



WE Party Conference

Kettering 7 – 9 September 2018

This document contains every motion and amendment tabled for debate at the Women's Equality Party Conference 2018. It does not contain the rationales, which can be found at http://www.womensequality.org.uk/conf18_programme.

Motions with amendments tabled for debate are printed as amended so delegates can see how the motion would read should the amendment be passed. Amendment additions are underlined and deletion are shown struck through: Addition/~~Deletion~~.

There are four motions for which amendments were submitted which were straightforward and have been pre-accepted by the proposers of the original motions. These are signposted below.

Title: Special Debates at Conference

Proposed by: Sophie Walker, Party Leader

Type of motion: Emergency Business Motion

Motion text:

- 1 The Women's Equality Party Conference notes that WE are committed to collaborative working,
- 2 changing the combative culture of old political parties and promoting better research and
- 3 understanding of the challenges women face.

- 4 The Women's Equality Party Conference therefore resolves to introduce Special Debates, by
- 5 which members may, at Conference, fully explore a subject in an environment that encourages
- 6 confident exchanges and deeper deliberation and discussion towards the establishment of a
- 7 common position, without the pressure of an immediate vote on an official Party position.

- 8 Conference therefore agrees to amend point 4.8.1 of the WE constitution to read:

9 "The Steering Committee or a committee operating on its behalf shall be responsible for setting
- 10 the content of the Party Conference agenda ("the Conference Agenda") which shall include
- 11 sessions for motions, emergency motions, Special Debates and amendments to motions for
- 12 debate and any other Party business."

- 13 And agrees to amend the first sentence of point 4.8.3 of the WE constitution to read:

14 "Motions and emergency motions for debate, and Special Debates, or proposals relating to the
- 15 Party's business may be proposed by the Steering Committee, the Executive Committee, the
- 16 Leader, the Policy Committee, the Conference Committee, any Branch or Branches working not
- 17 together, or less than 20 Members working together."



18 And agrees to amend point 4.8.8 of the WE constitution to read:

19 “The proposers of a Motion or an emergency motion or a Special Debate may challenge a
20 decision to refuse a motion or a Special Debate at Party Conference at their discretion,
21 providing that they believe such motion or emergency motion or Special Debate needs the
22 immediate attention of the Party and that a majority of Party Conference would support it. In
23 such case, Conference Chair shall allow a vote in which the decision to refuse the motion can
24 be reversed by simple majority vote.”

Title: Governance Review: Steering Committee

[Copies of the constitution as amended by this motion are available.]

Proposed by: Executive Committee

Proposer: Chris Paouros

Type of motion: Emergency Business Motion

Motion text:

1 Conference directs the Steering Committee as follows:

2 The Steering Committee shall:

3 **A.** appoint five extra elected members on the Steering Committee, making a total of 10
4 elected members:

5 *In Article 7.5.12(iv), delete the word ‘five’ and insert ‘ten’.*

6 **B.** appoint the Chief of Staff:

7 *In Article 7.3.1,*

- 8 ● *delete ‘Executive’ and insert ‘Steering’ in both instances.*
- 9 ● *delete the final sentence.*

10 **C.** be the body to whom the Chief of Staff is accountable:

11 1) *In Article 6.5,*

- 12 ● *after ‘Leader and’ insert, ‘to’.*
- 13 ● *after ‘the’ insert, ‘Steering Committee’.*

14 2) *In Article 6.6, After ‘responsible for’ insert ‘the strategic, policy and communications
15 functions of the Party, and ultimately for the overall running of the Party’s central
16 office’ and delete, ‘operationalising the Party’s strategy in conjunction with the
17 Executive Committee and for hiring other members of staff’.*

18 *See item F. of the Executive Committee motion for the other changes to Article 6.6.*



- 19 **D.** agree standing orders for committee procedures. *Insert as new Article 7.5.6.*
20 *See item J. of the Executive Committee motion for the rest of that new Article 7.5.6.*
- 21 **E.** issue guidance for candidate selection processes. *Insert as new Article 7.5.7.*
- 22 **F.** appoint five members (increased from three) of the Steering Committee to the
23 Executive Committee, the majority of whom must have been elected to the Steering
24 Committee by members at Conference. *Insert as new Article 7.5.8.*
- 25 **G.** may remove appointed members of the Executive Committee by a two-thirds majority
26 vote. *Insert as new Article 7.5.18.*
- 27 **H.** may remove Appeals Body members through a vote at Party Conference, subject to a
28 two-thirds majority. While that vote is pending, the Appeals Body member who is
29 subject to that vote may not sit on any appeals.
30 *Insert new Article 10.1.8:*
31 'A member of the Appeals Body may only be removed during their term of office by a
32 two-thirds majority of members voting at conference. Should an Appeals Body
33 member's actions reasonably be considered a breach of Article 7.10.1(i) – (v), a vote
34 will be tabled by the Steering Committee at the Party Conference following such
35 action to determine whether they should remain on the Appeals Body. That Appeals
36 Body member may not sit on any appeals pending such a vote.'
- 37 **I.** ensure that the members of the Appeals Body have security of tenure.
38 *Insert new Article 7.5.19:*
39 'The Steering Committee shall ensure security of tenure for the Appeals Body,
40 subject to Article 10.1.8.'
- 41 **J.** receive reports from the Executive Committee and the Policy Committee. *Insert as new*
42 *Article 7.5.9.*
- 43 **K.** consult with the Executive Committee over which elections should be contested.
44 *In Article 9.1, after the word 'candidates', delete 'based on the recommendations of'*
45 *and insert 'in consultation with'.*
- 46 **L.** assume the Executive Committee's responsibility for consulting with Hubs and local
47 Branches on the process of selecting candidates for elections, and publish guidance.
48 *In Article 9.2, delete 'Executive' and insert 'Steering' in both instances.*
- 49 **M.** assume the Executive Committee's responsibility for deciding on the formation of
50 national and regional hubs and the number and coverage of such Hubs in consultation
51 with local branches.
52 *In Article 7.7.3, delete 'Executive' and insert 'Steering' and at the end, insert ', in*
53 *consultation with the Branches within the respective Hub area'.*



- 54 **N.** approve the manifestos and policy proposals prepared by the Policy Committee. *Insert*
55 *as new Article 7.5.10.*
- 56 **O.** present amendments to the Standing Orders to Conference for its approval.
57 *In Article 4.9.3, delete 'approve and' and after 'Conference' insert ' , and shall submit*
58 *amendments for Conference's approval'. [This clarifies confusing wording.]*
- 59 **P.** *In Article 4.1 delete 'biannually' and insert 'biennially' [This corrects the existing typo.]*
- 60 **Q.** amend the Constitution to reflect these amended responsibilities, including those that
61 are its sole responsibility:
62 *In Article 4.2,*
- 63 • *after '7.5.6' insert '7.5.7',*
64 • *delete '7.5.13' and insert '7.5.10',*
65 • *after new 7.5.10, insert '7.5.18, 7.5.20,' , and*
66 • *after '9.1' insert '9.2'.*

Motion Title: Branch Representation in Decision Making

Amendment Title: Clarifying Eligibility for Hub Co-ordinator and Data Manager roles

Motion Proposed by: Emma Ko, Camden branch, and Janet Baker, Lambeth branch

Amendment Proposed by: David Renton, Lothian and Edinburgh branch

Type of motion: Business

Motion text:

- 1 The original constitution was written when the local branches were in their infancy. They are now
2 well established, so now is the right time to move towards greater membership representation by
3 allowing local branches to elect their hub co-ordinators and hub data managers.
- 4 We propose that the structure of WEP is revised by electing hub co-ordinators and data managers.
- 5 We propose the following method to elect the hub co-ordinator and hub data manager:
- 6 • Each branch elects a branch representative,
7 • This branch rep attends their hub,
8 • Each hub then elects the hub co-ordinator and hub data manager,
9 • In the event of a tied vote, both candidates will be offered a job share of the role.
- 10 The views of the membership will thus be represented on issues of the day, decisions about what
11 campaigns to back and how WEP monies are spent. Branches can decide, in collaboration with the
12 steering committee, the delineation of the hubs. All branch representatives, hub co-ordinators and



13 hub data managers can be job shares.

14 We therefore recommend the following changes to the constitution:

15 7.7.3 Add "in collaboration with local branches".

16 7.7.4 Remove paragraph and replace with "Each hub shall be overseen by a hub committee
17 consisting of one representative from each branch within that hub, elected by the membership of
18 that branch. Each hub committee shall elect their hub co-ordinator and hub data manager. All
19 representative, hub co-ordinator and hub data manager posts shall be available for job share.
20 Hub co-ordinators and Data Managers need not be members of the Hub Committee prior to their
21 election to those posts, but shall be ex officio members of that Committee once they are elected and
22 for as long as they hold those posts."

Title: Governance Review: Executive Committee

[Copies of the constitution as amended by this motion are available.]

Proposed by: WE Executive Committee

Proposer: Chris Paouros

Type of motion: Emergency Business Motion

Motion text:

1 Conference directs the Executive Committee as follows:

2 The Executive Committee shall:

3 **A.** act on the request of the Steering Committee and shall report to the Steering Committee.

4 *Insert as new Article 7.4.5.*

5 **B.** ensure all appointed members of the Executive Committee shall be Directors of the Company.

6 *In Article 8.5,*

7 • *after 'such Company' delete 'may' and insert 'shall',*

8 • *after 'include' insert 'all'*

9 • *after 'Members' insert 'appointed by the Steering Committee'*

10 • *after 'Treasurer', delete ', unless there is a potential conflict of interest'.*

11 **C.** have as its membership the President, the M.C. and five additional members from the Steering
12 Committee.

13 *In Article 7.4.4, after 'consist of:' delete 'The Leader,' and after 'M.C. and' delete 'three' and insert*
14 *'five'.*

15 **D.** give the President the casting vote in the event of a tied vote:

- 16 *In Article 7.4.7,*
- 17 • *after 'tied vote', delete 'the Leader';*
- 18 • *after 'the President' delete 'and the M.C.'; and*
- 19 • *after 'shall' delete 'together agree on' and insert 'have'.*
- 20 **E.** allow the Chief Operating Officer and the Leader to attend Executive Committee meetings but not
21 to vote.
- 22 *In Article 7.4.6, before 'Treasurer' insert 'Leader', and after 'Treasurer' insert 'Chief Operating*
23 *Officer,'.*
- 24 **F.** may appoint a Chief Operating Officer for the Party, who shall report to them regarding the running
25 of the Party's operations. *Insert as new Article 7.4.2*
- 26 *In Article 6.5:*
- 27 • *after 'Treasurer' insert '(who may be the Party's Chief Operating Officer)'*
- 28 • *before 'Executive Committee' insert, 'and the'*
- 29 • *after 'Executive Committee' insert, 'respectively'.*
- 30 *See item C. of the Steering Committee motion for the rest of the amendment to Article 6.5.*
- 31 **G.** be responsible for the Party's operational decisions in conjunction with the Chief Operating Officer.
- 32 • *In Article 7.4.1, after 'the Chief' delete 'of Staff' and insert 'Operating Officer'.*
- 33 • *The Party may recruit a Chief Operating Officer to be responsible for the running of the Party's*
34 *operations. Insert as new article 6.7*
- 35 **H.** as part of its remit to determine subscriptions, choose to declare a fallow period where lapsed
36 Membership may be continued for a period until renewed.
- 37 *In Article 3.2.7, after 'Membership' insert ', except in the case of a fallow period being declared by*
38 *the Executive Committee, when Membership will carry on for such period until payment is*
39 *renewed.'*
- 40 **I.** as part of its remit to call a Special Conference, define what such Special Conference looks like.
- 41 *Insert new Article 5.4:*
- 42 *'A Special Conference is the same as a Party Conference and the same rules, procedures, and*
43 *powers apply.'*
- 44 **J.** develop standing orders for committee procedures, subject to the Steering Committee's
45 agreement.
- 46 *See item D. of the Steering Committee motion, re new Article 7.5.6.*
- 47 **K.** decide whether to sanction individual Members.
- 48 *Insert new Article 7.10.6:*
- 49 *'Should any Member of WE claiming to act in the Party's name act in a way in which that*
individual's action could reasonably be considered to breach Articles 7.10.1(i) – (v) above, the



50 Executive Committee may decide whether to impose sanctions up to and including expulsion
51 from the Party. Such sanctions may be appealed to the Appeals Body, according to Article 10,
52 and their decision shall be final.'

Title: Governance Review: Leader

[Copies of the constitution as amended by this motion are available.]

Proposed by: WE Executive Committee

Proposer: Chris Paouros

Type of motion: Emergency Business Motion

Motion text:

- 1 Conference calls on the Leader to:
- 2 **A.** relinquish her position on the Executive Committee and assume the position of Chair of the
- 3 Policy Committee in order to more clearly distinguish between the operational and strategic
- 4 decisions of the Party.
- 5 *In Article 7.6.1, after 'consist of:' insert 'the Leader (as Chair of the Committee) and'.*
- 6 **B.** The Leader may continue to attend Executive Committee meetings, but is not entitled to vote.
- 7 *See item E of the Executive Committee motion, with reference to Article 7.4.6 of the Constitution.*

Title: Governance Review: Policy Committee

[Copies of the constitution as amended by this motion are available.]

Proposed by: WE Executive Committee

Proposer: Chris Paouros

Type of motion: Emergency Business Motion

Motion text:

- 1 Conference directs the Policy Committee to act as follows:
- 2 The Policy Committee shall expand its membership to include the following roles:
- 3 **A.** Chair, which shall be assumed by the Leader.
- 4 *See the proposed amendment in item A. of the Leader's Motion re Article 7.6.1.*
- 5 **B.** one policy spokesperson for Wales, and *Insert as new clause (iv) of Article 7.6.1;*
- 6
 - *before 'Members' in Article 7.6.1 delete '14' and insert '18', and*



- 7 ● *in both Articles 7.6.1(i) and (ii) delete 'six' and insert 'seven'.*
- 8 **C.** a Policy Movement-Builder for Wales.
- 9 ● *Renumber Article 7.6.2 to 7.6.2(i)*
- 10 ● *At the end of new Article 7.6.2(i), insert 'and'*
- 11 ● *Insert new clause (ii):*
- 12 'one policy movement builder for Wales, who shall build support and momentum for the
- 13 Party's policies in Wales.'

Title: Governance Review: Appeals Body

[Copies of the constitution as amended by this motion are available.]

Proposed by: Executive Committee

Proposer: Chris Paouros

Type of motion: Emergency Business Motion

Motion text:

- 1 Conference directs the Appeals Body to act as follows:
- 2 The Appeals Body shall:
- 3 **A.** function independently of the Steering Committee and the Executive Committee.
- 4 *Insert new Article 10.1.3:*
- 5 'The Appeals Body shall function independently of the Steering Committee and the Executive
- 6 Committee, subject only to Articles 10.1.4 – 10.1.6 and 10.1.8 below.'
- 7 **B.** once an appeal has been made in writing to the Appeals Body, start the process of appeal as
- 8 soon as possible once any internal complaints procedure has been exhausted, and no later
- 9 than six weeks after the final decision of such a complaints procedure.
- 10 *At the beginning of Article 10.4.1, insert 'Prior to making an appeal to the Appeals Body, any*
- 11 *internal complaints procedure must be exhausted.'*
- 12 *After 'No later than', delete 'three months after the cause of the dispute' and insert 'six weeks*
- 13 *after the final decision of such internal complaints procedure'*
- 14 **C.** conduct all appeals hearing in private and decide appeals on the basis of written material
- 15 and without parties being present.
- 16 *Insert new Article 10.4.3:*



17 'Other than in exceptional circumstances, the Appeals Body will decide appeals on the basis
18 of written material only and without parties being present. All appeal hearings will take place
19 in private.'

20 **D.** have security of tenure.

21 *Proposed for insertion by item I. of the Steering Committee motion, re Article 7.5.19.*

22 **E.** can only be removed by a two-thirds majority of members voting at Conference.

23 *Proposed for insertion by item H. of the Steering Committee motion, re Article 10.1.8.*

Title: Motion for Conference to approve the appointment of five Steering Committee members,
and the reappointment of two members of the Appeals Body

Proposed by: Sophie Walker, Party Leader

Type of motion: Business Motion

Motion text:

1 WE's Steering Committee recommends the appointment to the Steering Committee of the following
2 five members:

- 3 • Amika George
- 4 • Shola Mos-Shogbamimu
- 5 • Yvonne Thompson (for a second term)
- 6 • Athena Stevens
- 7 • Iman Achera

8 for a term of office of three years or until the next Party Conference following, or shortly before, the
9 expiry of that three-year term, unless otherwise decided in accordance with Articles 7.5.7(vi) and
10 7.5.9. of the WE Constitution.

11 The Steering Committee also recommends the reappointment of Judy Hargadon (Chair) and Liz
12 Daughters (Deputy Chair) to the Appeals Body for a standard term of four years.

Title: A Feminist Foreign Policy

Proposed by: Sophie Walker, Party Leader

Type of motion: Policy Motion

Motion text:



- 1 The Women's Equality Party Conference notes:
- 2 With deep concern, the rising tide of nationalism that is fuelling isolationism, protectionism and
3 militarism across the world.
- 4 The Women's Equality Party Conference believes:
- 5 Unchecked, these trends will lead to even greater gender inequality and human rights abuses and
6 make violent confrontations within and between states more likely.
- 7 The Women's Equality Party Conference calls for:
- 8 1. Government to create a Department for Peace and Freedom that would govern the work of
9 the Foreign Office, Department of International Trade and the Home Office and promote:
- 10 a) Women's equality at home and abroad as a universal aim and to thus overturn policies
11 based on false distinctions, patriarchy and colonial oppression;
- 12 b) An inclusive, anti-discriminatory approach to future foreign policymaking so that, for
13 example, post-Brexit trade and immigration policy is created with an understanding of
14 how it will impact women;
- 15 c) An anti-militarist approach committed to all alternative means of dispute resolution, in
16 particular supporting women's networks dedicated to conflict prevention and resolution;
- 17 d) Gender budgeting and the allocation of resources to deliver on the gender equality
18 promise of the United Nations' Sustainable Development Goals by 2030;
- 19 2. The Women's Equality Party Policy Committee to establish a working group to develop policy
20 motions to be voted on by members via electronic decision-making, as provided for in article
21 4.11.1 of the WE constitution.

Title: To create a WE working group on technology and innovation in support of our core objectives and for a truly transformational politics

Proposed by: Steering Committee

Proposer: Athena Stevens

Type of motion: Policy Motion

Motion text:

- 1 Data inequality impacts women and diminishes the chances of achieving equal representation. Yet
2 new technologies also offer the opportunity for doing things differently and better.



3 This conference calls on the steering committee to create a technology and innovation working
4 group to develop not only policy and strategy around the impact and potential of tech as it relates to
5 our core objectives, but to explore ways of harnessing existing technologies and developing new
6 apps and approaches for creating and modelling change within the party and beyond.

7 The steering committee should ensure a cross-disciplinary range of skills and perspectives by co-
8 opting any policy or programming expertise necessary and inviting volunteers from the membership.
9 The group should report on a quarterly basis to the steering committee.

Title: Explicit Inclusion of Video Games in WE Policy on Equality in the Media

[The amendment to this motion has been accepted by the proposer and will not be put to a vote.]

Proposed by: Caroline Hunt

Secunder: Pamela Ritchie

Type of motion: Policy Motion

Motion text:

1 On page 27 of the Policy Document, under the heading “Sexualisation and violence against
2 women”, add the following policy:

3 “Video games specifically using violence against women as a selling point, whether sexualised or
4 otherwise, should not be sold by mainstream vendors, offline or online”

5 On page 27 & 28 of the Policy document, under the heading “Representing the people”, add the
6 following policy:

7 “WE will require game developers in the UK to take real steps to address the lack of representation
8 of women, BAME, disabled and LGBTQ people, in creative teams and at the top of the industry.”

Title: A motion to protect the long-term sustainability of the NHS

Proposed by: Sophie Walker, WE Leader

Type of motion: Policy

Motion text:

1 The Women’s Equality Party Conference:

2 Notes the development of a seventh policy objective on Equality in Health;



- 3 Notes that the long-term sustainability of the NHS is a deeply gendered political issue;
- 4 Believes the recommendations made by Lord Patel's cross-party committee comprise a good and
5 practicable way forward;
- 6 Therefore calls on the government to adopt the following in respect of England and Wales:
- 7 ● Create an Office for Health and Care Sustainability, that will stand independent of government
8 but report directly to Parliament, to identify the healthcare needs of a changing and ageing
9 population, and write a long-term staffing and funding plan to match.
 - 10 ● Ensure NHS funding rises at least as fast as GDP for ten years after 2020; focus particularly
11 on addressing salaries of low-paid staff; commission an independent review of pay policy with
12 a particular regard to its impact on morale and retention of health and care staff.
 - 13 ● Move adult social care budgets into the Department of Health and Social Care and ensure
14 that social care funding increases are, as a minimum, aligned with the rate of increase for the
15 NHS.
 - 16 ● Undertake a bureaucracy and regulation review of the NHS that includes a strategy for uptake
17 of technology and innovation, in order to promote best practice and administration.
 - 18 ● Maintain a tax-funded, free-at-the-point-of-use model to deliver health services now and in
19 the future.

Title: A policy on Health and Social Care

Proposed by: Steering Committee
Proposer: Athena Stevens

Type of motion: Policy

Motion text:

- 1 The Women's Equality Party:
- 2 ● *Noting* that the Party resolved, at its Conference in 2016, to add a seventh objective to
3 provide for equality in healthcare;
 - 4 ● *Acknowledging* the work achieved by the working group since then;
 - 5 ● *Noting also* that social care is failing and WE need to adopt policies on this issue as a matter
6 of priority,
- 7 resolves:
- 8 1. To adopt the Equality in health policy document as amended in response to consultation with
9 members and as provided to conference..



10 2. For conference to elect a Policy spokesperson and a Movement Builder on Healthcare.

11 3. That the adoption of Equality in Health requires the development of social care policies to be
12 incorporated in it that should:

- 13 • match investment in physical infrastructure with investment in social infrastructure;
- 14 • adopt a long-term gender-sensitive evidence-based strategy of investment in social care on
15 the basis that it results in significant savings in other areas, not least the NHS;
- 16 • reinstate critical frontline services for people with disabilities, and review future needs;
- 17 • incorporate the design and funding of a workforce strategy.

18 Conference directs the Policy Committee to establish a Social Care working group to develop a
19 wider social care policy that will be approved by members via electronic decision-making in 2019
20 (as set out in the WE Constitution under Article 4.11.1 when decision-making by members is
21 required between Party Conferences) and incorporated into our Equality in Health policies.

22 4. To amend the Constitution of the Women's Equality Party to reflect these changes.

23 Specifically:

- 24 • to add a seventh Core Objective to paragraph 2.2.2 of the Constitution that reads 'WE will
25 pursue equal health care and equal social care.'
- 26 • to amend clause 7.6.1 (i) and 7.6.1 (ii) from 'six' policy spokespeople and 'six' policy
27 movement builders to 'seven' in each case.

Title: Encouraging Government to give women equal access to sterilisation as a permanent form of contraception.

[The amendment to this motion has been accepted by the proposer and will not be put to a vote.]

Proposed by: Hove and Portslade Branch

Proposer: Abi Pattenden

Type of motion: Policy Motion

Motion text:

1 The Women's Equality Party calls on the Westminster and Holyrood Governments and on their
2 relevant Departments and Ministers of Health to treat women's choices in terms of permanent
3 contraception through sterilisation on the same terms as they do men's choices. Health
4 professionals who have concerns around 'sterilisation regret', particularly in younger women
5 or those without children, should be educated to understand that research on 'regret' among
6 sterilised women is insufficient, and in some cases shows a higher incidence amongst men
7 who have had vasectomies.

8 The attitude of the UK's healthcare system towards female sterilisation is based on outdated ideas of



9 women's 'biological imperative' and the idea that, as they age, they will inevitably want children. This
10 contradicts research showing that the number of women having children is reducing. Women who
11 wish to remain childless are forced to take hormone-affecting medication, use intrusive
12 barrier methods, abstain, or run the risk of unwanted pregnancy with the difficult decisions this
13 entails. In contrast, men are able to obtain sterilisation younger and with less considerations around
14 their number of offspring. This is partially because vasectomies are cheaper, are seen as 'easier'
15 procedures and are more easily reversible; however, this is because healthcare, still a
16 male-dominated profession, has had a vested interest in men's health. Women who seek
17 sterilisation have to 'prove' their need by going through unsuitable treatments first and are denied
18 agency by being forced to discuss their choice with their male partner. Men face no such
19 requirement.

20 WE will highlight to Government the need for effective research into sterilisation regret and
21 cheaper, simplified, easily reversible, permanent solutions for women. While this research is being
22 undertaken, we will call on the Government to alter guidance on sterilisation criteria, to ensure both
23 genders are given parity and decisions are made on capacity rather than expectations based upon
24 a person's gender.

Title: Making equal pay and equal caregiving a reality in the modern labour market

Proposed by: WE Policy Committee

Co-Proposers: Eleanor Hemmens and Harini Iyengar

Type of motion: Policy motion

Motion text:

1 WE will reform section 1 of the Employment Rights Act 1996 in order to facilitate the core objectives
2 of equal pay and equal caregiving, in a practical and effective way, in the modern labour market.

3 Section 1(2) will be amended to require the statement of initial employment particulars to be
4 provided to the employee or candidate for employment "at the time at which the offer of employment
5 is made by the employer to the employee", instead of "not later than two months after the beginning
6 of the employment".

7 Section 1(4) will be amended to impose an additional requirement on all employers to inform all
8 employees in the statement of initial employment particulars what maternity and parental rights are
9 offered under the contract of employment, including attendance at ante-natal care and adoption
10 appointments, maternity leave, maternity pay, paternity leave, paternity pay, shared parental leave,
11 shared parental pay, adoption leave, adoption pay, unpaid parental leave, and flexible working, and
12 any non-contractual policies must also be provided.

13 A new subsection shall be added to section 1 to require all employers with over 250 employees to
14 publish on their company website their policies for employees on maternity and paternity rights
15 including attendance at ante-natal care and adoption appointments, maternity leave, maternity pay,
16 paternity leave, paternity pay, shared parental leave, shared parental pay, adoption leave, adoption



17 pay, unpaid parental leave, and flexible working.

Title: Update the Equality Act to include socio-economic status as a protected characteristic

Proposed by: Sellisha Lockyer

Type of motion: Policy motion

Motion text:

1 WE call upon the government to update the Equality Act 2010 to include 'socio-economic status' as
2 a protected characteristic through the introduction of a Socio-economic Status bill in Parliament.

3 At present there are nine characteristics which are protected under the Equality Act 2010. Socio-
4 economic status was due to be included in the Equality Act under Part 1 but was not enacted by the
5 Conservative Party. Updating the Equality Act to include socio-economic status will improve upon
6 Part 1 as it will have a vast impact – both legally and culturally – on women's lives, as women
7 experience more societal discrimination and therefore the barrier due to class status is even harder
8 to overcome.

9 Having 'socio-economic status' as a protected characteristic means it would be illegal to
10 discriminate against someone based on their income or class status – but not only that, it would
11 help to change culture. It puts class status on the table as something which should be discussed
12 and considered and will help us to critique systemic classism and institutions that are still part of the
13 'old boys club'.

14 Occupational segregation vastly affects women. For example, in the NHS women make up 89% of
15 nurses and 90% of support staff – roles which pay lower wages. A study coordinated from Imperial
16 College London revealed that 'low socio-economic status has almost the same impact on health as
17 smoking or a sedentary lifestyle and is associated with a reduced life expectancy'. Having a law
18 that really considers the effect of socio-economic status on our society will mean that women who
19 are at a higher risk of experiencing socio-economic discrimination will receive support both legally
20 and culturally.

Motion Title: Gender Recognition Act

Amendment Title: Maintaining the protections of the Equality Act 2010

Motion Proposed by: Amy Killen

Amendment Proposed by: Magda Devas

Type of motion: Policy Motion



Amended Motion text:

1 The Women's Equality Party recognises the damage done by socially constructed gender
2 stereotypes, understands that we live in a patriarchal system and sexism and misogyny have
3 a profound effect on all women, and supports changes to the Gender Recognition Act 2004.

4 The Women's Equality Party supports changes to the current process by which transgender
5 people are able to receive legal recognition of their changed gender, and also understands
6 that there are biological differences between women, transgender women and self-identified
7 women.

8 The Women's Equality Party supports a process of legal recognition of changed gender
9 which does not require medical reports nor two years' worth of documentation but a process
10 of self-determination of gender. The Women's Equality Party supports legal recognition of
11 non-binary people.

12 The Women's Equality Party calls on the Governments and administrations of the UK to:

13 1. mMake the following changes to the current process as they revise the Gender
14 Recognition Act 2004:

- 15 • Change to the requirement to submit two supporting medical reports, one of a diagnosis
16 of gender dysphoria and one detailing treatment received. Change to the requirement to
17 submit documentation to prove the person has lived as their acquired gender for two
18 years. Instead require a self-determination process to change gender and to obtain a
19 Gender Recognition Certificate and new birth certificate.
- 20 • Remove the requirement of spousal consent to obtain legal recognition of changed gender for
21 married people.
- 22 • Allow people to change their gender to a third gender option as well as to male
23 and female.

24 2. Uphold the Equality Act 2010, including the existing exceptions to the default position
25 that individuals with the protected characteristic of gender reassignment should not be
26 discriminated against.

Title: Universal free child care

Proposed by: WE Policy Committee

Proposer: Margaret Kerbey and Shazia Mustafa

Type of motion: Policy Motion

Motion text:

1 That conference ratifies the universal childcare policy set out in the 2017 manifesto.



- 2 WE will offer free childcare all across the UK from the end of paid parental leave at nine months.
- 3 Childcare will be centrally funded but where decision-making is in the hands of devolved
4 governments or local authorities, funds will depend on the provision meeting the criteria of being
5 universal and not for profit.
- 6 Parents who work non-traditional hours and need more flexible childcare will have the option of a
7 voucher alternative.

Title: Nine months shared parental leave on 90% of pay.

Proposed by: WE Policy Committee

Proposer: Dianna Moylan and Alison Marshall

Type of motion: Policy Motion

Motion text:

- 1 That conference ratifies the shared parental leave policy set out in the 2017 manifesto.
- 2 WE propose to implement a fully equal system of nine months parental leave at 90% of pay. It will
3 guarantee each parent (including same-sex couples and adoptive parents) three months away from
4 work, with an additional three months they can split in whichever way they want.
- 5 The three months will work on a use-it-or-lose-it provision for each parent.
- 6 Mothers will still be entitled to a year off work. Statutory pay will remain in place for non-working
7 parents, for those whose earnings are lower than the statutory pay and for those who wish to take
8 longer parental leave.
- 9 Single parents should be able to nominate a second caregiver of their choice for this entitlement,
10 and fathers' or same sex partners' entitlements should not be reliant on whether a mother is
11 working or not.

Title: Writing off Historic Child Support Arrears

Proposed by: Bristol branch and Bath branch, and supported by Margaret Kerbey, Equal Parenting and Caregiving Committee

Proposer: Joanna Archer

Type of motion: Policy Motion

Motion text:



- 1 The Women's Equality Party notes that the Westminster Government proposes to write off Historic
2 Child Support Arrears, in order to reduce the cost of maintaining their records.
- 3 These arrears have accrued over decades, yet the Enforcement Powers that Parliament gave the
4 Westminster Government over a decade ago have still not been commenced by Secondary
5 Legislation.
- 6 Existing Child Support Law prevents the debtee from enforcing the debt through the courts
7 themselves.
- 8 The Women's Equality Party calls upon the Westminster Government to:
- 9 1. Pay all Historic Child Support Arrears to debtees directly and in full.
- 10 2. Use their existing powers to enforce the debt and reimburse the Tax Payer.
- 11 3. Where the debt is a result of a decision by the First Tier Tribunal (Social Entitlement
12 Chamber), give debtees the option to enforce debts through the courts in future.
- 13 Furthermore, WE call upon the Government to invest in Public Service Campaigns in order to
14 change the prevailing culture of Child Support Avoidance.

Motion Title: Women's Equality Party policy on Brexit

Amendment A Title: Deletion of lines 19 – 21 inc.

Amendment B Title: To ensure that the proposed People's Vote, on the proposed arrangements for the withdrawal of the UK from the European Union, includes the Option to Remain, by halting or revoking the notification given by the Prime Minister in March 2017.

Motion Proposed by: Bea Gare and Shola Mos-Shogbamimu, Steering Committee

Amendment A Proposed by: Richmond branch

Amendment B Proposed by: Sarah Dodgson et al.

Type of motion: Policy Motion

Motion text:

- 1 The Women's Equality Party's second Conference:
- 2 ● Regrets that women's voices were unheard during the referendum campaign in 2016.
- 3 ● Notes the increasingly hostile environment to minorities, EU and foreign citizens
4 since the referendum.
- 5 ● Is alarmed by the ways in which Brexit threatens economic damage that will be
6 felt disproportionately by women and women's services.
- 7 ● Reaffirms its support for the protections provided by the EU for women.



- 8 ● Notes that the EU requires significant reform including on equality for women.
9 ● Deplores the compromises on equal rights agreed by HM Government in return for
10 the support of the Democratic Unionist Party to secure Brexit.
- 11 The existing policy of the Women's Equality Party is to campaign for the best outcome for
12 women, whether or not Brexit proceeds. This conference reaffirms that policy but also
13 recognises that the current chaotic rush to Brexit offers no reassurances of better outcomes
14 for women and many points of heightened risk.
- 15 We therefore resolve to:
- 16 1. Call for any deal with the European Union—or absent any deal, any unilateral Brexit plan —
17 to be subject to a meaningful parliamentary assessment and vote or, ~~failing guarantees of such a~~
18 ~~process~~, a People's Vote with an option to Remain in the EU.

[AMENDMENT B]

- 19 ~~2. Seek to include in the franchise for a People's Vote all those aged sixteen or~~
20 ~~older permanently resident in the UK; all those registered to vote in UK Local or~~
21 ~~General Elections, and all British citizens resident in the EU but outside the UK.~~

[AMENDMENT A]

- 22 ~~3.2.~~ Work, if we remain in the EU, to ensure that the EU's future policies include
23 systematic integration of equal opportunities for all women by altering decision-making
24 rules and norms.
- 25 ~~4.3.~~ Work, if we leave the EU, for the retention and improvement of rights for women gained through
26 EU membership.
- 27 ~~5.4.~~ Oppose the diminution of such rights.

Title: Ensuring that Settled Status will take into account women's, children's and vulnerable groups' needs

Proposed by: WE Islington Branch

Proposer: Guilene Gaspais

Type of motion: Policy Motion

Motion text:

- 1 The Women's Equality Party notes that the publication on 21st June 2018 of the Statement of Intent
2 of the EU Settlement Scheme has missed the target of securing the rights of all EU citizens after the
3 UK leaves the European Union.
- 4 The Statement of Intent published by the Government doesn't answer the questions raised by EU
5 citizens regarding vulnerable citizens, legal aid, timeline for applying, or rights to appeal.



6 This risks creating two groups of EU citizens: one able to provide all the right documentation and
7 another one struggling to prove their rights to remain, which would have a disproportionate impact
8 on women.

9 The Women's Equality Party calls upon the UK Government to:

- 10 1. Secure the rights of EU citizens through a separate protocol attached to the Withdrawal
11 Agreement. This would prevent the problems of immigration rules written in secondary
12 legislation which is prone to frequent changes which rarely attract parliamentary scrutiny and
13 demand an open and transparent debate on the future of our EU citizens in our country
- 14 2. Secure the rights of at risk and vulnerable citizens by providing a clear and definite answer
15 for all EU citizens who will not be able to provide evidential documentation to prove their 5
16 years of continuous presence in the country (for instance women victims of human trafficking
17 or domestic abuse, EU children in care or whose parents neglect or are unaware of their own
18 immigration status, carers, citizens with disabilities, citizens with limited capacity, older people
19 living in care, prisoners etc.) and protect the status of the "Zambrano Carer"[rights of a non-
20 EU citizen primary carer of an EU citizen].
- 21 3. To publish any risk assessment that it has carried out with regards to the settlement
22 scheme in terms of delivery and of people not being documented in time or at all.

Motion Title: Protecting Migrant Domestic Workers against Abuse and Servitude

Proposed by: WE Islington Branch

Proposer: Guilene Gaspais

Type of motion: Policy Motion

Motion text:

1 The Women's Equality Party reaffirms its commitment to end violence against women and girls.
2 There are over 18,000 Migrant Domestic Workers in the UK, 75% of whom are women, who
3 experience unfair working conditions as well as abuse (physical, psychological and sexual) because
4 of a punitive visa system that ties the domestic workers to their employers. Despite strong opposition
5 that it would institutionalise abuse, the Government made significant changes to the domestic
6 worker's visa in April 2012. The changes meant that Migrant Domestic Workers coming to the UK
7 were tied to their employer for a maximum of six months, with no right to renew or extend their visa
8 beyond this time. In April 2016, after a long campaign, the Government made limited changes to the
9 visa system, accepting that workers should be allowed to leave their employer without being
10 criminalised — but only during the period of their six-month visa. A recognised victim of trafficking
11 can increase the length of their visa for up to two years.



- 12 The Women's Equality Party calls upon the Government to:
- 13 1. Restore the rights of Migrant Domestic Workers to the pre-2012 system and end this form of
14 modern slavery.
 - 15 2. Allow Migrant Domestic Workers to renew their work visa annually from the UK and build five
16 continuous years of presence in the country, which will open rights to Indefinite Leave to
17 Remain.
 - 18 3. Introduce mandatory group information meetings for workers who remain in the UK for more
19 than 42 days to ensure that they are aware of their rights to withdraw their labour and change
20 employer if they are in an abusive working relationship.

Title: Abolish the single payment system of Universal Credit

Proposed by: WE York branch

Proposer: Emma Hopkins Jones

Type of motion: Policy motion.

Motion text:

- 1 WE call upon the Government to abolish the automatic single payment system of Universal Credit
2 (UC) in England and Wales which is increasing women's vulnerability to financial abuse.
- 3 UC replaces Job Seekers Allowance, Income Based Employment and Support Allowance, Income
4 Support, Housing Benefit, Working Tax Credit and Child Tax Credit with a single payment. Where a
5 couple are in receipt of such benefits they are required to nominate a single bank account for the
6 payment to be made into.
- 7 On 20 June 2018 women's groups including the Women's Budget Group, Surviving Economic
8 Abuse and the End Violence Against Women Coalition published a report "Universal Credit and
9 Financial Abuse: Exploring the links" raising concerns that the single payment system risks
10 facilitating financial abuse with the loss of clearly labelled child payments which are a lifeline for
11 many women in abusive relationships.
- 12 Mary-Ann Stephenson, Director of the Women's Budget Group, said "*Combining payments [...]*
13 *risks giving abusive men even more power and control over their partners. It may send more*
14 *money than ever to wallet and not to purse, undermining women's economic independence and*
15 *their ability to leave abusive relationships*".
- 16 The Scottish Government has decided to allow for separate payments as a matter of course and
17 WE call upon the Government of England and Wales to do the same AND:



- 18 1) Gather evidence on the nature and extent of applications for separate payments to date for
19 Income Support, Jobseeker's Allowance and UC;
- 20 2) During the remainder of the UC roll-out, test out different ways of making a separate
21 payment to each member of a couple, as recommended by a Parliamentary Committee in
22 2015;
- 22 3) Keep each partner's online UC account separate so that the accounts are only linked by
23 the Department for Work and Pensions;
- 24 4) Produce an updated equality impact assessment of the effects of UC.

Title: Delivering Nil Cap Limit on Local Authorities' Sexual Entertainment Venues Policies

[The amendment to this motion has been accepted by the proposer and will not be put to a vote.]

Proposed by: Sheffield branch

Proposer: Charlotte Mead

Type of motion: Policy Motion

Motion text:

1 The Women's Equality Party's 2018 Party Conference notes the Westminster Government's
2 legislation - Policing and Crime Act 2009 - enables local authorities in England and Wales to
3 adopt a zero or "nil cap" policy, for their local authority area on strip/lap dancing clubs, known
4 as sexual entertainment venues (SEVs).

5 SEV licensing law in Scotland is similar in effect. It is devolved to the Holyrood Government,
6 who have provided draft guidance for Scottish Local Authorities. Legislation differs in
7 ~~Scotland and is covered by the Civic Government (Scotland) Act 1982, amended by the Air~~
8 ~~Weapons and Licensing (Scotland) Act 2015.~~

9 Local Authorities (LAs) across the UK have a statutory duty to consider the impact of these
10 venues on everyone under Section 149 of the Equality Act 2010 in the form of the Public
11 Sector Equality Duty (PSED).

12 SEV legislation ~~changed in 2009 to now~~ allows local people more of a voice in the
13 decision-making process and enables LAs to set a cap on the number of SEVs in their area if
14 they wished. This cap can be any number, including zero – known as a "nil cap".

15 The Women's Equality Party calls upon the Westminster Government to:

- 16 1. Produce clear Home Office guidance on both England and Wales, ~~and~~
17 ~~Scotland~~ legislation regarding SEVs so that local authorities clearly understand their
18 powers under the legislation
- 19 2. Disseminate the relevant guidance to all local authorities Licensing Committees in
20 England and Wales ~~the UK~~.

21 The Women's Equality Party calls upon all LAs to:



- 22 ● Ensure they fulfil their Public Sector Equality Duty (PSED) by considering the impact
23 of any sexual entertainment venues on all people within their jurisdiction in line with
24 the outcome of the Judicial Review against Sheffield City Council in June 2018
- 25 The Women's Equality Party calls upon all Local Authorities in Scotland, England and
26 Wales ~~local authorities~~ to:
- 27 ● Use their powers, under the existing legislation in their respective nations, ~~Policeing and~~
28 ~~Crime Act 2009~~ to adopt a nil cap SEV policy.
- 29 The Women's Equality Party will support any local authority wishing to adopt a nil cap
30 policy.

Title: Housing Motion

[The amendment to this motion has been accepted by the proposer and will not be put to a vote.]

Proposed by: Pamela Ritchie

Seconder: Virginie Bellaton

Type of motion: Policy motion

Motion text:

1 WE call for the Westminster and Holyrood governments to review the definition of housing
2 affordability to reflect:

- 3 ● The gender, ethnicity and disability pay gaps.
4 ● That lone parents, the majority of whom are women, and their children are affected by
5 housing and child benefit caps and lack of access to secure, long-term housing.
6 ● The impact of the bedroom tax on caring responsibilities.
7 ● Survivors of domestic abuse, for whom the lack of access to safe, affordable housing is the
8 single biggest barrier to leaving abusive relationships.

9 We acknowledge that there is no silver bullet to fixing the current situation; we need to work towards
10 being able to supply the right homes in the right places that people can afford. This means looking
11 at all areas of the housing market from social, affordable and private rental to shared ownership and
12 traditional home ownership.

13 To start to redress these imbalances, we call on the government to:

- 14 1. Unfreeze housing benefit and remove the under-occupancy penalty and two child benefit cap
15 (both already done in Scotland).
16 2. Halt plans in England to move funding for refugees into supported housing.
17 3. Overhaul private renting practices and increase the average length of tenancies.



- 18 4. Scrap the viability rule, which allows developers to challenge the amount of affordable homes
19 that are targeted, based on profits.
20 5. Return right-to-buy receipts to local authorities to reinvest in social housing in England and
21 Northern Ireland.

Motion Title: Provision for Parental-Engagement Programmes in Relationships and Sex Education (RSE)

Amendment Title: Assuring that parents perceive involvement in sex and relationship education as an opportunity rather than a chore, and assuring access for those who would otherwise be unable to take part.

Motion Proposed by: Leah Jewett, Camden branch

Amendment Proposed by: Rufus Duits, Steering Committee

Type of motion: Policy Motion

Motion text:

- 1 The Women's Equality Party conference notes that:
- 2 ~~Parents are the missing link~~ a very important component in their children's relationships and
3 sex-education learning – and sex education at school is reinforced and implemented well if
4 it's also developed at home through parental engagement. Parents often find it hard to know
5 how best to contribute to the process.
- 6 The Women's Equality Party calls on the Department for Education to allocate schools in
7 England and Wales a minimum of three hours a month (during term time) of
8 government-funded parental-engagement programmes, and to offer them the training and
9 tools they need to contribute as best they can to the process. Appropriate financial
10 assistance will be available for those who would otherwise have to forgo earnings to attend,
11 and to enable participation by those who would otherwise be unable to attend due to caring
12 duties.

Motion title: From STEM to STEAM

Proposed by: Rebecca Manson Jones

Seconder: Athena Stevens

Type of motion: Policy Motion

Motion text:



1 WE's equal education policy on page 17 states:

2 "All teenagers should study either English or one STEM subject up to the age of 18 through
3 GCSEs, A-levels or other qualifications."

4 We propose:

5 1) to change this wording to:

6 "All teenagers should study a balanced STEAM (Science, Technology, Engineering Arts &
7 Design and Maths) curriculum to age of 16 through GCSEs and other UK qualifications."

8 and to add:

9 "The education system privileges and rewards subjects where women and girls are under-
10 represented. The English government's emphasis on STEM puts girls into a deficit situation and
11 further devalues in the national narrative the skills and disciplines in which they often excel.

- 12 • WE will support and promote all young people in studying sciences and technology and
13 pursuing careers in these areas, and encourage everyone to understand arts, humanities
14 and social sciences not as soft options but as rigorous, challenging and life-enhancing
15 qualifications.
- 16 • WE will work with schools and training institutions to address their gender bias in creating
17 subject pathway.
- 18 • We will require schools to engage with parents about the life chances and breadth of
19 careers open to young people in the 21st century when they study a balanced curriculum."

20 2) To ensure that education becomes equal, we propose this addition to the Equal Education
21 policy:

22 "The English Government has introduced the so-called E-Bacc which restricts subject
23 choices and student pathways, and encourages prioritisation of resources and teaching
24 posts within state schools to STEM subjects, creating inequality of life chances.

25 WE call on:

- 26 • the English Government to scrap the E-Bacc* and to introduce a STEAM curriculum
27 in secondary schools to the age of 16.
- 28 • the Assemblies of Northern Ireland and Wales, and Scotland's Parliament to formalise
29 a STEAM curriculum to the age of 16."

30 * Education is devolved in Northern Ireland, Wales and Scotland