**REPORT ON THE IMPLEMENTATION OF AGM DECISIONS**

Decisions from the 2019 AGM

**A1 (2019) EQUALISING VOTING RIGHTS FOR AFFILIATE MEMBERS**

Proposer: Battersea and Wandsworth TUC

**This decision has been implemented.**

The Articles of Association have been amended in line with the AGM decision.

**A2 (2019) REMOTE PARTICIPATION AT THE 2020 AGM AND NATIONAL CONFERENCE**

Proposer: AIUK Section Board

**Implementation of this decision is in progress and a further report will be presented to the 2021 AGM.**

Meetings with the external provider of the remote participation service were held and a test of the system was conducted at the end of January in preparation for 2020 Annual General Meeting.

The COVID-19 epidemic led to the postponement of the AGM from its scheduled date in June. Hybrid and largely virtual participation options were considered for a scaled-down 2020 AGM but not agreed, due to the need to prioritise the safety of members, staff and suppliers, constitutional constraints and because the Section’s remote participation modelling also presumes a significant presence at a physical location. The 2020 AGM will therefore be radically different, with physical presence limited to minimum required personnel. Member engagement will be facilitated by entirely online and less formal discussion and debate before the event, in addition to the usual ability to vote by proxy.

Whilst little is certain in the context of COVID-19, our current planning assumption is that we will facilitate real-time remote participation for the AGM in 2021.

**A3 (2019) PROMOTING AI RESEARCH TO AI MEMBERS AND THE PUBLIC**

Proposer: Blackheath and Greenwich Group

**This decision has been implemented.**

Prior to the 2019 AGM, new functionality was added to the website, allowing users to sign-up for automatically generated emails providing a link to every new research report that the IS publishes. The research report alerts functionality can be found at [www.amnesty.org.uk/reportalerts](http://www.amnesty.org.uk/reportalerts).

**A4 (2019) COMMUNICATE TO GROUPS ABOUT FACE-TO-FACE AND PRIVATE SITE FUNDRAISING IN THEIR AREAS**

Proposer: Kirklees Group

**This decision has been implemented.**

Systems established to enable the notification of local groups of face-to-face fundraising activity (fundraising method including street, private site and door-to-door) in their area. Amnesty International UK’s internal face-to-face fundraising (street and private site) programme closed down in Q1 2020 due to the financial underperformance.. Our agency-delivered door-to-door programme has been suspended due to coronavirus measures in the UK; with the intention of re-starting in September 2020. Local group notification processes are in place with existing agency agreement and will be negotiated as part of any new agency agreement.

**E1 (2019) TOXIC’ CULTURE AND STAFF WELLBEING CONCERNS AT AMNESTY INTERNATIONAL’S SECRETARIAT**

Proposer: Malcolm Dingwall-Smith

**This decision has been implemented and implementation is ongoing**

At the first AIUK staff and volunteers meeting after the AGM, this decision was noted during feedback on the event.

With respect to the International Secretariat, this decision was overtaken by events. Shortly after the AGM, the International Board and Secretary General announced the need to identify significant savings, with an unavoidable requirement for redundancies to achieve those savings.

In the spirit of this AGM decision, the Section’s Board agreed an additional donation of £250,000 to the international budget, as well as a loan offer of the same amount.

Our understanding is that resources to implement the KonTerra recommendations received significant protection from the budget cuts.

The Konterra report raised a number of questions in relation to wellbeing, and we have taken these very seriously at AIUK. We have implemented a number of actions since the last AGM to ensure that we are appropriately supporting the wellbeing of all of our people at work.

The Konterra report raised 5 questions to support Sections in thinking about how they manage wellbeing.

* WHAT? Strive to establish a culture of care and respect.
* WHO? Attend to the staff wellbeing of all staff, not only staff who engage in field work.
* WHY? Amnesty staff are placed under unusual stressors that necessitate specialized support.
* WHEN? Don’t wait for a crisis to be the impetus to make wellbeing a priority. The time is now.
* HOW? Begin with a needs assessment for your Section office.

This work is ongoing. Below are the actions that have been implemented so far:

* Our new Head of Safeguarding joined AIUK in September 2019. Building on work that has previously been done on safeguarding, over the next two years, we will be implementing policies, procedures and training to ensure that we are safeguarding our people, activists, members and beneficiaries throughout our work.
* As managers have a big role to play in supporting the wellbeing of their people, we have invested in leadership and management training in 2019/2020, and will be continuing development for our people managers on how to build and support their teams.
* We have defined a statement on what wellbeing means to AIUK – being very clear that whilst AIUK has a responsibility to support wellbeing, there is also personal responsibility, and an individual’s wellbeing is impacted by more than work.
* A Wellbeing survey was completed by all staff in March 2020 and the results were positive with over 70% of respondents saying that they had a good work life balance and 66% stating that AIUK cares about its employees and helps employees achieve a good work balance respectively. About half of respondents noted that they had a good wellbeing at work over the last months and had access to support they needed to deal with pressure and stress. We are strengthening the support available to staff with input from our wellbeing group.
* We are planning to do a volunteers survey in 2020, which will also ask questions about wellbeing, so we can ensure that we are also supporting our volunteers appropriately, as their needs could be different from our staff.
* We have also identified Commitments (Consideration, Collaboration, Communication and Change) to guide the behaviours on how our people should work with each other, and these are being reinforced throughout the year through different actions.
* We have invested in mental health awareness training for individuals and managers, and are currently training a cohort of mental health first aiders to support the organisation. We are in the process of building a toolkit of support and guidance specifically for managers, to help them to be able to support their staff and their mental health.

We also have a whole raft of activities that we support (eg. weekly mindfulness sessions, yoga) to support our people to manage their wellbeing. We will be reviewing our offering following the results of the wellbeing survey. We are also reviewing our provision of support services, such as our employee assistance programme, in 2020 to ensure that these are offering a high standard of support and care.

The COVID-19 crisis has brought significant challenges, with staff being required to work remotely. Maintaining staff well-being has been a priority throughout, with an emphasis on maintaining contact and communication between staff, allowing flexibility for those with caring responsibilities and regular monitoring. The wellbeing group is meeting more frequently in order to ensure that we are continuing to monitor and address staff needs during this challenging time.

In addition to wellbeing support, one of the key areas of pressure for staff is workload, which has increased due to the COVID-19 crisis. Whilst developing our next strategic plan to start in 2022, we have identified interim priorities in order to support our people to prioritise their workload in order to manage this workload pressure.

**B3(2019) A DISABLED PEOPLES’ ACTIVIST STRUCTURE**

Proposer: Worcester Local Group

**Implementation of this resolution is in progress and a further report will be provided to the 2021 AGM**

Amnesty UK has scoped, developed and tested a structure for developing new networks. This process describes a 3-4 year program that ensures rights-holder leadership and sustainable development of new structures. It also details staff and resourcing needs over this period, which are relatively substantial against the current capacity within the Community Organising team.

A reorganisation and reprioritisation of the staffing structure and other resources within the Community Organising Team has been carried out in order to ensure we can support the development of this structure as well as other identity-based and single-issue based projects and networks in future, as described in the Impact of Movement strategy.

With the reorganisation complete and new staff entering post in summer 2020, we anticipate that plans for a Disability Rights Network will enter a preparatory phase in the third or fourth quarter of this year.

**B4 (2019) ABUSE OF IMMIGRATION POWERS**

Proposer: Cambridge City Group

**Implementation of this resolution is ongoing**

This resolution does not call for action in the short-term but for greater attention to the abuse of alternatives to detention, in any future policy reviews or consultations. No such work has been conducted to date.

Decisions from the 2018 AGM

**B1 (2018) HOMELESSNESS**

Proposer: Queen’s University Belfast Group

**Implementation of this decision is in progress and a further report will be provided to the 2021 AGM**

During 2018, AIUK staff undertook scooping work for research on housing, engaging with other organisations in the sector and considering the Section’s likely added value. During 2019, discussions were held with the International Secretariat, leading to the exploration of further options.

The exploratory work led to a decision focus research on homelessness amongst older people, given the context of increasing pensioner poverty and, in 2018, a record high in homelessness amongst the 60+ population; a total of 2,520 older people were recorded as living without a home – a 115% increase in eight years.

This focus was selected as it highlights a specific and growing human rights problem, complements the work of other organisations, adds to the volume of Amnesty International’s international knowledge on housing and homeless issue and is expected to be manageable within AIUK and IS resource constraints.

A research plan was agreed, with an initial focus on England and Wales, to test the hypothesis that older people are increasingly vulnerable to homelessness due to the actions and omissions of government and to assess public care systems from a human rights perspective.

Fieldwork, to gather evidence and testimony from those affected by or at risk of homeless, was due to commence as the COVID-19 crisis broke and lockdown measures were introduced. This inevitably meant that the plans had to be put on hold. Our plan is to review the proposal with colleagues from the ESCR team at the IS; given the difficulty of resuming the work, we may change the focus of the research to take a slightly broader focus on the impact of Covid on vulnerable older people – encompassing housing and health.

**C1 (2018) FREEDOM OF RELIGIOUS EXPRESSION**

Proposer: Glasgow Daytime Group

**Implementation of this decision is in progress and a further report will be provided to the 2021 AGM**

As anticipated in the implementation report provided to the 2019 AGM, discussion on the next international strategic plan commenced during the first quarter of 2019. However, the focus in this initial stage was primarily on how we the movement work and achieves influence.

Initial discussion of the priorities for AI’s work, originally scheduled for October was delayed. An outline strategic direction was only received from the International Secretariat at the end of November. AIUK’s response included a call to include freedom of religious expression within the next strategic plan.

In January, AIUK prepared a “proposal for a motion” to the 2020 Global Assembly on this topic. However, we decided not to submit the proposal as it became increasingly clear that the Preparatory Committee (an international committee tasked with helping to prepare the Global Assembly) would not accept the proposal and intended to deal with suggested amendments to the global strategic plan through a process of amendments at the meeting itself.

Due to the COVID-19 crisis, the 2020 Global Assembly was cancelled. The strategy discussions intended for the Global Assembly have been replaced by movement-wide online discussions (called ‘strategy labs’). A strategy lab focussed on the human rights work in the draft strategy is scheduled for September. At the time of writing no materials had been received.

Draft strategy received from the International Secretariat includes both Freedom of Expression and discrimination within suggested areas of concern. In its response, AIUK flagged the issue of freedom of religious expression.

**C2 (2018) The right to live with your spouse or civil partner**

Proposer: Glasgow Daytime Group

**Implementation of this resolution is in progress and a further report will be provided to the 2021 AGM**

Our work to address this particular resolution has been focused on the Immigration and Social Security Co-ordination (EU Withdrawal) Bill. In the 2017-2019 session of Parliament, we briefed in relation to an amendment to a Government Bill of that name and assisted parliamentarians and campaigners in relation to drafting a suitable amendment to be brought back in response to Ministers’ objections to the amendment that was debated in Committee. The Bill ultimately fell with the dissolution of Parliament for the general election. In the current (2019-2021) session, we have again briefed to an amendment tabled to a Government Bill of the same name. This Bill is expected to complete its passage through Parliament; and we shall see if there are further opportunities to support amendments and debates on this issue. Alongside this, we have drafted and offered amendments (some of which were tabled) to provide greater security for family migration to the UK; and we will similarly seek to support any greater focus through this Bill on respect for family life in the immigration system. Nonetheless, our focus is restricted in two ways. There are significant barriers to this work caused by the narrow scope of this Bill and the need to address its extraordinarily wide powers for Government to amend primary legislation concerning the immigration system. We also have prior campaigning and advocacy commitments in respect of refugee family reunion, children’s citizenship rights and immigration detention that similarly demand attention in the context of this Bill, quite apart from some of the more systemic issues concerning the purpose and principles to which the immigration system does or should adhere.

**C3 (2018) DISCRIMINATION BASED UPON CASTE USING THE EQUALITY ACT**

Proposer: Lancaster University Amnesty International Society

**Implementation of this resolution is ongoing and a further report will be provided to the 2021 AGM**

On the final day of parliament in July 2018, the Government Equalities Office published the results of the six-month public consultation (March 2017 and finished in September 2017) on Caste in Great Britain and Equality Law, determining whether ‘caste’ should be included in the Equality Act 2010.

After over 16,000 responses - well above the average - the government have concluded that ‘caste’ is already covered under ‘ethnic origins’ and that including the term in legislation is both unnecessary and divisive.

In all, 8,513 respondents favoured relying on case law, 2,885 were in favour of legislation and 3,588 rejected both options; 1,113 respondents did not know or were not sure which option would be most appropriate.

We are considering whether a review allhate crime law (in response to the Stella Creasy debate on recognising misogyny as a hate crime on 6 September) would present another opportunity to lobby for Caste to be included in the Equality Act. The public consultation element of this review is anticipated in 2020 but at the time of writing this had yet to be launched.

In March 2020, AIUK co-signed a letter to MPs on Lords to support the inclusion of caste in the Equalities Act. This was an initiative of the Dalit Support Network, with whom we remain in contact.

Decisions from the 2017 AGM

**B3 (2017) THE FREEDOM OF THE AHMADIYYA "TO MANIFEST THEIR RELIGION IN TEACHING, PRACTICE, WORSHIP AND OBSERVANCE"**

Proposer: Glasgow Daytime Group

**This decision has been implemented and implementation is ongoing**

This work was led by the Country Coordinator team for South Asia.

At the 2018 AGM, we noted that the new Country Co-ordinator had produced a blog on the issue to raise awareness and that we expected work on the Ahmadiyya to be a priority for 2018 for the south-Asia team and the Pakistan Coordinator.

Letters were sent AIUK’s Director to key UK politicians. Co-ordinating with staff, the Country Coordinator developed and carried out a plan that included contact with advocacy targets, members of the diaspora and others.

A conference was held with members of the Ahmadiyya community, hosted by Amnesty UK and organised by the South Asia Country Coordinator team. Speakers included MPs, the regional Amnesty International researcher for Pakistan, Faith Matters and others.

The South Asia team are keen to continue this partnership and stream of work going forward, but this is within the scope of general Country Coordinator work.

**C3 (2017) AIUK EVENTS**

Proposer: AIUK Board

**Implementation of this decision is in progress and a further report will be provided to the 2021 AGM**

We have – since the AGM 2019 – slightly reorganised the focus of the Events and Artist Relations Team and appointed a full time Events Producer with responsibility for developing and implementing an activist-led events programme. The context for this work is the implementation of the Impact of Movement strategy and the centrepiece and initial focus will be the evolution of the AGM / National Conference into an annual ‘festival of human rights’.

The full programme will support the development of all activist-led events (Student Conferences, Regional Conferences, Youth Conferences, Prides etc) into a more connected and coherent programme focussed on supporting implementation of IoM strategy.

The development and implementation of plans has inevitably been impacted by the COVID-19 crisis. All events with a physical attendance have been cancelled or postponed and both staff teams and activists have been experimenting with virtual events.

**A4 (2016) REVIEW OF AMNESTY INTERNATIONAL'S INTERNATIONAL POLICY ON ACCESS TO ABORTION SERVICES**

Proposer: AIUK Board

**Implementation of this decision is ongoing and a further report will be provided to the 2021 AGM**

This decision endorsed the Board’s approach of engaging with the international movement to secure a review of the movement’s policy on abortion. The Board subsequently engaged with other Sections to secure a decision at the 2017 International Council Meeting that required a policy review to extend Amnesty’s support for access to abortion beyond the prevailing limited circumstances. The International Secretariat has since undertaken that review but completion of a final policy has been delayed as relevant teams at the IS have had to prioritise other issues. At the time of writing we understand that the final policy is slated for completion in the second half of 2020.