



CONSTITUTIONAL AMENDMENTS Annual General Meeting 2015

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These policy motions will be debated at the LGBT Labour AGM

Amendments to the motions should be submitted in writing in advance, and no later than 14:00 on the day of the AGM. These can be sent in advance to lgbtlabour@ymail.com. Please make clear the motion to be amended and the line number where the amendment should be inserted.

ONE: Name Change

This AGM notes:

- That this is the 40th anniversary of the inaugural meeting of the Gay Labour Group.
- That over the last 40 years the Gay Labour Group has evolved in structure, purpose, membership and that the name has changed accordingly to remain relevant to the purpose of the organisation.
- That there is a growing debate on the breadth of the wider LGBT campaign and community and that this has been reflected in many groups reviewing their name and scope of operations.
- That some of our sister groups in Europe are also reviewing their names to reflect the modern LGBT+ community.

This AGM believes:

- That it is time for LGBT Labour to review its name and scope to take into account the change in the wider community.
- **That as yet there is no agreement or settled position on what the phrase "LGBT" is changing to but "LGBT+" is gaining currency as it ensures representation of all groups in the wider community.**
- That LGBT Labour needs to amend its name and constitution to reflect both the current changes but to ensure it can remain current in future years without need for regular renaming and rebranding.
- That despite changes in language and scope the rainbow flag has remained constant and is widely recognised internationally and across communities as the symbol of our community.
- That the name Rainbow Labour would offer us a name that would be future proofed as the community continues to evolve whilst linking us to the rainbow flag and all that it represents.
- That the name Rainbow Labour has been successfully used by our sister groups in both New Zealand and Australia and offers an opportunity for LGBT Labour to adopt a successful name that also links us an international level.

This AGM resolves:

- To change the name of the campaign from The Labour Campaign for Lesbian, Gay, Bisexual and Transgender Rights (LGBT Labour) to Rainbow Labour.
- To delete section 1 of constitution and replace with: **"The name of the organisation is 'Rainbow Labour - the Labour campaign for LGBT+ rights'. The shortened version of the name will be Rainbow Labour. In this constitution it is referred to as 'the campaign'."**
- To amend all further references to LGBT Labour in the constitution accordingly.
- To amend section 3.1 of the constitution and delete **"full members of the campaign must be lesbian, gay, bisexual or transgender"** and replace with **"full members of the campaign must be LGBT+"**
- To amend all references within the constitution of **"lesbian, gay, bisexual and transgender"** to **"LGBT+"**.
- To instruct the national co-ordinating committee to work with the designers in the Labour Party to produce a new logo, image and branding to reflect this change.
- To re-launch the campaign with the new branding via the media and social media and take advantage of the launch to promote the campaign and its aims and values.

James Asser

LGBT Labour National Committee recommends Support

TWO: A Trans Person as a third Co-chair of LGBT Labour

LGBT Labour Notes

The trans community needs to be more visible within LGBT Labour and work more closely with the Labour Party & Trade Union Movement to create a greater understanding and give a greater presence and visibility in trans matters. Sexual orientation is very much different to gender identity and within LGBT Labour represents two protected characteristics the trans community needs greater autonomy to flourish within LGBT Labour.

This AGM Resolves for LGBT Labour

- That the AGM allow a constitutional change by amending the LGBT Labour constitution with effect **from 2016 AGM** to include a trans person as a third co-chair with the authority to manage and act in all trans issues working with the trans officer in consultation with the other co-chairs and committee members as appropriate.

Proposed By: Natacha Kennedy LGBT Labour National Committee (International Officer)

Seconded and Supported by: Anwen Muston (Trans Officer) Astrid Walker and Anna Booth

LGBT Labour National Committee.

Members: Kim Harris, Teraina Eugenie Hird, Alexsia Henderson, Purrina Gantly, Victoria Benjamin, Kim Harris, Victoria Elizabeth and Sophia Christina Botha.

LGBT Labour National Committee recommends: No comment

Amendments:

THREE: Campaign aims and membership

Amendments to Section 2 of the constitution

- (i) to win the Labour Party and the trade unions to a full and firm position and action in favour of equality and human rights protection for lesbian, gay, bisexual, and trans*gender and other individuals with sexual or gender identities experiencing discrimination ("LGBT+"),
- (ii) to support LGBT+ individuals to seek and hold elected office on behalf of the Labour Party,
- (ii) to encourage members of the lesbian, gay, bisexual and transgender LGBT+ communities to support the labour movement and to vote Labour in elections.

Rationale

This amendment would broaden the membership criteria of the campaign and make explicit our purpose is to ensure increased representation of LGBT+ people in elected office.

Society is changing with increasing number of people self-identifying in ways which are not captured by terms of lesbian, gay, bisexual or transgendered. We want to recognise this shift but not become a campaign with a very long set of acronyms or which moves away from a focus on equality and human rights.

This amendment we would broaden our campaign to include any individual who *face discrimination* on the grounds of their sexual orientation or gender *identity*. This would include non-binary individuals and intersex individuals who wish to join. The focus is on an **individuals "identity" and does not include membership on grounds of sexual behaviour on** those grounds (e.g. individuals who choose not to have sexual contact with others or who engage in BDSM).

Tom Burke

LGBT Labour National Committee recommends: Support

1 **FOUR: Clean Up amendments**

2
3 New section 3.6 - Place into the constitution the affiliation to the Labour Party and socialist
4 society

5 New section 4.8 - Adds the NPF rep into the constitution giving the rights to members to
6 always elect

7 New section 4.9 - moves the conference delegate to a better place in the constitution; adds
8 that IF we are able to get more than one delegate there must be gender parity

9 New title 4.10 and 4.11 - renumbered and titles added

10 Change to 6.5.1 - due to renumbering above

11 Change to 6.5.5 - moves statement to new clause

12 Change to 6.6 - amending an error in numbers

13 Change to 6.6 - **adding "up to" 2 women without portfolio may be added. This clarifies that**
14 where there is not gender parity the extra officers top up until there is; not automatically
15 adds two additional members to the NCC. This represents practice in last five years but
16 clarifies.

17 Change to 6.7 - type corrected

18 Change to 7.2 - clarification which AGM

19 Change to 9.1 - ensure consistency with the constitution

20 21 ***Rationale***

22 These amendments are minor in affect and relate to "tidying up" the constitution to reflect
23 day to day practice, errors or areas which were unclear.

24
25 Tom Burke

26
27 LGBT Labour National Committee recommends: Support

1 FIVE: Standing Orders and Schedule 1

2
3 Inserts new section 4.2 to introduces a schedule

4 Removes some of section 4.1 and 4.3 but these are placed in the schedule (so everything is
5 in one place).

6
7 *Rationale*

8 At the AGM in 2014, there were two times whereby there were points of orders on the
9 competency of motions. This highlighted a gap in the constitution where by the process of
10 elections and the AGM was unclear.

11
12 These amendments are based upon the Labour Party rulebook for CLP and Branch AGMs. We
13 have tried to strike a balance between ensuring clarity of purpose and respect for the rights
14 of members at the AGM and not having an incredibly long or bureaucratic process.

15
16 Tom Burke

17
18 LGBT Labour National Committee recommends: Support
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SIX: Removal or suspension of NCC officers

Inserts new section 6.8 and 6.9

6.8 BEHAVIOUR OF OFFICERS No Officer will engage in conduct which is prejudicial, or in any act which in the opinion of the NCC is grossly detrimental or brings into disrepute the Campaign of the Labour Party. No officer may represent their personal opinions as being held on behalf of the campaign.

6.9 REMOVAL OR SUSPENSION OF OFFICERS The NCC may remove or suspend any officer in between AGMs by a vote of no confidence of all voting members of the NCC. The vote will require a two thirds majority. In such a situation the post will become vacant.

Rationale

During the 2014-15 committee, there was an incident whereby a member of the NCC behaved in a manner which risked bringing the organisation into disrepute, especially in the run up to the General Election. Dealing with this was very difficult as there was no process in the constitution for an individual to be removed from the NCC. This was the first such incident that active members can recall.

We do not want a very convoluted process laid out given that this is an incredibly rare event. However, some clarity on how to proceed would guide future decision making.

The proposed amendment places a duty on officer to not engage in inappropriate behaviour. **It would allow a "super-majority" of the NCC to either suspend or remove an officer. This high bar is to ensure that the measure is only used in extremis and where there was a genuine feeling that the organisations reputation is at risk.**

It's important to note that the individual affected would have the opportunity to submit a motion to the following AGM if they believe the NCC acted irresponsibly or unjustly.

Tom Burke

LGBT Labour National Committee recommends: Support

SEVEN: Regional groups

Inserts new section 7.8 and 7.9:

7.8 The policy of the national campaign as decided at the national AGM will be the policy of the regional groups. AGMs of Rainbow Labour Wales or Rainbow Labour Scotland may pass additional policy on devolved matters. Where there is a contradiction with policy of the national campaign this should be resolved by a vote of the NCC or by policy made at the national AGM.

7.9 Where there is no operating regional group, the NCC may recognise a full member(s) of the campaign to lead activities on its behalf and work towards a formal group being established. They may co-opt them to attend NCC meetings but these representatives will not have full voting rights.

Rationale

These amendments reflect the emerging changes to devolution whereby the Scottish Parliament and Welsh Assembly will have increasingly distinct legal frameworks. Therefore, we will need more distinct Scottish and Welsh policy. This is inline with recent practice.

To avoid significant differences in the Campaign holding alternative views and to ensure we remain an integrated UK wide campaign, it reaffirms that the NCC is the decision making body but that the national AGM has ultimate decision making.

This also allows us to nominate an individual as a “link” in a region where there is no regional group. This is inline with recent practice.

LGBT Labour National Committee recommends: Support

1 EIGHT: Trans* Caucus

2
3 Inserts new section 9.2

4
5 9.2 Trans members of the campaign shall have the right to participate in a trans
6 caucus which shall determine its own structures and methods of operating and
7 shall be supplied with up-to-date information on trans members and affiliates
8 by the Membership Officer. It shall elect voting delegates to the NCC in
9 accordance with the provisions of paragraph 6.5

10
11 **Tom Burke**

12
13 LGBT Labour National Committee recommends: Support
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15 *Rationale*

16 LGBT Labour has become increasingly successful in having a more diverse
17 membership and increased activity on trans* rights. This amendment would solidify
18 this progress by ensuring that the Trans* caucus and officer is a constitutional
19 requirement. It would prevent any future NCC removing the caucus or the post
20 without the consent of the AGM