

**Annual Conference**

Liverpool 2024

**The Labour Party**

# **CONFERENCE ARRANGEMENTS COMMITTEE**

REPORT 4 to Conference 2024

Wednesday 25 September 2024

## **CONTENTS**

Conference Arrangements Committee (CAC).....	3
Today's Agenda .....	3
Time limits for speakers .....	5
Safeguarding and Visitor Safety.....	5
Accessibility.....	6
Composite Motions.....	6
Appendix 1 – Ballot Results .....	13

## CONFERENCE ARRANGEMENTS COMMITTEE (CAC)

Members: Lynne Morris (Chair), Tracey Fussey, Katrina Murray, Alice Perry, Emily Rowles, Vaughan West, Phil Wilson, Mick Murphy

Secretary: Kate Bolger

Assistant Secretaries: Ian Foster and Megan Lambert

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

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

The best way to contact the CAC is via the online form found by following this link, <https://forms.office.com/r/GbcXtpTyYa>.

However, if you wish to visit them in person please visit the CAC Office and a member of staff will be on hand to help you.

### 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 the Labour Party website prior to 8am:

[labour.org.uk/resources/annual-conference-2024-reports](https://labour.org.uk/resources/annual-conference-2024-reports)

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

<b>Wednesday 25 September – Morning Session</b>	
Chair: Wendy Nicholls, Ellie Reeves	
09.45	<b>Conference Reconvenes</b> <b>Results of ballot</b> <i>Chief Scrutineer</i>

09.45	<p><b>Conference Arrangements Committee</b></p> <p><i>Lynne Morris, Chair of CAC</i></p>
10.00	<p><b>Mission Plenary: An NHS Fit for the Future</b></p> <p><i>Wes Streeting, Secretary of State for Health and Social Care, Ilford North MP</i></p> <p>Includes;</p> <p>Health Mission</p> <p>Making Work Pay for Public Services: Composite 2</p> <p>Opportunity Mission</p>
10.40	<p><b>Mission Plenary: Breaking Down the Barriers to Opportunity</b></p> <p><i>Bridget Phillipson, Secretary of State for Education, Minister for Women and Equalities, Houghton and Sunderland South MP</i></p> <p><i>Liz Kendall, Secretary of State for Work and Pensions, Leicester West MP</i></p> <p>Includes;</p> <p>AI and Automation</p> <p>An Economy for the Future</p> <p>Women in the Work Place</p>
11:35	<p><b>Votes</b></p> <p>Health Mission</p> <p>Making Work Pay for Public Services: Composite 2</p> <p>Opportunity Mission</p> <p>AI and Automation</p> <p>An Economy for the Future</p> <p>Women in the Work Place</p>
11:40	<p><b>TUC Speaker</b></p> <p>Matt Wrack, General Secretary Fire Brigades Union</p>
11:45	<p><b>Closing Speaker</b></p> <p>Ellie Reeves, Labour Party Chair, Lewisham West and East Dulwich MP</p>

## **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.

Only fully accredited delegates appointed in accordance with the party rules are entitled to move motions on behalf of their organisations.

Motions, reports and rule changes can be formally seconded from the floor without a speech. To maximise participation, contributions are limited to one speech per delegate for the whole 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.

## **SAFEGUARDING AND VISITOR SAFETY**

### **Safeguarding Code of Conduct**

The Labour Party Safeguarding Policies provide staff, volunteers and members with the over-arching principles which guide our approach to safeguarding. Our Safeguarding Code of Conduct outlines the behaviour expected of staff, members and volunteers of the Labour party who engage with or interact with children, young people and Adults at Risk.

Whilst at Annual Conference it is the responsibility of all staff, members and volunteers to ensure that their behaviour complies with the standards detailed in the Code of Conduct. Any person who observes a breach of the Code of Conduct should contact the Safeguarding Unit at [safeguarding@labour.org.uk](mailto:safeguarding@labour.org.uk)

The Safeguarding Unit liaises with external organisations and internal teams to ensure that children, young people and adults-at-risk are kept safe, and that any allegations are investigated by the appropriate body. In order to do this, the Unit shares information with a range of safeguarding partners including the Police and Social Care. Any delegate, visitor or member of staff who is subject to a safeguarding concern being raised against them may result in their Conference pass being suspended.

All delegates, visitors and staff are asked to re-familiarise themselves with the Safeguarding Code of Conduct which can be found here; <https://labour.org.uk/safeguarding/code-of-conduct/>. More information about safeguarding, including access to e-learning and resources for local activities can be

found at The Labour Party Safeguarding Resource Hub here:

<https://labour.org.uk/safeguarding/resource-hub/>.

## **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](mailto: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 21 September. Full details about the facilities and services to assist delegates and visitors with disabilities can be found in the Conference Magazine.

## **COMPOSITE MOTIONS**

### **Health Mission**

Conference notes that:

New official data, as of August 2024, shows 7.6 million on an NHS waiting list, with over 300,000 patients waiting longer than 52 weeks.

This Labour Government inherits an NHS that is broken, after 14 years of Conservative mismanagement in England and 17 years of SNP mismanagement in Scotland.

Conference welcomes:

The commitments set out in the Mental Health Bill and Tobacco and Vapes Bill to reduce pressure on our NHS and improve public health.

A full and frank assessment of the state of the NHS that Labour inherits, noting that diagnosing the scale of the problem is essential in treating it.

Conference calls on the Labour Party to:

Tackle the crisis in the NHS waiting list through delivering on the manifesto pledge to deliver 40,000 NHS appointments every week, during evenings and weekends.

Invest in the technology and equipment needed to build an NHS fit for the future through doubling the number of CT and MRI scanners, allowing the NHS to catch cancer and other conditions earlier.

Recruit and train the NHS staff needed, including the manifesto commitment to recruit 8,500 additional mental health staff.

Steadfastly protect the founding principles of the NHS, a comprehensive, free at the point of use service with access based on clinical need, not the individual's ability to pay.

**Mover: Ilford North CLP**  
**Seconder: Norwich South CLP**

## **Making Work Pay for Public Services: Composite 2**

Conference welcomes the King's Speech announcement that the Employment Rights Bill will reinstate the School Support Staff Negotiating Body (SSSNB), working with National Joint Council unions including GMB to ensure national terms and conditions, training, career progression and fair pay rates for school support staff are delivered.

Conference notes:

Labour's manifesto commitment to "value and recognise the professionalism of the entire school workforce and address recruitment and retention challenges."

Nearly half of school support staff in England work in an academy school.

The Low Pay Commission has listed many school support staff roles as 'low-paying occupations' as term-time only contracts and outsourcing of non-teaching support roles has kept overall pay low.

GMB members' concerns that insufficient training, development and pay for frontline staff supporting pupils identified with Special Educational Needs and Disabilities (SEND) contributes to staff shortages.

Conference believes:

Properly valuing and recognising the professionalism of all school support staff is essential to fulfilling Labour's manifesto commitments.

Conference calls upon our Labour Government to work with NJC Unions to:

Ensure all support workers in schools are covered in the definition of School Support Staff and by the SSSNB, including academy schools.

Ensure that pay awards for School Support Staff negotiated under the SSSNB are implemented.

Reform SEND provision to increase accountability so that all children receive the inclusive education they deserve.

Bring outsourced school workforces back in-house.

End the scandal of Term Time Only contracts for school support staff.

## **Opportunity Mission**

Conference notes new analysis, released by the Education Policy Institute on the 16 July 2024, which shows that poorer pupils are now 19 months behind their better-off classmates by the end of secondary school.

Conference welcomes the work already started to address this issue by this Labour government in the form of the Children's Wellbeing Bill, which seeks to boost standards and deliver free breakfast clubs for all primary school pupils.

Conference further calls on Labour to:

- Deliver on the manifesto commitment to recruit 6,500 expert teachers and specialist mental health support in school, noting the positive progress already made and acknowledging that the increase in poor mental health is related to social and economic factors that need urgent attention.
- Tackle teacher attrition and vacancies through respecting and supporting the teaching workforce, starting by introducing a new Teacher Training Entitlement to ensure teacher stay up to date on best practice with continuing professional development.
- Address the acute recruitment and retention crisis in support roles.
- Create a curriculum that is rigorous and broad, which supports children to succeed in life and work.

**Mover: Bexhill and Battle**  
**Secunder: Liverpool West Derby**

## **AI and Automation**

Conference recognises that emerging and developing technologies present opportunities for workers and industries but come with challenges and risks which without regulation or protections will further entrench discrimination. Conference notes the ongoing ICO consultation series on generative AI and data protection and the round table with music industry representatives on Tuesday 17 September 2024.

Women, Black and Asian ethnic minority, disabled and LGBT+ workers are most vulnerable to discrimination by algorithm and AI.



Acknowledgement of AI in the King's Speech on 17th July and the publication of the TUC's Generative AI Toolkit, on 3rd September, reinforce the need to tackle this. The Generative AI Toolkit supports union representatives in negotiating policies with employers on the use of artificial intelligence (AI). Conference commends the work being done by union representatives in this area, but notes that significant policy development is needed to address the challenges of AI and automation in the workplace.

The roll-out of artificial intelligence in our lives and workplaces must be managed in a way that works for and considers people. Technologies should assist and facilitate human labour and creativity, rather than replace it wholesale.

Conference recognises that the potential impact of new technology on workers goes beyond job security, and can include work intensification, discriminatory algorithmic decisions and privacy issues. The use of AI systems like language software can replicate racist stereotypes, including linguistic discrimination by assigning speakers of African American English worse results. The unregulated collection of data can be used to victimise on the basis of special categories of personal data, including trade union membership, known as 'digital blacklisting'. It is therefore crucial that the voice of workers and human creators is heard in Britain's digital transition and working people be protected from unforeseen consequences.

Conference resolves:

Labour must prioritise legislation to prevent the misuse of AI and new technology in the workplace.

The interests of workers and businesses must be balanced; major corporations and bad bosses must not be allowed to use artificial intelligence in a way that exploits working people or diminishes their rights and pay. Workers need protection from AI-powered decision-making, particularly 'high-risk' decisions like recruitment, performance assessments and discipline

Conference calls on the Labour Government to take action so that the UK's employment rights framework is fit for purpose, in the light of current and future advances in AI. This must include:

- Trade unions to be consulted by the Labour Government in relation to AI policy to ensure that our members' rights are upheld, pay and conditions remain fair and that new rights are introduced urgently where necessary.

- The right for meaningful trade union consultation and negotiation on the introduction and use of new technologies at work, including the collection, handling and misuse of data.
- The right to switch off.
- A requirement for Equality Impact Assessments prior to new technology being introduced, so that employers can identify where some groups will be impacted more than others and be required to take action to reduce the impact.
- Statutory Workplace Equality Representatives with legal protections to ensure collective oversight of the misuse of AI and new technologies at work.
- Preventing use of AI for ‘digital blacklisting’ and discrimination.
- The right for workers to have a human connection when decisions about them and their job are being made.
- A comprehensive review of the redundancy framework, including consultation requirements and the level of statutory redundancy pay, to strengthen protections for workers whose jobs are at risk.
- The extension of public sector equality duties to ensure AI does not embed discrimination in public bodies. This should include a role for the EHRC in regulating the use of discriminatory AI systems, backed by statutory guidance and equality impact assessments.

**Mover: Unite**

**Secunder: Musicians’ Union**

## **An Economy for the Future**

Conference notes that workers and communities voted for change – a better future, not just better management and not cuts to the winter fuel allowance.

The Prime Minister’s speech, delivered in Downing Street on the 27th of August 2024, stated that the upcoming budget was “going to be painful” and warned voters to “accept short-term pain for long-term good”.

Fourteen years of Tory austerity has devastated Britain. Our schools, our NHS, our prisons- every single public service has been slashed by the Conservatives project of public destruction. Alongside this, profiteering has flourished, short-term profits are favoured over long-term investment and working people have paid the price through real-terms wage cuts.

For so long, workers have been told that if they work hard, they can have a decent life and access well-functioning public services- with the guarantee that their children will be better off. Austerity has destroyed this promise.

Britain cannot wait for growth, nor turn back to failed austerity.

We need a vision where pensioners are not the first to face a new wave of cuts and those that profited from decades of deregulation finally help to rebuild Britain.

Tory austerity left a black hole worth hundreds of billions in our public services.

The decade before the pandemic, saw day-to-day health spending at 18% below the EU14 average, and NHS waiting lists are now at record highs.

Public sector pay is down 19% in real terms since 2010, and we have hundreds of thousands of unfilled vacancies.

Decades without industrial planning have left a public investment gap of £500 billion below the OECD average since 2000.

Net zero cannot be delivered without more money and we cannot ask workers to pay for it with their jobs.

Conference recognises that a new economic settlement is needed to rebuild our country in the interest of working people. A Labour government cannot be held back by an economic dogma that restricts real investment and asks working people and pensioners to bear the brunt of cuts while wealth accumulates at the top of society.

Conference resolves that Labour will address this in the October budget and will commit to:

1. Reverse the introduction of means-testing for the Winter Fuel Allowance
2. Ending fiscal rules which prevent borrowing to invest
3. Commit to public services and infrastructure, ensuring any public expenditure gaps, at a minimum, are restored through taxing wealth and that there are no further cuts to welfare provision for working people and pensioners.
4. Introducing a wealth tax on the top 1%, an excess profits tax, equalise capital gains tax with income tax and apply national insurance to investment income
5. Delivering the investment necessary for a workers' transition to Net Zero

**Mover: Unite**  
**Seconder: Communication Workers Union**

## **Women's Conference Motion - Women in the Workplace**

Conference welcomes important commitments made by the new Labour Government in its first King's Speech on the 17th July, including its plan to pass legislation for the Employment Rights Bill and Equality (Race and Disability) Bill. The King's Speech in July 2024 notes a commitment for the Government to 'bring forward plans to halve violence against women and girls.

Conference further welcomes Labour's manifesto commitment to implement its plan to Make Work Pay in full. Whilst we welcome the clear commitments on delivering a worker's new deal, in order to deliver the change many women workers need, this Government needs to go further.

Women are the majority of workers that have zero-hours employment arrangements. There has been an increase in the number of workers on zero-hours contracts, estimated at over 1.8 million. These arrangements hand total control over earning power to managers, making it impossible for workers to plan their budgets and their wider lives. BAEM women workers are 'significantly overrepresented' on zero-hours contracts compared with white workers as 5.9% of BAEM women in work are on zero hours contracts compared with 2.7% of white men.

Business lobby groups claim employees want this arrangement, research contradicts this as the overwhelming majority state they prefer guaranteed hours and all employment rights including access to a robust flexible working process where their work life balance or caring responsibilities are recognised and catered for.

Zero-hours contracts are a nightmare for workers and a dream for bad bosses and without legislative protection, insecure workers will not feel empowered to challenge their employer, especially as these workplaces will be those without union recognition. Conference recognises the historic and structural undervaluing of women's work, and the long legacy of unequal pay. Conference notes significant pay disparities persist in the UK and the principle of equal pay for work of equal value remains unrealised for many. Further, unequal pay is a significant contributor to the UK's Gender Pension Gap of 35%.

At this very moment, 50,000 ASDA retail workers are in court fighting for equal pay against their employer.

Conference notes that the publication of the Women and Equalities Committee (WESC) 'Misogyny in Music' report was a pivotal moment for the music industry that exposed widespread sexual harassment, abuse, and misogyny. The Conservative Government rejected all the report's recommendations confirming that women's safety is not a priority.

The WESC report sets out reasonable recommendations that would support the Musicians' Union's aims of safer workplaces for women and a music industry free from

discrimination and harassment. Legislative and structural reforms are essential steps to achieving this aim.

Conference therefore resolves

To express its solidarity with ASDA retail workers who have been denied equal pay justice for too long.

To call on the Labour Government to include its "Make Work Pay" policies of ending an employers' ability to use outsourcing to avoid paying equal pay, and the introduction of a regulatory and enforcement body, in its legislative agenda.

Ban all zero-hours contracts in order to progress towards ending the 'one-sided' flexibility that only benefits employers.

For a commitment from government to implement the recommendations from the Misogyny in Music' report in full.

**Mover: Unite**  
**Secunder: GMB**

## **APPENDIX 1 – BALLOT RESULTS**

### **Auditors**

ACTUAL VOTES CAST	GREENACRE Daniel	KITCHEN Chris	TOTAL
CLP	18,606	196,704	215,310
%	8.64	91.36	100
Affiliate	3,385	1,631,765	1,635,150
%	0.21	99.79	100

OVERALL %AGE SPLIT	GREENACRE Daniel	KITCHEN Chris	TOTAL
CLP	4.32	45.68	50.00
Affiliate	0.10	49.90	50.00
Total	4.42	95.58	100.00

	<b>Result</b>
GREENACRE Daniel	4.42
KITCHEN Chris	95.58
<b>Total</b>	<b>100.00</b>

Elected: KITCHEN Chris