP, Shadow Secretary of State for Scotland</i></p> <p><i>Anas Sarwar MSP, Leader of the Scottish Labour Party</i></p>
16.50	<p>Northern Ireland Report</p> <p><i>Peter Kyle MP, Shadow Secretary of State for Northern Ireland</i></p>
17.10	<p>Panel: “In Conversation”</p> <p><i>Keir Starmer MP, Leader of the Labour Party</i></p> <p><i>Lucy Powell MP, Shadow Secretary of State for Digital, Culture, Media, and Sport</i></p> <p><i>Gary Neville, football broadcaster, coach and former player</i></p>
17.50	<p>Votes</p> <p>Includes;</p>

	Proposals to reference back; NPF Report – A Future Where Families Come First Policy Commission Annual Report Composite 6 – SOCIAL CARE Composite 7 – EQUALITIES Composite 8 – ELECTORAL REFORM (1) Composite 9 – ELECTORAL REFORM (2) Composite 10 – ELECTORAL REFORM (3)
17.51	Conference adjourns

Conference Sessions and Timetable

Monday 26 September	10.00 – 12.45	
	14.00 – 17.50	
Tuesday 27 September	10.00 – 12.45	
	14.00 – 17.30	Leader’s Speech
Wednesday 28 September	09:45 – 11.30	
	12:00 – 12.30	

Conference Timetable

A detailed five day timetable is printed in Appendix 4 of this report.

Time limits for speakers

Movers of reports, motions and rule changes will be allowed three minutes, with other speakers from the floor allowed two minutes including those planning to second.

Those who wish to move a reference back will be allowed to speak for one minute. Only fully accredited delegates appointed in accordance with the party rules are entitled to move motions on behalf of their organisations.

Motions and reports can be formally seconded from the floor without a speech. To maximise participation contributions are limited to one speech per delegate for each session of Conference. Those wishing to speak should indicate to the chair by raising their hand whilst remaining seated. The waving of items to attract attention is not permitted and stewards will enforce this rule.

Ballots and Card Votes

Voting will be in the Ballot Area in the located in the Atrium outside the Main Hall in the ECL. Delegates' passes will be scanned at the entrance to the Ballot Area.

Monday 26.09.21	09.00 – 16.00	CAC Disabled Members Representative Voting by all TU, Soc Soc and CLP delegations
Tuesday 27.09.21	09.00 – 16.00	NCC CLP Section – Div III Voting by CLP delegations only

Today's Ballots

Today's ballot is for the CAC Disabled Members' Representative. All delegations can cast their ballots between 9am and 4pm today. Statements for each candidate can be found in Appendix 2.

Safeguarding and Visitor Safety

Safeguarding Code of Conduct

Attendees are asked to read the Party's Safeguarding Code of Conduct, which outlines the requirements upon all of us to keep children and adults-at-risk safe. A copy can be accessed online at <https://labour.org.uk/wp-content/uploads/2020/07/Safeguarding-Code-of-Conduct-2020.pdf>

Reporting Safeguarding Concerns for Children and Adults-at-Risk

The Labour Party Safeguarding Unit works closely with other internal teams and external organisations to manage any safeguarding concerns and to help keep individuals safe from harm and abuse, throughout all Party activity.

We want everyone to feel safe at Conference. If you see or hear something which concerns you, you can report it through one of the below channels:

Saturday 24th September – Wednesday 28th September, between 9:30am – 6:30pm*

Safeguarding Line: 0207 783 1134

Conference Mobile: 07885 472 101

Email: safeguarding@labour.org.uk

*Outside of the above stated times, or in an emergency, contact 101 or 999.

If you are concerned about your own safety you can use the above contact details to reach the Safeguarding Unit or ask a steward or staff member to put you in touch (you will not be asked by a steward or staff member to explain why). Staff from the Safeguarding Unit are on-site and will step-in to ensure individuals are supported and kept safe, as well as identifying any other steps needed to protect others.

Accessibility

We have a number of services onsite to facilitate a conference that is accessible for all. CAC reports are transcribed into an accessible format at delegates' request. BSL interpreters will be translating all plenary sessions in the main hall and there is a live palantypist service that is accessed via a dedicated website also in the main hall.

The ACC Liverpool is fully accessible. If you would like assistance at Conference please contact the Conference Team in advance on 0345 092 3311 or at conferenceservices@labour.org.uk to discuss your requirements, including mobility

aids. Our Disability Co-ordinator, will be available throughout Conference and can be contacted on 07545 421 411 from Saturday 25 September. Full details about the facilities and services to assist delegates and visitors with disabilities can be found in the Conference Magazine.

Policy Commission Debates

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

MONDAY AM	Better Jobs and Better Work
MONDAY PM	A Future Where Families Come First
TUESDAY AM	Safe & Secure Communities A Green And Digital Future
TUESDAY PM	Britain In The World
WEDNESDAY AM	Justice & Home Affairs

Reference Backs

Better Jobs and Better Work

Two reference backs on the Better Jobs and Better Work 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 Better Jobs and Better Work section starting at 10.15am today.

Policy Commission Area: Better Jobs and Better Work

Subsection: Conclusions

Organisation Name: Labour International CLP

Paragraph to Ref back:

Labour believe increasing participation in the labour market is a supply side reform that will help bring the rising cost of living under control, make our economy more productive and boost growth.

Reasoning:

Annual Conference last year voted to support the call for a decent living wage of £15 per hour. We represent millions of people in Britain whose current lived experience is one of constant financial insecurity, and poverty pay. A vital part of the solution is a decent living wage. In accordance with the decision of the 2021 conference the following must be added to the NPF Report;

“Furthermore Labour believes that workers should be paid fairly and no worker should be paid below what can reasonably be described as a “Living Wage”. The Labour Party will introduce a real living wage of not less than £15 per hour. Labour will ensure that small and medium sized employers are assisted through appropriate enabling interventions with taxation and business rates where necessary.”

Policy Commission Area: Better Jobs and Better work

Organisation Name: Sutton and Cheam CLP

Subsection: Overview

Paragraph to Ref back:

Core tenets of this include: a single status for all workers, employment protections from day one and strengthened protections for the self-employed, the banning of zero-hours contracts and ensuring everyone has the right to regular hours they can rely on, the banning of ‘fire and rehire’ of workers and the ‘fire and replacement’ of workers as seen by P&O Ferries; enhanced and legally enforceable collective bargaining, including the introduction of Fair Pay Agreements starting with (but not limited) to social care; repealing anti-trade union legislation which removes workers’ rights, including the Trade Union Act 2016, and removing unnecessary restrictions on trade unions; simplifying the process of union recognition and establishing a reasonable right of entry to organise in workplaces

Reasoning:

Whilst the policies are very good they will ring hollow if there is not an explicit recognition by the NPF that industrial action by workers is legitimate and that supporting workers on picket lines sends a strong message about what workers can expect of a future Labour Government. This should include Labour MPs and frontbenchers being allowed to show solidarity with striking workers by attending picket lines and vocally supporting strikes.

A Future Where Families Come First

One reference back on the 'A future where families come first' section of the NPF report has been received and accepted by the CAC. These are detailed below and will be moved and debated in the 'A future where families come first' section starting at 2.40pm today.

Policy Commission Area: A Future Where Families Come First

Subsection: Cost of living and social security

Organsiation Name: Sutton and Cheam CLP

Paragraph to Ref back:

Earlier this year, Labour set out detailed plans to introduce a windfall tax on gas and oil producers to reduce home energy bills for families. The Government belatedly adopted a version of Labour's plans for a windfall tax but their wider economic failure – a lack of economic growth, soaring inflation and falling real wages – means that families have seen no respite from the cost of living crisis.

Reasoning:

In view of this whole issue rapidly changing it needs to be referred back for the NPF to formulate it with the latest party position on energy bill capping and windfall taxation as well as considering long-term options for energy security such as the public ownership of energy companies

Priorities Ballot

The following subject groupings were selected in yesterday's priorities ballot. The full result is printed in Appendix 1.

PUBLIC SERVICES AND LOCAL

EQUALITIES

WORKERS' PAY

HEALTH

UKRAINE

SOCIAL CARE

THE GROWING CHALLENGES OF OUR ECONOMY

CLIMATE CRISIS

INVESTING IN INFRASTRUCTURE AND THE WORKFORCE

VIOLENCE AGAINST WOMEN AND CHILDREN

SOCIAL CARE

ELECTORAL REFORM

EARLY YEARS AND CHILDCARE

Composite Motions

Composite 1 – THE GROWING CHALLENGES OF OUR ECONOMY (1)

Conference believes our economy is broken; it does not deliver for workers or society as a whole. The current cost of living crisis has been accelerated by an economy that prioritises extreme profit at the expense of degrading the living standards and wages of workers.

Conference believes that the root of this crisis is a structural imbalance of power and wealth decades in the making, which permeates the world of work, how the economy operates and drives institutionalised inequalities of race, gender, disability and class.

This imbalance has also degraded our public services and alongside a lack of regulation in the private sector, is allowing profits to circulate outside of the UK economy and into the pockets of billionaires, private companies and other nation states.

Conference notes wages were suppressed in response to the economic crisis in 2008 and have never recovered. Instead the “recovery” saw record profits, widening income and wealth inequality and growing poverty.

The profit margins for the UK’s biggest listed companies were 73% higher in 2021 than pre-pandemic levels in 2019. Between 2020 and 2021 average pay for the highest paid directors of the UK’s biggest listed companies leapt a colossal 29%.

Unite has exposed how this profiteering - not workers’ wages – is driving inflation, going far beyond the energy sector.

Yet it is workers expected to exercise pay restraint and continue to accept deteriorating living standards.

People can't afford to accept another national pay cut to subsidise profits.

Conference believes workers must not be made to pay for an economic crisis fuelled by profiteering.

To build a better future we must tackle this and meet the growing challenges facing the country. The failure of the UK economy to deliver for workers goes far beyond the cost of living crisis.

That the solution to this crisis and all major challenges converging on society, from the climate emergency to the health crisis, is rooted in the expansion of the state and the democratic control and ownership of our utilities and essential industries

Conference resolves that Labour will act to;

- Take effective measures, providing a genuine alternative plan to solve the cost of living crisis, to prevent profiteering and reshape the economy to the benefit of workers and communities
- Support trade unions as the most effective vehicles to organise workers and win better jobs, pay and conditions that creates the race to the top for working people including higher wages and stronger employment rights.
- Ensure companies that receive Government financial support, investment or procurement contracts have enforced guarantees to protect and create decent jobs and pay.
- Call for a new political and societal consensus, including the need for: Taking back control of essential services and utilities through new models of democratic and efficient public ownership and Democratising the governance systems within big business, introducing fair pay ratios between CEO's and their employees, ensuring that shareholder dividends are no longer prioritised over workers' wages

Mover: Unite
Second: CWU

Composite 2 – THE GROWING CHALLENGES OF OUR ECONOMY (2)

Conference is deeply concerned by the growing economic challenges facing working people. One of the critical challenges workers face in the workplace is the development and introduction of new technology and automation.

Workers will need new skills to adapt to the changing world of work, and to respond to the potential challenges that new technologies pose such as driving discrimination and inequality. The increased use of automation and AI in the workplace is occurring rapidly across all sectors. An estimated nine in ten employees in the UK will need to retrain by 2030, at an additional cost of £13 billion.

At the moment it is too easy and too cheap for employers to make workers redundant as a result of the introduction of automation systems; this needs to change. Conference is clear that new technologies should be designed with workers and for workers, to ensure that they contribute to better work, with greater reward, autonomy, and dignity for all working people.

Conference believes that we need a new deal for workers based on comprehensive skills training, strengthening trade union rights and high quality, secure employment.

Conference calls on the Labour Party to commit to support the following changes to ensure that workers are supported at the heart of technology changes at work:

- A requirement for employers to consult with workers on new workplace technologies, as well as usage of existing technology including the use of Equality Impact Assessments which employers must act upon. This should include the requirement to carry out algorithmic impact assessments where data driven systems are used, to understand the impact of such technologies on workers.
- A right to retrain, including a legal right to paid time off for retraining.
- A significant and long-term investment in skills funding, including the reinstatement of the Union Learning Fund across England.
- Investment in lifelong learning, including the introduction of a new lifelong learning fund.
- The creation of an independent National Skills Taskforce to regularly forecast supply and demand for nationwide skills investment and make recommendations to Government.
- A fundamental overhaul of the Apprenticeship Levy so that it is more targeted to workers that need it and more flexible, including allowing its use for training for future jobs.
- A right for workers to have human involvement in decision making that affects them at work— reinforcing and strengthening protections in the GDPR against solely automated decision making.
- Strengthened collective rights including, reducing the thresholds for trade union recognition.

- Strengthening protection against redundancy, including 90 days' consultation for large scale redundancies and three weeks' statutory redundancy pay for all workers irrespective of age.

Mover: Usdaw

Seconded: Community

Composite 3 – INVESTING IN INFRASTRUCTURE (1)

Conference notes that successive Tory governments have made promises about levelling up in the UK. Sadly, they've failed to honour these promises of investment that would help achieve a fairer, more prosperous Britain. One of the most obvious betrayals has been the scrapping of key infrastructure projects.

Conference notes the current rail dispute which has seen rail workers take industrial action at levels not seen in a generation in the face of threatened job losses, ticket office closures and falling pay.

Parts of our country have suffered from decades of under investment in industries broken by privatisation and fragmentation. Rail is a prime example of this. Profit has consistently been prioritised and short-termism has led to an industry at risk of managed decline. This has led to the cancellation of the eastern leg of HS2 and huge parts of Northern Powerhouse Rail to name just two.

Modern infrastructure combined with a valued and skilled workforce in our key industries will help foster economic growth and an efficient economy. They're also vital in bridging the gaps in prosperity and opportunity between various parts of the country.

The Labour Party must pursue policies which accept borrowing to invest in essential industries, including both infrastructure and the workforce, is the sensible and economically prudent way forward, especially considering the need to cut carbon emissions.

Many rail workers are going into a third or fourth year of a pay freeze, despite being hailed as vital key workers in the coronavirus pandemic and for stepping up to deliver exceptional services after Queen Elizabeth's death.

Conference notes that a good way of showing solidarity with workers taking strike action is to visit them on picket lines. Conference opposes proposed mass closure of ticket offices. Conference supports a negotiated settlement in the rail dispute and supports all Labour MPs attending picket lines until such an outcome is reached.

Conference reaffirms the Party's commitment to a publicly owned railway and the delivery of infrastructure projects including the eastern leg of HS2, Northern Powerhouse Rail and a rolling programme of electrification. Conference also stands in solidarity with workers taking industrial action over the cost of living crisis, believes in fully staffed services that support communities and opposes cuts to staffing in essential industries.

Conference believes that investment in our rail network – in both infrastructure and people – is vital to meet our climate commitments, boost the economy, improve air quality and improve accessibility and connectivity. Conference believes that rail services should be run in the public interest under public ownership.

Mover: ASLEF
Seconded: TSSA

Composite 4 – INVESTING IN INFRASTRUCTURE (2)

This conference gives its unequivocal support to all UK workers taking strike action for higher pay and in defence of their jobs, terms and conditions and notes support for the 170,000+ workers across the communications sector who have recently been on strike.

In the case of the Royal Mail dispute, conference notes the disturbing revelation surrounding a possible takeover of the company by a foreign private equity firm. Conference notes this is subject to a government investigation under the National Security and Investment Act, because Royal Mail is deemed to be a key part of the UK's infrastructure and this may present a threat to the Universal Service Obligation (USO).

Conference agrees that any so-called modernisation plans put forward by the company must not include a "levelling down" of workers pay, conditions and the services available to the public. Neither should Royal Mail be turned into just another a "gig economy" parcel courier, with bogus self-employment and a delivery franchise model.

Conference agrees Labour must immediately register their opposition to the takeover with the government, whilst also seeking assurances that as a result of any change to ownership the current USO is completely protected.

Conference recognises that the root cause of these threats lie in the continued privatisation and liberalisation of Royal Mail.

Therefore, conference reaffirms that the next Labour government will:

- Bring Royal Mail back into public ownership, reunite it with the Post Office and create a publicly-owned Post Bank.

Mover: CWU
Seconded: Unite

Composite 5 – WORKERS' PAY

Conference notes Labour's proud record as the party of decent pay. It was Labour Governments that delivered equal pay, the minimum wage, and record investment in public services, and it is Labour in power in Wales rolling out the real living wage for all care workers.

Conference believes that the cost-of-living crisis is a low pay crisis. The only way to avoid the steepest drop in living standards since the 1950s is to give Britain's workers a pay rise.

Conference thanks public service workers who put their lives on the line through the Covid-19 pandemic, and notes that over a decade of Tory pay restraint and austerity has left them vulnerable to this cost-of-living crisis.

As high inflation continues to push up prices and put strain on household budgets, Conference therefore resolves that Labour will commit to taking urgent steps to improve pay and rebuild a fairer economy including:

- Pay increases at least in line with inflation
- Government at all levels to take seriously their responsibility to fund public services properly and deliver a fair wage to those who provide them
- £15 per hour minimum wage
- Job security and proper sick pay
- Reform of the welfare system to protect dignity and provide adequate income
- Affordable, good quality childcare that allows parents to return to work and which pays early years staff a decent wage
- Employers, not workers, to bear the costs of working, including hospital carparking fees and out-of-date mileage rates.

Mover: Unison
Seconded: GMB

Composite 6 – SOCIAL CARE

Labour notes the crisis in social care and calls for a plan that would transform care provision and would empower those accessing care - and their families - to live the life they choose.

Our Social Care system is broken and in need of urgent reform.

Many years of Tory cuts and privatisation of public services have largely obliterated early help services and care for people at home. For want of such help more people are being admitted to hospital in an emergency, and more are stuck in hospital because their needs cannot be met in the community.

Most care and support is marketised, much of which is charity based, privatised and unstable leaving thousands of disabled people in poverty. Private equity companies are making money by stripping assets from care companies while paying poor wages and depriving care staff of the training and resources needed to provide safe and compassionate care. There is a staffing crisis as staff are being forced out of their jobs by poverty pay and poor conditions.

The contributions of 8 million unpaid, overworked family carers, including children and older relatives, are unrecognised. Planned funding is dangerously inadequate, leaving those who draw on services, their families and unpaid carers facing increasing impoverishment, exclusion and harm.

Women are the main family carers for disabled children, working age adults and frail older people at the sacrifice of careers, earnings and pensions.

Disabled people and carers face increased isolation, indignity, maltreatment and neglect and barriers to inclusion and independent living are in breach of the UN Convention on the Rights of Disabled People.

The current system doesn't reflect users' needs, wishes and diversity.

Conference calls upon the next Labour government to transform care provision, widen entitlement, reduce barriers to access, raise the quality of care based on enforced national standards and shift the focus to prevention and early intervention with a new principle of Home First, ensuring choice and control.

Conference agrees Labour must deliver a National Care Service with nationally mandated standards but designed and delivered locally, which is:

- co-produced with service users
- guided by a taskforce on independent living
- democratically accountable
- publicly funded
- publicly provided
- free at the point of use, and
- not for profit.

Labour must ensure people get the care and support when and where they need it through national assessment criteria to avoid any post code lottery for care

Labour must deliver A New Deal for Care Workers ensuring staff are recognised for the vital work they do with the pay, terms and conditions they deserve, tackling high vacancy rates, and transforming training.

Labour must fully recognise and support the contribution of 8 million family carers. Labour should deliver a new partnership with carers and families so unpaid family carers get a generous allowance, proper information, advice and breaks and more flexibility in the workplace. Labour should provide investment to improve and expand on facilities for care provision within the public sector.

Mover: Colchester CLP
Secunder: Banbury CLP

Composite 7 – EQUALITIES

Conference believes the Conservative Government has deepened income and wealth inequality, and systemic inequalities experienced by women, Black and Asian, disabled and LGBT+ people, who have been disproportionately negatively impacted by Tory policies.

Austerity disproportionately impacted disabled people living standards, the right to live independently and be included in the community, rights relating to work and employment.

Conference notes the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) was agreed in 2006 and ratified by the UK Government in 2009 but has never been fully passed into UK law.

The UN noted in 2017 that several of the measures taken by the UK Government in enacting austerity 'disproportionately and adversely affected the rights of persons with disabilities'.

Conference notes that:

1. Three quarters of the workers at highest risk of exposure to COVID-19 are women.
2. New Zealand's Equal Pay Amendment Act 2020 allows for cross-employer comparators, which enables women workers to more effectively achieve equal pay for work of equal value and challenge systematic discrimination.

Conference recognises that low pay is an intersectional issue and progress in eliminating the gender pay gap is slow and the full-time pay gap rose in 2021.

Women are still paid 41 per cent less on average over a lifetime and women are systematically underpaid in care and other sectors. Equal pay remains unfinished business in too many workplaces, from Asda to local government.

Conference condemns employers' attempts to deny women fair pay; and resolves to support GMB's Birmingham City Council equal pay campaign to put right the historic and structural failure to pay women what they are worth.

Conference believes that the UK should be a leader in human rights for all.

Conference further recognises that only an appropriately funded welfare system based on dignity can protect the rights of disabled people.

Fighting for equal decent pay must be at the heart of Labour's agenda. The undervaluing of women's work is historic, structural, and will be enduring if Labour in government does not act.

We must build on past achievements: the Equal Pay Act, Race Relations Act, first steps towards LGBT+ and disabled people's equality, the Equality Act, National Minimum Wage, maternity and family rights, action on gangmasters and much more.

Conference resolves that advancing and achieving equality must be at the heart of all Labour's policies, actions and demands.

Now we must make new policies for the next Labour government, strengthen and prioritise those already made, including;

- Learning lessons from the pandemic, with Equality Impact Assessments of all employer and Government policies to promote equality;
- Fully implementing the Equality Act, including the socio-economic equality duty on class and tackling dual discrimination, such as that faced by Black and Asian women;

Conference therefore resolves that Labour in power must commit to:

- Allow cross-employer comparators in equal pay cases; and meet the moral, political and legal obligation to settle outstanding equal pay injustices.
- Urgently prioritise its commitment to establish a Fair Pay Agreement in social care in light of Conference 2021's vote for at least £15 an hour;
- Reaffirm its commitment to fully implementing UNCRPD
- Appropriately funding disabled benefits housing, education and the care system, to underpin the dignity and living standards of disabled people and their rights under UNCRPD, protect their right to assets ensure all benefit and work assessments maintain the dignity of those undergoing them
- The Employment Rights Green Paper commitments on Fair Pay Agreements, sectoral collective bargaining, stronger maternity and caring rights at work, with effective childcare support and employers obliged to prevent all forms of harassment;
- Statutory rights for union equality reps;
- Restoring the rights of migrant domestic workers;
- A new Race Equality Act including actions to close the race pay gap;
- Strengthening equal pay and pension rights for women, and action on disability and LGBT+ pay gaps;

- Implementing ILO Violence and Harassment Convention and Unite's 'Get me home safely Campaign'
- Meaningfully involve disabled people in decisions about them and ensure access to justice by funding legal advice for disabled people seeking redress and reparation for alleged violation of their rights
- Commit to uphold the right of disabled children to an inclusive education on an equal basis to non-disabled people

Mover: Jayne Taylor
Secunder: GMB

Composite 8 – ELECTORAL REFORM (1)

Our political system has catastrophically failed to represent people's wishes, needs and votes.

No one voted for housing food, heating or transport to be beyond the means of ordinary people.

No one voted for our health, education and justice systems to be underfunded past breaking point. To build a better society address distrust and alienation in politics and to safeguard the union, everyone must have an equal voice

First Past the Post (FPTP) does long-term damage to the health of our democracy.

Labour must commit to fixing it,

In the 2019 General Election, there were: 38,264 votes for every Tory MP elected; 50,836 for every Labour MP, 25,882 for every SNP MP.

Devolution was a major achievement of the last Labour government. Labour is already committed to extending democracy, from strengthening devolution to Lords reform.

But our democratic system will remain broken – until we replace FPTP with a form of Proportional Representation.

There are systems of PR that retain a strong constituency link between MPs and their electorates, while ensuring that votes count equally and seats match votes.

Conference resolves that:

Labour must make a commitment to introduce Proportional Representation for general elections in the next manifesto.

During its first term in office the next Labour government must change the voting system for general elections to a form of PR.

Labour should convene an open and inclusive process to decide the specific proportional voting system it will introduce.

Mover: Ashford CLP

Second: North West Leicestershire CLP

Composite 9 – ELECTORAL REFORM (2)

Under this Tory government we have seen a culture of undermining the Rule of Law, breaching the Ministerial code, and ultimately undermining our democracy.

The events since 2019 has shown contempt toward the public. From unlawfully proroguing parliament, Owen Patterson breaking the ministerial code, allowing Priti Patel to remain in post despite bullying civil servants, to promoting Chris Pincher despite knowing of his sexual misconduct. But finally, the brazen culture of partying during the pandemic, whilst so many made sacrifices this Government will never understand but ultimately asked us all to obey.

This motion calls for several actions:-

1. Replace the Ministerial Code with a Legally Binding contract, with clear consequences for breaches. With key examples when consequences are triggered. Including, suspensions, resignations, and removal of an MP or even PM and the automatic triggering of a by-election.
2. Increase the Electoral Commission's powers, to hold political parties, candidates, and MPs to account, if they are found to have broken the rules. The consequences include the ability to exclude candidates or MPs from standing for election.
3. MPs shouldn't ordinarily hold second jobs, and that any secondary income can't surpass their MP salary (Some exceptions apply).

These bold steps will show the public that the Labour Party, not only sets the rules, and lives by them, but ultimately show the public that we are not all the same.

Mover: Blackpool North and Cleveleys CLP

Second: Sutton and Cheam CLP

Composite 10 – ELECTORAL REFORM (3)

Conference notes that the Labour Party has long recognised that the House of Lords is not fit for purpose and that it has no place in a modern democracy.

Conference believes that Labour should now commit itself to the abolition of the current House of Lords and its replacement with an elected second chamber or Senate and should legislate to that end in the first term of the next Labour Government.

This second chamber should act as a revising body that seeks to improve legislation. In order to have legitimacy we further believe that this new body should be democratically elected and must reflect the makeup and identity of the United Kingdom.

Conference looks forward to the publication of the report on the issue of the House of Lords by former Prime Minister Gordon Brown due to be published later this year, and resolves to use it as a springboard for progressive reform

Mover: Glasgow Anniesland CLP
Second: Maidenhead CLP

Constitutional Amendment Results

The results of the card votes taken on constitutional amendments can be found in the tables below. For a full breakdown of each section the card vote calculation can be found in Appendix 3 of this report.

NEC Constitutional Amendments

Title	Card Vote Number	Result
Language, Administrative and Regulatory Amendments	1	CARRIED
Getting General Election Ready	2	CARRIED
Conference Business	3	CARRIED
National Labour Party Women's Committee & Conference	4	CARRIED
Rules for Women's Branches	5	CARRIED

CLP Constitutional Amendments

Title	Card Vote Number	Result
Reselection Procedures	6	NOT CARRIED
Selection of Parliamentary Candidates	7	NOT CARRIED
Party Structures	8	WITHDRAWN
Parliamentary Candidate Selections	9	NOT CARRIED
General Selection Rules	10	WITHDRAWN
Joint Manifesto Meeting	11	WITHDRAWN
Conditions of Membership	12	WITHDRAWN
Party Legal Obligations	13	WITHDRAWN
General Rules for Selections	14	WITHDRAWN

Appendix 1 – Priorities Ballot Result

SUBJECT	AFFILIATE VOTES	CLP VOTES
VIOLENCE AGAINST WOMEN AND GIRLS	14,818	212,265
LOCKENDEN REVIEW	0	8,023
HEALTH	58,215	258,011
REFORMING THE POST OFFICE	0	5,545
SOCIAL CARE	63,721	244,340
IMMIGRATION AND ASYLUM	56,210	62,012

EARLY YEARS AND CHILDCARE	5,598	177,973
DRUG REFORM	585	9,570
CLIMATE CRISIS	4,633	226,985
ELECTORAL REFORM	215	195,844
INTERNATIONAL DEVELOPMENT	4,482	68,794
STANDARDS IN PUBLIC LIFE	838	7,239
TAX	838	12,450
ABORTION RIGHTS	400	9,297
EQUALITIES	1,710,727	17,970
WORKERS' PAY	1,707,972	23,083
UKRAINE	1,706,549	3,520
PUBLIC SERVICES AND LOCAL	1,713,075	35,537
SCHOOL STRUCTURE	650	9,762
ENERGY AND COST OF LIVING	62,619	132,056
THE GROWING CHALLENGES OF OUR	1,706,549	6,624
INVESTING IN INFRASTRUCTURE AND	1,706,149	11,717
WATER	585	14,320
HOUSING	63,321	126,608
DEFENCE	0	3,375
WORKERS' RIGHTS	56,860	95,973
HILLSBOROUGH: THE REAL TRUTH	0	9,259

Appendix 2 – Candidate Statements

Conference Arrangements Committee – Disabled Members’ Representative

Josh HARCUP

We need a conference that is accessible for all, that is democratic and that is inclusive.

I’m standing to be your Disability Representative on the CAC to ensure that our conference not only is positive, optimistic and equal – but to also make sure it sets out a vision of transforming this country.

Labour is the party of equality, and we need a disability representative on the CAC who isn’t afraid to stand up and fight for what we need.

Disabled members who require personal should not experience financial difficulties in coming to conference, accessible accommodation should be identified and provided.

We need a conference where everyone feels safe and where everyone is able to participate.

Materials need to be sent out in advance, and it should be easy to read. Conference maps and signage must also be accessible.

We need to ensure that disabled peoples needs are anticipated, and that we are keeping with the public sector equality duty.

Now is the time for action. We’ve talked about equality, now it’s time to act on equality and get things done for disabled members when arranging conference.

I am backed by Momentum, and I hope to get your backing too.

Katrina MURRAY

I have been privileged to have held the role as the Disabled Members representative on the Conference Arrangements Committee for the last 2 conferences and am seeking your support for re-election.

Our conference is big, complex and steeped in tradition, but it also needs to change to become much more inclusive to our members. We need to communicate more with members to establish what it is that they need and work together to make their conference experience a more enjoyable one. We have started some of the work to make this conference more accessible, I want to be in a position to deliver it. I can only do this by being re-elected to this role.

I have been a Labour Party member since I was 19 and have attended conference as a CLP delegate, a trade union delegate and as a visitor. I know my way around conference, and I know that we can make it better. I currently represent disabled members on UNISON's National Executive Council and have served on various UNISON National Committees and Standing Orders committees.

Thank you for taking the time to read this.

Jack WILFAN

The Labour Party was founded to deliver transformative change and to help everyone achieve in this country.

It was our party that led from the front in government with the Disability Discrimination Act that paved the way for the Equality Act we know today. It was Labour that set out delivering the health outcomes that now seem so distant.

We can achieve so much in government when we engage and listen BUT we have to do this within ourselves as well.

For too long Disabled Members have been forgotten. Stuck with inaccessible rooms for meetings or a lack of understanding of our needs.

This can be powerfully seen at our annual conference. The central decision-making body of our party should be a place for all to come together and make those steps forward but too often it isn't.

My time as the national secretary of Disability Labour showed how much further we need go as a party to make things more accessible.

We need a fresh voice with our disabled members at its heart on the CAC.

We need conference to have an equal platform for all to be able to speak, share and inspire.

Remember, accessibility shouldn't be factional.

Appendix 3 – Results of NEC and CLP Constitutional Amendments

Card Vote No. 1

Resolution Language, Administrative and Regulatory Amendments

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	215,880	76,996	292,876
%	73.71%	26.29%	
Affiliate	952,769	647,195	1,599,964
%	59.55%	40.45%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	36.86%	13.14% =	50.00%
Affiliate	29.77%	20.23% =	50.00%
Total	66.63%	33.37% =	100.00%

The resolution is **Carried**

25/09/2022 17:14:40

The result of CARD VOTE 1

Resolution = Language, Administrative and Regulatory Amendments

is as

FOR: 66.63%
 AGAINST: 33.37%
 100.00%

Card Vote No. 2

Resolution Getting General Election Ready

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	201,186	92,821	294,007
%	68.43%	31.57%	
Affiliate	1,558,131	68,897	1,627,028
%	95.77%	4.23%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	34.21%	15.79% =	50.00%
Affiliate	47.88%	2.12% =	50.00%
Total	82.10%	17.90% =	100.00%

The resolution is **Carried**

25/09/2022 17:14:40

The result of CARD VOTE 2

Resolution = Getting General Election Ready

is as

FOR: 82.10%
 AGAINST: 17.90%
 100.00%

Card Vote No. 3

Resolution Conference Business

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	212,214	80,728	292,942
%	72.44%	27.56%	
Affiliate	1,079,722	108,725	1,188,447
%	90.85%	9.15%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	36.22%	13.78% =	50.00%
Affiliate	45.43%	4.57% =	50.00%
Total	81.65%	18.35% =	100.00%

The resolution is **Carried**

25/09/2022 17:14:40

The result of CARD VOTE 3
Resolution = Conference Business

is as

FOR:	81.65%
AGAINST:	18.35%
	100.00%

Card Vote No. 4

Resolution National Labour Party Women's Committee & Conference

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	256,677	18,489	275,166
%	93.28%	6.72%	
Affiliate	110,840	1,047,181	1,158,021
%	9.57%	90.43%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	46.64%	3.36% =	50.00%
Affiliate	4.79%	45.21% =	50.00%
Total	51.43%	48.57% =	100.00%

The resolution is **Carried**

25/09/2022 17:14:40

The result of CARD VOTE 4
Resolution = National Labour Party Women's Committee & Conference

is as

FOR:	51.43%
AGAINST:	48.57%

100.00%

Card Vote No. 5

Resolution Rules for Women's Branches

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	260,560	16,821	277,381
%	93.94%	6.06%	
Affiliate	1,612,862	1,875	1,614,737
%	99.88%	0.12%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	46.97%	3.03% =	50.00%
Affiliate	49.94%	0.06% =	50.00%
Total	96.91%	3.09% =	100.00%

The resolution is Carried

25/09/2022 17:14:41

The result of CARD VOTE 5

Resolution = Rules for Women's Branches

is as

FOR: 96.91%
 AGAINST: 3.09%
 100.00%

Card Vote No. 6

Resolution Reselection Procedures

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	114,031	182,588	296,619
%	38.44%	61.56%	
Affiliate	699,263	918,281	1,617,544
%	43.23%	56.77%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	19.22%	30.78% =	50.00%
Affiliate	21.61%	28.39% =	50.00%
Total	40.84%	59.16% =	100.00%

The resolution is Not Carried

25/09/2022 17:14:41

The result of CARD VOTE 6

Resolution = Reselection Procedures

is as

FOR: 40.84%
 AGAINST: 59.16%
 100.00%

Card Vote No. 7

Resolution Selection of Parliamentary Candidates

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	128,687	164,934	293,621
%	43.83%	56.17%	
Affiliate	662,175	904,448	1,566,623
%	42.27%	57.73%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	21.91%	28.09% =	50.00%
Affiliate	21.13%	28.87% =	50.00%
Total	43.05%	56.95% =	100.00%

The resolution is Not Carried

25/09/2022 17:14:41

The result of CARD VOTE 7

Resolution = Selection of Parliamentary Candidates

is as

FOR:	43.05%
AGAINST:	56.95%
	100.00%

Card Vote No. 8

Resolution Party Structures

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	89,978	173,459	263,437
%	34.16%	65.84%	
Affiliate	44,632	1,425,169	1,469,801
%	3.04%	96.96%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	17.08%	32.92% =	50.00%
Affiliate	1.52%	48.48% =	50.00%
Total	18.60%	81.40% =	100.00%

The resolution is Not Carried

The result of CARD VOTE 8

Resolution = Party Structures

is as

FOR:	18.60%
AGAINST:	81.40%
	100.00%

Card Vote No. 9

Resolution Parliamentary Candidate Selections

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	104,148	182,517	286,665
%	36.33%	63.67%	
Affiliate	86,332	1,502,591	1,588,923
%	5.43%	94.57%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	18.17%	31.83% =	50.00%
Affiliate	2.72%	47.28% =	50.00%
Total	20.88%	79.12% =	100.00%

The resolution is **Not Carried**

25/09/2022 17:14:41

The result of CARD VOTE 9

Resolution = Parliamentary Candidate Selections

is as

FOR:	20.88%
AGAINST:	79.12%
	100.00%

Card Vote No. 13

Resolution Party Legal Obligations

ACTUAL VOTES CAST	FOR	AGAINST	TOTAL
CLP	60,975	175,309	236,284
%	25.81%	74.19%	
Affiliate	87,118	1,144,778	1,231,896
%	7.07%	92.93%	

OVERALL %AGE	FOR	AGAINST	TOTAL
CLP	12.90%	37.10% =	50.00%
Affiliate	3.54%	46.46% =	50.00%
Total	16.44%	83.56% =	100.00%

The resolution is **Not Carried**

25/09/2022 17:14:41

The result of CARD VOTE 13

Resolution = Party Legal Obligations

is as

FOR:	16.44%
AGAINST:	83.56%

100.00%

Appendix 4 - Annual Conference Timetable

	Monday	Tuesday	Wednesday
	<i>Fresh Start for the Economy</i>	<i>Fresh Start for Britain</i>	<i>Fresh Start for public services</i>
Ballots	CAC Disabled Members Representative, all delegates (9am-4pm)	NCC Div III (CLP Section), CLP delegates only; NEC Div I (Trade Union Section) by-election, trade union delegates only (9am-4pm)	
Morning Plenary Sessions	<p>10.00 Conference Arrangements Committee Report</p> <p>10.10 TUC Speaker <i>Sue Ferns</i></p> <p>10.15 Better Jobs and Better Work <i>Jonathan Ashworth</i> <i>Louise Haigh</i> <i>Ed Miliband</i> <i>Jonathan Reynolds</i></p> <p>12.00 SHADOW CHANCELLOR'S SPEECH <i>Rachel Reeves</i></p> <p>12.35 Votes</p>	<p>10.00 Conference Arrangements Committee Report</p> <p>10.10 Safe & Secure Communities <i>Emily Thornberry</i> <i>Steve Reed</i> <i>Yvette Cooper</i></p> <p>11.15 A Green And Digital Future <i>Lucy Powell</i> <i>Jim McMahon</i></p> <p>12.35 Votes</p>	<p>09.45 Conference Arrangements Committee Report</p> <p>09.55 Public Services That Work From The Start <i>Wes Streeting</i> <i>Rosena Alin-Khan</i> <i>Bridget Phillipson</i></p> <p>11.25 Votes</p> <p>11.30 International speaker <i>Sviatlana Tsikhanouskaya</i></p> <p>11.45 Angela Rayner</p>
Afternoon Plenary Sessions	<p>DEVOLUTION & EMPOWERMENT</p> <p>14.15 Wales Report <i>Jo Stevens</i> <i>Mark Drakeford</i></p> <p>14.30 Metro Mayors Report <i>Steve Rotheram</i></p> <p>14.40 A Future Where Families Come First <i>Lisa Nandy</i></p> <p>16.35 Scotland Report <i>Ian Murray</i> <i>Anas Sarwar</i></p> <p>16.50 Northern Ireland Report <i>Peter Kyle</i></p> <p>17.10 "In Conversation" session <i>Keir Starmer, Lucy Powell and Gary Neville</i></p> <p>17.50 Votes</p>	<p>14.00 LEADER'S SPEECH <i>Keir Starmer</i></p> <p>15.45 Britain In The World <i>David Lammy</i> <i>Preet Gill</i> <i>Nick Thomas Symonds</i> <i>John Healey</i></p> <p>17.20 Votes</p>	<p>12:00 CLOSING FORMALITIES</p>
SUN 11.00-12.35			
MON-TUES 10.00-12.35			
WEDS 9.45-12.00			
SUN 13.20-15.00			
, MON 14.15-17.50			
TUE 14.00-17.20			

Appendix 7 – Delegate Seating Plan

Voting Delegates 1329

