

Findings from DL constitutional consultation

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Intro

This document has two parts an initial summary and then a more detailed breakdown if you want more information.

The initial summary (pages 1 to 3) outlines the findings of the consultation itself, it aims to use non-technical language, and provides a high-level understanding of what the consultation found. If what you want to know is what overall members believed constitution should look like this is all you need to read.

The in-depth breakdown (pages 3 to 18) shows all of the results question by question, and engages in some more detailed and analysis of the quality of the data. Look at the breakdown if you want to see the details of how people responded to individual questions, or want to understand the methodology (how I came to the conclusions I came to).

These findings have been published to make members aware of the result of the consultation, and in line with the executive's commitment to transparency, with the exception of questions relating to demographics, or the implications of questions linked to finance a mission, no comment has been made about the views of either the author or the wider executive in relation to any of the results.

The areas examined were chosen to provide an opportunity for members to express their views on a wide variety of areas and neither the final results or which questions were asked should be seen as the executive or author endorsing any specific topic or view.

It will be down to the new executive to determine how to integrate these findings into the new constitution.

1 Summary

1.1 How did the consultation go?

We heard from enough people that we think this accurately reflects what the membership thinks.

There are a lot of changes from last time members were asked about this. This might be because we heard from more people, but might be because we've had lots of new members and changes of members since.

We've heard from people with lots of different impairments, and asked disability officers to reach out to their local membership so we are happy everyone has had a chance to contribute.

1.2 Background of members

- Members were more likely to be older than the wider world, but this is expected both due to the age of people involved in political parties, and the average age of disabled people.

- Members were significantly more likely to identify as LGBTQ+ than the population of the UK
- Members were slightly more likely to be female than male
- Members are significantly more likely to be white than the population of the UK

There was no sign of substantial difference in responses between people with different backgrounds for example female members generally wanted the same things as male members.

We asked these questions to check we were hearing from lots of different groups, and see if they all thought roughly the same things, but it is really positive to note strong representation of the LGBTQ+ community in Disability Labour, and the worryingly low representation of minoritized ethnicities suggests this is an area where Disability Labour needs to do better reach out to more diverse communities.

1.3 What do members think the constitution should look like

Generally the membership agreed on most things, with all but 3 questions raised having a firm view expressed by the membership.

Based on the results of the consultation the membership hold the following views

Overall structure

- The constitution should be flexible providing a fair amount of discretion to adapt to changing circumstances

Elections and executive make up

- Elections should be based on a single list not geographic region, and everyone should be elected at once.
- Officers should be appointed by the executive committee.
- elections and nominations should focus on being representative of members wishes instead of the make up of the wider community, including opposing gender quotas for both the executive and the officers.
- The executive should be able to co-opt experts into the executive, but with limits to co-opted members powers.
- Terms of election should be longer than one year.
- The current number of members of the executive (15) is appropriate.

Separation of powers

- Where possible the executive should be led by co-chairs
- The Officers as a whole should have a leadership role, in comparison to ordinary members of the executive
- decision-making power should lie with the executive, on most issues accept changes to the constitution (which should be held by members)

- the executive should have no special power to expel members outside of a disciplinary process

Finances and mission

Overall members are in favour of an expansive mission Disability Labour that is well supported, and are willing to contribute financially towards this being achieved.

- All members except those on low or no income should financially contribute towards Disability Labour, and those who can afford to should give more
- If it is able Disability Labour should spend money on paid members of staff to support volunteers in their roles
- Disability Labour should be doing lots of different things in particular
 - Providing robust evidence that the experience of disabled people to shape public policy
 - Influencing the Labour Party internally to improve the rights of disabled people
 - Campaigning publicly about the rights of disabled people
 - Commenting on current government policies around disabled people

While the results are less firm there is also a suggestion that members believe

- There should be a probationary period of eight weeks after becoming a member of Disability Labour
- There should not be officers within the executive explicitly elected to represent marginalised communities e.g. LGBTQ+ officer
- Vacant seat in the executive should be selected by by-election

2 Full breakdown

2.1 key definitions

Definition of significant support

For the purpose of this analysis a significant sign of support was defined using the following criteria

- If there is a binary choice (choosing between two options) if the difference between one option and the other is greater than (10 points¹+ don't know responses).
- in cases where there are multiple choices, if one response made up at least 50% of responses.

¹ The confidence interval (effectively margin of error based on the size of sample), for responses to the consultation was calculated to be 95/7.71 based on 143 responses and a membership of 1226 (accurate at the time the survey launched). This means broadly 95% of the time we can be confident results are accurate to the population as a whole (members of disability labour) to within 7.71%. The 10 point definition for significant support is greater than the confidence interval allowing a relatively high level of confidence that this reflects the views of the membership

- In cases where multiple selections could be made (e.g. please tick all that apply) responses endorsed by at least 66% of members were considered to have significant support

Definition of trending toward support

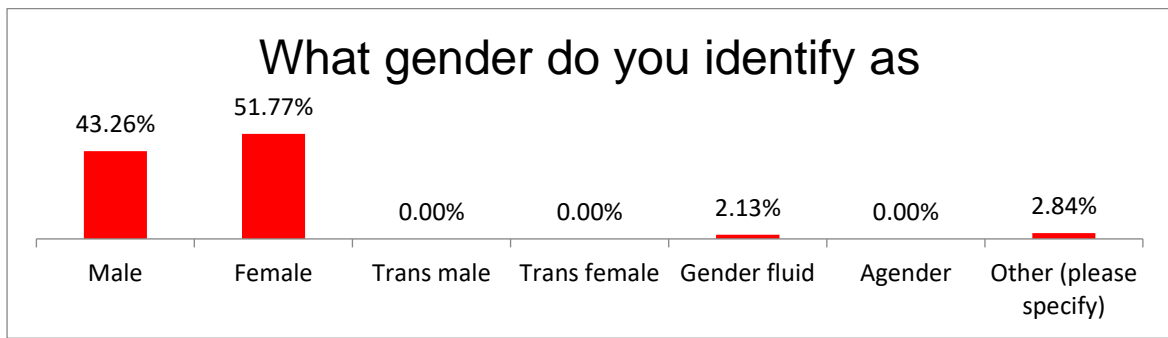
For the purpose of this analysis trending toward support was defined using the following criteria.

Either binary choices, or cases where there are multiple choices the most popular response is considered a trend toward support.

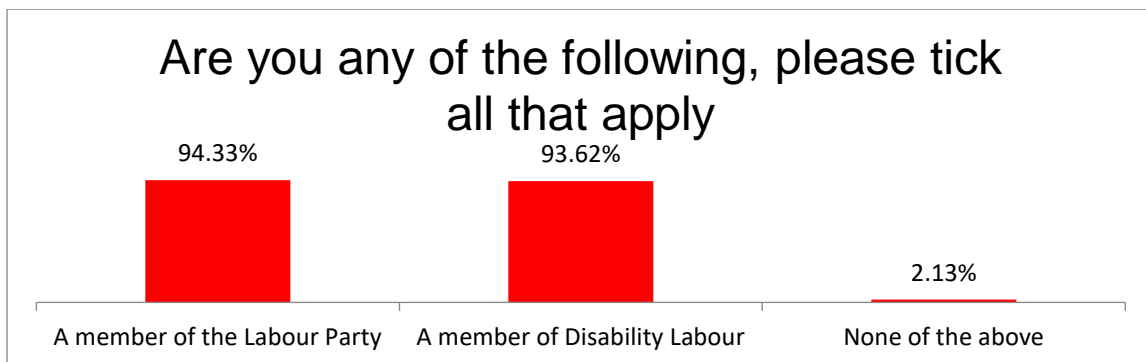
In cases where multiple selections could be made responses endorsed by at least 50% of the members were considered to trend towards support

2.2 Demographic questions

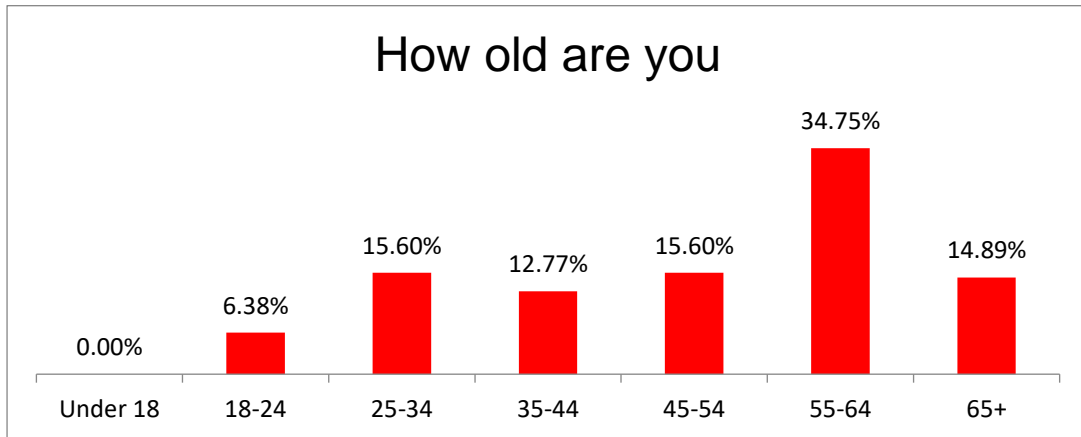
These are questions to identify information about the background of respondents and Disability Labour as a whole, the main purpose was to check whether members with different experiences had different priorities for the constitution.



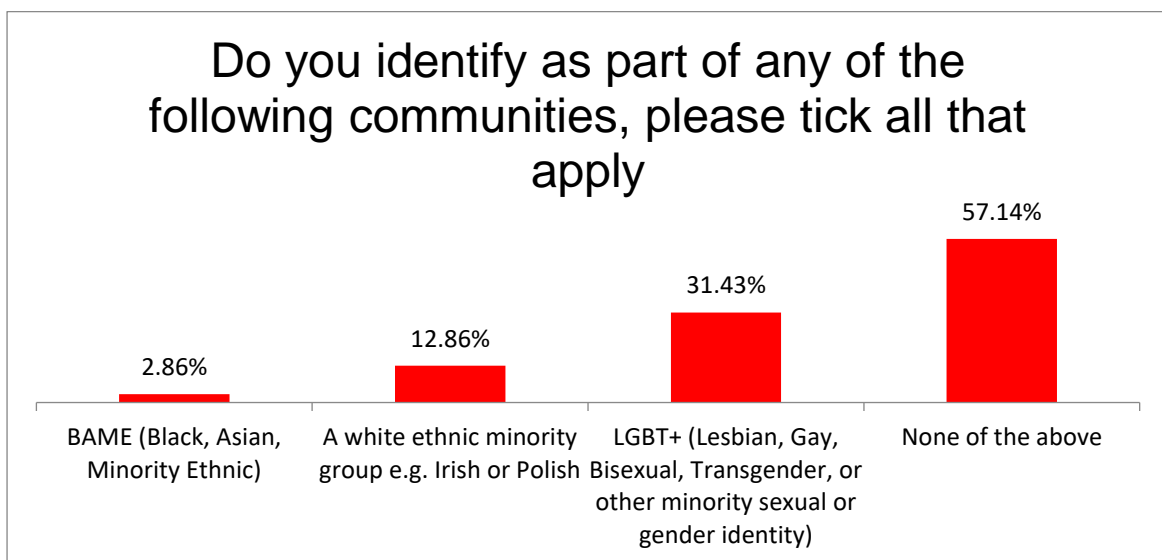
Open field other responses (what gender do you identify as)
Non-binary gender non conformist
Male
I do not have a gender. I have a sex, female
none including agender



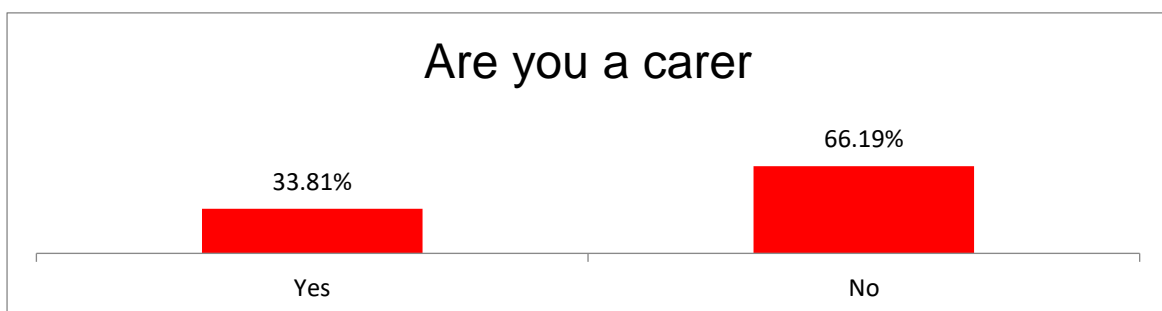
The vast majority of respondents were both members of the Labour Party and members of Disability Labour. There was no noticeable trend in differing responses between cohorts



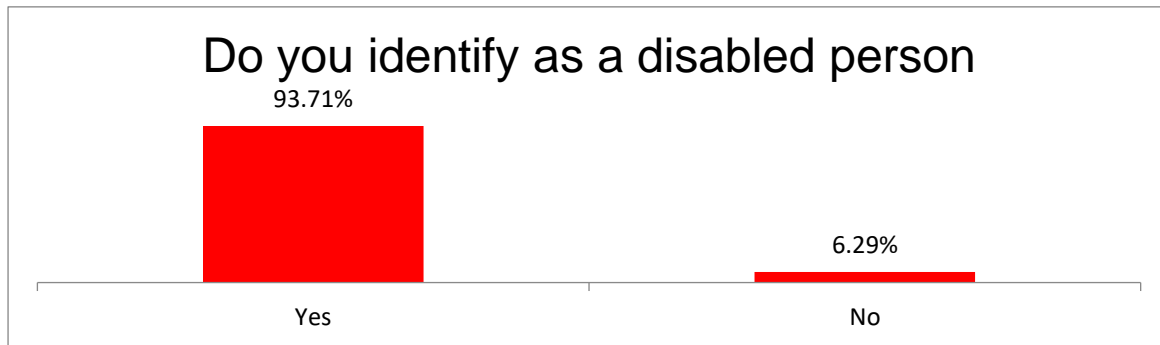
Responses suggested a membership that is predominantly older than the general population of the UK, this is not unexpected given the common demographics of disabled people, and members of political parties.



Responses suggest DL has particularly strong representation from LGBT+ communities, but under represents minoritized ethnic groups



A significant minority of members of Disability Labour are carers. Carers did not show significant deviation any questions from the wider population



The vast majority of respondents identified as a disabled person, those who did not, did not substantially deviate in responses to other questions from those who did.

What impairments/disabilities do you identify as having	Responses
A physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches.	57.89%
A mental health condition, such as depression, schizophrenia or anxiety condition.	45.86%
A long standing illness or health condition such as cancer, HIV (human immunodeficiency virus), diabetes, chronic heart disease or diabetes.	45.11%
An energy limiting impairment such as chronic fatigue	40.60%
Cognitive impairment such as having trouble remembering, learning new things, concentrating, or making decisions that affect your everyday life	27.07%
Social/communication impairment including being on the Autistic Spectrum	15.79%
A specific learning difficulty such as dyslexia, dyspraxia or ADHD (attention deficit hyperactivity disorder)	12.78%
Breathing impairment such as asthma or Chronic obstructive pulmonary disease (COPD)	12.03%
Prefer not to say	8.27%
Deaf or have a serious hearing impairment.	7.52%
Other (please specify)	6.77%
Blind or have a serious visual impairment uncorrected by glasses.	3.76%
An intellectual impairment such as Downs syndrome or Fragile X syndrome	1.50%

Other (please specify)
Severe pain
2 x kidney transplants
Epilepsy
chronic migraines
Paraplegic at t4 complete
long term health condition
Chronic back pain and associated nerve pain in leg. Walk with stick.

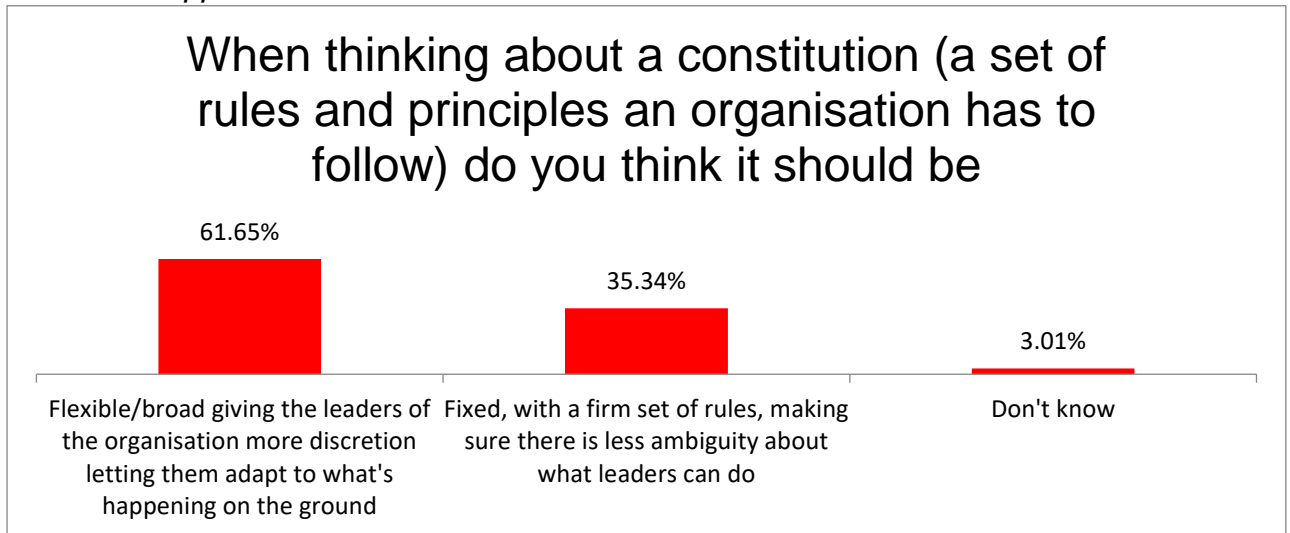
Brain injury

Autism but I am not socially impaired

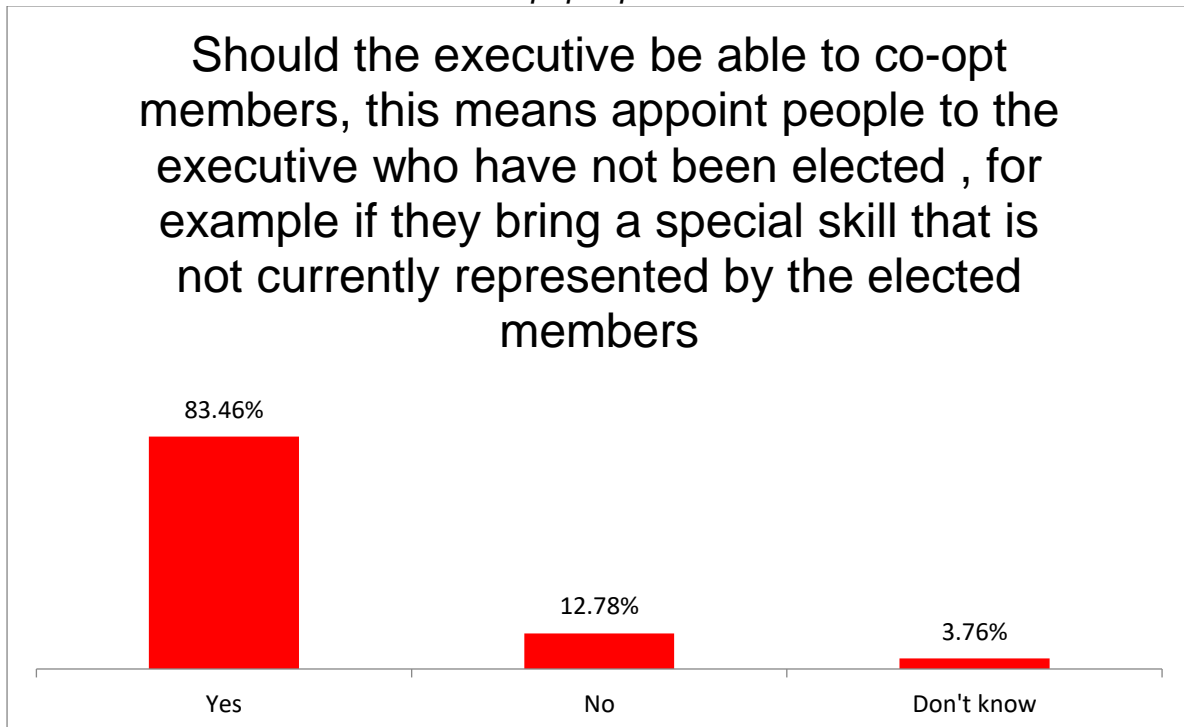
Disabled people with a wide range of impairments contributed to the consultation, including a significant minority of responses from some of the groups that it was believed previous consultations failed to reach.

2.3 Answers with significant support for a specific view

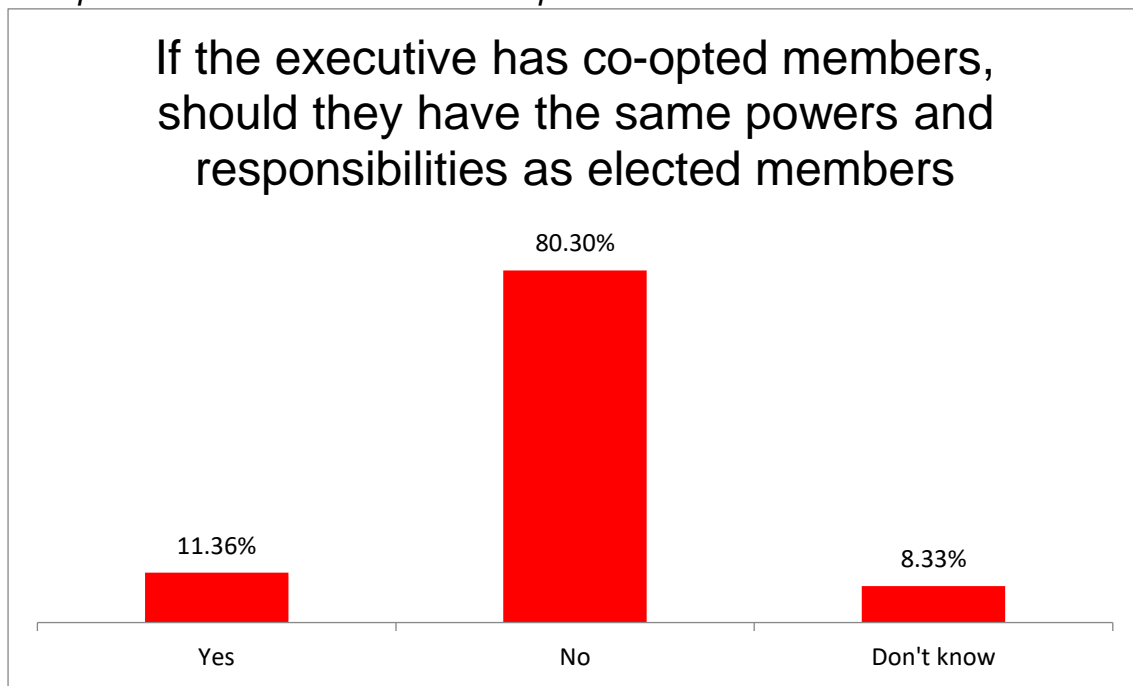
Members support a flexible/board constitution



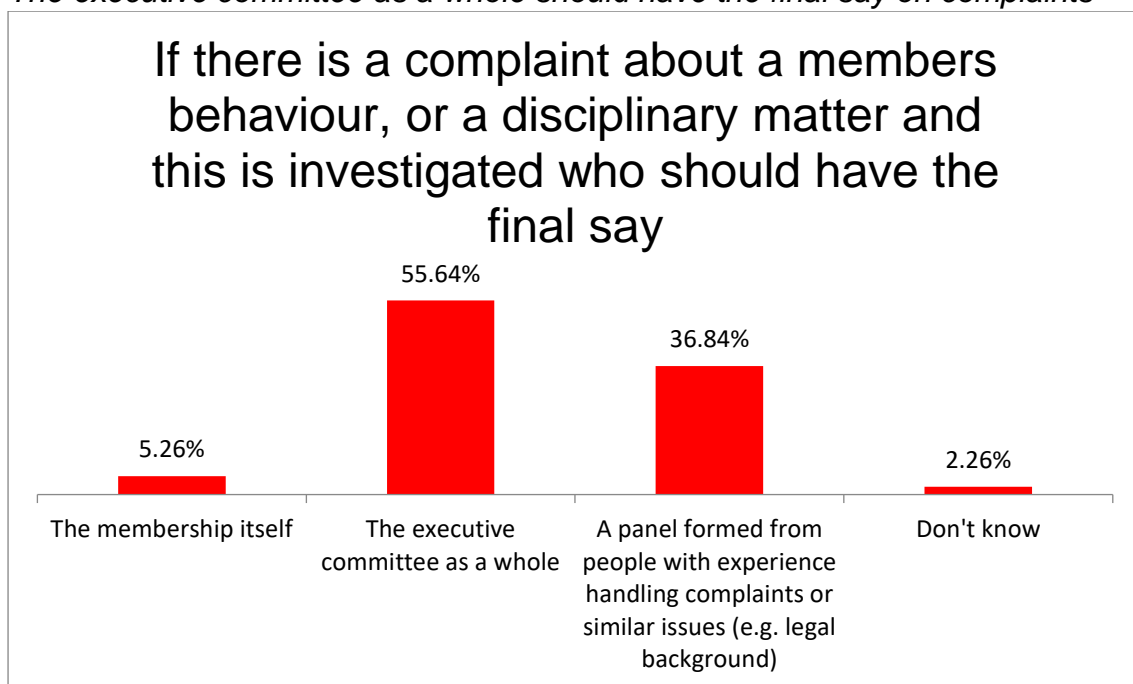
The executive should be able to co-opt people to the executive



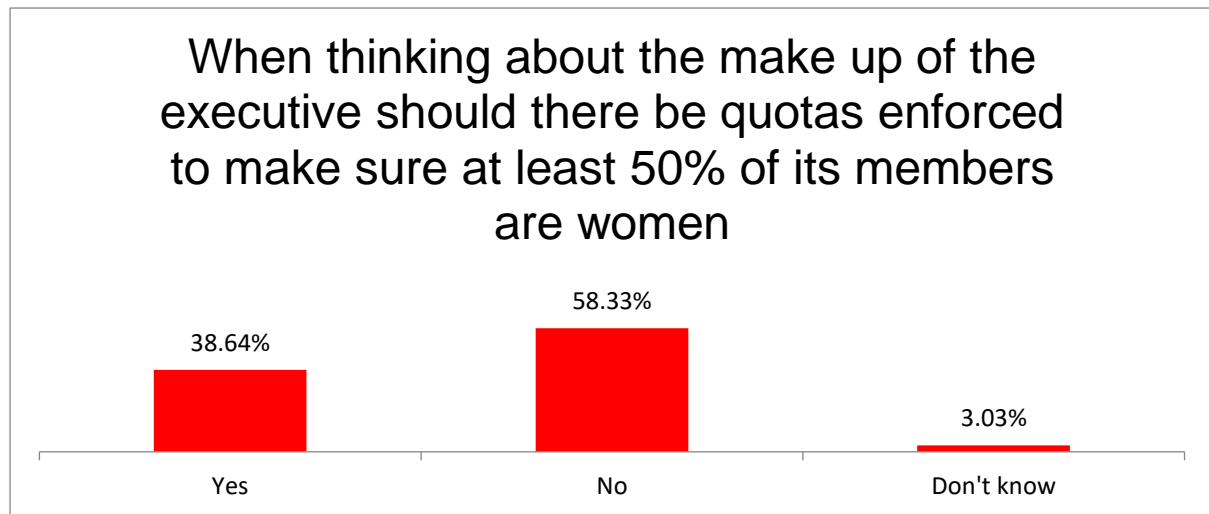
Co-opted members should have less power than elected members



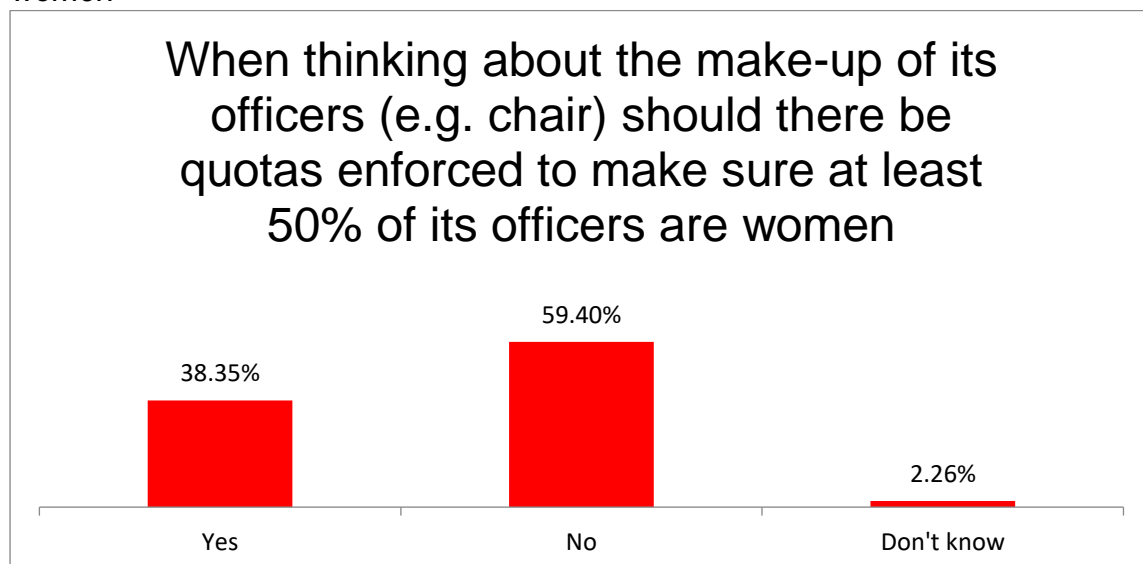
The executive committee as a whole should have the final say on complaints



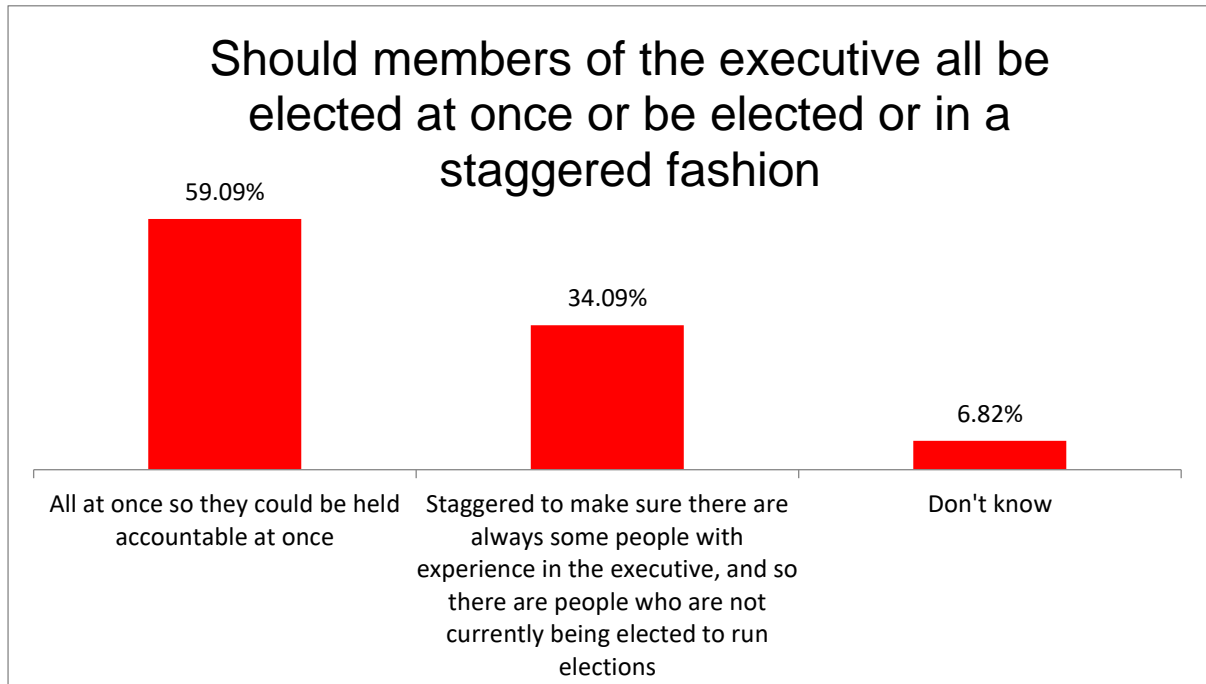
There should not be quotas enforced to make sure at least 50% of the executive's members are women



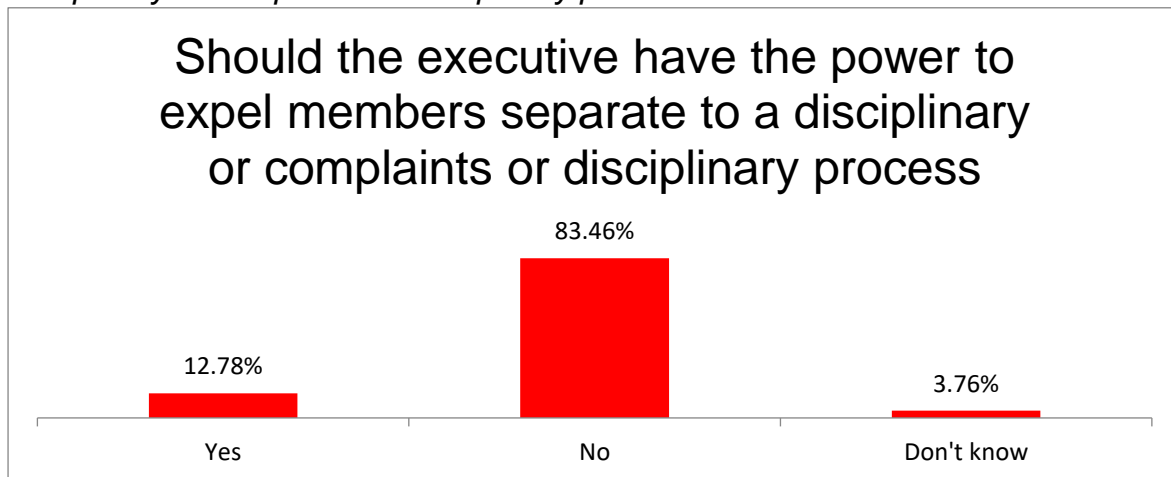
There should not be quotas enforced to make sure at least 50% of officers are women



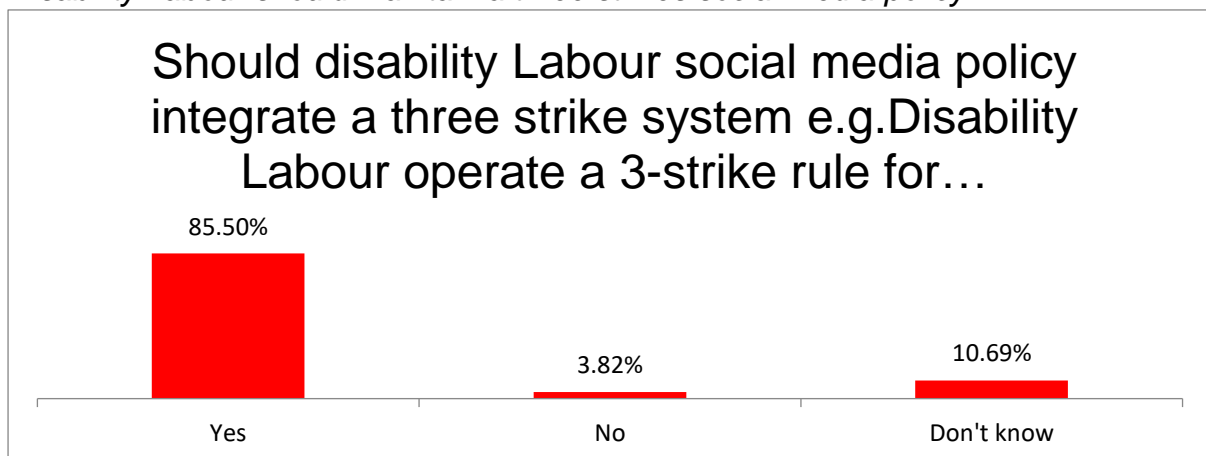
Members of the executive should all be elected at once



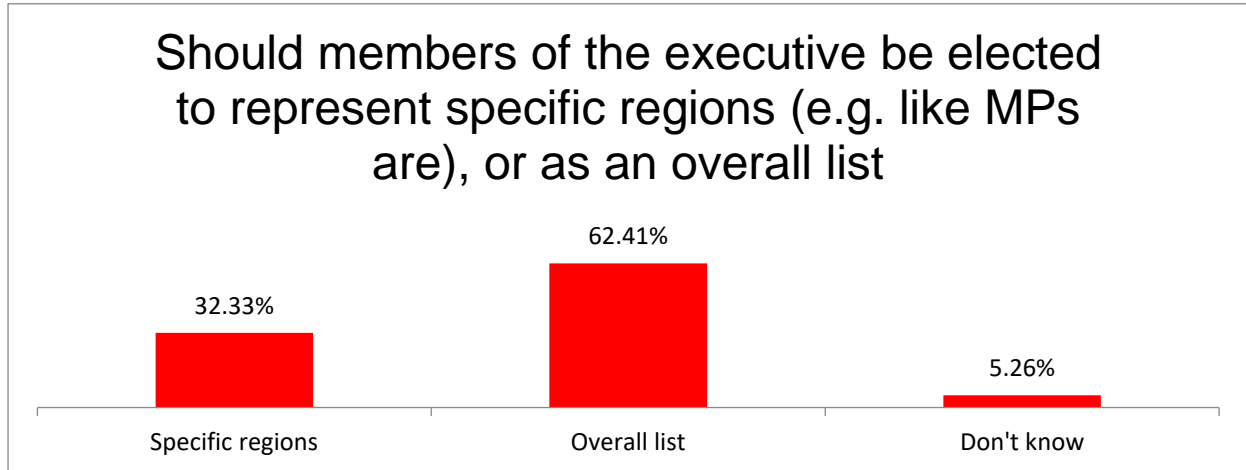
The executive should not have the power to expel members separate to a disciplinary or complaints or disciplinary procedure



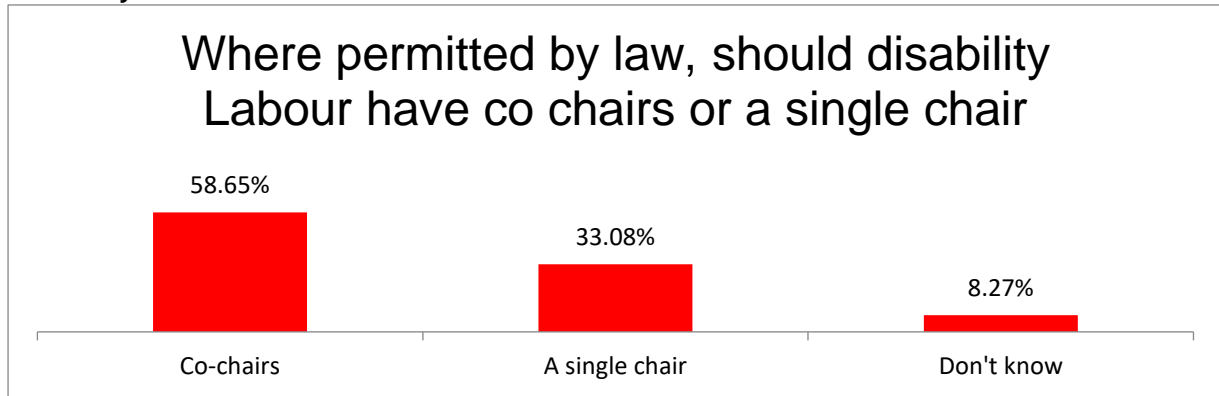
Disability Labour should maintain a three strikes social media policy



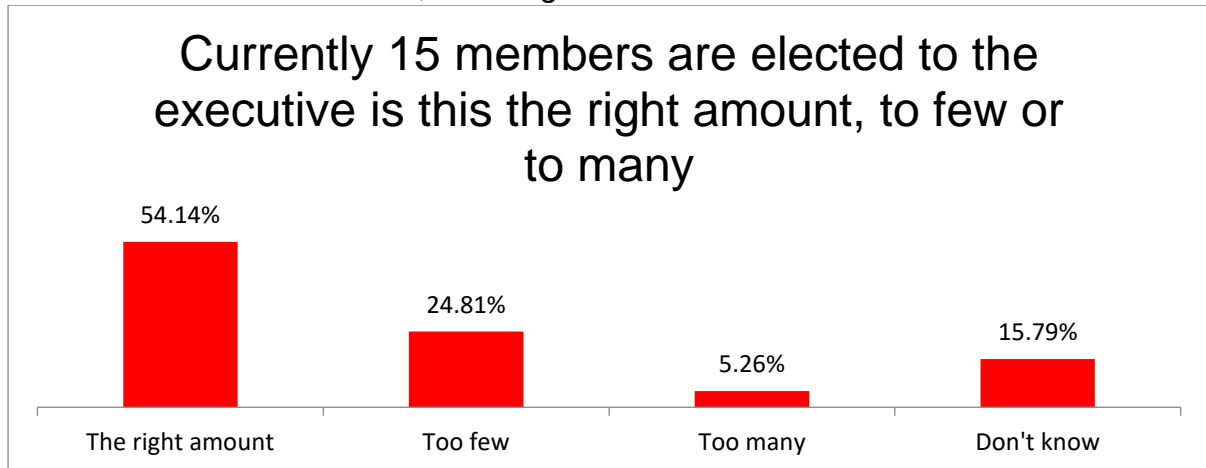
Members of the executive should be elected from an overall list



Disability Labour should have co-chairs



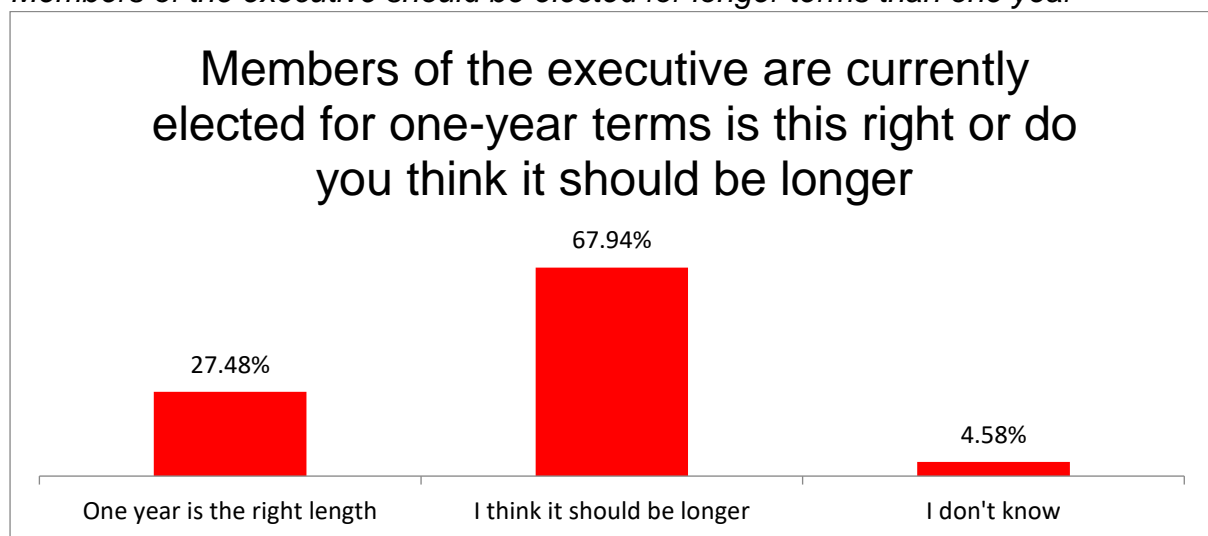
15 members of the executive, is the right amount



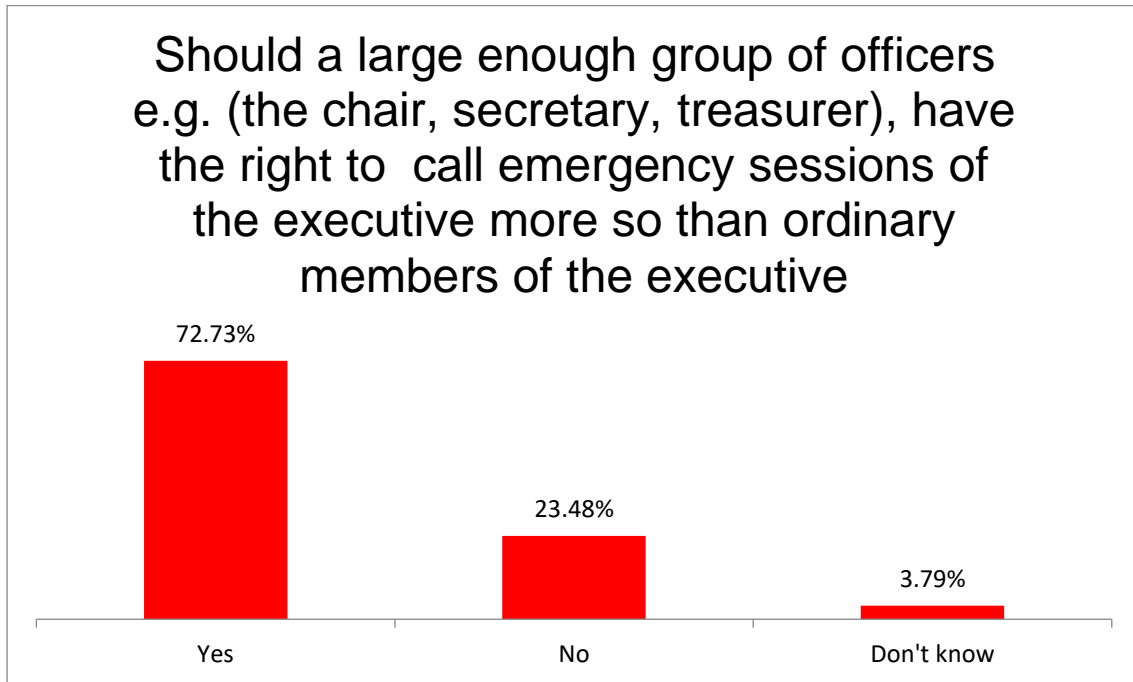
The executive should have the final say on fixing subscription rates, appointment of auditors/external examiners, and setting standing orders. The membership should have the final say on constitutional changes

Who should have final say in determining the following				
	The executive	Officers (e.g. the Chair)	The general membership	Don't know
Fixing subscription rates	54.14%	4.51%	40.60%	0.75%
Appointment of auditors/external examiners	72.73%	6.82%	17.42%	3.03%
Constitutional changes	27.48%	0.00%	72.52%	0.00%
Setting standing orders (additional rules for how Disability Labour runs that are not covered by the constitution)	58.65%	3.76%	36.84%	0.75%

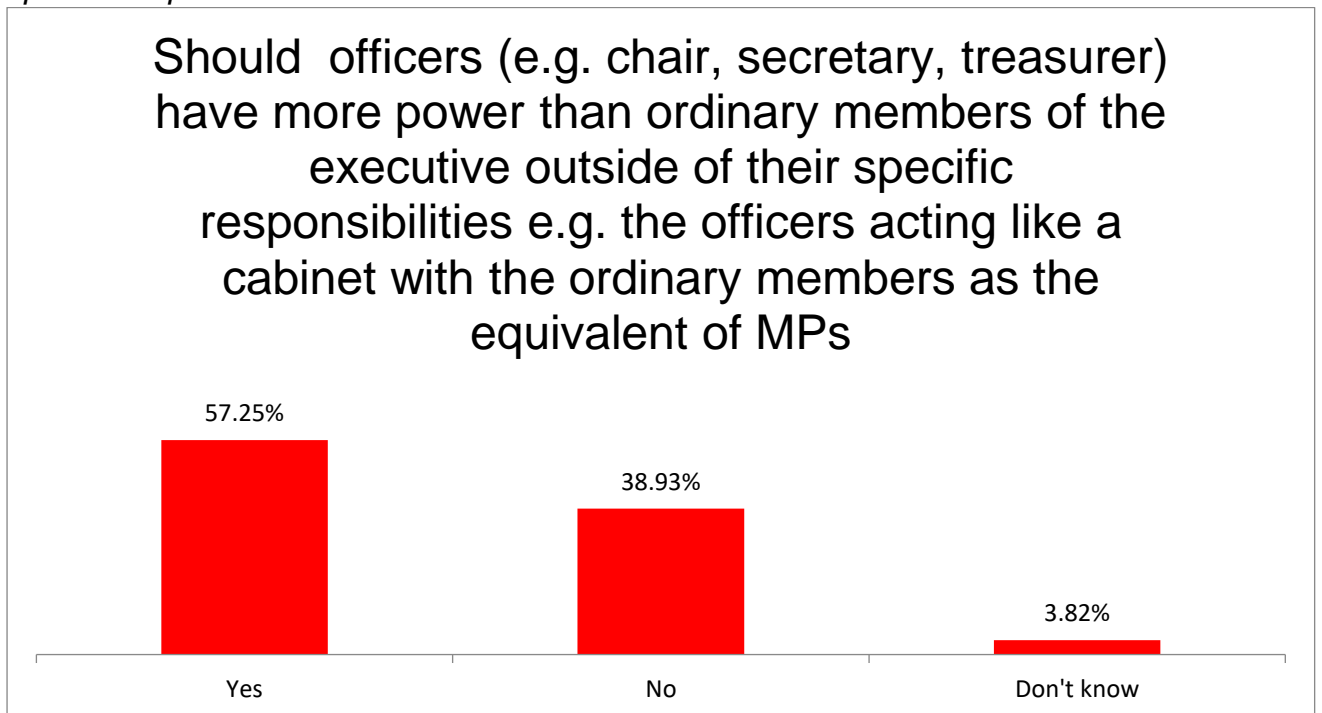
Members of the executive should be elected for longer terms than one year



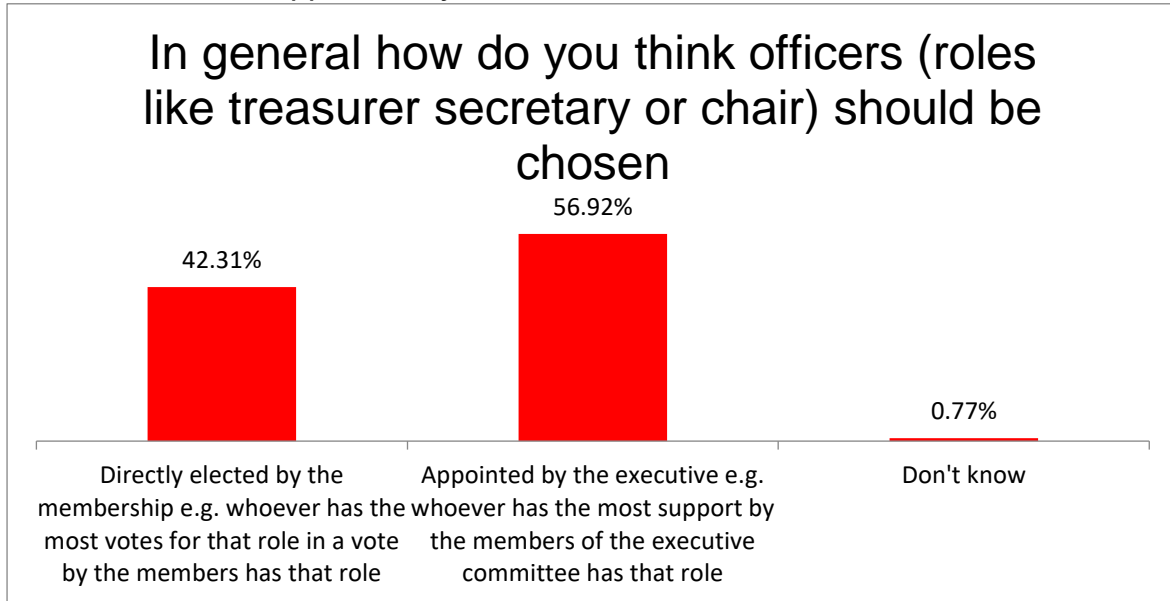
Officers should have greater power to call emergency sessions and ordinary members of the executive



Officers should have more power than ordinary members of the exec outside their specific responsibilities

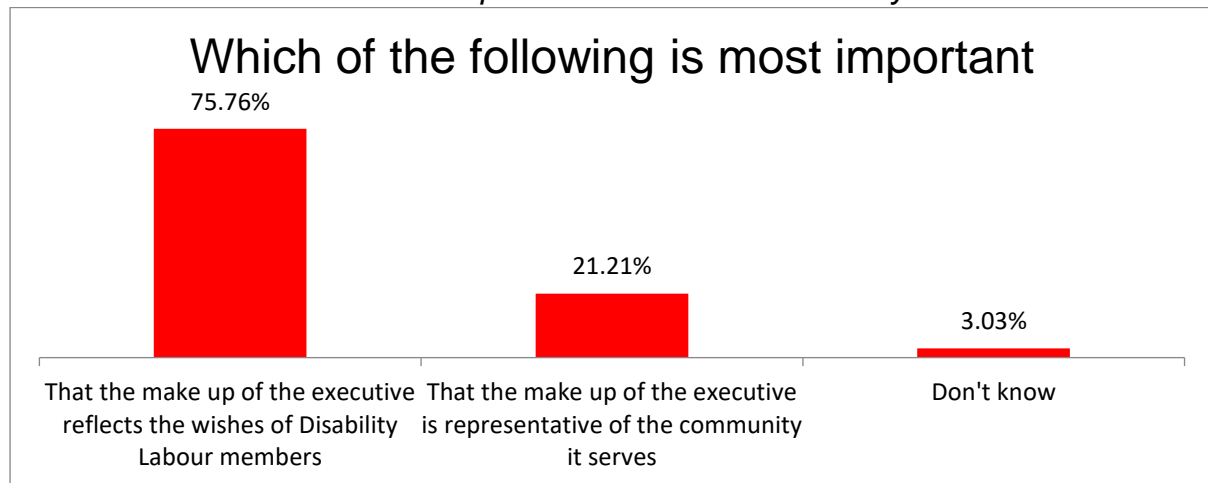


Officers should be appointed by the executive, and this is the case for all roles



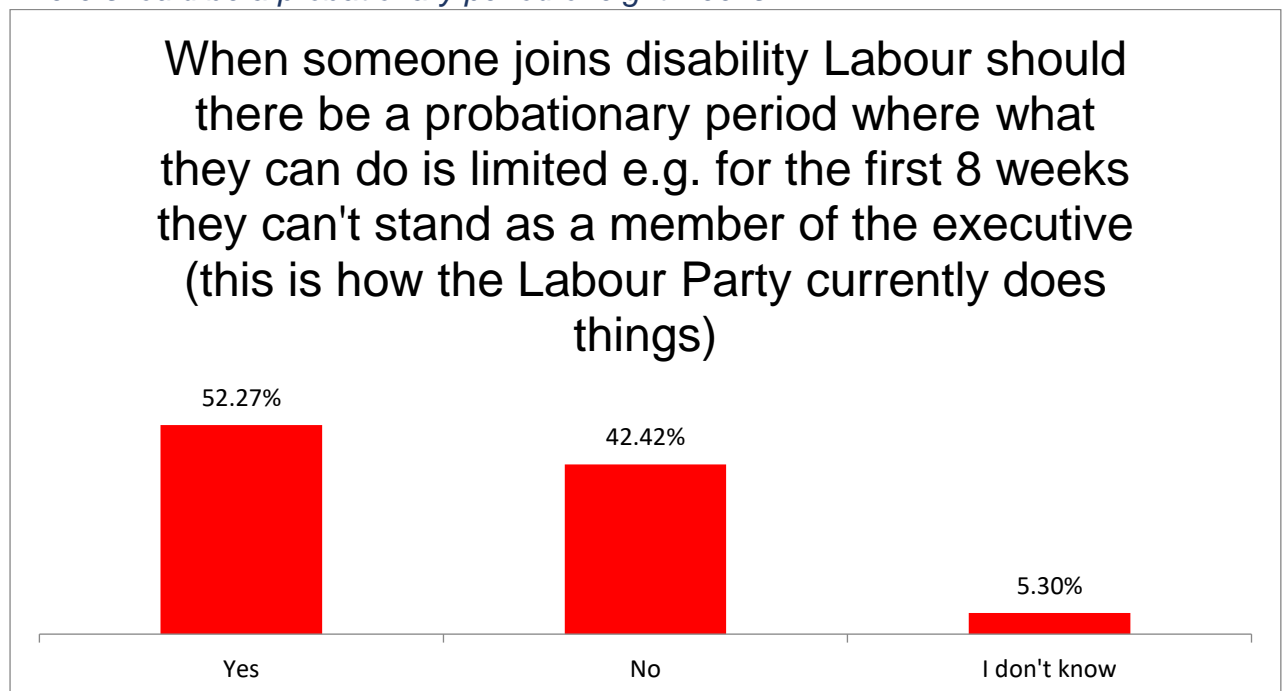
Thinking specifically about individual roles how do you think they should be chosen	Directly elected by the members	Appointed by the executive	Don't know
Chair (the overall leader and coordinator of the executive)	43.94%	56.06%	0.00%
Treasurer (the person who takes a leading role in Disability Labour's finances e.g. keeping track of our budget)	38.64%	60.61%	0.76%
Secretary (leads in the smooth running of the executive and making sure what happens is accurately recorded)	39.39%	60.61%	0.00%
Deputy (Deputises and supports the chair in their role)	40.91%	59.09%	0.00%

It is more important that the make up of the executive reflects the wishes of Disability Labour members than that it is representative of the community it serves

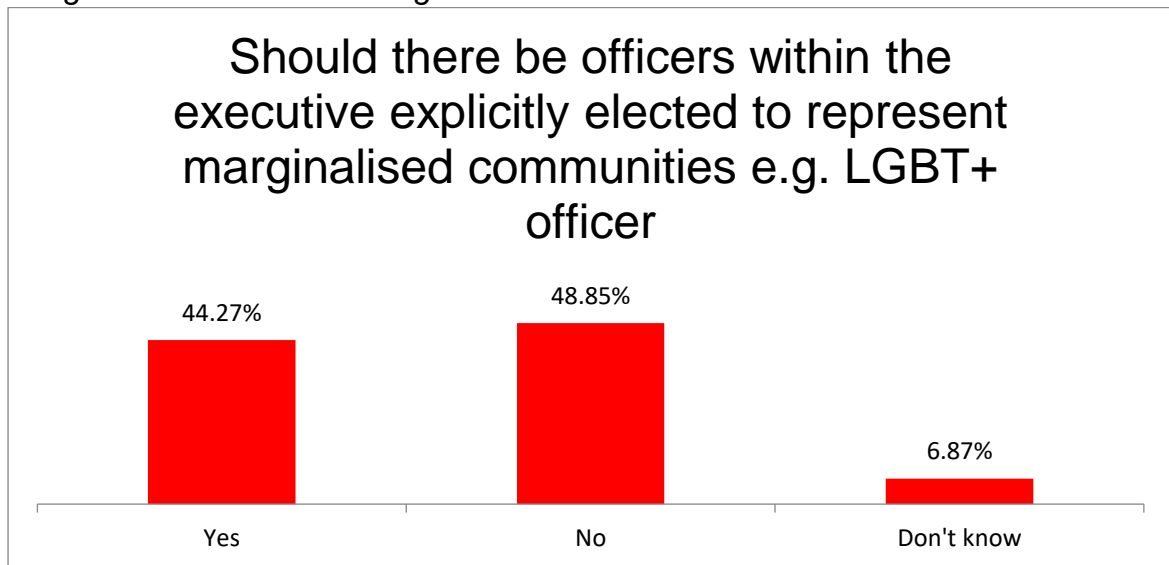


2.4 Answers with a trend towards a specific view

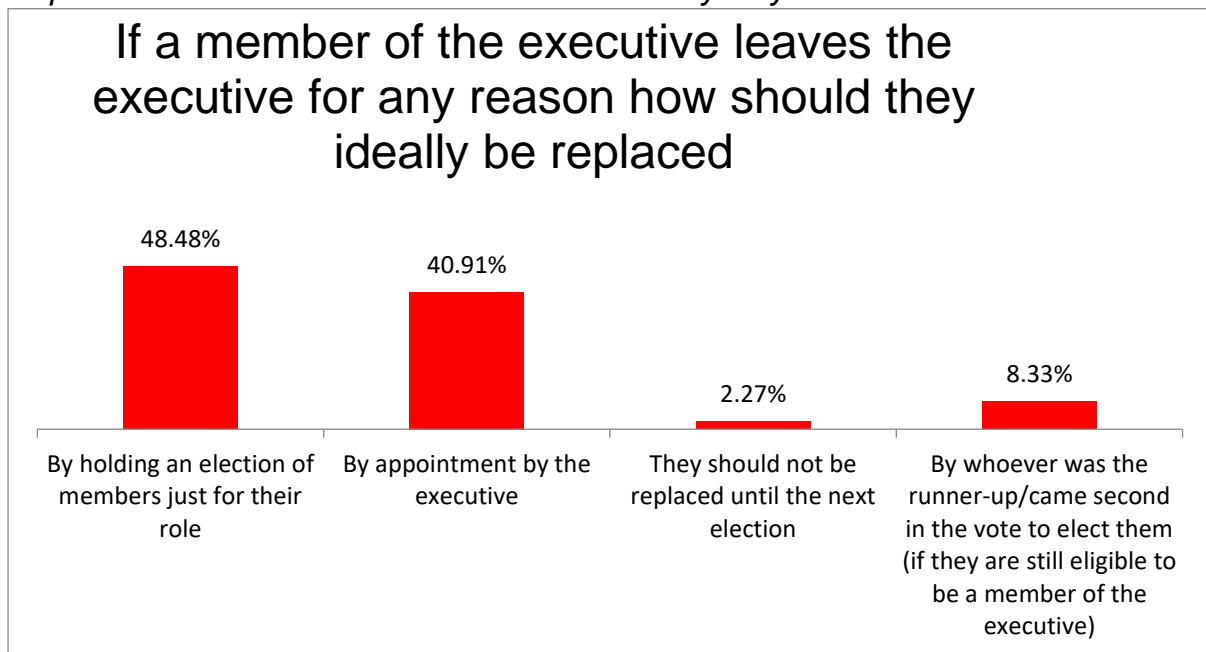
There should be a probationary period of eight weeks



There should not be officers within the executive explicitly elected to represent marginalised communities e.g. LGBT+ officer



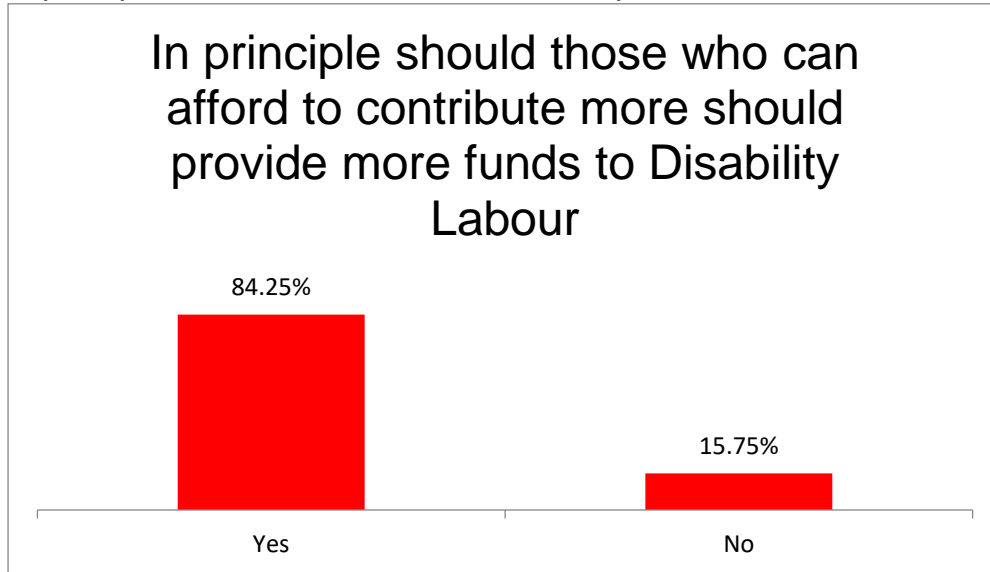
Replacements to the executive should be done by a by-election



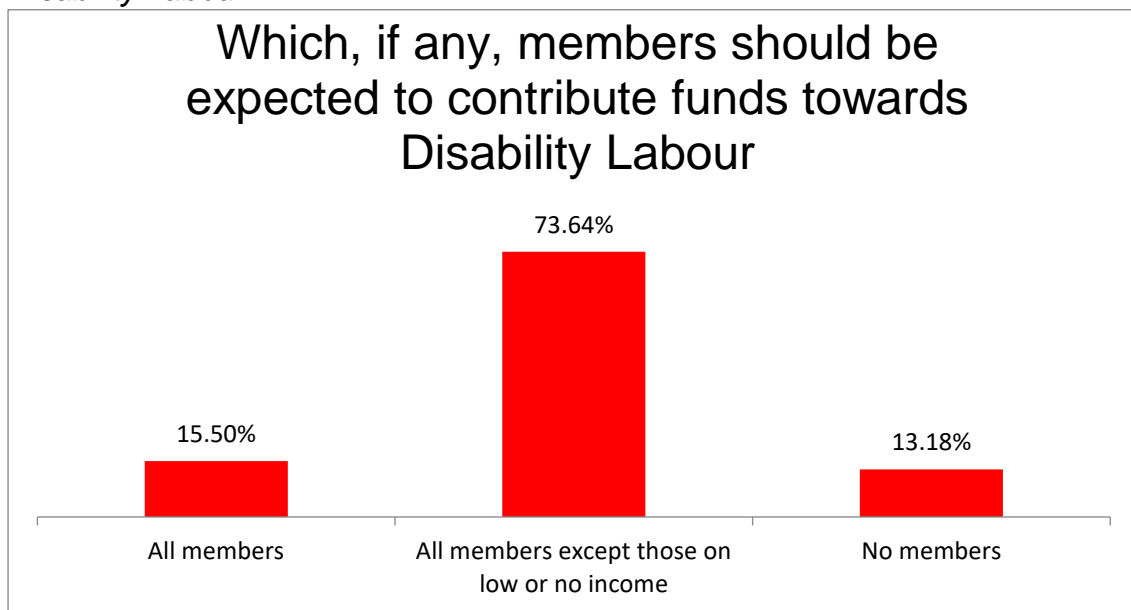
2.5 Finances and mission questions

These questions focus less on the core constitution and more on questions around how Disability Labour should be financed and what activities it should do (which in turn impacts how much funding it needs). These questions have therefore been separated out of the main analysis.

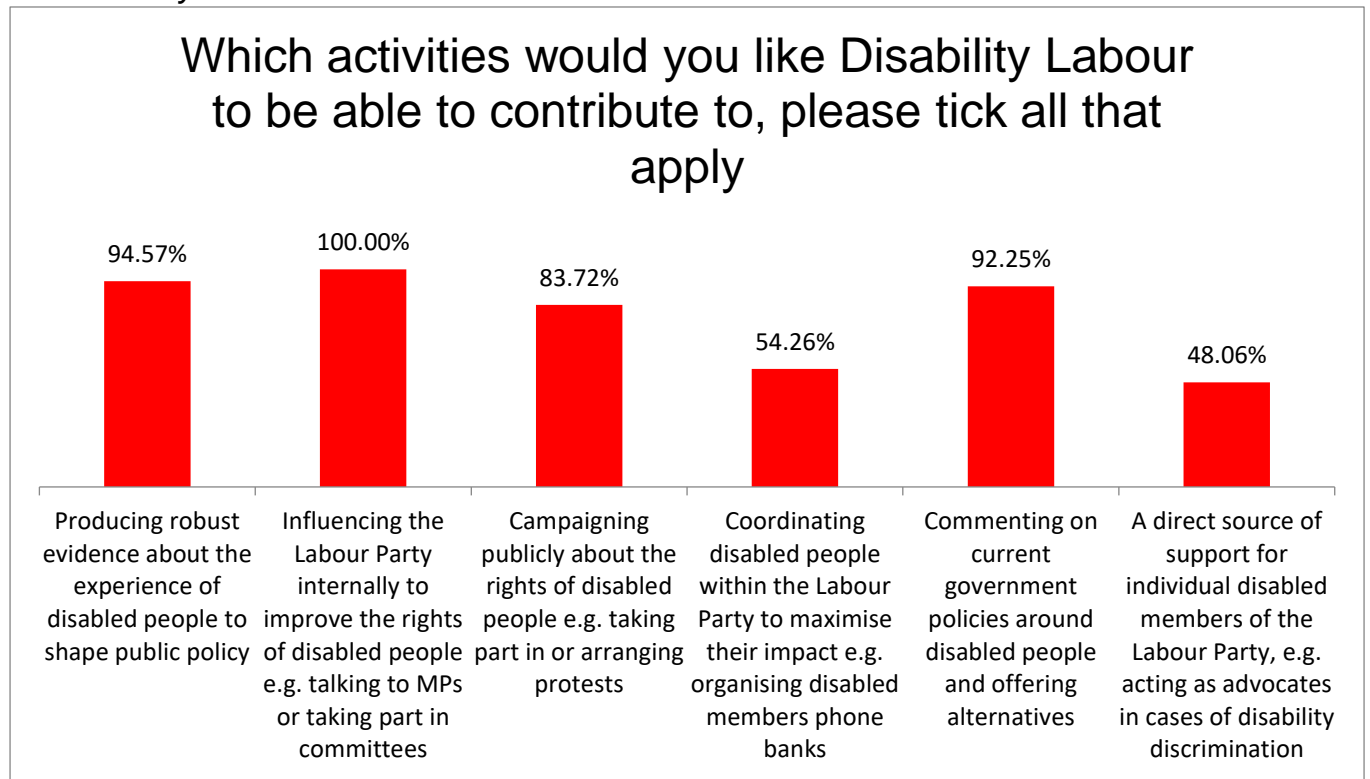
In principle those who can afford to should provide more funds to Disability Labour



All members except those on low or no income, should contribute funds towards Disability Labour



Members have an expansive view of the activities Disability Labour should perform with the exception that there is less interested in providing support to individual disabled members, or working to maximise the impact of disabled people within the Labour Party



Members would like to see Disability Labour spend money on paid staff to support volunteers if practical

