

Code of Ethics

The Labour Party Rule Book 2018. Section A. Chapter 2 Membership Rules. 2B Membership Procedures.

Add a new Clause IV at the end of Chapter 2, including the following:

Introduction

As a democratic socialist party, the Labour Party's ability to deliver on its core values and objectives depends fundamentally on its ability to uphold and abide by the values and principles it wishes to promote in society. This depends on all Labour Party members, elected representatives, paid staff, and contractors (collectively referred to below as "actors) abiding by a set of mutual responsibilities, which are laid out in this Code of Ethics. The Labour Party Code of Ethics shall be supervised by the Labour Party Ombudsperson, to whom a complaint may be made by a Labour Party member, employee, contractor, officer, or representative alleging a breach of the Code.

Mutual Respect

- All actors in the Labour Party have responsibilities to respect the rights of elected representatives and party staff as workers and servants of the Party, and to ensure that their behaviour and language in all forums is in line with the 2016 Code of Conduct, and is not only in compliance with party's Constitution, but is respectful, comradely, and within the spirit of a democratic socialist party.
- All actors in the Labour Party have responsibilities to avoid actions and behaviour which are detrimental to the party, including the leaking of private information to the media.

Engagement and Participation

- Party staff structures shall be oriented as much as possible towards actively promoting the engagement and participation of the party's membership;
- Party staff shall have full opportunities to enhance their own professional development, receiving opportunities for training in all areas which are relevant to their responsibilities, particularly relating to disciplinary matters, and understanding of different forms of prejudice, including but not limited to racism, sexism, Islamophobia, antisemitism, homophobia, transphobia, ableism, ageism and other forms of discrimination;
- Party staff shall have full trade union rights as workers;

Transparency

- There shall be full transparency in the Labour Party staffing structure, so that members are informed of the specific rights, remits, and responsibilities of staff members, as well as of relevant lines of accountability;
- A publicly available Code of Conduct for staff shall be drafted by the NEC and implemented by the General Secretary;

Accountability

- All staff members and contractors have the obligation to maintain the principle of impartiality in all internal political affairs, including internal elections and disciplinary matters, and new staff members shall receive training in the principle of impartiality during their inductions.
- Party staff shall be fully accountable to the party's members via the democratically elected representatives, and all their actions shall be carried out within frameworks established by elected bodies and leaders. These lines of accountability shall be clearly outlined in all staff contracts.

Supporting Argument

Remaking the Labour Party so that it can transform the lives of millions of people will only be possible if there is a fundamental cultural change instigated throughout the length and breadth of the party. This cultural change needs to be built on commitments by all actors in the party to mutual respect, engagement and participation, transparency, and accountability. The objective of this Code of Ethics is to establish a basis for this cultural transformation.