



WE need you - join the Appeals Body

The Women's Equality Party Appeals Body will be tasked with dealing with potential disputes among Members and/or Party organisations as well as issues arising around the Constitution (subject to approval by Party Conference) and Codes of Conduct.

It consists of five Members who are experienced in a range of professional/academic areas including law, politics, constitutional matters, strategic leadership and human resources. At least three members of the Appeals Body sit on the adjudication of any dispute. The Steering Committee will seek to appoint a diverse panel and the Appeals Body will be charged with setting out and publishing its own procedures.

Serving on the Appeals Body cannot be combined with any other role in the Party, but if you have the inclination and skills it's a great way to show your support and contribute to the work of the Women's Equality Party.

This is an ideal role for those of you who enjoy critical analysis, problem-solving and resolving conflict.

If you would like to put your name forward or to recommend someone else, please send your suggestions along with the rationale behind the suggestion to info@womensequality.org.uk with the subject 'Appeals Body nomination'.

Please note that this is not an application process but a simple call for nominations. We cannot guarantee that all emails and suggestions will be answered.

About the Appeals Body

Members serving on the Appeals Body will hear and rule on disputes and ensure that appeals against decisions made by the Party on matters relating to the Constitution are considered and adjudicated in a manner which is fair to all parties and in line with the Party's objectives and Constitution.

If you take a seat on the Appeals Body, you will be one of five members representing a breadth of perspectives to ensure an objective, rational and dispassionate review of cases brought to the Appeals Body. Whilst the proceedings of cases will not necessarily be published, panel members should be able to robustly explain and defend the judgment reached.

The Appeals Body members will meet as a whole after their initial appointment, ideally in December 2016, to elect a Chair and determine their working procedures, and thenceforward regularly and never less than once a year to review their decisions, their operational procedures and to approve their annual report. The meetings may be conducted in person or remotely.

Terms of Office

Appointments to the Appeals Body are made by the Steering Committee but are subject to ratification by Party Conference. The term of office is four years, except in the first year of establishing the committee when, of



the five WE Members who will form the committee, one will be appointed for a term of two years, two for a term of three years and two for a term of four years, in order to allow a consistent turnover of Appeals Body members in the future.

The workload of the Appeals Body will depend on the number of cases but since only three people need to sit on each dispute, the committee can organise itself around the availability of members. There will be reading required associated with hearing a case, or with keeping up to date with Party matters. In addition to hearing and ruling on disputes, the committee shall present a report of its activities at the time of each Party Conference.

Appeals Hearings will be arranged at times to suit the three panel members and the parties to the dispute. This may include meetings during normal office working hours.

Stepping Down from the Appeals Body

If a member needs to step down from the Appeals Body before their term of office is complete, the Steering Committee will appoint an interim member in their place. Members are required to give as much notice as possible and to complete any cases they have heard.

Code of Conduct and Confidentiality

Members of the Appeals body will be required to sign a Women's Equality Party Volunteer Agreement, which outlines requirements in terms of confidentiality and representation of the Party, in the unlikely event that is required in this role.

Person Specification

All panel members will exhibit skills of critical analysis and problem solving, and will have experience of conflict resolution and decision making in complex situations.

In addition, the Steering Committee are looking for skills, experience, expertise and professional backgrounds in the following areas:

Political – to understand the political aspects of issues raised;

Legal – to consider any aspects of relevant legislation in relation to the appeal;

Human Resources/Equal Opportunities – to consider HR aspects;

Constitutional – understanding of constitutional implications of appeals and decisions;

Strategic and Financial – understanding the consequences for the Party and its Members of decisions made.

These skills might have been acquired in an operational, advisory, academic or voluntary role and in any sector – public, private or not for profit. Please note that panel members are not expected to cover all these



areas, but the goal will be to achieve a panel that covers as much of this as possible.

Generally, appointees will have at 8-10 years' experience, or more, in one of the areas mentioned above to give a sound base for hearing appeals, but this is not a key criterion for all members of the Appeals Body.