



## **Guidance for completing the Liberal Democrats Candidate Search Report**

The Liberal Democrats are committed to widening the diversity of our representation in the Westminster Parliament. In order to move towards a more diverse representation, the party needs to widen the pool of candidates from under-represented groups. This can only be done with the help of Local Parties.

In constituencies where a Liberal Democrat candidate got 15% of the vote or more at the 2015 General Election, the party is asking you to complete a form to show what you have done to encourage people from diverse backgrounds to come forward to become parliamentary candidates, either now or in the future. This form must be completed and accepted by your Regional Candidates Chair before you can start the process of selecting a candidate for the 2020 General Election.

More information about candidate diversity can be found on the main party website at [http://www.libdems.org.uk/candidate\\_diversity](http://www.libdems.org.uk/candidate_diversity)

**Section 1      the name of the seat and contact details for someone in the local party**

This could be the chair of the shortlisting committee if you already have one in mind. Otherwise this could be the Local Party Chair or another Local Party officer.

**Section 2      diversity profile for the constituency**

This part of the form encourages you to consider the make-up of the community for which you are seeking a candidate. It also provides some data which you can use to judge how well the local party matches the diversity of the local area. The purpose is to make you think about diversity.

Sources of information about your area are:

<https://www.parliament.uk/mps-lords-and-offices/offices/commons/commonslibrary/statistics-for-uk-constituencies/> provides 2011 census data by constituency which includes statistics for men/women, ethnicity, age, and socio-economic group;

regional analysis of LGBT+ data (as there is currently no analysis of LGBT+ data by constituency) can be found at <http://www.theguardian.com/politics/reality-check/2013/oct/03/gay-britain-what-do-statistics-say>

Statistics on employment, including people in receipt of disability benefits are available from <https://www.nomisweb.co.uk/> by constituency.

If there is a higher than average percentage of a specific under-represented group or element of an under-represented group within the constituency, please make a note of it. Such an example might be the Gurkha community living around Aldershot.

### Section 3

#### **special shortlisting criteria**

There are a number of diversity shortlisting criteria which have been introduced by the party since the General Election:

- A seat which needs to re-select for 2020 due to a current Lib Dem MP standing down will need to select from an All-Women Shortlist.
- In regions where the Liberal Democrat vote was at least 25% in two or more seats which did not return a Lib Dem MP at least one of those seats will be designated by the region as having an all-women shortlist.
- Separately to that, the 10% of seats which did best at the General Election will be expected to reserve at least 2 places on their shortlist for under-represented groups.

Any other seat can choose to have an all-women or an all-disabled shortlist, or to reserve spaces for candidates from under-represented groups on their shortlist.

This section is for you to record which category you fall into. If you are unsure, your Regional Candidates Chair will be able to check.

### Section 4

This section is for you to provide some details of what you have done to encourage potential candidates from under-represented groups to come forward. This can be encouragement to put themselves forward to become approved Parliamentary candidates, and/or encouragement to apply for this particular selection or another selection. The reason the party is asking for this information is to encourage local parties to look further afield for candidates and thus to widen the pool of candidates so that over time it will match the wider population.

Examples of what you could do are:

- Contacting Ethnic Minority Liberal Democrats, Liberal Democrat Women, the Liberal Democrat Disability Association or LGBT+ to get contact names of potential candidates in your area or advice on how to reach people from under-represented groups
- Contacting the party's 2020 Diversity Task Force via the Candidate Diversity Champion, Daisy Cooper, or party's Diversity team, using [diversity@libdems.org.uk](mailto:diversity@libdems.org.uk)
- Contacting other diversity organisations in your local area
- Reaching out to your local party members and councilors from under-represented groups
- Recruiting new members for your local party from under-represented groups

The party would like you to record the names of any potential candidates contacted as a result of these activities, and what their response was. Please try to provide some detail about the response, such as giving the reasons why they said yes or no. The reason for asking for this information is that it was the requirement to do this that was introduced by the Canadian Liberals that helped them diversify their representation.

**Please return the completed report to your Regional Candidates Chair**

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