



**NATIONAL  
CONFERENCE  
AND AGM 2015  
CONFERENCE  
PAPERS**

Amnesty International



# NATIONAL CONFERENCE AND AGM 2015 CONFERENCE PAPERS

## Contents

### SECTION 1: PROGRAMME DETAILS

A message from the AGM chair .....	5
Venue and travel information .....	6
Conference programme .....	11
Useful meetings .....	13
Speakers and main sessions .....	14
Workshops, Evening social .....	16
Exhibition and Action Centre, Amnesty Shop, Stalls .....	17
Tips for new delegates .....	17
Elections at the AGM .....	18
Activist code of conduct and Appendices .....	19

### SECTION 2: AGM BUSINESS

Standing Orders Committee report .....	29
Standing Orders .....	29
Draft minutes from the 2014 National Conference & AGM .....	33
AGM decisions implementation report .....	42
Nominations Committee annual report 2015 .....	46
Governance Taskforce report .....	47
Governance Taskforce recommendations .....	48
Standing Orders Committee guide to Working Parties .....	50
2015 AGM resolutions* .....	52
Treasurer's resolutions .....	53
Treasurer's report to the 2015 AGM** .....	65
Glossary .....	70

### SECTION 3: INTERNATIONAL MOVEMENT

How does our governance work? .....	73
Strategic goals: Version 2 .....	75
Strategic goals: Taking injustice personally .....	77
Strategic goals: Phase 2 consultation .....	86

### SECTION 4: FORMS

Your questions (Keynote panel, Treasurer's report, Board Q&A) .....	97
Nominations forms (for Committees and 2016 AGM Conference chair) .....	103

#### \*NOTE: SATURDAY ONLY DELEGATES

Delegates attending only one day of the AGM (Saturday 18 April) will not be present for the final debate and voting on AGM resolutions on Sunday 19 April.

If you wish to vote on the resolutions on Sunday, please complete a proxy form, and send it in by **12.30pm on Thursday 16 April 2015**.

See [www.amnesty.org.uk/agm](http://www.amnesty.org.uk/agm) or call **020 7033 1777**

#### \*\*NOTE ON FINANCE REPORTS:

See page 65 for information about the way financial information is presented this year.



# NATIONAL CONFERENCE AND AGM 2015

## SECTION 1: PROGRAMME DETAILS

---

### Contents

A message from the AGM chair .....	5
Venue and travel information .....	6
Conference programme .....	11
Useful meetings .....	13
Speakers and main sessions .....	14
Workshops, Evening social .....	16
Exhibition and Action Centre, Amnesty Shop, Stalls .....	17
Tips for new delegates .....	17
Elections at the AGM .....	18
Activist code of conduct and Appendices .....	19



# A MESSAGE FROM THE AGM CHAIR

Dear Friend

The countdown for this year's AGM has begun, and soon we will be catching up with friends, making new ones, and debating the issues important to all of us. As always, we have plenty to get through this year, so don't sit back, don't relax, get stuck in to what promises to be a busy, passionate and inspiring weekend.

As always, a highlight of the weekend will be our Saturday evening keynote. This year we're doing things a bit differently and hosting a panel discussion on the forthcoming general election and the implications for the UK Human Rights Act. With the election taking place just weeks after our conference, this should be a timely and fascinating discussion. We'll also be focusing on our Stop Torture campaign, highlighted recently by the flogging of Saudi journalist Raif Badawi. I hope you find the time to take part in campaign actions and feel inspired by the work we're doing across the UK on these important campaigns.

On Saturday we have a wide variety of workshops for you to choose from. You will have the opportunity to learn more about our priority campaigns, how to lobby more effectively prior to, and after, the general election, and there will be an opportunity to give your views on what should be the focus of Amnesty's next global campaigns. There will also be a special workshop on the UN convention on the rights of the child and how we can make more young people aware of the convention and the protection it gives them. Make sure you don't miss out on the workshop you want to attend by signing up at reception when you arrive.

Following the workshops will be our Working Parties. If this is your first AGM, I highly recommend the new delegates meeting: 'Getting to know your way around the AGM' where you'll be warmly greeted by two fellow members. I hope you have a terrific first conference.

I would like to draw your attention to Section 4 of these papers. If you would like to submit a question in advance to any of our boards/individuals, please fill them in and get them to us by the deadline.

Finally, a huge thank you for finding the time to take part in this conference. This is your opportunity to help keep Amnesty on course, and keep human rights at the heart of everything we do.

I look forward to meeting you in Coventry.

Vie Compton  
2015 AGM Chair



## **About Vie Compton**

Vie has been a member of Amnesty since he was 14, having first got involved with his school group. He led the group at his school, college and university, paying particular attention to the Guantánamo Bay campaign. Vie is currently at the University of Westminster studying Politics and International Relations.

Vie would like to thank Sam Nicholls, who first nurtured his awareness of human rights abuses and injustice around the world.

# VENUE AND TRAVEL INFORMATION

This section contains important and useful information about the National Conference, The University of Warwick and its facilities, travelling to the University, location maps, arrival and departure procedures and useful contact details.

A copy of these details can also be found online at: [www.amnestyagm-blueprint.com](http://www.amnestyagm-blueprint.com)

## Disclaimer:

*Amnesty International, its agencies and The University of Warwick make every effort to ensure that the information contained in this document is accurate and complete at the time of going to press. However, some information may change for which AIUK, its agencies and The University of Warwick cannot be held responsible.*

## Contact details

For general enquiries please contact the Conference Team on:  
Telephone: 020 8875 8652  
Email: [amnesty@blueprintpartners.com](mailto:amnesty@blueprintpartners.com)

## Location

The National Conference and AGM is being held this year at The University of Warwick:

The University of Warwick  
Coventry  
CV4 7AL  
Tel: 024 7652 8910  
[www.warwick.ac.uk](http://www.warwick.ac.uk)

## Travel and Directions

Coventry and the University of Warwick is well-served by national rail, coach and motorway links as well as an international airport. You are advised to book travel to the area as early as possible in order to obtain the best deal possible.

Please see below for details to help you plan and book your travel to the conference.

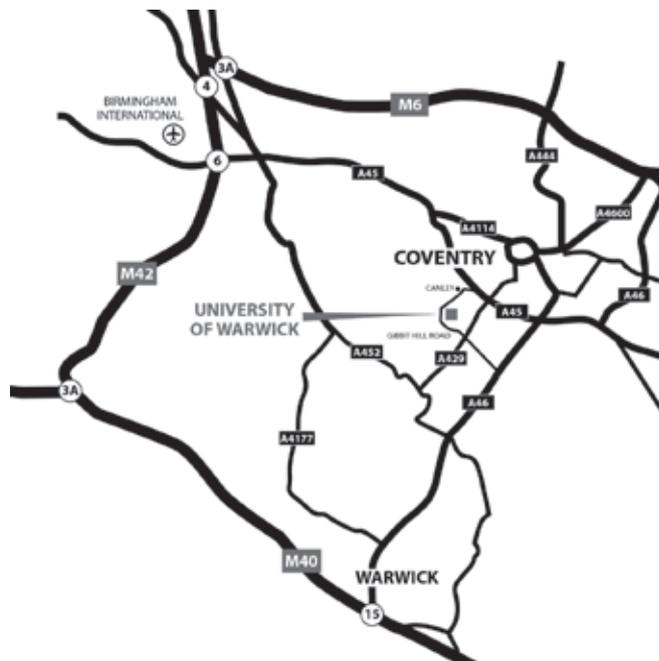
Please also see the travel pages of the University of Warwick website for maps, directions and local travel information:  
[www2.warwick.ac.uk/about/visiting](http://www2.warwick.ac.uk/about/visiting)

If you have special transport needs (eg. If you have mobility restrictions or are visually impaired) please contact the conference organiser on 020 8875 8652 by Wednesday 8 April 2015.

### TRAVELLING BY CAR

#### From the South – M40

- Exit at Junction 15, signposted to Coventry
- Stay on the A46 for 8 miles until the exit signposted Warwick and Stoneleigh
- Turn left and follow signs for the University
- Take 2nd exit from mini roundabout signed University
- Continue straight over crossroads/traffic lights onto Gibbett Hill Road
- Continue straight over the next roundabout



- Take 3rd exit at the next roundabout on to University Road following signs for main campus and look out for the blue car park signs for car parks 7, 8 and 15.

#### M1, M45

- Exit at Junction 17 and follow M45 (which becomes A45)
- At large traffic controlled roundabout, go straight over following the A45 Birmingham
- At next exit follow signs to A46 Warwick
- Turn left onto A46, after 1 mile take exit signed University
- Turn right at top of sliproad, back over A46
- Take 2nd exit from roundabout signed University
- Continue straight over crossroads/traffic lights onto Gibbett Hill Road
- Continue straight over the next roundabout
- Take 3rd exit at the next roundabout on to University Road following signs for main campus and look out for the blue car park signs for car parks 7, 8 and 15.

#### From the North – M1, M69

- Exit at Junction 21
- Follow signs for M69 - Coventry and Birmingham
- Ignore 1st sign for Coventry, follow M69 which turns into A46 (signed Warwick/Stratford)
- Take left at the 1st roundabout
- Continue straight over at the 2nd roundabout
- Turn right at the 3rd (traffic light controlled) roundabout onto A45 Birmingham
- At next exit follow signs to A46 Warwick
- Turn left on to A46
- After 1 mile, take exit signed University
- Turn right at top of sliproad, back over A46
- Take 2nd exit from roundabout signed University
- Continue straight over crossroads/traffic lights onto Gibbett Hill Road
- Continue straight over the next roundabout
- Take 3rd exit at the next roundabout on to University Road following signs for main campus and look out for the blue car park signs for car parks 7, 8 and 15.

#### From the North West – M6

- Exit at Junction 4a (M42, NEC, Birmingham Airport)
- Take M42 south

- Exit at 1st junction (junction 6) signposted A45
- Turn left at roundabout taking A45 Coventry (M1 London)
- Stay on A45 for approximately 8 miles, passing through several traffic light intersections
- At 1st roundabout (by Police Station & Fire Station) turn right
- At next roundabout (signed to University and Cannon Park) take 2nd exit (straight on)
- Turn right at next roundabout signed to The University of Warwick
- Turn left at next roundabout and then left again (on to University Road) at the next
- Follow this around past the Arts Centre Take following signs for main campus and look out for the blue car park signs for car parks 7, 8 and 15.

**Directions:**

<http://www2.warwick.ac.uk/about/visiting/directions/car/>

**RAC route planner:**

[www.rac.co.uk/route-planner](http://www.rac.co.uk/route-planner)

**AA route planner:**

[www.theaa.com/route-planner/classic/planner\\_main.jsp](http://www.theaa.com/route-planner/classic/planner_main.jsp)

**CAR PARKING ON CAMPUS**

Car parking for Amnesty delegates is free during the conference.

Conference delegates are invited to park in car parks 7, 8, 8a and 15 on campus however you will need to collect display a parking permit. Please contact the event team and a parking permit can be emailed to you to print off and display in your vehicle.

If you have booked accommodation with us, car parking is also available at each campus residence but you will first need to register with the Conference team in the Arts Centre Foyer where you will be advised your campus residence location.

Parking is available on a first come, first served basis.

Parking on the campus is at your own risk. Please do not leave any valuables/items in your vehicle. Amnesty International UK, the conference organisers or The University of Warwick cannot be held responsible for any damage or theft from vehicles parked on the university campus.

A luggage store is available in the Arts Centre if access to bedrooms is not available upon arrival.

**TRAVELLING TO THE UNIVERSITY OF WARWICK BY TRAIN**

Coventry Intercity station is the nearest railway station and only four miles from the University.

**National Rail**

Information and timetables for all national and regional train companies.

Website: [www.nationalrail.co.uk](http://www.nationalrail.co.uk)

Enquiries: 08457 48 49 50

Textphone: 0845 60 50 600

**The Trainline**

On-line ticket booking service for all national and regional train companies.

Website: [www.thetrainline.com](http://www.thetrainline.com)

Queries: 0871 244 1545, 7 days per week, from 8am until 10pm

**TRAVELLING TO THE UNIVERSITY OF WARWICK BY COACH**

National Express provides coach transport to Pool Meadow coach station in Coventry.

**National Express**

Website: [www.nationalexpress.co.uk](http://www.nationalexpress.co.uk)

Ticket sales: 08717 81 81 81

Lines open: Daily: 08:00 – 20:00

Disabled persons travel helpline: 08717 81 81 79

Textphone: 0121 455 0086

**TRANSFERRING TO/FROM THE UNIVERSITY OF WARWICK****Amnesty shuttle service**

AIUK will operate a shuttle service from Coventry train station and the Pool Meadow coach station to the University at the following times:

**Saturday 18 April – From Coventry train station and Pool Meadow coach station to The University of Warwick**

First shuttle bus: 08:30 and then approximately every 20 minutes until last shuttle bus: 13:00

**Sunday 19 April – From The University of Warwick to Coventry train station and Pool Meadow coach station.**

Departure time 1: 16:30

Departure time 2: 17:00

*\*Shuttle times are provisional and subject to change. If you arrive outside of the shuttle service times please take a taxi to the University; see next page for taxi companies and approximate cost.*

**LOCAL TRAVEL TO/FROM THE UNIVERSITY OF WARWICK****BUS SERVICES**

Travel West Midlands operate local bus services from Pool Meadow coach station passing Coventry rail station (on Warwick Road) to the Campus.

**Port meadow coach station**

Bus number: 12

**Coventry train station**

Bus number: 12 from Warwick Road Bus Stop

When you pass through the ticket barrier at Coventry Station please take your first left following a footpath to the bus stop on the bridge of Warwick Road.

Buses leave this bus stop frequently for the University and the journey time is approximately 20 minutes.

The number 12 bus travels through central campus.

Once on central campus get off at the third stop and the Arts Centre is across the road and to your right, next to Senate House.

For more information go to: [www.travelwm.co.uk](http://www.travelwm.co.uk)

**TAXIS**

The taxi fare is approximately £10.00 from either the railway or coach station to the University. Taxi ranks can be found outside Coventry train station and at The University of Warwick (see campus map). Alternatively, please find below numbers for local taxi firms.

## VENUE AND TRAVEL INFORMATION

City Cabs: 024 7622 2222  
Trinity Street Taxis: 024 7663 1631  
Central Taxis Coventry Ltd: 024 7622 2777  
Connect Taxis: 024 7652 0052

### TRAVELLING TO THE UNIVERSITY OF WARWICK BY AIR

AIUK will not be operating a shuttle service to / from any airports. Please either make your own way to The University of Warwick or travel to Coventry train station or Pool Meadow coach station for the AIUK shuttle service. See above for details.

#### Birmingham International airport

The airport is approximately 30 minutes by taxi (approx. £20.00 taxi fare).

Information on airport facilities, airlines and more details on travel to/from the airport.

Website: [www.bhx.co.uk](http://www.bhx.co.uk)

#### Train service

A frequent train service runs to Coventry train station from Birmingham International station, adjacent to the airport. These depart approximately every 10 minutes and the journey takes approximately 10 minutes.

Website: [www.virgintrains.co.uk](http://www.virgintrains.co.uk)

### Arrival procedure

Upon arrival, please report to the AIUK National Conference Registration Desk in the Arts Centre Foyer. When registering you will receive your conference pack containing your name badge, voting cards, conference papers and your accommodation details (if applicable).

#### Saturday 18 April

Registration on Saturday 18 April is open from 9am until 11pm in the Arts Centre Foyer.

#### Sunday 19 April

On Sunday 19 April, the registration and information desk is open from 7am – 5pm in the Arts Centre Foyer.

### Accommodation

Delegate accommodation is on campus in either the Arden, Radcliffe or Scarman accommodation blocks.

If you have booked a resident package, you will be advised of your campus residence when you arrive for registration at the University.

All room keys will be available for collection from 3pm – 11pm on the day of arrival from the reception desk in each campus residence. **If you are arriving after this time please contact the event team on 0208 875 8652.** Please note, you must register for the conference **BEFORE** collecting room keys.

Room keys must be handed back to the same reception desk in the campus residence by no later than 9am on the check-out day.

All bedrooms are supplied with free Wi-Fi internet access (via a network point), tea and coffee making facilities, TV, alarm clock, iron and ironing board, a hairdryer and are fully equipped with towels and toiletries.

### Departure procedure

#### Sunday 19 April

Please ensure that your room is cleared of all personal belongings by 9am on Sunday 19 April.

Luggage can be stored at the left luggage area in the Arts Centre Foyer. You will be given a ticket for each item of luggage, to be redeemed when claiming your items upon departure.

### Useful contact details

#### Conference enquiries

Telephone: 020 8875 8652

Warwick University: 024 7652 8910

#### Emergencies

Within Conference Hours –

Telephone: 024 7652 2222

Outside of Conference Hours (24hr) – 024 7652 2222

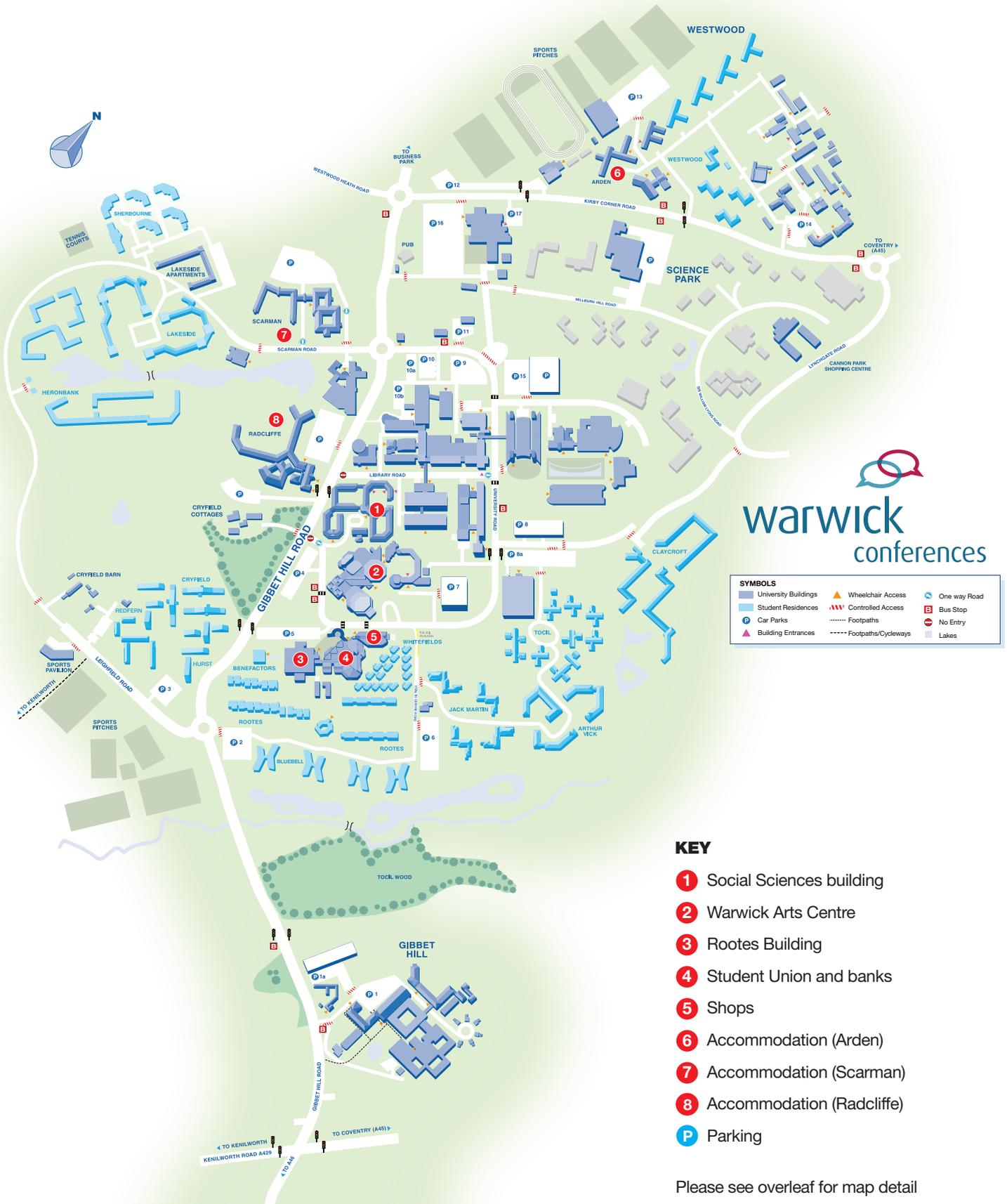
Conference team: 020 8875 8652

or Warwick Security: 024 7652 2222

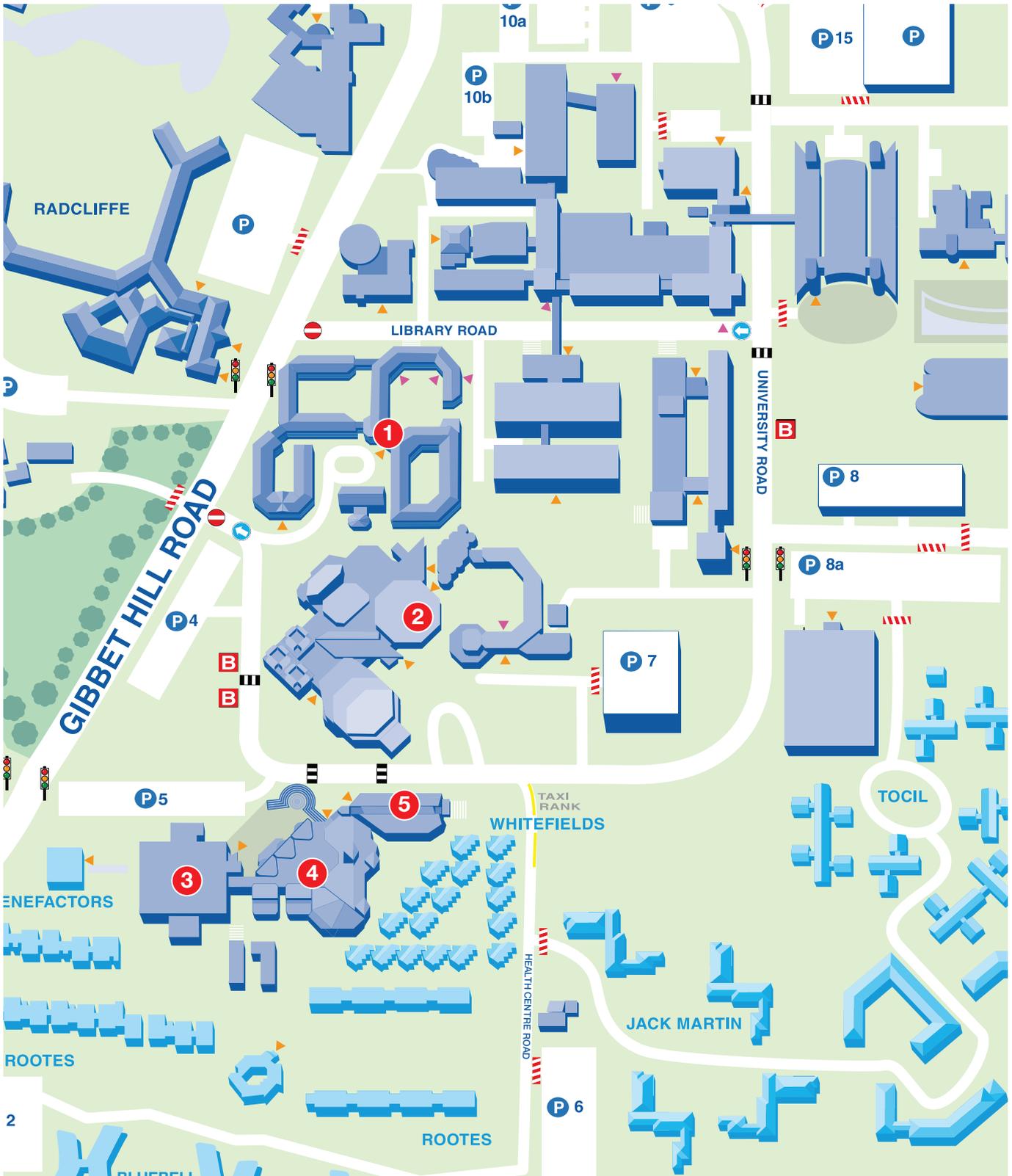
### Location of facilities

ACTIVITY	ROOM	BUILDING	MAP KEY
AIUK AGM & Plenary Sessions	Arts Centre Theatre	Warwick Arts Centre	2
AIUK Registration Desk (Saturday 9am – 11pm & Sunday 7am – 5pm)	Arts Centre Foyer	Warwick Arts Centre, Ground Floor	2
Exhibitions & Refreshments	Mead Gallery Arts Centre Theatre Foyer	Warwick Arts Centre	2
AIUK Shop	Mead Gallery	Warwick Arts Centre	2
AIUK Workshops & Meetings	Various	Warwick Arts Centre & Social Science building	1, 2
Amenities: cafes	Arts Centre Café Bar Costa Coffee	Warwick Arts Centre, Rootes Building, Ground Floor	2 3
Amenities: shop	Rootes Grocery Store	University Road, next to the Student Union	5
Amenities: cash points	Barclays & Santander	Student Union Building, University Road	4
Entertainment Saturday evening	Butterworth Hall	Warwick Arts Centre	2
Breakfast ( <i>resident delegates only</i> ) 7am - 9.30am	Restaurant	Arden, Scarman or Radcliffe Conference buildings	6, 7, 8
Lunch	Mead Gallery Arts Centre Theatre Foyer	Warwick Arts Centre	2
Dinner	Rootes Restaurant	Rootes Building, First Floor	3

# Location of facilities



Location of facilities



**KEY**

- |                                   |                                  |
|-----------------------------------|----------------------------------|
| <b>1</b> Social Sciences building | <b>4</b> Student Union and banks |
| <b>2</b> Warwick Arts Centre      | <b>5</b> Shops                   |
| <b>3</b> Rootes Building          | <b>P</b> Parking                 |

# PROGRAMME

Please note that conference rooms and timings may be subject to change, please check at registration for any updates

## Pre-conference meetings

### FRIDAY 17 APRIL

Time	Session	Location
13.00 - 18.00	AIUK Shops Forum	Social Sciences 0.09
13.00 - 18.00	Regional Representatives Committee Meeting	Social Sciences 0.28
15.00 - 19.00	Student Action Network committee meeting (STAN)	Ensemble Room
18.00 - 19.30	Board Meeting	National Grid Room

### SATURDAY 18 APRIL

Time	Session	Location
9.00 - 13.00	AIUK Shops Forum	Social Sciences 0.09
10.30 - 12.00	Country Coordinators Steering Committee Meeting	Social Sciences 0.21
11.00 -12.30	Youth Delegates Meeting	Social Sciences 0.10
11.30 - 12.15	<b>Getting to know your way around the AGM</b> - Eilidh Douglas and Susan Mew	Arts Centre Studio
11.30 - 12.45	Trade Union Network Committee Meeting	Social Sciences 0.20

## Main conference

### SATURDAY 18 APRIL

Time	Session	Location
10.00 - 21.00	<b>Registration</b>	Arts Centre Foyer
10.30 - 20.00	<b>Open: Action Centre, Exhibition &amp; Amnesty Shop</b>	Arts Centre Gallery
10.30 - 11.30	<i>Standing Orders Committee available for pre-conference consultation on resolutions</i>	Arts Centre Foyer
12.00 - 12.45	<b>Lunch</b>	Arts Centre Gallery
12.45 - 13.00	<b>Conference opening - Vie Compton, AGM Chair</b> The official opening to be marked by lighting of the Amnesty candle by Mohammed Saqer al-Zaabi	Arts Centre Theatre
13.00 - 13.20	<b>The AIUK Section Report - Sarah O'Grady, Chair of the Board</b> Sarah will update the conference and review AIUK's work for the period of 2014 – 2015	Arts Centre Theatre
13.20 - 13.40	<b>Director's report - Kate Allen, Director AIUK</b> Following the board review, Kate Allen will discuss the work AIUK has engaged in during the past year	
13.40 - 14.00	<b>AGM Business - Vie Compton, AGM Chair</b> In this session, the conference Chair will ask for: the adoption of the Standing Orders, 2014 AGM minutes, the 2014 AGM decisions implementation report and acceptance of any emergency resolutions. Followed by the acceptance of the Nominations Committee Report, the nomination and election of tellers and call for nominations for AGM roles in 2016	
14.00 - 14.05	<b>Explanation of Working Parties Process – Alex Pool, Standing Orders Committee Chair</b>	
14.05 - 15.30	<b>Workshops (choose one of the following to attend):</b> 1. Stop Torture - Where are we now? 2. My Body, My Rights 3. Join the fight for our rights - how to lobby on the Human Rights Act 4. Individuals at risk: how to campaign effectively 5. Growing for impact 6. Shaping Amnesty International's global priorities for 2016-2019 7. The UN Convention on the Rights of the Child - Making it a reality 8. IS Global Campaigns 2016-2018: Have your say.	Arts Centre Studio Arts Centre Wood-Scawen Social Science 0.21 Social Science 0.20 Social Science 0.18 Social Science 0.19 Social Science 0.13 Social Science 0.11

**SATURDAY 18 APRIL CONT.**

Time	Session	Location
15.30 - 16.10	<b>Tea and coffee break</b> While taking a break, why not visit the Exhibition, Action Centre & Amnesty Shop	Arts Centre Gallery
16.15 - 18.15	<b>Working Parties: consideration of proposed resolutions</b> Working Party A Working party B Working Party C	Arts Centre Studio Art Centre Theatre Arts Centre Wood-Scawen
18.15 - 19.55	<b>Dinner</b>	Rootes Building
20.00 - 21.00	<b>Why our rights matter - campaign to protect the Human Rights Act</b> The Panel will discuss the impending general election, what this means for the Human Rights Act and more importantly, what it means for you. <b>Speakers include:</b> Jules Carey - Human rights lawyer and partner at Bindmans LLP Professor Francesca Klug OBE - Professorial research fellow at LSE Centre for the Study of Human Rights Ceri Smith- Senior campaigns officer at Age UK Lily Caprani - Strategy and policy director at the Children's Society	Arts Centre Theatre
21.05 - 22.00	<b>Marsh awards and the Awards for Outstanding Activism</b> AIUK's Dan Jones will announce the winners	Arts Centre Theatre
22.00 - 00.00	<b>Saturday evening Social</b> End day one on a high with our evening's entertainment	Butterworth Hall
00.00	<b>CLOSE</b>	

**SUNDAY 19 APRIL**

Time	Session	Location
9.00 - 11.00	<b>Registration</b>	Arts Centre Foyer
7.00 - 8.45	Breakfast at accommodations and room check-out	Various accommodations
8.45 - 8.50	<b>Welcome back and housekeeping</b> Vie Compton, AGM Chair	Arts Centre Theatre
8.50 - 9.10	<b>Treasurer's Report</b> – Richard Cryer, Treasurer Adoption of audited accounts and appointment of auditors	
9.10 - 9.30	<b>Activism Sub-Committee Report</b> Hannah Perry, Activism Sub-Committee Chair Hannah will update on the activism Sub-Committee and its work	
9.30 - 10.00	<b>Election of candidates</b> – John Pestle, Returning Officer Presentations by and election of 2016 AGM roles	
10.00 - 10.30	<b>AIUK Board Q&amp;A</b> Your opportunity to ask the Board questions and for the Board to update on their work	
10.30 - 11.00	<b>Tea and coffee break</b> While taking a break, why not visit the exhibition, Action Centre & Amnesty Shop	
11.00 - 13.00	<b>Resolutions from Working Parties – session 1</b> Hear the resolutions from the Saturday Working Parties and any proposed amendments	Arts Centre Theatre
13.00 - 14.15	<b>Lunch</b> While having lunch, why not visit the Exhibition, Action Centre & Amnesty Shop	Arts Centre Gallery
13.00 - 13.15	<i>Youth Round-up</i>	Arts Centre Gallery
14.15 - 15.45	<b>Resolutions from Working Parties – session 2</b>	Arts Centre Theatre
15.45 - 15.50	<b>Campaign Round-up</b> A round up of all the AGM campaigns 2014-2015	
15.50 - 16.00	<b>Announcement of election results – John Pestle, Returning Officer</b>	
16.00 - 16.10	<b>Closing remarks and votes of thanks – Vie Compton, AGM Chair</b>	
<b>CONFERENCE CLOSE</b>		

# USEFUL MEETINGS

## Standing Orders Committee available for consultation

Saturday 10.30 - 11.30am

Do you have any queries about your proposed resolution? Do you need clarification about the order of debate? Have you got any queries about Standing Orders? If you have anything that you would like to discuss relating to any aspect of AGM business, feel free to come and chat to the Standing Orders Committee who will be happy to help you.

If you'd like to get in touch before the AGM, please email alexpool00@hotmail.com

## Get to know your way around the AGM

Saturday 11.30 - 12.15

Are you new to the world of Amnesty? Is this your first time at the national conference? If so come along to this session, run by activists for activists, to find out a bit more about Amnesty's work and how you can get the most out of the conference.

## Who is on the Standing Orders Committee?



### Alex Pool (Chair)

Alex has been involved with Amnesty since he was 13, attending his first AGM when he was 14, and has chaired the last three AGMs and EGM. He has chaired both his school youth group and university student group, as well as previously sitting on the Active Members Sub-Committee for five years. Alex is currently studying for a PhD in cancer research at Bart's Cancer Institute in London.

Alex says; "Amnesty gives me the chance to campaign and stand up for what I believe in, a world where humans are treated equally, no matter their gender, background, race, or sexual identity. I hope you all have a fantastic AGM, helping set the direction our movement takes."



### Paul Cooney

Paul has been an active member of AIUK for over 20 years. He is an active trade unionist and represents West Yorkshire Trades Councils on the executive committee of the Yorks & Humber TUC. He is also secretary of Huddersfield Keep Our NHS Public and has recently retired from his job in the NHS.

He says 'although I'm involved actively in a number of organisations, none gives me the personal satisfaction that volunteering for Amnesty International does. Knowing that you are a part of a global community working together to defend and uphold human rights around the world is one of the real feel-good motivations of life. I look forward to meeting up with many old and new friends in Coventry.



### Arthur Davis

Arthur has held a number of different roles within Amnesty, holding governance positions including on the AMSC, and working with country co-ordinators, and the Canterbury local group. Arthur started campaigning with his school group aged 11, and joined the Youth Advisory Group in 2009. Originally from Folkestone, Arthur is now studying Social & Political Sciences at UCL. He has a particular interest in sex and gender rights and migrant rights.

He says: "The SOC plays a very important role in the AGM, and that is to make sure proceedings take place with the greatest possible clarity, ease and fairness. By facilitating structured debate, advising on the rules of conference and ensuring resolutions submitted to conference are appropriate, the SOC makes AGM business more accessible, more efficient and more democratic. I am this year's fresh face on the committee and am extremely lucky and grateful to be joined by AGM veterans, Alex and Paul. I look forward to seeing everyone in Warwick."

# SPEAKERS AND MAIN SESSIONS

## Amnesty International UK Section Report

Saturday 1.00 - 1.20pm



### **Sarah O'Grady, Chair Amnesty International UK**

An Amnesty member for nearly 25 years, Sarah was elected to the Board in 2010, serving as Vice Chair May - September 2013 and is currently Chair. She has been a Trustee of the AIUK Charitable Trust since 2011 and was a member of the Active Members Sub-Committee 2008 - 2013, chairing it from 2011-2013. Sarah led the AIUK Delegation to the ICM in August 2013 and is a member of the Governance Task Force. Committed to activism, Sarah has been a member of the Stratford upon Avon Group for nearly 25 years.

Sarah is a commercial solicitor and accredited mediator with a range of skills and experience acquired in both private practice and the public sector, with a strong interest in governance and environmental matters.

## Director's Report

Saturday 1.20 - 1.40pm



### **Kate Allen, Director, Amnesty International UK**

Kate took up her post as Director of Amnesty International UK in early 2000. AIUK is the largest section within the Amnesty International movement, with more than 476,000 engaged members, supporters and activists. It has an annual turnover of £26 million. AIUK's major current campaigns are Stop Torture, My Body My Rights, Individuals at Risk and Crisis Response. Kate is a member of the Secretary General's Global Management Team.

Before joining Amnesty International Kate was Deputy Chief Executive at the Refugee Council from 1995 to January 2000, where she was responsible for its policy and operational work and headed the UK emergency evacuation programmes for Bosnia and Kosovo.

## Amnesty International UK Treasurer's Report

Sunday 8.50 - 9.10am



### **Richard Cryer, Treasurer, Amnesty International UK**

Richard Cryer was co-opted as Treasurer in May 2014. Previously, Richard was director of finance at the University of London between 2006 and his retirement at the end of 2012. He is treasurer and a trustee of Hereford learning disabilities charity Aspire Living and a member of the finance committee of national learning disability charity Mencap. He is also a non-executive director of Gloucestershire Care Services NHS Trust and a member of the audit committee of the Institution of Civil Engineers.

## ASC Report

Sunday 9.10 - 9.30am



### **Hannah Perry, Activism Subcommittee chair and board representative**

Hannah first became an active Amnesty member at university where she chaired the Cambridge University Amnesty group. She served on the Student Action Network Committee in 2010-11 and was elected to the Board in 2011.

She designs and manages research projects for FreshMinds, a data and insight agency specialising in education, health and third sector projects. She is also a trustee of Young Philanthropy and a part-time MSc Business student at Birkbeck, University of London.

## KEYNOTE PANEL

Saturday 8.00 - 9.00pm

### Why our rights matter – campaign to protect the Human Rights Act

#### **Jules Carey, Human Rights lawyer and Partner at Bindmans LLP**

Jules is a human rights lawyer who specialises in actions against the police. Since 1996, when he qualified as a solicitor, he has represented individuals as well as campaign and action groups in this legal field and has had a number of high profile successes in the Court of Appeal and Supreme Court.

Jules is known for his work involving complex claims for false imprisonment, assault, malicious prosecution, discrimination, deaths in custody and judicial reviews. He has earned a reputation for challenging over-zealous or pre-emptive policing operations and obtaining redress for those affected. His most recent high profile case “Jacqui” challenged the use of undercover police officers against activists, and in particular their tactical use of sexual relationships with those they were sent to spy on.

In the *Chambers and Partners* legal directory Jules is ranked as a ‘Star Individual’ (the highest awarded) in the field of Police Law and is in the top band for Civil Liberties and Human Rights. The Legal 500 directory ranks him as a leader in the fields of Civil Liberties and Human Rights. He is also a past winner of JUSTICE - Human Rights Lawyer of the Year.

Jules has written numerous articles published in the Times and the Guardian newspapers; he contributes to legal journals such as Justice Gap and is often invited to appear on news programmes to comment on policing issues.

#### **Professor Francesca Klug OBE, Professorial Research Fellow at LSE and Director of the Human Rights Futures Project**

Francesca Klug is a Professorial Research Fellow and Director of the Human Rights Futures Project at the LSE’s Centre for the Study of Human Rights. As a Senior Research Fellow at King’s College Law School in the 1990s she advised the then Government on the model for incorporation of the European Convention on Human Rights into UK law reflected in the Human Rights Act. Francesca was a Commissioner on the Equality and Human Rights Commission from 2006-09 and was a member of the small Bill of Rights and Responsibilities Reference Group at the Ministry of Justice from 2007-09. Her latest book *A Magna Carta for all Humanity: homing in on human rights* will be published by Routledge in May.

#### **Lily Caprani, Strategy and Policy Director at the Children’s Society**

Lily oversees strategy, communications and advocacy for The Children’s Society, she is a passionate and committed advocate for young people, with a particular interest in children’s rights to full participation, protection and provision of support up to the age of 18 in accordance with the UN Convention on the Rights of the Child. Lily campaigns with The Children’s Society for better protections for young people facing the greatest challenges to their physical and emotional well-being – those who suffer abuse and exploitation, trafficking, and poor treatment in the care system.

Recent activities include: securing legally-empowered advocates for trafficked children through lobbying on the



Jules Carey

Francesca Klug

Lily Caprani

Ceri Smith

Modern Slavery Bill, campaigning for better protections for 16 and 17 year olds in the Serious Crime Bill, campaigning to end the forced destitution of asylum seeking families and supporting a major parliamentary inquiry into the risks faced by children who run away from care.

Before joining The Children’s Society, Lily was Head of Communications at Rethink Mental Illness and played a key role in launching the major anti-stigma social marketing campaign - Time to Change, which has changed attitudes to mental health. Lily came to charity campaigning via community legal practice, where she represented clients in social welfare cases, and those affected by housing, employment, immigration and social care support issues. Before that she worked in a number of frontline community support roles, particularly in youth participation and inclusion, child protection, services for looked after children including those in mental health settings.

#### **Ceri Smith, Senior Campaigns Officer at Age UK**

Ceri has a passion for and history of working within the charity sector. Her current role at Age UK is as Senior Campaigns Officer, helping to deliver its national campaigns. This includes the charity’s flagship ‘Care in Crisis’ campaign, designed to improve the social care system and wellbeing for older people within the UK.

In her spare time, Ceri is also trustee for a small charity working on environmental sustainability and democratic inclusion, and is a Greenpeace local group coordinator.

Previously, Ceri has worked for Macmillan Cancer Support, RSPB and Friends of the Earth, campaigning on a diverse range of issues including health and welfare reform, climate change, and deforestation.

# WORKSHOPS

Saturday 2.05 - 3.30pm

There are a variety of workshops this year which focus on both our key campaigns for 2014 and on Amnesty's governance. The format for workshops will vary but most sessions will begin with an introductory talk which will then be followed by a facilitated discussion or presentation with Amnesty staff and activists, providing a forum for all participants to engage with the workshop topic and get involved with the core issues around the campaign or process.

Delegates will have the opportunity to sign-up for a workshop at the Registration Desk upon arrival. The workshops this year will be delivered only once at a session on Saturday afternoon, so delegates are advised to make a note of their chosen workshop location when they register.

## **STOP TORTURE - WHERE ARE WE NOW?**

Torture is illegal, barbaric and can never be justified and yet torture is still a major issue across the world. The US Senate Committee report both highlighted the brutality and the ineffectiveness of the CIA's torture programme. Closer to home, pressure is growing for a judge-led inquiry into allegations of UK involvement in torture and rendition.

Come and hear the latest developments in the global Stop Torture campaign, what the priorities are for 2015 and how you can get involved.

## **MY BODY, MY RIGHTS**

Amnesty's global campaign on sexual and reproductive rights *My Body, My Rights* is in full swing. This session will look at the plans for this campaign over the next year and some of the challenges and opportunities that this gives activists. We will look at Amnesty's policy in this area and creative campaigning ideas for tackling these issues.

## **THE HUMAN RIGHTS ACT**

This year is a pivotal year for human rights in the UK; there are proposals to repeal the Human Rights Act and we are facing a toxic public and political debate around human rights in this country. Also 2015 sees the 800th anniversary of Magna Carta which presents risks and opportunities for campaigning. This session will look at the campaign that Amnesty has launched this year and will look at campaigning opportunities for activists across the country.

## **USING YOUR VOICE AS WELL AS YOUR VOTE - HOW TO LOBBY YOUR POLITICAL REPRESENTATIVES**

With the General Election a few weeks away we are in a politically heightened time. In this session you will learn about the election campaign and top tips on how to lobby your new MP. Governments see the first 100 days as a key time to bring in major changes so let's be ready to let this new government know that human rights issues should be a key priority. We get to vote every 5 years but we can put pressure on our MPs all year round, it's about using your voice as well as your vote.

## **INDIVIDUALS AT RISK: HOW TO CAMPAIGN EFFECTIVELY**

This will be a practical workshop which will give participants information and tips on how to campaign effectively for individuals at risk. The workshop will explain the many different

ways in which Individuals at Risk campaigning can be done – from Urgent Actions to long-term case work. We will also focus on the case of Mohammed al-Roken, a former student of Warwick University.

## **GROWING FOR IMPACT**

This workshop will explore how we as AIUK activists can grow the Amnesty movement in the UK. We will hear from groups and individuals who have done this effectively and we will work together to explore how we can all reach out and increase the number of people actively engaged with AIUK in the global struggle for human rights. This is a key part of what we all do and this is a great opportunity to share experiences and to learn from each other.

## **SHAPING AMNESTY INTERNATIONAL'S GLOBAL PRIORITIES FOR 2016-2019**

In August 2015, our global movement will be adopting its next strategic priorities for 2016-2019. Our challenge is to develop a set of goals that will provide a clear sense of direction in a challenging and rapidly changing world. But just as the world is changing, so too are we, as we complete the biggest transformation in our history to become a truly global movement. This is your opportunity to ask any questions about our next global priorities, hear perspectives from other parts of the movement and find out how we are evolving globally.

## **THE UN CONVENTION ON THE RIGHTS OF THE CHILD - MAKING IT A REALITY**

The Convention on the Rights of the Child was 25 years old last November. More member states of the UN have signed and ratified the Convention on the Rights of the Child than any other treaty, but the USA has still not joined them. Despite the requirements of the Convention, few British children are aware of it, or the rights that it gives to them. How can we address these issues?

## **IS GLOBAL CAMPAIGNS 2016-2018: HAVE YOUR SAY**

This will be a practical workshop seeking the views of AIUK members on the key issues we think should form the basis of Amnesty's next global campaigns. The workshop will be run by the team at the International Secretariat responsible for Amnesty's global campaigns. They are currently seeking members' input into the decision on the focus for our next global campaigns and would love to hear what you think.

# EVENING SOCIAL

Saturday 22.00 – 00.00

Arts Centre Butterworth Hall (a couple of minutes' walk from the Theatre)

Tired after a long day of conference? Or still full of as much energy as you had at 8am this morning? End the conference on a high and come and join us in the Butterworth Hall. We have something for everyone, whether it's a relaxed catch up with a cup of tea and old friends in the soft seating area or meeting new friends while engaging in one or all of the various activity spaces we have planned for you. All this to a backdrop of live music.

This year we are pleased to host a very special band, **Afro Mio** (My Africa), which is involved in two remarkable organisations: Platforma, an arts and refugee network which supports and develops arts by, about and with refugees and migrants



from marginalised communities and Celebrating Sanctuary Birmingham. CSB is a registered charity which celebrates the tradition of offering sanctuary in the UK to those fleeing persecution. Both these organisations support refugee artists to further their careers and reach new audiences.

Afro Mio's music is described as a harmonious blend of rich vocals borne on a wave of rhythmic conga and melodious African guitar. They sing about love, longing for home and the indestructible beauty of life.

The band is made up of three musicians:

**Ben Pathy** – a singer, author and composer from Angola, specialising in traditional African music, Rumba, Soukous, Kizomba and Salsa. He started his professional career in 1979 as a choir director, has recorded two solo albums and has performed internationally.

**Alpha Elema** – From the Democratic Republic of Congo, Alpha is a student with a great passion for music. He is an instrumentalist focusing mainly in percussion and drums. Alpha started playing musical instruments when he was very young with family and friends in church groups.

**Dan Wilkins**. Based in Birmingham, Dan is an outstanding guitarist and leading British Kora player. Recently he won the BBC African Connections competition with his song with Senegalese musician Cheikh Lo.

So, dear members, whatever your reason for joining us is, don't miss out on the fun. For Youth delegates there will be activities taking place in the Action Centre to get involved with.

## EXHIBITION AND ACTION CENTRE

Open during all breaks and lunchtimes in The Mead Gallery, Arts Centre

The Exhibition is made up of a range of stalls and displays highlighting the variety of work that Amnesty International UK is involved in. There are lots of useful materials available to help you campaign and staff and activists are on hand to answer any questions that you might have.

The Action Centre is an opportunity for hundreds of supporters to unite together over the course of the weekend and stand in solidarity with individuals all over the world.

## AMNESTY SHOP

Open during all breaks in The Mead Gallery, Arts Centre  
Spend a few minutes browsing Amnesty's fabulous merchandise. The shop will be stocked with the perfect gift to take home to relatives and you'll be raising money for Amnesty too.

## STALLS

- Engaging with Governance
- Community Fundraising
- Human Rights Education
- Nations and Regions
- Advocacy and Programmes
- Crisis Response and Tactical Campaigning
- LGBTI Network
- Active Members Sub-committee
- Children's Human Rights Network
- Amnesty Groups
- Campaigning for Individuals at Risk
- Stop Torture
- My Body My Rights and the Women's Action Network
- Trade Unions
- Country Coordinators
- Amnesty Shop
- Digital and Social Media Clinic
- Amnesty Exhibition Space
  - Muhammed Al'Roken
  - The General Election and Human Rights in the UK

## TIPS FOR NEW DELEGATES

- Enjoy yourself – and get the most of the AGM. Meet as many people as you can.
- The AGM is conducted in accordance with set rules or 'Standing Orders'. These are explained at the beginning of the meeting.
- If you don't know something, ask. There are plenty of people around to help – and we all learn from each other.
- Switch off mobile phones in sessions – or put them on silent.
- The Chair is responsible for running the meeting and keeping order. If the Chair is speaking, delegates should wait until she/he has finished before they speak. It's not an easy job, so everyone needs to help make it all go smoothly.
- Don't forget to visit the Action Centre for top tips from the Social Media Clinic.
- Occasionally a debate can get very lively. But remember, respect everyone's right to speak and to be treated with courtesy. Arguments should focus on issues not personalities.
- If you speak in a session, wait till the Chair calls on you, then start by announcing your name and membership category.
- Keep to the time limits for speakers. These are to ensure we get through AGM business on time.
- If you're a group representative, take time to think how to feed back to your group so they can benefit from what you have learned.
- Have a great time! It is a tiring weekend – but also inspiring.

For more details on how meetings are conducted, see p19 which outlines the Standing Orders.

### A QUICK EXPLAINER

In case you don't know...

- **THE BOARD** The body that oversees the AIUK section. It is made up of elected Amnesty members.
- **CHAIR OF THE BOARD** Sarah O'Grady.
- **CHAIR OF THE 2015 AGM** Vie Compton. The Chair is elected at each AGM for the next year.
- **THE DIRECTOR** Kate Allen. The Board appoints the Director, the most senior member of AIUK paid staff.
- **SOC** Standing Orders Committee: referred to a lot during the conference. Standing Orders are the rules of debate. The elected SOC makes sure these rules are obeyed! There is always an SOC member at working parties and formal plenary sessions.
- **ICM** International Council Meeting: this is like our AGM but is the meeting that makes decisions for the international movement. They take place every two years with delegates from all the Amnesty Country Sections.
- **I.S.** International Secretariat: the coordinating centre for the whole Amnesty movement. Carries out our global human rights research.
- **WORKING PARTY** Where initial discussions take place about resolutions. Here people can suggest changes (amendments) to resolutions. Final decisions are then made by the whole AGM in plenary session.
- **RESOLUTION** A proposal that Amnesty does something. It has to be put forward before the AGM so it can be checked and printed on the agenda. An emergency resolution is about something that happens after the official deadline.
- **SPECIAL RESOLUTION** A motion which involves a change to the AIUK constitution.
- **PLENARY** When everyone at the conference meets together in the main conference hall.

## ELECTIONS AT THE AGM

Elections take place on Sunday morning. If you would like to nominate yourself or a fellow member for one of the following roles please fill in the form in your conference pack and hand it in to Registration by 8pm on Saturday 18th April. For more details on these roles please visit the governance stand in the Exhibition. Please also note that in accordance with resolution C2 Nominations Committee Terms of Reference passed at the 2014 AGM any members wishing to stand for the Nominations Committee must provide a written manifesto of up to 500 words. To facilitate the printing of manifestos please forward them to Georgia.Mills@amnesty.org.uk by Wednesday, 15th April.

### AGM Chairperson

The Chair presides over the business of the AGM and EGMs and is elected annually subject to a limit of three consecutive years. Experience of chairing large meetings is essential.

### Standing Orders Committee (SOC)

The SOC consists of three members who are elected annually at the AGM. Standing Orders are the rules under which general meetings are conducted. The role of the Committee is to apply the Standing Orders to all business relating to AGMs and EGMs. The SOC advises the Chairperson during general meetings and, in addition, the SOC updates the Standing Orders to reflect changing needs and external legal requirements. The SOC submits a report and any suggested changes to Standing Orders to each general meeting for ratification. Candidates for election need to be available for AGM/EGM preparatory meetings before and reviews after, as well as attending the AGM/EGMs. Experience of managing Standing Orders or agenda committees of similar membership organisations is desirable. Must be an Individual Member of AIUK.

### Nominations Committee (NC)

The NC is made up of three Individual Members of AIUK who are not AIUK Directors. Members serve for three years and maybe re-elected subject to a maximum continuous period of six years. Its main role is to recommend the skills and experience needed on the AIUK Board and to look for candidates with these qualities. The NC also offers advice on the membership of sub-committees. Candidates standing for the NC should be able to demonstrate some or all of the following: Substantial, relevant experience of finance, human resources or strategy development/experience in headhunting and shortlisting/relevant connections to other parts of the UK voluntary sector/experience in applying diversity and equality principles to recruitment processes. One seat is available at for election at the 2015 AGM. Nominations will be called for at the commencement of the AGM on Saturday but see above concerning the need to provide a printed manifesto.

### Members' and Directors' Appeals Committee

Elections for this committee take place every three years. The purpose of the committee is to consider any appeals made by individuals who have been denied membership by virtue of serious misconduct or bringing AIUK into disrepute. Ideally candidates should have experience of tribunals, disciplinary hearings and the processes for resolving disputes. Three places are available for election at the 2015 AGM.

# ACTIVIST CODE OF CONDUCT

## 1. INTRODUCTION

This code of conduct describes the values that inform the work and activities of Amnesty International's activists. It also sets out guidelines for the kind of behaviour that we expect of each other. It describes what happens when AIUK receives a complaint or an allegation that an activist has not lived up to our values or reasonable expectations of behaviour.

A complaint or allegation is likely to be received in accordance with AIUK's feedback mechanism (see appendix), or via staff line management and grievance processes (if the complainant is an AIUK employee or volunteer).

The Code of Conduct describes our values and behaviours in broad terms. It is not exhaustive and a "common sense" test will apply to complaints about conduct not covered here.

The Code establishes guidelines, not a binding commitment or legal obligation. AIUK reserves the right to vary its processes and timelines if exceptional need arises.

Should any situation arise where an allegation may warrant a police investigation or arouse child protection concerns, AIUK will seek advice from the police or the designated Child Protection Officer on how to proceed. It is very unlikely that AIUK will deviate from such advice.

### Further information and advice

AIUK's Supporter Care Team provides information and advice to our supporters and will be able to respond to queries arising from this Code or will know where to obtain answers. The team can be contacted by phone (020 7033 1777) and by email (activism@amnesty.org.uk).

Additionally, the Community Organising, Human Rights Education, Artists Relations and Events Team (Core Team) can provide information. Experienced activists can also be a good source of advice.

It may not always be possible to provide advice immediately on demand, so advance notice is always appreciated.

## 2. DEFINITIONS

An activist is anyone who carries out unpaid activity on behalf of Amnesty International UK in order to advance its work. That activity might include fundraising, campaigning, training, or providing support to other activists. There are many different ways to contribute to our work and we value everyone's contribution.

The Code of Conduct does not cover AIUK's Board. Whilst our Board members are undoubtedly activists, they have a Code that relates to their governance responsibilities. We also have many activists who are under 18. We expect them to adhere to the values and behaviours described in this code. However, where a complaint or an allegation is received, it will be addressed in a manner that is consistent with broader child welfare concerns. Specific advice will be sought from the designated Child Protection Officer and other specialist staff.

Volunteers who work in AIUK's offices and shops have their own charter, whilst staff are governed by a separate code of conduct and employment procedures.

We use the term "activist role-holder" within this document. This denotes someone occupying one of the following specific roles:

- Members of Board sub-committees;
- Country Coordinators
- Regional Representatives
- Officers of local and student groups and adults who are the named contact persons of youth groups.
- Trade Union Network Committee members
- Trainers
- School speakers
- Student Action Network Committee members
- Officers of our networks (including LGBTI, Children Rights, Women's Action Network, and other networks that might be formally or informally recognised by AIUK through its Board, Activism Sub-Committee, or senior staff)

We hope that this document assists our activists. It is important to understand that AIUK has tens of thousands of women, men and children who give their time to human rights. Every year they organise hundreds of events, raise hundreds of thousands of pounds and contribute to our campaigns and our wider work in different and dynamic ways. Problems are very rare and where possible, we aim to resolve difficult situations informally.

## 3. VALUES

The values that inform our work as activists are drawn from a number of sources including, by inference, those that underpin the Universal Declaration of Human Rights, as well as those extrapolated from the Amnesty International Statute. The Nolan Principles for Public Life have also informed the development of this Code of Conduct.

### a) Dignity, respect and equal opportunities

We believe that everyone is entitled to dignity and should have an equal opportunity to contribute to our work. We will treat everyone with respect, including those who disagree with us.

AIUK's equal opportunities statement is presented at Annex 1. It is intrinsic to the values expressed in this document.

Additionally, values of dignity and respect encompass recognition of different roles within the movement, including those of other activists, volunteers and staff. These different roles imply differing constraints and authority.

### b) Selflessness

Activists undertake their work in the interests of Amnesty International UK and the wider international movement. They do not seek to gain financial or other material benefit for themselves, their family or friends through this work.

### c) Integrity

Amnesty's activists avoid placing themselves or AIUK under financial or other obligation to outside individuals and organisations that might influence us in our work for the organisation, or create a reasonable perception that such influence exists.

### d) Impartiality

AIUK is committed to the defence of human rights and is willing to praise conduct that advances human rights and criticise conduct that infringes them. Our praise and our criticism should be objective and based on Amnesty's own research and statements. We are not part of a party political organisation, we do not advance any particular form of government or religion and we are impartial in our approach to political and social disputes that are not connected to fundamental human rights.

When activists carry out activities for Amnesty or make decisions on its behalf, they will make choices based on merit, including with respect to making appointments, awarding contracts, recommending people for rewards or obtaining goods and services on behalf of Amnesty.

### **e) Accountability**

Activists are accountable for their actions and willing to submit themselves to the scrutiny that is appropriate to their particular roles.

### **f) Openness**

Activists will be as open as possible about their decisions and actions. They will be willing to give reasons for their decisions, where possible, and be willing to provide information except where it is not in the public interest, in AIUK's interest or in the interests of those we work with or for.

### **g) Honesty**

Activist role holders will declare any personal interests that may be perceived to impact on their choices or actions when contributing to AIUK's work. Please see "Conflict of Interest" on page 6 for more information.

### **h) Independence**

AIUK activists will work with other activists and organisations from time to time. This is welcome, provided that they act in a way that maintains (and is seen to maintain) AIUK's independence.

### **i) Democracy**

We are a democratic organisation. Activists will promote participation in the democratic processes of AIUK and the wider international movement. They will maintain the integrity of those processes and respect their decisions.

### **j) International Solidarity**

AIUK is one part of a global movement and its human rights concerns are also global in scope. We respect our partners in the international movement and the wider body of human rights defenders and champions. We show solidarity where possible and appropriate. However, activists should always take care to avoid action that will negatively impact on human rights defenders and partners.

## **4. ADDITIONAL GUIDELINES FOR BEHAVIOUR**

This section provides guidelines to inform the conduct of activists in specific situations. The guidelines are not exhaustive but are provided to help activists negotiate dilemmas that we know can arise. We will amend and adapt this list as our experience develops.

### **a) Public actions and statements**

All public actions and statements related to Amnesty's work should be in accordance with Amnesty's policies and positions.

Activists should observe the law and ensure that necessary consents are obtained and notices given for actions and events.

### **b) Acceptance of awards**

From time to time, activists may be offered an award or nomination for an award (with or without monetary value) as a consequence of their work for Amnesty International. This is usually to be welcomed and celebrated. However, concerns may arise from time to time, so activists should seek staff advice before accepting an award that may be of regional or national significance, or receive media attention beyond the local press.

### **c) Reasonable expenses**

Activists do incur expenses from time to time and AIUK reimburses expenses for some activities. If you are not sure whether your expenses will be met by AIUK, please contact a relevant staff member. Where expenses are paid by the Section, activists should ensure that they are reasonable and should follow AIUK procedures when making a claim. AIUK will process claims promptly.

### **d) Confidentiality**

Activists should respect confidentiality, including of documentation. Much of our information is for public consumption. However, some is marked 'internal' or 'for AI members only' and may contain sensitive information. It may not always be apparent why the information is sensitive. Such information and documentation should not be shared beyond Amnesty International members. Documents marked "draft", "for consultation", or similar, should always be considered to be internal.

### **e) Copyright**

Material produced by Amnesty International (whether the UK section, International Secretariat or other AI entity) is the property of Amnesty International. Consent for its use by recognised activists can be assumed but it can be withdrawn at any time, including for inappropriate use. This also applies to Amnesty International's logos and the use of its names (e.g. Amnesty International, Amnesty International UK).

Activists should also ensure that they do not violate copyright laws when using material not produced by Amnesty International. Attribution and acknowledgement of authorship should be used where appropriate.

### **f) Acceptance of gifts, hospitality or donations**

Activists (individually or collectively) should not accept gifts, hospitality or donations that are offered as an inducement for preferential treatment, or which could be reasonably seen as exerting influence over decisions. Small, standard marketing gifts are permissible, so is the acceptance of a facility or service for free (a form of donation known as a gift-in-kind). It is also permissible to receive donations. Activists are advised to seek advice before receiving donations of significant value and in any event must seek permission for a donation or gift in kind from a private company that exceeds £5,000 in value. Similarly, activists should check with staff before accepting money from a governmental body (except for grants made by an education body to its own student body).

Donations collected in the name of Amnesty International must be used to support the organisation's own aims and activities, which usually includes the legitimate activities of our groups. If a donation is sought or given for a specific purpose then it cannot be diverted to another purpose without the donor's consent.

### **g) Conflict of Interest**

Activists have a range of different interests outside AIUK. Very occasionally a conflict of interest may arise (or may be seen to arise) between an activist's work for Amnesty and her or his other interests and activities. We are mainly worried about the damage to AIUK's reputation that might arise in certain rare circumstances. Examples might include where a prominent activist role holder becomes a legislative candidate or where an activist buys a service from her or his own company, or from a relation. We are not generally interested in knowing about ordinary membership of other organisations (including political

parties) unless the other organisation could reasonably be viewed as having values that are a clearly at odds with our own.

For group members (including officers), a conflict of interest should be declared to other members of the group. Members of networks, committees or similar bodies should make a declaration to their Chairs. For other activists, or if in doubt, the declaration should be made to the Chair of the Activism Sub-Committee, via the Head of the CORE Team .

#### **h) Drugs and alcohol misuse**

Moderate alcohol use is permitted for activists over the age of 18 if circumstances are appropriate but they should not be under the influence of alcohol or drugs to the extent that their performance or behaviour is impaired. No activist should consume or be in possession of illegal substances during the performance of their duties for Amnesty International or at an event organised by AIUK.

#### **i) Health and safety**

Activists are expected to take responsibility for their own health and safety and the health and safety of others when undertaking work or organising events on behalf of AIUK. Staff at AIUK can provide advice on health and safety, including risk assessments.

#### **j) Child protection guidelines**

AIUK's child protection guidelines, known as the Code of Safe Conduct are provided as an appendix to this document. They should be adhered to.

#### **k) Avoid behaviour that could be construed as harassment or bullying**

Activists should treat others with respect and refrain from behaviour that may be construed as bullying or harassing, including malicious gossip. AIUK uses definitions provided by the Advisory, Conciliation and Arbitration Service (ACAS). This is described below. Whilst it is geared to the responsibilities of employers, AIUK understands the definitions to also apply to activists and across all age ranges.

Harassment, in general terms, is “unwanted conduct affecting the dignity of men and women...It may be related to age, sex, race, disability, religion, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident. The key is that the actions or comments are viewed as demeaning and unacceptable to the recipient.”

Bullying may be characterised as “offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipients”.

Bullying and harassment may be by an individual against an individual, or involve groups of people. It may be obvious or it may be insidious. Whatever form it takes, it is unwarranted and unwelcome to the individual.

Bullying and harassment may or may not be deliberate.

If someone raises a concern about bullying and harassment with an activist, it is important that they try to be open-minded and see things from the other person's perspective. This can be difficult but can help to resolve problems informally.

#### **l) Privacy and data protection**

AIUK is currently developing data protection advice for activists.

This section will be finalised when the advice is complete. In the meantime, contact staff for further information.

#### **m) Work in partnership with staff**

Staff and activists should work together in partnership to promote the best interests of AIUK. It is important that staff, activists and volunteers work within a culture of mutual respect and an understanding of respective roles at all levels of the organisation. This includes ensuring that all communications are conducted in a positive and constructive manner.

Activists and staff will therefore refrain from any behaviour that can be construed as unacceptable. AIUK acknowledges that occasionally staff may issue requests to activists, which should be done in a reasonable and timely manner. Additionally, if a staff member has given a clear indication that they cannot meet and activist's request, and explained the rationale for this decision (whether due to resource or other considerations), activists are expected to respect the decision and refrain from unreasonable, repeated requests.

Differences of opinion and disputes may arise and activists may wish to complain about a member of staff. If they wish to do so, they can approach the relevant line manager or senior manager, they can request a network chair (for example) to raise the matter, or they can make a complaint in accordance with AIUK's feedback mechanism. This is set out in Appendix 3.

### **5. What happens when things go wrong?**

It is preferable that problems are addressed informally. However, this is not always possible and so someone might make a formal complaint. We would normally expect the complaint to be made shortly after an incident has occurred. However, we accept that in some circumstances this may not be possible, including where concerns arise from accumulation of events.

When a complaint is made or an allegation received about the conduct of an activist, it should be drawn to the attention of the Head of the CORE Team, or the Director of Supporter Campaigning and Communications or the Director of the Chief Executive's Office (who are senior staff at AIUK).

#### **a) Informal process**

Senior staff may arrive at a view that a complaint about activist conduct can be resolved informally. This will normally be the preferred course of action, although it should be noted that it is not a requirement to pursue informal approaches before formal processes are used.

Informal action will usually involve a conversation with the activist concerned describing the complaint and listening to their version of events. If the grounds for complaint seem reasonable then recommendations may be provided in writing to avoid a recurrence of the incident.

Depending on the circumstances, senior staff may seek the advice or support of a leading, experienced activist to help resolve a situation.

If, during discussion, it appears that informal action will not satisfactorily address the complaint or allegation, the formal procedure may be used.

#### **b) Formal process**

##### **i) Investigation**

A formal process will be used where a complaint or allegation

is serious, or where repeated concerns about behaviour have arisen. In such circumstances, the Head of the CORE Team, the Director of Supporter Campaigning and Communications or the Director of the Chief Executive's Office will need to satisfy herself or himself that there are grounds to proceed with an investigation. A decision to investigate an incident does not indicate support for a complaint, merely that further enquiry is necessary.

After determining that grounds for an investigation are merited, the activist will be notified in writing about the complaint, about the decision to investigate and will be provided with the name of the person who will undertake the investigation. This will always be a staff member.

At this point, the activist may wish to seek support from another activist during the process, including through attendance at any meetings together. If he or she feels a need for support but does not know who to approach, they can contact the Head of the CORE Team, or the Chair of a representative activist body. Every effort will be made to identify someone willing and able to provide support.

AIUK will aim to complete an investigation within 20 working days, although this may not always be possible. The purpose of the investigation is to establish whether there are reasonable grounds for believing that a breach of the Code of Conduct has occurred. If no reasonable grounds are found to exist, the activist will be notified and the matter will be closed.

If reasonable grounds do exist, the activist will be notified in writing and requested to attend a Code of Conduct meeting, which will normally be convened within 15 working days of the notification being issued. The assessment arising from the investigation and all relevant supporting evidence will be provided to the activist concerned as well as the person(s) responsible for conducting a Code of Conduct meeting. Only relevant supporting information will be provided.

### ii) Code of Conduct meeting and outcomes

- **Activist role holders:** The Code of Conduct meeting for activist role holders will comprise three members of the Activism Sub-Committee (known as the Panel) to be determined by the Chair of that Committee. They will determine whether to uphold the complaint or allegation and determine a course of action in response. The activist will be informed in writing of the results of the meeting, including the reasons for any decision, within seven working days of it taking place and he or she will have 15 working days to request a review of the decision.
- **Other activists:** The Code of Conduct meeting for activists not holding roles described previously in this paper will normally be conducted by the Head of the CORE Team sitting with one other person (known as the Panel). Composition of the Panel will be determined by the Director of Supporter Campaigning and Communications and it will determine whether to uphold the complaint or allegation and determine a course of action in response. The activist will be informed in writing of the results of the meeting, including the reasons for any decision, within seven working days of it taking place and they will have 15 working days to request a review the decision.

### iii) Use of witnesses

The Panel may draw on advice from AIUK's Human Resources Team and will always involve a note-taker. In some circumstances, the meeting may wish to hear from witnesses

who can provide additional information to that provided by the person who has made a complaint or the person who has been complained about. Both the complainant and the person subject to the complaint may request witnesses but the Panel is under no obligation to agree these requests.

When a witness is invited to attend, they may meet the panel alone or accompanied by someone who is willing and able to provide support. Any new information arising from this discussion will be put to the person who is subject to the complaint.

In exceptional circumstances, a witness may provide information anonymously. However, anonymous information will be summarised for the Code of Conduct meeting and the person being complained about. This will be in a format that does not compromise the individual supplying the evidence. If this is not possible, then the information will not be used.

### iv) What happens if the complaint is not upheld?

The complainant will be informed that his or her complaint has not been upheld. Whilst they may appeal under the terms of AIUK's Feedback Mechanism, it is unlikely that an investigation into behaviour would be renewed.

The subject of the complaint would also be informed and we hope that their involvement with AIUK's work would continue unaffected.

### v) What happens if the complaint is upheld?

If the complaint is felt to be justified and an activist has fallen short of the standards expected in the Code, then the Panel will determine the remedial action that is required.

In some circumstances, this may involve a determination that AIUK should no longer allow an activist to undertake a particular set of responsibilities. This would happen if the allegations are particularly serious or where repeated patterns of conduct have been identified.

In other cases, the remedy is likely to involve the provision of recommendations to prevent a recurrence of the complaint. These recommendations will be specific to the case and may involve (for example) additional training or support, a request to change a particular form of behaviour, or a suggestion that a different role be pursued. As well as making recommendations to the activist concerned, the Panel might make them to AIUK as an organisation.

The Panel cannot terminate an individual's membership of AIUK. However, it can recommend this to AIUK's Board. Should this occur, the provisions of AIUK's Constitution (available on our website) will be observed.

### vi) Review of the decision

The person who is subject to a complaint may request a review of the outcome of the Code of Conduct meeting. This should be made within 15 working days of the formal notification of the meeting outcome and the reasons for requesting the review must be set out in writing.

The review will be conducted by two or three members of the Active Members Sub-Committee, appointed by its Chair. They are known as the Review Panel. Membership of the Review Panel will be entirely different to that of the original panel. The Review Panel will decide whether a meeting is necessary or whether to proceed based on the paperwork provided. The

person requesting the review will be consulted on this matter before a decision is taken.

There is only one stage of review and its outcome is final.

vii) Confidentiality

Confidentiality is of the utmost importance and should be regarded as binding by everyone concerned. An allegation and any subsequent information will only be disclosed in the interests of an effective investigation, ensuring a fair Code of Conduct meeting (or review) and to the extent clearly required for the implementation of recommendations or instructions.

**6. REVIEW AND COMMENTS**

Comments are welcome on this Code of Conduct from anyone at any time. The Code will next be reviewed between October and December 2011.

We appreciate that policies and procedures can be improved and welcome suggestions on how to do this. These should be sent to Chair of the Activism Sub-Committee, via the Head of the CORE at AIUK.

# APPENDIX 1

**AIUK EQUALITY AND DIVERSITY STATEMENT**

Amnesty International UK (AIUK) supports the principle of equal opportunities in all areas of its work and opposes all forms of unlawful or unfair discrimination on the grounds of race, ethnic origin, class, gender, sexual orientation, age, religion, antibody status, appearance, disability, marital status or responsibility for dependants. AIUK also acknowledges and respects the cultural diversity that exists within the United Kingdom.

Therefore, in addition to its legal responsibilities under the Equality Act (2010) and equality legislation within Northern Ireland, Amnesty International UK Section considers it essential to exercise wide ranging measures to ensure equal opportunities for all staff, prospective employees, volunteers and others associated with the organisation as this is integral to our work to promote human rights and to the defining ethos of the organisation.

Our overall aims are:

- to ensure that no person receives less favourable treatment than another on the grounds of race, ethnic origin, class, gender, sexual orientation, age, religion, antibody status, appearance, disability, marital status or responsibility for dependants.
- to acknowledge that there are in built attitudes, often unconscious, which discriminate, and to seek to eliminate these.
- to communicate our belief that any member of staff or volunteer working for AIUK should display the ability and commitment to implement the principles of the Equal Opportunities Policy.
- to promote awareness of and commitment to the equal opportunities principles at all levels of the AIUK membership and to seek to ensure that all membership structures, committees, working groups and forums operate in accordance with these principles.
- to introduce procedures that will minimise the possibility of unfair discrimination and harassment, and to tackle it wherever it occurs.

- to ensure that an atmosphere is created, at work and at AIUK meetings, that is conducive to individuals being open about their sexuality, religion, ethnic origin, class, antibody status, age, disability or race, if that is their wish.

As employers, AIUK will:

- ensure that the policy is communicated to all employees, office volunteers, Board and other decision-making membership structures and job applicants, inform its employees of their rights and responsibilities under this policy as effectively as possible and provide appropriate training and guidance, ensuring that employees and volunteers are given encouragement to achieve equal opportunity within the organisation.
- set up a Group to monitor the existing workforce, and the application and effects of the policy. (Equalities and Diversity Working Group)
- Agree an action plan containing explicit, measurable and achievable objectives to ensure the policy is put into practice.
- ensure that no job applicant, volunteer or employee is placed at a disadvantage by conditions or requirements which cannot be justified on the basis of the needs of a particular job.
- ensure that all appointments of 26 weeks or longer will be publicised externally as well as internally.
- ensure that in any assessment process (interview etc.) individuals will be assessed solely on their ability to perform a given job.
- allocate overall responsibility for the policy to the Director and day-to-day responsibility to each staff member.
- ensure that Human Resources review the operational effectiveness of the policy on a regular basis.
- take appropriate action when incidents occur which breach this policy.

As an organisation committed to fighting human rights violations around the world, AIUK expect the following from their employees and office volunteers, Board members and others associated with the organisation:

- that all activities undertaken by the organisation will promote and follow the Equal Opportunities Policy. This means, for example, that our membership recruitment, fundraising activities, campaigning initiatives, group activities and public meetings should all reflect the organisation's commitment to equal opportunities
- they must co operate fully with measures introduced in pursuit of equal opportunities aims
- they must not discriminate unfairly
- they should draw to the attention of, as appropriate, the HR Manager, Director, Chair of AIUK or a member of the Equality and Diversity Group acts or practices which they believe to be discriminatory.

# APPENDIX 2

## Code of Safe Conduct

**PROTECTING CHILDREN and YOUNG PEOPLE  
CODE OF SAFE CONDUCT  
GUIDELINES FOR STAFF AND VOLUNTEERS**

**Do**

- Ensure that young people are made to feel welcome at all AIUK events.

- Ensure they know the names of at least one member of staff present to whom they can speak if they wish
- Ensure that suitable refreshments are available and that it is easy for them to withdraw from any formal sessions
- Respect a child's right to personal privacy
- Respect the cultural, religious and ethnic background of the child / young person
- Always treat children and young people with respect – don't embarrass them
- Encourage children and adults to point out attitudes or behaviour they do not like
- Remember that someone else might misinterpret your actions, no matter how well intentioned
- Recognize that caution is required, even in sensitive moments such as dealing with bullying or when children are very upset
- Plan your group or activities so that they involve more than one person being present or at least in sight or hearing of others. Occasionally there may be no alternative.
- If you do need to work alone with a child or young person, remain in general view – not 'hidden away' behind closed doors
- Pick materials carefully to make sure they are suitable for a youth audience. Not all Amnesty International materials are suitable. For example, some may be too violent or have inappropriate sexual language
- Make sure that a teacher or other member of the school staff is always with you if you are visiting a school on behalf of AIUK – visitors should not be left alone with students
- Make available the telephone contact number of ChildLine / NSPCC which young people can ring if they are distressed – Childline 0800 1111 – NSPCC 0808 800 5000

**Do not**

- Spend time with children / young people unobserved
- Contact children outside the group or project
- Permit abusive youth peer activities such as bullying
- Allow or engage in suggestive remarks, gestures or touching of a kind which could be misunderstood
- Do things of a personal nature that children could do for themselves. If you have to, make sure another adult is present
- Allow any physically rough or sexually provocative games, or inappropriate talking or touching, by anyone in any group for which you have responsibility
- Allow yourself to be drawn into inappropriate attention seeking behaviours such as tantrums or crushes
- Show favoritism to any individual
- Believe "it could never happen to me"

**What if...**

**You suspect a child or young person is being abused or neglected:**

- Inform the Designated Child Protection Officer
- Record and date and facts which support your suspicions

**A child discloses to you that they have / are being abused by someone else:**

- Allow the child / young person to speak without interruptions, accepting what is said, but DO NOT investigate
- Alleviate feeling of guilt and isolation, without passing judgment
- Advise that: you will try to offer support, but MUST pass on the information
- Inform the Designated Child Protection Officer
- Record and date any facts as you know them
- Do not make any promises to the child / young person
- Do not confront the alleged abuser

**A child discloses to you in a school**

- If a child discloses to you in a school, for example as an Amnesty volunteer speaker, then you should still listen to the child, but ensure the teacher responsible for your session is informed.
- Ask the teacher for the use of a quiet room or office where you can listen to the child but can still be observed.
- Any concerns arising out of the disclosure should be reported through the child protection procedures of the school.

**Designated Child Protection Officer**

Head of Facilities Management 020 7033 1538 or 07795 662033

# APPENDIX 3

## Feedback Mechanism

Amnesty International UK

**FEEDBACK POLICY AND PROCEDURE**

**How we deal with comments and complaints from stakeholders**

Amnesty International UK (AIUK) values feedback from our stakeholders – our members, partners and supporters, the other individuals and organisations we work with and on behalf of, and the wider public.

Whether you are happy or unhappy about any aspect of our activity or work, we would like to hear about it, because listening to your views will help improve our work as an organisation. We seek to deal with comments or complaints in a respectful, open and responsible way: this is integral to our commitment to transparency and accountability.

You do not have to read the whole of this document before making a comment or complaint. Section 5 explains how to contact us. The rest of the document explains how we respond to your feedback, and how it contributes to improving our work.

**1. Policy statement and principles**

Having a policy and procedure for handling feedback from our stakeholders is an important part of strengthening AIUK's transparency and accountability. Learning from those who affect or are affected by aspects of our work can help us to improve our performance. We encourage and sometimes request feedback from all our stakeholders. Your views are important to us and we take seriously any comments and complaints we receive. This policy applies to all AIUK operations: the head office in London, regional offices in Belfast, Cardiff and Edinburgh, and Amnesty bookshops.

This policy is guided by the following principles:

- respect for the person giving feedback
- confidentiality
- commitment to learn from feedback.

**2. What does this policy cover?**

This policy covers:

- feedback about AIUK's mission and values, strategies, policies, objectives, decisions, activities, governance, performance, use of resources, and behaviour of our staff and office/shop volunteers, activists, members of the Board and Trust;

- feedback from all our stakeholders – including the individuals, groups and communities whose rights we seek to defend, members, partner organisations, supporters, activists, donors, suppliers and the general public.

This policy does not cover:

- feedback from staff, office/shop volunteers, Board and Trustees. This is governed by our Human Resources and other internal policies;
- feedback about products and services provided to Amnesty by third parties. AIUK will refer the feedback to the third party who will act upon it according to its own policies.

### 3. Feedback: comment or complaint?

Feedback is a positive or negative comment, or a more formalised complaint, from a stakeholder about AIUK's mission and values, strategies, policies, objectives, decisions, activities, governance, performance, use of resources, or behaviour of our staff and office/shop volunteers, activists and members of our Board and Trust.

This policy distinguishes between two types of external feedback: (a) comment; and (b) complaint.

A **comment** is an expression of satisfaction or dissatisfaction, or a suggestion for improvement.

A **complaint** is a more formal claim that AIUK has failed to meet an organisational commitment.

The procedures for dealing with comments and complaints differ.

A *comment* is acknowledged (in writing or orally), is recorded, and is used to help the organisation to learn (see Section 7).

A *complaint* prompts a more formal process aiming for resolution (see Section 8). A complaint requires an investigation, followed by a formal response to the person making the complaint. Complaints are also recorded and used to foster organisational learning.

Investigating a complaint uses AIUK's limited resources, so we expect the person who is making the complaint to:

- provide as much information as possible;
- be willing to be contacted and engage in the complaints process, if necessary;
- understand that making a complaint triggers a more formal process than a comment which simply expresses a point of view or criticises our work.

Feedback provided by or concerning a person under 18 will be dealt with in the strictest confidence and in accordance with AIUK's child protection policy.

### 4. What feedback will AIUK consider?

If we receive feedback anonymously we will take it into account and use it as an opportunity to learn. We cannot respond to anonymous feedback.

We may choose not to respond to feedback which:

- is abusive or offensive;
- seeks to bypass the stages of the complaints procedure outlined in this document;
- is repeatedly stated in a manner not conducive to resolution.

If you believe a young person is at risk of harm, injury or abuse

then contact the emergency services directly.

### 5. To whom should I address my feedback and how should I do it?

Please address your feedback initially to our Supporter Care Team (Stage 1). You can contact us in whichever way is most convenient to you: mail, phone, fax or email.

Amnesty International UK  
The Human Rights Action Centre  
Supporter Care Team  
17-25 New Inn Yard  
London  
EC2A 3EA

Phone: +44 (0) 20 7033 1777 (Monday to Friday – from 9am to 6pm)

Fax : +44 (0) 20 7033 1503

Text phone: +44 (0)20 7033 1664

Email: [feedback@amnesty.org.uk](mailto:feedback@amnesty.org.uk)

Website: [www.amnesty.org.uk/feedback](http://www.amnesty.org.uk/feedback)

Please remember to give us your name, address and contact telephone number.

You can give feedback on behalf of other people, as long as you have their consent to act on their behalf.

### 6. When can I expect a response?

We will acknowledge all feedback received within seven working days and reply to complaints within 20 working days. You can expect a similar response-time for each of the three stages of the complaints procedure.

If further investigation is required to enable us to respond and if we envisage that it will take longer to resolve the complaint, we will explain to you in writing what actions still need to be taken and how long it is likely to take before we can reply in full.

### 7. Will my feedback be taken seriously?

The staff in our Supporter Care Team have been trained to handle feedback in an efficient, respectful and professional way. As an organisation, we understand that listening to our stakeholders is important and that we have much to learn from you.

The Feedback Oversight Panel, composed of the AIUK Director, the director of Corporate Services, the Transparency and Accountability manager, and a member of the Board, meets every quarter to discuss feedback received. The panel monitors the implementation of this policy and procedure; analyses feedback patterns; fosters wider organisational learning and, where appropriate, recommends organisational change to the Senior Management Team and the Board. The panel provides independent oversight, as its members are not involved in the day-to-day management of feedback.

Once a year we will publish a summary of the feedback received in our Accountability Report. This will include the key lessons learned and changes implemented as a result of feedback. No information identifying the individuals giving feedback will be included in the report.

### 8. What can I do if I am dissatisfied with AIUK's first response to my complaint?

We will do our best to ensure that any person making a complaint is satisfied with the way we handle it. If you are unhappy with our response in Stage 1, you can write to the

Feedback Oversight Panel (Stage 2) within 20 days of receiving our written response. The panel will consider your appeal and what further action may be taken and will reply to you within 20 working days. The panel will reconsider the evidence already collected and, if necessary, re-investigate the complaint.

Amnesty International UK  
The Human Rights Action Centre  
Feedback Oversight Panel  
17-25 New Inn Yard  
London EC2A 3EA

Fax: +44 (0) 20 7033 1764  
Email: [feedbackpanel@amnesty.org.uk](mailto:feedbackpanel@amnesty.org.uk)

**The Feedback Oversight Panel will not reply to complaints which have not been through Stage 1.**

If you are not satisfied with the response from the Feedback Oversight Panel (Stage 2), you can make a further appeal to the Board (Stage 3) within 20 days of receiving the panel's written response. You should write directly to the Chair of the Board.

Amnesty International UK  
The Human Rights Action Centre  
Chair of the Board  
17-25 New Inn Yard  
London  
EC2A 3EA

Fax: +44 (0) 20 7033 1796  
Email: [boardchair@amnesty.org.uk](mailto:boardchair@amnesty.org.uk)

**The Board will not reply to complaints which have not been through Stages 1 and 2.**

At Stage 3, the written decision of the Board is deemed to be final and the matter will be officially closed. There is no further right of appeal within AIUK. However, if you are still dissatisfied and your complaint concerns fundraising (Section 9), or you believe AIUK has acted illegally (Section 10), you can pursue your complaint with an external body.

### **9. What if I think my complaint about fundraising has not been resolved through Stages 1, 2 and 3 (internal procedure)?**

Amnesty International is a signatory to the International NGO Accountability Charter and AIUK is a member of the Fundraising Standards Board (FRSB) in the UK. We are committed to the highest fundraising standards. If your complaint is about fundraising (eg direct debit, street fundraisers, use of images) and you are not satisfied with the outcome of our internal procedure, you may contact the Fundraising Standards Board within two months of receiving our response. For details of how the FRSB investigates complaints, visit [www.frsb.org.uk](http://www.frsb.org.uk)

Fundraising Standards Board  
1st Floor  
89 Albert Embankment  
London  
SE1 7TP

Phone: 0845 402 5442  
Fax: 0845 402 5443  
Email: [info@frsb.org.uk](mailto:info@frsb.org.uk)

### **10. What if I think AIUK has acted illegally on a matter other than fundraising, and my complaint has not been resolved through the three-stage internal procedure?**

Our charity activities are regulated by the Charity Commission, which acts as an independent regulator. If you are dissatisfied with the final appeal outcome and believe the decision constitutes a breach of the law, you can complain to the commission.

Charity Commission Direct (for England and Wales)  
PO Box 1227  
Liverpool  
L69 3UG

Phone: 0845 300 0218  
Text Phone: 0845 300 0219  
Fax: 0151 703 1555  
Email: [enquiries@charitycommission.gsi.gov.uk](mailto:enquiries@charitycommission.gsi.gov.uk)  
Website: <http://www.charitycommission.gov.uk>

Office of the Scottish Charity Regulator (OSCR)  
2nd Floor  
Quadrant House  
9 Riverside Drive  
Dundee  
DD1 4NY  
Phone: 01382 220446.  
Fax: 01382 220314  
Email: [info@oscr.org.uk](mailto:info@oscr.org.uk).  
Website: <http://www.oscr.org.uk>

### **11. Accessibility**

AIUK is committed to Equality and Diversity principles. As well as English, this policy and the feedback forms are available in Welsh in print and online, and are also available in Braille, large font and audio-tape. You can download the Welsh and large font versions at [www.amnesty.org.uk/feedback](http://www.amnesty.org.uk/feedback)

or contact our Supporter Care Team (see Section 5) if you would like to receive a print or other version of the policy or form.

### **12. Welcoming feedback, respecting confidentiality**

All comments are welcomed and complaints will be investigated fully, fairly and, where appropriate, in the strictest confidence. The name of the person making the complaint will only be disclosed after consultation and agreement. We will not disclose information on any person under 18 which may identify them or make them vulnerable. We respect people who complain, and will continue to treat them with consideration, regardless of the outcome of the complaints procedure.

### **13. Policy Review**

This is a new policy and it will be reviewed in on a regular basis.

# NATIONAL CONFERENCE AND AGM 2015

## SECTION 2: AGM BUSINESS

---

### Contents

Standing Orders Committee report .....	29
Standing Orders .....	29
Draft minutes from the 2014 National Conference & AGM .....	33
AGM decisions implementation report .....	42
Nominations Committee annual report 2015 .....	46
Governance Taskforce report .....	47
Governance Taskforce recommendations .....	48
Standing Orders Committee guide to Working Parties .....	50
2015 AGM resolutions* .....	52
Treasurer's resolutions .....	53
Working party A: Governance .....	53
Working party B: International .....	56
Working party C: UK .....	60
Treasurer's report to the 2015 AGM** .....	65
Glossary .....	70

**\*NOTE: SATURDAY ONLY DELEGATES**

Delegates attending only one day of the AGM (Saturday 18 April) will not be present for the final debate and voting on AGM resolutions on Sunday 19 April.

If you wish to vote on the resolutions on Sunday, please complete a proxy form, and send it in by **12.30pm on Thursday 16 April 2015**.

See [www.amnesty.org.uk/agm](http://www.amnesty.org.uk/agm) or call **020 7033 1777**

**\*\*NOTE ON FINANCE REPORTS:**

See page 65 for information about the way financial information is presented this year.



# STANDING ORDERS COMMITTEE REPORT

The SOC received 20 resolutions for the 2015 AGM. One of these was rejected on the basis that it did not actually contain an action on AIUK. The remaining 19 resolutions have been allocated to three working parties.

Some of the resolutions required small amendments to the resolutions and background notes, and we thank the proposers who worked with us to ensure that that process worked as smoothly as possible.

For the sake of transparency there is one Board resolution where the SOC took the decision to delete a large proportion to a background note. The Board appealed to the SOC about this decision, but we stand by our action. The background note in question was a topic in the SOC's opinion still open for debate, and we therefore felt it was not appropriate to be included within the background. This decision was not taken lightly, and was to follow the rules as the SOC interprets them, making sure the Board are treated equitably to every other proposer of a resolution.

This year there are a number of resolutions that involve constitutional amendments (A1S-A7S) – these are therefore special resolutions and require three-quarters of votes cast to be successful. These cannot be amended. They have been given the letter S after the resolution number to help identify these resolutions. Any resolution without the letter S requires a simple majority.

This year the SOC received the majority of the resolutions on the day of the deadline for resolutions; this makes it difficult for the SOC to suggest any recommended changes to proposers. Therefore the SOC would like to take this time to remind members that the SOC are available throughout the year to help advise on writing resolutions and are happy to assist, and wherever possible to encourage proposers to get resolutions in at least a week in advance of the final deadline.

**Alex Pool**  
**SOC Chair 2015**

## Standing Orders Committee available for consultation

Saturday 10.30 - 11.30 near the Registration area

# STANDING ORDERS

## ORDER OF BUSINESS

- 1.1 The draft agenda shall be drawn up by the Board in consultation with the Director, and shall be submitted to the Standing Orders Committee for its consideration.

The Standing Orders Committee report containing the Agenda, its recommendations for the procedure it considers desirable for the despatch of business, and the Standing Orders shall be submitted to the meeting for adoption, and once adopted shall only be varied by the meeting for good and sufficient reason.

- 1.2 An AGM Agenda shall include:
  - a) Presentation and, if thought fit, adoption of the report of the Standing Orders Committee.
  - b) Presentation and, if thought fit, adoption of the Board Chairperson's report together with any up-to-date supplementary reports, including a report on the implementation of the previous two AGMs' decisions. The AGM may reject the implementation report in whole or in part, this will require a further report at the next AGM on any matter thus rejected.
  - c) Presentation and, if thought fit, adoption of the Director's report together with any up-to-date supplementary reports.
  - d) Presentation of the audited financial statement of the last but one financial year, and presentation of the unaudited financial statement of the previous financial year.
  - e) Auditors' report and appointment of auditors.
  - f) Presentation and, if thought fit, adoption of the financial estimates for the current year and budget projections for the following two years.
  - g) Ballots for elections, which shall be so arranged as to ensure their completion before the end of the AGM.
  - h) Any other reports.
  - i) Duly submitted resolutions.

## RESOLUTIONS

2. A resolution must be clear and succinct and contain a recommendation for action.
3. The Standing Orders Committee shall have the power to composite or split resolutions after consultation with the proposers.
4. The Standing Orders Committee shall have the power to arrange resolutions in a common debate in order to make the most efficient use of time available at the meeting. Each resolution within the common debate will be proposed in the order printed in the agenda and rights of reply and votes will be taken in the same order.
5. Resolutions from individual members (and from individual members only) must be seconded, although the seconder does not have to be present.
6. If a resolution is to be debated in a plenary session or working party it shall be proposed by the original proposer, unless the Standing Orders Committee has been notified not later than the start of the plenary session or working party, as appropriate,

## STANDING ORDERS

that a specified other person or body will propose the resolution instead. If, when a resolution is called for debate in a working party or plenary session, the proposer is not present, the resolution shall fall.

7. A resolution may only be withdrawn in the plenary and only (subject to 6 above) by the proposer. A composite resolution may only be withdrawn with the consent of all the proposers of the original resolutions. In addition proposers may only withdraw a resolution with the consent of a majority of the meeting.
8. A resolution once lost may not be proposed again at the same meeting.
9. The Standing Orders Committee shall ask that resolutions which are in its opinion similar to or identical with resolutions that have been duly submitted, debated, and not passed at the two immediately preceding AGMs ('repeat resolutions') be reconsidered by their proposers. The Standing Orders Committee will suggest to those proposers alternative ways of resolving the issues behind the repeat resolutions.
10. Resolutions other than those appearing on the agenda shall not be accepted for debate except:
  - a) any emergency resolutions submitted in accordance with Standing Orders 14 to 16.
  - b) procedural resolutions submitted in accordance with Standing Order 43.

## BACKGROUND NOTES

11. Proposers of resolutions may submit a background note.
  - a) The timetable for submission of background notes by proposers shall be the same as that for submissions of resolutions.
  - b) The Board shall provide resource implications and may also provide additional background notes to resolutions.
  - c) Background notes shall be brief and restricted to relevant factual information. The Standing Orders Committee may, after consultation with the proposer or Board, as appropriate, delete any part of a duly submitted background note which does not comply with this rule.
  - d) Where the Board feel that implementation of a resolution (in part or in full) is outside their power, it will be marked with an asterisk.

## ORDER OF PLENARY DEBATE

12. Debates shall normally be conducted in the following order:
  - a) proposal of resolution
  - b) proposal of each amendment
  - c) general debate on the resolutions and amendments.

This shall include an opportunity for the Board to make a statement on the matter under debate.
  - d) votes on amendments
  - e) vote on substantive resolution.

The proposer of the resolution, or their nominee, and the proposer(s) of any amendments, or their nominee(s), may exercise a right of reply at any time. Each may exercise their right of reply once. The proposer of the substantive resolution may in addition

exercise one extra right of reply to each proposed amendment whose vote is taken before the conclusion of the debate on the substantive resolution.

13. The Chair of a debate may, at his/her discretion, vary the time at which a vote is taken on an amendment, subject to permitting any rights of reply to be exercised.

## EMERGENCY RESOLUTIONS

14. A resolution received after the closing date for receipt of resolutions shall not be deemed an emergency resolution unless it could not have been formulated and received in writing before the closing date for submission of resolutions, nor if it calls for a change in the constitution.
15. Any such resolution must be submitted to the Standing Orders Committee in writing not later than the start of the first plenary session of the meeting.
16. If the resolution is not accepted as an emergency resolution by the Standing Orders Committee, the proposer shall have three minutes to explain to the plenary session why it is an emergency resolution as defined by Standing Order 14. The Standing Orders Committee will then have a right of reply. The proposal must have a two-thirds majority for the resolution to be accepted for debate.

## WORKING PARTIES

17. The Standing Orders Committee may recommend that the meeting refer any appropriate part of the business for discussion in a working party. A resolution that is to be debated in a working party shall also subsequently be debated in a plenary session.
18. The Nominations Committee, in consultation with the Chairperson of the AGM, shall appoint a chairperson and secretary for each working party and shall endeavour to notify the Standing Orders Committee of their names five days before the start of the AGM. Each Secretary shall provide a written record of the business of the working party and the Chairperson will arrange for a verbal report to the plenary session if required.
19. The Chairperson of a working party shall endeavour to reach a consensus of opinion on each resolution. If this is not possible s/he shall take a vote by show of hands of those entitled to vote.

## AMENDMENTS

20. Amendments to resolutions shall be proposed at a meeting by individual members, groups (either individually or from a regional meeting), affiliated organisations, or by the Board. Amendments from individual members (and from individual members only) must be seconded in person.
21. All amendments must, in the Chairperson's opinion:
  - a) not constitute a direct negative to the original resolution;
  - b) be relevant to that resolution;
  - c) form with the resolution an intelligible and consistent whole; and

d) not re-state a previously rejected amendment.

22. If a resolution is discussed at a working party then no amendment to that resolution may be proposed at the plenary session unless it has previously been proposed at the working party.
23. If an amendment is to be debated at a plenary session it shall be proposed at that plenary session by its original proposer, unless the Standing Orders Committee has been notified not later than the start of the plenary session that a specified other person or body will propose the amendment instead. If, when an amendment is called for debate, the proposer is not present the amendment shall fall.
24. If an amendment is carried in the working party and is accepted as friendly by the proposer of the original resolution (or in the case of a composite resolution by all the proposers of the original resolutions) it shall become or form part of the substantive resolution to be debated and voted on in the plenary session.
25. If an amendment is
  - a) carried in the working party but is not accepted as friendly by the proposer of the original resolution, or
  - b) not carried in the working party,

it shall not become or form part of the substantive resolution to be debated and voted on in the plenary session.

It shall be debated and voted on in the plenary session unless withdrawn under Standing Order 26.
26. An amendment carried in the working party may only be withdrawn by its proposer and with the consent of the majority of the plenary session. An amendment defeated in the working party may be withdrawn by its proposer.
27. An amendment once lost in a working party may not be proposed again at the working party. An amendment once lost at the plenary session may not be proposed again at the same meeting.

#### **RESOLUTIONS TO AMEND THE CONSTITUTION**

28. Resolutions to amend the Constitution shall not be capable of amendment.

#### **QUESTIONS ON FINANCE**

29. Full accurate replies to questions arising from the audited financial statement cannot be given at the meeting unless notice has been received in writing by the Treasurer seven days before the meeting. Such notice should be given in a separate letter and not be included in correspondence dealing with other matters.
30. Questions arising from the unaudited accounts and the financial estimates for the current year should be given in writing to the Standing Orders Committee no later than the start of the first plenary session of the meeting. The Standing Orders Committee shall ensure that the Treasurer is informed of these questions.

#### **CHAIRPERSONS**

31. The Chairperson of the AGM shall be responsible for the order and conduct of the meeting and the Chairpersons of working parties for the order and conduct of their respective working parties.
32. When a Chairperson speaks, any person speaking or about to speak shall sit down and shall remain seated in order that the Chairperson may be heard without interruption.
33. Chairpersons shall conduct debate in accordance with the Standing Orders approved by the meeting. If a question arises which is not covered by these Standing Orders, they shall rule in accordance with the normal procedure of debate or may refer the matter to the Standing Orders Committee for advice. In the meantime the issue under discussion shall be suspended.

#### **DELEGATES, NAME BADGES AND VOTING CARDS**

34. In addition to those having a constitutional right to attend the meeting, staff members and other persons invited by the Board may also attend.
35. Name badges and voting cards shall only be issued to, and used by, those entitled and may not be transferred.
36. Stewards and tellers shall be elected by the meeting and shall be responsible for ensuring compliance with Standing Order 41. No member of the Board may act as a teller or steward. Any person who has taken an active part in the debate immediately preceding a card vote shall not act as a teller in that vote. In the case of composite resolutions, no proposer of a composite resolution shall act as a teller or steward.

#### **SPEECHES**

37. Each speaker shall announce his or her name and category of membership, or in the case of a member of the Board or Standing Orders Committee his or her name and office, before speaking on any point.
38. The proposer of a resolution may speak for no more than five minutes. All other speakers, including those exercising a right of reply, may speak for no more than three minutes. These time limits may be extended at the discretion of the Chairperson. Visual aids shall be limited to text and graphs.
39. Except for a speaker proposing more than one amendment or exercising a right of reply, no speaker may speak more than once on a resolution other than with the permission of the Chairperson.
40. The Chairperson may at any time, but subject to ensuring balance in the debate, close the debate, subject to the exercise of rights of reply.

#### **VOTING IN THE PLENARY SESSION**

41. Voting shall be by a show of voting cards in the first instance. A collection of card votes shall be subsequently taken either by order of the Chairperson

## STANDING ORDERS

or at the request of fifty individuals who are entitled to vote.

42. A resolution other than a constitutional amendment requires a simple majority to be passed. In the event of a tied vote the Chairperson shall not have a casting vote and the resolution shall fall.

### PROCEDURAL MOTIONS

43. The following procedural motions may be moved by voting members at any time, save that, those in (d), (e), (f) and (g) may not be moved in a working party. They shall be taken immediately, except that no procedural motion may be taken during a speech or a vote unless it relates to the conduct of a vote, and Points of Order shall take precedence. They need to be seconded and require at least two thirds majority, unless otherwise specified.
- A challenge to a Chairperson's ruling.
  - A proposal of no confidence in the Chair.
  - A proposal that "The meeting move to the vote". The proposer shall specify which vote the proposal refers to. If the proposal is carried (simple majority), and if a statement on behalf of the Board has not already been made, the Board shall be given the opportunity to make such a statement. The proposer of the proposal may then exercise the right of reply.
  - A proposal to remit the resolution under debate to the Board for consideration (simple majority).
  - A proposal that "The meeting move to next business". If this is carried (simple majority) the question under discussion shall be dropped and no vote shall take place. The meeting shall then proceed to the next item on the agenda.
  - A proposal to suspend Standing Orders. This does not need to be seconded when proposed by the Standing Orders Committee. The proposal shall specify the Standing Order or Orders to be suspended and the duration of the suspension. The debate shall comprise a speech of not more than three minutes by the proposer and a reply of not more than three minutes by or on behalf of the Standing Orders Committee, or by any one other member when the proposer is the Standing Orders Committee.
  - A proposal to adjourn the meeting for a specified purpose and a specified time. Where a meeting is adjourned beyond the end of the last scheduled day of business the resumed meeting shall be summoned by notice like an Annual or Extraordinary General Meeting.

### POINTS OF ORDER

44. A point of order may only be made by a voting member and shall have precedence over all other business, except during the taking of a vote unless it relates specifically to the procedure of that vote. It must relate specifically to the conduct of the meeting or the debate, and shall not refer to, and contain no argument on, the subject matter under debate. It may contain a request for a Chairperson's ruling. The Chairperson may rule out of order a matter raised as a point of order on the basis that it is not in fact a point of order.

### POINTS OF INFORMATION

45. A point of information can only be made to advise the meeting that something the speaker has just said is incorrect, to seek an explanation of something the speaker has just said, or to provide the meeting with relevant factual information. The Chairperson may rule out of order a matter raised as a point of information on the basis that it is not in fact a point of information.

### UNFINISHED BUSINESS

46. Any resolution not dealt with during the meeting shall be remitted to the Board for consideration. The Board will take into account the outcome of the working party.

### AMENDMENT OF STANDING ORDERS

47. The Standing Orders may only be amended by a two-thirds majority decision of the meeting.

# DRAFT MINUTES FROM THE 2014 NATIONAL CONFERENCE & AGM

HERIOT WATT UNIVERSITY  
SATURDAY 12 APRIL 2014

## 1. OPENING CEREMONY & WELCOMING REMARKS

- 1.1. The conference opened with a video about Amnesty International's campaign for Women's Rights in Afghanistan.
- 1.2. Alex Pool, Conference Chair welcomed delegates to AIUK's 2014 AGM and thanked them for attending. The Chair stated his hope that this year's conference will be challenging, lively and lots of fun; he hopes that everyone finds the conference inspiring and leaves with many ideas to help them campaign for issues they are passionate about.
- 1.2. The Chair introduced Rachel Statham, from the Student Action Network Committee to present the special guest to open the conference.
- 1.3. Rachel Statham introduced Reem Al-Assil, co-founder and manager of the Free Syrian Translators, an independent media group established in September 2011. She is also a member of the activist collective "Freedom Days", and has been a member of the Syrian National Council since October 2012. Reem has worked with the "Syrian Non Violence Movement" since it started and was previously the head of its media department.
- 1.4. Reem Al-Assil expressed her delight at attending the conference, and the honour of lighting the Amnesty candle. The Amnesty candle that is the symbol for protecting human rights, the rejection of injustice and defending the oppressed. Reem informed delegates that she lights the candle for the souls of Syrian martyrs, for those who sacrifice their lives everyday to demand their freedom and for those who stand up for the sake of providing a better life for everyone.
- 1.5. Reem dedicated her lighting of the candle for the soul of her friend, a Syrian activist and human rights lawyer who died last week, under torture by one of the Syrian security branches. Reem reminds the conference of the power of people, hope and action, and that as long as there are human beings that stand by their brothers and sisters, there will be hope, and wishes that the candle she now lights be lit for as long as someone believes in human rights.
- 1.6. The Chair thanked Reem Al-Assil for speaking and officially declared the conference open.

The Chair formally welcomed other international guests to the conference, from Amnesty sections in The Netherlands, Denmark and Sweden.

## 2. AMNESTY INTERNATIONAL UK SECTION REPORT

- 2.1. Sarah O'Grady, AIUK Chair thanked delegates for attending the conference and reminded them, that this weekend, they are the decision-makers, the governors of Amnesty International UK and the custodians of its future, and what they decide matters.
- 2.2. The AIUK Chair discussed what inspired her to join Amnesty International over 20 years ago and told the AGM that she knew that by joining Amnesty, she would be joining an extraordinary movement and wanted to contribute to its work.
- 2.3. In the interests of transparency, the AIUK Chair informed the AGM that in 2013 the former Chair, Ciarnan Helferty, used his Amnesty credit card for personal expenditure. The matter came to light through AIUK's internal financial controls and it is something that staff ensured the external auditors were quickly and fully informed of. It is appropriately disclosed in the annual financial statements through Related Party Transaction Note 19 but it was felt it was important to note now. The amount in question totalled £11,672 and has been repaid in full. It is confirmed this was not a factor in his resignation last year and that prior to 2013, his record on expenses and credit card use was faultless.
- 2.4. Last year, the governance agenda was dominated by the Cost and Priorities Programme and, at an EGM and AGM, members participated in difficult debates and decisions. Although an unpleasant process, it is noted that the objective of achieving £2.5 million in annual cost savings was achieved. This process was necessary in order to achieve our medium term financial stability to 2016.
- 2.5. The AIUK Chair talked of the decision made at last year's AGM to approve a new staffing structure for AIUK but not to implement the decision until after we were able to determine whether the International Council Meeting had taken any decisions that would positively affect the section's financial situation. Some useful decisions were made but none had an immediate impact on our financial obligations. The Board therefore authorised the implementation of the decision.
- 2.6. The restructure reduced our staffing levels from 179 to 151.5 full-time equivalent posts. This was achieved without resorting to enforced compulsory redundancies. The Chair expressed the Board's sincere appreciation to those staff that left, for their individual and collective contribution to AIUK over many years. She also thanked all of the staff that have worked at AIUK over the past two years. They have campaigned, raised money, supported our members and supported each other during a challenging time.
- 2.7. The conference was reminded that the primary reason for the cuts at AIUK was the changed system of financing for the international movement. That system stems from decisions taken at International Council Meetings in 2009 and 2011. A detailed ICM delegate report that links to last year's AGM decisions has been produced. This has been reported back to most of the activist representative committees and feedback sessions have been offered to all of the recent Regional Conferences, as well as the Student Conference.

- 2.8 AIUK submitted two motions to the International Council Meeting in 2013, both of which passed. The first asked the International Board (formerly known as the International Executive Council) to develop a comprehensive strategy on human rights and sporting organisations. The second resolution resulted in a decision to pilot new ways of dealing with large donations to the movement that are restricted to a particular purpose, with the hope that a change in the rules will help sections to raise even more money for Amnesty's human rights work.
- 2.9 The two emergency resolutions that the AGM asked AIUK to table were rejected by the ICM's Preparatory Committee as not fulfilling the required criteria. However, it is believed that core concerns of the AGM were answered at the ICM.
- 2.10 The Chair talked of governance reform. One of the ICM decisions established a set of core standards for the movement, including core governance standards. AIUK is well-placed to meet all of these standards before the next ICM, although it is possible that some constitutional change might be necessary at next year's AGM.
- 2.11 AIUK has its own governance reform agenda and it is much more substantial than simply meeting the core standards. Last year, the AGM established a Governance Task Force to consider where reform might be necessary. The Board has wanted to examine and improve its structures and processes for some time and it is hoped that these issues will be addressed through the Governance Task Force.
- 2.12 One of the messages taken from the EGM was that the Board needed to consult more with our activists and members, and as a result, we have been developing our approach to consultation, continuing to develop it, drawing on the advice and support of the GTF. However, participation is required. So far this year, we initiated consultations on the sex work policy proposed by the International Secretariat, and we are soon consulting on the first phase of the movement's process to define the next set of strategic goals.
- 2.13 The Chair thanked the section's activists, colleagues on the Board and throughout AIUK's governance bodies, staff and volunteers at AIUK, and at the International Secretariat for all their hard work and support over the last year.

### 3. DIRECTOR'S REPORT

- 3.1 Kate Allen, Director AIUK thanked the AIUK Chair and commenced her speech by paying tribute to both Dr Martin Luther King and Nelson Mandela. 2013 saw the 50th anniversary of Dr King's 'I have a dream' speech and at the end of the year we mourned the loss of Nelson Mandela.
- 3.2 The Director talked about the difficult time faced by members of AIUK, in particular, the staff, who are now familiarising themselves with the new organisational structure. The Director noted the professionalism of staff who, faced with a new situation, are approaching their work with vigor and determination. She expressed thanks to all the volunteers that work in the offices,

particularly paying tribute to the volunteers that work in our bookshops.

- 3.3 The Director paid tribute to our activists, calling them Amnesty's special asset. Activism has an impact, even in seemingly intractable situations, giving two examples that typify this. Syria and Afghanistan:
- Last month, members took part in the biggest global action on Syria to date. Amnesty International joined with more than 130 other organisations in the #withsyria campaign. Iconic locations were illuminated in more than 40 countries, including the Cutty Sark. Banksy was notable amongst many other celebrities and artists, who joined activists in this action and secured international media coverage about the urgent need to get aid to the most vulnerable people inside Syria.
  - Also last month, the first refugees arrived in the UK as part of the government's resettlement plan. This was not on the government's agenda, but in partnership with other organisations, members were asked to make the case to their MPs. Out of 650 constituencies, members reached 645. That is the strength that activism adds to Amnesty's media work and our direct lobbying of central government.
  - AIUK have been throwing a spotlight on women's rights in Afghanistan – we contributed hugely to the 19,000 strong signature petition that called for the protection of women's rights in Afghanistan, inviting three of our young activists to hand it over to Foreign Office Minister Baroness Warsi.
  - We demand that our government have their plans in place to protect the human rights defenders in Afghanistan as the troops prepare to exit – tragically, in the last six months, four senior women police officers have been murdered in Afghanistan
- 3.4 The Director described the privilege of being invited to visit the Amnesty International section in Sierra Leone, speaking at their AGM. The AGM there created huge media attention resulting in five branches of the security forces coming to monitor. The director goes on to show the conference a film of the Amnesty villages and the impact of AI Sierra Leone on the lives of ordinary villagers.
- 3.5 The Director advised the conference of the movement-wide consultation with members, starting with a workshop this afternoon at the AGM. The consultation will lead to the adoption of a new set of strategic goals that will shape our work from 2016 to 2020. The AGM next year will consider the results of the consultation and decide what AIUK's contribution to the 2015 International Council Meeting should be.
- 3.6 Amnesty International's fourth global campaign against torture will soon be launched. The Director talked briefly of the previous campaigns and believes that this new campaign is strong because of the heed paid to those past experiences. The campaign launch is timely because this year marks the thirtieth anniversary of the Convention against Torture. This campaign is asking members to get the message across that torture is still widespread, that torture must never be tolerated. There is a specific focus on five countries: Mexico, Morocco, Nigeria, Philippines, and Uzbekistan
- 3.7 The Director reminded the conference what we do does make a difference, even if at times, we feel we are not

getting anywhere. This is evidenced by the release of Hakamada Iwao, who was in prison for 48 years, 46 of them on death row.

- 3.8 The Director concluded by paying tribute to the staff. Board members, and activists for their contributions to the movement and wished them well for the year ahead.

#### 4. ADOPTION OF STANDING ORDERS

- 4.1 Allison Cosgrove (Standing Orders Committee Chair), informed delegates that the Standing Orders Committee received a total of 20 resolutions for the AGM, covering a wide range of issues. These have been allocated to 4 working parties. Some resolutions required small amendments in order to achieve clarity, and the SOC has worked closely with the proposers to ensure that the essence of the resolutions is maintained whilst ensuring correct procedures are met.

- 4.2 Special resolution C1 is a constitutional amendment and requires a majority of three quarters of votes cast in a plenary to be successful. The resolutions on sex workers A1 – A3 have been allocated to a specific working party. Due to the shorter timescale of the AGM, the SOC proposed a change to the normal time limits for proposers of resolutions from 5 minutes to 3 minutes and proposers of amendments from 3 minutes to 2 minutes. All proposers of resolutions have been advised of this in advance.

- 4.3 The conference ADOPTED the SOC report and recommendations.

#### 5. ADOPTION OF 2013 AGM MINUTES

- 5.1 There were no amendments to the draft 2013 AGM minutes - the minutes were ADOPTED.

#### 6. ADOPTION OF 2013 AGM DECISIONS IMPLEMENTATION REPORT

- 6.1 The conference ADOPTED the 2013 AGM

#### 7. NOMINATIONS COMMITTEE REPORT

- 7.1 The conference ADOPTED the 2013 Nominations Committee Report.

#### 8. CALL FOR NOMINATIONS FOR 2015 AGM CHAIR, SOC, NOMINATIONS COMMITTEE AND CONFERENCE TELLERS

- 8.1 John Pestle, Returning Officer called for nominations for Conference Chair, Standing Orders Committee, and Nominations Committee and listed the tellers who will be helping collate the votes. The conference APPROVED the tellers.

#### 9. KEYNOTE SPEAKER: MARK THOMSON, SECRETARY GENERAL OF ASSOCIATION FOR THE PREVENTION OF TORTURE, FOLLOWED BY Q & A HOSTED BY KATE ALLEN, DIRECTOR AIUK

- 9.1 Hugh Sandeman Country Co-ordinator Steering Committee Chair introduced Mark Thomson, Secretary General of Association for the Prevention of Torture.

Mark thanked AIUK for the invitation to speak at the conference and stated that the launch of Amnesty International's global torture campaign is important to human rights defenders around the world. Amnesty's stand on torture has contributed historically to the fight against torture, inspiring human rights defenders worldwide. Mark covered various issues, including:

- 9.2 The phenomenon of torture:
- Torture remains a world-wide problem, no country is immune.
  - The failure to prosecute acts of torture only encourages further violations with impunity.
  - Judges that accept cases based on confessions rather than evidence-based investigations are condoning and encouraging torture practices.
  - Torture destroys individual human dignity.
- 9.3 Progress:
- Amnesty International's first worldwide campaign against torture was a landmark moment in the fight against torture. It inspired many persons, NGO's, institutions, and governments to act.
  - The UN convention has now been ratified by 154 states.
  - When countries do criminalise torture, it leads to convictions.
- 9.4 Taking a stand against Torture:
- We need more states to ratify the Convention.
  - Mark Thomson encouraged the conference to get behind the Stop Torture campaign, to think about who else could get involved. He shared the importance of standing up for justice and that our campaign can make a difference.
- 9.5 Kate Allen, Director, thanked Mark and welcomed questions from the floor:
- *Could you talk about how certain governments say they are against torture but then seem to be redefining what torture is?* Some governments have tried to make a difference between torture and cruel and degrading treatment. Both are illegal and need to be condemned. It is scandalous that some governments justify torture as enhancing interrogation techniques.
  - *The acts are illegal but the prohibition is not binding, is there any chance the ongoing campaigning can lobby for this to be binding?* There is the UN convention against torture – once ratified, it must be respected. All states should uphold and keep that promise. There can be legal obligation but if it isn't criminalised, then you don't see justice.
  - *The Sudanese government has taken no steps to stop torture, what do you do with those governments?* It is important to isolate those states. There are new initiatives, new ways must be found in order to apply pressure to international governments.
- 9.6 Kate Allen urged members to take the message back to their groups and get active on the Stop Torture campaign.
10. EXPLANATION OF WORKING PARTIES PROCESS
- 10.1 Alison Cosgrove, Standing Orders Committee Chair briefly explained the working parties process.

**11. AWARDS FOR OUTSTANDING ACTIVISM**

- 11.1 Dan Jones, Creative Coordinator, commenced the Activism Awards by announcing there would be a special award presented by The Marsh Trust. The award was presented to the Penzance Group by Jack McVitie, a representative from The Marsh Trust.
- 11.2 The following groups/individuals were presented with awards for their outstanding activism and fundraising in 2014;
  - Jersey Amnesty Group
  - Blackheath & Greenwich Amnesty Group
  - Mid-Warwickshire Amnesty Group
  - Noa Kleinman
  - Alex Dakers
  - Westminster Amnesty Group
  - York University Amnesty Group
  - Aston University Amnesty Group
  - Birmingham University Amnesty Group
  - Edinburgh Saint Mark's Amnesty Group
  - Ely Amnesty Group
  - Lewes Amnesty Group & Priory School Amnesty Group
  - Woodford County High School Amnesty Group
  - Sanjeela Shah, Benton Park School Teacher
  - Maisie Tozer – who performed her song 'Armed and Dangerous' (shortlisted in the Amnesty Youth Awards)
- 11.3 Loretta Fisher, Events Producer, gave her thanks to Jack McVitie from The Marsh Trust, Maisie Tozer, and Dan Jones for their contribution.

**SUNDAY 13 APRIL 2014**

**12. ACTIVE MEMBERS SUB-COMMITTEE REPORT**

- 12.1 Hannah Perry, Vice-Chair of the Board and Chair of the Active Members' Sub-Committee spoke about her involvement with activism at Amnesty UK as a student member of the Cambridge University Group, stating the importance of activism within the movement.
- 12.2 Amnesty International started with a belief that ordinary people want to make the world a better place and that by taking action together we can (and have) achieve extraordinary change.
- 12.3 The Active Members Sub-Committee is appointed by the Board to encourage and maximise the health, growth and impact of our activism at Amnesty UK. One of the key responsibilities is to make sure AMSC reports back to members on the health, growth and impact of our activism.
- 12.4 It is important that we, as members and staff, understand our own roles so that we can act clearly and strongly together.
- 12.5 A number of facts were shared to show how well we are doing with activism:
  - There is a network of 166 school speakers.
  - The Amnesty Teacher Programme is in its second year, 14 teachers from across the UK enrolled.
  - In 2013, we had 1.5 million unique visitors to our website.
  - The average visitor viewed 2.5 pages and spent 2mins

- 20 seconds on the site.
- We made nearly 40,000 more Facebook friends in 2013.
- The average number of actions taken per Facebook post is up from 130 in 2012 to 206 in 2013. IAR cases, the death penalty and refugees led to the highest number of actions.
- Death penalty posts saw an average of 310 actions taken per post.
- Our farewell to Mandela and our "Where is Nadya?" (Pussy Riot) action each reached around 1 million Facebook users.
- Almost 25% of schools in the UK have a teacher who is a member of our Teachrights Network – this is an increase of 5% from 2012.
- Currently 7000+ educationalists receive our Ezine which we use to promote our work and initiatives. This has increased by almost 1,500 in the past year.
- 37% of Secondary schools in the UK had more than 1 interaction with AIUK in 2013 (an increase of 4%).
- Total listens to Secret Comedy Podcast across iTunes, Audioboo and Soundcloud were 113,852
- 391,000 appeals were sent in 2013, by email and text message.

12.6 AMSC will begin producing a quarterly activism report. This will combine a complete picture of our activism: not from one department or one part of the membership – but the combined effort throughout that period. AMSC want to get better at measuring and reporting on our activism and the impact of that activism - In order to involve more people in our work, we need to be able to show them the impact of what we do – and why it is that we think doing our actions and petitions and letters are worthwhile.

12.7 Hannah Perry stressed the importance of working together wherever possible; communicating more and keeping one another informed of what is working well – and what isn't - in order to work more cohesively together, to support one another.

**13.0 TREASURER'S REPORT**

The Chair welcomed Cris Burson-Thomas, Treasurer to present the Treasurer's Report.

- 13.1 The Treasurer presented income figures from 2013, noting that it was a good year financially and the section ended the year with more reserves than planned. In 2013, 71% of our income came from supporters (including gift aid), 14% from legacies and 15% from other sources.
- 13.2 In 2011, the Section's forecast income was £24.2m, actual income was £23.7m, in 2012 the forecast income was £24.7m and actual income was £25.8m. Last year (2013) the section forecast income was £24.3m and actual income was £24.8m. In 2014, the section forecast is £25m, taking a cautious approach.
- 13.3 Legacy income and projection figures:
  - In 2010, budgeted income was £2.1m, actual was £2.1.
  - In 2011, budgeted income was £2m, actual was £2.6m
  - In 2012, budgeted income was £2.1m, actual was £2.9m

- In 2013, budgeted income was £2.1m, actual was £3.5m (66% above budget).
- In 2014, the legacy income is forecast at £3m

The same number of legacies are coming in, but the amounts are higher - legacy income is budgeted cautiously as the values can vary yearly. The 2014 legacy forecast of £3m is high due to known projected income - £300k has been deferred from last year to go into 2014, and a property in Camden has been left to us, with valuations of £1-£2m. Options are being weighed as what to do with the property (i.e sell, repair or rent).

- 13.4 Regular giving supporter numbers were 175,000 in 2013, down from 185,000 in 2012. There will always be supporters that leave, but we aim to replace them with new members through our recruitment. Street fundraising is now largely done in-house rather than relying on agencies which is showing to be a positive move, helped by the fact we now have a new dedicated Fundraising directorate. The 2014 forecast for regular giving supporters is predicated at 174,000.
- 13.5 Expenditure for 2011 was budgeted for £27.7m the actual spend was £26.1m. For 2012 the Section budgeted to spend £26.1m and actually spent £25.8m. For 2013 the Section budgeted to spend £24.6m and actually spent £22.8m. These figures include the assessment to the International Secretariat.
- 13.6 The assessment payment to the International Secretariat in 2013 is lower than the payment made in 2012, due to exchange rates and the assessment is based on income figures two years previously.
- 13.7 Minimum reserves levels are set at £3.7m, allowing for 8 weeks running costs. This is currently being reviewed by FSC and the Board.
- 13.8 The Treasurer thanked staff and the union for agreeing to the cost of living pay freeze this year.
- 13.9 The Treasurer thanked Tony Farnfield, Director of Corporate Services and the Finance team for their hard work and support during his time as Treasurer. Richard Cryer, Treasurer elect was also introduced briefly to the conference.
- 14. ADOPTION OF 2013 AUDITED ACCOUNTS**
- 14.1 The Treasurer moved to formally adopt the 2013 accounts; the accounts were **ADOPTED**.
- 15. ADOPTION OF AUDITORS**
- 15.1 The account auditors BDO Stoy Hayward LLP were **APPOINTED**.
- 16. SUNDAY MORNING PLENARY: PRESENTATIONS FROM MEMBERS SEEKING ELECTIONS FOR 2014/2015;**
- 16.1 The conference heard from candidates seeking elections for the positions for AGM Chair, Standing Orders Committee and Nominations Committee.
- 17. RESOLUTIONS FROM WORKING PARTIES**

- 17.1 **A1 Sex Work - Decriminalisation**  
Proposer: AIUK BOARD

**This AGM NOTES:**

The current global consultation on a draft policy proposal that, if adopted, would mean that Amnesty International calls for the decriminalisation of activities related to the buying or selling of consensual sex between adults.

**This AGM DECIDES:**

That the position of AIUK's Board, in global consultative, deliberative or decision-making meetings, shall be: Amnesty International should adopt a policy position to support the decriminalisation of activities related to the buying or selling of consensual sex between adults.

**THE RESOLUTION WAS COMFORTABLY CARRIED.**

- 17.2 **A2 Sex Work – Partial Decriminalisation**  
Proposer: AIUK Board

**The AGM NOTES:**

The current global consultation on draft policy proposal that, if adopted, would mean that Amnesty International calls for the decriminalization of activities related to the buying or selling of consensual sex between adults.

**This AGM DECIDES:**

That the position of AIUK's Board, in global consultative, deliberative or decision-making meetings, shall be: Amnesty International should adopt a policy position to support the decriminalization of the selling of consensual sex between adults (and requiring the criminalization or punishment of those who buy sexual services).

**THE RESOLUTION WAS OVERWHELMINGLY DEFEATED**

- 17.3 **A3 Sex Work – No Position**  
Proposer: AIUK BOARD

**This AGM NOTES:**

The current global consultation on a draft policy proposal that, if adopted, would mean that Amnesty International calls for the decriminalisation of activities related to the buying or selling of consensual sex between adults.

**This AGM DECIDES:**

That the position of AIUK's Board, in global consultative, deliberative or decision-making meetings, shall be: Amnesty International should not adopt a position on the buying or selling of sexual services.

There was a card vote

Total votes: 1009

Votes for: 507

Votes against: 502

**THE RESOLUTION WAS CARRIED.**

- 17.4 **B1 Human Rights Act**  
Proposer: Wirksworth & District Local Group

The AGM instructs the board to: oppose repeal of the Human Rights Act (1998).

In the run-up to the 2015 general election the organization will lobby in support of the present Act. AIUK to make available campaigning information for individuals and groups to use for local lobbying of MPs and parliamentary candidates.

This activity to continue after the general election if the then government threatens to repeal the act.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.5 **B2 Garment workers in Asian countries**

Proposer: Jerry Allen

Seconder: Peter James Murray

**The AGM instructs the board to:**

Advocate to the IS for a coordinated campaign to improve the labour rights of garment workers in Bangladesh, Cambodia and other Asian countries.

- 2,000 workers died when Rana plaza collapsed because employees were required to go to work in a building that had been judged unsafe.
- More than 100 workers died in the Tazreen factory fire when garment workers were required to continue working after the fire had been detected.
- Several major UK retailers have still not agreed to the 'Bangladesh Fire and Safety accord'.
- Garment workers striking in Cambodia for a living wage have been shot dead, intimidated, beaten, arrested and judicially persecuted.
- The textile and apparel sectors rely overwhelmingly on women workers, whose fundamental rights, particularly the right to form and join trade unions, to collectively bargain, and to strike, are routinely abused

There are several NGOs and Trade Union organisations working on these issues, both in the UK and worldwide. Such a campaign therefore offers an exceptional opportunity for collaborative work in partnerships. Such a campaign would be particularly suitable for public activism and engagement, with retailers in all our high streets and communities.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.6 **B3 Guantanamo**

Proposer: Canterbury Local Group

**The AGM instructs the board to:**

Increase AIUK's focus on Guantanamo.

In spite of the strenuous efforts made by Amnesty and all other human rights organisations the camp remains open – it is an abomination and a stain on the face of the civilized world.

Twelve years on 155 detainees still remain in Guantanamo, outside the American judicial system and without the protection of the Geneva convention. A change of approach is needed, Amnesty must be prepared to bring the truth to light and expose the British and American people to the appalling abuses of human rights that have been carried out in our names by our governments.

After 9/11 the Americans had the sympathy of the whole world, but the existence of Guantanamo has caused

incalculable damage to the United States. Rendition and ill-treatment at black sites run by the CIA all over the world, plus, the secret prison at Bagram Air Base (declared "worse than Guantanamo" by the International Red Cross) compound the human rights abuses at Guantanamo.

Not one detainee has been charged with anything or offered a fair trial. Enough is enough.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.7 **B4 Guatemala**

Proposer: Tom Sparks

Seconder: Eilidh Douglas

**The AGM decides that:**

- a. This AGM further decides that Amnesty UK will conduct a campaign to end impunity for human rights abuses in Guatemala. The campaign should address, but is not limited to impunity for:
  - Attacks against trade unionists;
  - The rights of indigenous peoples in Guatemala, including their social, economic and cultural rights;
  - The rights of indigenous peoples over land and natural resources;
  - Gender-based violence;
  - Attacks on human rights defenders; and
  - Human rights abuses committed during the internal armed conflict.
- b. The campaign should also stress the importance that Ríos Montt and other high officials accused of committing large-scale and widespread human rights abuses amounting to genocide during the internal armed conflict are brought to trial. Such a trial must be fair and impartial, and must be conducted in line with international standards.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.8 **B5 Sri Lanka Human Rights**

Proposer: Kingston Local Group

**This AGM calls on Amnesty International UK Section to urge the UK Government to:**

- Continue to hold the Sri Lankan Government to account for human rights abuses past, present and on-going within the whole of the state.
- Follow up the commitments it made following the 2013 CHOGM to expect the Sri Lankan government to "make progress on human rights, accountability, reconciliation and political settlement".
- Continue the call, made by David Cameron at the CHOGM in November 2013, for a "credible and transparent independent investigation into violations of humanitarian and human rights law, a meaningful political settlement with the North, including demilitarisation, and proper implementation of Lessons Learnt and Reconciliation Commission LLRC recommendations"
- Challenge the culture of impunity and ensure that by using the term 'reconciliation' it does not allow any impunity for human rights abuses committed by either side during the conflict or since.
- Continue to bring attention to the humanitarian crisis in the conflict-affected North and East of Sri Lanka

where there are up to 90,000 war widows, many unresolved disappearances.

- Continue to make it clear to that rape, sexual violence and harassment by military personnel or government agents, whether during the war or afterwards, is unacceptable and must stop.
- Take immediate advantage of the recent decision, taken at the 25th session of the UNHRC on the 26 March 2014 in Geneva [for the Office of the UN High Commissioner of Human Rights to “undertake a comprehensive investigation into alleged serious violations and abuses of human rights and related crimes by both parties in Sri Lanka during the period covered by the Lessons Learnt and Reconciliation Commission...”], to push, through all international channels available, for the Sri Lankan Government to cooperate with the Office of the High Commissioner in the prompt implementation of that resolution.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.9 **B6 Sri Lanka and the UN**

Proposer: Kingston Local Group

**This AGM calls on AIUK to make representations to the International Secretariat to:**

Make representations to the UN Secretary General to follow up his Internal Review Panel on United Nations Action in Sri Lanka (14/12/2012) with a full report on what changes, if any, have been implemented within the UN structure to prevent any similar failure to protect civilians in future conflicts, and if no significant reforms have been implemented to produce a timetable detailing what reforms are to be made.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.10 **C1 Special Resolution - Nomination Committee co-option**

Proposer: AIUK BOARD

**This AGM decides:**

That in Article 21.5 of the Articles of Association of the Company the phrase “may co-opt one additional Nominations Committee member” be replaced by “may co-opt two additional Nominations Committee members”.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED (ABOVE 75% OF THE VOTE).**

17.11 **C2 Nominations Committee Terms of reference**

Proposer: AIUK BOARD

This AGM adopts the following terms of reference for the AIUK Nominations Committee, in addition to those specified in Article 21 of the Constitution.

These terms of reference may be updated from time to time by decision of the AIUK AGM.

1. Membership of the NC

- Co-opted members of the NC shall be non-voting members but otherwise will have the same rights and responsibilities as elected members.
- The following skills and experience are considered to be important to the NC and AIUK members standing for election to the NC should be able to

demonstrate to its electorate some or all of the following:

- (i) Substantial, relevant experience of finance, human resources, or strategy development.
  - (ii) Experience in headhunting and shortlisting.
  - (iii) Relevant connections to other parts of the UK voluntary sector which will enable them to identify candidates for posts within AIUK.
  - (iv) Experience in applying diversity and equality principles to recruitment processes.
- AIUK members standing for election to the NC must provide a written manifesto, which may be up to 500 words long.
  - This manifesto must make explicit reference to the above criteria.
  - This manifesto must be made available at a time to be determined by the election officer to enable it to be circulated to all those attending the AGM.
2. Function and operations of the NC
- The NC is a purely advisory body.
  - In carrying out its work, the NC should abide by best-practice standards in relation to the fairness and transparency of its processes (including advertising, searching for, recommending and recruiting post-holders) in all of its work.
  - The NC has three primary functions – to assist in the recruitment of board members, to assist in the recruitment of members of the board’s subcommittees, and to assist in the recruitment of AGM/ National Conference office-holders.
  - The Nominations Committee shall acknowledge applications from candidates and ensure that candidates are informed of the outcome of their applications
  - The Nominations Committee shall take all appropriate steps to publicize its work to Amnesty International groups and members including the use of the Amnesty International UK Section website and making presentations at regional meetings.
- 2.1 Assistance with recruitment to the board
- The NC shall review with the Board the basic skills required for Board membership, and identify any specific skills shortages within the current AIUK Board membership.
  - In conducting this research, the NC shall ensure that diversity and equalities issues are addressed.
  - In cases where the Board decides to coopt one or more members, the NC shall be closely involved in the cooption process.
  - The NC shall monitor and update as required the information contained in the board nomination pack, and shall be consulted on all other materials relevant to encouraging people to put themselves forward in AIUK elections or to filling coopted positions.
- 2.2 Assistance with recruitment to the board’s subcommittees
- The NC will review with the subcommittee chairs, the basic skills required for subcommittee membership, and identify any specific skills shortages within the current subcommittees.
  - Subcommittee chairs shall facilitate the attendance of NC members as observers at subcommittee meetings when this is beneficial in assisting NC members to understand the skills required by subcommittee members.
  - The NC will actively seek candidates to stand for the subcommittees, to match the skills and criteria

required ensuring diversity and equalities issues are addressed as far as is practical.

- The NC will advise the board and subcommittee chairs on how best to supplement their terms of reference with lists of expertise and skills required by their members.

2.3 Assistance with recruitment of AGM/National Conference office-holders

- The NC will actively seek people to Chair Working Parties for the National Conference/AGM

2.4 Organization and budget

- The NC will use a combination of face-to-face meetings and other means of communication (including video-conferencing and email) to carry out its work.
- Office support will be provided to this committee.
- Subject to the constraints of the overall Section budget, the NC will agree with the Board each year a budget adequate for its operations. This will normally be sufficient to cover two face-to-face meetings per year and appropriate attendance at board subcommittees in addition to AGM attendance by all members.
- The NC will review the processes by which it achieves its objectives and make improvements as required, and as technology becomes available.

3. Reporting by the NC

- The NC's annual written report shall also include a description of its work, including impediments to its work and proposals for remedying them.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.12 C3 Governance Training Budget

Proposer: AIUK BOARD

**This AGM decides:**

- That the Board has an annual budget of £35,000 in 2014 to spend on training throughout the year for members engaged in governance (members of the Board and its subcommittees)
- That this baseline budget of £35,000 increases in line with inflation from 2015 onwards
- That anything exceeding this budget will be reported separately in our annual report
- That this budget will be reviewed on an ongoing basis to ensure it provides for all future requirement, such as those that arise as a result of significant changes in the regulatory or economic environment
- That the Board will, in every case, first seek to secure such training pro bono through experts within the movement before drawing on this budget

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.13 C4 Governance Task Force Extension

Proposer: AIUK BOARD

**The AGM:**

Reaffirms the importance of good governance and the need to review AIUK's governance and communications, in accordance with Decisions E4 and E5 of the 2013 AGM;

Notes the work done to date by the Governance Task Force

**This AGM DECIDES:**

- That the term of the current Governance Task Force be extended for a further year, to July 2015
- That the Governance Task Force shall provide regular recommendations to the Board and, in particular, to the January 2015 Board meeting, for incorporation into the business of that year's Annual General Meeting.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.14 C5 Location of AIUK Annual General Meetings

Proposer: AIUK BOARD

**This AGM decides:**

That the location of AGMs can be fixed for up to a three year period in order to reduce costs to AIUK and that location be determined by the Board with a cost benefit analysis in mind. The AGM will take place either in Northern Ireland, Scotland or Wales in rotation at least once every four years.

That this decision supersedes Decision C2 of the 2008 AGM.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.15 D1 Secret Policeman's Ball

Proposer: Canterbury Local Group

**The AGM instructs the board to:**

- Ensure the management response to the SPB evaluation is implemented.
- Involve grass roots campaigners, youth, student, local etc. in the development of thinking on the future of SPB.
- Ensure that these findings are made available by the AGM 2015.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.16 D2 Secretary General's Global Council

Proposer: York and Bury St Edmund Local Groups

**The AGM instructs the board to ask the International Board:**

- Draw up supportive proposals to strengthen the working of the Secretary General's Global Council (SGGC)
- a) to ensure that the members of the SGGC are recruited in line with, and demonstrate continuing commitment to, AI's mission and values and
- b) for a suitable system of transparent accountability for the SGGC and
- c) to submit both sets of proposals to the International Board for their consideration with the request that the International Board introduce SGGC enhanced recruitment guidelines and an accountability process for the SGGC within 6 months of submission.
- d) to remove the description of the members of the SGGC as "high net worth individuals", which is inappropriate for a grassroots human rights organisation, and replace it with "individuals of repute and influence with fundraising capacity."

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.17 D3 Linking Members with Local Groups

Proposer: Penzance Local Group

**This AGM regrets:**

That there is no automatic link between national membership of AIUK and local/student Amnesty groups and that many members are not aware of the large amount of activism undertaken in their localities. While some national members may have no wish to engage with a local or student group, there are many who will be interested in taking part in raising awareness, undertaking actions and fundraising within their local communities. We should make it easy for national members to engage with local and student groups and therefore, this meeting instructs the Board to:

1. Automatically provide members with the details of their local and student groups.
2. Confirm the goal of encouraging members to join local and student groups and instructs the board to develop effective mechanisms to do this that ensure that Amnesty and local/student groups are compliant with the data protection act.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.18 **D4 Scottish Independence**

Proposer: Malcolm Dingwall-Smith  
 Seconder: Gillian Melville

“The AGM instructs the Board:

To evaluate the impact of the Scottish referendum result on both the UK section as a whole and the Scotland regional office and bring proposals for any changes required to the 2015 AGM and to ensure that in the interim period (October 2014 to April 2015) sufficient resources are dedicated to the Scotland Regional Office to maximize our human rights impact in any future model of Scottish governance.”

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.19 **D5 Strategic Goals Consultation**

Proposer: AIUK BOARD

**This AGM DECIDES:**

- That the Board will develop and implement a plan to consult with AIUK’s membership on the composition of the Strategic Goals;
- That the Board will report the results of the international and UK consultations at appropriate times including to the 2015 AGM;
- That the Board shall table a resolution at the 2015 AGM proposing the position to be adopted by AIUK’s delegation to the next International Council Meeting.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

17.20 **D6 Global Transition Program**

Proposer: Caroline Butler  
 Seconder: Mark Froud

**The AGM instructs the board to:**

1. Seek from the International Board regular updates on the implementation of the moving closer to the ground process, including:
  - The ongoing progress of newer Sections and entities, such as India and Brazil;
  - Updates on Section that are being co-located with the new Regional Hubs in the Global South, such as Dakar, Johannesburg and Nairobi;
  - Updates on the new forms of presence such as

Nigeria, Egypt and Indonesia;

- The financial health of the funding Sections;
2. Request that the updates clearly indicate where progress differs from the original schedules and budgets, and include feedback and analysis from staff in the global offices.
  3. Provide these updates to AIUK networks including AMSC, IISC Country Coordinators and Regional Reps.

**THE RESOLUTION WAS OVERWHELMINGLY CARRIED.**

**18. EVEN IF WE LOSE OUR LIVES, FOLLOWED BY Q&A**

There was a performance by the Ice and Fire Theatre Company, the script drawn from interviews with three Afghan women.

**19. ELECTION FOR AGM/CONFERENCE CHAIR 2015**

- 19.1 John Pestle, Returning Officer held an election (between Vie Compton and Stuart Hathaway) for the AGM/National Conference Chair for 2015. Vie Compton won the elections with 453 votes against Stuart Hathaway’s 259

**20. ELECTION FOR STANDING ORDERS COMMITTEE 2015**

- 20.1 An election was held for the Standing Orders Committee, the winners were Paul Cooney (450 votes), Arthur Davis (444 votes) and Alex Pool (442 votes).

**21. ELECTION FOR NOMINATIONS COMMITTEE 2015**

- 21.1 The Nominations Committee has 1 vacancy, Paul Duployen is the only candidate and has been elected unopposed.

**22. PERMISSION TO DESTROY THE BALLOT PAPERS**

- 22.1 John Pestle, Returning Officer requested and was granted permission to destroy the ballot papers.

**23. CLOSING REMARKS**

- 23.1 Alex Pool, Conference Chair thanked delegates for attending the AGM and for ensuring the business of the AGM was carried out well and in a timely manner. He thanked the AGM Review Group for all their work in putting together the AGM programme and Agenda, the Standing Orders Committee for overseeing the business of the AGM. The Chair also thanked the Returning Officer John Pestle and his team of tellers, the Heriot Watt University Staff, the Production Crew, and the Blueprint Staff. The AIUK Staff – working party secretaries, in particular Ruth Dawson, the Events Staff Loretta Fisher and Alison Willis, and Asha Verma for taking the minutes. Alison Cosgrove, Standing Orders Committee Chair and Sarah O’Grady, AIUK Chair in turn thanked Alex Pool for chairing the AGM for all his hard work over the last three years.

# AGM DECISIONS IMPLEMENTATION REPORT

## **A1 SEX WORK – DECRIMINALISATION**

Proposer: AIUK Board

**This decision has been implemented to the extent possible**

Members of Amnesty UK considered a series of options on policy towards sex work at its 2014 AGM. There was support for the decriminalisation of activities related to the buying or selling of consensual sex between adults (A1), but delegates also voted in favour of taking no formal position on the issue (A3). AIUK's Board therefore determined that the result of the vote was inconclusive and that the section could not adopt a position on the issue. The views of Amnesty UK have been conveyed to the International Board of Amnesty International who will be considering the responses from all the Amnesty sections around the world.

At the Chair's Forum in June 2014, it was announced that there would be no decision on policy until the International Council Meeting (ICM), Amnesty's highest decision-making body, in August 2015.

In December 2014, the IS informed us that further research on the policy was underway. The outcome of this research will result in a discussion at the 2015 ICM. The International Board will then make a final decision informed by the deliberations at the ICM. AIUK will continue to assume its inconclusive position at the various international meetings taking place during 2015.

## **A3 SEX WORK – NO POSITION**

Proposer: AIUK Board

**This decision has been implemented to the extent possible**

Please refer to A1, above.

## **B1 HUMAN RIGHTS ACT**

Proposer: Wirksworth & District Local Group

**Implementation is in progress and a further report will be provided to the 2016 AGM**

Anticipating attacks on the HRA, AIUK prepared a rebuttal team during the political party conference season, rapidly deploying our lines on the HRA following the launch of the Conservative proposals to abolish the Human Rights Act and replace it with a Bill of Rights. We have also been liaising with our colleagues at the IS and other European Sections to coordinate and assess the broader ramifications in the event of UK withdrawal.

AIUK is due to launch a campaign on Human Rights in the UK towards the end of February 2015. The initial strategy covers the period from now until the General Election as it may have to change dramatically depending on the make-up of the new Government in May. Scenario-planning is taking place to enable AIUK to act fast in defence of the HRA after the election. Changing public attitudes on human rights and the HRA is a long-term project.

This campaign is aimed at addressing the toxic debate around human rights in the UK with a view to positively affecting the political debate around the HRA specifically. We are in contact with Equally Ours, a campaign group which has produced huge amounts of in-depth public opinion polling on human rights and

the HRA specifically. We have been working with YouGov on testing which messages and arguments work and resonate with the general public. We are segmenting the public into groups or demographics who are more sympathetic and persuadable to our messages on human rights. By early February we will have a campaign strategy, aims and objectives, and our campaign message agreed including our target audiences and activities and strategies for reaching out to them.

Between the launch of the campaign and the general election we will be using all communications channels, mobilising all activists and using all public event opportunities to get the message out that human rights protections in the UK are important, relevant and worth fighting for. Activists will be meeting with and contacting prospective parliamentary candidates as part of the general election project and talking about the HRA. They will be putting on events locally - some linked to the anniversary of the Magna Carta - or taking part in schools projects and debates and AIUK staff will be supporting them with materials, toolkits, information and training.

## **B2 GARMENT WORKERS IN ASIAN COUNTRIES**

Proposer: Jerry Allen

**Implementation is in progress and a further report will be provided for the 2016 AGM**

Following the AGM, the Bangladesh and Cambodia country coordinators and the AIUK trade union community organiser began to scope opportunities for collaboration. A fruitful teleconference was held in early June with Labour Behind the Label, the UK arm of the Clean Clothes Campaign, who are keen to work with us. In September, the Bangladesh Country Coordinator and the Trade Union Community Organiser met with a representative of the TUC. The conclusion of this meeting was that Amnesty International has potential to add value on rights to freedom of association and rights to organise, rather than on more specific labour issues (like the Bangladesh Fire and Safety Accord or minimum wage targets in Cambodia). In early November we received situational analyses on the labour rights situation in Cambodia (supplied by European TUC and International TUC) and Bangladesh (ITUC, UNI and IndustriALL) and we are analysing these with a view to identifying a freedom of association "ask," most likely focused on the ILO standards and the right to strike, ahead of approaching colleagues at the International Secretariat. Any activism or advocacy is likely to take place in 2015.

## **B3 GUANTANAMO**

Proposer: Canterbury Local Group

**This decision has been implemented to the extent possible**

The IS issued an internal briefing to mark the 12th anniversary of Guantanamo, which we used for media work. We took forward activity to mark the anniversary through our Country Coordinator, Noa Kleinman, which focused on the Global Day of Action to close Guantanamo on May 23rd, 2014 and we produced a feature in Groups News. In December, we collaborated with the Save Shaker Campaign and promoted their Twitter action and promoted a rally organised by the London Guantanamo Campaign, addressed by Noa Kleinman (AIUK Country Coordinator for North America). In January 2015 we ran an online petition targeting both President Obama and Prime Minister Cameron calling for Shaker's return and emailed AIUK supporters to ask them to sign. We supported the action with media work and had significant coverage including an extended piece on BBC News at 10. As at 19th January, 19,000 people had signed the petition. We were pleased to

see that the Prime Minister did indeed raise the case, reporting that the President reiterated his commitment to closing the detention camp before leaving office in 2016. We have further campaigning work planned for February 14th, the anniversary of Shaker's detention.

#### **B4 GUATEMALA**

Proposer: Tom Sparks

**Implementation is in progress and a further report will be provided for the 2016 AGM**

On 31 May AIUK hosted a significant international conference on impunity in Guatemala at the HRAC. This was jointly organised with the TUC, Guatemala Solidarity Network and other NGOs including the ITUC, Banana Link, PBI, CAWN and LAAMP. The highlight was the contribution of three Guatemalan speakers who had come to London specially for the event; Yolanda Oqueili, an environmental activist (and long-term AI HRD case); Jose Cabrera, General Secretary of SITRAGUA, the Trade Union of the Workers of the Municipal Water Company of Guatemala; and Maya Alvarado representing the *Covergencia de Derechos Humanos*, the coalition of Guatemalan Human Rights Groups. Maya is also currently Executive Director of UNAMG, the National Union of Guatemalan Women. The plenary sessions were chaired by Georgia Booth, AIUK Guatemala country coordinator, and Shane Enright, AIUK trade union community organiser. Over 80 delegates attended, and a series of workshops explored practical solidarity. The event was crucial in building relationships in the UK for future activism in line with the resolution and in coordination with the secretariat.

Future work will be led by the Country Coordinator, working to priorities established by the International Secretariat. The outcomes of our May 31 conference are being converted into a briefing to be made available to attendees. One powerful way of bringing the resolution goals to life would be through casework activism, and we are currently engaged in active discussions with the British TUC, UNISON and the global union Public Services International with a view to identifying a potential key case for sponsorship to the secretariat that would provide the basis for mobilising and outreach and human rights impact.

#### **B5 SRI LANKA HUMAN RIGHTS**

Proposer: Kingston Local Group

**This decision has been implemented**

We have raised this with the UK government and parliament. It has been discussed in meetings with the FCO Minister, Hugo Swire MP and in meetings with members of the Shadow (Labour) Foreign Affairs team. The IS researcher joined us at the Foreign Secretary's conference to End Sexual Violence in Conflict, raising the relevance of this in the Sri Lanka context. We provided a briefing for the House of Lords debate (Starred question) on Sri Lanka which was led by Lord Sheik.

We have circulated Amnesty International's response to the Sri Lankan elections to parliamentarians including Shadow teams. We have lobbied to ensure Amnesty's concerns are raised in parliamentary questions and that the UK government continue to press the new Sri Lankan government to address outstanding human rights concerns and secure progress on the ground. We have also raised this at a senior level in the FCO and will continue to brief them on developments.

#### **B6 SRI LANKA AND THE UN**

Proposer: Kingston Local Group

**This decision has been implemented to the extent possible**

This matter was raised with the International Secretariat during 2014. However, they were not able to allocate the resources required to take this forward, given the competing human rights priorities relating to Sri Lanka.

#### **C1 SPECIAL RESOLUTION - NOMINATION COMMITTEE CO-OPTION**

Proposer: AIUK Board

**This decision has not been implemented**

Last year's AGM Special Resolution unfortunately contained a small error, referring to the wrong article of AIUK's Articles of Association. As a consequence the resolution was invalid. The mistake was caused by a document management error, since rectified. The Board will therefore bring the Special Resolution back for decision at the 2015 AGM.

#### **C2 NOMINATIONS COMMITTEE TERMS OF REFERENCE**

Proposer: AIUK Board

**Implementation of this decision is in progress and a further report will be provided to the 2016 AGM**

The Nominations Committee are revising membership and applications processes for the Board Sub-Committee, the Board itself and AGM Working Party Chairs. They are liaising with Sub-Committee Chairs to see how recruitment can be improved. They will be visiting Regional Conferences and contacting Regional Representatives to publicise future elections. Information sent in the magazines and placed on the website is being revised. Provision for the Nominations Committee expenditure has been set aside in the 2015 budget.

At the time of writing, the Nominations Committee terms of reference are in the process of being reconfirmed and the Returning Officer is considering the revised procedures required to give effect to this resolution at the 2015 AGM.

#### **C3 GOVERNANCE TRAINING BUDGET**

Proposer: AIUK Board

**This decision has been implemented and will have ongoing effect**

Funding provision for £35,000 was set aside and further provision has been included in the 2015 budget, in line with the AGM resolution.

#### **C4 GOVERNANCE TASK FORCE EXTENSION**

Proposer: AIUK Board

**This decision has been implemented**

The Governance Task Force is continuing to meet, in line with the decision of the AGM to extend its term until July 2015.

#### **C5 LOCATION OF AIUK ANNUAL GENERAL MEETINGS**

Proposer: AIUK Board

**Implementation is in progress – this decision has ongoing effect**

Warwick University will host the 2015 AGM, 18-19 April. In 2016 and 2017, the AGM will take place at the East Midlands Conference Centre, Nottingham.

### **D1 SECRET POLICEMAN'S BALL**

Proposer: Canterbury Local Group

**This decision has ongoing effect**

Any work to start exploring the next steps for the SPB will take place in the context of the development of a wider integrated communications plan. Work on this will commence in 2015 and any subsequent work to develop the SPB will be carried out in accordance with this decision.

### **D2 SECRETARY GENERAL'S GLOBAL COUNCIL**

Proposer: York and Bury St Edmund Local Groups

**Implementation of this decision is in progress and a further report will be provided to the 2016 AGM**

A meeting was held in January 2015 with the relevant Senior Director (appointed October 2014) at the International Secretariat in order to ensure that any supportive proposal from AIUK's Board to the International Board is relevant to the intended future role and membership of the Secretary General's Global Council. The intention is now to bring a proposal to the Board for the meeting on 21 March 2015.

### **D3 LINKING MEMBERS WITH LOCAL GROUPS**

Proposer: Penzance Local Group

**Implementation of this decision is in progress and a further report will be provided to the 2016 AGM**

A project group has been established, with representatives from Community Organising, Supporter Recruitment & Development, Database Marketing, Supporter Care, Digital, Publishing & the Data Protection Group.

The group is planning for the following solutions to be in place by April 2015:

- Regular e-comms to new and existing individual members promoting local and student groups.
- Adding a page to the welcome pack for new individual members, which promotes groups, signposts the 'groups finder' on the AIUK website, and encourages members to call the Supporter Care for further info
- Show-casing the work of groups in the AIUK magazine on a more regular basis & encouraging individual members to join / get involved with local groups.
- Remind all groups of the opportunity to email national members in their area via the HRAC. This is a great way to promote events/activities and to boost group membership. Currently we receive approximately 3 requests per week from groups to send out emails on their behalf; we need to ensure that the process is scalable, while remaining compliant with the Data Protection Act.

### **D4 SCOTTISH INDEPENDENCE**

Proposer: Malcolm Dingwall-Smith

**This decision has been implemented to the extent possible**

The Scotland office of AIUK has carried out its campaign work to promote a human rights agenda in the referendum debate through political advocacy, supporter activism, outreach events and the use of media and social media. As part of this work, it examined the draft constitution for an independent Scotland published by the Scottish Government in June 2014. On 18 September, the referendum resulted in a 'no' vote, meaning Scotland will remain part of the UK.

AIUK has continued its engagement post-referendum, making a written submission to the UK government-established Smith

Commission on increased powers for Scotland and co-signing a civil society response to the Smith Commission as part of the Scottish National Action Plan Leadership Panel, on which we are represented. All local and student groups in Scotland have been written to with an update on this post-referendum campaign work.

Post-referendum work is being mainstreamed within our normal work programme in Scotland and no additional staff resources are deemed necessary to support ongoing engagement at this time.

### **D5 STRATEGIC GOALS CONSULTATION**

Proposer: AIUK Board

**This decision has been implemented**

We have completed Phase 1 and 2 of the consultation process. Phase 1 was an initial opportunity for activists and staff to contribute ideas for potential goals for 2016-2019 and conduct some external trends analysis. AIUK provided a formal response to the International Secretariat in June.

Phase 2 proposals were discussed at the September Governance Day and staff in the Community Organising, HRE and Events Team have worked with the Governance, Strategy and Planning Officer to provide a pack of materials and events for activists. There were six regional meetings and we received 22 contributions from groups, as well as inputs from the trade union movement. More than 1400 individuals in the UK took part in the survey hosted on the International Secretariat's website. Once again, timelines were tight, a factor which inhibited broader participation (alongside the sometimes dense language used in the materials). AIUK submitted its response to Phase 2 of the consultation at the end of October and this is available to members on request.

Phase 3 of the Strategic Goals Consultation is currently underway. We have received a second version of the strategic plan, ahead of its adoption at the International Council Meeting (ICM) in August. The Board will put forward a resolution at the 2015 AGM instructing AIUK's position at the ICM. Members will also have the opportunity to discuss the latest proposals at an AGM workshop. The materials will be available for members to review ahead of the AGM.

### **D6 GLOBAL TRANSITION PROGRAMME**

Proposer: Caroline Butler

**Implementation is in progress and a further report will be provided to the 2016 AGM**

A number of papers from the international movement were sent to the Activism Sub-Committee and International Issues Sub-Committee prior to their meetings in November 2014. AIUK staff are continuing to develop systems to capture relevant materials that are circulated within the movement's different flows of information.

## 2013 AGM DECISIONS IMPLEMENTATION

The Board continued to monitor the implementation of a number of decisions from previous AGMs.

### A5 DISABILITY AND HUMAN RIGHTS

Proposer: Rick Burgess

**This resolution has been implemented to the extent possible**

During 2013, the Campaigns Director of AIUK provided a supportive statement to the WOW Petition during its successful attempt to achieve 100,000 signatures and trigger a Parliamentary debate. AIUK activists were encouraged to support the petition through the Chair's email to leading activists in December 2013. Further discussions with the proposers of the resolution took place in July and November 2014 as they sought support for a new campaign on the Work Capability Assessment.

It has been challenging to undertake more extensive work to implement this resolution. There is no significant body of work at the International Secretariat and limited policy to inform Amnesty's approach to a complex human rights concern, although we understand that the International Secretariat may be preparing a policy note on "austerity". Resources have also been an issue. Whilst recruitment to the new staffing structure enabled us to identify a member of staff to undertake scoping work in the second half of 2014, a number of competing priorities and opportunities arose. These included work with the IS on litigation concerning UK mass surveillance, scoping out potential work on the Human Rights Act (see above) and the "Lobbying Act". Our approach will now be to commission scoping work from an external source as we seek to move this work forward. When we have a sense of what work might be possible, we will address the question of establishing a network, as we are conscious of the risk of raising expectations in the absence of a workplan and with limited policy. A further report will be provided to the 2016 AGM.

### A6 REPORTING ON AGM DECISIONS

Proposer: Paisley Local Group

**This decision has been implemented and has ongoing effect**

AIUK staff are continuing to report on the progress of AGM decision implementation to each Board meeting. From May 2014, all implementation updates have been posted on the AIUK website, enabling proposers and other interested individuals to monitor progress and provide feedback to Board members.

### B1 AIUK FINANCES

Proposer: Paul Gadd

**This decision has been implemented and has ongoing effect**

The Board's Finance Sub-Committee (FSC) continues to actively review AIUK's financial and risk management. A further review of risk management will take place during 2015, as AIUK prepares for a new strategic period.

Quarterly reports for members have been provided on both AIUK and IS finances. These have incorporated illustrative projections to 2021, as did the Treasurer's report to the 2014 AGM. Ongoing developments in the IS's financial and risk management are scrutinised by the FSC, with considerable

engagement from the staff of AIUK and the IS.

AIUK has also been involved with ongoing work on how sections and the IS cooperate to ensure clarity and consistency of financial and risk management, through participation in international working parties, ongoing communication between staff and governance oversight at the FSC and Charitable Trust.

### C6 TRANSPARENCY AND ACCOUNTABILITY OF THE IS

Proposer: AIUK Board

**This decision has been implemented to the extent possible**

The International Board provides a detailed and transparent financial report to all sections (and the public) by posting its audited financial statement on its website ([www.amnesty.org/en/who-we-are/accountability/financial-reports](http://www.amnesty.org/en/who-we-are/accountability/financial-reports)). This is supplemented by regular financial updates provided to the movement.

Since this material is already available to Amnesty's national sections to use and review at their discretion, further action to implement this resolution is unnecessary.

### E2 REGIONAL TRADE UNION NETWORKS

Proposer: NI Public Service Alliance (NIPSA) (Affiliate)

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

The launch of the Northern Ireland AI Trade Union Network took place in Belfast on Thursday 8 May 2014, called jointly by Amnesty and the Irish Congress of Trade Unions (ICTU). Speakers included Mariam Abu Dheeb (via Skype from Bahrain), daughter of Mahdi Abu Dheeb, imprisoned President of the Bahrain Teachers' Association, and Tom Hedley, Chair of Amnesty International UK Trade Union Network. Subsequent to the meeting, the Irish National Teachers Organisation voted to affiliate to AIUK and NIPSA passed a resolution at its AGM in support of Mahdi Abu Dheeb and engaged its membership in a campaign action.

Based on our closer working relationship, AIUK initiated with the NI Committee of the ICTU to jointly mobilise a mass demonstration against racism in NI in June 2014. An estimated 8,000 people participated in the resulting march and rally in Belfast.

Further joint campaign activity is planned and progress will be reviewed to test if this is a TU Regional Network model which could be replicated elsewhere in UK.

### E4 AND E5: AIUK GOVERNANCE AND 12-MONTH GOVERNANCE AND ROLE TASK GROUP

Proposer: Michael Reed,

Proposer: AIUK Board

**These decisions have been implemented**

Decision E5 established a Governance Task Force. Its remit is comprised of all points raised in Decisions E4 and E5. The GTF continues to meet, following the extension of its term.

In April 2014, AIUK's AGM adopted two decisions to develop the remit of the Nominations Committee and enable it to co-opt up to two specialists to help it in the discharge of its duties. Reporting on these aspects of Decision E4 will now be carried forward through implementation reports for Decisions C1 and C2 of the 2014 AGM.

In Autumn 2014, the Board and GTF commissioned NCVO to undertake a review of AIUK's Constitution and Standing Orders.

Drawing from this review and its own initiative, the GTF has provided a number of recommendations to the Board and will be providing a report to the 2015 AGM. The GTF's minutes and sub-group reports are available on the governance pages of AIUK's website ([www.amnesty.org.uk/governance-taskforce#VL-Ko0esV1Z](http://www.amnesty.org.uk/governance-taskforce#VL-Ko0esV1Z))

### **E6 CONSULTATION ON MATERIAL REORGANISATION**

Proposer: Liesbeth ten Ham

#### **This decision has ongoing effect**

No changes to AIUK's vision, mission, values or role are currently envisaged and if any are considered (for example, as part of AIUK's strategic planning process), the Board will consult with members prior to making any proposals to the AGM.

The Board included the task of defining "material reorganisation" in the GTF's remit. Board and GTF discussions are scheduled for February and March. An update will be provided at the 2015 AGM through the Chairs Report.

### **EGM SPECIAL RESOLUTION 3**

Much of AIUK's financial contribution to the movement is provided by AIUK's Charitable Trust and is governed by a memorandum of understanding with the International Secretariat. This requires the IS to notify the Trust of the specific projects for which AIUK funding is requested and then report on the use of those funds is also required. This duty was discharged for 2014 and grant requests for 2015 will be considered by the Trust in the Spring.

AIUK's Board Members (and its Trustees) continue to support measures to enhance reporting in general and in relation to specific projects earmarked for AIUK support.

It should be noted that, in governance terms, AIUK Charitable Trust and AIUK Section are separate entities.

# NOMINATIONS COMMITTEE ANNUAL REPORT 2015

The Nominations Committee is made up of three members of AIUK elected by, and reporting to, the AGM. Like the Standing Orders Committee, it stands outside other AIUK governance bodies, which report to the Board.

The Nominations Committee's role is to identify suitable candidates for governance, to recommend candidates for the Board's committees, and to seek ways to improve the processes of governance in AIUK. It also helps select working party chairs for the AGM.

The number of valid applications to join the AIUK subcommittees is down on last year. We received only three valid candidates for the AMSC and the FSC and only 6 for the IISC. All these applications were of a very good standard though, and the nominations committee is pleased with the calibre of people who wish to give their time voluntarily to AIUK.

We are pleased that there have been enough applications to trigger an election to the unreserved board positions. However, there continue to be contentious issues which limit the scope of Board candidacy. Candidates for the Board must have been Amnesty members for at least six months, and cannot have been a registered office worker for Amnesty in the previous 2 years. This explicitly excludes voluntary office workers from eligibility. This year an application has had to be denied on these grounds.

In November, the Nominations Committee lost one of its members who unfortunately had to resign. We thank Heather Phillips for her work on the nominations committee for the 18 months she contributed. We also thank Alex Siddall who has temporarily stepped again into the NomCom role.

In the coming year we hope to rejuvenate the system of advertising and interviewing for subcommittee positions, as well as continue to make the governance opportunities within AIUK widely known about.

**Pascal Jerome (chair)**  
**Paul Duployen**  
**Alex Siddall (co-opted)**

# GOVERNANCE TASKFORCE REPORT

## BACKGROUND

The 2013 AGM agreed the setting up of a 12 month Governance Task Force, made up of members drawn from different parts of the organisation. The first meeting of the GTF (at which I was elected Chair), took place on 27 July 2013. At that meeting we set up 4 sub-groups, each with a specific remit that determined its area of focus, but also agreed a number of cross-cutting issues to be addressed by all. We agreed that the minutes of our meetings and associated documents would be posted on the GTF section of the AIUK website (see link). At the 2014 AGM we sought and were given an extension of 12 months.

## PROCESS

The GTF has met as a whole on 12 occasions. At each meeting we have considered the reports and work plans of each Sub-Group and, taking into consideration the cross-cutting issues, have made a significant number of recommendations to the Board. We have undertaken consultation on various aspects of governance with the Nominations Committee, individual Board members, key activists, other international sections, and (via work jointly commissioned from the National Council for Voluntary Organisations by the Board and GTF) with SOC, the Returning Officer, some sub-committee members and AIUK members. We have also considered and made recommendations on legal advice obtained by the Board on the Articles and Constitution from legal consultants Bates Wells and Braithwaite.

## CONSIDERATIONS

AIUK has a legal status as a Company with a separate legal Charitable Trust. It is also a single national section in an international movement. It is a democratic organisation with a large activist base, a large number of members who may simply be active as donors, as well as an indeterminate number of donors who are not members. Even within its activist base of Groups and Networks, many committed volunteers are not individual members of AI. This leads to a rather complex system of governance and accountability, with sometimes competing demands, as we have discovered in our deliberations.

We have reviewed the constitution, existing governance structures and the relationships between them and many of our governance procedures (eg voting arrangements at the AGM). We have considered the effectiveness of these as measured against the core values of Amnesty International, current legal requirements and the potential impact on the delivery of AI's work promoting and protecting Human Rights.

We were also cognisant of the concerns within the organisation which were exemplified by the call for, and agenda of, the EGM in 2012

## RECOMMENDATIONS

The table in Appendix 1 gives a brief description of our recommendations to the Board and their response, where these were received prior to the date of this report. The GTF will produce an update on recommendations and responses for the AGM.

## CONCLUSION

The GTF reaffirms that AIUK should continue to be a democratic, membership organisation which, consistent

with the human rights principles we promote, is committed to participatory decision making in which members play an important role in determining the priorities of the organisation as well as fundraising and campaigning. We hope that our recommendations will lead not only to a strengthening of the overall governance of AIUK, to increased transparency and understanding of the workings of the organisation both nationally and internationally, but also to increased, active involvement in governance by more of our members. This in turn should result in a renewed confidence in the governance of the organisation with all the benefits which that brings to our human rights work.

I personally wish to thank the other GTF members for the support they have given me and for their hard work on our collective behalf.

[www.amnesty.org.uk/governance-taskforce](http://www.amnesty.org.uk/governance-taskforce)

## Sheila Banks, Chair GTF January 2015

### GTF Members:

Clive Briscoe  
Malcolm Dingwall-Smith  
Eilidh Douglas  
Ciarnan Helferty (part)  
Tom Hedley  
Naomi Hunter  
Liz Mottershaw (part)  
Sarah O'Grady  
Peter Pack  
Michael Parkinson (part)  
Hannah Perry  
Chris Ramsey  
Mike Read  
Sheila Banks

# GOVERNANCE TASKFORCE RECOMMENDATIONS

Date of meeting	Recommendations	Outcome
11/01/14	<p><i>Chairs' Forum:</i></p> <p>a. Put in place process to enable Section to seek input/vies of membership on agenda items;</p> <p>b. Section Chair/Vice Chair, along with rep from the IISC and AMSC and if appropriate the FSC, consider where consultation needed</p> <p>Nominations Committee : revised Terms Of Reference</p>	<p>Agreed by Board</p> <p>Agreed by AGM</p>
08/03/14	Board develop Protocol for version control of Governance documents.	Agreed by Board
17/05/14	<p>Create template for the Chair's email.</p> <p>Terms of reference of Board subcommittees should be reviewed with specified minimum requirements.</p> <p>Specified minimum requirements for representative body TORS.</p> <p>Consistent procedure for the "sign-off" of TORS of Board subcommittees and all representative bodies</p> <p>Re-designate specified representative bodies as "forums".</p> <p>Review e-mail circulation lists and agree purpose and membership.</p> <p>Each representative body meeting to consider some Board reports.</p> <p>Right of each representative group to raise issues with Board.</p> <p>Board agenda standing item "Matters raised by forums"</p> <p>Record of matters raised and Board response available to members</p> <p>Board rep to attend min of one representative forum meeting a year.</p>	<p>Agreed by AGM</p> <p>Agreed by Board</p> <p>Board referred to ASC</p> <p>Board referred to ASC</p> <p>Board referred to ASC</p> <p>Agreed by Board</p> <p>Board referred to ASC</p> <p>Board referred to ASC</p> <p>Board referred to ASC</p> <p>Agreed by Board</p> <p>Agreed by Board</p>
19/07/14	<p>Paper concerning financial accountability of the IS to AIUK</p> <p>Guide for Benchmarking exercises</p>	<p>Agreed by Board</p> <p>Agreed by Board</p>
13/09/14	<p>Recommendations on relationship between AIUK governance and International Movement</p> <p>Leaflet on awareness of International Movement Governance</p> <p>Guide on Support for members holding elected posts</p> <p>Membership consultation on Governance</p>	
06/12/14	<p><i>Response to NCVO findings:</i></p> <p>Overarching principles:</p> <p>Ensure decision making is focused on its need to defend human rights</p> <p>Always consider the balance of costs of governance against our overall goal to have human rights impact.</p> <p>Provide info to stakeholders on why changes required.</p> <p><i>General Meetings – Overall principles:</i></p> <p>Make AGM accessible to wider group of Members and more effective at meeting needs of organisation as a whole.</p> <p>Ordinary resolutions are indication of members' views but non-binding on Board.</p> <p>Communicate to members, mechanisms for engaging with members on policy making outside of general meetings.</p> <p>Pre-General Meeting:</p> <p>Empower Directors to call general meeting on 14days notice in urgent circumstance.</p> <p>Not to adopt option for Directors to call general meeting on less than 14 clear days' notice.</p> <p>Allow more time between the deadline for receipt of resolutions and AGM notices going out to Members.</p> <p>Not adopt the option to remove the requirement for resolutions at a general meeting to be with Company Secretary 60 days in advance.</p> <p>Strengthen process for improving resolutions between submission and AGM.</p>	

	<p>Board Background Note to include their position for or against.</p> <p>Not to increase number of members required to second a resolution to one hundred (as a minimum).</p> <p>Not introduce requirement for 20 seconders (or 20% of room if lower) at start of working party.</p> <p>Encourage greater use of compositing of resolutions.</p> <p>Block 'repeat resolutions' from being proposed at AGMs, where they have been defeated at recent AGM.</p> <p><i>General Meetings - Debating Procedures:</i> Maintain working parties</p> <p><i>Amendments:</i> Maintain option for amendments to resolutions on day at GMs.</p> <p>Prevent amendments on day that significantly alter core features of resolution.</p> <p><i>Voting:</i> All votes where less than 75% majority by show of voting cards are moved to a card vote.</p> <p>Put in place process to deal with conflicting resolutions.</p> <p>Allow for linking of conflicting resolutions (tagging)</p> <p><i>Returning Officer:</i> Not move to electing the Returning Officer at the AGM.</p> <p><i>Structure and Organisation of AGM:</i> Board required to circulate Directors (i.e., board members') report for previous year, draft accounts of previous year, most recent audited accounts, budget estimates for current and ensuing financial periods for ratification, and details of nominations of Directors, prior to AGM</p> <p>Allow Board to be questioned by members at AGM on items mentioned above.</p> <p>Allow Board to be questioned by members at AGM</p> <p><i>EGM:</i> Keep number of members required to call an EGM at 100</p> <p><i>Board of Directors – Composition:</i> Maintain the maximum size of Board at 15/not to reduce size</p> <p>No members of Board recruited as 'representative' (i.e. remove reserved elected posts)</p> <p>Maintain voting right at Board meetings of co-opted Board members.</p> <p><i>Term of office:</i> Should not introduce an overall cap of between 6 and 9 years on the number of years that an individual can serve on the Board.</p> <p><i>Eligibility:</i> Not introduce a requirement for co-opted Directors to have been a member for set length of time prior to being co-opted.</p> <p>Not increase the requirement for elected Directors to have been a member for a minimum of 6 months to 2 years prior to appointment.</p> <p>Not lower the minimum age of Directors from 18 to 16.</p> <p><i>Elections:</i> Board members elected unopposed require ratification at AGM by ordinary resolution.</p> <p><i>Membership:</i> Develop and implement a Membership Policy</p>	
10/01/15	<p><i>Communications:</i> Develop digital strategy for Governance and consider on-line members' forum</p> <p>Board to ensure they have on-going engagement with members</p> <p>Agree list of documents which should be always available to members</p> <p>ASC should be responsible for oversight of consultation</p>	

# STANDING ORDERS COMMITTEE GUIDE TO WORKING PARTIES

The purpose of the working parties is to deal with any proposed amendments in smaller groups and get a sense of whether there is consensus on the substantive issue – the idea being that this will allow debate in plenary to run more smoothly.

The Working Party is led by a team of three: a 'Working Party Chair', a 'Working Party Secretary' and a 'Rules Advisor'. They have a challenging role, so we ask all delegates to approach debates with respect and patience.

The Working Parties structure the debate as shown in the diagram opposite.

Working Party Chair states whether votes have been carried or defeated - narrowly, comfortably, overwhelmingly or is too close to call.

If an amendment is accepted as friendly and carried, then it becomes part of the substantive resolution to be discussed in plenary

## HELPFUL SUGGESTIONS

- Do try and think about any amendments you wish to put forward in advance of the Working Party.
- Have the amendment written down ready to hand into the Working Party Secretary as you arrive - remember to keep a copy for yourself
- Remember: An amendment must not constitute a direct negative to the original resolution, must be relevant to that resolution and form with the resolution an intelligible and consistent whole.
- If you are speaking to a resolution or amendment please be aware of the time limit given and aim to get your key points across within that time – the Chair won't want to cut you off, but will do so if necessary.
- If you have any queries about this, or any other aspect of debate and/or voting, please refer to the Standing Orders on p19. In addition the Standing Orders Committee will be available for consultation on Saturday 10.30 - 11.30am in the registration area.

## The working parties debate structure

**WORKING PARTY BASICS****Stage 1**

Resolution is proposed

1. Resolution Proposer speaks (\*)  
(5 minutes maximum)

2. Initial show of hands for/against resolution

**Stage 2**

Amendments are proposed

*At any point in Stage 2 an amendment can be proposed. Write your amendment down, and take it to the working party chair. Each amendment will be dealt with in turn until amendments are discussed and voted on.*

1. Proposer of each amendment speaks  
(3 minutes maximum)

2. The resolution proposer has the right to reply on each amendment, and then declares it friendly or unfriendly.

3. There is a general discussion on each amendment, in which the amendment proposer has a the right to reply.

4. Each amendment is voted on.  
Note that all amendments are voted on again in Plenary, **UNLESS** friendly **AND** passed, in which case they automatically become part of the resolution.

**Stage 3**

Final Resolution is voted on

1. General discussion on resolution

2. Right of reply of proposer on resolution, as amended or not

3. Vote on resolution

The board have the right to speak at any time. (maximum three minutes)  
(\*) They often use this right after the Proposer speaks.

# 2015 AGM RESOLUTIONS

RESOLUTION	PROPOSER	SECONDER	PAGE
1 Financial Statements 2014	AIUK Board	-	53
2 Appointment of Auditors	AIUK Board	-	53
<b>WORKING PARTY A:</b>			
A1S. To move the provisions of the Memorandum into the Articles of Association	AIUK Board	-	53
A2S. To address the use of gendered terminology in the Memorandum and Articles of Association	AIUK Board	-	53
A3S. To update references to legislation	AIUK Board	-	54
A4S. To clarify the decision making process for removing a Director who fails to attend three consecutive meetings without good cause	AIUK Board	-	54
A5S. To facilitate decisions being taken outside of Board meetings	AIUK Board	-	54
A6S. Nomination Committee co-option	AIUK Board	-	55
A7S. Terminology	AIUK Board	-	55
A8. Constitution and Standing Orders Review	AIUK Board	-	55
<b>WORKING PARTY B:</b>			
B1. AI's Strategic Goals 2016-2019	AIUK Board	-	56
B2. Strategic Goals 2016-2019 (Trade Union Rights)	Battersea and Wandsworth TUC	-	56
B3. Amnesty International's stance on Abortion Pro - Choice	Chris Bovis	Amy Foster	57
B4. Addressing impunity in Guatemala	Giacomo Manca di Villahermosa	Ellen May	58
B5. Violations of the rights of Colombian activists, including trade union leader Huber Ballesteros	UNISON	-	59
<b>WORKING PARTY C:</b>			
C1. The United Kingdom: Rendition and Torture	Colwyn Bay group	-	60
C2. Asylum detention in the UK	Oxford City group	-	61
C3. Anti-Semitism in the UK	Andrew Thorpe-Apps	Barrie Hay	63
C4. AIUK will undertake research into the wrongful detention of torture and trafficking victims in British detention	University of Kent group		63

S – Special Resolution (Requires 75% majority to pass)

## **\*NOTE: SATURDAY ONLY DELEGATES**

Delegates attending only one day of the AGM (Saturday 18 April) will not be present for the final debate and voting on AGM resolutions on Sunday 19 April.

If you wish to vote on the resolutions on Sunday, please complete a proxy form, and send it in by **12.30pm** on **Thursday 16 April 2015**.

See [www.amnesty.org.uk/agm](http://www.amnesty.org.uk/agm) or call **020 7033 1777**

# TREASURER'S RESOLUTIONS

*These will be proposed as part of the Treasurer's Report.*

## 1 - FINANCIAL STATEMENTS 2014

**Summary:** A routine resolution to receive the financial statements and reports.

**Proposer:** AIUK BOARD

This AGM DECIDES

To receive the Financial Statements, the Reports of the Board and Auditor for the year ended 31 December 2014.

### Proposer background notes:

Receiving the financial statements is a formal part of every AGM. The Treasurer's report providing a summary of the financial position and further context is provided in the AGM papers.

## 2 - APPOINTMENT OF AUDITORS

**Summary:** A routine resolution to reappoint BDO LLP as auditors and to authorise the Board to determine their remuneration

**Proposer:** AIUK BOARD

This AGM DECIDES

To re-appoint BDO LLP as Auditor of the Company, to hold office until the conclusion of the next general meeting at which accounts are laid before the Company, and to authorise the Directors to approve the Auditor's remuneration.

### Proposer background notes:

The appointment of auditors is a formal part of every AGM as the Company is required to appoint auditors at each AGM at which accounts are laid. The Finance Sub-Committee has considered, and is satisfied with, the effectiveness of BDO LLP and the Board recommends that they be re-appointed as auditors for the forthcoming year. In accord with normal practice, it is further proposed that the Board should determine the auditor's remuneration.

# WORKING PARTY A GOVERNANCE

## A1S - TO MOVE THE PROVISIONS OF THE MEMORANDUM INTO THE ARTICLES OF ASSOCIATION

**Summary:** To amend AIUK's constitution by moving the provisions of the Memorandum of Association into the Articles of Association.

**Proposer:** AIUK BOARD

This AGM DECIDES

That, as required by company law, all substantive provisions of the Memorandum of Association of the Company be moved from the Memorandum into the Articles of Association, by:

- Deleting clauses 1 to 7 from the Memorandum and inserting them as new Articles 3 to 9 of the Articles of Association;
- Deleting clause 8 of the Memorandum and inserting it as a replacement of the current Article 44 of the Articles of Association (to be new Article 51 or, if the numbering of the Articles has been altered because of the passing of any of

the other special resolutions in this notice, the corresponding Article)

- Deleting clause 9 of the Memorandum
- Deleting all references to "the Memorandum" and "this Memorandum" which appear in the Articles of Association; and
- Updating the numbering and cross-references in the Articles of Association to take account of the above changes.

### Proposer background notes:

As part of its review of AIUK's Memorandum and Articles of Association (the "constitution"), conducted in co-operation with the Governance Task Force (established by the 2013 AGM), the Board commissioned legal advice from AIUK's solicitors, Bates Wells Braithwaite, to ascertain whether amendments are required or recommended due to changes in company law, and what options for bringing the constitution more into line with good practice were available, given that the last major review of the constitution took place before the implementation of the Companies Act 2006. In response, Bates Wells Braithwaite presented a number of recommendations and options.

The Governance Task Force and the Board reviewed these recommendations and options and identified a number of changes, which are recommended in order to update the constitution and bring it closer to good practice. Most of these changes are considered to be of a minor or technical nature, while others are considered to be desirable to ensure the smooth running of the Board – for example, resolution 5 which deals with the taking of decisions outside of Board meetings, and resolution 4 which clarifies the decision making process for the removal of a director. Other changes modernise terminology and implement a decision which was taken at the International Council meeting regarding the name of the International Executive Committee.

Special Resolution 1 reflects a change to company law that came into effect in 2009, meaning that the provisions of the Memorandum are treated as part of the Articles of Association. This Special Resolution therefore reflects the change in law by incorporating all of the provisions of the Memorandum into the Articles. Following the adoption of these changes, none of which change AIUK's operating rules and governance, the Memorandum will be a historic document, containing only the names of the initial subscribers to the company.

The current constitution can be viewed on AIUK's website at [http://www.amnesty.org.uk/sites/default/files/amnesty\\_international\\_uk\\_section\\_constitution\\_2014.pdf](http://www.amnesty.org.uk/sites/default/files/amnesty_international_uk_section_constitution_2014.pdf)

## A2S - TO ADDRESS THE USE OF GENDERED TERMINOLOGY IN THE MEMORANDUM AND ARTICLES OF ASSOCIATION

**Summary:** To amend AIUK's constitution by replacing the use of 'he', 'she', 'his' or 'her' and the like with gender-neutral terminology.

**Proposer:** AIUK BOARD

This AGM DECIDES

That all references to 'he or she' in the Articles of Association be replaced by 'they', and all references to 'his or her' in the Articles of Association be replaced by 'their'.

### Proposer background note:

This special resolution is intended to ensure that the terminology we use in our constitution is more inclusive of trans individuals

or those without a gender by simply replacing gendered references (he, hers, etc.) with more neutral terms (they, their, etc.).

### A3S - TO UPDATE REFERENCES TO LEGISLATION

**Summary:** To amend AIUK's constitution by replacing out of date references to legislation with current references.

**Proposer:** AIUK BOARD

This AGM DECIDES

That, in order to update references to legislation in the Articles of Association, Article 1.1.1 be deleted and replaced with the following wording:

'1.1.1 "Act" the Companies Acts (as defined in Section 2 of the Companies Act 2006), in so far as they apply to the Company' and that the headings of the Memorandum and the Articles of Association be replaced with the heading 'The Companies Acts 1985 to 2006'.

#### Proposer background notes:

AIUK's constitution needs to be updated to ensure that references to legislation are complete and accurate. Article 1 provides a series of definitions that are used in the Articles of Association. The definition of the "Act" is currently out of date as it refers to the Companies Act 1985 and needs to be changed to refer to the Companies Act 2006. Similarly the headings of the Memorandum and Articles of Association are out of date, as they currently read "The Companies Acts 1985 to 1989".

### A4S - TO CLARIFY THE DECISION MAKING PROCESS FOR REMOVING A DIRECTOR WHO FAILS TO ATTEND THREE CONSECUTIVE MEETINGS WITHOUT GOOD CAUSE

**Summary:** To amend AIUK's constitution in order to clarify an important decision-making process.

**Proposer:** AIUK BOARD

This AGM DECIDES

That, to clarify the decision-making process, the current Article 31.1.8 (or if the numbering of the Articles has been altered because of the passing of any of the other special resolutions in this notice, the corresponding Article) shall be amended so that it reads as follows:

'they fail to attend three consecutive meetings of the Board without good cause, as determined by a majority of the Directors'.

#### Proposer background notes:

Article 31 sets out the reasons and processes for disqualifying or removing AIUK's Board members (referred to as Directors in the Constitution). Currently, Article 31.1.8 simply states that a Director can be removed for failing to attend three consecutive Board meetings without good cause. AIUK's lawyers have advised us to amend the Articles to state that a majority of Directors will decide when this circumstance applies. In other words, the proposed revision clarifies a currently ambiguous decision-making process.

### A5S - TO FACILITATE DECISIONS BEING TAKEN OUTSIDE OF BOARD MEETINGS

**Summary:** To amend the constitution to allow urgent decisions required between Board meetings to be made by 75% of all Board members, rather than all of them.

**Proposer:** AIUK BOARD

This AGM DECIDES

That, in order to allow the Directors to take decisions outside of a meeting where at least 75% of the Directors are in favour of a decision, the current Article 36 (or if the numbering of the Articles has been altered because of the passing of any of the other special resolutions in this notice, the corresponding Article, with the cross-references below updated accordingly) shall be amended as follows:

- a) Article 36.10 shall be deleted and the following Articles renumbered accordingly; and
- b) Following the renumbering above, new Articles 36.12 to 36.15 shall be inserted which read as follows:

36.12 The Directors may, in the circumstances outlined in these Articles 36.12 to 36.15, make a decision by a majority of three quarters without holding a Directors' meeting.

36.13

If:

- 36.13.1 a Director has become aware of a matter on which the Directors need to take a decision;
- 36.13.2 that Director has taken all reasonable steps to make all the other Directors aware of the matter and the decision to be taken;
- 36.13.3 the Directors have had a reasonable opportunity to communicate their views on the matter and the decision to each other; and
- 36.13.4 at least three quarters of the Directors who are entitled to take part in the decision vote in favour of a particular decision on that matter, a decision of the Directors may be taken by majority of three quarters and shall be as valid and effectual as if it had been taken at a Directors' meeting duly convened and held.

36.14 Directors participating in the taking of a decision by a majority of three quarters otherwise than at a Directors' meeting in accordance with these Articles 36.12 to 36.15:

36.14.1 may be in different places, and may participate at different times; and

36.14.2 may communicate with each other by any means.

36.15 The Chair, or such other Director as shall be appointed by the Directors, shall be the chair of the process of decision-making in accordance with these Articles 36.12 to 36.15. The process shall include:

36.15.1 circulation of the proposed decision with an indication of the time period for discussion and the date by which Directors are asked to cast their votes;

36.15.2 the nomination of a person to whom all Directors' votes must be communicated;

36.15.3 if a majority of three quarters of the Directors vote in favour of the decision, the nominated person shall communicate the decision to all the Directors and the date of the decision shall be the date of the communication from the nominated person confirming formal approval; and

36.15.4 the nominated person must prepare a minute of the decision in accordance with Article 39.

- b) The numbering and cross-referencing in the Articles of Association be updated to take account of the above changes.

#### Proposer background notes:

The Articles currently allow the Directors to take decisions outside of meetings if they are unanimous. This prevents a decision being taken outside a Board meeting if a Board

member was subject to a conflict of interest (and therefore precluded from voting), unwell or otherwise unavailable.

AIUK's Board believes it is important to take decisions at formally constituted meetings. However, on rare occasions, it might be necessary to have recourse to another decision-making process should urgent or unforeseen circumstances apply.

Whilst we have been advised that it would be legal for the constitution to require only a simple majority, AIUK's Board has decided to apply the higher threshold of three quarters of all Board members for a valid decision to be taken outside a meeting.

The proposed new Article also includes provision for an exchange of views between Board members before the decision is taken.

### **A6S - NOMINATION COMMITTEE CO-OPTION**

**Summary:** This Special Resolution, enabling the Nominations Committee to co-opt two members, repeats one adopted by last year's AGM.

**Proposer:** AIUK BOARD

This AGM DECIDES:

That, in the current Article 22.5 (or if the numbering of the Articles has been altered because of the passing of any of the other special resolutions in this notice, the corresponding Article) of the Articles of Association of the Company the phrase "may co-opt one additional NC member" be replaced by "may co-opt two additional NC members".

#### **Proposer background notes:**

Last year's AGM agreed a Special Resolution to change AIUK's constitution so that the Nominations Committee could co-opt two members, rather than one. Unfortunately, the copy of the constitution used to draft the Special Resolution did not match the copy of the constitution filed at Companies House. As a consequence, the Special Resolution referred to the wrong Article in our constitution. The Board apologises for this error, which was due to a breakdown in document management that has now been corrected. However, it is necessary for the AGM to pass the Special Resolution again, this time with the correct Article (22.5) identified.

The case for the change remains the same as last year. The Governance Taskforce created by the 2013 AIUK AGM considered ways in which the AIUK Nominations Committee (NC) can make a more effective contribution to the Section's governance. This resolution, and an ordinary resolution agreed by the 2014 AGM, are both based on the work of the taskforce and supported by the Board. They are intended to strengthen the NC, clarify its role, and improve its operations.

This Special Resolution makes one important change to the NC: it enables the three elected members of the committee to co-opt two rather than one additional member. The NC needs to search for potential Board and sub-committee members with a wide and diverse range of specialist skills, so having the power to co-opt two additional members with experience and connections in areas as diverse as finance, strategy, human resources and marketing will be highly beneficial.

### **A7S - TERMINOLOGY**

**Summary:** This Special Resolution replaces the term "International Executive Committee" with the term "International

Board", pursuant to a 2013 ICM decision.

**Proposer:** AIUK BOARD

This AGM DECIDES:

That, in order to reflect Decision 10 of the International Council meeting, in the current Clause 8 of the Memorandum of Association (or if the numbering of the Memorandum and Articles has been altered because of the passing of any of the other special resolutions in this notice, the corresponding Clause or Article), the term "International Executive Committee" be deleted and replaced with the term "International Board (or such other name as may be given to that body in the future)".

#### **Proposer background notes:**

The 2013 International Council Meeting decided that the International Executive Committee should be renamed the "International Board". This Special Resolution simply carries forward that name change into AIUK's constitution (and provides future proofing against any further name change in the years to come).

### **A8 - CONSTITUTION AND STANDING ORDERS REVIEW**

**Summary:** Resolution to support a comprehensive review of AIUK's Constitution and Standing Orders.

**Proposer:** AIUK BOARD

This AGM

Commends the work undertaken by the Governance Task Force and Board to strengthen the quality of AIUK's governance, notes the intention of the Board to continue with this work and, accordingly, agrees THAT:

- a) the Board should complete a comprehensive review of AIUK's Constitution with a view to proposing a revised, updated Constitution to the 2016 AGM, and
- b) concurrently, the Board should work with the Standing Orders Committee to review the Standing Orders so that these are revised to complement and support the new Constitution.

#### **Proposer background notes:**

The Constitution (known as the Articles of Association) forms the internal regulations or by-laws of a company. AIUK's Constitution was adopted in 2004 when the Section changed from an unincorporated association to a limited company.

When AIUK was incorporated, many provisions in its previous Constitution were directly transferred to the new Constitution. Consequently, the Constitution does not reflect:

- current best practice in governance;
- substantial revisions to company and charity law (under the Companies Act 2006 and the Charity Act 2011);
- that AIUK has changed and grown during this time.

The Standing Orders are a supporting document which govern the processes for General Meetings.

The Board's view, informed by the work undertaken by the GTF, is that the Constitution and supporting Standing Orders should be comprehensively reviewed and redrafted.

The review aims to produce a Constitution and Standing Orders which are clear, concise and reflect legal requirements and best practice, whilst recognising AIUK's distinctive character as a vibrant membership organisation.

In particular, they should strive to achieve the following aims:

1. Prior to an AGM, Members are presented with clearly worded resolutions that reflect the full consequences of the proposal
2. The AGM is accessible to as many Members as possible
3. The AGM is able to make clear, lasting decisions after a healthy debate
4. The direction of AIUK reflects as broad a consensus of its Members as possible
5. The Board contains a balance of experience and fresh ideas, acts in the interest of the whole of AIUK and is effective and accountable
6. Conflicts of interest are understood and managed

This resolution seeks support for the comprehensive review of our governing documents. The Board will consult members this year and, informed by that, will recommend specific changes to the 2016 AGM.

## WORKING PARTY B INTERNATIONAL

### B1 - AI'S STRATEGIC GOALS 2016-2019

**Summary:** Resolution to indicate priorities for AIUK's delegation during ICM discussions on the Strategic Goals.

**Proposer:** AIUK BOARD

This AGM:

Welcomes the emphasis on providing a clear sense of direction for the movement that is focussed on impact;

Welcomes the inclusion of women's human rights, human rights education, human rights defenders and freedom of expression in the second draft of the Strategic Goals;

Calls on AIUK's Board to use its influence before and during the 2015 ICM to:

- Ensure explicit reference to and balance between both "new" and "signature" issues;
- Make a more explicit connection between Economic, Social and Cultural Rights and Civil and Political Rights;
- Ensure that each goal is supported by a robust and achievable plan of action;
- Ensure that there are sufficient resources, including human resources at the IS, to deliver this plan of action;
- Provide enough scope for flexibility and locally relevant work.

#### Proposer background notes:

In August 2015, the International Council Meeting will agree Amnesty International's next overarching strategy for 2016-2019. This resolution is presented by the Board as an enabling resolution to ensure that the AGM has the opportunity to consider the issues raised in the draft Strategic Goals.

We have completed two phases of the Strategic Goals consultation and are now in the third phase. This phase enables AGM delegates to consider the second draft of the Strategic Goals in the lead-up to the International Council Meeting in August 2015. The second draft of the goals has been included in the AGM pack (and is available on request from the Supporter Care Team: email [sct@amnesty.org.uk](mailto:sct@amnesty.org.uk); telephone 020 7033 1777).

The second draft of the Strategic Goals has been prepared based on the feedback from the inputs of Phase 2. Copies of AIUK's response can be obtained from the Supporter Care Team.

### B2 - STRATEGIC GOALS 2016-2019 (TRADE UNION RIGHTS)

**Summary:** This resolution calls on AIUK to continue to advocate for union partnerships and workers' rights to be acknowledged in our strategic goals and work plans for 2016-2019.

**Proposer:** BATTERSEA AND WANDSWORTH TUC

This AGM

Notes the long and proud record of AIUK in collaborating with trade unionists to deliver substantial and impactful human rights campaigns;

Welcomes the unique MoU we have with the Trades Union Congress, and our role supporting the movement globally on TU relationships and opportunities;

Applauds the contribution made by our local, student, youth groups, country coordinators and other activists to shared workers' rights cases;

Believes that our strategic goals should reflect opportunities for TU collaboration and partnerships.

Calls on the AIUK Board to use its influence before, during and after the ICM to:

Insert language into the strategic goals that makes explicit these opportunities:

- Where the document talks of rights-holders, communities and civil society organisations: add "including trade unions" or "trade unionists" as appropriate.
- Where the documents references poor communities or economic exclusion: "economic inequality", "precarious, unsafe and vulnerable work", "workers' rights."
- Where the document lists identities "class" should be included
- References to accessing rights could usefully specify "the right to strike."
- Under the goal on gender and equality, to specifically highlight education of girls.
- The goals should also refer to "new ways of organising and mobilising through partnerships and coalitions."

#### Proposer background notes:

The AIUK trade union network made a substantial contribution to the Phase II strategic goals consultation. As well as making our case in the first of a series of contributions, we also provided a supplementary situational analysis, we brought the voices of the global unions to the table, we demonstrated value-added through narrative case studies, we supplied an assessment of our input against the published criteria, we delivered an insightful and well-informed contribution from the International TUC, and we backed this up with a short annex of key documents. In total we submitted seven papers. Regrettably none of these contributions are reflected in the current text. We are pleased that our headline asks were also taken up by AIUK and were included in the UK Phase II submission. [these texts are available from [shane.enright@amnesty.org.uk](mailto:shane.enright@amnesty.org.uk)]

Trade unionists are human rights holders, often working at the dangerous front-line of defending and advocating civil, economic, social and workers' rights. Unions are human rights defenders whose size, scope, growing strength in the South, and effective and dynamic advocacy for human rights, at home and abroad, are not acknowledged in the draft.

There are 6 million members in the British TUC and globally the

union movement brings together 168 million workers whose local, national, regional and global structures are aligned with our values. By working together we can deliver amazing activism: two British teacher's unions last year distributed 628,000 appeal postcards in support of our campaign for jailed Bahraini teachers' union leader, Mahdi Abu Dheeb – the biggest postcard action in AIUK's entire history.

Workers' rights have been a signature method since our beginning: One of the cases highlighted by Peter Benenson in his letter to the Observer newspaper that led to the formation of Amnesty was the case of jailed Greek trade union leader. The first ever Urgent Action, issued over forty years ago, was in defence of an imprisoned Brazilian labour leader.

Notes that growing economic inequality is now recognised as a critical global driver for human rights abuses that has the world's attention and requires Amnesty's acknowledgement and response; and that promoting workers' rights provides a tried-and-tested space in which we can effectively respond to economic inequality and poverty.

#### **Board background note:**

Amnesty International's worldwide movement is in the process of deciding its global Strategic Goals for 2016-2019. The Strategic Goals will be determined by a four-stage consultation and decision-making process, culminating in final decisions at the International Council Meeting in August 2015.

#### Amnesty's Work to date

*Phase 1 - Analysis of context and priorities, April-May 2014:* During this phase, the International Board sought analysis of external trends, exploring their implications for human rights and for Amnesty's work. AIUK sought and obtained input from governance bodies, country coordinators, networks and groups, providing a submission to the International Board in June 2014.

*Phase 2 - First draft for consultation, August - October 2014:* The International Board agreed a first draft of the Strategic Goals, based on the analysis of Phase 1, and circulated this for movement consultation in August. More than 50 Amnesty entities around the world provided comments and inputs, including suggestions for alternative goals, variations or different wording. A global online survey was developed for members and external stakeholders.

As part of the Phase 2 consultation, inputs from external organisations and rights holders were particularly encouraged. More than 26,000 people from across the world participated in the online survey and trade union bodies such as the International Trade Union Confederation and the Trades Union Congress contributed to the consultation. AIUK's Trade Union Network Committee provided written feedback that was separate to AIUK's formal submission. AIUK's submission, prepared by the Board's International Issues Sub-committee, following consultation with members, supported 'an additional outcome on workers' rights to association as emphasised by our trade union partners. This outcome should include the right to strike, form and join a trade union and collectively bargain.'

#### Amnesty's Existing Plans

*Phase 3 - Second draft for consultation (current phase) – draft ICM resolution, January - May 2015:* A second draft of the Strategic Goals was shared with the movement in January. This version will be used for more consultation in the lead up to the International Council Meeting (ICM). The Board is not planning to undertake a further, formal consultation but any comments

received, including at AIUK's AGM, will be considered before we submit a further consultation response following our Board meeting in May.

*Phase 4- Final Strategic Goals to be adopted at the 2015 International Council Meeting (ICM):* The International Board may incorporate changes as a result of suggestions made in the third phase and will circulate the final draft of the Strategic Goals with the final ICM papers, ready for discussion and agreement at the ICM.

#### Resource Implications

Engaging with the Strategic Goals development process and preparing for the International Council Meeting is already part of AIUK's Operational Plans. Therefore, there are no resource implications attached to this resolution.

### **B3 - AMNESTY INTERNATIONAL'S STANCE ON ABORTION - PRO - CHOICE**

**Summary:** To re-consider Amnesty International's stance on Abortion.

**Proposer:** Chris Bovis

**Seconded:** Amy Foster

This AGM INSTRUCTS

The Board to

- 1.1. Commission research within AIUK to determine the views of the membership concerning Amnesty International's current stance on Abortion.
- 1.2. Determine whether the membership would support an action by the board to change the current stance from support of abortion in the cases of rape, incest, or when the life or health of the mother is threatened, to support in the case of choice (pro-choice).
- 2.1. That, following a positive response from 1.1 and 1.2. that the board would draft a motion for the next International Council Meeting in 2017 that would reflect the changes outlined in 1.2.
  - that Amnesty International's stance on abortion should be one of pro-choice.

#### **Proposer background notes:**

This AGM notes that in 2007 Amnesty International changed its stance on abortion: from a neutral stance to one supporting access to abortion in cases of rape, incest, and when the life or the health of the mother might be threatened.

This AGM further notes that in 2013 a United Nations report by Juan E. Mendez was published that concluded that denial to abortion and abortion after-care was akin to torture; in section 46:

'International and regional human rights bodies have begun to recognise that abuse and mistreatment of women seeking reproductive health services can cause tremendous and lasting physical and emotional suffering, inflicted on the basis of gender. Examples of such violations include abusive treatment and humiliation in institutional settings; involuntary sterilisation; denial of legally available health services such as abortion and post-abortion care; forced abortions and sterilisations; FGM; violations of medical secrecy and confidentiality in health-care settings, such as denunciations of women by medical personnel when evidence of illegal abortion is found; and the practice of attempting to obtain confessions of potentially life-saving medical treatment after abortion.'

This AGM finally notes that Amnesty International's *My Body, My Rights* campaign seeks to reinforce that a woman's decisions/choices concerning the health, body, and sexual life, of the individual are a fundamental human right.

#### **Board background notes:**

Amnesty International's policy on sexual and reproductive rights, including abortion, was adopted by the International Council Meeting (ICM) in 2007, following consultation with members across Amnesty International's Sections and Structures.

As part of this process, AIUK conducted an extensive consultation with its members, seeking opinions on potential positions that Amnesty International could adopt. This process included talks and discussions at local group meetings, regional conferences and specific consultation events, all feeding into a membership survey.

The views of the AIUK's membership indicated support for a policy that called for decriminalisation of abortion, for access to high quality services for the management of complications arising from abortion, and legal, safe and accessible abortion in cases where there is a risk to a woman's life or health, or where the pregnancy is a result of rape, sexual assault or incest. This position was also supported by the wider movement, and was adopted as policy at the 2007 ICM.

Whilst AIUK's consultation signalled support for what eventually became movement-wide policy on abortion, the 2007 AGM adopted two conflicting decisions on abortion, one supporting the new policy, the other supporting retention of the "no position" stance. This reflected the deeply-held views of AIUK members on both sides of the debate.

During the consultation process, Amnesty International's policy deliberations were the subject of some negative media coverage, including in the UK. Following the ICM decision, a small number of AIUK members resigned from Amnesty, whilst a number of school groups decided that they could no longer affiliate with the organisation. Anecdotally, we understand that the policy change also led a small number of individuals to join Amnesty.

#### Amnesty's work to date:

Following the adoption of a new policy Amnesty has carried out work on this issue ranging from specific advocacy and legal briefings to wider campaigns for law reforms on abortion in El Salvador, Poland, Spain and Nicaragua.

AIUK has also carried out advocacy work on abortion-related issues in Northern Ireland, to influence the inclusion of human rights considerations and human rights protections within new guidelines on the current law in Northern Ireland.

#### Amnesty International's existing plans:

This work is set to continue as part of the global *My Body, My Rights* campaign. AIUK is fully involved in this campaign, which includes a specific focus on abortion. The International Secretariat, in partnership with Amnesty International Ireland is carrying out research on the human rights impact of the restrictive law on abortion in the Republic of Ireland. As part of this project AIUK is carrying out complementary work on the human rights impact of the law in Northern Ireland.

The *My Body, My Rights* campaign sees Amnesty International continuing work on the human rights impact on women and girls where abortion is restricted and on broader sexual and reproductive rights.

AIUK's Board is not aware of any movement-wide plans to fundamentally review Amnesty's policy on abortion.

#### *Resource implications:*

The resources required to undertake a consultation with AIUK's members will be dependent on the methodology employed. Based on previous experience, we estimate the unplanned cost to be in the region of £15,000-£20,000, with further requirements in 2017 (depending on the outcome of any consultation). The risk of negative media and social media coverage would require careful planning and management with some (limited) diversion of staff time from routine communication activity, including membership communications work.

## **B4 - ADDRESSING IMPUNITY IN GUATEMALA**

**Summary:** The violation of fundamental human rights of workers, activists and indigenous peoples in Guatemala is enormous, growing and aided by near-total impunity; this resolution proposes action on this issue.

**Proposer:** Giacomo Manca di Villahermosa

**Seconded:** Ellen May

This AGM DECIDES

That Amnesty International UK will further the 2014 AGM motion, whereby AIUK will conduct a campaign addressing impunity for human rights abuses in Guatemala, including:

- ending impunity for attacks on trade unionists and human rights defenders
- addressing indigenous rights (socio-economic, land, cultural rights)

We support the actions taken by AIUK to raise awareness of this issue through its May 2014 conference and its facilitation of a network of allied organisations for Guatemala, including the TUC.

To further this work, this AGM calls for AIUK to call on the IS to release a public statement supporting the call for a Commission of Enquiry (Col) at the International Labour Organisation (ILO) to investigate abuses of workers and indigenous peoples rights. Amnesty cannot directly file a complaint. However, as an influential human rights NGO, we believe that Amnesty's legitimacy would have a positive impact in ensuring that this Col is viewed as a necessary investigation into fundamental human rights abuses. We also ask for Amnesty UK to call on the current network of allied NGOs for Guatemala and the wider NGO community to support the TUC's advocacy of a Col towards Britain's government and the Confederation of British Industry.

#### **Proposer background notes:**

Over the last twenty years the ILO supervisory mechanisms have found detailed evidence of extremely serious and systematic attacks on the right to freedom of association. These include murder, death threats, attempted murder, torture, kidnappings, which have created a culture of fear and violence where the exercise of trade union rights becomes impossible. Efforts to organize are sometimes violently brought to an end through targeted or mass firings and death threats. The TUC reports that the situation worsens each year. Since 2007, there have been at least 64 documented assassinations of trade unionists. To date, only a small fraction of these incidents have been investigated and not a single murderer has been successfully prosecuted.

Guatemalan workers have exhausted every possible international mechanism available to them. Indeed, the ILO has since 1991 reviewed Guatemala's non-compliance with Convention 87 a total

of 14 times and 3 times on Convention 98. There have been 93 complaints filed with the Committee on Freedom of Association. The International Trade Union Congress has already filed a complaint concerning the abuse of workers' rights in Guatemala. Such complaint, however, did not result into an ILO Commission of Inquiry but only in dialogue between the ILO and the Government.

The ITUC and others denounced the reticence of the Guatemalan government to comply with the requests and demands of the ILO. It was also argued that the Guatemalan government disregards the labour investigation of the CAFTA treaty. Indeed the Guatemalan government has displayed overt disrespect towards workers' rights when it recently attempted to pass a law making the enforcement of the already low and unenforced minimum wage even more flexible.

Amnesty International has extensively reported on the mechanism of impunity enjoyed by the assassins of not only trade unionists but also indigenous leaders, human rights activists and women.

The struggles of the indigenous population for their rights to ancestral land and basic livelihood are also undermined by impunity as it allows widespread use of violence against them. The ILO convention, however, protects also indigenous rights in article 169 and their right to development, crucial against the oppression of indigenous peoples.

We believe that advocacy for a Col, as contacts and research are already present, could be carried forward within Amnesty UK's present resource constraints. Resources have been already mobilized for the Guatemala conference in May and such advocacy does not have to require greater resources.

#### **Board background note:**

ILO Commissions of Inquiry, under Article 26 of the ILO Constitution, are the organisation's highest level of investigative procedure and are established by the tri-partite Governing Body of the ILO, made up of Governments, Employers and Workers. They are generally initiated when a member state is accused of committing persistent and serious violations and has repeatedly refused to address them. In nearly 100 years of its history, 13 Commissions of Inquiry have been established. AI has previously supported calls for the establishment of Commissions of Inquiry, most recently in 2013 and 2014, in response to the situation in Fiji.

In 2014 alone, there have been at least six assassinations of trade unionists. In spite of progress made in conducting crime investigations during the short tenure of former public prosecutor Claudia Paz y Paz, not a single murder has been successfully prosecuted. Workers who are fired for their trade union activity, a frequent occurrence in Guatemala, have no effective remedy. The lack of safeguards for the exercise of freedom of association and the fear of retaliation has had a profound impact in the creation of trade unions in the past years. According to official figures, the number of workers' organisations registered in the Public Registration of Trade Unions has plummeted from 141 in 2011 to 52 in 2013. In the first five months of 2014, only 12 trade unions had been registered. Labour courts are equally incapable of guaranteeing respect for the labour laws. The number of labour cases filed each year sits at nearly 13,000, with over 5,000 cases of unlawful dismissal. Fewer than 22 judges are tasked with handling the overwhelming number of these cases (9,700 in 2010).

In March 2013, following a High-Level Mission, the Government of Guatemala signed a Memorandum of Understanding with

the ILO, which resulted in a Roadmap and the presence of an ILO Special Representative in the country. However, in February 2015, Guatemalan unions reported virtually no progress in implementation.

#### Amnesty's work to date and existing plans

During the International Secretariat's current Operational Plan period (2014-15), Amnesty continues to prioritise the fight against impunity for current human rights abuses and those that occurred in the context of Guatemala's conflict. Additionally, Amnesty has also focussed on the impact of mining operations on the human rights of indigenous communities. In addition to work led by our Country Coordinator, AIUK organised a conference on human rights in Guatemala in May 2014, with the TUC, the Guatemala Solidarity Network and other partners.

As the resolution notes, a decision to support calls for a Commission of Inquiry would be made by the International Secretariat.

#### Resource implications

The resource implications of calling on the International Secretariat to support the establishment of a Commission of Inquiry are negligible.

### **B5 - VIOLATION OF THE RIGHTS OF COLOMBIAN ACTIVISTS, INCLUDING TRADE UNION LEADER HUBER BALLESTEROS**

**Summary:** The resolution calls for Amnesty International UK to advocate for AI to campaign for the release of political prisoners in Colombia, and to adopt the case of trade union leader, Huber Ballesteros.

**Proposer:** UNISON

Human and labour rights in Colombia have long been under attack. According to the International Trade Union Confederation (ITUC) Colombia is the most dangerous place in the world to be a trade unionist.

Murder, death threats and false public accusations are all used to intimidate and silence activists. The practice of 'false positives', where the Army murders civilians and then dresses them in guerrilla clothing to bolster stats, has left thousands dead and continues to occur.

Huber Ballesteros is one of Colombia's most well respected trade union leaders, and has been imprisoned without trial since August 2013 accused of 'rebellion' and 'financing terrorism'.

Mr. Ballesteros is vice-president of the agricultural union, FENSUAGRO, and an elected member of the National Executive of Colombia's largest trade union centre, the CUT, and his case is emblematic of the thousands of human rights activists who are repeatedly intimidated for their work for social justice and their support for marginalised groups.

We call on Amnesty International UK to advocate for Amnesty International to:

1. Campaign for the release of political prisoners in Colombia;
2. Adopt the case of Huber Ballesteros;
3. Consider sending observers to the trial of Huber Ballesteros when it eventually takes place.

#### **Proposer background notes:**

Labour activists and others who speak out against trade agreements and social injustice in Colombia have been labelled

as terrorists. Since 1986, close to 3,000 trade unionists have lost their lives.

Huber Ballesteros is emblematic of the case against trade unionists. At the time of his arrest in 2013 (just as he was about to travel to the UK to address the British TUC congress) he was one of the spokespersons of nationwide strikes taking place across Colombia in the agricultural, health, transport, energy sectors in opposition to President Santos' policies and particularly against the Free Trade Agreements. He has yet to be tried, and languishes in prison along with thousands of other trade union and political activists.

Huber Ballesteros has been instrumental in organising workers in the agro-industry sector - one of the most difficult sectors to join a union - as well as working to organise peasant farmers, indigenous and afro-Colombian communities in south western Colombia. Mr Ballesteros is also the national organiser of the 'Patriotic March', the opposition movement launched in 2012 which groups over 2,000 trade unions, peasant, political and other organisations and which is leading the campaign for peace with social justice.

UNISON supported Colombian trade unionists during this strike which saw a brutal and violent response from the authorities. A petition with 13,000 signatures was delivered to the Colombian government in November 2013 calling for Huber's release. To mark UN Human Rights Day on 10 December 2014, UNISON, Justice for Colombia and Labour Start online campaign group created an e-petition calling for Huber Ballesteros' release. 5,000 people signed the petition in less than 24 hours.

UNISON believes that Huber Ballesteros is a human rights defender in standing up for social justice and the right of marginalised and disadvantaged communities in Colombia. UNISON has called for Huber Ballesteros, and other trade union activists, to be released from prison if their only crime is to campaign for social justice.

**Board background note:**

Huber Ballesteros is a Colombian trade union leader and human rights defender who was imprisoned on 25th August 2013, accused of 'aggravated rebellion' and 'financing terrorism'. Mr Ballesteros has now been charged and is in La Picota prison in Bogota awaiting trial. The evidence that the prosecution claims to have is based on computers they allege to have belonged to senior FARC commanders including 'Ivan Rios' and 'Alfonso Cano' and on testimonies from imprisoned 'reinsertado' guerrillas such as alias 'Olivo Saldana', who has been used by the prosecution in previous cases against opposition figures which have subsequently collapsed. The trial is likely to start in July or August but a date has not yet been set. Huber Ballesteros is diabetic and has intestinal problems, yet he has been denied a special diet that has been prescribed for him.

Huber Ballesteros' case is a priority for the UK and international trade union movement. Huber's arrest came days before he was due to address the British TUC Congress as an international guest speaker. The ITUC and many members of the UK and European Parliaments have also condemned Mr Ballesteros' imprisonment.

Amnesty's Work to Date and Existing Plans

Amnesty International has wide-ranging concerns about the human rights situation in Colombia. A number of these concerns were recently highlighted in a briefing to the Human Rights Commission.<sup>1</sup>

During the current IS Operational Plan period (2014-2015), Amnesty's priorities include ongoing work to secure the protection of human rights defenders, including trade unionists, alongside challenging impunity, monitoring the peace process and supporting effective land restitution.

Since 2009, the International Secretariat's Individuals at Risk portfolio of long-term casework has included the cases of leaders of the SINALTRAINAL food workers union, who have received death threats. Their case is emblematic of Amnesty's concerns for Colombian trade unionists, given the thousands of deaths and enforced disappearances over the past two decades.

AIUK has raised the case of Huber Ballesteros with the International Secretariat but, at the time of writing, has not received a definitive answer on whether his case will be adopted by the movement.

Resource Implications:

The resources required to implement this resolution are negligible.

## WORKING PARTY C UK

### C1 - THE UNITED KINGDOM: RENDITION AND TORTURE

**Summary:** This Resolution seeks to raise awareness of the Justice and Security Act 2013 and also the need to have a judge-led enquiry into UK involvement in rendition and torture through increased campaigning, particularly by AIUK membership.

**Proposer:** COLWYN BAY GROUP

This AGM DECIDES:

That AIUK will commit staff and membership resources to ensure that British complicity in rendition and torture since 9/11 is subject to a fully independent judge-led inquiry which meets international human rights standards. AIUK will also seek to raise awareness of the Justice and Security Act 2013 and its implications for those seeking legal redress.

**Proposer background notes:**

The UK has a well documented history of torture and rendition since WW2 (Ian Cobain, *Cruel Britannia: A Secret History of Torture*, 2012). Some who have been subjected to torture and other ill-treatment in Guantanamo Bay and elsewhere have alleged that UK officials knew of their ill-treatment (<http://bit.ly/164TzmQ>). This has been investigated amongst others by the Council of Europe (<http://bit.ly/1KmGKD5>) and suggests that the UK is not complying with international and domestic law including; the UN Convention against Torture 1984, the European Convention on Human Rights, the International Covenant on Civil and Political Rights 1966, and the European Union's Guidelines on Torture and other Cruel, Inhuman or Degrading Treatment or Punishment 2001.

The Justice and Security Act 2013 means that anyone making a claim for damages for rendition and torture cannot see the evidence held by the State, nor cross-examine witnesses, nor even have the lawyer of his or her choice. A government lawyer is 'appointed' who can neither seek the claimant's instructions

nor discuss evidence with him or her. The claimant is not entitled to know how judgement is arrived at as the reasons are secret (Nicholas Mercer, Church Times, May 2014).

Despite Government denials, many suspect that UK-requested redactions in the CIA Torture Report may have been used to cover up UK complicity in rendition and torture in conjunction with the US. Initially the Prime Minister said an enquiry by a judge who is “fully independent of Parliament, party and Government” was required. However, he referred the matter to the Intelligence and Security Committee (ISC), a body comprised of members from both Houses, over whom the Prime Minister holds an absolute veto. Consequently, AI and seven other NGOs withdrew from any significant role in the government’s ISC investigation of the treatment of detainees and UK involvement in rendition in October 2014.

This resolution welcomes the considerable work that AIUK has already undertaken to try and bring the subject of torture and rendition to the attention of the membership, parliament, the press and others. However, in the light of the above and Amnesty’s global ‘Stop Torture’ campaign, it is felt that renewed efforts must be made by AIUK, and particularly the membership, in more than ‘one-off’ campaigns, to try and ensure that the UK is held to account and prevented from further cover up of British complicity in rendition and torture.

#### **Board background note:**

This area of work has historically been led by the International Secretariat’s EU team. In 2014 AIUK has taken a more active role, due to temporarily reduced capacity at the International Secretariat (IS). The IS remains the principal point of contact for the Intelligence and Security Committee (ISC) and our partner organisations. Additional work arising from this resolution would need to be agreed with them.

The ISC is due to report in the autumn, but the exact timeframe is not known and could change depending on the make-up of the committee post-general election.

The Justice and Security Act is a complex piece of legislation. As the proposer’s background note implies, the Act raises a range of due process concerns impacting on a claimant’s ability to obtain redress. The Court decides whether or not a claimant can see evidence held by the Government, or cross-examine witnesses in open court. When part of the proceedings are held in secret, this often means that claimants do not know the reasons for a decision.

When proceedings are held in secret, the claimant’s interests are represented by a Special Advocate. Although they are appointed by the Government, they are independent barristers. They may discuss the case with the claimant up until they see ‘closed evidence’, after which they may not discuss the case further. Whilst they represent the claimant’s interests, this is qualitatively different to representing their client (or, indeed, the Government).

#### Amnesty’s work to date

Amnesty International’s position is that the current ISC inquiry into allegation of UK involvement in torture and rendition is neither independent nor powerful enough to meet the UK’s international human rights obligations. Amnesty International and a number of other human rights organisations in the UK have refused to submit evidence to the ISC as: *‘We have not yet received a satisfactory response explaining how the limitations inherent in the ISC’s mandate and powers*

*can be reconciled with the obligation under domestic and international law that the Government conduct an independent, effective, thorough and impartial investigation into the serious human rights violations which are currently before the Committee’* (joint letter to the ISC, 30 October 2014).

Amnesty International took a similar approach with the previous judge-led Gibson Inquiry, stating in a joint letter to the Gibson Inquiry on 19 July 2011, *‘We are particularly disappointed that the issue of what material may be disclosed to the public will not be determined independently of Government and, further, that there will be no meaningful participation of the former and current detainees and other interested third parties.’*

Amnesty International has consistently raised opposition to the UK government’s response to allegations of UK involvement in torture and rendition, through private correspondence, joint letters, the media and the current public petition calling for an independent judge-led inquiry. In December, following the US Senate Committee report into the CIA’s use of torture, AIUK took out a series of newspaper adverts to draw attention to the issue and to encourage the public to sign our petition. At the time of writing, the petition has been signed by 25,000 people.

AIUK opposed Closed Material Procedures when the Justice and Security Bill was going through parliament. We lobbied for changes to the Bill and highlighted concerns through the media. AIUK has also opposed proposals for a similar closed process for ‘temporary exclusion orders’ in the Counter Terrorism and Security Bill, reiterating concerns around open justice and ‘equality of arms’.

#### Amnesty’s existing plans

AIUK will continue to push for an independent judge-led inquiry into allegations of UK involvement in torture and rendition; pressure has grown on the government in the wake of the US Senate Committee report into the CIA’s use of torture. AIUK plans to deliver the current petition to the new Government after the election, will continue to work with the International Secretariat and partner organisations and raise awareness through traditional, digital and social media, as well as mobilising through mass membership actions when opportune.

There are no current plans to raise awareness of the Justice and Security Act 2013 and its implications for those seeking legal redress. However, AIUK would continue to lobby against any expansion of the current system, and draw attention to its flaws at appropriate moments.

#### Resource Implications:

Work in support of an independent judge-led inquiry into allegations of UK involvement in torture and rendition are in existing operational plans. An increased focus on the UK’s torture record and/or on the Justice and Security Act would however need additional resources. This may imply a corresponding reduction in AIUK’s contribution to the global goals of the Stop Torture campaign, as well as a reduction in legal and policy work on the Human Rights Act and work to address the surveillance of digital communications. The extent of any additional resource requirements or reprioritization would depend on the objectives established for this additional work.

## **C2 - ASYLUM DETENTION IN THE UK**

**Summary:** To highlight and take action against the denials of basic human rights resulting from the UK’s current practice of detaining asylum seekers for largely administrative purposes.

**Proposer:** OXFORD CITY GROUP**This AGM CALLS**

On AIUK to strengthen its position on asylum detention and to work towards bringing about tangible changes in such practices by making representations to the UK government and calling for public campaigns by AIUK activists on the following:

- An immediate moratorium on the current expansion plans of the detention estate;
- A complete end to Detention Fast Track and Detained Non Suspensive Appeals Process;
- Widening implementation of the alternatives to detention as outlined in Amnesty's 2009 publication *Irregular Migrants and Asylum Seekers: Alternatives to Immigration Detention*;
- Improved access to publicly funded legal support relating to the right and ability of detainees to challenge the legality of their detention.

This AGM further instructs AIUK to campaign for those directly experiencing human rights abuses in the UK detention estate through the adoption (where appropriate) of asylum detainees as Individuals at Risk.

**Proposer background notes:**

The practice of locking up asylum seekers largely for nothing more than administrative convenience is an affront to the basic principles of right to liberty and to sanctuary as enshrined in the 1951 Refugee Convention and the European Convention of Human Rights.

In recent years those who have been subject to asylum detention have included minors, survivors of torture, victims of human trafficking, survivors of rape and sexual abuse, pregnant women and those with severe mental and physical conditions despite explicit domestic rules forbidding such detention.

In claiming asylum, these people have committed no crime, yet are detained without automatic judicial oversight or a legal time limit – unfavourably compared to those in the criminal justice system. Many are housed in prison-like conditions, and in some cases, prisons themselves. The right to bail hearings and to challenge the legality of detention is often nigh on impossible.

A culture of complacency and often hostility fuelled by political pressures against the rights of those claiming asylum has allowed the UK government to routinely violate its own rules, as well as international human rights standards; the UK courts have over recent years ruled on illegal practices being employed relating to asylum detention.

There are no more egregious forums for these practices than the Detained Fast Track (DFT) system and the Detained Non Suspensive Appeals (DNSA) procedure, making a mockery of the principles against arbitrary deprivation of liberty and cruel or inhumane treatment, as well as the right to a fair hearing. In DFT, around 90% of cases are refused with minimal legal scrutiny. People from certain listed countries are automatically routed into the DNSA procedure and many are denied the right of any appeal in the UK.

Asylum detention is in no way the international norm – many jurisdictions employ functioning asylum systems absent of any detention. Numerous alternatives exist and have been previously outlined by Amnesty in its 2009 publication *Irregular Migrants and Asylum Seekers: Alternatives to Immigration Detention*. Rather than widening the use of such alternatives, the UK government is pressing ahead with worrying plans to increase the number of

detention places across the country. The UK administers one of the largest detention estates in Europe with asylum seekers making up the largest single category of immigration detainees – around 60%. The abuses stated above are only likely to increase with an expansion of the detention estate.

**Board background note:**Amnesty's work to date

Amnesty International UK has long expressed concerns regarding immigration detention in the UK. In 2005, we published *Seeking asylum is not a crime: detention of people who have sought asylum* (2005 report)<sup>2</sup>. More recently, in 2011, we published the briefing *Out of control: The case for a complete overhaul of enforced removals by private contractors*.<sup>3</sup> Much of our work has focused in the intervening period on destitution among those who have sought asylum and on the quality of decision-making in the asylum process. We have discussed detention at the National Asylum Stakeholder Forum (NASF) and its predecessors and were represented on the Home Office detention stake holding group ('Detention Users Group') until it was disbanded by the Home Office in 2011. We welcome Home Office steps to reinstate such a group, and have participated in a preliminary meeting in September 2014.

In our previous research we have found that many people were left languishing in detention, which was often protracted, caused significant suffering and ultimately shown to have been unnecessary. Decisions to detain were not based on evidence or understanding of the risks (e.g. of absconding) that were asserted as justification. Obtaining competent legal assistance, securing effective or any judicial oversight and isolation from family were other key concerns. The unfair impact of the Detained Fast Track (DFT) on asylum claims stood out.

AIUK acknowledges that immigration detention may be justified in exceptional cases but should never be routine or prolonged. To be justified, detention must be proportionate to a specific and lawful purpose, its use subject to appropriate regulation and oversight (including judicial oversight), and conditions and circumstances of its use adequate to ensure the safety, welfare and rights of all those detained. Immigration detention in the UK often fails to meet these standards. However, further research and analysis would be required to support a position calling for a "complete end to DFT and Detained Non Suspensive Appeals Process".

Similarly, AIUK would not be able to call for a moratorium on the expansion of the detention estate unless we had clear evidence that such plans were likely to lead to human rights abuses.

Amnesty's existing plans

On 9 February 2015, the Home Secretary announced a wide-ranging, independent review of the welfare of immigrants held in detention centres or set for escort, including prior to deportation. We will monitor this review.

In October 2014, AIUK made a submission to the Joint All Party Parliamentary Groups (Refugees and Migration) inquiry into the use of immigration detention in the UK. We are developing this work and during 2015 our Refugee and Migrants Rights Programme plans to scope out further research and analysis into the detention of asylum seekers and migrants in the UK.

AIUK will continue its programme of work to support lawyers working on behalf of clients with international protection needs (such as asylum, trafficking or torture cases), through the provision of country information, case analysis, support for

strategic litigation and identification of third party client and case support, as appropriate. We have no plans however to include or advocate the inclusion of UK immigration detention cases into Individuals at Risk work, which is overwhelmingly based on a portfolio of cases agreed at the international level.

#### Resource Implications

The scoping of further research and analysis is already included in AIUK's Refugee and Migrant Rights Programme plans for 2015. However, additional resources may be required depending on the selected research focus and for public campaigning activity.

### **C3 - ANTI-SEMITISM IN THE UK**

**Summary:** Campaign against anti-Semitism in the UK.

**Proposer:** Andrew Thorpe-Apps

**Seconder:** Barrie Hay

This AGM CALLS

On AIUK to:

- Campaign against anti-Semitism in the UK.
- Lobby the UK Government to do more to tackle the rise in anti-Semitic attacks in Britain, whether physical or verbal, online or in person. The UK Government should monitor anti-semitism closely and periodically review the security of Britain's Jewish population.

#### **Proposer background notes:**

It has been 70 years since the liberation of Auschwitz. Yet, even in 2015, European Jews are facing intolerance and abuse from anti-Semites.

There are now Jewish schools in the UK where the children are prepared for a potential terrorist attack, and there are Downing Street-style car bomb barriers to shield school buildings.

This year witnessed the murder of four Jews following the appalling Charlie Hebdo massacre in Paris. In February a Jewish man was shot outside Copenhagen's main synagogue following an attack at a free speech debate.

On 9th February, the All-Party Parliamentary Inquiry into Anti-Semitism report was launched at Lambeth Palace. The report found that there was a 221% increase in hate crimes directed at Jews during the 2014 conflict between Israel and Gaza, when compared with the same period in 2013.

The Community Security Trust, which monitors anti-Semitic abuse and attacks, recorded 314 incidents in July 2014, the highest ever monthly total and more than the preceding six months combined. A quarter of these incidents took place on social media, and one third used Holocaust-related language or imagery.

The All-Party Parliamentary report recommends that:

- An independent council of non-Jewish figures is established to highlight trends in anti-Semitism, and make suggestions to the police and Crown Prosecution Service (CPS).
- The UK Government fund more research into anti-Semitism, report the findings to Parliament at least once per session about its work combating hate crime, and work with the CPS, police, and social-media companies to make online anti-Semitic abuse easier to report and stop.

#### **Board background note:**

The rise in incidents of anti-Semitic attacks in the UK and across

Europe, documented by the Community Security Trust and others, is deeply disturbing. Amnesty International condemns all manifestations of hate crime.

#### Amnesty's work to date

During the movement's current Strategic Plan period, its strategy on hate crimes within Europe has been led from the Brussels-based European Institutions Office (EIO). This has focussed on state action to prevent and investigate hate crimes and ensure avenues of redress are available to victims. Priorities have included homophobic and transphobic hate crime, given widespread legislative gaps in Europe, as well as endemic discrimination and hate crime directed towards Europe's Roma communities. More recently, in February 2015, the International Secretariat (IS) published a briefing on hate crime, including racist violence, in Bulgaria.

#### Amnesty's existing plans

Whilst Amnesty International's background documents have noted increased manifestations of anti-Semitism in a number of European countries, neither AIUK nor the International Secretariat have undertaken research or campaigning work specifically on anti-Semitism in the UK. This area of work is not included in AIUK's existing plans, nor are we aware of any IS or EIO plans to do so.

#### Resource implications:

The resource requirements for this resolution are dependent on the scale of work envisaged and ultimately agreed. For example, group-based campaigning against anti-Semitism would be likely to require only a fairly limited investment of staff time. If, however, work is required in order to establish the adequacy of state responses to anti-Semitism and use this as a basis for national campaigning, then the cost could be significant (probably in the region of £10,000 to £20,000) for scoping and research work. At the time of writing, the implications for other campaign and human rights priorities are not known.

### **C4 - AIUK WILL UNDERTAKE RESEARCH INTO THE WRONGFUL DETENTION OF TORTURE AND TRAFFICKING VICTIMS IN BRITISH DETENTION**

**Summary:** This AGM urges AIUK to undertake research into the frequency of wrongful immigration detention in the UK and the assess the impact of the 2014 Immigration Act on victims of torture and trafficking.

**Proposer:** University of Kent Group

This AGM RESOLVES

- Amnesty International UK will conduct research into the frequency with which victims of trafficking and torture are detained in prisons and/or Immigration Removal Centres, with a view to develop effective actions if appropriate.
- This research should address, but should not be limited to:
  - The prevalence of asylum claims based on torture and the rate of rejection in these instances
  - The volume of alleged trafficking victims rejected from the National Referral Mechanism and the resultant instances of detention
  - The frequency with which detained individuals are referred to local or national charities on grounds related to torture, trafficking, or other factors which render detainees legally unfit for detention
  - The standard of human rights offered to potential refugees in claiming asylum as a trafficking or torture victim, as enshrined by UK law and detention guidelines
  - The ramifications of new legislation on potential torture and

trafficking victims, including the Immigration Act 2014 and confirmed expansion of Britain's detention estate as agreed by the UK Home Office in the same year.

**Proposer background notes:**

Domestic laws, and detention centre guidelines (Detention Centre Guidelines, Rule 35, 2011), ban the detention of trafficking and torture victims within prisons or Immigration Removal Centres. However, it is noted by a number of organisations, including AIUK, that these laws are not followed internally. In 2012, the Chief Inspector of the UK Border Agency echoed this statement.

AIUK has already published extensive research on the detention of asylum seekers in general, in three notable instances: Asylum is not a Crime (2005) Down and Out in London (2006) and A Question of Credibility (2013). However, "trafficking" was not noted in a single report mentioned previously, despite this being the second largest growing crime in the world and, therefore, a significant driver for asylum claims.

Renewed research into the National Referral Mechanism, which deals with claims of human trafficking, has seen an 80% rejection rate of alleged victims from developing countries, despite these same countries posing the greatest risk of modern-day slavery to individuals (ECPAT, Hidden in Plain Sight, 2013). Although evidence on the NRM is now growing, there is very little research showing what happens to trafficking victims after rejection from the mechanism, which usually includes time spent in IRCs.

AIUK's previous work has highlighted issues with Detained Fast Track, and detention more generally, for asylum seekers including victims of torture, but no attempt has been made to gauge the definitive scale and frequency of detention decisions which contravene the UK's own guidelines and domestic laws. Significant changes in law have also occurred since AIUK's last research report on asylum, and notable expansions have been approved for certain IRCs.

Although some charities have made concrete estimates of wrongfully detained asylum-seekers, this knowledge is based on their own referrals only, and does not encompass individuals suffering from trafficking/torture and referred to other NGOs. Research of this nature, however, could be undertaken within AIUK's remit as a member of the Anti Trafficking Monitoring Group, or completed internally by the IS.

**Board background note:**

Amnesty's work to date

As noted in the Board Background Note to Resolution C4, AIUK has expressed concerns about the policy and practice of immigration detention in recent years. Since successfully winning our campaign for the UK to sign up to the Council of Europe Convention Against Trafficking in 2007, we have not undertaken significant work on trafficking at the UK level, although we have addressed opportunities arising in the devolved administrations.

Amnesty's existing plans

The Refugee and Migrants Rights Programme plan for 2015 includes work to scope out further research and analysis on immigration detention. Establishing how to focus any research and analysis, including on specific types of process (e.g. detention fast-track) or particular categories of claim (e.g. torture, trafficking) is something that we would expect to consider during our scoping work.

Resource implications

The scoping of further research and analysis on immigration detention is included in AIUK's Operational Plans for 2015. Additional resources may be required depending on the selected research focus and for public campaigning activity. It should be noted that the additional resources required to undertake the research prescribed by this resolution *and* to scope out work on immigration detention more broadly, might require several tens of thousands of pounds of unplanned expenditure, largely in additional staffing costs.

**NOTES:**

- 1 Please refer to AI Index AMR 23/004/2015 for further information
- 2 See [http://www.amnesty.org.uk/sites/default/files/asylum\\_not\\_a\\_crime\\_0.pdf](http://www.amnesty.org.uk/sites/default/files/asylum_not_a_crime_0.pdf)
- 3 See [http://www.amnesty.org.uk/sites/default/files/out\\_of\\_control\\_1.pdf](http://www.amnesty.org.uk/sites/default/files/out_of_control_1.pdf)

#### **NOTE ON AIUK FINANCIAL REPORTS TO 2015 AGM**

The AIUK financial year runs from January to December in accordance with global Amnesty International policy. The Treasurer's report (below) outlines the pre-audited financial position for 2014. The full audited accounts will be available on the website from 13 April 2015 at [www.amnesty.org.uk/finances](http://www.amnesty.org.uk/finances) and will be available in hard copy on the governance stall at the AGM.

In addition, the AIUK Annual Report 2014 which will include a summary of the detailed accounts for 2015 will be available online from Monday 13 April 2015 and a printed summary version of the Annual Report 2014 with top-line financial information will be distributed at the AGM.

# TREASURER'S REPORT TO THE 2015 ANNUAL GENERAL MEETING

## Introduction

### **1. PRESENTATION OF THE ANNUAL ACCOUNTS**

At the time the AGM packs went to print in early February 2015, the 2014 accounts had not been audited therefore we have outlined the draft (and unaudited) financial position for 2014 in this report. At the AGM the Treasurer will:

- Highlight any changes from the draft position to the audited accounts,
- Provide copies of the 2014 audited accounts for Section– these will be available from the governance stall at the AGM and on our website.

Previous years' accounts can be found on our website.

### **2. STRUCTURE OF AMNESTY INTERNATIONAL UK (AIUK)**

AIUK comprises three corporate entities:

- Amnesty International UK Section ("Section") is the body whose objects are set out in the Amnesty International Statute as amended from time to time. It is responsible for most of the operations carried out in the UK – specifically, campaigning, communications, fundraising and administration. Members, Groups and Affiliates belong to this body. It also leases offices and shops and carries out the majority of the trading activities. It is a Company Limited by Guarantee but has dispensation from using the word "Limited" in its title.
- Amnesty International UK Section Charitable Trust ("Trust") is the body established to fundraise for its charitable objectives which are "to promote human rights (as set out in the Universal Declaration of Human Rights ("UDHR") and subsequent United Nations conventions and declarations and in regional codes of human rights which incorporate the rights contained in the UDHR and those subsequent conventions and declarations) throughout the world." It is a Company Limited by Guarantee and a registered charity but has dispensation from using the word "Limited" in its title. The Trustees are appointed by the Board of Section.
- Amnesty Freestyle Limited ("Freestyle") is a company that is the wholly owned trading subsidiary of Section. The company is normally dormant except in years where it is used to organise the Secret Policeman's Ball and accordingly, it was dormant in 2014.

The accounting period for all of our legal entities is 1 January to 31 December.

In normal years we produce:

- a set of accounts for each of our three entities
- a set of accounts that is an amalgamation of our three entities – we refer to this as our "combined" accounts. It should be noted that the combined accounts do not have statutory form and that the accounts which are to be received and approved at the AGM are those of Section.

### **3. FINANCIAL OVERSIGHT**

The Finance Sub Committee ("FSC") is appointed by the Board of Section to help them adopt best practice in their financial and regulatory affairs. The FSC considers all significant finance and business matters relevant to AIUK and makes formal recommendations to the Board of Section and Trustees of Trust. Members of the Sub Committee are chosen for their skills and experience in business and finance as well as their commitment to the objectives of AIUK.

**4. 2014 COMBINED ACCOUNTS – DRAFT AND UNAUDITED RESULTS**

	2014 December Actual £k	2013 December Actual £k	2014-Q3 Full Year Forecast £k	2014 Full Year Budget £k
Total Income	26,448	24,780	25,934	24,978
International Grants	9,137	9,039	9,511	9,617
Supporter Campaigning	1,570	1,242	1,601	1,849
CEOs Office	240	304	298	298
Fundraising Expenditure	3,502	2,774	3,676	3,719
Salaries	7,157	8,466	7,141	7,415
Support Costs	2,431	2,381	2,697	2,740
Directorate	47	142	53	53
Total Expenditure	24,084	24,348	24,977	25,692
Surplus/(Deficit)	2,364	432	957	(714)

**4.1 STATUS OF NUMBERS**

At the time of writing the Finance team are preparing for the annual audit, hence the figures presented are draft and unaudited. Any adjustments to these numbers will be explained at the AGM presentation by the Treasurer.

**4.2 OVERALL DRAFT POSITION**

Overall the combined accounts show a surplus of £2.4m, which is split £1.8m in Section and £0.6m in Trust. This is a strong result and puts us in a good position to continue to address the longer term financial sustainability issues which have been highlighted in recent years.

This is £1.4m ahead of the most recent forecast available on the website in the 3rd quarter financial report.

The main variances to the Q3 forecast are as follows:

- Fundraising net income is up £0.6m. Within this, income is up £0.4m mostly due to legacies, and expenditure is down £0.2m, largely driven by reduced spend in innovations, supporter recruitment and development as the plan was adjusted to reflect opportunities and priorities.
- The contribution to the international movement is down £0.4m on forecast mainly due to a lower 2015 advance payment than anticipated.
- Tight cost control, deferral of some expenditure and release of some contingency budgets have resulted in other costs being £0.4m lower than forecast.

**4.3 FUNDRAISING PERFORMANCE**

The first task of the newly-formed Fundraising Department was to create a new 2014-15 fundraising strategy with a focus on growing the number of financial supporters, as well as fundraising income.

The strategy implementation has started well with a 1% increase in the supporter base and a 6% growth in total income to £26.1m (both compared to last year).

Highlights are as follows:

- Income from individual supporters up 2% to £18.8m
- Income from legacies up 40% to £5m, a record annual amount. Our largest legacy in 2014 of a London property, sold for £1.5m, was left to AIUK by a supporter who had received a legacy request from us.
- Major gifts income down 13% to £1.6m, with some committed income now expected in 2015.
- Commercial income up 11% to £0.7m, with all bar one of our bookshops exceeding budget and our merchandise operation ([www.amnestyshop.org.uk](http://www.amnestyshop.org.uk)) delivering record sales.
- Expenditure is lower than forecast, reflecting adjustments to planned activity following monthly reviews of performance and opportunity, with investment being diverted to successful campaigns (e.g. reactivation) or pulled back.

**4.4 OTHER EXPENDITURE**

As noted above, tight cost control has resulted in the main expenditure lines being £0.4m below forecast. The main themes were as follows:

- Salary costs were on forecast, indicating that establishment control is being appropriately maintained.
- Some contingency budgets relating to prior reorganisations were not required, resulting in a saving of £0.2m
- IT and depreciation costs were under budget, as planned activity will take place in future periods, resulting in a saving of £0.1m.

At the end of 2014, taking into account our projected surplus and the level of our reserves, we agreed to a request from Amnesty's International Secretariat for an interim £1.3m part-payment of our 2015 grant. Due to accounting regulations this is treated as 2014 expenditure in our audited accounts. Our 2015 International grant will be reduced by the corresponding amount.

## 5. 2015 BUDGET AND LONGER TERM FINANCIAL PLANNING

The 2015 budget shows an overall combined deficit of £0.4m.

### 5.1 FUNDRAISING BUDGET

The 2015 budget assumes a slight decline in gross fundraising income to £25.8m, together with an increase in investment of £1.3m, resulting in an overall reduction in fundraising net income of £2m.

Most of the income reduction comes from the budget for legacies being conservative at £3.4m vs the record £5m achieved in 2014. Most other fundraising income lines are budgeted to grow.

The increased investment in 2015 is focused on acquiring new supporters – up from £1.5m in 2014 to £2.8m in 2015. In recent years, the number of new supporters gained has not kept pace with the number who ceased their financial support – a decline that we succeeded in arresting in 2014. In 2015, we will build on our recent success, seeking to further grow the number of people engaged in protecting human rights through their financial support of AIUK.

### 5.2 OTHER EXPENDITURE BUDGET

We are budgeting to reduce corporate support costs by 9% and invest in campaigning and communication costs (overall a 36% increase on 2014 spend, mainly on priority campaigns and the “members at the heart” theme). Salaries remain stable and international movement costs reduce slightly.

### 5.3 LONGER TERM CONTEXT

The longer-term context continues to look challenging with reserves being gradually used up over the coming years indicating that, in the absence of any ameliorating measures, we will continue to “live beyond our means”. A programme of action will therefore be developed to rectify this.

The strategic planning process is being undertaken in 2015 to set the direction of AIUK for 2016-2019. In tandem with this a robust long-term financial planning process has started and is scheduled to deliver a revised long term financial plan in autumn 2015. This will enable us to model different fundraising investment, income and cost scenarios so that a more robust and sustainable financial future can be planned. A variety of international assessment model scenarios will also be built into our modelling.

To support this we expect to review the reserves policy and potentially designate some of our current reserves (which are above the current historic minimum reserves target of £3.7m) to support future investment and financial sustainability. Further details will be given in the Treasurer's presentation of the final accounts position at the AGM.

#### Budget and Projections to 2021 - Summary

	Budget	Interim	Budget	Budget Projections					
	2014	2014	2015	2016	2017	2018	2019	2020	2021
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Fundraising Gross Income	24.7	26.1	25.8	26.6	27.2	27.7	28.2	28.8	29.4
Related Costs (non-salary)	(3.7)	(3.5)	(5)	(5.5)	(5.6)	(5.8)	(5.9)	(6.0)	(6.1)
Fundraising (net income)	21.0	22.6	20.8	21.2	21.6	22.9	23.3	23.8	24.2
Total Other Income	0.3	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Total Other Expenditure	(22.0)	(20.6)	(21.5)	(22.3)	(22.5)	(23.3)	(23.9)	(24.8)	(25.5)
Surplus/(deficit)	(0.7)	2.4	(0.4)	(0.9)	(0.6)	(1.1)	(1.3)	(1.7)	(2.0)

#### Effect on Reserves

	Budget	Interim	Budget	Budget Projections					
	2014	2014	2015	2016	2017	2018	2019	2020	2021
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Opening Free Reserves	5.7	5.7	8.1	7.7	6.8	6.2	5.1	3.8	2.1
Surplus/(Deficit)	(0.7)	2.4	(0.4)	(0.9)	(0.6)	(1.1)	(1.3)	(1.7)	(2.0)
Closing Free Reserves	5.0	8.1	7.7	6.8	6.2	5.1	3.8	2.1	0.2
Target Minimum Reserves	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7
Surplus/(Deficit) Target Reserves	1.3	4.4	4.0	3.1	2.5	1.4	0.1	(1.6)	(3.5)

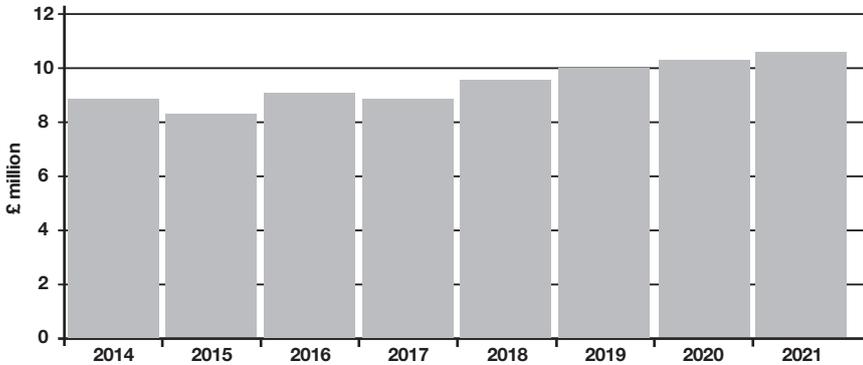
The tables above show the current long term financial projections and the impact of these on the level of reserves. As noted above, these projections are currently subject to a detailed programme of revision which will result in a new long term financial plan being agreed in autumn 2015, and so should be read as broad projections not a detailed plan.

In the first table the income projections are based on detailed modelling of the effect of the fundraising investment in 2015 together with broad assumptions of modest increases thereafter. Our expenditure assumptions are also based on 2% growth except for our agreed increasing contributions to the global Amnesty movement (see next section) and agreed salary cost increases.

Overall, the modelled income growth is not sufficient to sustain the cost increases, resulting in the effective elimination of reserves by 2021. This is clearly not a scenario which we are planning for, but creates a continued impetus to invest in income growth and effectively manage the cost base to ensure future financial sustainability in the long term.

#### 5.4 INTERNATIONAL SUPPORT

Support for the worldwide Amnesty movement is projected to increase from £8.9m to £10.4m between 2014 and 2021 under the existing assessment model (these are the forecasts included in the income and reserves table in the previous section).



A revised assessment and distribution model is in the process of being discussed and will be proposed for agreement at the August 2015 ICM.

#### 6. DETAILS OF THE INTERNATIONAL HUMAN RIGHTS PROJECTS THAT WE FUND

The majority of our International Grants are made (by Trust) to fund projects co-ordinated by Amnesty's International Secretariat. The table below gives details of the projects actually funded in 2013 and the budget numbers relating to projects in 2014 and 2015. We agreed funding of £9.1m towards 2014 international projects and we will receive final financial reports for these projects from the International Secretariat during Q2 of 2015.

	2013 UK funded Actual £k	2014 UK funding Budget £k	2015 UK funding Budget £k
Critical Path 1 - Corporate Accountability	24	75	183
Critical Path 2 - Maternal Health & Sexual Rights	40	1,051	998
Critical Path 3 - Slums	126	176	182
Critical Path 4 - Refugees & Migrants	60	158	290
Critical Path 5 - Control Arms	30	61	59
Critical Path 7 - Security With Human Rights	110	263	120
Critical Path 8 - International Justice	41	162	139
Critical Path 9 - Criminal Justice	209	884	811
Critical Path 10 - Freedom of Expression	374	559	392
Critical Path 11 - Discrimination	94	143	372
Critical Path 12 - Armed Conflict	22	234	263
Work across all Critical Paths: cross cutting issues & support costs	1,649	1,930	2,111
Fundraising - Movement Growth	40	50	74
Operational Enablers / Global Transition Programme	1,927	921	0
Grants to other Amnesty sections	1,306	1,260	1,335
15% allowance for support/governance	908	1,189	1,099
<b>TOTAL</b>	<b>6,959</b>	<b>9,117</b>	<b>8,428</b>

## Summary

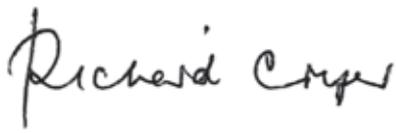
We are currently in a satisfactory financial position and achieving this position has not been easy.

We have made some significant progress this year: supporter numbers growing for the first time in a number of years; overall fundraising growth and costs well controlled. This has been a significant achievement.

However, there is no room for complacency and much work still remains to be done to ensure that in the years to come, we are able to maximise our impact on human rights worldwide.

This report comes just before the completion of my first year as Treasurer. It has been a greatly rewarding experience and privilege to serve in this way. I am most grateful to everyone for their help, patience and assistance.

On the finance side, we have continued with the process to embed the sustained improvement in the financial management of AIUK. What has struck me most is the intense dedication and commitment of all the people that I've met since becoming involved with AIUK but this has sadly been overshadowed by the great tragedy we suffered at the end of last year with the shocking and premature death of Tony Farnfield, Director of Corporate Services. Tony was a man of great stature, in so many ways, dedicated to people and to making their lives better and a dear friend to many of us. He is greatly missed.



**Richard Cryer, Treasurer**  
5th February 2015

# GLOSSARY

<b>A2D</b>	'Assessment to Distribution' – a stream of work to examine how the global movement should be funded. Work is led by a committee reporting to the International Executive Committee	<b>ICP</b>	International Committee on Policy (a sub-committee of the IEC)
<b>AGM</b>	Annual General Meeting (part of AIUK's National Conference)	<b>IGO</b>	Intergovernmental Organization (eg, United Nations, Council of Europe)
<b>AI</b>	Amnesty International	<b>IISC</b>	International Issues Sub Committee - the AIUK Board sub-committee addressing issues relating to the international movement and policy
<b>AIUK</b>	Amnesty International United Kingdom Section – AIUK is one of 70 national sections and structures in the international movement	<b>ILO</b>	International Labour Organisation
<b>AM</b>	(Welsh) Assembly Member	<b>IMT</b>	International Mobilisation Trust – an international fund to assist the growth and development of small AI sections and structures
<b>ASC</b>	Activism Sub-Committee – the Board sub-committee that addresses issues relating to the health of AIUK's activist base (of AIUK Board)	<b>INGO</b>	See NGO
<b>CAP</b>	Country Action Programme	<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>CAPP</b>	Cost And Priorities Programme	<b>IS</b>	International Secretariat – the global headquarters of Amnesty International, which leads on research and movement coordination, headed by the Secretary-General.
<b>CC</b>	Country Co-ordinator – volunteer activists who specialise in campaigning on specific countries or regions	<b>ISOP</b>	the International Secretariat's (2 year) Operational Plan
<b>CEDAW</b>	Convention on the Elimination of Discrimination Against Women (or the Committee established to examine implementation of the Convention)	<b>ISP</b>	Integrated Strategic Plan – AI's worldwide 6-yr plan
<b>CHRN</b>	Children's Human Rights Network	<b>ITUC</b>	International Trade Union Confederation
<b>CID</b>	Cruel inhuman and degrading (treatment)	<b>JUA</b>	Junior Urgent Action
<b>CORE</b>	Corporate Responsibility coalition	<b>LGBTI</b>	Lesbian, Gay, Bisexual, Transsexual and Intersex
<b>CRC</b>	Convention on the Rights of the Child	<b>LWOP</b>	Life without Parole
<b>CP or CPR</b>	Civil and Political Rights	<b>MEP</b>	Member of the European Parliament
<b>CSR</b>	Corporate Social Responsibility	<b>MLA</b>	Members of the (Northern Ireland) Legislative Assembly
<b>DRC</b>	Democratic Republic of the Congo	<b>MSP</b>	Member of Scottish Parliament; also sometimes used to refer to Military, Security and Police (see AST, above)
<b>DV</b>	Domestic Violence	<b>NGO</b>	Non-Governmental Organization – those operating at an international level are sometimes called International NGOs or INGOs
<b>ECAT</b>	European Convention Against Trafficking	<b>NUJ</b>	National Union of Journalists
<b>ECHR</b>	European Convention on Human Rights	<b>OHCHR</b>	Office of the United Nations High Commissioner for Human Rights
<b>EGM</b>	Extraordinary General Meeting	<b>PEST</b>	Political, Economic, Sociological, & Technological (as in 'PEST analysis' – sometimes part of a planning process)
<b>EHRC</b>	Equality & Human Rights Commission – formerly Commission for Racial Equality	<b>POC</b>	Prisoner of Conscience
<b>EJE</b>	Extrajudicial execution	<b>Prep Com</b>	Preparatory Committee – a body that prepares major conferences
<b>ESCR</b>	Economic, Social and Cultural Rights	<b>PSNI</b>	Police Service of Northern Ireland (formerly the RUC – Royal Ulster Constabulary)
<b>EU</b>	European Union	<b>PTH</b>	Protect the Human
<b>FGM</b>	Female Genital Mutilation	<b>RAN</b>	Regional Action Network (replaced by World Regional Teams)
<b>FSC</b>	Finance Sub-Committee (of AIUK Board)	<b>SMT</b>	Senior Management Team
<b>GMT</b>	Global Management Team	<b>SG</b>	Secretary General (chief executive of AI)
<b>GNL</b>	Groups Newsletter	<b>SOC</b>	Standing Orders Committee (Administer the AGM rules)
<b>GPS</b>	Global Positioning Statement	<b>SPB</b>	Secret Policeman's Ball
<b>GTF</b>	Governance Task Force	<b>S/S</b>	Sections and structures of Amnesty International
<b>GTP</b>	Global Transition Programme	<b>STAN</b>	Student Action Network
<b>HRA</b>	Human Rights Act	<b>TUC</b>	Trades Union Congress
<b>HRD</b>	Human Rights Defender	<b>TUNC</b>	Trade Union Network Committee
<b>HRE</b>	Human Rights Education	<b>UA</b>	Urgent Action
<b>HRV</b>	Human Rights Violation	<b>UDHR</b>	Universal Declaration of Human Rights
<b>IANSA</b>	International Action Network on Small Arms – one of AI's coalition partners in the Control Arms campaign	<b>UN</b>	United Nations
<b>IAR</b>	Individual At Risk	<b>VAW</b>	Violence Against Women
<b>IB</b>	International Board elected by the International Council, it provides strategic leadership of AI. Previously known as IEC	<b>WAN</b>	Women's Action Network
<b>ICC</b>	International Criminal Court	<b>WHO</b>	World Health Organisation
<b>ICCPR</b>	International Covenant on Civil and Political Rights	<b>WHR</b>	Women's Human Rights
<b>ICESCR</b>	International Covenant on Economic, Social and Cultural Rights	<b>WP</b>	Working Party
<b>ICM</b>	International Council Meeting – the highest decision making body of AI, meeting every two years. It is comprised of delegates from national sections and structures	<b>YAG</b>	Youth Advisory Group
		<b>YUA</b>	Youth Urgent Action

# NATIONAL CONFERENCE AND AGM 2015

## SECTION 3: INTERNATIONAL MOVEMENT

---

### Contents

How does our governance work? .....	73
Strategic goals: Version 2 .....	75
Strategic goals: Taking injustice personally .....	77
Strategic goals: Phase 2 consultation .....	86



## Amnesty International and Amnesty International UK: How does our governance work?

Amnesty International (AI) is a global human rights movement of more than 3 million supporters, members and activists in over 150 countries and territories. There are about 55 countries in which there is enough support for AI to run national AI bodies – known as sections or structures: these have a board, elected by their members, which decide on priorities and work within an overall framework agreed by AI worldwide. In many other countries, there are individual members, and in a few countries – which are of strategic importance but do not yet have enough AI members to run their own section – there are AI offices supervised directly by the Secretary General from London. Amnesty International UK is one of AI's biggest sections, with around 185,000 members and committed supporters.

### Shared vision, mission and priorities

All parts of AI are bound together by a common vision and mission, defined in our international statute:

1. *AI's vision is of a world in which every person enjoys all of the human rights enshrined in the Universal Declaration of Human Rights and other international human rights instruments. In pursuit of this vision, AI's mission is to undertake research and action focused on preventing and ending grave abuses of these rights.*
2. *AI forms a global community of human rights defenders with the principles of international solidarity, effective action for the individual victim, global coverage, the universality and indivisibility of human rights, impartiality and independence, and democracy and mutual respect.*

AI sections are also bound by an agreed set of international priorities. These priorities emerge through several different processes, all characterised by extensive discussion, debate and consultation. At the highest level, strategic goals (currently written into an *Integrated Strategic Plan*) define the whole movement's work for six years; within this there are two-year *Operational Plans* for international work; and, in parallel with these, national sections also define their own work. Typically, these agreed international priorities encompass both human rights goals (e.g., the global campaign against torture) and organizational goals (e.g., membership growth). AI sections are also bound by a set of "Core Standards". These were agreed by the movement in 2013 and cover issues such as governance, decision-making and financial control.

### The International Council Meeting and the International Board

The national sections of AI come together every two years for the *International Council Meeting (ICM)*, which is AI's "parliament", its highest decision-making body. The ICM sets the overall direction for the movement, reviews progress against targets, and elects and holds accountable the *International Board* (previously called the *International Executive Committee*). It also approves the international budget. All sections have votes at the ICM on a sliding scale from 1 to 6 depending on their size; AIUK, as one of the largest sections, has 6 votes. The International Board's members are elected to serve for four year terms; they can serve two such terms. In turn, the Board appoints and oversees the Secretary General (Salil Shetty since mid-2010), who is the Chief Executive of the international movement.

### The international budget and International Secretariat

All national AI sections make a contribution – sometimes referred to as the "assessment" – to the *international budget*. The amount is set using a sliding-scale formula agreed at the ICM. This system ensures that money raised in the name of AI in any country can be effectively spent on activities that will have the most impact. Under this formula, in 2013 AIUK paid £6.7 million, out of an annual income of £24.8 million, into the international budget. In 2013 the international budget was around £55m.

The International Board's responsibilities include overseeing the international budget, and guiding and supervising the work of the Secretary General. He, in turn, leads the *International Secretariat (IS)*, headquartered in London not far from AIUK. The IS carries out the bulk of AI's research; it leads on the design of key campaigns; and produces many materials for sections to use. It also plays a key role in identifying the movement's priorities. The international budget covers the operating costs of the IS, both in its London office and its regional offices around the world. Four of these opened in 2013 and other 7-8 are due to open over the next two years as part of the *moving closer to the ground* initiative.

### The role of AIUK and its AGM

AIUK operates within the international framework described above, but it also has considerable freedom of action to make independent decisions. Like all national AI sections, its activities comprise a mixture of local relevance (work on human rights issues in the UK) and international solidarity (work on human rights issues overseas). AIUK has some latitude to select the issues of local relevance that it wishes to focus on, and also

Furthermore, because it is one of the largest sections, AIUK plays an important part in shaping the international agenda of AI. Within AIUK, the Annual General Meeting (AGM) is pivotal. As well as holding to account the Board of AIUK, approving the accounts, and agreeing the overall direction of AIUK, the AGM can instruct the Board to take issues to the International Council Meeting or raise them with the broader international movement in other ways, for example through the Chairs' Assembly which brings together the section chairs. AIUK must work to comply with such instructions, operating within the rules and constraints that govern the ICM and other international fora.

What AIUK cannot do, however, is to unilaterally opt-out of the internationally agreed framework of governance and priorities described above – to do so would be to leave Amnesty International. When sections and members feel dissatisfied – whether with the work of the international movement or with the framework through which it operates, they must work towards change – through formal channels and through negotiations and discussions with the different parts of the movement – including national boards and the International Board. Ultimately, because AI is a democratic membership organization, all aspects of its mission, policies, work and organization are open to change, given sufficient international support. Important changes to AI are always debated and consulted on, using the framework described above and over the years many important changes to AI have come from individual national sections, including AIUK. If you are interested in becoming more involved with governance, shaping the direction of AIUK and AI please get in touch: [sct@amnesty.org.uk](mailto:sct@amnesty.org.uk)



Governance Task Force  
 September 2014



Dear friends and colleagues,

It is a pleasure to enclose the second version of the Strategic Goals for your consideration in the lead-up to the International Council Meeting in August 2015 where the proposals will be discussed and agreed.

In over 50 years of history we have learned that we are at our best when we place our power – our collective knowledge, passion and energy – behind common priorities as One Amnesty. This means some difficult choices about what we should focus on achieving in the 2016-19 period, however, we were particularly pleased to see the movement approaching this challenge mindful of the different needs of activists and colleagues delivering our mission in all parts of the world. This determination to see the bigger picture is core to the solidarity that sustains us as a movement and will ensure we all pull in the same direction to increase our impact in the years ahead. It is equally important to maintain a strong focus on the external context and it was great to see efforts throughout 2014 to build a shared analysis about our changing world and the challenges and opportunities for us in the 2016-19 period and beyond.

**Inputs from phase 2:** This next version of the Strategic Goals has been prepared after a lively conversation among members, activists, supporters and staff and careful consideration by the Global Management Team and the International Board. Crucially, we also listened to voices beyond Amnesty – including more than 26,000 people in 197 countries / territories who took part in our digital survey, as well as through interviews with partners and other external experts. Many thanks to everyone who promoted the survey as an opportunity for rights holders to have their say directly, and who sought and included external views in submissions. The 40+ submissions from national entities, as well as the many thematic and team submissions and notes from other discussions such as regional meetings and phone meetings with small sections are available at: <https://intranet.amnesty.org/wiki/display/StrategicGoals/How+To+Get+Involved>

**Moving from the first to second draft:** Responses from the digital survey were overwhelmingly supportive of the proposals. Other feedback was also largely positive although many useful suggestions were made for improving the strategy. We carefully considered all responses to the proposals and made many changes to both the content and format of the strategy. While it has not been possible to accommodate everyone's preferences, we were heartened by feedback from all regions that there was sufficient scope for locally relevant work.

In making revisions, we have been guided by views shared by many that the first draft was too broad, complicated and detailed, and too focused on systems and laws rather than change in people's lives. We responded by sharpening and where necessary rebalancing each Goal and reframing outcomes in terms of the impact on rights holders. Based on feedback we received, Goal 5 has also been narrowed to focus specifically on growth.

We have also listened to those who argued passionately for a stronger global focus on gender equality and for priorities for the rest of our work on discrimination and economic, social and cultural rights to be set at the regional or national levels. We will therefore seek to tackle the most serious forms of inequality in each region within a global framework focused on multiple discrimination and practical realization of economic, social and cultural rights for poor communities.

In some long-standing areas of work, our approach will be to build on past successes while adapting to current realities. Our work on the death penalty, for instance, remains an important and signature area of work for the organization, however we believe it is time to focus this work and revisit how best to achieve change in specific countries. We remain committed to producing the annual death penalty statistics which have become a vital global resource. We also hope to see a deeper focus on the discriminatory application of the death penalty in the context of our work to tackle inequality. Torture endures in many parts of the world and Amnesty will continue to fight against it in the context of our work on human rights defenders, discrimination, crisis and accountability. Work related to "people on the move" is no longer captured as one body of work, but is part of the work related to conflict situations and we expect that work on inequality will include migrants in some regions. While corporate accountability is not shaped as a specific outcome area, responding to the role

of corporations and other non-state actors in committing and fuelling violations cuts across multiple goals and, indeed, we wish to see stronger analysis of these issues across Amnesty's work generally.

While we have not yet selected the next global campaigns, there appears to be support for addressing issues of surveillance and censorship under the banner of reclaiming freedoms in the digital age which is an important part of the first Strategic Goal. A global campaigns consultation will be launched shortly.

**Work outside the Strategic Goals:** Limited work may be undertaken by the International Secretariat and sections and structures outside the priorities set out in the Strategic Goals. This will be explored as part of the analysis leading to the agreement on theories of change and discussed at the Chairs Assembly and Directors Forum. Work outside the Strategic Goals will need to fall within the following parameters:

- Ethical exit from work that will be discontinued as we transition to our new priorities
- Innovation and exploration by small groups within the movement – with a view to possible prioritization beyond 2019 – and response to emerging new areas
- Response to requests (from media, partners etc.) and ongoing monitoring in areas that are fundamental to our communications ambitions and reputation, such as the annual report
- Work led by a section or structure (and any necessary support from the International Secretariat) that is *essential* in a local context but not relevant to the wider movement

We will also, of course, continue to resource the organizational health of Amnesty International, including our support, governance and fundraising functions.

**“Roll-down” of the Strategic Goals:** Throughout this process we have grappled with three key issues: how to prioritize more effectively, how to ensure the goals are both inspirational and measurable, and how to link the Strategic Goals with internal issues including discussions about how best to organize Amnesty International at the national level as we begin to look beyond the Global Transition Program. In line with calls to make the Strategic Goals less complicated, this version is much less detailed than originally expected. Greater detail – including more specific and measurable objectives to help us prioritize further, a clearer picture of which entities will contribute to realization of which goals and how, and a refreshed list of priority countries linked to this – will be provided at the next level down, in the theory of change to accompany each Goal.

The theories of change will also reflect approaches we will use to deliver the Goals across the four years, including the critical importance of our work on behalf of named individuals (including prisoners of conscience and individuals at risk), human rights education as a means of building strong and diverse human rights constituencies, the experiences and perspectives of young people as key agents of change, strong gender analysis, and work with partners at the global, regional, national and local levels.

We look forward to working with you to develop these theories of change in advance of the ICM so that the movement can make informed decisions when agreeing the higher level Strategic Goals. As indicated, this will be a key time for national entities to explore the roles they will play nationally, regionally and internationally in achieving the Strategic Goals. Sections may use this discussion to identify changes they wish to make to their operating model to ensure they are best able to contribute. This year will also be a critical time for our new Regional Offices to play a greater role in leading and supporting delivery of the Strategic Goals at the regional level, in close collaboration with sections and structures. Connected to the theories of change for Goals 1-4 focused on human rights change, national entities will also need to develop targets and strategies to feed into the theory of change for Goal 5 focused on growth and we look forward to seeing and discussing these at the Chairs Assembly and Directors Forum. The five theories of change will then form the basis for operational plans and budgets to be developed by entities immediately after the ICM.

We will also make changes to our management cycle – our planning, resource allocation, monitoring, learning and evaluation processes – to free up the capacity of our staff to deliver impact in the areas prioritized for action under the Strategic Goals while ensuring we remain accountable as a movement to all our stakeholders.

**Next steps:** Finally, we would like to express our appreciation to everyone who contributed views and ideas as part of this important ‘conversation’ about Amnesty’s future priorities. **Please send any written responses to this next version of the Strategic Goals to [strategicgoals@amnesty.org](mailto:strategicgoals@amnesty.org) by 29 May.** Otherwise we look forward to discussing further in person at the Chairs Assembly and Directors Forum in March and other opportunities in the lead-up to the International Council Meeting.

Best, Salil and Nicole

Salil Shetty  
Secretary General

Nicole Bieske  
Chair, International Board

## Taking Injustice Personally – Amnesty International’s Strategic Goals (2016–2019)

**The world is changing...** These are challenging times for justice and human rights, with battles over natural and other resources, rising inequality, increasing movement of people within and across borders, ongoing crises and conflicts, and lawless actions by states in the name of public order and ending terrorism. More and more people are striving to get their voices heard – speaking out on the streets and via social media. States are responding with ever more organised and vicious crackdowns on dissent. Civil society space may be shrinking, but people power remains determined.

**And so are we...** Just as the world is changing so too is Amnesty International. We’re completing the biggest transformation in our history to become a truly global movement of people passionate about defending human rights for all. We’re rolling out a new operating model and shifting resources to the Global South so that we have a stronger presence in key strategic locations, supporting people and communities to know, claim and enjoy their rights, and leveraging national, regional and international pressure on those that commit human rights abuses. By better harnessing the energies of our growing movement, and strengthening our legitimacy, speed, capacity and relevance, we’re positioning Amnesty as a truly international people’s voice for justice.

**Amnesty International wants to see a world in which:**

- Everyone knows and can realize their rights
- Human rights and justice are enjoyed by all
- People are protected during conflict
- Human rights abusers are held accountable

**To achieve this, we will be a truly global movement, defending human rights for all. Join us in making this world possible.**

**How we’ll do it...** We’re deepening our commitment to an intelligent and holistic approach to human rights change by:

- Developing sound analysis of how and why human rights abuses happen, linking causes with effects and problems with solutions
- Using the most appropriate mechanisms to create the greatest impact – whether through education and mobilizing young people, lobbying decision makers, organizing multimedia campaigns or leading independent investigations on the ground
- Taking on those who violate rights – states, corporations or international institutions – and exposing links between inequality, discrimination, injustice and repression
- Acting quickly and effectively in support of individuals facing injustice and linking this to long-term structural changes
- Strengthening our commitment to innovation – through the use of digital technologies and new tactics and tools to empower people, expand our research and campaigning capabilities, and connect our movement
- Remaining flexible, agile and relevant in the face of emerging challenges and opportunities for the realization of human rights
- Growing the human rights movement and increasing people’s capacity to claim their own rights, including working and learning alongside diverse global, national and local groups and supporting their efforts for human rights change

These Strategic Goals will enable Amnesty International to be more accountable and assess our global impact. Each Goal is important in its own right, but this strategy is more than the sum of its parts. Our aim is to shift how human rights are fought for and achieved, engaging where we can and confronting where we must.

## **Goal 1 – Reclaiming freedoms**

### *A world in which everyone knows and can realize their rights*

Deep disappointment and at times outrage at unaccountable and unethical leadership by those in power have resulted in widespread protests across the world, often led by young people using mobile phones and the internet. Increasing demand for greater involvement in decision-making has triggered crackdowns on dissent and violent attacks on peaceful protestors, journalists and human rights defenders, as well as civil society organizations. Public order, national security and anti-terrorism are increasingly used to justify on-line surveillance and other human rights abuses.

Amnesty International will continue to expand and sustain the human rights movement by empowering people and communities with knowledge about human rights and working with them to build rights-respecting societies at all levels.

#### **Outcome 1.1 People know their rights and are empowered to claim them**

- *Human rights education is integrated into formal and informal education systems via programs that recognise and address the particular barriers faced by some groups*
- *A culture of human rights is fostered based on improved understanding and dialogue*

#### **Outcome 1.2 People can claim their rights to speak out, organize and challenge injustice**

- *Laws that unduly restrict freedom of expression, association and assembly are repealed, amended or prevented*
- *Surveillance programs – particularly mass surveillance programs – are made to fully conform to human rights standards*

#### **Outcome 1.3 Those defending human rights are safe and supported**

- *A reduced number of reprisals against human rights defenders, especially those who are under-supported and under-represented, building on emblematic individual cases*
- *Human rights defenders are comprehensively protected, based on gender sensitive and inclusive approaches, and empowered through new technologies, training and other tools that support their work*
- *New measures to ensure an enabling environment for civil society organizations*

## Goal 2 – Securing equal rights for all

*A world in which human rights and justice are enjoyed by all*

Inequality and exclusion are both a cause and consequence of human rights abuses. Despite anti-discrimination laws and enforceable economic, social and cultural rights, many groups in many countries are still politically, economically, culturally and socially excluded. Women, for example, have less economic and political power than men and face high levels of violence, even in countries where their rights are well protected by law. The situation is particularly severe for those discriminated against on multiple grounds, including combinations of race, ethnicity, indigenous identity, national origin, immigration status, language, sex, sexual orientation, gender identity, social origin or caste, religion or belief, political or other opinion, age, disability or other status.

Fighting for gender equality will be a global priority for Amnesty International. We will also work nationally and regionally to protect the rights of groups who are discriminated against on multiple grounds and those deprived of their economic, social and cultural rights.

Given their emphasis on equity, the Sustainable Development Goals present an important opportunity.

In focusing on societal attitudes and practices as well as on state accountability this Goal links closely to Goal 1 on reclaiming freedoms and Goal 4 on accountability.

### Outcome 2.1 Greater progress towards gender equality is achieved

- *Stronger laws against gender discrimination and gender-based violence and improved implementation of these laws*
- *Women and girls enjoy improved equality and empowerment in practice, including improved access to information, justice and remedies*

### Outcome 2.2 Discrimination and identity-based violence is reduced for victims of multiple discrimination

- *Communities and individuals who face multiple forms of discrimination enjoy significantly higher levels of agency, voice, and access to justice and remedies, as well as:*
  - o *Reduced incidence of hate crimes, and stronger domestic protections against identity-based violence*
  - o *Reduced discriminatory application of criminal justice measures, including pre-trial detention and the death penalty*
  - o *Positive amendment or repeal of discriminatory laws, policies or institutional practices*
  - o *Stronger national-level legal frameworks for the promotion of equality and improved implementation of these frameworks*

### Outcome 2.3 Economic, social and cultural rights are better realized in people's lives

- *Poor communities have the necessary tools and capacity – including access to information and justice – to monitor and demand their economic, social and cultural rights, and to hold states and corporations to account*
- *Poor communities have improved access to services that are essential to the realization of their economic and social rights*
- *Stronger legal and other accountability frameworks for economic, social and cultural rights and the Sustainable Development Goals, particularly at the national level*

## Goal 3 – Responding to crises

### *A world in which people are protected during conflict*

Conflicts claim hundreds of thousands of innocent lives, displace millions of people and leave civilians in desperate need of international protection and assistance. However, effective international support is often lacking, leading to long-term instability and impunity for those committing grave human rights abuses. The positive global momentum to prevent sexual violence in conflict and agreements such as the new Arms Trade Treaty need leadership and support. The changing nature of conflict – cyber warfare, drone strikes, and more armed non-state actors resorting to suicide bombings and other desperate acts to compensate for their weaker military power – pose challenges for international law. Conflict and persecution also trigger mass movements of people within and between states, with most displaced people hosted in developing countries.

#### **Outcome 3.1 Human rights violations during conflict are prevented or ended through real-time documentation, exposure and campaigning**

- *Violations prevented or ended through timely field investigations, immediate exposure, targeted advocacy and innovative campaigning, with a strong focus on women's rights (in at least five crisis zones annually). Specific outcomes to be set for each crisis*

#### **Outcome 3.2 People fleeing armed conflict, torture and persecution have increased access to protection and assistance**

- *Improved protection of internally displaced people and refugees by transit and host states and safe access to essential services*
- *Implementation of laws, policies and procedures to prevent closed borders and other push-back practices so that refugees are able to reach safety (in at least six crisis situations)*
- *Reduced sexual violence against refugees and access to effective remedies*
- *Increased resettlement places for refugees globally and an end to processes for determining refugee status that do not meet international human rights standards*

## Goal 4 – Ensuring accountability

### *A world in which human rights abusers are held accountable*

For too many people, lack of accountability has made human rights treaties an empty gesture. Justice systems in many countries (whether authoritarian or democratic) struggle to deliver accountability, particularly for people who are poor and marginalized. Holding governments to account is even more challenging when human rights abuses are carried out by businesses or other non-state actors. Regional accountability mechanisms are patchy and overstretched but could become increasingly important, especially where the UN is politically deadlocked or otherwise ineffective. Despite its current challenges, the International Criminal Court is an essential check on impunity at the national level. Persuading emerging powers to consistently take a pro-human rights stance is becoming ever more important. Our work in these areas will focus on the national level, with some regional and international efforts.

#### **Outcome 4.1 Human rights governance and accountability are strengthened at the national level, with a particular focus on supporting delivery of Goals 1–3**

- *Stronger laws, policies, institutions and national justice systems that genuinely deliver access to justice, including for those who are poor and marginalized (outcomes to be identified for priority countries)*
- *National authorities address human rights abuses that amount to international crimes (including gender-based violence) by taking concrete steps to address impunity*
- *Stronger national (including extraterritorial) and international-level protection against human rights abuses implicating corporations*
- *Improved promotion of human rights in the foreign policies of key emerging powers*

#### **Outcome 4.2 Regional and global human rights machinery are reinforced where national human rights protection is failing**

- *Improved access to justice using the African, European and Inter-American human rights systems, with a focus on supporting delivery of Goals 1–3*
- *Use of global human rights and international (including UN) justice mechanisms where states have failed to deliver accountability for the most serious human rights abuses*

Amnesty International will respond to human rights issues that emerge during the period of this strategy by developing new approaches and exploring new areas – for example, challenging the notion that major world faiths, such as Islam, and human rights are incompatible, and investigating the relationship between deeper forms of inequality and human rights, and the human rights implications of corruption, foreign investment and the war on drugs.

In some long-standing areas of work we will seek to build on past successes and adapt to the changing environment. Our work on the death penalty, for example, remains an important and signature area our work and we will be looking at new ways to make progress in this area. Similarly, we will build on the gains made in the Arms Trade Treaty through our work on conflict and crises.

## Goal 5: Maximizing our resources and engagement

*We will be a truly global human rights movement of people defending human rights for all*

Having invested in renewing our organization, we approach the period covered by these Strategic Goals from a position of strength. By the beginning of 2016 we will have:

- Transformed our global operating model so that we can work better with local people leading the human rights struggle, support rights holders and communities to know, claim and enjoy their rights, and be faster and more flexible – and therefore more effective – in our response to human rights abuses
- Progressed our organizational effectiveness in other areas, including: governance arrangements for better democratic participation; an improved monitoring, evaluation and learning framework to support the achievement of our Strategic Goals; strengthened resource allocation to ensure that we are investing for greatest impact; and continued improvements in mainstreaming equal rights for women and girls and the active participation of rights holders in our program work.

Our strength and effectiveness depend on our ability to engage and mobilize millions of people around the world. This will therefore be a particular focus during this period – through building the strongest possible global movement of people who are passionate about defending human rights for all and ensuring that we are equipped to deliver on the human rights aims set out elsewhere in our Strategic Goals.

We will also, of course, maintain and continue to improve the systems and processes (such as information and communications technologies, human resources, finance and security) needed to be an effective, accountable organization. In particular, we will focus on gender and diversity, and improving our digital capabilities.

### **Outcome 5.1 Amnesty International is a larger, stronger, more effective and vibrant movement**

- *By the end of 2019 we will have:<sup>1</sup>*
  - *A paying supporter base of X million donors (up x% from Y million in 2014), increasing our annual net proceeds by x% from X million to Y million*
  - *Increased membership by x%, up from X million in 2014 to Y million in 2019*
  - *An activist base of X million (up x% from Y million in 2014), including growth in new and more diverse constituencies*
  - *X members/supporters and activists in the Global South (up x% from Y in 2014)*
  - *Increased mobilization (an x% increase in actions from X in 2014 to Y in 2019)*
  - *Greater active participation by partners, rights holders and activists (particularly women and young people) in our human rights work and governance*

---

<sup>1</sup> Note that these targets will be developed over the next few months through discussions with sections and structures including at the Chairs Assembly and Directors Forum.

ANNEXE I – SUMMARY OF MEMBERSHIP AND ACTIVIST FEEDBACK

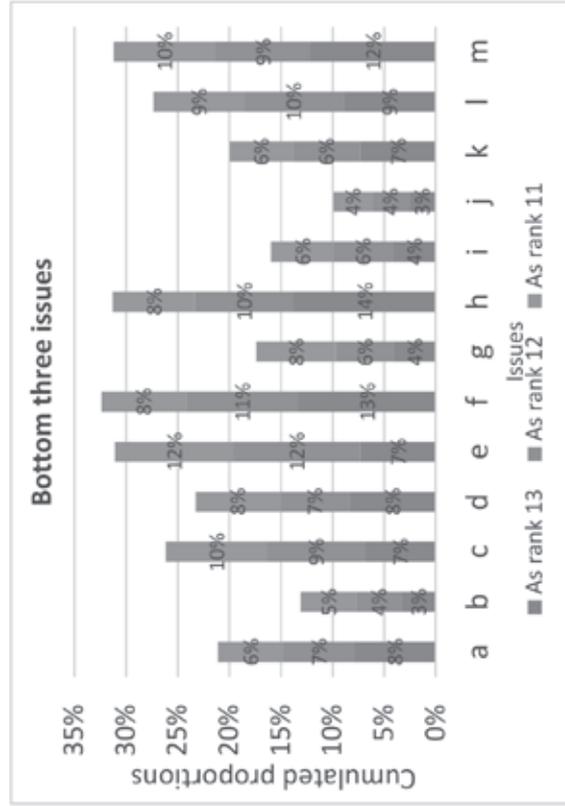
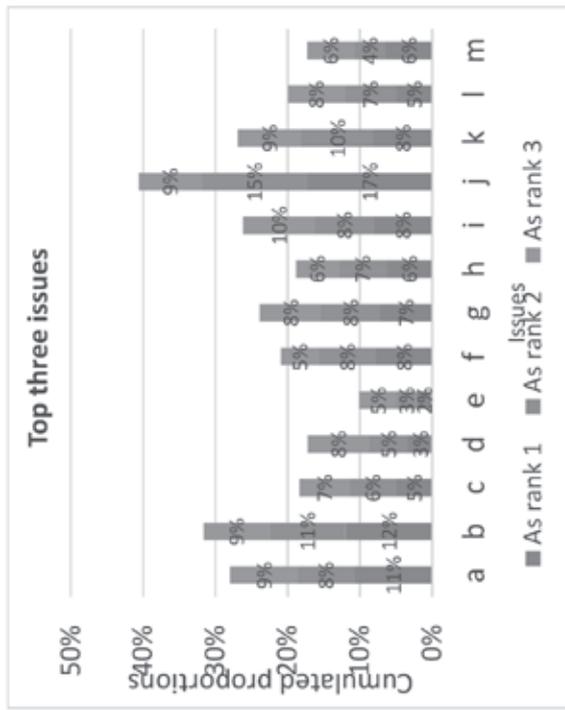
1.1 The table below summarise the overall comments from our five workshops held in Bristol, Cambridge, Glasgow, London and Manchester and various group and network discussions.

Strategic goal proposition	Comments
<p><b>Proposition 1: Exercising fundamental freedoms</b></p>	<p><b>Goal 1.1</b> Human Rights Education: broadly in support but some concern about how the work will be implemented particularly in the Global South  <b>Goal 1.2</b> Freedom of Expression: part of Amnesty's core work; amendments of laws are not enough if implementation isn't achieved; outcomes on surveillance and internet security are too broad and Amnesty is unlikely to be a key player  <b>Goal 1.3</b> Human Rights Defender: supportive but concerns about how outcomes will be realistically achieved in 4 years</p>
<p><b>Proposition 2: Securing rights for all</b></p>	<p><b>Goal 2.1</b> Reduced discrimination: supportive but goal lacks clarity and focus; concerned that there are many other actors in this field; important to work on LGBTI issues in Russia and Africa  <b>Goals 2.2, 2.3, 2.4</b> Economic, social and cultural rights (ESCR): proposals are too broad and vague; Amnesty should focus on the rights of association; assembly (from proposal 1) and work in partnership with other organisation on ESCR issues</p>
<p><b>Proposition 3: Responding to crisis</b></p>	<p><b>Goal 3.1</b> Crisis response: supportive but some had reservations about how the work will be implemented; emphasised the importance of working with other partners and focus on individual cases; Amnesty needs to define its crisis response work.  <b>Goal 3.2</b> Arms: need to build on the success of the Arms Trade Treaty campaign; focus should be on arms transfers in crises and the UK's position as leading manufacturer and seller of arms  <b>Goal 3.3</b> Protection from persecution and torture: fundamental to Amnesty's work; focus on EU migrants/asylum</p>
<p><b>Proposition 4: Ensuring accountability</b></p>	<p><b>Goals 4.1 to 4.5</b> Accountability: overall support for the goals but the proposals are too vague and it is unlikely that Amnesty will achieve all of this in the next 4 years; the focus on corporations will become more significant in the coming years; Amnesty can make good use of its supporters to campaign on improved accountability (for e.g. countering negative views on the Human Rights Act)</p>
<p><b>Proposition 5: Increasing our organisational effectiveness</b></p>	<p><b>Goal 5.1</b> Growth: growth in membership is a long-term project that requires considerable investment; the aim of growing financial supporters in the North will be hard to achieve  <b>Goal 5.2</b> Digital: support for improving our tools but concern that digital is seen as the answer to growth; investment in digital should help us achieve demonstrable human rights impact</p>
<p><b>General observations about the consultation</b></p>	<p><b>Timescale:</b> not enough time to consider the proposals properly; 3 months in not enough for sections to mount this kind of exercise  <b>Language:</b> materials were difficult to understand, not very inspirational and too nebulous  <b>'Signature' Amnesty issues:</b> we should continue to draw attention to the plight of prisoners of conscience and imprisonments without trial; the death penalty should be included in the strategic goals; strong feeling that Amnesty should stick to its core campaigning work for human rights and individuals.  <b>General:</b> concern that Amnesty is spreading itself too thinly; it is preferable to work with other organisations rather duplicating their work.</p>

**1.2 Responses from the online survey**

We had a total of 1499 UK respondents to the survey.

**1. Prioritisation of issues**



**KEY**

"a" issue: Bringing to justice people who commit genocide, crimes against humanity and war crimes.

"b" issue: Exposing human rights abuses in conflicts and other crisis situations.

"c" issue: Fighting discrimination and identity based violence.

"d" issue: Holding corporations to account if they abuse human rights.

"e" issue: Making it easier for people to get justice for human rights abuses in regional courts if they can't get justice in their own country.

"f" issue: Making people's economic, social and cultural rights a reality (such as healthcare, housing, education and other basic necessities).

"g" issue: Preventing attacks on people defending human rights, and protecting people's organizations.

"h" issue: Protecting free speech online and offline, as well as the right to protest peacefully and freedom of association.

"i" issue: Protecting refugees, asylum-seekers and those fleeing conflicts.

"j" issue: Pushing governments to live up to their human rights commitments and to make human rights laws a reality in people's lives.

"k" issue: Pushing the world's most powerful states to lead the way by prioritizing human rights in their foreign policy.

"l" issue: Stopping weapons getting into the hands of those who are likely to abuse human rights.

"m" issue: Using human rights education to help people learn about and demand their rights

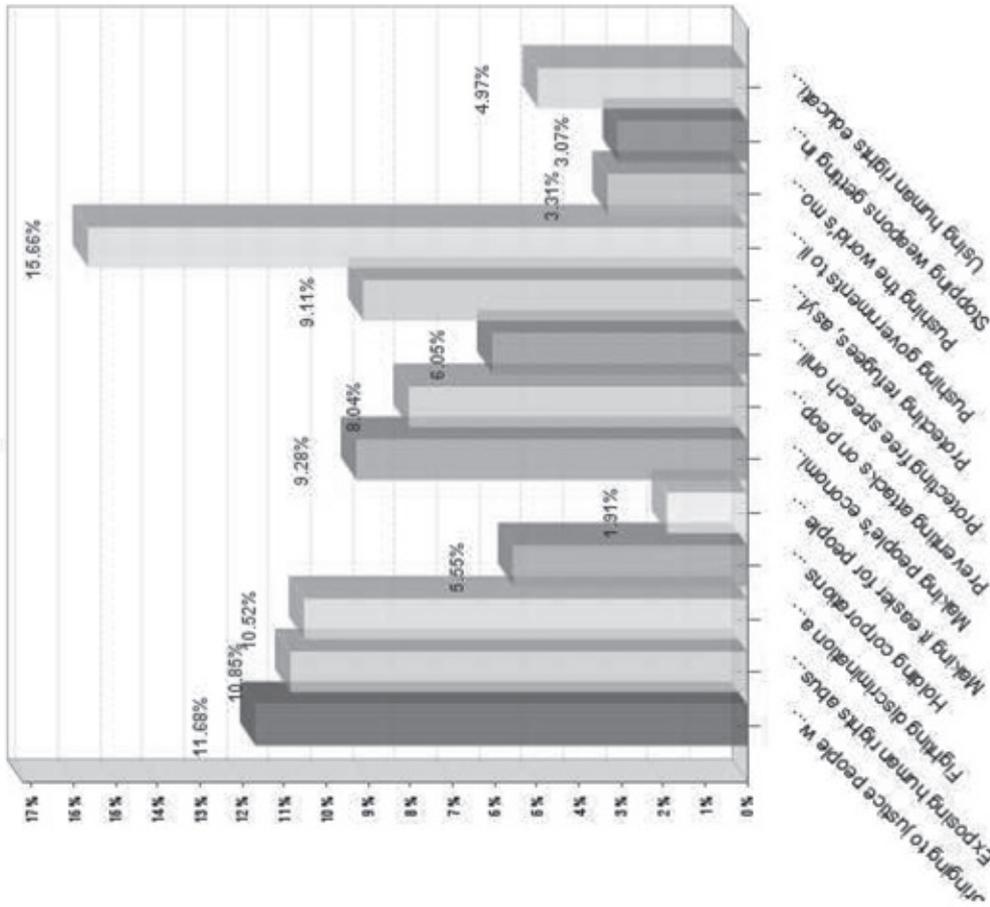
**Top issues:**

1. Pushing governments to live up to their human rights commitments and to make human rights laws a reality in people's lives

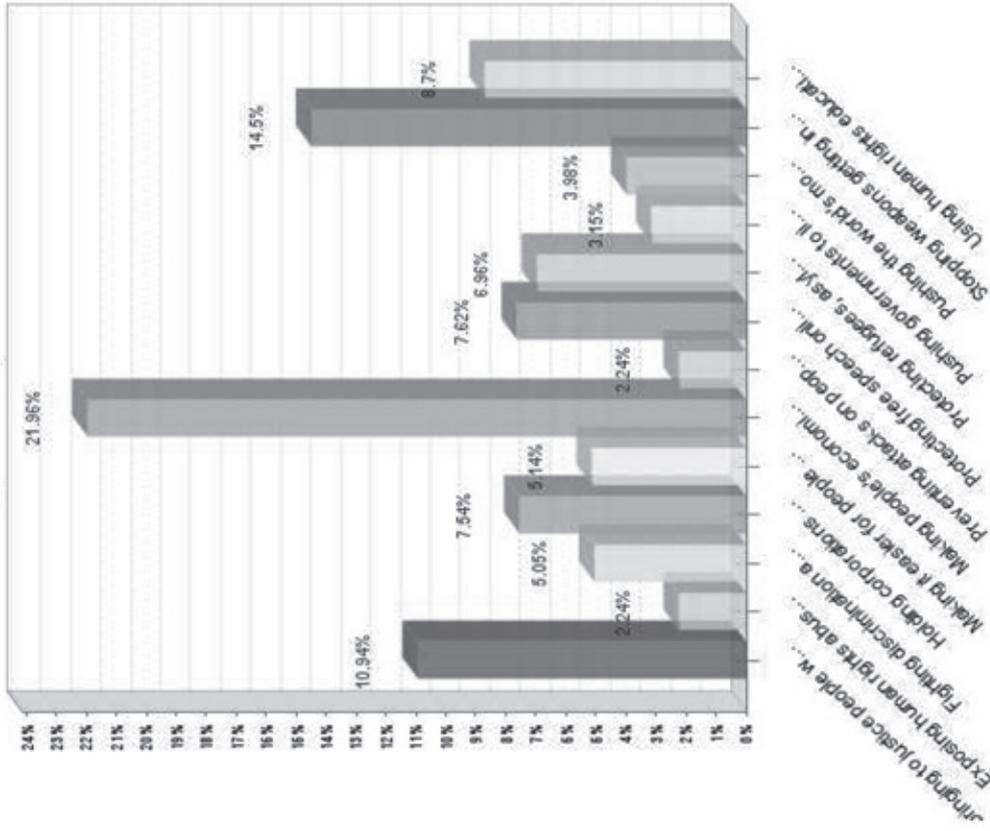
2. Exposing human rights abuses in conflicts and other crisis situation

3. Protecting refugees, asylum-seekers and those fleeing conflicts

Which issue inspires you the most to take action? Please choose one option:



If you had to choose one issue from the list that Amnesty should leave to other organisations, what would it ...



What issues are missing from the list?

- A particular focus on women's rights, gender-based violence and reproductive rights are missing from current proposals
- Missing goals on the death penalty, prisoners of conscience, right to fair trial and torture
- There is nothing on climate change



**Amnesty International Strategic Goals: Phase 2 Consultation**

**Submission from Amnesty International UK**

**Prepared by Amnesty UK's International Issues Sub-Committee**

**October 2014**

## Introduction

Amnesty UK (AIUK) would like to thank the Strategy and Evaluation Unit for the important and difficult work it is undertaking on behalf of the movement. We are grateful for all the materials, guidance and the online survey that were provided as part of this consultation. While we recognise that some goals in the draft are less well developed than others and understand that there are still considerable gaps in analysis, we believe that the draft goals are a good starting point.

The response set out in this paper has been informed by the views of staff, members, activists, AIUK's Board and other governance bodies. For this phase of the consultation, we have made a significant effort to engage with our supporters within the limited timeframe. Unfortunately, a considerable proportion of our stakeholders found the language in the proposals 'too nebulous'. If the original ambition for these goals was to provide a clear manifesto for the movement, then regrettably these draft goals have failed, at this stage, to achieve this. We strongly recommend that the language is simplified and made more accessible to the fullest extent possible. Nevertheless, the consultation was an invaluable exercise that helped shape our thinking and we are grateful to everyone that participated. We have included specific feedback from our members and activists in Annex I of this document.

In addition to commenting on individual goals, we have attempted to address the following questions:

1. Are the proposals broadly on the right track and sufficiently focussed?
2. What issues are missing?
3. Which goals offer the best local and global campaigning opportunities?

We would also like AIUK's submission to be considered alongside the various inputs submitted by the Trade Union Network Committee and our global trade union partners outlined in papers 1 and 3.<sup>1</sup> We are also aware that a number of AIUK staff members have given additional inputs through their working groups and other internal Amnesty networks. Their views are also reflected in this paper.

## Our four recommendations for action

We recognise that as a global movement, the IS will have a wide range of feedback and perspectives to take into consideration but as AIUK we believe that these are the critical issues that need addressing in the current draft:

1. 'Signature' Amnesty issues such as our work on prisoners of conscience, the right to a fair trial and the death penalty are missing from this document and we would like clarification on how these issues will be worked on if they are not included as goals. This is of particular concern to our members and activists groups who are asking if they will be able to work on these issues. Our work on prisoners of conscience is 'non-negotiable' as far as our activists are concerned. It must be reflected in the goals very explicitly and probably as an objective. The balance between 'signature' and 'newer' areas of work does not feel right from our activists' perspective.
2. We are concerned by the absence of a specific outcome on women's rights and lack of rigorous gender analysis in the overall document and believe that it is essential to include a stand-alone goal on women's rights and gender equality. This is because gender mainstreaming alone does not lead to gender equality and effective protection of women's rights. We also feel it is important to have a

<sup>1</sup> Paper 1: *The case for fundamental workers' rights*, AIUK's trade union network submission by Tom Hedley, Chair, AIUK Trade Union Network  
 Paper 3: *The Global Trade Union Perspective - defending fundamental rights in precarious times* by Shane Enright, AI Global Trade Union Adviser

separate gender mainstreaming organisational goal in proposition 5 with a clear commitment to provide an integrated gender perspective in all areas of our work.

3. The goals in the second proposition on inequality are poorly articulated and we question Amnesty's added value in some of these areas. In goal 2.1 on discrimination, we are not convinced that selecting specific groups or identities is the most effective approach when the roots of discrimination are far more complex and are often driven by context.

4. Our next strategic goals should be supported by a robust and fully integrated movement-wide planning, monitoring and evaluation framework which will enable us to clearly demonstrate our impact and strengthen our accountability. We believe it should be expressed as a separate goal or objective with measurable outcomes.

### **Proposition 1: Exercising fundamental freedoms**

We welcome the inclusion of a goal on human rights education (1.1). We believe real change is grounded in women, men and children knowing the rights they can claim, enjoy and defend. However we cannot take for granted that this view is widely held. In the UK and other parts of the world, human rights are increasingly under attack and our research shows that our audiences are failing to understand the meaning of human rights. This presents us with an enormous challenge to communicate and educate a more mainstream audience about the importance of human rights. In the UK, changes in educational curriculum and focus on 'British values' may be another opportunity to press for human rights education in schools, although the increased pressure on schools and teachers will make this a challenge. We see working in partnership with other organisations as an important component of our human rights education work.

We are pleased to see a strong emphasis on freedom of expression (FoE), assembly and association (1.2). Many of the issues touched upon in this goal have always been fundamental to Amnesty's work, although the technological advances are creating significant new challenges. Within the context of the UK, surveillance and new anti-terrorism laws, such as the recent Data Retention and Investigatory Powers (Drip) law, will continue to pose considerable human rights concerns for years to come. However, we would like to see this goal framed more within the context of our existing work on freedom of expression. We also think that the justifiable emphasis on online FoE must be better integrated with our continued work on offline rights. We believe that the proposals need to better reflect the realities of repression in developing countries where a significant proportion of marginalised groups and individuals will not have access to technology or information. We would also like to see telecommunications surveillance included in the outcomes. We feel that we will need to pay attention to the right to information and right to privacy and perceive a need for policy development in a number of areas relating to FoE online. We would also support an additional outcome on workers' rights to association as emphasised by our trade union partners. This outcome should include the right to strike, form and join a trade union and collectively bargain.

We are happy to note a focus on Human Rights Defenders (1.3) in particular at a domestic level where it most benefits people in wider society. Previous global strategic plans that sought to 'mainstream' our work on Human Rights Defenders (HRD) lacked coherence and resulted in an inconsistent implementation. We believe that HRD work is at its most impactful when it is given an overarching strategic focus. However, more investment in global and regional HRD capacity will be necessary. In elevating this area of work to a global focus, we believe we should address the three key barriers to HRDs being effective critical agents of change in their societies.

Specifically, these are:

1. Ending and reversing the shrinking space for civil society

## 2. Tackling impunity for violations against HRD

### 3. Dealing effectively with reprisals and restrictions being targeted at HRDs/ NGOs engaging in regional and international human rights bodies

In addition, we would also like to emphasise the importance of addressing the challenges specific to the women HRDs.

## **Proposition 2: Reduced discrimination and identify based violence**

Out of all the proposals, we consider the second proposition on discrimination and economic, social and cultural rights to be the weakest in the document. It represents a wide range of issues, lacks focus and coherence and we are unclear about Amnesty's added value.

We believe our work on discrimination (2.1) to be crucial to our next strategic goals. However, we are not convinced that prioritising certain groups or identities is the right way to go about this issue. There are multiple and often complex drivers for discrimination that are specific to each country or even within different countries. We believe that it may be more beneficial to look at a specific context which fuels inequality such as education and the labour market. This will enable us to focus on different manifestations of inequality in different countries according to need. We are also concerned that 'intersectionality' is too much of an abstract concept for our campaigning work as these concepts will be applied to an individual issue or case.

The goals on economic, social and cultural rights (2.2, 2.3, and 2.4) were deemed too broad and vague by many of our respondents to our consultation and some argued that they should left to other actors who are already key players in this field. Our members and activists also emphasised the importance of working in partnership on these issues. At this stage, we think we will be far too late to meaningfully contribute to the discussions on Sustainable Development Goals referenced in Goal 2.2 as they will already be in place for the period 2016-2019.

We do however support the principle of investing in small scale and conceptual initiatives to explore new understandings of human rights approaches. We would add that we could also look at the security reform sector, justice reform, democracy and good governance as part of a general approach to developing our thinking on how to support effective, durable and compliant state institutions. This area of work should maintain a perspective that goes beyond the next strategy phase and allows us to develop our thinking around the meta-trends we have observed through the situation analysis (and the identification of those that we haven't). However, it is very questionable if proposition 2 is the right place for this area of work.

## **Proposition 3: Responding to crisis**

We welcome a more coordinated and focussed approach to our work on crises and conflicts (3.1, 3.2, and 3.3). We support the emphasis on arms and refugees. This is an issue that our members feel particularly strongly about, although some respondents to the consultation have queried whether these areas of focus are driven by internal expertise rather than an analysis of the most pertinent issues.

On the specific goal on arms (3.2), we have some issues with the current outcomes proposed. We believe it should also reference the implementation and enforcement of the Arms Trade Treaty (ATT), which is now the main 'legal' instrument that we have to restrict arms flows and is a clear human rights protection tool. The goal also fails to capture the new and emerging developments referenced in the situation analysis such as our developing work on surveillance technologies, automated weapon systems (killer robots) and possibly our expanded work on drones. It also does not mention

other forms of illegal or indiscriminate methods of weapons such as specialist torture equipment, landmines, cluster bombs and potentially other future forms of weaponry.

In addition to the proposed goals, we would like to see a much stronger emphasis on humanitarian access, the protection of civilians and a greater accountability for International Humanitarian Law (IHL) violations. We also believe that Amnesty could have real added value by doing more work with affected communities, for example by working more closely with Syrians in Germany and the UK or the Central African Republic community in France. This could be done in partnership with local grassroots organisations.

We should also rethink our traditional approach to country work as many crises now involve multiple cross-border dynamics such as in Syria and Iraq. We believe that we need to have a more robust regional analysis in which we can talk about country specific issues. We should also engage more effectively with the World Humanitarian Summit (WHS) negotiations taking place between now and 2016 and play more of a leading role in helping shape and define a rights-based approach to humanitarian crises.

In terms of how we could strengthen our own crisis response, we should improve our internal planning processes and our ability to identify potential crises. It is crucial that we develop real time policy positions on ceasefires, humanitarian access and the concept of sovereignty that will enable us to quickly respond to events. Our position on 'protecting civilians' needs to be stronger and we need to call for logistical support amongst other things as part of our calls for UN/Regional Peacekeepers. We would also recommend increasing our own internal capabilities by drawing on the expertise of staff and sections across the movement and not just at the International Secretariat.

#### **Proposition 4: Ensuring accountability**

We are very supportive of the principles in the proposition although we feel that the goals and outcomes could be tightened and language simplified. It is highly relevant to the UK context in relation to the work that we do on the European Convention on Human Rights and the UK Human Rights Act. We agree that Amnesty needs to address the threats and seize the opportunities presented by the diffusion of geopolitical power as highlighted in the situation analysis and wonder whether the movement might benefit from new spaces to share analyses of those trends, share political information and coordinate activities. We also note that there's no outcome on the Military, Security and Police sector (MSP) which should have been included in the accountability proposition as stipulated in Goal 3.2 in the previous proposition.

#### **Proposition 5: Increasing organisational effectiveness**

We are pleased to see a focus on increasing our paying membership, recruiting more members in the Global South and improving youth participation (5.1), all of which are fundamental to the development of our movement. We would also add that it is important to look at the diversification of our funding sources and internal barriers that affect our ability to effectively fundraise for our programmes. In order for us to grow us a movement, we will need to broaden our appeal and tap into a more mainstream audience. This is a significant challenge for us at Amnesty UK. Although we still manage to recruit a respectable number of supporters and members, it is becoming increasingly difficult to meet our targets and some of our fundraising techniques are losing their impact. Externally we are primarily recognised as a research and news reporting organisation despite having run many successful campaigns over the years. Our local groups have also observed that there is less awareness of Amnesty than there used to be. We need to properly understand what is currently holding us back and the proposed strategic goal does not do enough to explain the big challenges we face in an increasingly competitive market. It is our view that our work on growth still continues to be

poorly integrated with our campaigns and research functions. We need to ensure a much more joined-up strategic approach to growth across all areas of our work.

We are not persuaded by the focus on 'digital being the answer to growth' as implied in the goal on increasing our digital presence (5.2). We think it is wrong to set global social media targets in this way. Social media is a tool like many others and it should be incorporated as part of a wider strategy. We do however fully support the idea of investing in technology and increasing our own infrastructure, to which we would add digital security for our staff and partners as a particularly pressing issue.

Supporting our ambition to grow, we believe it is vital to clearly demonstrate the impact of our work. Although we've made some progress in improving our planning, monitoring and evaluation systems, our efforts are still largely inadequate and undermine our overall organisational effectiveness. We also consider our lack of a strong impact narrative to be a major barrier to growth. We would therefore like to see a stand-alone goal that supports the development of a fully integrated planning, monitoring and evaluation framework for the entire movement. This must be backed by sufficient resources and a movement-wide commitment to learning and improving our practices.

## 2. Global and regional campaigning opportunities

We have put limited thought into this area but have nevertheless identified some campaigning opportunities as outlined in the table below.

<b>Proposition 1: Exercising fundamental freedoms</b>	
<p>1.1: Improved protection of freedom of expression (FoE) (offline and online), assembly and association</p>	<p><b>Campaigning opportunities:</b></p> <ol style="list-style-type: none"> <li>1. Digital security and FoE: a global campaign would allow us to link up existing digital FOE cases into a more joined up narrative rather than the current sporadic spread of cases. We could explore trends between existing cases and other regions where FoE is repressed both in Global North and South</li> <li>2. Surveillance (online, telecommunications) and privacy</li> <li>3. Information poverty: how to enable the Global South to access information and technology and empower them to use digital tools and technologies to organise</li> <li>4. Our work on Individuals at Risk</li> </ol>
<p>1.2: A safer environment for Human Rights Defenders and people's organisations</p>	<p><b>Campaigning opportunities:</b></p> <ol style="list-style-type: none"> <li>1. Provide safer environment for HRDs delivered through a transnational coalition in which Amnesty plays a leading role.</li> <li>2. Our continuing work on Individuals at Risk</li> </ol>

<b>Proposition 3: Securing rights for all</b>	
2.1 Reduced discrimination and identity based violence	<p><b>Campaigning opportunities:</b></p> <ol style="list-style-type: none"> <li>1. Ensuring the implementation of the Prevention of Sexual Violence in Conflict Initiative</li> <li>2. Improved access to sexual and reproductive rights</li> <li>3. LGBTI rights in Russia and Africa</li> <li>4. Access to education</li> </ol>
<b>Proposition 3: Responding to crisis</b>	
3.1: International exposure of human rights abuses in crisis contexts	<p><b>Campaigning opportunities:</b></p> <p>Syria/Iraq will potentially remain the world's biggest crisis with broader regional implications. As a movement, we could pull together to ensure that there is a more tightly focussed campaign working on the protection of civilians, humanitarian access, refugees and asylum and respect for International Humanitarian Law and accountability for International Humanitarian Law violations.</p>
<b>Proposition 4: Ensuring accountability</b>	
4.2. Stronger regional human rights machinery and access to remedies	<p><b>Campaigning opportunities:</b></p> <p>Campaigning on the Human Rights Act in the UK</p>

### 3. General observations on the draft document

We feel that is hard to see the shape of the final document. We are unclear about the extent to which it communicates priorities or encompasses the whole of our work, the extent to which it sets ambitious but realistic four year targets and the extent to which it is an internal management document or a public membership communications tool. We think that the final document should be the latter as a number of activists and members have said in the consultation that they don't feel that it is particularly inspiring. This could pose issues for mobilisation and growth. Some aspects of the goals are cross-cutting but this format inhibits the way in which we demonstrate our understanding of this, for example, corporates are correctly located in Proposition 4 but highly relevant to Goals 1-3.

#### 4. Prioritising outcomes

We have prioritised the following goals taking into account the criteria proposed by the International Secretariat and the views of staff, members and activists.

Outcomes	Priority
People know and can claim their rights through human rights education	TOP
Improved protection of fundamental freedoms	TOP
Safer environment for human right defenders and people's organisations	TOP
Reduced discrimination and identify based violence	SECONDARY
Improved realisation of economic, social and cultural rights on 'the ground'	LOWER
Increased recognition by states of the legally binding nature of economic, social and cultural rights	LOWER
New understandings of human rights approaches to tackling inequality	LOWER
International exposure of human rights abuses in in crisis context	TOP
Reduced transfers of arms and military, security and police equipment where there is a risk they will be used for human rights abuse	SECONDARY
Increased access to safety and protection for those fleeing torture, persecution and crisis	TOP
Stronger human rights governance and accountability at the national level	SECONDARY
Stronger regional human rights accountability and access to remedies for victims	SECONDARY
Improved cooperation by key influential existing/emerging powers and strengthened commitment to the UN human rights system	SECONDARY
Thematic area 1: accountability for international crimes	LOWER
Thematic area 2: corporate accountability for human rights abuses	SECONDARY



# NATIONAL CONFERENCE AND AGM 2015

## SECTION 4: FORMS

---

### Contents

#### Your questions

– Keynote panel .....	97
– Treasurer’s report .....	99
– AIUK Board Q&A .....	101

#### Nominations

– Nominations Committee .....	103
– Membership Appeals Committee .....	105
– Standing Orders Committee .....	107
– 2016 AGM Conference Chair .....	109



# **NATIONAL CONFERENCE AND AGM 2015 YOUR QUESTIONS**

## **KEYNOTE PANEL**

20.00pm-21.00pm Saturday 18 April 2015

### **What impact the general election will have on the Human Rights Act and what that will mean for you**

If you would like to submit a question to the keynote panel please write your question in block capitals and send to [georgia.mills@amnesty.org.uk](mailto:georgia.mills@amnesty.org.uk)

We suggest you retain a copy of your question to remind you of your query during the discussion.

**PLEASE RETURN YOUR QUESTION BY 12.45PM ON TUESDAY 7 APRIL 2015**

YOUR NAME

YOUR QUESTION



# **NATIONAL CONFERENCE AND AGM 2015 YOUR QUESTIONS**

## **TREASURER'S REPORT**

08.50am-09.10am Sunday 19 April 2015

If you would like to submit a question to the Treasurer please write your question in block capitals and send to [georgia.mills@amnesty.org.uk](mailto:georgia.mills@amnesty.org.uk)

We suggest you retain a copy of your question to remind you of your query during the discussion.

**PLEASE RETURN YOUR QUESTION BY 12.45PM ON TUESDAY 7 APRIL 2015**

YOUR NAME

YOUR QUESTION



# **NATIONAL CONFERENCE AND AGM 2015 YOUR QUESTIONS**

## **AIUK BOARD Q&A**

10.00am-10.30am Sunday 19 April 2015

If you would like to submit a question to the Board please write your question in block capitals and send to [georgia.mills@amnesty.org.uk](mailto:georgia.mills@amnesty.org.uk)

We suggest you retain a copy of your question to remind you of your query during the discussion.

**PLEASE RETURN YOUR QUESTION BY 12.45PM ON TUESDAY 7 APRIL 2015**

YOUR NAME

YOUR QUESTION



# NATIONAL CONFERENCE AND AGM 2015 NOMINATIONS

## NOMINATIONS COMMITTEE

Points to note:

- you may nominate **1** person only
- please ensure that the person named is willing to be nominated and they countersign the nomination below to confirm
- your nomination also requires a seconder
- please write in **BLOCK CAPITALS**

To facilitate the printing of manifestos please forward them to [georgia.mills@amnesty.org.uk](mailto:georgia.mills@amnesty.org.uk) by **Wednesday 15 April 2015**.

NAME OF NOMINEE 1 \_\_\_\_\_

Signature of Nominee 1 \_\_\_\_\_

NAME OF PROPOSER \_\_\_\_\_

Signature of Proposer \_\_\_\_\_

NAME OF SECONDER \_\_\_\_\_

Signature of Seconder \_\_\_\_\_

## Nominations Committee

Elections take place on Sunday morning. If you would like to nominate yourself or a fellow member for one of the following roles please fill in the form in your conference pack and hand it in to Registration by 8pm on Saturday 18th April. For more details on these roles please visit the governance stand in the Exhibition. Please also note that in accordance with resolution C2 Nominations Committee Terms of Reference passed at the 2014 AGM any members wishing to stand for the Nominations Committee must provide a typed manifesto of up to 500 words.

To facilitate the printing of manifestos please forward them to [Georgia.Mills@amnesty.org.uk](mailto:Georgia.Mills@amnesty.org.uk) by **Wednesday, 15th April**.

The NC is made up of three Individual Members of AIUK who are not AIUK Directors.

Members serve for three years and maybe re-elected subject to a maximum continuous period of six years.

Its main role is to recommend the skills and experience needed on the AIUK Board and to look for candidates with these qualities. The NC also offers advice on the membership of sub-committees. Candidates standing for the NC should be able to demonstrate some or all of the following: Substantial, relevant experience of finance, human resources or strategy development/experience in headhunting and shortlisting/relevant connections to other parts of the UK voluntary sector/experience in applying diversity and equality principles to recruitment processes.

One seat is available at for election at the 2015 AGM.

# NATIONAL CONFERENCE AND AGM 2015 NOMINATIONS

## MEMBERSHIP APPEALS COMMITTEE

Points to note:

- you may nominate up to **3** persons only
- please ensure that the person(s) named is/are willing to be nominated
- your nomination also requires a seconder
- please write in BLOCK CAPITALS

**Please hand in your form to the registration desk by 8pm on Saturday 18 April 2015.**

NAME OF NOMINEE 1 \_\_\_\_\_

Signature of Nominee 1 \_\_\_\_\_

NAME OF NOMINEE 2 \_\_\_\_\_

Signature of Nominee 2 \_\_\_\_\_

NAME OF NOMINEE 3 \_\_\_\_\_

Signature of Nominee 3 \_\_\_\_\_

NAME OF PROPOSER \_\_\_\_\_

Signature of Proposer \_\_\_\_\_

NAME OF SECONDER \_\_\_\_\_

Signature of Secunder \_\_\_\_\_



# NATIONAL CONFERENCE AND AGM 2015 NOMINATIONS

## STANDING ORDERS COMMITTEE

Points to note:

- you may nominate up to **3** people only
- please ensure that the person(s) named is/are willing to be nominated and they countersign the nomination below to confirm
- your nomination also requires a seconder
- please write in BLOCK CAPITALS

**Please hand in your form to the registration desk by 8pm on Saturday 18 April 2015.**

NAME OF NOMINEE 1 \_\_\_\_\_

Signature of Nominee 1 \_\_\_\_\_

NAME OF NOMINEE 2 \_\_\_\_\_

Signature of Nominee 2 \_\_\_\_\_

NAME OF NOMINEE 3 \_\_\_\_\_

Signature of Nominee 3 \_\_\_\_\_

NAME OF PROPOSER \_\_\_\_\_

Signature of Proposer \_\_\_\_\_

NAME OF SECONDER \_\_\_\_\_

Signature of Secunder \_\_\_\_\_

## **Standing Orders Committee (SOC)**

The SOC consists of three members who are elected annually at the AGM. Standing Orders are the rules under which general meetings are conducted. The role of the Committee is to apply the Standing Orders to all business relating to AGMs and EGMs. The SOC advises the Chairperson during general meetings and, in addition, the SOC updates the Standing Orders to reflect changing needs and external legal requirements. The SOC submits a report and any suggested changes to Standing Orders to each general meeting for ratification. Candidates for election need to be available for AGM/EGM preparatory meetings before and reviews after, as well as attending the AGM/EGMs. Experience of managing Standing Orders or agenda committees of similar membership organisations is desirable. Applicants must be an Individual Member of AIUK.

For a more detailed job description of this role, please visit the Governance stall in the Exhibition.

# NATIONAL CONFERENCE AND AGM 2015 NOMINATIONS

## 2016 AIUK AGM CONFERENCE CHAIRPERSON

Points to note:

- you may nominate only **1** person
- please ensure that the person named is willing to be nominated and they countersign the nomination below to confirm
- your nomination also requires a seconder
- please write in BLOCK CAPITALS
- please write in BLOCK CAPITALS

**Please hand in your form to the registration desk by 8pm on Saturday 18 April 2015.**

NAME OF NOMINEE \_\_\_\_\_

Signature of Nominee \_\_\_\_\_

NAME OF PROPOSER \_\_\_\_\_

Signature of Proposer \_\_\_\_\_

NAME OF SECONDER \_\_\_\_\_

Signature of Seconder \_\_\_\_\_

## **AGM Chairperson**

The Chair presides over the business of the AGM and EGMs and is elected annually subject to a limit of three consecutive years. Experience of chairing large meetings is essential.

For a more detailed job description of this role, please visit the Governance stall in the Exhibition.





**RECYCLED**  
Paper made from  
recycled material  
**FSC® C003009**