



# **NATIONAL CONFERENCE AND AGM 2016 CONFERENCE PAPERS**

Amnesty International



# NATIONAL CONFERENCE AND AGM 2016 CONFERENCE PAPERS

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### \*NOTE: SATURDAY ONLY DELEGATES

Delegates attending only one day of the AGM (Saturday 9 April) will not be present for the final debate and voting on AGM resolutions on Sunday 10 April.

If you wish to vote on the resolutions on Sunday, please complete a proxy form, and send it in by **12.15pm on Thursday 7 April 2016.**

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

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

See page 47 for information about the way financial information is presented this year.



# WELCOME FROM THE AGM CHAIR

Dear Friend,

The Amnesty AGM is fast approaching – the time where Amnesty members from across the UK come together to help set the direction for AIUK, debate the important issues, learn about the campaigns that are going on, meet old friends and make new ones, and hopefully leave inspired to continue campaigning on the issues we all hold so dear.

As ever, it is going to be a busy weekend, with lots of things going on. For anyone who has been to an AGM before you'll notice there are a couple of changes that we've made to try and make the AGM more accessible, and hopefully allow members to really get the most out of the weekend. As such at certain times of the AGM there will be two streams, allowing you to choose to attend whichever activities you are most interested in.

As well as changing things at the AGM itself, we've made efforts to try and make sure every member can more easily have their say in the direction of AIUK, regardless of whether they attend the AGM or not. In this regard, we've now set up an online voting platform for anyone who isn't attending the AGM – this will allow any member to vote in advance of the AGM so that they can have their say. If you know any member who isn't able to join us for the AGM then please do direct them to: [www.ersvotes.com/amnestyinternational2016](http://www.ersvotes.com/amnestyinternational2016), where they are able to cast their vote.

If this is your first ever AGM, then a very warm welcome to you! I would strongly recommend attending the "New to the AGM" workshop on the Saturday morning, it will give you all the information about how the AGM works, and the little idiosyncrasies we enjoy as an organisation.

Another new addition this year is that the Nominations Committee will be holding a drop-in from 11:00-12:00 in the Registration Area: this is for anyone who would like more information on getting involved in Amnesty governance. Even if you've never thought about it, I'd really recommend going and talking to them, there are loads of ways of getting involved – so go have a chat.

All of these changes have come about due to feedback from previous delegates in their feedback forms so, after the conference, please do fill out the form so that we can continue making the event go from strength to strength.

I really look forward to seeing you all in Nottingham.

Alex Pool  
2016 AGM Chair



## **About Alex Pool**

Alex has been a member of Amnesty since he was 13, first joining at his school group. Alex previously sat on the Activism Sub-Committee for 5 years. This is his 12th AGM, having previously chaired 3, and an EGM, last year chairing the Standing Orders Committee.

Outside of Amnesty, Alex is in his final year of a PhD in Cancer Research at Barts Cancer Institute in London. He enjoys mountaineering, and he's getting married in June.

Alex says "The Amnesty AGM is one of the highlights of my activism year, an opportunity to talk to people who have the same passion and drive for human rights. I can't help but leave inspired to continue campaigning on the issues I think are important".



# NATIONAL CONFERENCE AND AGM 2016

## SECTION 1: WHAT'S HAPPENING?

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# PROGRAMME

## SATURDAY 9 APRIL 2016

**New this year:** In response to feedback received, we have scheduled some activities to happen simultaneously during the programme, enabling you to select items based on your own priorities.

On Saturday afternoon you can either attend one of three Working Parties (around the resolutions which go to the vote on Sunday); or attend a workshop of your choice and then go to one of our drop-in activities – watching human rights films, writing letters, meeting other activists, or talking about the global campaigns with our Campaign Managers. We'll be asking you to sign up for Working Parties or Workshops in advance, so look out for that email. In the evening, you can attend the Activist Awards, watch an inspirational film, or head to our chill-out zone in the hotel.

On Sunday, you'll be free to choose on the day whether to hear from the Activism Sub-Committee and ask questions to the Board in the Exhibition Hall, or hear two 'TED' style speeches in the Theatre.

We hope you have an amazing time at this year's National Conference and AGM, whichever activities you choose!

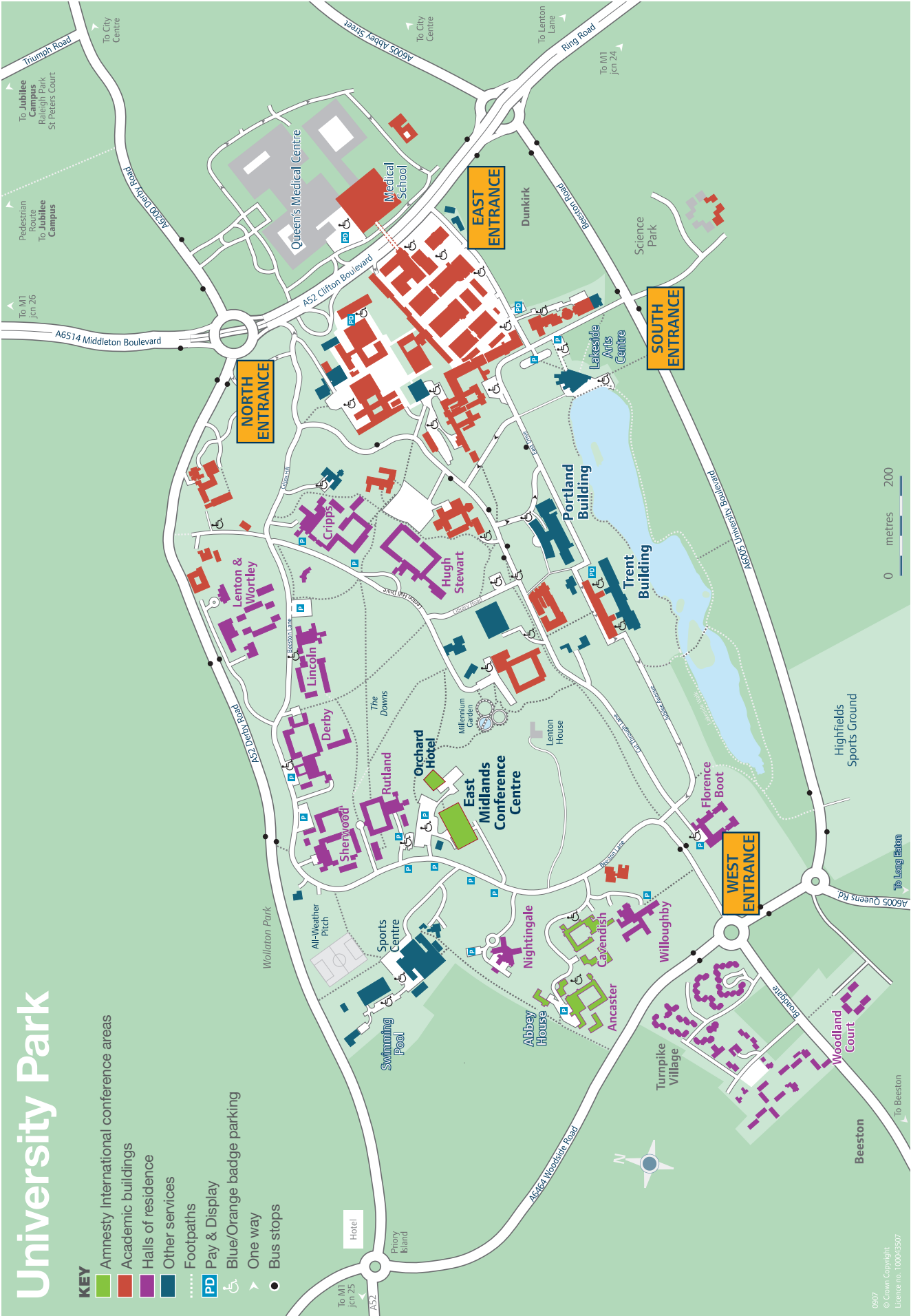
11:00 - 12:00	Meeting: New to the AGM?		
11:00 - 12:00	Standing Orders Committee, NomCom available		
11:15 - 12:15	Registration, Action Centre, Refreshments		
12:15 - 12:30	Conference Opening		
12:30 - 12:50	Section Report – Sarah O'Grady		
12:50 - 13:10	Director's Report – Kate Allen		
13:10 - 13:55	Lunch and Action Centre		
13:35 - 14:15	AGM Business		
14:15 - 14:20	Working Party Process Explanation		
14:20 - 16:20	Working Parties	14:20 - 15:20 Workshops: Choose your workshop. See page 12	
		15:20 - 16:20 Theatre: Human rights short films	15:20 - 16:20 Exhibition Hall: Campaign coaches Letter writing Action centre Activist meetups
16:20 - 16:55	Break and Action Centre		
16:55 - 18:00	Workshops		
18:00 - 19:15	Keynote Panel		
19:15 - 20:30	Dinner		
20:30 - 00:00	Hotel: Chill out zone with bar, AmnesTEA	Exhibition Hall: Activist Awards	Theatre: Feature film screening with introduction

# PROGRAMME

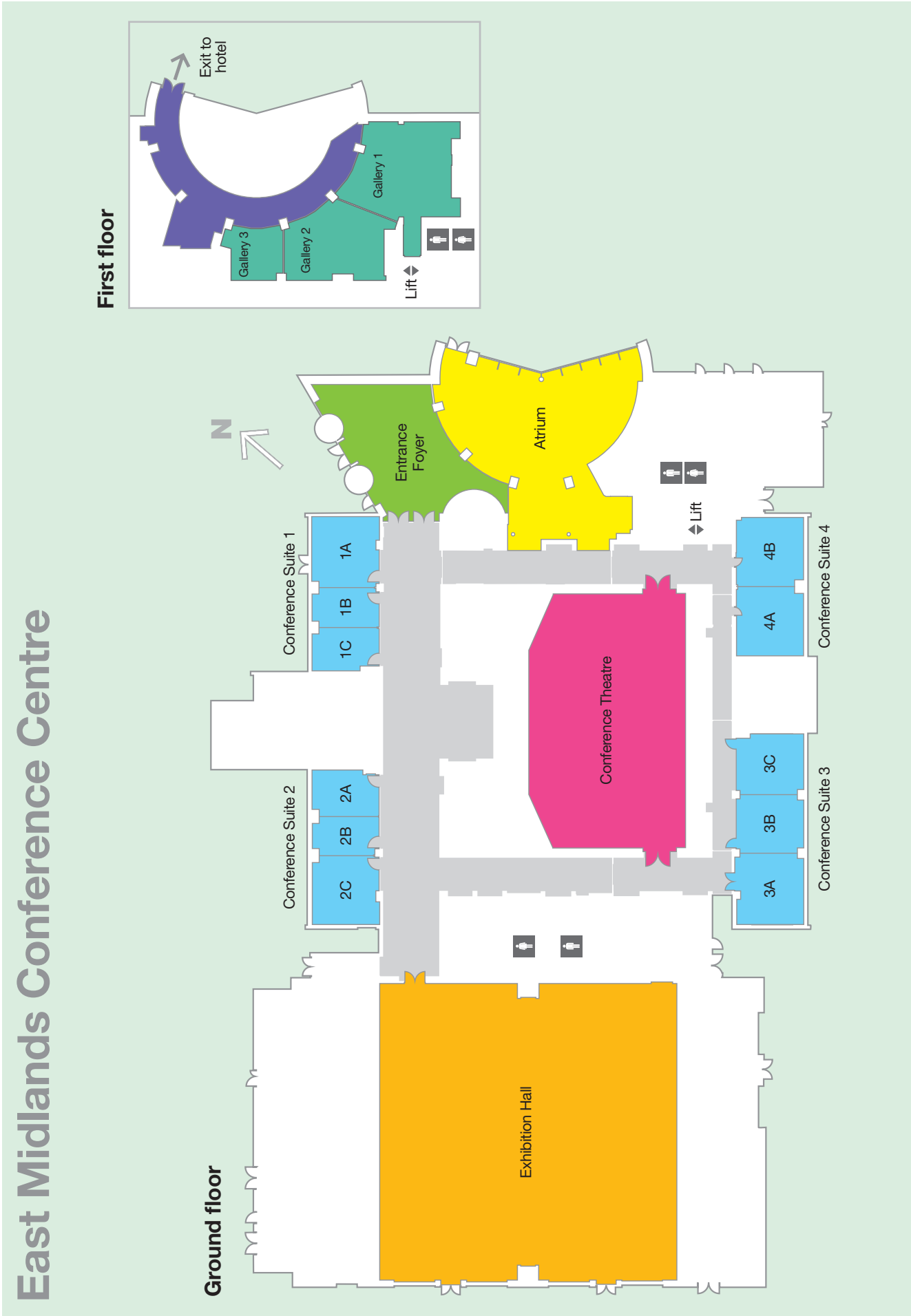
## SUNDAY 10 APRIL 2016

08:00 - 09:00	Registration	
09:00 - 09:05	Welcome Back	
09:05 - 09:30	Good News	
09:30 - 11:00	Resolutions Plenary and Voting	
11:00 - 11:30	Break and Action Centre	
11:30-11:50	Treasurer's Report	
11:50-11:55	Marsh Award	
11:55 - 12:20	Election of Candidates	
12:20 - 12:40	Exhibition Hall: ASC Report	Theatre: Spotlight Talk 1
12:40 - 13:00	Exhibition Hall: Q&A with the Board	Theatre: Spotlight Talk 2
13:00 - 13:50	Lunch and Action Centre	
13:50 - 14:20	Action	
14:20 - 16:20	Resolutions Plenary and Voting	
16:20 - 16:30	Closing Remarks and Thanks	

Main site



Conference centre



# SPEAKERS

## Amnesty International UK Section Report

Saturday 12:30 - 12:50



### **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 12:50 - 13:10



### **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 11:30 - 11:50



### **Meredith Coombs Treasurer, Amnesty International UK**

A supporter of Amnesty International since his student days. Meredith has extensive experience of finance and accounting in both the commercial and charity sectors. He was latterly Director of Finance and Shared Services at St. John Ambulance for eight years before retiring in June 2015.

## ASC Report

Sunday 12:20 - 12:40



### **Eilidh Douglas**

Elected to the Board in May 2014, Eilidh is Chair of the Activism Subcommittee. Eilidh is also a School Speaker, and served on the Student Action Network Committee in 2012-13. She is a trainee solicitor at CMS Cameron McKenna, with experience in dispute resolution and a keen interest in pro bono, having previously worked co-ordinating case work and project development at the Edinburgh Free Legal Advice Centre. She is also a Trustee of Equality Network, Scotland's national LGBTI equality and human rights charity.

## Candle lighter

Saturday 12:15

We are delighted to welcome Justine Ijeomah as this year's Candlelighter, who will officially open the AIUK National Conference and AGM this year.

Justine Ijeomah is a Nigerian human rights activist and the Director of Human Rights Social Development Environmental Foundation (HURSDEF). Justine and his network of volunteers at HURSDEF visit people in detention to reduce the risk of mistreatment and to try to get them released on bail. For many people living in slums in Port Harcourt, Justine is the first point of call when they come into conflict with the criminal justice system. One of the people Justine has supported is Moses Akatugba. Moses was tortured at the age of 16 and his 'confession' was used to sentence him to death. Moses was released from prison in June 2015 after global pressure from Amnesty International's Stop Torture campaign. Justine has been detained, tortured and survived several serious attempts on his life as a result of his work.



Justine Ijeomah

## WORKSHOPS

Workshops are a great opportunity to hear about the wide variety of AIUK's work in more detail. This year, some workshops will run twice for those of you who aren't busy in working parties.

We'll be in touch before the conference to ask you to choose your workshop in advance, rather than sign up on the day, so take a look at the below, keep an eye on your inbox, and be ready to take your pick.

### **PEOPLE ON THE MOVE – RESPONDING TO THE WORLD'S REFUGEE AND MIGRATION CRISIS**

*Saturday 14:20-15:20, repeated Saturday 16:55-18:00*

In many countries, political considerations take precedence over the lives of refugees and migrants, leaving thousands to die on dangerous journeys that could have been avoided.

This September, Amnesty will launch a new global campaign - People on the Move. This workshop will look at the current issues, the focus of the new campaign and how you can get involved.

### **HUMAN RIGHTS IN THE UK**

*Saturday 14:20-15:20, repeated Saturday 16:55-18:00*

The Human Rights Act is at threat, new laws on surveillance are being passed and the government looks to be promoting trade over human rights. This session will look at the new Human Right in the UK Campaign. This is your chance to learn about the current threats to our rights, this new campaign and spend time helping to shape this work in the future.

### **STRATEGIC OR REACTIVE? HOW TO EFFECTIVELY CAMPAIGN FOR INDIVIDUALS AT RISK**

*Saturday 14:20-15:20, repeated Saturday 16:55-18:00*

This interactive workshop will improve participants' ability to effectively plan and deliver both strategic and reactive campaigns in support of individuals at risk. We'll explore the difference and techniques used in both Urgent Actions and long term case work.

### **EVERYONE EVERYWHERE: EDUCATING CHILDREN, YOUNG PEOPLE AND ADULTS ABOUT HUMAN RIGHTS**

*Saturday 14:20-15:20, repeated Saturday 16:55-18:00*

This workshop will explore what Human Rights Education is and how you can get involved in and promote AIUK's education work.

### **SYRIA – HOW TO END THE SUFFERING**

*Saturday 16:55-18:00*

Diplomacy to end the crisis in Syria is seeing new energy from the 'international community' but if civilian protection is not at the heart of these negotiations, then diplomacy will fail and Syria will further disintegrate with increased refugee outflows. We'll discuss human rights benchmarks which must be met to ensure civilian protection and what else AIUK is doing to increase long term protection for Syrians.

### **THE FUTURE OF MEMBERSHIP**

*Saturday 16:55-18:00*

People throughout the UK are volunteering, campaigning and actively participating in their communities in large numbers. The recent growth in membership of the UK Labour Party has reversed the long-term decline in its membership, digital activism and 'digital movements' are thriving and there is



research to suggest that the numbers of people volunteering in UK communities is on the increase as people look for different ways to contribute and 'be part of something'.

This workshop aims to provide insight into what lies behind these changes and focus on exploring and sharing practical ways for us to adapt and change to welcome more and different activists to the Amnesty movement.

### **CARRYING THE STOP TORTURE CAMPAIGN INTO THE FUTURE IN NORTH AFRICA AND BEYOND**

*Saturday 16:55-18:00*

The Stop Torture Campaign will end in May 2016. This workshop led by the North Africa and Central America Country Coordinators will explore the achievements and failures of the campaign in our regions. Find out how you or your group can continue to campaign against torture and devise an action that you can do for a victim of torture.

### **MY BODY MY RIGHTS – CAMPAIGNING FOR SEXUAL & REPRODUCTIVE RIGHTS**

*Saturday 16:55-18:00*

My Body My Rights is Amnesty International's campaign to end the control and criminalisation of sexual and reproductive rights around the world and to ensure that women and girls have the right to make decisions about their bodies, health and reproductive lives.

In this session we will look at what the campaign has achieved in the UK and around the world to date and where this work is going next. This is an opportunity to discuss, ask questions and look at how you can support this work after the global My Body My Rights campaign is coming to an end May 2016.

## **EXHIBITION AND ACTION CENTRE**

Amnesty International UK works across an incredibly wide range of issues and areas, and you can find them all represented in the Action Centre, which will be open in all breaks in the Exhibition Hall, featuring stalls and interactive clinics as well as displays and the AIUK Shop.

This is also the place to take part in actions, uniting with hundreds of other supporters over the course of the weekend to stand in solidarity with individuals all over the world.

### **FUNDRAISING SPACE**

Come and meet our fundraising team in their interactive fundraising space. The team will be on hand to ask all your fundraising related questions.

### **INTERACTIVE CLINICS**

Got a burning question about digital campaigning? Want to hear about the latest in innovation in Human Rights? Curious about how to engage your local media? Our three clinics – Innovations, Digital, and Regional Media – are on hand to provide one-on-one advice.

### **STALLS**

Meet staff and activists working across a wide range of issues at our Action Centre stalls. These include:

- Regional Representatives and Local Groups
- Student Action Network
- Youth Action Network
- Human Rights Education
- LGBTI Network
- Children's Human Rights Network
- Women's Action Network
- Asylum Justice Project
- Country Coordinators
- Nations and Regions
- Advocacy and Policy
- Human Rights in the UK
- Campaigning for Individuals at Risk
- Crisis and Tactical Campaigns
- Trade Unions
- Engaging with Governance
- Activism Sub-Committee
- People on the Move
- Stop Torture
- MBMR

### **A NOTE ABOUT THE AMNESTY SHOP**

After much consideration, we have decided not to run our usual merchandise stall at this year's AGM due to the cost of transporting stock. Instead we will be displaying samples of our latest t-shirt designs so you can take a look before you purchase online from [www.amnestystyshop.org.uk](http://www.amnestystyshop.org.uk). AGM delegates will receive 10% off all products and free P&P on orders over £20 by entering the code AGM10 in the discount code box before 30th April 2016. To make sure we don't miss out on feedback about our merchandise, we ask to pop your suggestions in the suggestion box on the sample stall. Many thanks, Georgie and the Amnesty Shop Team.

# SATURDAY EVENING SOCIAL

Saturday 19:15-00:00

The social this year kicks off at 19:15 with dinner in the Exhibition Hall. Grab a seat with friends (old and new!), help yourself to food, and generally relax after a packed first day. We recommend this as a perfect time to check in to your accommodation, so don't forget to pick your luggage up from our bag drop area in reception.

From 20:30, we have Saturday Social options to suit everyone.

Want to hear about the work our amazing activists have been doing this year? Join us for the Activist Awards in the Exhibition Hall, hosted by the legendary Dan Jones.

Up for more inspiration, but in need of some quiet time? No problem – check out one of our film screenings around the Conference Centre. We'll be showing some incredible, thought-provoking pieces, all of which touch on our campaigns.

Rather have some time to talk with other activists? Head over to the Orchard Hotel (next door to the Conference Centre) where you'll find our Chill Out Zone, complete with bar and barista alike. Grab a booth, table, or sofa, unwind and ready yourself for an amazing Sunday.

# USEFUL MEETINGS

## If you're new to the AGM

### Getting to know your way around the AGM

Saturday 11:00-12:00

If this is your first time at the AGM? We've got experienced AGM attendees on hand to give you the lowdown on how things work and how to make the most of your time with us. Plus, you'll get a chance to meet other activists from all over the country.

## If you have a question about resolutions

### Standing Orders Committee available for consultation

Saturday 11:00-12:00

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 [soc@amnesty.org.uk](mailto:soc@amnesty.org.uk)

## If you have a question about elected roles at AIUK

### Nominations Committee available for consultation

Saturday 11:00-12:00

Have you ever thought of taking on a role at a national level? Would you like to know the type of time commitment and skills needed to serve on the board of Amnesty International UK?

The Nomination Committee can advise and support anyone looking to take on a national role. We will also be available throughout the weekend for informal discussion at the Governance Stand.

If you would like to get in touch now or plan a specific meeting time for the conference weekend, please email [nomcom@amnesty.org.uk](mailto:nomcom@amnesty.org.uk)



# WHO'S WHO

## Who is on the AIUK Board of Trustees?



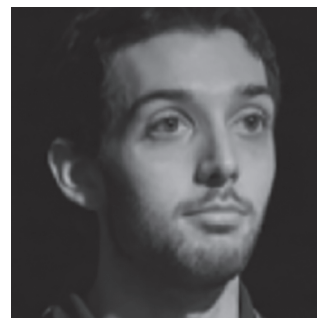
**Sarah O'Grady** Chair



**Ruth Breddal** Vice-Chair



**Harrison Littler**



**Tom Sparks**



**Meredith Coombs** Treasurer



**Eilidh Douglas** ASC Chair



**Cris Burson-Thomas**



**Ade Couper**



**Hannah Perry**



**Jeremy Paul Allen**



**Stuart Hathaway**



**Tom Hedley**

## Who is on the Standing Orders Committee?



### **Paul Cooney (Chair)**

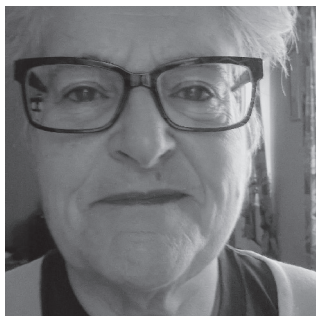
Paul has been an active member of AIUK for over 20 years.

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 Nottingham'.

continued ►

► continued

**Sheila Banks**

Sheila describes herself as an opera and theatre loving feminist vegetarian atheist. She has been an active Trade Unionist throughout her working life in the Civil Service and although she retired nearly 3 years ago she remains involved with the PCS Retired Members' Section. She is a Director of a Credit Union, a school governor and sits on CS Appeal Boards. She has been attending Amnesty AGMs for over 20 years, both as an affiliate and as an individual member. She was a member of the Standing Orders Committee for a number of years prior to chairing the AGM for 3 years and most recently she Chaired the AIUK Governance Task Force.

She says 'I have been privileged to hold a number of AGM elected posts over the years all of which have been immensely satisfying, partly because the enthusiasm in AI is infectious. This is a wonderful and very necessary organisation full of people with incredible drive and commitment to Human Rights and I feel proud to be a member and to play a small part in the organisation'.

**Anne McFarlane**

Anne McFarlane has been a member of Amnesty International for a little over 20 years and became an active member when she joined the Reading Group in 1997. She is currently secretary of the Reading Group, having previously been chair and also a campaign co-ordinator. Throughout the year Anne can be found shaking collecting tins, helping on campaign stalls, organising fund-raising events, writing letters, sending emails and signing petitions. Anne is a senior manager in the Public Sector.

Anne says: "I am so thankful for the rights and freedoms that I enjoy and I want to live in a world where human rights are truly universal. The strength of Amnesty is in its membership and I'm pleased to be playing a more active role this year through the SOC."

## Who is on the Nominations Committee?

**Kari Walker (Chair)**

Kari Walker is the Chair of the Nominations Committee, elected in 2015 to serve for three years. She has previously been elected to serve the Standing Orders Committee. This will be her ninth AGM. She belongs to her local group in Leeds and her workplace group Suma Foods Workers Co-operative. Her particular interest is in equality and worker rights.

"Amnesty enables me to campaign with likeminded activists. The passion and commitment of amnesty supporters gives me strength and energy to stay positive in the fight for human rights."

**David Webbe-Wood**

I have been a member of Blackheath and Greenwich group for over twenty years. I have recently taken redundancy from the Civil Service and am making use of my experience in the a number of management roles to assist Amnesty in identifying and developing potential in members of staff to assist Amnesty's Nominations Committee.

**Malcolm Dingwall-Smith**

Malcolm has been actively involved in Amnesty for 10 years, at a local and national level, and is currently Secretary of the Westminster & Bayswater group. Spending his days working to use sport as a tool for development, nothing gives him more pleasure in his own time than connecting someone to a new role in Amnesty, allowing them to continue their own journey as human rights defender.

# NEW TO THE AGM?

- 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 page 23 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 2016 AGM** Alex Pool. 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

# WANT TO STAND FOR ELECTION?

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 9th 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 [returningofficer@amnesty.org.uk](mailto:returningofficer@amnesty.org.uk) by Wednesday, 6th 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 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 may be re-elected subject to a maximum continuous period of six years. Its main role is to recommend the skills 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 relevant experience of finance or human resources especially recruitment. Networking skills are most important. Two seats are available for election at the 2016 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 except when a vacancy occurs. 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 of resolving disputes. One place is available for election at the 2016 AGM.

Please note that there are proposals to change both the role of AGM Chair and the Nominations Committee. However, we still encourage candidates to come forward. Should the proposals be passed, candidates will be considered for new roles. For more information please contact [nomcom@amnesty.org.uk](mailto:nomcom@amnesty.org.uk).



# WANT TO ASK A QUESTION?

The AGM is the perfect opportunity to meet the Board – the body that oversees Amnesty International UK Section. We really want to encourage you to talk with them, ask them any questions you might have about AIUK, and generally get to know them better.

To make them easier to spot in the lunch queue, you'll find their photos on the "Who's Who" page, but we're also giving you two dedicated slots to put your questions to them.

The first is at the end of the Treasurer's Report on Sunday. Because this is in plenary, so time is limited, we are asking people to submit their question in advance, using the form at the back of these papers. Just fill it in and email it back to us.

Second, again on Sunday, there's a section in the programme called "Q&A with the Board". During this time, Board members can be found in the Exhibition Hall, seated at themed tables. So, if you've got a burning question about money, head to the Finances table. Or if you're really interested in our constitution, head towards Governance. Move between tables and join in the conversations – the idea is to allow dialogues to flow in an informal way.

If you have a question around how to get more involved with AIUK, whether that's joining the Board or taking on a committee role, keep your eye out for members of the Nominations Committee (see Who's Who). They'd love to talk to you more about how you can take on a role in the organisation and what that entails.

# TRAVEL INFORMATION

This section contains important and useful information about the National Conference, East Midlands Conference Centre (EMCC) and its facilities, travelling to the venue, 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 East Midlands Conference Centre 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 East Midlands Conference Centre cannot be held responsible.*

## Contact details

For general enquiries please contact the AGM Conference team on:

Telephone: 020 8875 8734

Email: [amnesty@blueprintpartners.com](mailto:amnesty@blueprintpartners.com)

## Location

The National Conference and AGM is being held this year at The East Midlands Conference Centre:

East Midlands Conference Centre  
University Park,  
Beeston Lane,  
Nottingham  
NG7 2RJ

Tel: 0871 222 4836

<http://www.deverevenues.co.uk/en/venues/east-midlands-conference-centre-orchard-hotel/>

The East Midlands Conference Centre is a modern purpose-built event venue within the campus of the University of Nottingham.

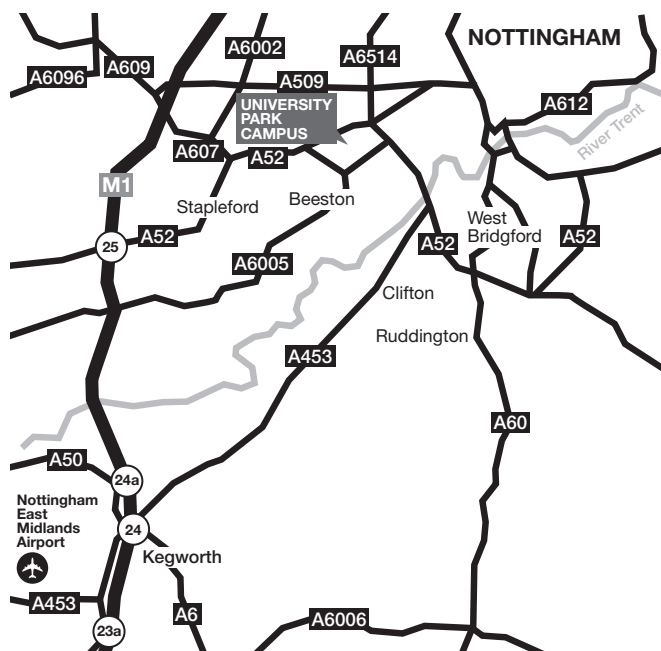
The campus is located on the outskirts of Nottingham city centre and we will be running a shuttle bus service between the train station, coach station and the EMCC for those of you travelling by public transport.

For anyone driving to the AGM, there is a shared car park on site. Car parking is first come, first served. Please see below for additional travel information.

## Travel and Directions

Nottingham and the East Midlands Conference Centre 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 East Midlands Conference Centre website for maps, directions and local travel information: <http://www.deverevenues.co.uk/en/venues/east-midlands-conference-centre-orchard-hotel/emcc-directions/>

If you have special transport needs (eg. If you have mobility restrictions or are visually impaired) please contact the conference organiser on 020 8875 8734 by Wednesday 6 April 2016.

## TRAVELLING BY CAR

### From the M1 North to University Park

- Leave the M1 motorway at junction 26 and follow the A610 signposted to Nottingham.
- After approximately 2.5 miles turn right at lights onto the A6514 Nottingham ring road (Western Boulevard).
- Follow the A6514 to Middleton Boulevard and then take the slip road towards the Queen's Medical Centre roundabout.
- Take the third exit at the roundabout onto the A52, Derby Road.
- Turn left at the next roundabout (Toby Carvery) onto the A6464 Woodside Road.
- Turn left at the next roundabout to enter the University Park's West Entrance.

### From the M1 South to University Park

- Leave the M1 motorway at junction 25 and follow the A52 signposted to Nottingham.
- After approximately 4.4 miles turn right at the roundabout (Toby Carvery) onto the A6464 Woodside Road.
- Turn left at the next roundabout to enter the University Park's West Entrance.

### From the M1 North to Jubilee

- Leave the M1 motorway at junction 26 and follow the A610 signposted to Nottingham.
- After approximately 2.5 miles turn right at lights onto the A6514 Nottingham ring road (Western Boulevard).
- Continue along Western Boulevard for approximately 1.5 miles.
- Turn left onto the A609 Wollaton Road signposted to Nottingham City Centre, turn right into the entrance of Jubilee Campus.

### From the M1 South to Jubilee

- Leave the M1 motorway at junction 25 and follow the A52 signposted to Nottingham.
- After approximately 4.4 miles take the second exit at the roundabout (Toby Carvery) continuing along the A52 Derby Road.
- At the next roundabout take the first exit onto the A6514 Middleton Boulevard.
- Taking the right hand lane at the traffic lights, turn right onto the A609 Wollaton Road signposted to Nottingham City Centre and turn immediately right into the entrance of Jubilee Campus.

### From M1 Motorway to Sutton Bonington

- The M1 motorway has an access point (Junction 24) at Kegworth, 2 miles from the Campus.
- From M1 junction 24, take the A6 to Kegworth and take the first turning on the left (signposted to Sutton Bonington).
- Follow this road through Kegworth and take the right turning immediately after the Anchor Inn (signposted to Sutton Bonington campus).
- At the next cross roads turn right. Sutton Bonington campus is on the left hand side.

Directions	<a href="http://www.deverevenues.co.uk/en/venues/east-midlands-conference-centre-orchard-hotel/emcc-directions/">http://www.deverevenues.co.uk/en/venues/east-midlands-conference-centre-orchard-hotel/emcc-directions/</a>
RAC route planner	<a href="http://www.rac.co.uk/route-planner">www.rac.co.uk/route-planner</a>
AA route planner	<a href="http://www.theaa.com/route-planner/classic/planner_main.jsp">www.theaa.com/route-planner/classic/planner_main.jsp</a>

## CAR PARKING ON CAMPUS

There is a shared car park on site. 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 East Midlands Conference Centre cannot be held responsible for any damage or theft from vehicles parked on the university campus.

A luggage store is available in the *Atrium* if access to bedrooms is not available upon arrival.

## TRAVELLING TO THE EAST MIDLANDS CONFERENCE CENTRE BY TRAIN

Nottingham station and Beeston station are the nearest railway stations and only three miles from the conference centre.

### 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 08:00 until 22:00

## TRAVELLING TO THE EAST MIDLANDS CONFERENCE CENTRE BY COACH

National Express provides coach transport to Broadmarsh Coach Station where local buses are then available.

### 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 EAST MIDLANDS CONFERENCE CENTRE

### Amnesty shuttle service

AIUK will operate a shuttle service from Nottingham train station, Broadmarsh coach station and East Midlands Conference Centre at the following times:

### Saturday 9 April – From Nottingham train station and Broadmarsh coach station to East Midlands Conference Centre

First shuttle bus: 10:00 and then approximately every 20 minutes until Last shuttle bus: 13:00

### Sunday 10 April – From East Midlands Conference Centre to Nottingham train station and Broadmarsh coach station.

Departure time 1: 15:00

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 conference centre; see next page for taxi companies and approximate cost.*

## LOCAL TRAVEL TO/FROM THE EAST MIDLANDS CONFERENCE CENTRE

### Bus services

Nottingham City Transport operate local bus services from Broadmarsh coach station and Nottingham rail station to the conference centre.

### Broadmarsh Bus station

Bus number: 35 or 36

### Nottingham train station

Bus number: 35 or 36

Buses leave this bus stop frequently for East Midlands Conference Centre and the journey time is approximately 30 minutes.

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

### By Tram

The nearest Net Tram stops to the East Midlands Conference Centre are:

University Boulevard stop, 10-15 minute walk

University of Nottingham stop – situated adjacent Lakeside Arts Centre – 20 minute walk through the University of Nottingham campus.

### Taxis

The taxi fare is approximately £10.00 from either the railway or coach station to the East Midlands Conference Centre.

Taxi ranks can be found outside Nottingham train station.

Alternatively, please find below numbers for local taxi firms.

DG Cars: 0115 950 0500

Nottingham Cars: 0115 970 0700

## TRAVELLING TO THE EAST MIDLANDS CONFERENCE CENTRE BY AIR

AIUK will not be operating a shuttle service to / from any airports. Please either make your own way to East Midlands Conference Centre or travel to Nottingham train station or Broadmarsh coach station for the AIUK shuttle service. See above for details.

### East Midlands Airport

From East Midlands Airport, the East Midlands Conference Centre is just 14 miles away via the M1 North leaving at junction 25 and following the A52. There is also the regular Skylink Nottingham bus, leaving directly from the airport directed to Broad Marsh Bus Station. Alight at Beeston, which is the stop for the main University campus, a few minutes walk from the entrance to the East Midlands Conference Centre.

Website: <http://www.eastmidlandsairport.com/>

## Arrival procedure

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

### Saturday 9 April

Registration on Saturday 9 April is open from 09:00 until 23:00 in the Entrance Foyer.

### Sunday 10 April

On Sunday 10 April, the registration and information desk is open from 07:00 – 17:00 in the Entrance Foyer.

## Accommodation

Delegate accommodation is on campus in either the Orchard Hotel or the Cavendish and Ancaster Student Halls.

If you have booked accommodation, you will have been advised of your accommodation in your joining instructions and this is confirmed in your delegate pack.

All room keys will be available for collection during dinner on Saturday evening from the reception desk in each campus residence.

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 rooms are en-suite and include towels, hairdryer, basic toiletries, clock radio, complimentary tea and coffee making facilities.

## DEPARTURE PROCEDURE

### Sunday 10 April

Please ensure that your room is cleared of all personal belongings by 9am on Sunday 10 April.

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

# NATIONAL CONFERENCE AND AGM 2016

## SECTION 2: WHAT ARE WE VOTING ON?

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

Delegates attending only one day of the AGM (Saturday 9 April) will not be present for the final debate and voting on AGM resolutions on Sunday 10 April.

If you wish to vote on the resolutions on Sunday, please complete a proxy form, and send it in by **12.15pm on Thursday 7 April 2016.**

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

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

See page 47 for information about the way financial information is presented this year.





# STANDING ORDERS COMMITTEE REPORT

Following on the Review of AIUK Governance and in consideration of the outcomes and recommendations of the various strands, the Standing Orders Committee have reviewed the Standing Orders and recommend adoption of the revised Standing Orders which appear in your pack. The amendments made are as follows:

- SO 3** enable SOC to deal with conflicting resolutions
- SO 9** clarify understanding around repeat resolutions
- SO 11b** instruct the Board to state its position on the resolution in their background notes
- SO 19** clarify that Working Party votes are indicative guides only
- SO 21a** aid understanding of what constitutes a fit and proper amendment
- SO 28** allow for minor corrections to Special Resolutions (in line with Company Law)
- SO 41** allow for the possibility of electronic voting
- SO 42** clarify that constitutional amendments require a 3/4 majority

We received a total of 25 resolutions all of which were confirmed as valid. 13 of these are Special Resolutions dealing with constitutional amendments and have been allocated to WP S. Two of these specifically deal with the calling of Extraordinary General Meetings (EGMs). For simplicity we have placed the most recent resolution on the agenda as S6a to be taken after S6. As these resolutions are conflicting we recommend that if S6 is carried, resolution S6a will fall as a consequence.

Resolutions marked S require three-quarters of votes cast to be successful and cannot be amended. Resolutions F1 and F2 will be taken in conjunction with the financial report and will not be discussed in a WP. The remaining ordinary resolutions have been allocated to WP A and WP B, with 5 in each. Ordinary Resolutions require only a simple majority to be carried.

Some of the resolutions required small amendments to the wording, and we thank the proposers who worked with us to ensure the process worked as smoothly as possible. We also wish to thank those proposers who responded positively to our request for early sight of resolutions.

As usual, the timetable for SOC consideration was very tight and we wish to place on record our thanks to the SOC Secretary Leni Morris for her support.

**Paul Cooney**  
**Chair of SOC**

## Standing Orders Committee available for consultation

Saturday 11.15 - 12.15 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. In relation to conflicting resolutions, they shall also have the power to recommend that once one position has been adopted, any subsequent conflicting resolution(s) will be deemed to have fallen and not be heard.
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 shall be proposed by individual members, groups (either individually or from a regional meeting), affiliated organisations, or by the Board. Resolutions from individual members (and from individual members only) must be seconded, although the seconder does not have to be present.

## STANDING ORDERS

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, 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 has the power to reject resolutions which in its opinion are similar to, or identical with, resolutions that were duly submitted, debated and not passed at the preceding AGM. 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 state their position, 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, or if it calls for a change in the constitution.
15. Any such resolution must be submitted to the Standing Orders Committee in writing at the earliest opportunity and 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 take a vote by show of hands of those entitled to vote. The result is simply indicative and reported for information purposes to the plenary.

## 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 significantly alter the core features of, nor 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 SO26.
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 except to correct minor typographical or grammatical errors.

## 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. Tellers shall be elected by the meeting and shall be responsible for ensuring compliance with SO41. 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 or at the request of fifty individuals who are entitled to vote. Where available, electronic voting can form the basis for all voting.
42. Constitutional amendments require a three-quarters majority to be passed. All other resolutions require 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) A challenge to a Chairperson's ruling.
  - b) A proposal of no confidence in the Chair.
  - c) 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.
  - d) A proposal to remit the resolution under debate to the Board for consideration (simple majority).
  - e) 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.
  - f) 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.
  - g) 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.

# GUIDE TO WORKING PARTIES

The purpose of the working parties is to allow for debate and 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, nor significantly alter the core features of 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 page 23. In addition the Standing Orders Committee will be available for consultation on Saturday 11.00 - 12.00 in the registration area.

## 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 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 (3 minutes maximum). They often use this right after the Proposer speaks.



## 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.

# 2016 AGM RESOLUTIONS

RESOLUTION	PROPOSER	SECONDER	PAGE
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F2 Appointment of Auditors	AIUK Board	n/a	30
<b>WORKING PARTY S</b>			
S1 Increase in gap before a former board member is eligible to stand again after resigning, or end of maximum term	AIUK Board	n/a	30
S2 Clarifying the relevant time limits and introducing new/amended maximum terms of office for directors, the treasurer, the chair and vice-chair	AIUK Board	n/a	31
S3 Increasing the minimum support for proposing resolutions to the AGM	AIUK Board	n/a	32
S4 Amendments to the deadline for the receipt of AGM resolutions	AIUK Board	n/a	32
S5 Amendments to the arrangements for chairing general meetings	AIUK Board	n/a	33
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S Special Resolution (Requires 75% majority to pass).

\* Where the Board feel that implementation of a resolution (in part or full) is outside their power, it will be marked with an asterisk.

## NOTE: SATURDAY ONLY DELEGATES

Delegates attending only one day of the AGM (Saturday 9 April) will not be present for the final debate and voting on AGM resolutions on Sunday 10 April.

If you wish to vote on the resolutions on Sunday, please complete a proxy form, and send it in by **12.15pm on Thursday 7 April 2016**.

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.*

## F1 – FINANCIAL STATEMENTS 2015

**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 2015.

### 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.

## F2 – 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 Company is required by law to appoint auditors at each AGM at which accounts are laid. The Board recommends that BDO be re-appointed, with the audit fee at an amount to be agreed by the Board.

# WORKING PARTY'S SPECIAL RESOLUTIONS

## INTRODUCTION TO THE SPECIAL RESOLUTIONS

Over the past few years AIUK Section has reviewed its governance and constitution to ensure that we are an effective democratic organisation that is truly representative of all our members, and focussed on achieving positive human rights changes.

In particular, the 2013 AGM agreed the Board's proposal to establish a Governance Task Force (GTF) ([https://www.amnesty.org.uk/governance-taskforce#.Vm\\_0O8ti83E](https://www.amnesty.org.uk/governance-taskforce#.Vm_0O8ti83E)) as a collaboration between the Board and members to help take forward this work. Since then, the Board and the GTF have carried out an extensive review to meet the essential requirements set out in Amnesty International's global Core Governance Standards, and drawing upon good practice including:

- The Voluntary and Community Sector Code of Governance; and
- The Charity Commission's guidance.

In carrying out this work we have also taken account of independent advice from the National Council for Voluntary

Organisations (NCVO) and from our lawyers, Bates Wells Braithwaite.

An independent survey we commissioned in 2014 of members' views on Section's constitution attracted over 4200 responses. 89% of the respondents said they had never attended an AGM.

As a result of this work Section's 2015 AGM agreed a number of amendments updating the constitution to reflect company law changes and other areas of accepted good practice.

The 2015 AGM also agreed that the review's second stage should include a wide-ranging consultation with members on those areas that were still outstanding, with a view to proposing a revised, updated, constitution to the 2016 AGM. This consultation was carried out in autumn 2015; attracting 4180 responses. NCVO independently hosted the consultation and analysed the results. Their report can be found at [www.amnesty.org.uk/2015Review](http://www.amnesty.org.uk/2015Review). It shows that a majority of members who responded to the consultation supported all of those proposals which are now broadly reflected in special resolutions 1 to 11. A number of other amendments are proposed (in special resolution 12), to improve the Company's governance and bring its constitution in line with best practice. This is the basis on which the Board is putting forward the special resolutions.

A document "*Mapping Constitutional Review proposals against AIUK Section's existing constitution*" is available on the members section of AIUK Section's website [www.amnesty.org.uk/2015Review](http://www.amnesty.org.uk/2015Review). It gives a breakdown showing each change that is proposed and the rationale for the change. The web materials also include a version of the current Articles and an un-marked version of the proposed Articles, reflecting what the document will look like if all of the resolutions proposed at this meeting pass. You may also wish to review the 'destination table' setting out the number of each provision in the current Articles, and which provision it would be contained in if all of the resolutions passed. Please note that the references to Article numbers in Special Resolutions 1-11 themselves correspond to provisions in the current Articles.

In line with the 2015 AGM decision, separate special resolutions are being put forward to enable members to, so far as is practical, debate separately and vote on each change to the constitution discussed in the consultation. Bates Wells Braithwaite has, once again, provided legal advice.

## SPECIAL RESOLUTION 1 INCREASE IN GAP BEFORE A FORMER BOARD MEMBER IS ELIGIBLE TO STAND AGAIN AFTER RESIGNING, OR END OF MAXIMUM TERM

**Summary:** At present, an elected Board member must take a break of nine months, after serving six consecutive years. The proposal is that any Board member who steps down (at any point, including mid-term) and is not immediately re-appointed or re-elected must take a break of at least three years before serving again. This provision should be looked at in conjunction with special resolution 2, which (among other changes) specifies an absolute limit on Board members serving more than nine consecutive years without taking a break. The period of six consecutive years is also retained for all Elected Directors except the Chair and Vice-Chair.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:



1. Adding the following provision at the end of the current Article 35.1.4 (and deleting the full-stop):  
“; or  
35.1.5 if they have previously retired (and not been immediately re-appointed or re-elected in accordance with the other provisions in the Articles) or have ceased to be a Director for any other reason, and have not taken a break of three years.”.
2. Replacing the words “nine months” in the current Article 36.3 with “three years”;
3. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof (and amending the ‘level’ of the numbering so, for example, Article 35.1.1 would become Article 35.1. subject to any other necessary changes).

### Proposer background notes

Articles 36.5 and 37.3 of the new proposed Articles show the principal effect of the resolution.

Currently someone can serve as an elected Board member for a maximum of six years (two terms of three years) before they have to stand down. After a gap of nine months they can then stand for election again and, if re-elected, they can serve another two three-year terms. This means that there is effectively no limit on the number of years that someone can hold a Board position. It is more usual for there to be a life-time cap.

Requiring a bigger break from office ensures that a Board is refreshed on a regular basis with skills and experience needed at a particular time and it is not dominated by any particular viewpoint, while still providing for Board continuity.

Equally, AIUK Section has 120,000 members; many of whom have joined at a young age and have remained committed to the organisation throughout their lives. There are also different qualities and skills that people may offer as Board members at various points in their lives.

The resolution proposes that the gap before a former elected Board member is eligible to stand again after having served two consecutive three-year terms is increased from nine months to three years. It also provides that a three-year gap must be taken when a Board member steps down for any other reason or at any other time (and is not immediately re-elected or re-appointed).

This proposal is supported in principle by the GTF.

■ The proposal was accepted by 69% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 86% agreed with the proposal.

## SPECIAL RESOLUTION 2

### CLARIFYING THE RELEVANT TIME LIMITS AND INTRODUCING NEW/AMENDED MAXIMUM TERMS OF OFFICE FOR DIRECTORS, THE TREASURER, THE CHAIR AND VICE-CHAIR.

**Summary:** Clarifies that a Director would not be required to stand down after six consecutive years if they are in post as Chair or Vice-Chair, but they may not serve for more than nine consecutive years. Changes the terms of office for Chair and

Vice-Chair from one year to three years. A Co-opted Director would not be required to stand down after three years if they are in post as Treasurer, Chair or Vice-Chair. Changes are also made to the wording to clarify the start and end dates of the Treasurer, Chair, and Vice-Chair’s terms of office.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Deleting the words “at the first Board Meeting after each AGM” from the current Article 43.6.
2. Adding the word “Elected” after the first word “Each” in the current Article 36.3.
3. Inserting, before the full-stop at the end of the current Article 36.3, “, unless they are Chair or Vice-Chair”.
4. Inserting, before the full-stop at the end of the current Article 37.3, “, unless they are Treasurer, Vice-Chair or Chair”.
5. Deleting the current Article 43.6.1 and 43.6.2 and inserting the following:  
“43.6.1 the Chair, who shall serve until the first Board meeting after the third Declaration Date after their appointment;  
43.6.2 the Vice-Chair, who shall serve until the first Board meeting after the third Declaration Date after their appointment.”.
6. Inserting a new Article after the current Article 43.6, as follows:  
“43.7 Each Chair or Vice-Chair may be re-elected to a second consecutive term, but must then not be elected to such role for three years. For the avoidance of doubt, the Chair or Vice-Chair may serve as a Director for up to a total of nine years, as appropriate.”.
7. Deleting the current Article 43.7 and inserting the following new Article:  
“43.8 The Directors shall elect the Treasurer from among their number and they shall serve until the first Board meeting after the third Declaration Date after their appointment. For the avoidance of doubt, if the Treasurer is a Co-opted Director they may remain a Director and complete their term as Treasurer, notwithstanding the provisions of Article 37.3.”.
8. Inserting the following provision after the current Article 38.1.6:  
“38.1.7 notwithstanding the other provisions in these Articles (but subject to Article 36.4), they have served as a Director for nine consecutive years;”.
9. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

### Proposer background notes

Articles 37-39 and 44 of the new proposed Articles show the principal effect of the resolution (together with other changes proposed by these special resolutions).

At present the Chair and Vice-Chair have to be re-elected by the Board each year.

### The resolution proposes:

- That the terms of office for the Chair and Vice-Chair, on election, be for a maximum of three years, and then they would be eligible to serve one further term of the same length, as is the case with the Treasurer;

- The Chair and Vice-Chair, on election, would start a separate term in that role which expires three years later on the first Board meeting following the relevant Declaration Date.

If a person is in-post as Chair or Vice-Chair, they will not need to step down as a Board member (Director) when they would otherwise be required to (broadly, after two three-year terms as an Elected Director, or three one-year terms as a Co-opted Director).

These provisions are all coupled with an absolute limit of nine years on how long any Director can remain on the Board before they are required to take a break.

The proposal is intended to enable a Chair or Vice-Chair a longer period in which to establish themselves in their office, as the current arrangements do not allow the office-holder a very long period in which to become familiar with, and experienced in managing, the particular demands of the role.

This proposal was not considered by the GTF.

■ The proposal to amend the terms of office for the Chair and Vice-Chair was accepted by 78% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 95% agreed with this proposal. The proposal to introduce a limit on how long a Chair or Vice-Chair can serve without taking a break from office was accepted by 80% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 93% agreed with this proposal.

### **SPECIAL RESOLUTION 3 INCREASING THE MINIMUM SUPPORT FOR PROPOSING RESOLUTIONS TO THE AGM**

**Summary:** For members controlling a total of six votes (one principal and five seconders) to be required to propose a resolution for the AGM.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Inserting, after the wording *“Resolutions to be proposed at general meetings shall either be proposed by the Board or by Members”* in the current Article 27.2, the following wording:  
“, being:  
27.2.1 *An Individual Member or Family Member, with the support of either:*  
(a) *Five other Individual Members or Family Members (or a combination thereof);*  
(b) *A Youth Group, Local Group or Student Group;*  
(c) *An Affiliate Member entitled to exercise at least five votes in accordance with Article 30.1; or*  
(d) *An Affiliate Member who is entitled to exercise fewer than five votes in accordance with Article 30.1, together with the support of such other Members as are necessary to form at least five additional votes in total.*  
27.2.2 *A Youth Group, Local Group, or Student Group; or*  
27.2.3 *An Affiliate Member which is:*  
(a) *entitled to exercise at least six votes in accordance with Article 30.1; or*  
(b) *entitled to exercise fewer than six votes in accordance with Article 30.1, with the support of such other Members as is necessary to form at least six votes in total”.*

2. Inserting a line break before the remainder of the current Article 27.2.
3. Amending the words *“general meetings”* in the current Article 27.2 to read *“General Meetings”*.
4. If it has not otherwise been inserted into the Articles, inserting the following provision, at the correct alphabetical place in Article 1.1:  
*“1.1.23 “General Meeting” a general meeting of the Company;”.*
5. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

#### **Proposer background notes**

Article 26.2 of the new proposed Articles shows the principal effect of the resolution.

Currently, any Individual Member may propose a resolution with the support of one seconder. Local Groups, Affiliates and Family Members can propose resolutions without the need for a seconder.

It is proposed that resolutions put to annual or extraordinary general meetings should be capable of securing a slightly higher minimum level of support, equivalent to at least six votes (instead of the current two votes). This means that:

- (a) An Individual Member or Family Member, would require the support of five other Individual/Family Members, or a Youth, Local or Student Group, or an Affiliate Member, holding at least five votes.
- (b) Smaller Affiliate Members (holding fewer than six votes) would require the support of a Group or other Individual/Family Members to ensure support equivalent to at least six votes.
- (c) Groups and Affiliate Members holding six votes or more would continue to be able to propose resolutions without requiring further support, as is currently the case.

This resolution is supported by the GTF.

■ The proposal was accepted by 69% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 81% agreed with the proposal.

### **SPECIAL RESOLUTION 4 AMENDMENTS TO THE DEADLINE FOR THE RECEIPT OF AGM RESOLUTIONS**

**Summary:** To increase the current 60 day deadline for receipt of resolutions to 90 days.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Replacing the period *“60 days”* in the current Article 27.2 with *“90 days”*.
2. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

#### **Proposer background notes**

Article 26.2 of the new proposed Articles (just above the new Article 26.3) shows the principal effect of the resolution.

In order to improve the quality and content of resolutions the special resolution allows for more days between the deadline for receiving resolutions and when the formal notice of the business of the AGM is required to be given. This includes resolutions from the Board to the AGM.

This will improve the democratic decision-making process as the extra time could be used to discuss and improve the quality of resolutions and, where applicable, enable work with proposers on those resolutions which might be combined.

The resolution proposes to increase the current 60 day deadline for receipt of resolutions to 90 days. This would give approximately 45 days, as opposed to the current approximate 15 days, for:

- The Standing Orders Committee to review, refine and revise resolutions as necessary;
- The resource impact of the resolution to be assessed and estimated;
- The Board to consider the resolution and to prepare a reasoned response; and
- The resolutions to be formatted and printed ahead of the AGM.

The GTF agreed with the principle that more time should be allowed between the deadline for receipt of resolutions and the formal notice of AGM business going to members.

■ This proposal was accepted by 57% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 74% agreed with this proposal.

## **SPECIAL RESOLUTION 5 AMENDMENTS TO THE ARRANGEMENTS FOR CHAIRING GENERAL MEETINGS**

**Summary:** Proposes that the Chair of AIUK Section's Board chairs the formal part of the AGM.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Deleting the present Article 25 ("AGM Chair") and replacing it with the following new Article:  

"25. *Chair of General Meetings*  
25.1 *The Chair (if any) or in the Chair's absence some other Director nominated by the Directors shall preside as chair of every annual or extraordinary General Meeting.*  
25.2 *If neither the Chair nor any Director nominated in accordance with Article 25.1 is present within fifteen minutes after the time appointed for holding the meeting and willing to act, the Directors present shall elect one of their number to chair the meeting and, if there is only one Director present and willing to act, that Director shall be chair of the meeting.*  
25.3 *If no Director is present and willing to act as chair of the meeting within fifteen minutes after the time appointed for holding the meeting, the Members present in person, by Representative, or by proxy and entitled to vote must choose one of the Members present in person to be chair of the meeting. For the avoidance of doubt, a proxy holder who is not otherwise a Member entitled to vote shall not be entitled to be appointed chair of the meeting under this Article 25.3.*"
2. Deleting the present Article 1.1.4 ("AGM Chair") in its entirety.

3. Replacing the words "AGM Chair" with the words "chair of the meeting" at every instance where it occurs;
4. Inserting the following provision, at the correct alphabetical place in Article 1.1:  

"1.1.23 "General Meeting" a general meeting of the Company;"
5. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

### **Proposer background notes**

Article 24 of the new proposed Articles shows the principal effect of the resolution.

The Board is responsible for ensuring that the legal requirements in respect of the AGM are fulfilled.

At the moment the AGM takes place at the same time as the Annual Conference. Currently the AGM Chair is not a member of the Board and both events are chaired by someone who is elected at the preceding AGM. Under the existing Articles, the Chair of Section's Board generally chairs the AGM only if the elected AGM Chair or the person who received the second highest votes is unable to carry out the role.

It is proposed that the general meeting (i.e. the formal company meetings) be chaired by:

- a) The chair of AIUK Section's Board; or
- b) In their absence or, where they are unwilling to act, another Board member chosen by the Board; or
- c) In the absence of all Board members, a Member present in person and chosen by the Members.

This proposal would enable the Board to fulfil its legal responsibilities, including its accountability to AIUK Section's Members and, more widely, to the movement.

This arrangement would only apply to the formal, company law part of the AGM. It is not proposed to change the existing arrangements for the Annual Conference held alongside the AGM.

This would bring Section's practice into line with AGM arrangements followed by other organisations. It would:

- reinforce the Section Chair's and, by extension, the Board's accountability to the membership;
- enable the Board to carry out its legal responsibilities; and
- complement the Board question and answer session that was introduced at the 2015 AGM.

This proposal was opposed by the GTF.

■ The proposal was accepted by 43% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 67% agreed with the proposal.

## **SPECIAL RESOLUTION 6 AMENDMENTS TO THE THRESHOLD FOR CALLING EXTRAORDINARY GENERAL MEETINGS**

**Summary:** Increases threshold for calling an extraordinary general meeting from 100 members to members representing one per cent of the voting rights of all members.

**Proposer:** AIUK Section Board



It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Deleting the words “at least 100 Members” in the current Article 20.1 and inserting instead the following wording: “Members representing at least 1% of the total voting rights of all the Members having a right to vote at General Meetings (such total as reported in the most recent published Annual Report of the Company)”.
2. If it has not otherwise been inserted into the Articles, inserting the following provision, at the correct alphabetical place in Article 1.1: “1.1.23 “General Meeting” a general meeting of the Company;”.
3. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

#### Proposer background notes

Article 19 of the new proposed Articles shows the principal effect of the resolution.

There may occasionally be exceptional circumstances in which an extraordinary general meeting (EGM) will take place.

At the moment an EGM can be called at any time if 100 or more members request one, with a Group or Affiliate counting as one Member.

When the requirement was introduced AIUK Section had some 4,000 Individual Members; so 100 people represented 2.5% of the total Individual Membership. Today we have over 120,000 Individual Members so 100 people now represents 0.08% of the total Individual Membership.

EGMs are intended for exceptional circumstances where the Board has an urgent matter to discuss that requires a members’ decision, or where members have a concern that cannot wait until the next annual general meeting or be dealt with in other ways. This is not least because of the costs involved in holding such meetings are in the region of £60,000.

Under company law the default position is that members representing at least 5% of voting rights are required to call an EGM. However companies can change this threshold if they wish.

The resolution proposes a lower threshold – that EGMs can be called if members representing at least 1% of the voting rights of all Members require it. This is the equivalent to approximately 1,200 Individual Members based on AIUK Section’s current individual membership or approximately 120 Groups, as the proposal also reflects the existing voting rights of Groups and Affiliate Members.

The proposed threshold would enable meetings to be called where there was a sufficient concern and the Board considers that it would not be prohibitive to reach given the channels of social media that are now available.

This proposal was opposed by the GTF.

■ The proposal was accepted by 65% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 78% agreed with the proposal.

#### SPECIAL RESOLUTION 6A CHANGE TO MEMBERS RIGHTS TO CALL AN EGM INTENDED TO PRESERVE THAT RIGHT BUT AVOID THE POTENTIAL FOR ABUSIVE USE

**Summary:** To amend the ability of members to convene an EGM by retaining the core right for 100 members to convene an EGM but to introduce additional safeguards so that the 100 members must have been members for at least a year and at least 5 must be youth, student or local groups, to lessen the danger of abusive use

IT IS PROPOSED as a special resolution that the Articles of Association of the Company be amended by inserting the words “(a) each of whom shall have been a member of the Company during the year preceding the date of the requisition, or whose signature is endorsed by a Local Group, Student Group or Youth Group (and provided that no such group may endorse more than one signature) and (b) at least 5 of whom shall be Local Groups, Youth Groups or Student Groups” in Article 21.1 after the words “at least 100 Members”.

**Proposer:** Saffron Walden Local Group

#### Proposer background note

The management of Amnesty is entrusted by the members in the Board. The Amnesty constitution gives the Board wide powers to run Amnesty. The only practical powers that the members have to oppose the Board if they are concerned about the direction the Board are taking are either (a) to change the Board or (b) to convene an extraordinary general meeting to allow their concerns to be heard. The Board can only be changed at an AGM and then only a third of the board stand for election each year, so that a members’ EGM is the only practical way that the members can hold the Board to account.

Currently an EGM can be called by 100 members. The Board propose this right is severely curtailed, by increasing the requirement to 1% of the total membership. The Board have stated that under their proposed change it would “not be prohibitive” to reach this threshold; we strongly disagree. The new threshold would be extremely difficult if not almost impossible to reach and would represent a major loss of members’ rights.

We note that the Board’s proposal is opposed by the Governance Task Force. We also note that the advice given to the Board by its solicitors in the report made available during the 2015 AGM stated that they would not recommend changing this right “unless there was clear reason for doing so.” No clear reason for any change has been given.

Only 2 EGMs have ever been convened. The last was in January 2013, and each of the resolutions proposed attracted the support of a majority of members, reflecting widespread concern over the direction Amnesty was taking. Members convened that EGM after numerous attempts to talk to the Board about this direction had failed, and it was convened as a last resort. It is vital that this right of members is preserved, not because members wish to use it, but because it is vital to maintain the accountability of the Board to the membership.

We have proposed a number of changes to the existing right to require an EGM to avoid concerns that it might be abused. We propose two additional requirements, that the members must be of long-standing (at least a year) and that at least five must be Groups, which should remove concerns that the right could be abused by special interest groups.

### Board background note

The Board has submitted Special Resolution 6 for consideration by the 2016 Annual General Meeting, which also addresses the threshold required for members to convene an extraordinary General Meeting (EGM). A Background Note is provided to that Special Resolution, setting out its intent and the rationale.

This Special Resolution would maintain the threshold for calling an EGM at 100 members – approximately 0.08% of the total membership but introduces additional qualifying requirements.

Some points raised in the proposer's Background Note require clarification.

Continuing improvements have been made to communications between the Board and members since 2013.

In addition to calling an EGM and changing the Board, the members can submit Ordinary and Special Resolutions independently of the Board at a routine Annual General Meeting.

The proposer's Background Note states that the Board "can only be changed at an AGM and then only a third of the Board stand for election each year". To clarify, the AGM could, of course, express no confidence in the entire Board. Also, Board members are not elected by the AGM but, when an election is called, by a separate poll in which all members have a vote.

The Proposer's Background Note states that the Board's Special Resolution "increases the requirement to 1% of the total membership". It should be noted that the Board's proposal is to increase the threshold to 1% of total voting rights. Under current membership figures, this would equate to approximately 1200 individual members. However, because AIUK's local, student and youth groups each hold ten votes, the threshold could be reached with the support of approximately 120 groups.

### SPECIAL RESOLUTION 7

#### REDUCING THE NOTICE PERIOD FOR THE BOARD CALLING AN EXTRAORDINARY GENERAL MEETING

**Summary:** Enables the Board to call an extraordinary general meeting on 14 days' notice where an ordinary resolution requires urgent consideration.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Deleting the existing Article 21.1.
2. Inserting the following Article 21 (immediately below the heading "Length of Notice"):
  - "21.1 The Directors may call an extraordinary General Meeting on at least 14 clear days' written notice, for the passing of ordinary resolutions, in urgent circumstances (as are reasonably determined by the Directors).
  - 21.2 Subject to Article 21.1, an AGM and any extraordinary General Meeting shall be called by at least 45 clear days' written notice."
3. If it has not otherwise been inserted into the Articles, inserting the following provision, at the correct alphabetical place in Article 1.1:
  - "1.1.23 "General Meeting" a general meeting of the Company;"
4. Updating the numbering and cross-referencing in the above

resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

### Proposer background notes

Article 20 of the new proposed Articles shows the principal effect of the resolution.

The default notice period in company law for a private limited company is typically 14 'clear days'. Some organisations also have constitutions which expressly enable a general meeting to be called at shorter notice than this, if agreed by a particular majority of members. However, as AIUK Section has over 120,000 Individual Members, this would be impractical for us to adopt.

As the Articles are drafted, AIUK Section's Board may also call an extraordinary general meeting at any time. However, at the moment the Board must give 45 clear days' written notice of the meeting.

The resolution enables the Board to call a meeting at shorter notice (14 clear days) should an urgent matter come up that requires a decision of the membership. The shorter notice period would only be used where an urgent matter came up which required a decision of the membership in an ordinary resolution.

The current provision (requiring 45 clear days' notice) would remain in all other circumstances, for example where a special resolution (such as a proposed change to the constitution) was required.

This resolution is supported by the GTF.

■ The proposal was accepted by 79% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 92% agreed with the proposal.

### SPECIAL RESOLUTION 8

#### REDUCTION OF THE MAXIMUM SIZE OF THE BOARD AND REMOVAL OF RESERVED SEATS

**Summary:** This principally reduces the size of AIUK Section's Board to a maximum of 12 and states that all of the elected Board places may be filled by members nominated by the requisite number of people from the entire membership.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the

Articles of Association of AIUK Section are altered by:

1. Deleting the number "15" in the current Article 33.1 and replacing it with "12";
2. Deleting, in the current Article 37.5, the words "that the appointment does not cause the number of Directors to exceed 15" and replacing it with "that no new appointment may be made under this provision if, following the appointment, the number of Directors will be greater than 12".
3. Replacing the words "12 Elected Directors" in the current Article 34.1.1 with "nine Elected Directors;" and deleting the rest of the current Article 34.1.1.
4. Inserting the words "and subject to Article 33.2" after "Unless otherwise decided by ordinary resolution" in the current Article 33.1.

5. Inserting a new Article 33.2:  
*“33.2 If the total number of Directors exceeds 12 when these Articles are adopted, the maximum number of Directors set out in Article 33.1 shall only apply from the first point at which the total number of Directors is 12 or fewer.”.*
6. Inserting, at the end of the current Article 37.1 (before the full-stop), *“, provided that no new appointment may be made under this provision if, following the appointment, the number of Directors will be greater than 12”.*
7. Deleting the current Articles 36.8.2 (commencing *“the category of Elected Director”*); 36.10 (commencing *“Nominations for Elected Directors who are nominated by Local Groups”*); 36.11 (commencing *“Nominations for Elected Directors who are nominated by Networks”*); and 38.1.10 (commencing *“being a Country Co-ordinator”*);
8. Inserting the word *“and”* immediately following the current Article 36.8.1.
9. Deleting *“; or”* and inserting a full-stop at the end of the current Article 38.1.9.
10. Deleting the definition *“Country Co-ordinator”* in Article 1.1.
11. Deleting the words *“and the category of Director for which they have been nominated”* from the current Article 36.12;
12. Replacing the word *“four”* with *“three”* in the current Article 36.1;
13. Replacing the word *“six”* with *“five”* in the current Article 43.5; and
14. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

#### Proposer background notes

Article 34 of the new proposed Articles shows the resolution's principal effect (but there are knock-on effects on a number of other Articles, as set out in the resolution).

Currently AIUK Section has a Board with a maximum membership of 15; of which 12 places are elected. In the normal course of business, some of these elected places are reserved for people nominated by Local Groups (2 places) and Networks (2 places), and one position would be reserved for a Country Co-ordinator.

Generally, a Group, 10 Individual Members, an Affiliate with 10 votes, or any combination of members with at least 10 votes can nominate candidates for the remaining seven elected places. While an individual may be nominated by a particular Group or constituency, as an appointed Board member they are not representative of that Group or constituency.

Not every Group and Network has been active in nominating people for election to their allocated Board places and Board members are too often elected unopposed. This is not good for democracy or for achieving a balanced Board with the necessary skills and experience.

The resolution proposes to remove the provisions about ‘reserved’ places. It ends the practice of limiting places to nominees from Local Groups and Networks. Instead, all elected Board member places would be open to any Member seeking election.

Membership of the Activism Sub-Committee has also been strengthened in the last year and its membership now includes places reserved for people nominated by Local Groups, Networks

and the Country Co-ordinators. The ASC's remit is to ensure the Board has input from AIUK's activist communities, and activist voices will remain a vitally important part of our governance.

The maximum size of the Board would also reduce to 12 people, but this would take effect gradually as directors retire.

A change has been made to the new Article 37.1. to state that only three Board members, rather than four, need to be selected to retire each year (subject to the other provisions in the Articles) and to the new Article 44.5. to reduce the quorum for Board meetings from six to five, to reflect the smaller Board.

There would continue to be up to three places available for co-opted Board members in order to address any specific skills gaps, providing that this will only occur when the total number of Board members is not higher than 12.

The GTF supported the proposal to open all elected Board member places to any Member seeking election, but opposed the proposal to reduce the maximum size of the Board.

■ The proposal to remove reserved places was accepted by 63% of respondents in the constitutional review consultation. Excluding those respondents who did not have a view, 86% agreed with the proposal. The proposal to reduce the maximum size of the Board was accepted by 59% of respondents. Excluding those respondents who did not have a view, 78% agreed with the proposal.

#### SPECIAL RESOLUTION 9 AMENDMENTS TO THE ARRANGEMENTS FOR ELECTING A CHAIR AND VICE-CHAIR OF THE BOARD

**Summary:** Chair and Vice-Chair elected from amongst any of the Board members.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the

Articles of Association of AIUK Section are altered by:

1. Replacing the words *“from among the Elected Directors”* in the current Article 43.6 with the words *“from among their number”*.
2. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

#### Proposer background notes

Article 44.6 of the new proposed Articles shows the principal effect of the resolution.

At the moment the Chair and Vice-Chair of AIUK Section's Board can only be one of the elected Board members; they cannot be co-opted Board members. This is unusual as most organisations elect the Chair and Vice-Chair of their board from amongst all their board members.

The resolution proposes that all of AIUK Section's Board members shall be eligible to be elected Chair or Vice-Chair i.e. that the Chair and Vice-Chair of the Board could be either an elected or a co-opted Board member.

This proposal will enable AIUK to draw upon the widest pool of people, and attributes, for the role of Chair and Vice-Chair, and to the organisation's benefit.



The proposal to elect the Chair from amongst the entire Board is supported by the GTF.

■ The proposal was accepted by 73% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 82% agreed with the proposal.

### SPECIAL RESOLUTION 10

#### AMENDMENT TO THE ROLE AND CONSTITUTION OF THE NOMINATIONS COMMITTEE

**Summary:** Makes the Nominations Committee a Sub-Committee of the Board

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. Deleting the current Article 29 ("*Nominations Committee*") in its entirety and replacing it with the following:  
*"29 Nominations Sub-Committee*  
 29.1 *There shall be a Nominations Sub-Committee consisting of at least three Directors or Individual Members appointed by the Board.*  
 29.2 *The Nominations Sub-Committee shall provide an annual written report for the Members recommending the skills and experience it believes should be sought in the election of Directors."*
2. Replacing all references to the "NC" with "*Nominations Sub-Committee*".
3. Changing the definition of "*Nominations Sub-Committee*" in the current Article 1.1 (as amended by paragraph 2, above) so it states "*The committee established in accordance with Article 29;*".
4. Deleting the definition "*NC Member*" in the current Article 1.1.
5. Deleting the words "*NC Members and*" from the definition of "*Members*" in the current Article 1.1.
6. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

#### Proposer background notes

The principal change is set out in the new Article 28.

The Nominations Committee is currently elected by members at the AGM to report and recommend to Amnesty's members the skills and experience that the Committee believes should be sought in the election of Board members, and to the Board's various sub-committees. Terms of Reference for the Nominations Committee were approved by the 2014 AGM, having been drawn up and recommended by the GTF. These Terms of Reference include the skills and experience considered to be important to become a committee member of the Nominations Committee. However, following this change, at the 2015 AGM only one person expressed an interest in becoming a member of the Nominations Committee.

In other organisations it is common to have such nominations committees as sub-committees of the Board.

Members of the Nominations Committee carry significant responsibilities. Making the Committee a sub-committee of the Board helps to formalise these responsibilities. This is also seen as increasing the likelihood of getting people with the right skills to join the sub-committee; enable the sub-committee to better

understand the skills needed by Board members; to better identify skills gaps, and thus to work more effectively.

Membership of the sub-committee would be a mix of individual Members and Board members.

The GTF agreed that this proposal should form part of the consultation on the constitution.

■ The proposal was accepted by 49% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 85% agreed with the proposal.

### SPECIAL RESOLUTION 11

#### AMENDMENT TO ARTICLES TO ALLOW THE ADOPTION OF RULES AND OTHER AMENDMENTS

**Summary:** Clarifies that the Directors may draw up Rules, which may not be inconsistent with the Companies Acts, the Articles or any rule of law, and which must be approved by the Members in such manner and form as determined by the Directors.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that the Articles of Association of AIUK Section are altered by:

1. The adoption of two new Articles after the current Article 50 "*Alteration of Articles*" as follows:  
 "51. **Rules**  
 51.1 *The Directors may from time to time make, repeal or alter such rules as they think fit as to the management of the Company and its affairs. The Rules made under this Article from time to time shall be approved by the Members (such approval in such manner and form as reasonably determined by the Directors) and following this, shall be binding on all Members of the Company. No Rule shall be inconsistent with the Companies Acts, the Articles or any rule of law.*  
 52. **Exclusion of model articles**  
*The relevant model articles for a company limited by guarantee are hereby expressly excluded."*
2. Inserting the following definitions (if they have not otherwise been inserted) in the correct alphabetical place in Article 1.1:  
 "1.1.23 "*General Meeting*" a general meeting of the Company;"  
 "1.1.38 "*Rules*" those Rules proposed from time to time by the Directors and approved by the Members in accordance with Article 51;"
3. Deleting the current Article 12 ("*Representatives*") and inserting the following:  
 "12. **Representatives**  
 12.1 *An Affiliate Member, Family Member or Local, Student or Youth Group may nominate a Representative to act on their behalf, in accordance with such procedures as may be set out in the Rules."*
4. Deleting the words "*(including charging additional postage to Members living abroad)*" in the current Article 16.1.
5. Deleting the current Article 17.2 (commencing "*The Board, acting by resolution passed*").
6. Deleting the current Article 19.2 (commencing "*The business of the AGM shall be*").
7. Updating the numbering and cross-referencing in the above resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any

other changes which are made by other special resolutions passed at this meeting or any adjournment thereof.

### Proposer background notes

Articles 52 and 53 of the new proposed Articles show the principal effect of the resolution.

At the moment AIUK Section's Articles describe in detail the business of the AGM, the various categories of membership, and the AGM committees. Changes in practice that have been made over the years have not always been reflected in these Articles.

To overcome this problem the resolution proposes that Rules are drawn up to accompany the Articles. An ordinary resolution concerning adoption of the Rules will be presented to the AGM and information can be viewed at [www.amnesty.org.uk/rules](http://www.amnesty.org.uk/rules) or by contacting Supporter Care on 020 7033 1777.

The Rules allow for greater detail than is included within the Articles. This provision could allow certain wording which is currently in the Articles (with any alterations thought desirable) to be placed into Rules, which could then be changed with the consent of Members, but without the formalities (in relation to notice, quorum, special resolutions, etc.) which are necessary under company law to amend the Articles. Significant changes to the Rules will always be presented as ordinary resolutions. More routine proposals may simply be consulted on such as via Amnesty Magazine, our website, an online survey, and through the Activism Sub-Committee.

Certain provisions must remain in the Articles, in accordance with company law, the commitment to Members' rights and democracy, and best practice.

The GTF discussed the principle of whether there should be Rules, and the process for their amendment, but they did not reach a conclusion on whether to support or oppose the proposal.

■ The proposal was accepted by 59% of respondents in the consultation on the constitutional review. Excluding those respondents who did not have a view, 90% agreed with the proposal.

## SPECIAL RESOLUTION 12

### OTHER AMENDMENTS TO THE ARTICLES

**Summary:** To amend the Articles to take account of miscellaneous changes and any other changes which are made by other special resolutions passed at this meeting.

**Proposer:** AIUK Section Board

It is hereby resolved by way of special resolution that, with effect from the time immediately following the implementation of all other alterations to the Articles of Association of AIUK Section which have been agreed at this meeting (or any adjournment thereof), the Articles of Association of AIUK are altered by:

1. Amending all provisions highlighted in yellow and indicated (as added or removed) in tracked changes in the attached draft Articles of Association, and excluding those amendments which have been proposed by Special Resolutions 1 to 11 above (for the avoidance of doubt, the amendments are illustrated by the tracked changes, but the tracked changes themselves will not be inserted into the Articles of Association).
2. Updating the numbering and cross-referencing in the above

resolution and in the Articles of Association as necessary to take account of the above changes, in conjunction with any other changes which are made by other special resolutions passed at this meeting or any adjournment thereof (and, where applicable, amending the 'level' of the numbering so, for example, Article 15.1.1 would become Article 15.1, subject to any other necessary changes).

### Proposer background notes

This resolution describes a number of miscellaneous changes to the Articles (these are set out in the new draft Articles of Association, and in particular in Articles 1, 5, 6, 10, 13, 14, 17, 19, 21-23, 26-27, 29-33, 36-40, 42, 45-49 and 51).

In particular, the resolution proposes:

- A new express power for AIUK to take out insurance policies (new Article 5.22);
- Amendments to the limitation to private benefit (new Article 6), reflecting benefits which may be provided to Members, and benefits which may be provided to Board members (Directors) and persons 'connected' to Directors, and which broadly have the effect of:
  - Allowing Members to receive money from Section as a beneficiary, in exchange for goods or services (including when employed by Section), interest on money lent, and rent.
  - Allowing that, providing that any policies on conflicts of interest are complied with, Board members and connected persons may receive money as a beneficiary; reasonable expenses; interest on money lent; rent; premiums in respect of indemnity insurance; and payment under the indemnity in the Articles.
  - Allowing, providing that any policies on conflicts of interest are complied with, that persons connected to Board Members (but not Board Members themselves) may be paid reasonable remuneration for goods and services (or employed), where this is explicitly authorised by a decision of the Board members who are not conflicted.
- Cessation of Membership (new Article 14): reflecting standard provisions that membership will cease on death or bankruptcy, or if a person is a Representative on behalf of a Member, and the Member ceases to exist or, if a Member is an incorporated body, if it is wound-up or liquidated etc.
- Inserting a provision (new Article 21) stating that, in every notice of general meeting, there should be a statement informing the members of their right to appoint a proxy (as is current practice).
- Voting rights (new Article 29): includes wording reflecting company law provisions on voting on a show of hands, and on a poll, and sets out a procedure for this.
- Adding new wording to deal with errors and disputes at general meetings (new Article 30).
- An updated process for members to appoint 'proxies' to attend, speak and vote at general meetings in their place (new Article 31).
- New provisions on electronic voting/attendance at general meetings (new Article 33) and delivery of certain communications by electronic means (new Article 37).
- Updated wording on the removal of a director if the Board reasonably believes that they have become physically or mentally incapable of managing their own affairs (new Article 39).

Other minor amendments are as marked in the Articles. The proposed Articles with the changes marked (and which is drafted on the basis that all of the resolutions at this meeting were approved) are enclosed with this notice.



# WORKING PARTY A

## A1 - AIUK'S STRATEGIC PLAN 2016-2020

**Summary:** A resolution to provide AGM approval for AIUK's Strategic Priorities for the years 2016 through 2020.

**Proposer:** AIUK Board

This AGM AGREES

the AIUK Strategic Plan 2016-2020;

that the Board should report on the progress of implementing the Strategic Plan at future Annual General Meetings.

### Proposer background notes:

During 2015, AIUK's Board has developed a Strategic Plan for AIUK covering the years 2016-2020. This has been informed by staff and Board discussions, as well as activist feedback to the global strategic goals consultation.

The Strategic Plan does not try to describe all the work that we will do over the next five years but sets out the main directions and priorities that AIUK Section will pursue, in co-operation with our partners in the international movement and with AIUK Charitable Trust.

In drafting the Strategic Plan, the Board has endeavoured to focus on fewer but clearer objectives than those contained in the previous strategic document – Strategic Directions 2011-2016. The plan will provide a framework that guides where AIUK will invest its resources. It will also enable improved accountability of the Board to AIUK's membership, as progress towards the achievement of objectives can more easily be reported to the Annual General Meeting and wider membership.

The draft Strategic Plan is available to view in the documents area of our website (for members) and is included in the AGM/ National Conference materials. It sets out priorities in the following areas:

- Protecting the Rights of Refugees
- Protecting the Space for Civil Society
- Ensuring that human rights are respected, protected and promoted in the UK
- Responding to human rights crises
- Protecting individuals at risk
- Educating people about their human rights
- Increasing the impact of the Amnesty movement in the UK
- Growing our financial resources
- Connecting more people to human rights
- Ensuring political analysis informs our work
- Playing a full role in the international movement
- Enhancing our campaign and project management
- Assessing our impact, evaluating and learning
- Developing our people and culture
- Enhancing our governance
- Deploying technology effectively
- Being innovative in what we do

## A2 - HUMAN RIGHTS IN ERITREA\*

**Summary:** This AGM instructs AIUK to campaign for -1- the rights of Eritreans to have secured national borders; -2- the release of political prisoners in Eritrea; and -3- the rights of prisoners in Eritrea.

**Proposer:** Alex Jackson

This AGM instructs AIUK to campaign:

- 1 for the rights of Eritreans to have secure national borders as determined by international law by urging the UK Government, the EU and other international agencies to use all non-military means to persuade Ethiopia to withdraw from Eritrean territory;
- 2 for the release of all political prisoners in Eritrea and the ending of secret detentions; and;
- 3 for prisoners to have rapid and regular access to lawyers, doctors and relatives; effective legal process so that people can challenge their detention and treatment; independent judges; and fair trials within a reasonable time.

### Proposer background notes:

In 2002, the International Court at The Hague ruled on the positioning of the Eritrea/Ethiopia border. The international community has taken no significant measures against Ethiopia to encourage it to implement the ruling and still occupies large areas of Eritrea.

In 2015, the Ethiopian Prime Minister threatened Eritrea.

In Eritrea, national service continues to be indefinite, often lasting for decades. Conscripts include boys and girls as young as 16 as well as the elderly and conscription often amounts to forced labour. (Amnesty International)

"Most Eritreans have no hope for their future," Mike Smith, Chair of the UN Commission of Inquiry on Human Rights in Eritrea, March 2015

"The government has systematically used arbitrary arrest and detention without charge to crush all opposition to silence all dissent, and to punish anyone who refuses to comply with the repressive restrictions it places on people's lives." Amnesty International 2013.

Each month, about 5000 Eritreans flee their country (UNHCR) Of all the refugees who arrived in Italy in 2015, the largest number, 37,796, or almost 45% came from Eritrea.

About 1300 Eritreans drowned trying to reach Italy. (International Organisation for Migration)

In the UK, of those recognised as refugees and granted asylum in 2014, around 26% were from Eritrea (Home Office) For the eighth year running, Eritrea is ranked last from 180 countries in Reporters Without Borders Press Freedom Index.

### Board background note

\* Aspects of this Resolution are not consistent with Amnesty International's policies and therefore not possible for the Board to implement:

- To help safeguard its reputation for independence and impartiality, AI does not take a position on territorial disputes and only in exceptional circumstances does it either oppose or call for the use of military force or intervention, such decisions being made by the International Board (in consultation with Chairs of national Sections and structures). There are similar controls on decisions to call for other non-military means of exerting pressure, such as sanctions and embargos that have the potential to have a negative impact on human rights or on AI's reputation.
- The term 'political prisoner' includes both prisoners of conscience and those who have resorted to criminal violence (or have been accused of other ordinary crimes such as trespassing or destruction of property) for political

motives. However, it is only for prisoners of conscience that AI demands immediate and unconditional release. AI demands that political prisoners receive a fair trial within a reasonable time, in accordance with the internationally recognized right of all prisoners to a fair and prompt trial or to be released. [AI Handbook AI Index: ORG 20/001/2002]

AIUK's Board would not, therefore, be able to carry out the first two instructions set out in this Resolution.

#### Amnesty's work to date

Amnesty International currently has two active Individuals at Risk cases from Eritrea, Aster Fissehatsion and Dawit Isaak. Both are considered to be prisoners of conscience.

Amnesty International UK is currently working on one of these cases, Aster Fissehatsion. Campaigning on this case has been led by both the volunteer Country Coordinator and the Individuals at Risk staff team. Her case was included in the Real Lives section of the AIUK magazine (summer 2015 edition) and has been the subject of an online petition, promotion on social media and to local groups who have signed up to work on Eritrea. We have also published a blog from her son. The petition received 1200 signatures and was passed to the Eritrean embassy in September 2015.

#### Amnesty's existing plans

AIUK's ability to campaign on Eritrea is dependent on the outputs of AI's International Secretariat, which is in the process of appointing a staff Campaigner for Eritrea after a significant period without one. They will start in spring 2016 and once established can develop campaigning plans for the two Individuals at Risk cases in Eritrea.

AIUK is able to work on the additional case of Dawit Isaak if the Country Coordinator has capacity to do so and requests for the case to be added to the AIUK Individuals at Risk portfolio.

#### Resource implications

The majority of AIUK's campaigning work on Individuals at Risk, including prisoners of conscience in Eritrea is led by our volunteer Country Coordinator. Their capacity to campaign on prisoners of conscience is limited by the availability of IS-approved materials and their own capacity. Country Coordinators are asked to devote an average of 5-7 hours a week to this role. On the assumption that campaign work could continue to be led by the Country Co-ordinator, financial resource implications would be negligible.

### **A3 – WESTERN SAHARA**

**Summary:** The resolution calls for Amnesty International UK to campaign against continued human rights violations in Western Sahara.

**Proposer:** Cambridge City Group

This AGM instructs the AIUK Board to: where possible using existing resources, increase its campaign activity for the human rights of the indigenous Sahrawi population in Western Sahara, focusing on human rights activists and prisoners of conscience in particular. This should include campaigning for the UN Security Council to include a human rights monitoring mandate in its Mission for the Referendum in Western Sahara (MINURSO).

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

This AGM notes that Amnesty International has documented

human rights abuses by the Moroccan authorities against Sahrawi activists and human rights defenders. However, the 40-year old conflict and the continued clamp down on all advocates of Sahrawi self-determination in Western Sahara, annexed by Morocco in 1975, goes largely unnoticed.

Sahrawi political activists, protesters, human rights defenders and media workers face an array of restrictions affecting their rights to freedom of expression, association and assembly and are liable to arrest, torture, other ill-treatment and prosecution. Amnesty has called for the release or retrial of several activists who are imprisoned following an unfair trial and who have claimed to have been tortured or been subject to other ill-treatment.

The authorities do permit protests but forcibly disperse gatherings when they occur, often using excessive force. Sahrawi citizens, including minors, are frequently detained following their participation in peaceful protests and report torture and other ill-treatment during detention and interrogation as well as inadequate prison conditions.

Moroccan officials in Western Sahara have frustrated attempts by human rights groups such as the Sahrawi Association of Victims of Grave Human Rights Violations Committed by the Moroccan State (ASVDH) to obtain official registration, which they require to operate legally, have official premises, hold public events, and apply for funding.

At least 39 foreign journalists and activists reported that Moroccan authorities barred them from entry or expelled them from Western Sahara in 2014.

For several years, Amnesty International has been calling for a UN human rights monitoring mechanism to be set up, with the power to look at both Western Sahara and the Sahrawi refugee camps in Tindouf, Algeria, to provide independent and impartial reporting on the human rights situation, including allegations of torture and other ill-treatment. It would play a key role in documenting human rights violations that would otherwise go unreported, and prevent unfounded accusations in other cases.

In April 2015, the UN Security Council again extended the mandate of the UN Mission for the Referendum in Western Sahara (MINURSO) for a year, but without adding a human rights monitoring component.

#### **Board background note**

##### Amnesty's work to date

AIUK has not done any campaigning on individuals at risk from Western Sahara in the past two years. There are no Individuals at Risk cases on the AIUK portfolio and the only case on the IS portfolio has not been updated in the past five years, due to the Arab Uprising diverting focus at the IS.

The Moroccan government has not allowed Amnesty access to Morocco and Western Sahara since October 2014 and this has reduced the ability to obtain information on prisoners of conscience and human rights defenders there.

##### Amnesty's existing plans

AIUK's ability to campaign on Western Sahara is dependent on outputs from the International Secretariat, which is in the process of finalising its next operational plan. Morocco and Western Sahara will fall under the global campaign on Shrinking Space for Human Rights, which is expected to launch in 2017. They anticipate publishing more campaign activities when

pertinent, particularly regarding prisoners of conscience.

The International Secretariat North Africa team is scheduled to move to Tunis in 2016 as part of the Global Transition Programme. During this transition period, it is expected there will be a reduction in capacity and therefore output.

When the global campaign brief for Shrinking Space for Human Rights is released in autumn 2016, AIUK will be able to determine if Sahrawis will form a part of this campaign in the UK.

#### Resource implications

The majority of our campaigning work on individuals at risk, including prisoners of conscience and human rights defenders in Western Sahara is led on by our volunteer Country Coordinator. Their capacity to campaign on prisoners of conscience and human rights defenders is limited by the outputs of the International Secretariat team as well as their own availability. Country Coordinators are asked to devote an average of 5-7 hours a week to this role. On the assumption that any campaigning work would continue to be led by the Country Coordinator or forms part of the forthcoming global campaign, the financial resource implications would be negligible.

### **A4 – REVIEW OF AMNESTY INTERNATIONAL'S INTERNATIONAL POLICY ON ACCESS TO ABORTION SERVICES**

**Summary:** A resolution to confirm whether AIUK's membership wishes to seek a review of Amnesty International's policy on access to abortion, leading to support for wider access to legal and safe abortion based on a woman's right to choose.

**Proposer:** AIUK Board

#### **THIS AGM ENDORSES**

The Board's intention:

- I. To initiate a process of discussion to determine if the international movement would support a review of Amnesty's current policy on abortion.
- II. That in such discussion, AIUK's Board will support a change in policy to assure wider access to legal and safe abortion services based on a woman's rights to choose whether or not to terminate her pregnancy, subject to reasonable restrictions.
- III. That the AGM supports action by the Board to promote policy change through ICM discussions or a resolution in 2017 and beyond.

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

Following instructions from the 2015 AGM Decision B3, the Board initiated a membership consultation to determine the views of Amnesty UK members on our current policy on abortion. The consultation was conducted from 3 November to 3 December 2015. There were 4,651 responses in total. There were 4,601 respondents who answered the question "Would you support an action by Amnesty UK's Board to request a review of Amnesty's policy on abortion, to allow the organisation to call for access to safe and legal abortion based on choice (pro-choice)?" Of these,

69.69% replied "yes"  
18.76% replied "no"  
11.65% replied "don't know".

The full results of the survey can be viewed in the members' area of the website at [www.amnesty.org.uk/consultation](http://www.amnesty.org.uk/consultation)

Amnesty International's current policy calls for the decriminalisation of abortion under all circumstances. This means eliminating all criminal penalties for women and girls seeking an abortion on any ground, as well as for health care providers and others performing abortions or assisting in obtaining such services.

Additionally, governments must provide access to abortion services for all women and girls, at a minimum, when: any woman or girl becomes pregnant as the result of rape, sexual assault or incest, or where a pregnancy poses a risk to a woman or girl's life, or a risk to her physical or mental health and in cases of severe foetal impairment (including fatal foetal impairment).

Supporting abortion in the case of choice would mean advocating for governments to remove any restriction on abortion that unreasonably interferes with a woman's exercise of her full range of human rights, and taking all necessary steps to ensure that women have access to safe and legal abortion services. Reasonable restrictions might include medical licensing regulations and reasonable gestational limits, provided these are not onerous or discriminatory.

The views of the AGM will not result in a direct change of policy. Policies of this nature are determined at global level and are discussed internationally and then taken to Amnesty's International Council Meeting.

This issue may be regarded as sensitive in other parts of the movement. This resolution therefore clarifies the policy that AIUK's Board would support. It calls on the Board to initiate discussions within the international movement but stops short of requiring the Board to table a resolution for policy change at the next ICM, as this may prove premature and may pose risks for Amnesty entities elsewhere.

### **A5 - CLIMATE CHANGE IS A HUMAN RIGHTS ISSUE**

**Summary:** This resolution calls for Amnesty International UK to bring forward a motion to the 2017 International Committee Meeting (ICM), calling for the development of research and policy on the human rights impact of climate change and consideration of climate change as a global priority campaign.

**Proposer:** Edinburgh University Amnesty International Society

**Seconded:** University of Kent Amnesty International Society

This AGM instructs the Board to:

- Advocate for and support a global priority campaign on climate change during the next review process.
- Develop and bring a resolution to ICM 2017 calling for the below.

#### **ICM 2017 Resolution**

- Establish and resource a working group in the IS developing a strategy towards:
  - researching and communicating the impact of climate change on human rights;
  - highlighting the obligations of states and corporations by using the human rights framework; and
  - establishing what action is needed from a human rights perspective to hold states and corporations effectively to account and safeguard human rights in the face of climate change.
- Include a climate change perspective on human rights as a selection criteria of the review process for establishing global priority campaigns.

**Proposer background notes:**

Climate change is the major human rights challenge of the 21st century. It affects the most fundamental human rights, including the rights to life, dignity, health, shelter, food, water, and security. For example, the impact on agriculture is likely to leave 600 million people suffering famine and drought, while 250 million could be displaced by 2050. It particularly affects the rights of indigenous communities, women and children. Amnesty International's (AI) mission is not only to end, but also to prevent such human rights abuses.

AI has taken key first steps by supporting advocacy groups, including the Global Call for Climate Action & Human Rights and the Climate Change Working Group. Importantly, AI has acknowledged the relevance of climate change to its Strategic Goals and the need to develop its own climate change policy. However, we continue to refrain from putting resources into developing a climate change strategy.

Environmental campaigning typically concerns compliance with international climate change agreements. While invaluable, such advocacy is incomplete without our expertise in the more tested and stringent framework of international human rights law. As such we are better placed to: 1) show that climate change violates human rights; 2) pinpoint the violators and victims; and 3) identify what action is needed from a human rights perspective. The most socially, economically and culturally marginalised communities face both the greatest risks from climate change and the greatest barriers to holding governments and corporations to account.

Campaigns like "Demand Dignity" demonstrate our experience in amplifying the voices of marginalised communities; holding states and corporations accountable; ensuring large-scale development projects do not violate human rights; and, guaranteeing the fair treatment of human rights defenders.

**Board background note**Amnesty's work to date

Climate change was considered at the International Council Meeting in 2011 and, most recently, in 2015. Last year's ICM discussion, which was not based on a Resolution, concluded that climate change is connected to all other human rights, that climate justice should be included in the Theories of Change for the international movement's Strategic Goal 2 and that there is a need to build climate justice into the work that AI is already doing.

In November 2015, ahead of the 21st Conference of Parties to the UN Framework Convention on Climate Change, the International Secretariat published a Questions and Answers document on the issue (AI Index IOR 51/2909/2015). This sets out the implications of climate change, noting that it is 'on course to become one of the most significant threats to human rights'.

The document notes that AI can add value by 'drawing attention to how human rights law and institutions can help address injustices arising from climate change' and notes that AI provided legal advice to Greenpeace in a petition to the Philippines Commission on Human Rights.

Amnesty International has also added its voice to other organisation, joining the Global Call for Climate Action. It is also a member of the Human Rights and Climate Change Working Group, which brings together civil society organisations, academic experts and practitioners to support efforts to include

human rights protections in international climate laws and standards.

Amnesty's current plans

The Q&A suggests that a number of the actions called for in this Resolution are already in the International Secretariat's plans. It states *'Amnesty International will engage on the topic of climate change on a long-term basis. However, due to our existing commitments, we do not have any planned research on climate change in the short-term. Instead, we are carrying out limited work to develop our strategy, our knowledge on the issue, and collaborating with other partners. This work includes: Jointly issuing public statements with partners on human rights obligations in regard to climate change; providing advice to and partnering with other NGOs that seek to use human rights arguments before courts and human rights bodies and forming an internal working group to develop a long-term strategy'.*

It is the responsibility of the International Council to agree AI's global strategy but the decisions on the global campaigns that will help to take the strategy forward are taken by the International Board. Topics for the movement's next long-term global campaigns have already been decided, following a period of review. The first, expected to launch later in 2016, will focus on the global refugee crisis. The second, to launch next year, will address the problem of shrinking civil society space, which is presenting fundamental challenges to human rights organisations around the world. The duration of these campaigns has not been fixed but it is expected that they will last well beyond the next ICM. It is therefore unlikely that there will be a further review in the short-term.

A copy of the climate change Q&A has been placed in the members-only documents area of AIUK's website.

Resource implications

The resource implications of taking a Resolution to an International Council Meeting are negligible.

## WORKING PARTY B

**B1 – VOTING RIGHT FOR ELECTIONS HELD AT THE AGM**

**Summary:** To change the voting rights for the elections that are held at the AGM to one person equals one vote

**Proposer:** Simon Langton Girls' Grammar School Group

This AGM instructs AIUK to:

Amend the voting rights at the AGM elections to be in line with universal suffrage (1 person equals 1 vote) to enhance the democratic nature of AIUK, instead of the pre-existing voting rights.

This should become effective for the 2018 AGM. This will require a Special Resolution at the 2017 AGM

**Proposer background notes:**

As it currently stands the voting rights for elections held at the AGM are :

- 1 vote for an individual member
- 10 votes for Local, Student and Youth groups
- 1 vote for the first 5,000 members of an affiliate and a



further 1 vote for each further 10,000 members or part thereof up to the maximum of 10 votes.

When attending the AGM many groups meet before coming to the AGM to discuss the resolutions and at those meetings they decided whether they will be for or against a resolution. However, with AGM elections, information is not given beforehand about the candidates as the candidates have until 6pm on Saturday evening to be nominated. To add to that the speeches given by the candidates as to why we should vote for them are not given until a couple of minutes before the voting takes place. This simply is not enough time for discussion with group members about who they believe is suitable for the position or to raise any concerns and then decide, as a collective, who they should vote for. The majority of people who vote during the AGM elections do it based on their own decision rather than a group decision which compromises the democratic nature of the AGM and AIUK itself.

Reforming the voting rights for elections held at the AGM to align with universal suffrage by making the voting rights 1 person equals 1 vote would increase the democratic nature and fairness of the AGM which is one of the core values of the AGM.

### Board background note

#### Amnesty's work to date

The question of amendments to weighted voting rights has not been included in the process of constitutional review and consultation that has led to Special Resolutions at the 2015 and 2016 Annual General Meetings.

In 2014, following a recommendation from the Governance Task Force and a Resolution tabled by AIUK's Board, the Annual General Meeting decided that members standing for a position on the Nominations Committee should circulate a short statement to the AGM for consideration prior to the ballot. This was intended to assist Members in determining the relative suitability of candidates. However, this statement does not need to be circulated before the AGM, which would support consideration in group meetings or by proxy voters.

#### Amnesty's existing plans

There are no existing plans for further reform of AIUK's Articles of Association in the short-term.

#### Resource implications

At the time of writing, the resource implications of this Resolution are not known as further legal advice is required.

## **B2 - CLOSURE OF HUMAN RIGHTS NGO ACCOUNTS BY THE CO-OP BANK**

**Summary:** This resolution calls on AIUK to take action to challenge decisions of the Co-operative Bank and related government regulations which have led to the bank closing the accounts of many human rights organisations including the Palestine Solidarity Campaign.

**Proposer:** Richard John Barnes

This AGM instructs the AIUK Board to:

- Express serious concerns publicly about the adverse impact of the Co-operative Bank's account closures on human rights organisations and other NGOs, having regard to the issues raised by the Charity Commission and others
- Seek further explanations and information from the Co-operative Bank on the grounds and motivation for these account closures

- Take appropriate action to persuade the Co-operative Bank to give effect to its ethical principles and to adopt policies and practices that facilitate civil society organisations to operate freely, to undertake advocacy, and to support individuals and communities at risk, including Human Rights Defenders
- Raise its concerns about the human rights impacts of regulatory requirements with relevant ministers, departments and representatives of the UK Government, and with the UK Charity Commission
- Undertake further research on the situation, in coordination with the AI International Secretariat
- Collaborate with and support UK and European organisations engaged in dialogue with the Financial Action Task Force, and relevant UK governmental bodies
- Review AIUK's relations with the Co-operative Bank and other banks in view of the above evidence
- Report back to the membership with recommendations on appropriate action

### **Proposer background notes:**

#### Account Closures

In 2015 the Co-operative Bank suddenly closed the accounts of organisations working to provide aid or promote human rights in Palestine, Nicaragua and Cuba. The bank's responses to enquiries were vague and inadequate, stating that the account did not fit their "risk appetite". The bank may be concerned about the risks of failing to comply with stringent regulations to safeguard funds from reaching terrorists. However, the bank has made little effort to assess the NGOs, rejecting them on little evidence of risk.

AIUK has a bank account and an affinity card arrangement with the Co-operative Bank.

The closure of accounts of organisations working for humanitarian aims is in direct opposition to the bank's promotion of itself as an ethical bank.

#### Banking Regulation

The Financial Action Task Force (FATF), set up by the G7 States, developed regulation measures for the banking sector to counter the financing of terrorism. States responded with new regulations for banks. Failure to comply risks major legal action and huge financial penalties. Without adequate evidence FATF singles out NGOs as particularly vulnerable and a serious risk for potential financing of terrorism. Banks have reacted by simply avoiding risks, including closing accounts of some NGOs, despite their activities being entirely legitimate.

This adverse development has major consequences for civil society, not only in the UK but globally where it sends a signal to repressive states who use it to justify and tighten restrictions on civil society. It has been criticised by: David Anderson QC, Independent Reviewer of UK Anti-terrorism legislation; Maina Kiai, UN Special Rapporteur on the Rights to Freedom of Peaceful Assembly and Association; and the Charity Commission. The latter asserts that financial access is critical in the regulation and safeguarding of the NGO sector and says: charities need bank accounts for good governance; formal banking systems are a prudent way to ensure charity funds are safeguarded; the benefits and safeguards provided by an established and regulated banking system far outweigh any risk.

The government is preparing for FATF's evaluation of the UK in 2018 and undertaking a national risk assessment. Banks are likely to focus on shedding risk. Further restrictive legislation

and practices are likely unless action is taken to provoke government, regulators, and banks into finding solutions to avoid these unintended consequences of the very necessary provisions for anti-terrorist controls.

### Board background note

#### Banking arrangements with the Co-op Bank

In 1997, the Annual General Meeting passed a resolution calling for AIUK to exclusively use a bank with ethical standards for its banking services. Since then, we have used the Co-op for our current and deposit accounts, mortgage financing related to the Human Rights Action Centre and the Direct Debit Scheme for collecting regular donations and paying suppliers.

#### Affinity Partnership with the Co-op Bank

For over 15 years AIUK have been offering an affinity credit card through the Co-op bank (a credit card, provided by the Co-op bank, that generates a donation for AIUK through its use). This credit card has generated over £2,000,000 for our human rights work. There are currently just over 15,000 users of the Amnesty International Affinity Credit Card, producing £218,000 of income for AIUK in 2015. Of this, £24,700 was received as a donation to AIUK Section, with the remainder donated to AIUK Charitable Trust, a legally separate entity.

Over 2016, we will continue to promote the affinity card and are due to sign up to Co-op's rewards scheme. This new scheme provides current account users with a monthly reward, which they can donate to their favourite charity. We estimate that this may generate a further £62k for our work.

#### Amnesty's work to date

AIUK has expressed our concerns to the Co-operative Bank about the human rights implications of closing the accounts of civil society organisations, asked how they ensure they do not take action against bona fide organisations engaged in legitimate activity, and how they can reconcile their actions with their ethical principles. The Bank's response lacked detail and explanation, reflecting their public position. We sent a follow up email questioning aspects of their response and seeking further information. We have not received a reply.

AIUK staff have also been monitoring the work of organisations (including the European Centre for Not-for-Profit Law and the Human Security Collective) that are focussing on the potentially negative consequences of the Financial Action Task Force (FATF) Recommendation 8, on the not-for-profit sector's operating environment.

#### Amnesty's existing plans

We plan to continue our engagement with the Co-op to establish what further explanation can be provided for its actions, acknowledging that legal and confidentiality constraints may apply to specific decisions. We are exploring what options are available, within our existing resources, for analysis of relevant banking regulations to assist this process.

The Financial Action Task Force is an intergovernmental body that produces recommendations on anti-money laundering and counter-terrorist financing measures, such measures being applied in different jurisdictions. Due to its international nature and the possibly complex analysis required to assess the human rights impact of implementation measures, the International Secretariat is likely to be best placed to lead on analysis of the FATF-related regulations.

Goal 1 of the movement's Strategic Goals 2016-2019 states

that AI will 'support laws and policies that allow civil society to thrive' and 'tackle laws and policies that prevent people from defending human rights'. A new global campaign addressing the 'shrinking space for human rights defenders' is planned for launch in 2017. AIUK would support the analysis of financial regulations (alongside administrative and other measures) as part of the global campaign or in pursuit of the wider goal. We will engage with the International Secretariat accordingly.

#### Resource implications

Continued engagement with the Co-operative Bank falls within our existing plans. AIUK will also liaise with the International Secretariat to recommend analysis of Financial Action Task Force policies, recommendations. Such steps do not have a significant implication for AIUK's plans or resources. More detailed analysis of and engagement in this issue could require potentially significant expenditure and staff time that currently falls outside our budgets and plans.

## **B3 - USE OF LIVE STREAMING AND ONLINE VOTING AT THE AIUK AGM**

**Summary:** A resolution intended to open up decision making at the AGM to the full AIUK membership, and allow greater representation and communication for all groups and members.

**Proposer:** Shetland Group

This AGM instructs the AIUK Board to:

- make a full commitment to having the main sessions of the AGM available to live stream exclusively to registered AIUK members across the UK by the 2018 AGM.
- find a method of implementing online voting to allow registered AIUK members across the UK to vote on resolutions in real time, and to have a proposal on how this will be implemented prepared to present to the 2017 AGM.

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

AIUK has over 200,000 members. Each one is entitled to a vote at the AGM to influence policy. If two thousand Amnesty members attended an AGM that would still be 0.01% of the AIUK membership. In this example, 99.99% of Amnesty members are not represented.

87% of AIUK members have never attended an AGM (this statistic was quoted at the AI Board Questions 2015 AGM).

The cost to the Shetland Islands Branch to send delegates to the AGM is in excess of £1,000.

#### **Board background note**

##### Two clarifications are required to the proposer's background note:

AIUK has just over 120,000 members with the right to attend and vote at our Annual General Meeting.

89% of members who responded to a 2014 governance survey (conducted by NCVO) reported that they had never attended an AGM. There were just over 4,000 respondents to the survey. The percentage of all members who have never attended an AGM is likely to be higher than 89%.

#### Amnesty's work to date

AIUK's Board recognise that many members find it difficult to attend the AGM in person and we have been seeking ways to remove some of the barriers to participation. Promotion of the 2016 AGM and National Conference has emphasised that it is free to attend (except for travel and accommodation costs)

and, this year, we are trialling an online proxy voting platform to enable members to more easily cast their vote on AGM Resolutions.

Importantly, the Board has tabled Special Resolution 12 at the 2016 AGM. This proposes a new Article 33, which provides the necessary constitutional basis for the kind of remote participation envisaged by the Resolution from Shetlands Group.

#### Amnesty's existing plans

The Board recognises that it would be desirable to facilitate live-streaming of the AGM and remote participation in the event, which is why it is seeking to introduce the necessary constitutional provision. However, there are no plans for taking this forward in the short-term. Initial enquiries suggest that there may be logistical challenges relating to membership validation, which would be required for remote participation.

#### Resource implications

It is probable that scoping proposals or options for presentation at the 2017 AGM could be achieved within existing staff and financial resources, although this might displace other work relating to AIUK's governance. The cost and other implications of implementing live-streaming and remote participation are not known but could be presented to the 2017 AGM for further consideration.

### **B4 – BANNERS AND PLACARDS FOR GROUPS AND NETWORKS**

**Summary:** Production of banners and placards for campaigning action

**Proposer:** Chelmsford Local Group

This AGM calls on AIUK Section to produce durable banners and placards for local groups and networks to use when engaged in campaigning, awareness raising, fundraising or educational events.

**Proposer background notes:** There has been no AIUK Section approved weather and windproof banner produced since "Do the Human Right Thing" and groups continue to use even older banners for events. With no banners in the current official AIUK logo, font and colours, Amnesty displays do not give the public the coherent image we seek to portray.

#### **Board background note**

##### Amnesty's work to date

There are currently a variety of resources available to all groups of activists - including banners and placards (both generic and promoting specific campaigns / projects). The 'Do the Human Right Thing' banner is the most weather-proof and durable resource that we have.

##### Amnesty's existing plans

In 2016 we will be reviewing all activist resources and working with activists to identify opportunities to produce new resources to support our plans for growth and enhanced support for our campaigns in communities throughout the UK. This will be done in the context of a wider communications review and as part of this work, we will work with activists to ensure the materials we provide are durable and suitable for the locations and environments required by activists.

##### Resource implications

We would expect to spend around £5,000 to supply each group

with an updated weather-proof banner in the same material as the current 'Do The Human Right Thing' banners. This expenditure is included in the budget for the planned review of activist resources and so there are no additional resource implications of this resolution.

### **B5 – DEVELOPING A BODY OF RULES FOR THE GOVERNANCE OF AIUK**

**Summary:** A resolution establishing Interim Rules for AIUK and requiring the Board to consult on a wider body of rules before presenting them for adoption at the 2017 AGM.

**Proposer:** AIUK Board

The AGM DECIDES

- A. That the Board shall draft Rules to support the governance of Amnesty International UK Section;
- B. That the Rules shall not be inconsistent with the Companies Act, AIUK Section's Articles of Association or any rule of law;
- C. That, the Board shall consult with members on the draft Rules before submitting them to the 2017 Annual General Meeting for adoption by ordinary resolution;
- D. That, in case of any conflict arising between governance provisions, law shall have precedence, followed by AIUK Section's Articles of Association, followed by any Rules adopted

The AGM ADOPTS the following Interim Rules as binding, with the numbering and cross-referencing of Articles to be updated to take account of any Special Resolutions of the Company adopted at the 2016 AGM;

1. Interim Rules concerning Representatives of Affiliate Members, Family Members or Local, Student and Youth Groups.
  - 1.1 The secretary or such other person who has been nominated in writing by the relevant Member of each Affiliate Member, Local, Student and Youth Group, whether incorporated or unincorporated shall be the ex-officio Representative of the relevant Member for the time being.
  - 1.2 Each Family Member shall nominate in writing one individual who shall be the Representative of the relevant Family Member.
  - 1.3 The Company Secretary shall be advised at the Office of the name and address of any Representative in writing. A Member may change its Representative at any time by written notice to the Company Secretary at the Office.
  - 1.4 If a Representative is unable to attend a meeting of the Company the relevant Member shall be entitled to send an individual who shall be called an alternate and who shall have all the rights and duties of that Representative for the duration of the meeting of the Company. The Representative shall provide their alternate with a letter of authorisation which the alternate shall produce upon request.
2. Interim Rules concerning the withdrawal of Network Status
  - 2.1 The Board, acting by resolution passed at a Board meeting by a majority of at least two-thirds of the votes cast, may withdraw the status of Network accorded in accordance with the provisions of Article 16.1 from any organisation which has not fulfilled the criteria specified by the Board for two successive years or is in substantial breach of any mandate or rules of the Company.



**Proposer background notes:**

Currently, the various governance bodies of Amnesty International UK Section and its members are required to act in accordance with the law, the Articles of Association and any applicable Special Resolutions duly adopted at a General Meeting (with 75% majority required to secure approval). Special Resolution 11, to be considered by the 2016 AGM, would clarify that the Board may draw up Rules and the background note to that Special Resolution sets out implication of the change.

What is included in the Rules will need to be determined after the AGM but they could, for example, set out how AIUK's Groups appoint their representatives at the AGM, how Networks are established and recognised, how elections to the Board are conducted and the terms of reference for any committees and similar bodies that are specified in the Articles of Association. This is expected to increase transparency over some governance processes and clarify how decisions that concern such processes should be made.

This ordinary resolution does two things. First, it requires the Board to consult the membership before submitting a final body of Rules for approval at the 2017 AGM.

Second, it adopts Interim Rules concerning the Representatives of Affiliate and Family members, and of Local, Student and Youth Groups and the requirements that are necessary for the Board to withdraw recognised status from a Network. These provisions are currently included in the Articles of Association (Article 12.1 to 12.4 and Article 17.2 respectively) which will be deleted should Special Resolution 11 be agreed by the AGM.

Special Resolution 11 also deletes Articles 15.1 (which gives a power to charge additional postage to Members living abroad) and Article 19, which sets out the business of the AGM. It is not suggested that these be included in the Rules. The business of the AGM is already set out in the Standing Orders.

#### **NOTE ON AIUK FINANCIAL REPORTS TO 2016 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 2015. The full audited accounts will be available on the website from Monday 4 April 2016 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 2015 which will include a summary of the detailed accounts for 2015 will be available online from Monday 4 April 2016 and a printed summary version of the Annual Report 2015 with top-line financial information will be distributed at the AGM.

# **TREASURER'S REPORT TO THE 2016 ANNUAL GENERAL MEETING**

## **Introduction**

### **1. PRESENTATION OF THE ANNUAL ACCOUNTS**

At the time the AGM packs went to print in early February 2016, the 2015 accounts had not been finalised and the audit had not been completed. The figures included in this report are therefore provisional, subject to audit. At the AGM the Treasurer will:

- Highlight any changes from the draft position to the final audited accounts,
- Provide copies of the 2015 audited accounts for Amnesty International UK 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 separate 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, which leases offices and shops and carries out the majority of the trading activities. It is a company limited by guarantee but has dispensation to omit the word "Limited" from 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 is a registered charity and also has dispensation to omit the the word "Limited" from its title. The Trustees are appointed by the Board of Section.
- Amnesty Freestyle Limited ("Freestyle") is a company which is a wholly owned trading subsidiary of Section. The company is generally dormant, except in years where it is used to organise a fundraising event called "The Secret Policeman's Ball". Accordingly, it was dormant throughout 2015.

The financial year for all of the above-noted companies is 1 January to 31 December.

For each financial year we prepare:

- a separate set of accounts for each of the three companies
- an aggregated set of accounts reflecting all three companies – we refer to this as the "combined" accounts.

The accounts which are to be received and approved at this AGM are those of Section.

### **3. 2015 COMBINED ACCOUNTS – DRAFT AND UNAUDITED RESULTS**

All figures in this report relate to the combined accounts of both Section and Trust unless otherwise stated.

The combined accounts show a draft surplus for the year of £0.7m which is £1.1m more than budget, £2.1m less than last year, and £0.4m ahead of the latest forecast.

Free reserves are £7.8m, which is within the newly-agreed range of £6.0m to £8.0m.

**Fundraising:** Charity fundraising from individuals was under unprecedented levels of scrutiny during 2015. We ended the year having exceeded our forecast, which was a major achievement, even though financial supporter numbers were slightly under last year.

Income and Expenditure statement for the 12 months ending December 2015		Draft outturn 2015			
		Actual	vs budget	vs Q3 forecast	vs last year
Net fundraising and other income	Fundraising income	24,086	-1,669	+0	-2,444
	Fundraising expenditure	(4,225)	+953	+155	-388
	<b>Fundraising net income</b>	<b>19,862</b>	<b>-716</b>	<b>+155</b>	<b>-2,832</b>
	Other income	331	+57	+66	-23
	<b>Total net income</b>	<b>20,193</b>	<b>-659</b>	<b>+220</b>	<b>-2,855</b>
Non-Fundraising expenditure	International movement	(7,573)	+1,316	+101	+1,565
	Salaries	(7,364)	-111	-19	-540
	Corporate services	(2,312)	+168	+7	+89
	Supporter campaigning	(1,862)	+168	+119	-291
	CEO office	(273)	+168	+11	-33
	Direcorate	(116)	-33	+4	-69
	<b>Total non-fundraising expenditure</b>	<b>(19,499)</b>	<b>+1,775</b>	<b>+223</b>	<b>+719</b>
<b>Surplus/ (Deficit)</b>		<b>694</b>	<b>+1,116</b>	<b>+443</b>	<b>-2,136</b>

Individual giving was £0.4m below budget with supporter acquisition significantly under budget, offset by strong retention of existing supporters. Supporter acquisition volumes have increased significantly in the latter part of the year. The final quarter of 2015 saw record levels of supporter acquisition from our in-house street fundraising teams, generating additional income that will start to come through in 2016.

Legacy income in 2015 at £2.7m, was £0.7m below budget and £2.7m below 2014, which was an exceptional year. The cash amount received was on budget at £3.4m but the application of new accounting rules for legacy recognition has resulted in an accounting amount of £2.7m recognised in the combined accounts.

Major gift receipts were £0.5m below budget, mainly due to a delay to launching a new Department for International Development appeal (now scheduled for April 2016) and lower amounts than expected from major donors.

**Other costs:** We spent £0.3m more than last year on campaigning, to increase our external impact. Overhead expenditure was tightly managed in line with expected income levels.

Payments made to the international movement were £1.3m less than had been budgeted for 2015. This is because a payment in advance for 2016 had been assumed in the budget but was not actually made, after agreement with the International Secretariat.

#### 4. 2016 BUDGET AND LONGER TERM FINANCIAL PLANNING

In 2015 the Boards reviewed the level of free reserves necessary to provide an adequate level of financial stability, and concluded that a balance of free reserves should be maintained in the range £6.0m - £8.0m, reflecting the risks of the organisation, the prospective economic environment and longer-term financial prospects and performance. The Boards review the reserves policy each year, updating it as considered appropriate in the light of prevailing circumstances.

The Board has agreed a 2016 budget which it considers to be ambitious, but achievable, reflecting a desire to expand our impact while maintaining financial stability.

The budget reflects an increase in the amount invested in fundraising - to generate future income growth. Although the fundraising environment is challenging, the Boards believe that there is an opportunity to increase our income. The 2016 budget anticipates making the most of the fundraising channels which currently work for us, as well as diversifying our approach. We are overwhelmingly reliant on voluntary income for all of our human rights work so that fundraising success is fundamental to our ability to achieve change for human rights.

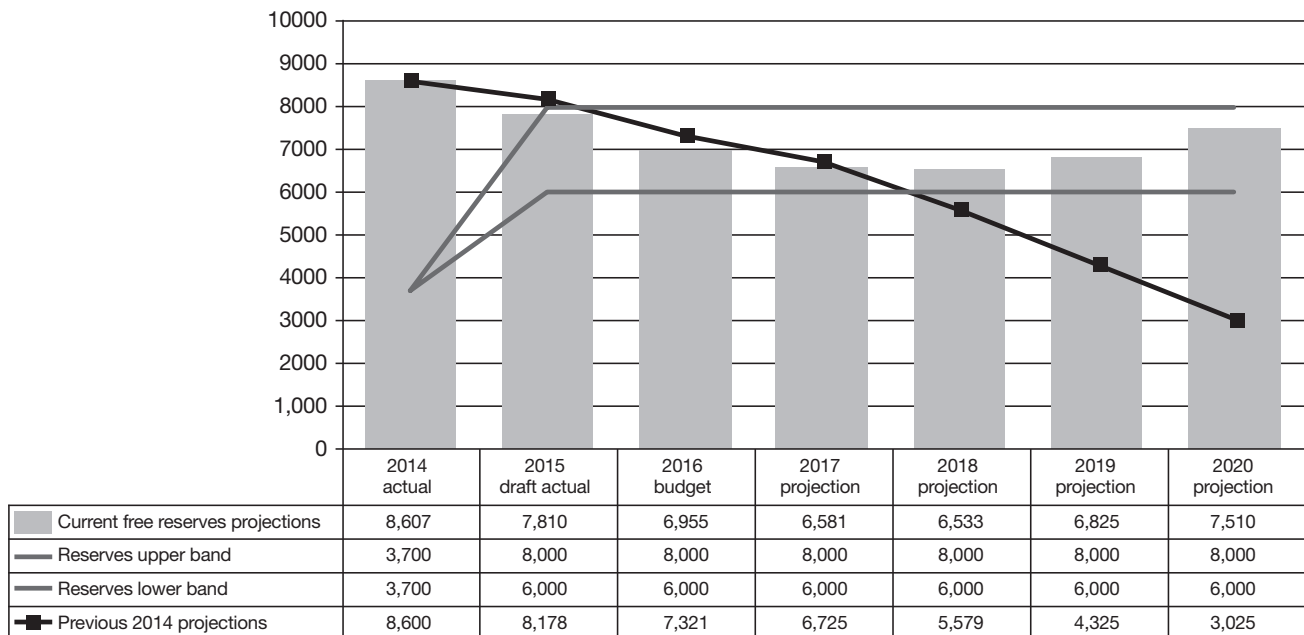
Due to the impact of the investment spend the 2016 budget is for a deficit of £0.9m but it is anticipated this can be accommodated within the reserves policy referred to above.

In 2016 we intend to increase our campaigning focus from two to three priority campaigns, continuing a campaign began in 2015 on human rights in the UK alongside the two new global priority campaigns. We will maintain our campaigning on crisis, tactical and individuals at risk. We will develop our Human Rights Education work and increase its priority. This budget will give us the capacity to start building towards our goal of engaging 2% of the UK population with Amnesty by 2020.

## 5. LONGER TERM CONTEXT

In previous years we presented a challenging longer term outlook. During 2015, we have addressed this financial sustainability issue by improving our longer term modelling, formulating a new strategy, improving our risk and assurance processes and developing a new risk-based reserves policy. Crucially, the international movement has also agreed a much more sustainable assessment framework. All of these factors make the longer term outlook more sustainable as indicated in the chart below.

### Free reserves 2014-2020



## SUMMARY

In summary, the financial position remains positive. We have accomplished much during 2015 in terms of refreshing our approach to risk and reserves, and developing a new strategy and related financial plan.

We will continue to closely monitor the financial position to ensure that the financial stability of the organisation is maintained

*Meredith Coombs*

**Meredith Coombs, Treasurer**  
5 February 2016

# DRAFT MINUTES FROM THE 2015 NATIONAL CONFERENCE & AGM

UNIVERSITY OF WARWICK  
18-19 APRIL 2015

## 1. SATURDAY MORNING PLENARY SESSION CONFERENCE OPENING

- 1.1 The conference opened with a "Write for Rights" video updating delegates on the cases taken up during the past year.
- 1.2 Vie Compton, conference Chair welcomed delegates to the 2015 National Conference & AGM and thanked them for attending. The Chair welcomed Maggie Towse, Colwyn Bay Local Group Chair and Country Coordinator for Zimbabwe to introduce Mohammad Saqer Al Za'abi to light the Amnesty candle and open the conference.
- 1.3 Mohammad Saqer Al Za'abi is a former public prosecutor from the United Arab Emirates (UAE); he was a former President of the UAE's independent Jurists' Association. He was also a student of Dr Mohammed al-Roken while studying law at Warwick University. Mohammad Saqar was one of eight men to be tried in absentia in the unfair mass "UAE 94" trial in 2012; he was sentenced to 15 years imprisonment. He has now been granted asylum in the UK.
- 1.4 Mohammad Saqer Al Za'abi spoke briefly about his conviction, the problems he and his family are going through, his friendship with Dr Mohammed al-Roken and their fight for human rights and freedom of expression in their native UAE. Mohammed Saqer urged Amnesty members to continue to work to highlight the issues in UAE, he thanked delegates for the honour of lighting the Amnesty candle.
- 1.5 The Chair thanked Mohammad Saqer Al Za'abi and officially declared the conference open. The Chair formally welcomed other international guests from Amnesty sections in Kenya, USA, Norway, Denmark and Tunisia.

## 2. AMNESTY INTERNATIONAL UK SECTION REPORT

- 2.1 **Sarah O'Grady, AIUK Section Chair** thanked delegates for attending the conference. The AIUK Chair highlighted the accomplishments of the Section during the past year including a return to growth of supporters and income, the successful campaigning and activism and the strides taken in improving the Section's governance which is a key priority for the year ahead. The AIUK Section Chair paid tribute to the International Board and the International Secretariat for their efforts in taking forward the work on strategic goals. The AIUK Section Chair highlighted the main issues being worked on by the Section including 'risk', formal descriptions of Board roles, new induction procedures for Board

members and formal descriptions of conflict resolution processes. Another initiative being taken is a documents area on the website for members only.

- 2.2 The AIUK Section Chair thanked the Governance Task Force for all their hard work in identifying the issues that need changing in the Section's constitution and standing orders, resolutions to the 2016 AGM will detail the constitutional changes for the members' discussion and decision, she asked the delegates for their support in bringing forth the changes required.
- 2.3 The AIUK Section Chair thanked outgoing Board members Rona Keen, Brian Gilda and Katie Boothby for their dedication and contributions to the AIUK Section Board. She thanked activists and members for their commitment, enthusiasm and hard work on all the campaigns and challenges confronted over the years.

## 3. DIRECTOR'S REPORT

- 3.1 **Kate Allen, AIUK Director** noted the various issues worked on by the movement, the relentlessness, expertise and solidarity displayed by the activists genuinely inspires people and makes a huge difference to furthering the cause of human rights. That is why Amnesty is successful; its real strength lies in the hope, courage and perseverance of its activists. This past year has seen crises in the Middle East, Africa and Europe, an ever growing refugee population and increasing cases of torture.
- 3.2 The Director updated the conference on the Section's priority campaigns – Stop Torture, My Body My Rights and Women in Afghanistan. The Section has also worked on Refugees, the Human Rights Act, and Individuals at Risk like Raif Badawi and Miriam Ibrahim. The Director updated the conference on her most recent trip to Israel/OPT. The Director informed delegates that along with colleagues at the International Secretariat she will be visiting Lampedusa to witness the situation there first hand; the Section will continue to call the UK Government to support an enhanced and effective search and rescue service. During this election campaign, AIUK will be urging all political parties to commit to this if elected.
- 3.3 The Director talked about the ambitions of the Section's Members at the Heart programme, complemented by the 'Connecting People' initiative – a drive to reach and engage more people across the UK, expanding the network of activists and supporters. The goal is to have more members doing more campaigning for more and greater impact in the world. The work done by members and activists matters, it makes a huge difference, it is how hope is maintained and real change achieved.

## 4. ADOPTION OF STANDING ORDERS

- 4.1 **Alex Pool, Standing Orders Committee Chair** informed conference that the Standing Orders Committee (SOC) received a total of 20 resolutions; one was rejected because it did not call for any action. The remaining resolutions have been allocated to three working parties. Working Party A will debate 7 special resolutions (changes to Amnesty International UK Section's Constitution), these resolutions require a

minimum 75% vote to pass and cannot be amended – they will be done by card vote. Alex Pool thanked the other members of the SOC, Paul Cooney and Arthur Davies and formally moved the SOC report.

4.2 The conference **ADOPTED the SOC report.**

## 5. **ADOPTION OF 2014 AGM MINUTES**

- 5.1 The Chair has been notified of two changes to the draft 2014 AGM minutes:
- Item 6.1 add the word ' Report' to the end of the sentence.
  - Item 15.1 amend the auditors name to read BDO LLP.

The **2014 AGM Minutes with the above amendments were ADOPTED.**

## 6. **ADOPTION OF 2014 AGM DECISIONS IMPLEMENTATION REPORT**

- 6.1 The conference ADOPTED the 2014 AGM Decisions Implementation Report.

## 7. **CALL FOR NOMINATIONS FOR 2016 AGM CHAIR, SOC, NOMINATIONS COMMITTEE AND CONFERENCE TELLERS**

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

## 8. **KEYNOTE PANEL DISCUSSION; "Why Our Rights Matter"**

- 8.1 Delegates heard from Jules Carey (Human Rights Lawyer, Partner at Bindmans LLP), Stephen Bowen, (Director, British Institute of Human Rights) Research Fellow at LSE), Ceri Smith (Senior Campaign Officer at Age UK) and Lily Caprani (Strategy and Policy Director at the Children's Society) during a panel discussion chaired by Chris Ramsey, Amnesty International's South West Regional Representative.

## 9. **AWARDS**

- 9.1 Dan Jones, AIUK's Creative Coordinator presented awards for outstanding activism and fundraising to the following groups/individuals;
- Ely Group (Cool Fundraising)
  - Reading Group (Campaigning for Women's Rights in Nicaragua)
  - NASUWT and NUT (Trade Union Campaigners of the year)
  - Simon Ware (Social Media Campaigner of the year)
  - Brighton Group (Outstanding Activists)
  - Birmingham Group (Outstanding Activists)
  - Orkney Group (Creative Campaigning)
  - Edinburgh St. Marks Group (Musical Agitators/ Campaign against Trafficking)
  - Henley College (For 'The Tale of the Ratification')
  - Blackheath & Greenwich (Fundraising)
  - Clevendon School ('Bounceathon' Fundraising)
  - Kineton High School Group (Worst joke – to cheer up

Ali Arrass in prison in Morocco)  
 - Ashford Youth Group (Non Stop Fundraising)  
 - Croydon High School (Fundraising)  
 - Kingston University Group (Fundraising)

## SUNDAY 19 APRIL

## 10. **TREASURER'S REPORT**

- 10.1 **Richard Cryer, AIUK Section Treasurer** presented (for the Section and the Trust combined) an update on the financial position. There have been some more legacies received bringing the final surplus to a total of £2.8m. In 2014, income was £27m. There has been an increase in supporters, for the first time since 2009, income from individual supporters increased 2.6% to £19.7m, there has been a record increase in legacies up by 53% to £5.4m, commercial income went up 11% to £0.7m and gifts from major donors decreased 13% to £1.6m. Expenditure for 2014 was £24.2m, a total £0.9m under budget. Salary costs were £0.3m below budget, some contingency budgets were not required resulting in a saving of £0.2m, IT and Digital project underspent by £0.1m and £0.3m respectively. The international grant totalled £8.7m for 2014; there was an increase in the proportion of that total going towards campaigning.

- 10.2 Projections going forward indicate a planned deficit of £0.4m in 2015 representing our increased fundraising budget in order to grow the movement. The target level of reserves stands at £3.7m and projections show that reserve figures will be below target. The Section is looking at robust long term planning, fundraising, reserves policy and risk. There will also be (after the 2015 ICM) a new methodology to calculate the Human Rights Distribution – a new term to replace 'assessment'. The new method will benefit Sections resulting in slightly lower payments to the international movement.

- 10.3 Richard Cryer, Treasurer formally moved two resolutions;
1. For the AGM to receive the Financial Statements, the Reports of the Board and Auditor for the year ended 31 December 2014.
  2. 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.

Both resolutions were **OVERWHELMINGLY CARRIED.**

## 11. **ACTIVISM SUB-COMMITTEE REPORT**

- 11.1 **Hannah Perry, Chair of the Activism Sub-Committee** reported on the impact Amnesty International UK's activists have made in the past year. She talked about the reach of Amnesty's work and the difference it makes to our campaigns and the individuals affected. She discussed the depth and breadth of Amnesty activists' reach, how they make use of local media, digital forums and networks. Amnesty now has 7 million activists around the world from 4 million in 2011, a remarkable increase. The work of Amnesty's activists networks, regional representatives, country coordinators and local groups have resulted in an unprecedented exposure of Amnesty's campaigns and human rights issues in



the country's media, both local and national reaching millions of people.

## 12. ELECTION OF CANDIDATES

- 12.1 **John Pestle, Returning Officer** informed delegates that Alex Pool was the only candidate for 2016 AGM Chair – he is therefore automatically elected. Kari Walker was the only candidate for the Nominations Committee – she was automatically elected. The Directors and Members Appeals Committee had three candidates for three places – Reg Pyne, Barrie Hay and Stuart Hathaway were all automatically elected. The conference heard from candidates for the Standing Orders Committee and an election was held.

## 13. AIUK SECTION BOARD QUESTION & ANSWER SESSION

- 13.1 AIUK Section's Board took to the stage and answered questions from members.

## 14. RESOLUTIONS FROM WORKING PARTIES

The AGM Chair explained the voting process and said that, unless a poll was called for, that voting would be by a show of hands and that if a resolution was passed or defeated it would be classified as having passed or failed 'overwhelmingly', 'comfortably' or 'narrowly'.

### WORKING PARTY A

#### 14.1 SPECIAL RESOLUTION A1; 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 SECTION 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.

The SOC were challenged on their call for card votes for all special resolutions, the Chair asked for a show of hands, a majority of delegates indicated their preference for card votes. All special resolutions were decided by card votes.

Special resolution A1;

Votes FOR 1,057

Votes AGAINST 0

The resolution was CARRIED OVERWHELMINGLY.

#### 14.2 SPECIAL RESOLUTION A2; 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 SECTION 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'.

Special Resolution A2;

Votes FOR; 1,093

Votes AGAINST; 33

The resolution was CARRIED OVERWHELMINGLY.

#### 14.3 SPECIAL RESOLUTION A3; TO UPDATE REFERENCES TO LEGISLATION

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

**Proposer: AIUK SECTION 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'.

Special Resolution A3;

Votes FOR 1,098

Votes AGAINST 0

The resolution was CARRIED OVERWHELMINGLY.

#### 14.4 SPECIAL RESOLUTION A4; 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 SECTION 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'.



Special Resolution A4;  
 Votes FOR 1,120  
 Votes AGAINST 10  
 The resolution was CARRIED OVERWHELMINGLY.

#### 14.5 SPECIAL RESOLUTION A5; 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 SECTION 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 favor 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.

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

Special Resolution A5;  
 Votes FOR 1,122  
 Votes AGAINST 6  
 The resolution was CARRIED OVERWHELMINGLY.

#### 14.6 SPECIAL RESOLUTION A6; 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 SECTION 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".

Special Resolution A6;  
 Votes FOR 1,122  
 Votes AGAINST 12  
 The resolution was CARRIED OVERWHELMINGLY.

#### 14.7 SPECIAL RESOLUTION A7; TERMINOLOGY

**Summary:** This special resolution replaces the term "International Executive Committee" with the term "International Board", pursuant to a 2013 ICM decision.  
**Proposer: AIUK SECTION 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)”.

Special Resolution 7

Votes FOR; 1,230

Votes AGAINST; 12

The resolution was CARRIED OVERWHELMINGLY.

#### 14.8 RESOLUTION A8; CONSTITUTION AND STANDING ORDERS REVIEW

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

**Proposer:** AIUK SECTION 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, informed by a wide-ranging consultation of members with a view to proposing a revised, updated Constitution to the 2016 AGM;
- b) The Board should ensure that any changes it deems significant are taken as separate Special Resolutions at the 2016 AGM; and
- c) 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.

There were speeches for and against the resolution; the majority of delegates voted for the resolution and it was CARRIED OVERWHELMINGLY.

### 15. RESOLUTIONS FROM WORKING PARTY B

#### 15.1 RESOLUTION 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 SECTION BOARD

After a friendly amendment, the substantive resolution now reads: 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 on the development of the strategic goals and theories of change 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.

The substantive resolution was CARRIED OVERWHELMINGLY.

#### 15.2 RESOLUTION 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 and theories of change 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 will usefully specify “the right to strike.”
- Under the goal on gender and equality, to specifically highlight education of girls and women.
- The goals should also refer to “new ways of organising and mobilising through partnerships and coalitions.”

The substantive resolution was CARRIED OVERWHELMINGLY.

#### 15.3 RESOLUTION B3; AMNESTY INTERNATIONAL’S STANCE ON ABORTION; PRO-CHOICE

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

**Proposer:** Chris Bovis

**Seconder:** 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 AGM 2016 would be informed of this and the AGM 2016 would be allowed a vote on whether to proceed with a motion to the ICM.”

An amendment was proposed by: Ellie May, Southwark Group

To replace 1.1 with: “To propose a resolution to 2017 ICM to commission an investigation into membership views into pro-choice.”

The amendment was **DEFEATED COMFORTABLY**.

The substantive resolution was voted on and it was **CARRIED COMFORTABLY**.

#### 15.4 RESOLUTION 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**

**Seconder: 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) and women’s 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.

The resolution was **CARRIED OVERWHELMINGLY**.

#### 15.5 RESOLUTION 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 to ensure a fair trial for political prisoners in Colombia;
2. Conduct further research into the detention of Colombian trade union leaders, including Huber Ballesteros;
3. Consider sending observers to the trial of Huber Ballesteros when it eventually takes place.

The resolution was **CARRIED OVERWHELMINGLY**.

#### 16. RESOLUTIONS FROM WORKING PARTY C

##### 16.1 RESOLUTION 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.

The resolution was **CARRIED OVERWHELMINGLY**.

##### 16.2 RESOLUTION 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 by undertaking campaigns on human rights abuses associated with asylum detention, paying attention to concerns about the following areas:

- The Detention Fast Track and Detained Non Suspensive Appeals Process
- The lack of a legal time limit to current detention practices which results in indefinite detention
- Promotion of alternatives to detention as outlined in Amnesty's 2009 publication *Irregular Migrants and Asylum Seekers: Alternatives to Immigration Detention*
- Promotion of greater judicial oversight and the rights and abilities of detainees to challenge the legality of their detention.

An amendment was proposed by Alex Jackson, Individual Member

To delete bullet point two of the original resolution.

**This amendment was DEFEATED OVERWHELMINGLY.**

The substantive resolution was voted on, it was **CARRIED OVERWHELMINGLY.**

### 16.3 RESOLUTION 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.

An amendment was proposed by Ulrike Schmidt, Waltham Forest Local Group;

1. To amend the first bullet point "Campaign against anti-Semitism in the UK" to read "Campaign against anti-Semitism, Islamophobia and racism".
2. In the second bullet point, add "racist and Islamophobic", after "Lobby the UK government to do more to tackle the rise in anti-Semitic...".
3. Towards the end of the second bullet point, add "and Muslims" before "population".

Speeches for and against the amendment were heard and it was **DEFEATED COMFORTABLY.**

A **second** amendment proposed by Artemis Kassi, Westminster and Bayswater Local Group to change the first bullet point to "Campaign against anti-Semitism includes anti- Jewish, Islamophobic and racist acts, in the UK".

**This amendment was DEFEATED OVERWHELMINGLY.**

A card vote was taken on the original substantive resolution.

Votes FOR; 461

Votes AGAINST; 468

The resolution was **DEFEATED.**

### 16.4 RESOLUTION 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 to assess the impact of the 2014 Immigration Act on victims of torture and trafficking.

**Proposer: University of Kent**

This AGM urges AIUK to acknowledge the challenges facing trafficking and torture survivors wrongfully held in immigration detention.

This AGM calls on AIUK to research the challenges facing trafficking and torture victims as part of any wider fact-finding venture on immigration detention. This research should include, but should not be limited to:

- a) The frequency with which victims of trafficking and torture survivors are detained in prisons and Immigration Removal Centres;
- b) Failures of the National Referral Mechanism and the impact this has on immigration detention;
- c) The prevalence of asylum claims rejected on the basis of torture and trafficking
- d) 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; and
- e) The ramifications of new legislation on potential torture and trafficking victims, including the Immigration Act 2014 and potential future expansion of Britain's detention estate.

An amendment was proposed by Rona Keen, AIUK Board;

To add in the second paragraph "to consider undertaking" between "This AGM calls on" and "research the challenges".

**The amendment was DEFEATED OVERWHELMINGLY**

The substantive resolution voted on and it was **CARRIED OVERWHELMINGLY.**

## 17. CAMPAIGN ROUND UP

17.1 The conference heard from Liesbeth Ten Ham, Regional Representative and Rachael Palmer, Youth delegate.

They rounded up the highlights of the activism during the conference, which included;

- Campaigning to keep the Human Rights Act
- Campaigning to give Syrian refugees a home
- An action on UAE/Dr. Mohamed Al-Roken
- Fundraising (selling raffle tickets)

## 18. ANNOUNCEMENT OF ELECTION RESULTS

18.1 John Pestle, Returning Officer gave conference the results for the Standing Orders Committee elections. Elected were Sheila Banks (969 votes), Anne McFarlane (569 votes) and Paul Cooney (506 votes).



## 19. PERMISSION TO DESTROY THE BALLOT PAPERS

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

## 20. CLOSING REMARKS

- 20.1 Vie Compton, Conference Chair thanked delegates for attending and for participating in the debates, the Board and Standing Orders Committee, the Returning Officers and the tellers, Blueprint and production crew, the Warwick University team, AIUK's Staff – working party leaders and secretaries, Ruth Dawson especially. Thanks to Selma Shirazi for taking minutes and to the Events Team Aikta Hancock, Fabiana Bertin and Georgia Mills. Ruth Breddal, Board member thanked all Amnesty Groups (820 in total) for all their activism during the past year. Alex Pool, SOC Chair in turn thanked Vie Compton for chairing the conference. The Conference Chair officially closed the conference and AGM and looked forward to seeing the delegates at the next conference in Nottingham on the 9 and 10 April 2016.

# AGM DECISIONS IMPLEMENTATION REPORT

- A1S** To move the provisions of the memorandum into the articles of association  
**A2S** To address the use of gendered terminology in the memorandum of association and articles of association  
**A3S** To update references to legislation  
**A4S** To clarify the decision-making process for removing a director who fails to attend three consecutive meetings without good cause  
**A5S** To facilitate decisions being taken outside board meetings  
**A6S** Nomination committee co-option  
**A7S** Terminology  
**Proposer:** AIUK Board

**These decisions have been implemented**

Special Resolutions A1S to A7S were the first stage in AIUK's constitutional review. They made a number of relatively simple, non-controversial changes to the Memorandum and Articles of Association that govern Amnesty International UK Section. The Memorandum and Articles of Association have been revised, the revised version has been lodged with Companies House and the correct version is available to view in the governance pages of our website.

## A8 CONSTITUTION AND STANDING ORDERS REVIEW

**Proposer:** AIUK Board

**This decision has been implemented**

The Board has completed its review, informed by the work of the Governance Task Force, which concluded in July 2015. A series of proposals were developed and a membership consultation took place during September and October. We received 4,180 responses and the results are available in the members' area of AIUK's website. Encouraged by the results of this consultation, the Board has tabled Special Resolutions to amend AIUK's Articles of Association and these will be decided at the 2016 Annual General Meeting. In presenting these Special Resolutions, the Board has sought to ensure that significant changes are presented separately. The Board has engaged the Standing Orders Committee (SOC) in a number of discussions about changes to AGM Standing Orders. The Board is grateful to SOC for its positive engagement and the changes that it will suggest to the AGM, whilst noting that some matters will require further consideration in the future.

## B1 AI'S STRATEGIC GOALS 2016-19

**Proposer:** AIUK Board

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

The 2015 ICM agreed AI's global Strategic Goals for 2016-2019. The goals agreed are expressed at a higher level than we anticipated at the 2015 AGM. They are:

Amnesty International will work towards a world in which:

- 1) **Everyone knows and can claim their rights** (*reclaiming freedoms*)
  - Those defending human rights are safe and supported
  - People know their rights and are empowered to claim them
  - People can claim their rights to speak out, organize and

challenge injustice

- 2) **Human rights and justice are enjoyed without discrimination** (securing equal rights for all)
  - Discrimination and identity-based violence are reduced
  - Progress towards equality on the basis of gender, sexual orientation and gender identity and expression is achieved
  - Economic, social and cultural rights are better realized in people's lives
- 3) **People are protected during conflict and crises** (*responding to crises*)
  - Those responsible for human rights abuses are held accountable and victims have access to justice, truth and reparation
  - People affected by or fleeing conflict, crisis, torture or persecution have access to adequate protection and assistance
  - Civilians are better protected through effective action by international, regional and national institutions and mechanisms
- 4) **Human rights abusers are held accountable** (*ensuring accountability*)
  - Human rights governance and accountability are strengthened at the national level, with a particular focus on supporting delivery of Goals 1–3
  - Regional and global human rights mechanisms are reinforced where national human rights protection is failing
- 5) **To best achieve this, we will be a truly global human rights movement of people defending human rights for all** (*maximizing our resources and engagement*)
  - Amnesty International is a larger, stronger and more diverse movement, with strengthened capacity to achieve human rights impact.
  - Active participation of a more diverse constituency is strengthened at all levels of Amnesty International's work.

AIUK's Board believes that there is an explicit reference to both 'new' and 'signature' issues and that the balance is appropriate. The goals do not make an explicit connection between economic, social and cultural rights and civil and political rights, not least because of the high level at which the goals are expressed. Nevertheless, the Board believes the relationship is implicit and inherent in Amnesty's belief that human rights are universal and indivisible.

The ICM did not agree plans for action for the strategic goals (this was never intended). However, it did discuss the draft 'theories of change' that are being developed by the International Secretariat. We welcome the approach being taken and believe that it is step forward in translating the goals into actions.

We are aware that resourcing and restructuring discussions continue at the International Secretariat and that some of these discussions are intended to facilitate the pursuit of the Strategic Goals and Global Campaigns.

Though not an ICM decision, the International Board's presumption is that 80% of the work undertaken by the IS and AI's Sections and structures will be devoted to the implementation of the global campaigns and strategic goals. The remaining 20% is for reactive and 'locally relevant' work. This is a welcome recognition of the importance of flexibility. Whether it is adequate is a question that is best answered in the light of experience.

## B2 STRATEGIC GOALS 2016-19 (TRADE UNION RIGHTS)

**Proposer:** Battersea and Wandsworth TUC

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

The specific wording sought by the AGM decision did not readily translate into the strategic goals resolutions tabled at the International Council Meeting. These were expressed at a higher level than anticipated at the time of AIUK's 2015 AGM. The Strategic Goals have therefore not changed in line with the decision. However, AIUK delegates were active on this issue and their contributions are reflected in narrative sections referring to trade union rights in the ICM outcome document. Referring to Working Party 1, these state:

*"The working party also attempted to define areas of best practices, as follows: ...*

- *Working with trade unions and using their networks, which has produced a significant response for Amnesty International campaigning. Additionally, trade unions are present in areas where Amnesty International needs to have presence, but has not yet been able to establish itself. The movement must remain clear and be mindful of the associated risks this relationship;...*
- *Building a coalition of HRDs which would bring together human rights organizations and trade unions."*

The Board is grateful for the Trade Union Network Committee's advice in the lead-up to the ICM.

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

**Proposer:** Chris Bovis

**This decision has been implemented.**

This decision called for a survey of members' views on Amnesty International's policy on abortion. The survey was carried out from 3 November to 3 December 2015, with 4,651 responses having been received.

There were 4,601 responses to the key question "Would you support an action by Amnesty UK's Board to request a review of Amnesty's policy on abortion, to allow the organisation to call for access to safe and legal abortion based on choice (pro-choice)?" Of these responses, 69.59% replied "yes", 18.76% replied "no" and 11.65% replied "don't know".

The Board therefore intends to table a resolution at the 2016 AGM to confirm that the Section wishes to seek policy change within the movement.

It is important to note that AIUK will remain bound by current movement-wide policy until such time as it is changed.

## B4 ADDRESSING IMPUNITY IN GUATEMALA

**Proposer:** Giacomo Manca di Villahermosa

**Implementation of this report is in progress and a further report will be provided to the 2017 AGM.**

The call for a Commission of Inquiry at the ILO remains in abeyance for tactical reasons in light of the TUC's evaluation of likely resistance in the Governing Body. Opportunities for progress are under permanent review.

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

**Proposer:** UNISON

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

In June, AIUK hosted a meeting between the International Secretariat's Colombia Team and UNISON and UCU, at which the team committed to further research regarding Ballesteros. It was noted that restructuring/relocation of the team was causing near-term capacity constraints in terms of new casework. The Colombia team has not yet received the information it requires from Ballesteros' union in order to evaluate his case. In view of the imminent restructuring of the team, progress is unlikely in the short-term.

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

**Proposer:** Colwyn Bay Group

**This decision has been implemented**

Having reviewed the Stop Torture campaign, plans have been revised and include the implementation of this decision as a priority for the remainder of the campaign. This includes an online and offline action for supporters, advocacy by staff and pursuing all media opportunities to raise the issue, for example at the time of Shaker Aamer's release from Guantánamo Bay. Staff have developed a plan of action to implement when the Intelligence and Security Committee finally delivers its report (date unknown). This will be an important moment for mobilisation.

A public briefing on the JSA will go on AIUK's website in the first quarter of 2016. Staff have raised concerns about the JSA in meetings with parliamentarians, where appropriate. Concerns about secret courts have been consistently included in media outputs relating to Amnesty's litigation and advocacy around the Investigative Powers Tribunal.

## **C2 ASYLUM DETENTION IN THE UK**

**Proposer:** Oxford City Group

## **C4 AIUK WILL UNDERTAKE RESEARCH INTO THE WRONGFUL DETENTION OF TORTURE AND TRAFFICKING VICTIMS IN BRITISH DETENTION**

**Proposer:** University of Kent Group

**Implementation of these decisions is in progress and a further report will be provided to the 2017 AGM**

Since last year's AGM, the primary focus of AIUK's Refugee and Migrants Rights Programme has continued to be the global refugee crisis, its impact in Europe and the UK's response. Nevertheless, we have extended our focus on immigration detention:

- AIUK submitted written evidence to and met twice with Stephen Shaw for his review of 'vulnerable persons' in detention.
- We have established our membership of the detention subgroup of the National Asylum Stakeholders Forum.
- A key focus of our advocacy on the Immigration Bill has been immigration detention.
- The AIUK members' Asylum Justice Project has decided to focus on immigration detention.

Through this work and through ongoing parliamentary advocacy and media statements, AIUK has enhanced its influence on immigration detention issues, while preparing to

conduct some more substantial research later in 2016.

The Home Office, during the ongoing revision of its guidance on internet access for detainees, has responded to some of our criticisms. For example, current draft guidance clearly expresses the value of internet access and the need to provide it. This will support detainees in insisting on such access. The guidance also highlights the importance of access to websites offering advice or supportive information that may be relevant to detainees' cases. However, there continues to be a refusal to grant access to social media, particularly Facebook.

Stephen Shaw's report expressly recognises two matters that we stressed to him. One is the top level point that everyone in detention is made vulnerable by being detained. It is significant in this regard that he begins his report with recognition that his 64 recommendations are in themselves insufficient, and recognises this general vulnerability. We also highlighted the shocking fact that there have been at least five times this decade when the UK has breached the prohibition of torture, inhuman and degrading treatment by its use of immigration detention. It is important that Stephen Shaw has given this prominence in his report.

The Shaw Report was published in January 2016. AIUK took the decision not to plan or undertake research prior to publication because we want to review the report and consider how it is received before deciding where to direct our attention. Our first and immediate priority for 2016 will be planning the UK's contribution to the global priority campaign on refugees (expected to launch in the autumn). It is likely that research on detention will commence in the second half of the year.

It should also be noted that the 2015 International Council Meeting decided that there should be a review of Amnesty's global policy on immigration detention and we will monitor this closely.

## **IMPLEMENTATION OF DECISIONS ADOPTED BY THE 2014 AGM**

At the 2015 Annual General Meeting, the Board stated that implementation of the following decisions was continuing. This reports on their progress.

### **B1 (2014) HUMAN RIGHTS ACT**

**Proposer:** Wirksworth and District Local Group

**This decision has been implemented.**

The Human Rights Act campaign received priority status during and after the 2015 General Election. Campaign and supporting information was provided to groups and AIUK also procured print and digital advertising.

This Government has maintained its stated intention to repeal the Human Rights Act and replace it with a British Bill of Rights, which Amnesty International believes would lower human rights protections in this country. Therefore, the campaign to Save the Act continues as a priority in our plans for 2016 and beyond.

### **B2 (2014) GARMENT WORKERS IN ASIAN COUNTRIES**

**Proposer:** Jerry Allen

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

AIUK staff and Country Coordinators engaged with International Secretariat staff to develop work in this area and a campaign goal was agreed. However, during 2015 it



became clear that this would not be a priority for the relevant International Secretariat country team. We therefore consider that this decision has been implemented to the extent possible by AIUK.

#### **B4 (2014) GUATEMALA**

**Proposer:** Tom Sparks

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

The Guatemala conference hosted by AIUK in 2014 remains the most substantive (and successful) outcome of the decision. On-going work rests primarily with the Country Coordinator, with IS and TU Community Organiser support.

#### **C2 (2014) NOMINATIONS COMMITTEE TERMS OF REFERENCE**

**Proposer:** AIUK Board

**This decision has been implemented**

Although this decision was adopted in 2014 and is effectively self-implementing (by creating new terms of reference), the Board has continued to monitor progress. The 2015 AGM was the first time that the new process of nominating and electing Nominations Committee members was considered. There was only one candidate for elections. However, she has engaged with AIUK's governance bodies in support of nomination, election and recruitment processes in line with the terms of reference. She has co-opted other members to assist the Nomination Committee's work.

#### **D2 (2014) SECRETARY GENERAL'S GLOBAL COUNCIL**

**Proposer:** York and Bury St Edmund's Local Groups

**This decision has been implemented.**

A proposal regarding the membership of the Secretary General's Global Council was agreed at the Board meeting in October 2015. It has been communicated to the International Board, with a request that they respond to the proposal in time to report back to the 2016 AIUK AGM.

#### **D3 (2014) LINKING MEMBERS WITH LOCAL GROUPS**

**Proposer:** Penzance Local Group

**This decision has been implemented**

We promote and encourage new individual members to join local groups using a number of techniques. For instance street fundraising teams have lists of local groups and encourage new joiners to get involved with local groups. The welcome email that all new members receive also informs people about how to get involved with local groups. We are also currently reviewing our activist spaces on the website and will improve the promotion of all forms of activism through this review.

The AIUK office regularly responds to requests from local groups to publicise events and activities to Amnesty members in their area. This is the process we have put in place in order to enable local groups to reach out to members in their area and to comply with data protection regulation.

#### **D6 (2014) GLOBAL TRANSITION PROGRAMME**

**Proposer:** Caroline Butler

**This decision has been implemented**

It took some time to ensure that updates on the Global Transition Programme were identified within the various international communications and forwarded to the relevant sub-committees. However, this has been addressed over

the past year. We most recently circulated information to the Board's International Issues Sub-Committee (IISC) and Activism Sub-Committee (ASC) ahead of their November 2015 meetings.

The August 2015 International Council Meeting included reports from the International Board and Secretary General. These noted that five regional offices were operational, with the following five to be established in 2015 and 2016. Whilst the programme was six months behind schedule, it remained on budget. It was noted that in 2012, approximately 100 International Secretariat staff were based outside London and that this was expected to rise to 300 by mid-2016.

We will continue to monitor reports on the implementation of the Global Transition Programme and share these with the ASC and IISC.

### **IMPLEMENTATION OF DECISIONS ADOPTED BY THE 2013 AGM**

At the 2015 Annual General Meeting, the Board stated that implementation of the following decision was continuing.

#### **A5 (2013) DISABILITY AND HUMAN RIGHTS**

**Proposer:** Rick Burgess

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

Following the adoption of this decision, AIUK liaised with its proposers and promoted their campaign – the WOW petition – to members. The petition successfully reached its target of 100,000 signatures, triggering a Parliamentary debate on the need for a human rights impact assessment of government cuts to benefits for disabled people.

Whilst we have continued to offer support and encouragement, AIUK has faced three obstacles to deeper engagement in this area. First, competing priorities (including work on mass surveillance and the Human Rights Act) have prevented us from freeing up staff time. Second, and more importantly, Amnesty International's policy on austerity measures is underdeveloped and this is a complex area of human rights law and standards. Third, there has been a very limited amount of research and campaign work undertaken by the global movement on the rights of disabled people more generally, and probably not enough to sustain a network as traditionally constituted at AIUK.

At the 2015 International Council Meeting, we were therefore pleased to vote for a successful resolution that calls on the International Board to consider human rights issues raised by austerity measures. This will take some time to complete and whilst we look forward to the results of this work and will remain alive to any future opportunities to work on disability rights, we feel that the decision has been implemented to the extent possible.

# NOMINATIONS COMMITTEE ANNUAL REPORT 2016

The Nominations Committee encourages a diverse and appropriately skilled set of candidates to apply for Amnesty International UK's board and its subcommittees. The role of the Nominations Committee is to seek out potential candidates, to advise and support them through the process.

This year, the three members of the Nominations Committee attended twelve conferences across the UK. We also started to review the information candidates receive and the way the roles are advertised.

We did not attract enough candidates for a board election this year and we need to understand what is stopping members from applying for these national posts.

We will

- attend conferences across the UK to seek out appropriate candidates
- review how we use social media in publicising roles
- help produce less complex application forms
- work with the board and its subcommittees in appointing non-elected posts
- be available throughout the AGM for informal discussions and are always available via email.

If you can help, have comments or questions contact us at [nomcom@amnesty.org.uk](mailto:nomcom@amnesty.org.uk)

**Kari Walker**, Nominations Committee Chair

# MEMBERS' AND DIRECTORS' APPEALS COMMITTEE REPORT

The Members' and Directors' Appeal Committee of Amnesty International UK Section is established under its Articles of Association [§11]. Its three members are elected by Members at every third AGM. Its role and function is to consider appeals by any Member or Director of the Section whose membership has been terminated by the Board of the Section. Its decision is final. The committee has not been called upon to consider any appeals in the past year which is fortunate because it currently has only 2 members. At the AGM Members will therefore elect a third member, who should have relevant experience in the conduct of appeals.

It has commenced work on the preparation of a new 'Procedures Document' for the conduct of appeals.

# UPDATE TO THE REPORT OF THE AMNESTY INTERNATIONAL UK GOVERNANCE TASKFORCE (GTF) PRODUCED FOR THE 2015 AGM

## 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 subgroups, 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. 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.

The GTF has met on two occasions since the AGM to conclude its work. We have agreed 2 additional recommendations regarding the composition, Terms of Reference, transparency and workings of Board Committees. In the main however, we have concentrated our efforts on working with the Board, advising them on the next stage of consultation on and consideration of reform of the Constitution, Articles and Standing Orders.

## CONCLUSION

The list of all GTF recommendations on the website (which has been fully updated to reflect their current status) should give you some idea of the breadth and scale of GTF considerations.

It has not been an easy task – it took us quite a while to find our feet and to gel together as a group. Some of our debates have been robust, which is not surprising given the passion everyone feels for the organisation and its membership, but through dedication and sheer hard work the GTF has produced well-reasoned recommendations the vast majority of which have been agreed by the Board and many of which are already making a significant difference to the governance of AIUK.

Our task has now concluded but there is still work to be done and we would encourage all members to engage in the next stage of consultation and participate in the decision making process.

I wish to again thank everyone involved for their participation, hard work and support of me as the Chair.

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

**Sheila Banks, Chair GTF  
July 2015**

### GTF Members:

Clive Briscoe  
Malcolm Dingwall-Smith  
Eilidh Douglas  
Ciarnan Helfetty (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
27/7/13	Set up SGs define and add to remits; define overarching issues; Publish all papers/reports; Invitation to unsuccessful applicant	
12/10/13	Create FAQ	
16/11/13	Seek extension of term of GTF	Resolution agreed by AGM
11/01/14	<i>Chairs' Forum:</i> a. That a formal request be made by our Chair to the Chairs' Forum/Assembly Steering Committee that as soon as the Agenda for the Chairs Assembly is put together Section Chairs are advised of any items where it would be helpful for Sections and Structures to seek input and/or views of their memberships; ideally this information should be sent ahead of the finalised agenda; b. that our Section Chair and Vice Chair, along with representation from the IISC and AMSC and if appropriate the FSC, should then consider which items would need consultative input.  To hold an AGM workshop on Governance  Nominations Committee: revised TOR including co-option of additional member  Survey of Board and ex Board members to inform skills/roles work	Agreed by Board     Held at AGM Resolution agreed by AGM Undertaken
08/03/14	Board develop a Protocol for version control of all Governance documents.  Not to work on 'balance between Governance and the executive'  Consultation with key activists via Chairs email on AIUK role statement.	Agreed by Board  Agreed by Board Undertaken
17/05/14	That a specific template is designed for the Chair's email so that it can be more easily identified and be more user friendly.  The terms of reference of Board subcommittees should be reviewed and include the following information: a. The role of the subcommittee and relationship with the Board, other representative bodies and the wider membership b. The method of appointment of members c. Any permanent features of its composition d. Method of communication (if any) with the Board, other representative bodies and the wider membership  Each representative body (STAN committee, Country Coordinator Steering committee, Regional Reps Forum, Trade Union Network Committee, Youth Advisory Group ) should have terms of reference and these must include the following information: a. The role of the representative body and its relationship with the Board, other representative bodies and the members it represents b. The method of appointment of members to the representative body c. Any permanent features of its composition d. Method of communication (if any) with the Board, other representative bodies and the members it represents  Consistent procedures should be designed and agreed for the "sign-off" of the terms of reference for Board subcommittees and all representative bodies and this procedure should be set out in the terms of reference themselves  The following representative bodies should be re-designated as "forums": STAN committee, Country Coordinator Steering committee, Regional Reps Forum, Trade Union Network Committee, Youth Advisory Group. For example: the Student Action Network Forum, the Country Coordinator Forum, the Regional Reps Forum, the Trade Union Network Forum and the Youth Advisory Forum.  Current AI UK e-mail circulation lists should be reviewed and clear criteria agreed for the purpose of each list and the membership.  Each representative body (see recommendation 5) must always consider some reports from the Board at its regular meetings ( eg could be Board agenda, minutes and/or supporting papers).	Agreed by AGM  Agreed by Board    Board referred to ASC – ASC have recommended agreement    Board referred to ASC who agree but with shown amendment  Board referred to ASC who are looking to draw up alternate proposals  Agreed by Board  Board referred to ASC who want for clarification

	<p>Each representative group should be given the explicit right to raise matters/ issues with the Board for its consideration and be entitled to receive a response from the Board.</p> <p>There should be a standing item on every Board agenda “Matters raised by forums”</p> <p>The record of matters raised and the Board response should be available for the wider membership e.g. on the website</p> <p>A representative of the Board should attend a minimum of one representative forum meeting a year and each one of the regional conferences each year</p>	<p>Board referred to ASC who want clarification</p> <p>Board referred to ASC who rec agreement</p> <p>Agreed by Board</p> <p>Agreed by Board</p>
19/07/14	<p>Paper on recommendations concerning financial accountability of the IS to AIUK</p> <p>Guide for Benchmarking exercises</p>	<p>Board referred to Finance C'ttee</p> <p>Agreed by Board</p>
13/09/14	<p>Recommendations on the relationship between AIUK governance and the 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>	<p>Board referred to IISC with varied response</p> <p>IISC to review</p> <p>Sent to Board</p> <p>Agreed by Board</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 nonbinding on Board.</p> <p>Communicate to members, mechanisms for engaging with members on policy making outside of general meetings.</p> <p><i>Pre-General Meeting:</i></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>General Meetings – Debating Procedures: Maintain working parties</p> <p><i>Amendments:</i></p> <p>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>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</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>Board of Directors – <i>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>	<p>Sent to Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p> <p>Agreed by Board</p>
10/01/15	<p><i>Communications:</i> Develop a digital strategy for Governance and consider having an online 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 – GTF to recommend documents to be included</p> <p>Activism Sub Committee should be responsible for oversight of future consultation</p>	<p>Sent to Board</p> <p>Agreed by Board</p> <p>Sent to Board</p> <p>Agreed by Board</p>
30/05/15	<p>Board committees to consider and make recommendations to Board on their composition and membership requirements which, on approval should form part of terms of ref</p> <p>Level of transparency for committees should be same as for Board</p>	<p>Sent to Board</p> <p>Sent to Board</p>



# 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 2016**

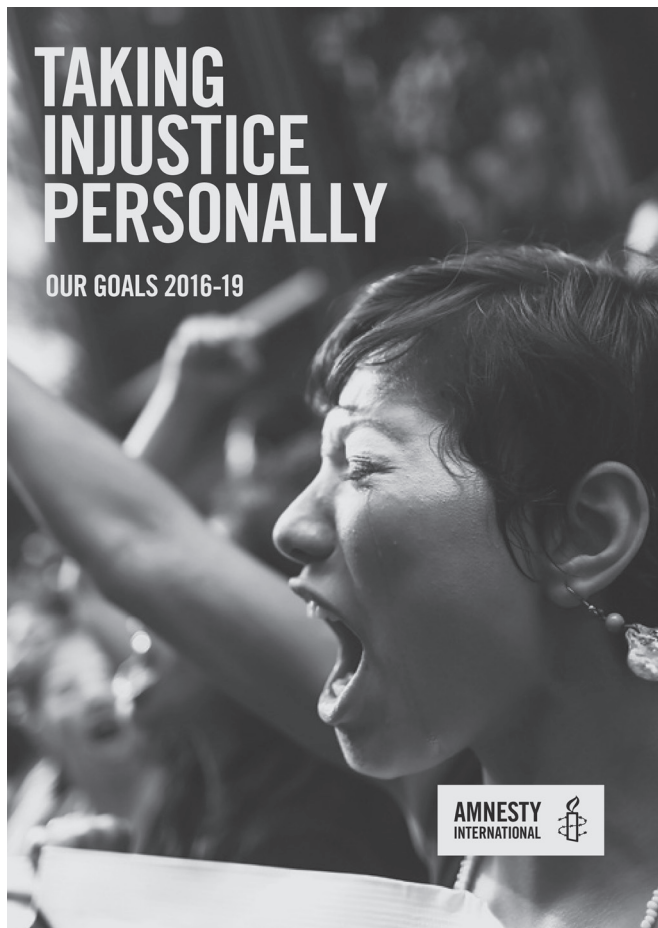
## **SECTION 3: WHERE IS AMNESTY INTERNATIONAL GOING?**

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Download this report at  
[www.amnesty.org/en/documents/pol10/3137/2016/en/](http://www.amnesty.org/en/documents/pol10/3137/2016/en/)

# AMNESTY INTERNATIONAL GLOBAL STRATEGIC GOALS 2016-19

## TAKING INJUSTICE PERSONALLY

The world is changing. We're changing with it.

We're changing the way we work and shifting resources to strategic locations around the world.

With a stronger global presence, we'll support more people to know, claim and enjoy their human rights.

We'll apply more pressure nationally, regionally and internationally.

We'll move faster. We'll work on a greater scale. We'll focus on the issues most relevant to people's lives.

Our legitimacy will grow as we build a truly global movement, defending human rights for all.

These are challenging times for justice and human rights.

Inequality is rising. Armed conflicts, mass movements of people and competition for scarce resources are leaving people vulnerable.

And while more people are striving to get their voices heard, states are responding by cracking down on human rights – often in the name of protecting public order or ending terrorism. To respond to our changing world and to build a truly global human rights movement, we're undergoing the biggest transformation in our history.

These goals outline how we will shift the way that human rights are fought for and achieved, engaging where we can and confronting where we must.

To achieve lasting progress worldwide, we will ensure we always:

- Analyse why human rights abuses happen, guided by the people whose rights are violated
- Identify the most effective ways to create change
- Confront and expose states, corporations and institutions that violate rights
- Act quickly and effectively to support prisoners of conscience and people facing injustice
- Innovate to achieve the most powerful impact
- Put women's human rights and gender equality at the heart of our work
- Remain ready to change in the face of new challenges
- Work with partners who share our determination
- Support people to claim the human rights that we all share.

### OUR MISSION

is to undertake research and action focused on preventing and ending grave abuses of these rights.

### OUR VISION

is a world in which every person is able to enjoy the human rights enshrined in the Universal Declaration of Human Rights and other international human rights standards.

# 1 RECLAIMING FREEDOM

A world in which everyone knows and can claim their rights

Across the globe, unaccountable and unethical leadership has triggered passionate protest – often led by young people via mobile phones and online.

But as people push for greater involvement in decisions that affect their lives, attacks on peaceful protestors, journalists, human rights defenders and civil society organizations are growing.

We must turn the tide in favour of fairness and justice. To do this, we will help communities to access the information and tools they need to claim their human rights – and to build societies that truly respect them.

## WE WILL WORK TO CREATE A WORLD WHERE:

### **PEOPLE DEFENDING HUMAN RIGHTS ARE SAFE AND SUPPORTED**

*We'll do this by:*

- Highlighting and reducing attacks on human rights defenders
- Providing training and new technology – especially to women and marginalized individuals
- Supporting laws and policies that allow civil society to thrive
- Tackling laws and policies that prevent people from defending human rights.

### **PEOPLE KNOW THEIR RIGHTS AND ARE EMPOWERED TO CLAIM THEM**

*We'll do this by:*

- Pushing for government action that ensures human rights education
- Empowering people – especially young people – to defend human rights, starting in their communities.

### **PEOPLE CAN CLAIM THEIR RIGHTS TO SPEAK OUT, ORGANIZE AND CHALLENGE INJUSTICE**

*We'll do this by:*

- Tackling laws that prevent people from protesting on or expressing their views
- Pushing for effective legal protections for whistleblowers
- Ensuring surveillance measures meet human rights standards.

# 2 SECURING EQUAL RIGHTS FOR ALL

A world in which human rights and justice are enjoyed without discrimination

Around the globe, millions of people face political, economic, cultural and social exclusion – often in spite of anti-discrimination laws.

In many cases, women have less economic and political power than men, even in countries where rights are well protected. Gender-based violence remains a huge problem.

And for the many people who face multiple types of discrimination – for example, a combination of prejudice based on race, ethnicity, gender or sexual orientation – the impact can be particularly severe.

At Amnesty International, we will continue to fight for equality – and especially gender equality – worldwide. And we will protect the rights of groups who are discriminated against on multiple grounds.

## WE WILL WORK TO CREATE A WORLD WHERE:

### **DISCRIMINATION, INCLUDING VIOLENT DISCRIMINATION, IS REDUCED**

*We'll do this by:*

- Supporting people who face discrimination to speak out and seek justice
- Working to reduce hate crime
- Pushing governments to provide protection from violent discrimination
- Working to ensure that that discrimination doesn't affect criminal justice
- Tackling laws, policies and organisations that discriminate
- Supporting stronger national frameworks to promote equality.

### **PROGRESS IS MADE TOWARDS EQUALITY BASED ON GENDER, GENDER IDENTITY AND SEXUALITY**

*We'll do this by:*

- Campaigning for more effective laws to prevent discrimination on the basis of gender, gender identity or sexual orientation
- Supporting people who experience discrimination because of their gender, gender identity or sexual orientation to stand up for their rights and seek justice.

### **MORE PEOPLE CAN ENJOY THEIR ECONOMIC, SOCIAL AND CULTURAL RIGHTS**

*We'll do this by:*

- Giving people the tools, information and opportunities to demand their rights and hold decision-makers to account
- Supporting people to access services that help them enjoy their rights
- Pushing for stronger legal frameworks to protect economic, social and cultural rights
- Supporting the UN Sustainable Development Goals.



## 3 RESPONDING TO CRISES

### A world in which people are protected during conflict and crises

Every year, hundreds of thousands of people are killed during conflicts and crises, while millions more are left needing protection and support.

The widespread availability of weapons puts civilians at enormous risk. Regional and international bodies often fail to provide adequate protection. And perpetrators of war crimes and other violations frequently escape punishment.

We will continue to play a leading role in responding to conflicts and crises by pushing international institutions to act effectively, protecting people from the irresponsible arms trade and seeking to ensure that international borders are never closed to people who need aid or refuge.

#### WE WILL WORK TO CREATE A WORLD WHERE:

##### **CIVILIANS ARE BETTER PROTECTED THROUGH EFFECTIVE ACTION BY NATIONAL, REGIONAL AND INTERNATIONAL INSTITUTIONS AND MECHANISMS**

*We'll do this by:*

- Calling on permanent members of the UN Security Council not to use veto powers if mass atrocities are taking place
- Supporting regional and international institutions to protect rights, particularly women's rights
- Campaigning for UN Security Council resolutions to be consistently implemented.

##### **PEOPLE AFFECTED BY CONFLICT, CRISIS, TORTURE OR PERSECUTION HAVE ACCESS TO ADEQUATE PROTECTION AND ASSISTANCE**

*We'll do this by:*

- Supporting refugees, asylum seekers and people displaced by conflict to safely access support and protection
- Pushing for better protection for refugees and asylum-seekers
- Pressing for government action to combat xenophobia and racism.

##### **THOSE RESPONSIBLE FOR HUMAN RIGHTS ABUSES ARE HELD ACCOUNTABLE AND VICTIMS HAVE ACCESS TO JUSTICE, TRUTH AND REPARATION**

*We'll do this by:*

- Seeking effective national laws on genocide, war crimes, crimes against humanity, enforced disappearances and torture
- Pushing for laws and measures that ensure universal jurisdiction for international crimes
- Supporting hybrid and international courts when domestic legal systems lack accountability for international crimes
- Helping people – especially women – to seek justice when their rights are violated during conflicts and crises
- Exposing and pushing for action on irresponsible arms transfers
- Working to reduce the use of explosive weapons in populated areas.

#### **'Action is the antidote to despair'**

**Joan Baez**

Folk singer, activist and Amnesty ambassador of conscience 2015

## 4 ENSURING ACCOUNTABILITY

### A world in which human rights abusers are held accountable

Justice systems too often fail to deliver accountability – particularly for marginalized groups. When this happens, human rights treaties and laws become hollow promises.

So holding governments to account is critical, and persuading emerging powers to consistently support human rights has never been more important.

The challenges remain significant. Regional mechanisms are overstretched. The International Criminal Court faces difficulties. Abuses by non-state bodies, such as businesses, make the situation more complex. As do abuses by governments beyond their borders.

But we will continue to demand accountability focusing on change, at a national level while working regionally and internationally.

#### WE WILL WORK TO CREATE A WORLD WHERE:

##### **REGIONAL AND GLOBAL HUMAN RIGHTS MECHANISMS ARE REINFORCED WHERE NATIONAL RIGHTS PROTECTION IS FAILING**

*We'll do this by:*

- Improving access to justice through regional rights systems
- Strengthening international bodies to ensure accountability for the most serious human rights abuses.

##### **HUMAN RIGHTS GOVERNANCE AND ACCOUNTABILITY ARE STRENGTHENED AT A NATIONAL LEVEL**

*We'll do this by:*

- Pushing for national laws and standards that comply with international laws and standards – and deliver justice for everyone
- Strengthening mechanisms for bringing perpetrators of international crimes to justice
- Working to eliminate the death penalty
- Pushing for stronger protections against corporate human rights abuses
- Persuading governments – especially of emerging powers – to promote human rights in foreign policy.

## 5 MAXIMIZING OUR RESOURCES AND ENGAGEMENT

We will be a truly global human rights movement of people defending human rights for all

Our ability to change the world depends on our ability to move millions of people worldwide to join us.

So we will focus on building the strongest possible global movement of people who are passionate about defending human rights.

And we will ensure we are set up to deliver success – and to achieve the strategic goals outlined in this document.

### WE WILL WORK TO ENSURE THAT:

#### **AMNESTY INTERNATIONAL IS A LARGER, STRONGER AND MORE DIVERSE MOVEMENT WITH GREATER CAPACITY TO ACHIEVE HUMAN RIGHTS IMPACT**

*We'll do this by:*

- Engaging 25 million people to take action for human rights each year with us by 2020
- Inspiring four million people to donate in support of human rights each year – raising €400m in combination with gifts from our biggest donors.

#### **AMNESTY INTERNATIONAL IS STRENGTHENED THROUGH ACTIVE AND DIVERSE PARTICIPATION AT ALL LEVELS**

Amnesty International is a global movement of more than 7 million people who take injustice personally. Together, we are campaigning for a world where human rights are enjoyed by all.

We are funded by members and people like you. We are independent of any political ideology, economic interest or religion. No government is beyond scrutiny. No situation is beyond hope.

Help us push for a fairer world today. Your actions could help bring torturers to justice. Protect refugees fleeing violence. Or release people who have been jailed just for speaking out.

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# AMNESTY INTERNATIONAL UK STRATEGIC PLAN 2016-2020

## Introduction

*Amnesty International'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.*

Our goal for 2020 is that we'll be a decisive step closer to this vision – a world where everyone is able to enjoy their human rights.

There is a significant task ahead of us. The context for this plan is a world in which human rights continue to be severely under threat.

We know of 42 conflicts in the world including Yemen, Iraq, Syria, Burundi, South Sudan, Ukraine, and Israel, Palestine.

We now have the worst global refugee crisis since the end of the Second World War. There are a staggering **60 million** displaced people.

There is a worrying global trend towards diminishing our freedoms to defend human rights

Even here in the UK, we are concerned that we are seeing a regression of human rights.

Amnesty is needed as much if not more than ever. We are therefore rightly ambitious in this plan to effect real change for human rights and to strengthen our movement in order to do this.

The next five years must be a time of sharp focus on achieving real human rights change and on building the grassroots movement described by the Director of Amnesty Brazil:

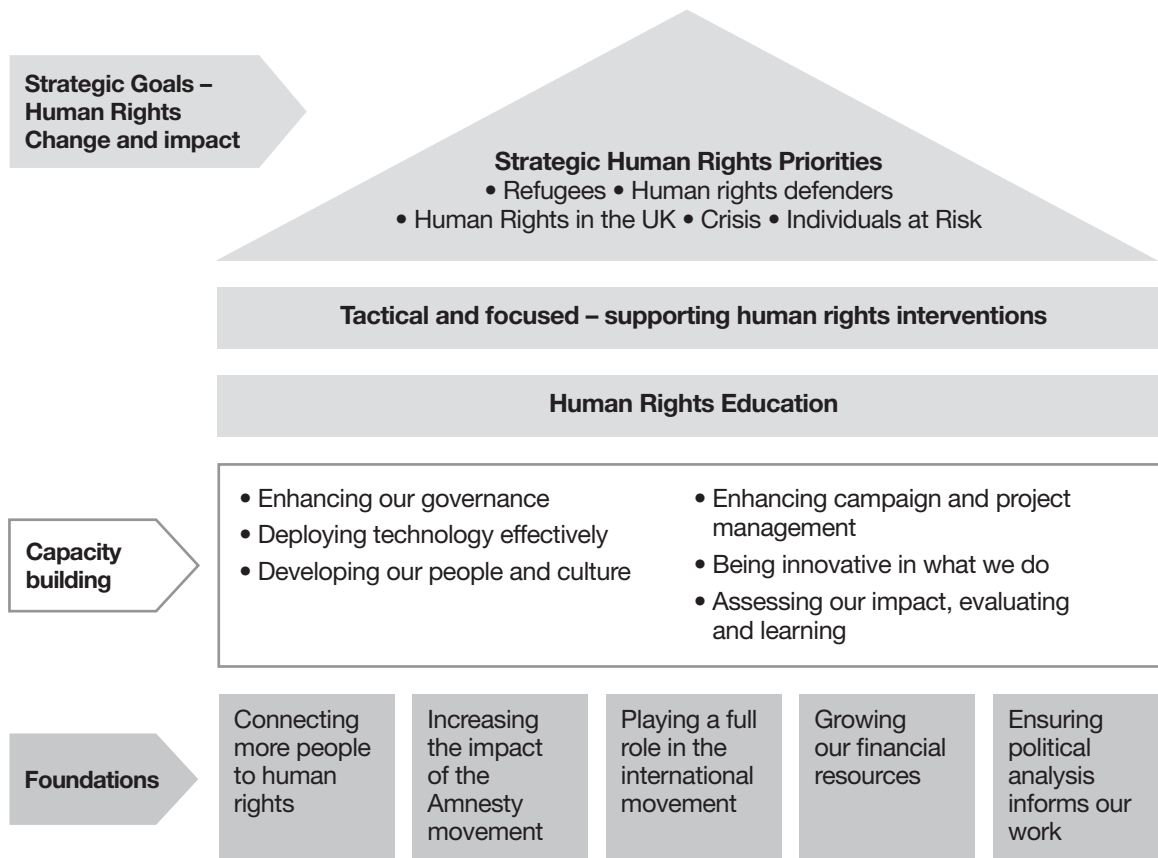
*"We're creating a new kind of force for human rights. It combines the worldwide strength and reputation of Amnesty, with the voices of grassroots activists everywhere".*  
– Brazil Director

Where the last five years were a time of transition within Amnesty order to enable the movement to increase its impact, these must be the five years where we deliver that impact. We are united as a global movement and clear about our strategic goals. We have a new global financial model which will support our ability to be financially stable and the work we are doing to move Amnesty closer to the ground is underway and bearing fruit:

AI Mexico now has **1.5m** activists on line  
AI India now has **75,000** paying members  
AI Brazil inspired **250,000** actions on a recent campaign

In terms of global investment we have moved from **13%** of the international budget being spent in the global south in 2011 to **47%** today. A massive change.

## AIUK STRATEGIC PLAN 2016-2020 SUMMARY



At AIUK we have much to build on including some key campaign successes, increasing the number of people taking action, impressive media profile, and a return to fundraising growth.

In creating the plan to deliver our vision for AIUK for the next five years, we have established five guiding principles:

1. **To learn from** our experience over the past 5 years and our analysis of the world we see now
2. **To focus the plan** so that it can properly direct our work and determine where we put our energy and resources.
3. To ensure a depth of focus on our priority campaigns, **aligning human rights programmes and communications** with these campaigns as their first priority
4. To **build on our foundation** strategies
5. To **ground everything in our vision** to take a decisive step closer to a world where everyone is able to enjoy their human rights.

We have chosen five strategic priorities for our human rights work as well as to broaden our work on Human Rights Education. These priorities are grounded in the strategic goals of the Amnesty movement as well as feedback from Amnesty members and our analysis of where AIUK can make most impact. We will therefore focus our campaigning on refugees, human rights defenders, human rights in the UK, Individuals at Risk, Crisis and Human Rights Education.

We have identified the areas we need to develop in order for us to achieve those goals: governance, innovation, technology, monitoring and evaluation, campaign and project planning and people and culture.

And underpinning the plan are five foundations: connecting more people to human rights, developing the impact of the movement, political analysis, our role in the global movement and growing our financial resources.

This plan has ambitious goals for growth in people and financial support, and for the human rights goals this growth will help us to achieve.

Key to all that we do is our belief in the power people to achieve positive change. We are a movement of people, for people and it is in the hands of people to create a world where we can all enjoy our human rights. In this plan we take inspiration from Amnesty's founder and his vision of a movement of people, acting together for change. His words in the article he wrote in 1961 which launched Amnesty are as true today as they were then:

"Open your newspaper – any day of the week – and you will find a report from somewhere in the world of someone being imprisoned, tortured or executed because his opinions or religion are unacceptable to his government. The newspaper reader feels a sickening sense of impotence. Yet if these feelings of disgust all over the world could be united into common action, something effective could be done."

## Our Human Rights Priorities

### PROTECTING THE RIGHTS OF REFUGEES

**We will work with the Amnesty International movement to develop and carry out a new global campaign to ensure that people fleeing conflict, violence and persecution can receive the protection that they need.**

The world is in the midst of a refugee crisis that is unprecedented in its scale. In 2015, nearly 60 million around the world had been forcibly displaced by conflict, violence and persecution. Of these, more than 19 million were living outside their home country. The overwhelming majority (86%) are hosted by developing countries. International responses have failed to meet the scale of the challenge. Worse, the policies of some countries have been prohibitive and punitive, often demonising those who need protection.

During the first half of 2016, we will reprioritise our campaigning resources to help plan a new global campaign to improve access to protection for those who are fleeing conflict, violence and persecution, to support more effective approaches to international resettlement and to ensure that governments take effective measures to ensure that the refugees and asylum-seekers are free from discrimination and the threat of violence. We will contribute to international plans and identify the specific contributions that we can make from the United Kingdom as we prepare for the launch of this new campaign in late 2016.

### PROTECTING THE SPACE FOR CIVIL SOCIETY

**We will work with the Amnesty International movement to develop and carry out a new global campaign to protect freedom of expression, association and assembly and reverse the shrinking of civil society space.**

In many parts of the world, governments are cracking down on dissidents, human rights defenders and organisations that are perceived to oppose powerful interests. Hungary's use of tax and audit powers, Russia's Foreign Agents Law, Egypt's Law on Associations, India's Foreign Contributions (Regulations) Act, are but a few examples of the laws and policies that are shrinking the free space in which civil society can operate. Online censorship and mass surveillance exacerbates the problem. And, sadly, imprisonment, harassment, torture and murder of human rights defenders continues.

During the first half of 2016, we will reprioritise our campaigning resources to help plan a new global campaign to address this shrinking civil society space. We will contribute to international plans and identify the specific contributions that we can make from the United Kingdom. We will launch this new campaign during 2017.

### ENSURING THAT HUMAN RIGHTS ARE RESPECTED, PROTECTED AND PROMOTED IN THE UK

**Throughout the strategic period, we will create a more positive understanding of human rights so that by 2020 politicians and the media do not undermine human rights protections in the UK or in their approach to foreign policy. We will help to ensure that the Human Rights Act is retained and people in the UK remain able to assert their rights in UK courts.**

We have over the past few years seen a pull back on human rights issues. Some elements of the media and political commentators have toxified human rights domestically by reframing them as protecting only criminals and terrorists. The

government plans to repeal the Human Rights Act in the UK and we are also witnessing a recalibrating of UK foreign policy which is focussed on commercial diplomacy, promoting a trade and prosperity agenda over human rights issues.

It would appear the pendulum has swung backwards for Human Rights in the UK and our challenge is to ensure that this is reversed.

This campaign proposes to look at the UK government as a human rights actor both at home and abroad. It will have two distinct and interconnected strands – Human rights protections for people in UK (comprising the Human Rights Act campaign and another issue campaign) and Human Rights and foreign policy (this will draw on the programme work – especially arms, business and women's rights issues).

### RESPONDING TO HUMAN RIGHTS CRISES

**Where there are significant human rights crises, we will help to prevent, stop, diminish or relieve human rights violations or abuses.**

In 2015, there were more than 40 conflicts taking place in the world. These conflicts have serious implications for human rights including unlawful killings, forced displacement, ethnically motivated attacks, disappearances, abductions and sexual violence. AIUK's work on crisis is currently dominated by, but not limited to, our work on Syria. We expect to maintain this focus for the first year of the plan at least.

Over this plan we will work alongside the global movement to strengthen our ability to respond quickly and effectively to crisis situations, sharing expertise and intelligence across the movement as we do so. We will seek to influence the UK government to more rigorously use their influence on EU and global platforms to ensure that civilians are protected, violations of international law are publically criticised and accountability mechanisms are in place to investigate violations following AIUK interventions.

### PROTECTING INDIVIDUALS AT RISK

**Throughout the next five years we will have secure improvements in the lives of individuals and communities at risk, including improved conditions, providing solidarity and assistance, raising morale and partnering with individuals at risk to enable their own campaigning. By 2020, we will have significantly increased the number of people campaigning for individuals at risk and we will increase the impact we have in this key area of our work.**

Individuals at risk always has been, and will continue to be, a key part of our work. We have substantial evidence of the impact of our campaigns on individuals at risk and we understand the power of solidarity for those people at risk. The mid-term evaluation of the global torture campaign highlights the impact of mass activism on achieving change for individuals and we know that our actions for individuals can and do inspire significant numbers of people to take action.

We are concerned about the global trend towards shrinking the space for human rights defenders and the resulting expectation that this will put more human rights defenders at risk, increasing the need for our work in this area.

We will maintain the individuals at risk programme over the plan period, developing its scale and increasing the visibility of cases for activists and the public. We will work to further



develop our ethical responsibility towards individuals at risk across our work, including by ensuring our work in this area is accountable, participatory and gender balanced.

### **EDUCATING PEOPLE ABOUT THEIR HUMAN RIGHTS**

**We will ensure that all children, young people and adults in the UK have access to human rights education in order that everyone in the UK knows, values and can claim their rights.**

The more that people understand what human rights are, the more willing and able they become to appreciate their own rights and defend the human rights of others. This has been the basis of our human rights education work for many years. Working with teachers, their unions and through our own volunteer supporters, we have helped to enrich the understanding of human rights for tens of thousands of schoolchildren and many thousands of adults.

Alongside the global movement, we increasingly see human rights education as essential to our long-term impact, not only by helping people to better to understand the campaigns and issues that we are currently working on but by helping to build a broader understanding and appreciation of human rights as an end in itself.

Over this plan period we will embed and build on our HRE work in schools, broadening out beyond formal education settings and also beyond children to enable adults to also access HRE. We will do this working alongside teachers and alongside our voluntary network of school speakers and trainers.

## **The Foundations of this Strategic Plan**

### **INCREASING THE IMPACT OF THE AMNESTY MOVEMENT IN THE UK**

**We will develop the UK's most vibrant and effective activist network, making the most of the increasing number of people who will engage with Amnesty by 2020. We will develop new and innovative ways in which Amnesty members and supporters can use their skills, time and expertise for human rights.**

Amnesty International was inspired by a vision of human rights impact achieved through collective action and this vision remains at the heart of how we achieve change. We have always been an effective voluntary movement, led by members and with members playing key campaigning roles on specific issues and within communities. Over this plan, we want to strengthen this further.

We will create a stronger grassroots infrastructure to support campaigning. This will include creating systems, communications content and platforms that enable activists to undertake their own campaigning and collaborate with each other, without having to go through AIUK's offices. When people are willing to donate their time, skills and energy to fighting for human rights or strengthening our organisation, we want to give them the opportunity and the tools to do it. Through the campaigning work of country coordinators, thematic networks other activists and staff we will deliver tactical campaigns on a wide range of specific countries and issues. These will be occasionally scaled up to become a priority for AIUK as a whole.

As we facilitate the establishment of more networks of human rights interest, we will also create networks of skills and creativity, making greater use of technology to share ideas and to enable people to come together, virtually as well as through powerful and inspiring events.

### **GROWING OUR FINANCIAL RESOURCES**

**By 2020, in order to fund more human rights work (domestically and internationally), we will have increased annual income by 38%, to £34 million (£24 million net income), with at least 60% of our income (and 86% of our supporters) being from sustainable sources throughout the period.**

Amnesty's global movement has high ambitions to achieve even greater human rights change over the course of the next strategic plan. AIUK shares that ambition. We want to expose more abuses and help more people to overcome them. We want more people to understand and realise their rights. We want more people to join our struggle and lend their solidarity to the victims and survivors of human rights abuse. For Amnesty International to achieve significantly more human rights impact, in the UK and internationally, we need to grow the income that enables this to happen.

We plan to increase our annual income from a forecast £24 million in 2015 to £34 million in 2020 (growing net income from £18.4 million to £24 million). We will grow the number of financial supporters from just under 210,000 to more than 250,000 during this time (maintain 86% committed supporters: members or regular givers), contributing to our goal of connecting 2% of the UK population. We will do this by making significant additional investments over the period (including diversifying our channel mix), by more clearly articulating why human rights and Amnesty matter and how financial support contributes to human rights protection (our fundraising proposition) and by establishing more efficient processes to protect our investment and retain support.

Whilst we will remain a movement of people, funded by people, we will also seek to diversify our income, with at least 30% being from non-individual giving sources. We will seek larger, multi-year grants from major gift funders, including trusts, statutory and major donors. We will invest in the limited expansion of our retail bookshops (from 7 to 11 outlets) and explore opportunities to increase income from merchandise. We will innovate and experiment with new forms of fundraising, including direct response television advertising (DRTV), enhance our digital fundraising (integrating with digital activism where possible) and work to ensure cross-organisational support for fundraising goals.

To increase our financial resilience, we will monitor fundraising performance and maintain flexibility, so that we are able to divert investment away from underperforming income lines to those where performance is strong. Innovations will be tested before receiving substantial investment. We will further develop our in-house street and telephone fundraising teams to increase the control over our reputation and reduce exposure to the volatile agency supplier market. As we pursue growth, we will maintain strong, proactive financial oversight systems throughout AIUK, ensuring clear communication and proactive management of risks.



## CONNECTING MORE PEOPLE TO HUMAN RIGHTS

**By 2020, 2% of the UK population will be engaged in human rights through Amnesty International UK.**

In the article that marked the start of Amnesty International, Peter Benenson, our founder, expressed the hope that “if feelings of disgust all over the world could be united into common action, something effective could be done”. Time and again, he has been proved right. Informing people about human rights, investigating and exposing abuses, informing people about their rights and providing them with the means to express outrage and act all remain central to our means of achieving change. We believe that more people means more power and more impact. We also believe that gaining an understanding of the importance of human rights and taking action can have a transformational impact on people and communities.

Over the next five years, we want to increase the number of people in the UK who engage in human rights through their actions or financial support of Amnesty, from 600,000 to 1.3 million (2% of the population). During 2016, we will agree a new communications strategy to help drive this growth by ensuring that our communications are clear, relevant and reaching new audiences. We will develop our digital strategy to recruit and retain more activists and financial supporters. By prioritising work on human rights education and human rights in the UK, we will reach more people with positive messages about human rights. We will invite people to enable our human rights work – researching and exposing abuses, lobbying and campaigning for the protection of human rights, educating communities about their rights and how to claim them – through their financial support of AIUK. We will provide people with opportunities to becoming activists – adding their voice to the collective call for an end to human rights abuses, to halt threats to our human rights and to stand up for individuals whose rights are being denied.

## ENSURING POLITICAL ANALYSIS INFORMS OUR WORK

**Throughout the strategic period, AIUK’s work will be grounded in political analysis to ensure we maintain and exercise the ability to inform the UK’s political systems and influence its decisions in support of positive human rights change.**

Domestically, the UK’s Government and Parliament, together with the devolved executives and assemblies, exercise a decisive influence over the way in which human rights in the UK are understood, enjoyed and claimed. Internationally, although its relative power may be declining, the UK retains substantial ability, if it chooses, to be a force for human rights progress. AIUK has significant assets to use in its political relationships, including access to high quality research and analysis and networks of grassroots supporters, who are well placed to inform and influence within constituencies.

Throughout the next five years, AIUK will continue to ensure that campaign choices and strategies are informed by political and power analyses. We will further develop our work to strengthen grassroots advocacy within political constituencies, informed by campaign priorities. We will maintain our ability to respond to political developments and seek to develop the relationships and policies for the long-term. In 2016, we will develop a political strategy to help guide our approach in an uncertain political landscape.

## PLAYING A FULL ROLE IN THE INTERNATIONAL MOVEMENT

**Throughout this strategic period, we will play a full role in the global Amnesty movement, contributing to global human rights impact, movement decisions and increased international financial resources.**

Amnesty International UK, the International Secretariat and the rest of the international movement exist together in a mutually beneficial relationship, forming a global movement of human rights defenders whose collective strength is vastly greater than the sum of its individual parts. Over the past three years, the International Secretariat has changed from being predominantly London-based, moving resources closer to where our work is needed. Most of our supporters are unaware of Amnesty’s global structures but value the principles of democracy and solidarity on which they are built and the research and action that drives human rights change for individuals and societies.

As our net income rises over the next five years, so will our financial contribution to the international movement, enabling more human rights work to take place around the world. We will endeavour to bring that work closer to our supporters in the UK. We will align AIUK’s plans to those of the international movement, contributing our strength in the UK to the collective actions that help achieve human rights change across all continents. We will play our part in the movement’s consultative, deliberative and democratic structures and processes, adding our voice to forthcoming discussions and decisions on the shape of global campaigns, Amnesty’s international governance and the shape of its presence in Europe.

## Building our Capacity

### ENHANCING OUR CAMPAIGN AND PROJECT MANAGEMENT

**By 2020, we will have embedded consistent approaches to the planning, approval, management and evaluation of our campaigns and projects, ensuring that they address clear needs or opportunities and we will communicate their results.**

Amnesty International is respected for successful, innovative and sometimes hard-hitting campaigns and we have managed projects to success – human rights projects, fundraising projects and infrastructure projects- growing our resources and improving our efficiency. However, we can benefit from greater consistency of approach, establishing clearer roles and expectations, improved efficiency and enhanced accountability, ultimately leading to even stronger performance.

We will begin by implementing model approaches to campaign and developing project planning and management, which we will continue to develop through review and continuous improvement. We will identify the technological and other support needs that assist efficiency and communications. Agreed approaches will be embedded in AIUK, through training, induction and management oversight.

### ASSESSING OUR IMPACT, EVALUATING AND LEARNING

**By 2020, we will have embedded rigorous monitoring, evaluation and learning processes in our work, enabling AIUK to more systematically demonstrate the impact and outcomes of our activities and identify actions to**

**improve our effectiveness. We will also have supported and encouraged the development of improved monitoring and evaluation systems across the movement.**

Many functions across AIUK already lead or participate in monitoring, evaluation and learning processes. These range from systematic monitoring of support comments and complaints to independent evaluations of our major campaigns. However, we would benefit from a more systematic approach and can improve the way we communicate the results we achieve, highlighting the impact of our work and our contribution to human rights change, which will enhance both our accountability and our ability to attract activist and financial support – crucial to both our activist and fundraising propositions.

We will begin by identifying AIUK's approach to monitoring, evaluation, learning and assessing impact, developing guidelines and standards that are in line with the international movement. We will train our staff and build these processes into campaign and project planning approaches. We will identify indicators that help us to report on our progress in implementing this strategic plan. Our reports to the international movement will be more visible and better understood across the organisation. As monitoring, evaluation and learning becomes more systematic, we will improve our impact reports and track how the lessons we learn through evaluation lead to improvements in approach and performance. Because so much of our human rights work is pursued as part of the wider Amnesty movement, we will support and encourage the development of Amnesty's reporting and impact assessment framework, including through participation in networks and communities of practice.

## **DEVELOPING OUR PEOPLE AND CULTURE**

**Throughout the next five years, we will develop the culture, skills and expertise that we need across AIUK to enable the delivery of this strategic plan. We will maximise our effective and cost efficient use of the Human Rights Action Centre in support of this plan.**

The context for this work is of course this strategic plan and the focus areas we have identified within it, including project management, innovation and technology as well as improving our campaign effectiveness and growth. The learnings from the review of our 2012 restructure also provide a key context, identifying a need to improve the way we manage change, to build trust and communications across the organisation and to build a strong organisation for the future. The last year has also highlighted high workload issues across AIUK and a key goal for this strategic plan is to provide a clear and coherent framework to underpin prioritisation of our work.

We will approach this work collaboratively across the organisation, building the partnership between management and the union and building relationships across the organisation and between staff and activists. We will develop a human resources strategy to support the delivery of the plan, and focus organisational development and staff and activist training and development accordingly.

## **ENHANCING OUR GOVERNANCE**

**By 2020, AIUK's governing bodies will be operating at the highest level of Amnesty International's Core Standards and adhering to accepted good practice for the UK charity sector. More people will be taking part in our democratic decisions. The UK Section and AIUK Charitable Trust will**

**enjoy a close, clear but independent relationship, delivering appropriate accountability to members and donors.**

Our governance bodies ensure that Amnesty International UK complies with law and regulation. They steward our resources and supervise the work of the Director. Most importantly, they ensure that AIUK focuses on helping to realise human rights for people around the world. In recent years, the UK public and regulatory bodies have increasingly questioned the conduct of charities and non-governmental organisations, quite rightly placing an increased emphasis on their good governance. This emphasis has been matched within the Amnesty movement, by AIUK's members and by our governing bodies.

Over the next five years we will continue to review and modernise our key governing documents. We will undertake a full review of the Section's Annual General Meeting and National Conference, to ensure that these events reflect good governance practice and meet the needs of our members and supporters. We will progressively improve our performance against the movement's Core Standards (in our inaugural self-assessment, during 2014, AIUK was fully compliant with 41% of the standards). We will review the balance of AIUK's charitable and non-charitable activities, seeking to enhance accountability to members and donors, optimise resources and maintain independent scope of action.

To continually improve performance, our governance will engage in regular self-appraisal informed by the Code of Good Governance, will identify, seek and build the skills that it needs and place an increasing emphasis on its diversity and that of AIUK.

## **DEPLOYING TECHNOLOGY EFFECTIVELY**

**By 2020, technology will be at the heart of our change, impact and growth as never before, enabling us to connect with more people in a more engaging way. Our staff and volunteers will use technology naturally and will be skilled in its use, enabling our work to be more innovative, more rewarding and more efficient.**

The technology available to us as consumers, as organisations and as human rights defenders has changed substantially over the past five years and the pace of change continues. Our world is highly connected and collaborative, with instant information sharing, integrated systems and data driven insight guiding decisions. Globally, our movement has used satellite images to highlight abuses. AIUK's innovative use of virtual reality has helped to highlight the destruction in Syria to people on the streets of the UK. However, attention to the use, ownership and security of data is growing. People are using the internet and penetrating organisation's digital systems for criminal and other, more sinister purposes. States are trying to address the threat but are, at the same time, engaged in mass surveillance of electronic communications, censoring the internet and increasingly using technology as a tool of repression.

As we look ahead, we know that AIUK will need to be agile and adapt to changing technologies. During 2016 we will reflect further on the approach we need to adopt but our strategic principles for technology point towards applications, products and processes that are scalable, that can integrate with each other, that facilitate self-service by our staff, volunteers and supporters, whilst also being cost effective and secure. We will ensure that AIUK's leaders are at the front, embracing work-related social media and other technologies, including

the opportunities and threats that technology presents to human rights defenders. We will transform our hardware and technology architecture, moving to cloud-based servers and tailoring devices to need.

### **BEING INNOVATIVE IN WHAT WE DO**

**By 2020, we will have embedded innovation techniques, using these to identify innovative solutions to the problems and opportunities we face.**

We believe in the potential and necessity for innovation to advance the work of Amnesty International UK and our response to the problems and opportunities we face. Amnesty International UK's past innovation has benefitted our campaigning and fundraising and led the sector in using technology to engage people in human rights, the Pocket Protest initiative being one example. However, we can benefit from greater consistency of approach, with staff and volunteers well-versed in innovation techniques, ultimately leading to more innovation in how we address the problems and opportunities we will face over the life of this strategic plan.

We will begin by developing an innovation toolkit or approach and use this with teams to identify and prioritise problems and opportunities (as well as monitoring the external environment) and innovate solutions to these. From these, projects may be identified that we would wish to move into test phase and business cases will be developed for any investment, which in the early years will prioritise those that would benefit our 'Connected' foundation and growing our financial resources.

# **NATIONAL CONFERENCE**

## **AND AGM 2016**

### **SECTION 4: WHAT'S HAPPENING IN THE REST OF THE WORLD?**

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# *International Council Meeting (ICM)*

## *2015: AIUK Delegation Report*

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### **Purpose of this report**

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To inform members of AIUK of the decision and key discussions at the 2015 ICM, in order to:

- Be accountable to members for the role played by the AIUK delegation at the meeting.
- Fully inform members about the direction signalled at the meeting arising, both from the decisions taken and the discussions held on issues covered at workshops and plenary sessions.
- Provide a platform to help engage AIUK members in the key issues concerning the movement and the mechanisms through which decisions are taken and communicated.

All of the ICM Decisions, together with the official summary of the “issues for discussion” are set out in Appendix 2.

### **The UK Delegation to the ICM**

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The AIUK delegation of six people consisted of three Board Members and three staff members.

The Board Members were Sarah O’Grady (Chair), Ruth Breddal (Vice-Chair) and Cris Burson-Thomas (former Treasurer and member of the Finance Sub Committee). The staff members were Kate Allen (Director), Tim Hancock (Director of the Chief Executive’s Office) and Allan Hogarth (Head of Advocacy and Programmes). For Ruth and Allan this was their first ICM. Sarah had previously led the AIUK Delegation to the 2013 meeting, which Cris also attended as Treasurer. Kate and Tim between them have attended 14 ICMs prior to this one. There was therefore a strong balance of experience and skills across the Delegation to reflect the work needed to achieve AIUK's objectives.

To contact members of the delegation with questions about the ICM arising from this report please email [sct@amnesty.org.uk](mailto:sct@amnesty.org.uk) or phone Supporter Care on 0207 7033 1777



*The AIUK delegation (from left to right: Kate Allen, Tim Hancock, Allan Hogarth, Sarah O’Grady and Ruth Breddal)*

## Background to the ICM

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The International Council Meeting is the highest decision-making body of Amnesty International. It alone has the authority to amend the movement's statute. It consists of members of the International Board and delegations from Sections and Structures worldwide.

An ICM is held every two years.

The primary functions of the International Council include:

- Setting Amnesty's vision, mission and core values
- Determining the Strategic Goals
- Agreeing the movement's finance system
- Establishing systems and bodies of governance and delegation for the movement
- Electing members to the International Board and other governance bodies
- Holding governance bodies to account
- Considering the movement's performance against its agreed strategies and plans
- Holding Sections, Structures and other bodies to account
- Deciding on resolutions submitted by Sections, or by the International Board.

Only representatives of Sections, Structures and the international membership have the right to vote at the ICM<sup>1</sup>.

Sections and Structures may table resolutions, much like AIUK's Annual General Meeting (AGM). Like our AGM, resolutions are first discussed in working parties before being taken to plenary session for decision but there is usually more time to discuss the issues and seek consensus. This allows the ICM working parties to make a recommendation to the Council on each resolution however, unlike the AIUK AGM, resolutions can be withdrawn solely by the proposers.

The meeting aims to make decisions by consensus and most votes are taken by a show of voting cards. Occasionally, when the movement is not close to consensus, a full card count is required. Decisions are made by a simple majority of votes (except Statute amendments, which require a two-thirds majority).

The Chair of the International Council and an Alternate is elected by the preceding International Council. If votes are equal, the chair of the International Council has the casting vote. One of the most important jobs of the ICM is to elect members to the International Board and a number of other international governance positions. The outcomes of this year's elections are set out in Appendix 1.

## 2015 ICM - Facts and Figures

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The 2015 ICM was the 32<sup>nd</sup> International Council Meeting of Amnesty International. It took place at the City West Hotel, in Dublin, between the 7<sup>th</sup> and 11<sup>th</sup> August.

It was chaired by Janet MacLean from AIUSA. This was the fourth time Janet had chaired the ICM.

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<sup>1</sup> International members are members of Amnesty International who live in countries where there is no established national Section or Structure.



*Janet MacLean, Chair of the 2015 ICM*

The 2015 ICM played host to 443 attendees, with activists from over 65 countries descending on Dublin. 283 were voting delegates and there were representatives from 55 Sections and six Structures.

There were 32 volunteers from a range of Sections, including Fiona Anderson, from AIUK. It was particularly exciting to hear from the Youth Delegates. Thirty attended the ICM. They made active contributions, telling inspiring stories of their activism and challenging the ICM to involve youth more actively in Amnesty's governance.



Youth delegates

Sections and Structures have voting rights according to their size. AIUK has the maximum number of votes, which is six. Eight other Sections present also held six votes, as did the International Membership. Six Sections held five votes. Seven Sections held four votes. Twenty one Sections held three votes. Eleven Sections held two votes and the six recognised Structures each had one vote.

There were 14 resolutions presented to the ICM and 12 of these were adopted as Decisions. AIUK proposed one resolution (5c.2) to the ICM, which sought improvements in the reporting of the implementation of ICM Decisions.

There were 14 resolutions presented to the ICM and over the course of debate 12 of these were passed.

In addition to the resolutions, there were plenary and workshop sessions covering the five Strategic Goals and additional 'Issues for Discussion'. At least one member of the AIUK delegation was present at each session of the meeting.



## Speakers and Human Rights Activists

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The conference opened with a fantastic speech by the Irish President, Michael D. Higgins, who poetically articulated his human rights vision and welcomed Amnesty to Ireland saying amongst other things:



President Michael D. Higgins

*“The achievements of Amnesty International are an important pillar of the wider achievements of the international human rights movement.*

*Progress towards highlighting and securing the liberation of political prisoners, the prohibition and progress towards ending the use of torture, working for legislation to protect rights of association and assembly, progress towards abolition of the death penalty, drawing international attention to forced disappearances, and standing for the rights of refugees and displaced persons – in countries in every region of the world, Amnesty International has contributed to advances in the protection of each of these fundamental human rights over more than half a century. You have a record of achievement which has inspired millions around the world to take up the cause of dignity, equality and justice. “*

A panel event followed, which included Prince Zeid Ra’ad al-Hussein (UN High Commissioner for Human Rights), Chris Stone (President of the Open Society Foundation) and Bahraini human rights activist Nabeel Rejab joining us by video link.

Prince Zeid expressed his concern at how difficult the current environment is for human rights, emphasising that and we all need to find ways to cut through the forest of information that people are exposed to. Nabeel, who has been arrested and imprisoned several times for his activism (and AIUK has campaigned on his case) told us how, with Amnesty, he and his family do not feel alone. It was truly inspiring to hear and see Nabeel and he was given a standing ovation in the hall.

We also heard inspirational stories from activists in places as diverse as Pakistan, Romania, Bahrain, Kenya and Syria. We heard how AI Mexico's work on the disappearance of 43 students had helped to channel a mood of national indignation, catalysing more than 1½ million actions (and securing 30,000 new supporters for the Section).

The power of our work truly struck home on Monday as the morning session of the conference heard (via Skype) from Yara Bader, a Syrian activist who very movingly described the detention of her husband, Mazen Darwish. She explained how he had been detained for three years. Her anguish and dignity was felt across the conference floor. Later that same day we received the following message:

*After nearly three and a half years of detention, disappearance, ill treatment and torture, we have just heard that Mazen, the long-time human rights defender and director of the Syrian Center for Media and Freedom of Expression has been released.*

*Amnesty International in conjunction with governments and human rights groups--local and international - raised his case time and again to urge the Syrian government to set him free. At the heart of all this campaigning, was the tireless work of Yara, an activist in her own right, who pushed us all to do more to defend the defenders.*

## Financial Reports and the Global Transition Programme

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Between them, the International Treasurer, the Secretary General and the International Secretariat's Senior Director for Fundraising set out the movement's financial picture. Whilst IS income has grown since 2012, enabling it to replenish reserves and strengthen resource allocation mechanisms, this increase has mainly been due to increases in assessment dues from Sections. Globally, the combined income of all Amnesty' entities has barely kept pace with inflation. Other organisations have achieved much higher growth rates. The International Treasurer explained that detailed benchmarking research had been undertaken and, from this, the International Board had agreed ambitious targets for the next strategic period – to have 25 million people taking action by 2020, with donations of 400 million Euros.

The Secretary General highlighted how the balance of IS expenditure had changed over the past four years, from 13% of resources being spent in the global south to 47%, with half of the proposed regional hubs now established. He acknowledged that the Global Transition Programme was about six months behind schedule but was broadly on budget. More staff were remaining in London than originally envisaged but staff outside London will have increased by 300%.

## Key Decisions and Discussions

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Each of the five proposed Strategic Goals were considered by a working party and the ICM's organisers had sought ways for delegates to spend more time in discussion, rather than the formal business of proposing amendments. These new approaches were not always successful but they did represent a positive attempt to introduce more dynamic, less bureaucratic approaches to debates. The working party discussions were also successful in highlighting that the Strategic Goals had broad support at the outset of the meeting and there was little appetite for amending them.

## Working Party 1 - Reclaiming Freedoms (Tim & Ruth)

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This Working Party was focussed on Strategic Goal 1 and the related Theories of Change. There were also theme discussions on human rights defenders and human rights education.

Consistent with the decision of our 2015 AGM, AIUK's delegates emphasised the importance of trade unions as both human rights defenders and allies in campaigning and awareness-raising work. It was apparent from the early discussions that the working party was in no mood to amend the text of Strategic Goal 1. However, AIUK's interventions (led by Ruth) were reflected in the ICM Decisions Report (ORG 50/2265/2015), which noted:

*Working with trade unions and using their networks, which has produced a significant response for Amnesty International campaigning. Additionally, trade unions are present in areas where Amnesty International needs to have presence, but has not yet been able to establish itself. The movement must remain clear and be mindful of the associated risks this relationship.*

*Building a coalition of HRDs which would bring together human rights organizations and trade unions.*

The Working Party discussed definitions for the term "Human Rights Defender" (HRD), with the aim of coming to an agreement on which definition would best suit Amnesty International. The discussion reached no firm conclusion but highlighted the broad definition contained in the UN Declaration on Human Rights Defenders.

The session on Human Rights Education highlighted the very broad range of work currently being done by Sections all around the world. Delegates heard and supported the view that human rights education is not only important to achieving success in our campaigns but is vital, in its own right, for widening the understanding and enjoyment of human rights around the world.

Working Party 1 also addressed a resolution reiterating support for Amnesty's work on individuals at risk. Unsurprisingly, there was no dissent and it was quickly supported and eventually passed.



Ruth with David Griffiths, IS South Asia Programme Director and Rameshwar Nepal, Director of AI Nepal

## Working Party 2 -Equal Rights (Sarah and Allan)

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Whilst the focus of this Working Party was Strategic Goal 2, there were a significant number of other resolutions and issues to be discussed, including; developing a policy on illegal narcotic drugs and psychotropic substances; the consequences of austerity measures on human rights; human rights and climate justice; what is Amnesty's role in achieving human rights for children, and developing a policy on the decriminalisation of sex work (see below).

We discussed the Greek Section's resolution on **developing a policy on illegal narcotic drugs and psychotropic substances**. This was an interesting debate which demonstrated the concerns that different Sections have in relation to drugs and the human rights abuses associated with them. The impact in countries such as Mexico and Brazil was stark, with tens of thousands killed in the 'war on drugs'. Abuses by both criminal gangs and the state alike were raised and there was agreement that this area could not be ignored. Some Sections told us of their concerns about how drug laws and policies were increasingly used to criminalise people and disproportionately punishing them.

Ultimately, the ICM decided that the International Board should explore the issue further and inform the 2017 ICM whether or not policy should be developed on this issue. **AIUK supported the resolution, which was adopted as Decision 3.**

The **Working Party discussion on children's human rights** had been requested by AIUK and was introduced by Sarah. Whilst we didn't get everything we would have liked, the session went well. We elicited a great deal of enthusiasm and support before and in the working group. Supported by colleagues from Italy, Denmark and Germany, we managed to secure a mention in the preamble of Strategic Goal 2 ("Human Rights are enjoyed without discrimination"). Key areas for the discussion included:

- Situations when children are subject to sexual abuse, drug abuse and child trafficking
- How Amnesty International can make an impact, and its critical role to play in giving children a voice
- How Amnesty International can build on Human Rights Education work and stimulate school groups as an opportunity to grow our movement;
- Calling for the continued implementation of 2011 ICM Decision 31 to encourage the movement to work more prominently on children's rights.

In conclusion, the working party agreed that:

- It was positive that the topic was included within the Goal 2 Theories of Change, along with a focus on women and girls and indigenous peoples' rights;
- Other organisations, such as development organizations, are better placed to work on children's rights and Amnesty International should work with national and local Non-Governmental Organizations, such as school associations, rather than embark on this as a separate area of work.

The Working Party also discussed a resolution submitted by the Greek and Austrian Sections on the **'Consequences of Austerity measures on human rights'**. We had a really interesting debate, clarifying that Amnesty should focus on the impact of austerity measures and not austerity policies. We identified areas where UK Government funding cuts could impact on human rights issues, notably Legal Aid cuts and access to justice. AI Spain had already done some work on this area including a report on access to housing. Ultimately, the ICM agreed that the International Board



should undertake a comprehensive analysis of the human rights impact of austerity measures. **AIUK supported this resolution, adopted as Decision 5.**

Another topic for discussion was the **human rights aspects of climate justice**. The working party discussion focussed on climate justice and the relevance of this topic within the Strategic Goals. Key areas for discussion included:

- The recognition that in all the Goals there is an impact on climate justice, and that this has particular implications on the poorest communities
- The recognition that young people are committed to environmental causes and are enthusiastic about working with Amnesty International on this topic
- The importance of climate justice for indigenous people.

In conclusion, the working party agreed that:

- Climate change is connected to all other human rights including the right to life and housing
- Climate justice should be included in the Theories of Change for Goal 2
- There is a need to build climate justice into the work Amnesty International is already doing with more awareness campaigns for populations and advocacy campaigns with governments.

By far the most contentious issue at this year's ICM was the debate on ICM Resolution 2.3 - ***Policy on State Obligations to Respect, Protect, and Fulfil the Human Rights of Sex Workers***. Whilst there were very strong feelings on all sides, the debates were marked by mutual respect for differing opinions and were well facilitated by Janet MacLean, who navigated us through our discussions. The Working Party debated the issue long and hard, including in additional meetings, but without achieving consensus. At a very late stage, an amendment was tabled in an attempt to unite the working party. However, it was only accepted by a narrow majority (26 votes to 21) and it soon transpired that different Sections had different interpretations of the wording.<sup>2</sup>

Before the ICM plenary had an opportunity to consider the amended text, it first had to address a motion that the decision be delayed until the 2016 Chairs Assembly, by when the finalised research would be completed and made available. AIUK's delegation felt that this would merely prolong the debate and that there was little evidence that opinions would change significantly in this time. **AIUK therefore opposed the proposal to delay a decision** and it was eventually defeated by 117 votes to 69.

When the proposed amended resolution came to plenary, the International Board tabled an amendment to restore its drafting of the resolution i.e. calling for full decriminalisation. As the International Board had been clear about its intention of doing this, AIUK's delegation had the opportunity to consider the issue carefully. We decided that the proposed amended text was fundamentally inconsistent with either of the two conflicting decisions made at AIUK's 2014 AGM, as it neither maintained "no position" on the issue nor clearly supported the decriminalisation of sex work. Adding to the confusion, the Section that had originally tabled the amendment in the Working Party declared that it now intended to support the International Board's position. The proposer

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<sup>2</sup> It is important to note that in working parties votes are taken on a show of hands with only one vote allowed for each Section or Structure. The weighted vote system only applies in the final plenary vote. It was thus impossible to tell from such a narrow vote, whether the amendment would have been successful if weighted votes had been taken into account.

clarified that it had not intended to propose the “Nordic model”, but that would be an impact of the amendment.

In this context, **AIUK’s delegation supported the International Board’s motion to restore its text for the ICM’s consideration**. This passed with 113 votes in favour, 61 against and 28 abstentions.

So, at this point, the ICM could take a decision on the content of the International Board's substantive resolution to adopt a policy based on the principle of full decriminalisation. **AIUK abstained on this substantive question**, consistent with the Board’s position adopted in the light of the conflicting decisions made at the AIUK AGM in 2014. The resolution was adopted, as **Decision 4**, with 116 votes for, 67 against and 21 abstentions.

Whilst the debate was, at times, confusing, it was also a positive indication of Amnesty International’s democracy at work. Deeply-held views were held by some Sections, whilst others did not view the issue as so controversial. All attempted to navigate a way towards a mutually acceptable solution but ultimately, with consensus impossible, a decision was democratically reached. The conflicting decisions made at AIUK’s AGM suggests that some members will be pleased with the result whilst others will be disappointed. As a Section, we will need to see what impact the decision has. The ICM has given its approval for a policy to be developed and the International Secretariat will now have to do this work, emphasising the protection of the human rights of sex workers. This will need to be approved by the International Board (likely to happen in the first half of 2016). Until this happens, there is still no official policy for the movement.

AIUK have received a number of inquiries regarding our plans to campaign on the policy. Our response is that we have no plans to work on this issue for the foreseeable future.

### Working Party 3 - Responding to Crises (Kate)

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In addition to considering Strategic Goal 3, this working party also discussed **policy relating to the detention of migrants** and it was agreed that the International Board would review Amnesty’s current policy.

At present, the organisation accepts detention measures as permissible if used as a last resort and under specific circumstances (e.g. to prevent irregular migrants or asylum-seekers from absconding, to verify their identity or to ensure their compliance with a removal order). This is to be reviewed and the feasibility assessed of Amnesty opposing such measures. This will be a two year review and will be of interest to AIUK activists in the Asylum Justice Network who have been working to end indefinite detention in the UK. **AIUK supported the resolution, adopted as Decision 6**.

### Working Party 4 - Ensuring Accountability (Cris)

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This working party was focussed on "ensuring accountability at both a national and international level". It had no specific resolutions to consider so was run as a brainstorm/learning session across Sections to help the IS improve the theories of change and add detail to the strategic plan

### Working Parties on Strategic Goal 5 - Maximising our Resources

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Strategic Goal 5 was sub-divided into three further working parties, addressing finances (Cris and Kate), the movement's organisation (Ruth and Allan) and governance (Sarah and Tim). All these working parties looked at the wording of Strategic Goal 5 but no changes were made.

**Working Party 5a** discussed a finance resolution establishing a new distribution framework but this generated no controversy, with much of the hard work having been done before the International Council Meeting. **AIUK supported the resolution, adopted as Decision 7.**

We were delighted that this resolution passed. AIUK staff and Board played a significant role in reviewing and revising the movement's financial system and this new assessment model will improve our financial projections for the next strategic period. The revised system has a number of positive features: it supports and encourages fundraising; it strikes a more appropriate balance between affordability to Sections like AIUK and ensuring that more resources are available to the movement; it moves to a "real-time" model, meaning that AIUK will pay its assessment on income during the year that the income is received. The new model will be phased in over two years.

The ICM also paid tribute to the service of Bernard Sintobin, who stood down as International Treasurer after completing his full term of office. AIUK extended its thanks to Bernard who had worked hard through challenging times and had given his support to revising the movement's finance model in response to the concerns we raised at both 2011 and 2013 ICMs. Good luck Bernard!

**Working Party 5b** addressed how Sections need to organise at a national level to ensure that they are meeting the aim of greater human rights impact. We heard from a number of Sections who explained what measures they had taken to ensure that they were running viable and effective offices. Hungary, Netherlands, Uruguay, Norway and Slovakia all explained how they have had to take some tough decisions to ensure that they are not standing still, were financially viable and were doing more to engage with potential supporters.

This was a really interesting discussion. AIUK understood and sympathised with the difficult decisions that they were making and the impact this had on staff and supporters, but we were also reassured that the movement was grasping these tough questions and addressing them.

**Working Party 5c** focussed on governance.

AIUK's resolution was discussed here. Our resolution was simple, asking that the International Board provide the movement with a report on the implementation of ICM decisions to both the Chairs Assembly (which meets annually) and the ICM. We also proposed that the implementation report be formally presented to the ICM for adoption. AI Spain had tabled a similar resolution but asking for a wider range of reports to be submitted to the ICM (as well as proposing some changes to certain voting processes).

Before the ICM began, the International Board had already agreed that it would provide implementation reports to the Chairs Assembly. However, they queried the impact of the ICM rejecting an implementation report and whether this would amount to a vote of 'no confidence'.

Introducing our resolution, Sarah made it clear that we didn't anticipate that the rejection of an implementation report would be a vote of no confidence but would provide the ICM an opportunity to signal its acceptance (or frustration) at the way particular decisions had been carried forward. Nevertheless, during the working party discussions, it was clear that different Sections had different interpretations of what should or would happen, based on their own contexts. The International

Board suggested that the proposals (AIUK's and AI Spain's) be addressed in the more comprehensive discussions about international governance that are to come.

Formally, having introduced our resolution and made the case for more formal reporting, AIUK withdrew its resolution in favour of AI Spain's as it not only sought this reporting, but also other governance improvements. Following a discussion in the working party, AI Spain withdrew the proposals on international elections in order to focus on requirements for the International Board to present, for adoption by the ICM:

- a report from the International Board on its activities in all areas included within its statutory and regulatory responsibilities and the overall results of the work of the international movement
- a report from the International Treasurer, including global management accounts from the movement for each of the two previous years and a comparison of the progress made in each of those two years
- a written report on the implementation of the decisions made at the previous International Council and decisions made at earlier International Council Meetings whose implementation is still pending. The resolution also called for reports to be presented by the Secretary General summarising the International Secretariat's work, Sections' successes, the fulfilment of his responsibilities and the situation of the international movement, including the "new forms of presence".

The amended resolution went forward for discussion by the ICM plenary, where the International Board opposed it, on the grounds that the issues raised should be addressed as part of the wider process of governance reform. **AIUK supported the resolution and despite the International Board's position, it was adopted as ICM Decision 12.**

Another significant governance resolution, calling for one section-one vote was amended to defer a decision to the next ICM. This proposal would end the current rule of allocating between one and six votes to each Section or Structure depending on the size of its membership or the number of its local groups. Instead, Sections would have one vote each. **AIUK opposed the original resolution but supported the amended version, adopted as Decision 11.**

A key challenge was brought to the International Council by youth delegates, who pointed out that youth have an essential contribution to make, not only in activism, but in governance structures, both nationally and internationally.

## Strategic Goals

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The International Council adopted the following five Strategic Goals to prioritize the work of the Amnesty International movement for the period 1 January 2016 to 31 December 2019.

*Amnesty International will work towards a world in which:*

**1. Everyone knows and can claim their rights (reclaiming freedoms)**

- Those defending human rights are safe and supported
- People know their rights and are empowered to claim them
- People can claim their rights to speak out, organize and challenge injustice

**2. Human rights and justice are enjoyed without discrimination** (securing equal rights for all)

- Discrimination and identity-based violence are reduced
- Progress towards equality on the basis of gender, sexual orientation and gender identity and expression is achieved
- Economic, social and cultural rights are better realized in people's lives

**3. People are protected during conflict and crises** (responding to crises)

- Those responsible for human rights abuses are held accountable and victims have access to justice, truth and reparation
- People affected by or fleeing conflict, crisis, torture or persecution have access to adequate protection and assistance
- Civilians are better protected through effective action by international, regional and national institutions and mechanisms

**4. Human rights abusers are held accountable** (ensuring accountability)

- Human rights governance and accountability are strengthened at the national level, with a particular focus on supporting delivery of Goals 1–3
- Regional and global human rights mechanisms are reinforced where national human rights protection is failing

**5. Maximising our resources**

To best achieve this, we will be a truly global human rights movement of people defending human rights for all

- Amnesty International is a larger, stronger and more diverse movement, with strengthened capacity to achieve human rights impact
- Active participation of a more diverse constituency is strengthened at all levels of Amnesty International's work

All Amnesty International entities share the responsibility for achieving these Strategic Goals.

Promoting women's human rights and gender equality will be a central cross-cutting driving force in the implementation of all Strategic Goals.

The Strategic Goals will guide the work and resourcing of all entities. To ensure movement resources are most effectively spent on achieving these Goals, each Goal will be accompanied by a theory of change. These will assist each entity to ensure aligned operational planning, resource allocation and monitoring of progress and impact.

The International Board may amend these Strategic Goals if necessary to ensure that Amnesty International's priorities have the maximum possible impact with the available resources

**How we plan to get there:<sup>3</sup>**

We also debated the very nature of our decisions: how to recognize our ambitions and aspirations while keeping our Goals realistic. We discussed how we balance work within and outside of the Goals

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<sup>3</sup> From the 2015 International Council Meeting Decisions Report (AI Index ORG 50/2265/2015), see Appendix 2 for the full report.



*and reminded ourselves that the increasing complexity of the world demands that we become ever more adept, innovative, creative and agile in the ways we work to protect human rights.*

*The Council is acutely aware that setting our Strategic Goals is just the beginning - before us lies the hard work of delivering on them. We considered and contributed to the Theories of Change. We debated how regions can find ways to support the Goals, facing their particular set of challenges and opportunities. Sections, Structures and entities committed to continuing this planning work in the coming weeks and months. The International Secretariat committed to providing further materials to hone and sharpen our focus as we move forward.*

*A clear point raised in a number of our conversations was the central role that human rights education plays in our work. We were asked how people can claim their rights if they don't know what they are, and we were reminded that empowered civil societies around the world carry the power to challenge injustice and shake the very foundations of power among repressive regimes.*

*Our ability to deliver on our Goals depends on growing our movement in terms of people, activism and funds. The Council was compelled by the urgency of the challenges we face, and convinced that we cannot continue with the status quo. We have set an ambitious imperative to grow, by committing to reaching an income of €400 million and 25 million supporters by 2020.*



**Salil Shetty, Secretary General of Amnesty International**

*It was exhilarating to feel the energy of the Amnesty movement, including the excitement around the new My Body My Rights and Stop Governments Torturing campaigns, the first-hand accounts of activists from Palestine to North Korea, along with human rights discussions on Mali, Syria, Egypt, migrant and indigenous rights and many other themes. Amnesty's lifesaving*

*"panic button" app for activists' mobile phones, and the Global Brand Positioning that sums up our work: Inspiring people to take injustice personally, suffused the atmosphere with the incredible power of One Amnesty. The one common feature across the scores of success stories we heard of Amnesty's work both in the formal sessions and in the crucially important informal networking was that we saw the greatest human rights impact where our campaigning, research, advocacy, media work, human rights education and fundraising worked together in an integrated manner.*



**Sarah O'Grady, Chair of Amnesty International UK Section (pictured with Mohammed, Director of AI Nigeria)**

*It was a privilege to again lead AIUK's delegation to an International Council Meeting and to join hundreds of the movement's leaders, activists and human rights defenders from around the world. This ICM will be remembered particularly for adopting a new set of strategic goals to guide our next phase of*

*work, and for revising the movement's finance system to encourage growth and support more sustainable finances for Sections. We are pleased to have played our part in this and in representing the views and ambitions of the members of AIUK, in particular their ambition for a world that sees more progress in the enjoyment of human rights by all.*

## Appendix 1: Elections to Governance Positions

The ICM is the body which elects all international governance roles.

From the delegation, a team of Kate, Sarah and Cris conducted interviews with the candidates and attended an event akin to speed dating where all the candidates were present. Here are the election results:

### **International Board:**

Rune Arctander  
Nicole Bieske  
Shahram Hashemi  
Mwikali Muthiani

### **International Treasurer**

Jaco Smit

### **Finance and Audit Committee (FAC)**

Alan McLean

### **International Nominations Committee (INC)**

Gina Hill  
Aïcha Kabore Zoungana  
Nicola Mutch  
Marjorie Vázquez Roldán

### **Membership Appeals Committee (MAC)**

Pierre Akomédi  
Fabián Forestieri  
Marian Pink  
Vanushi Walters  
Daniel Weishut

### **Chair of the International Council in 2017 (elected unopposed)**

Christine Pamp

### **Alternate Chair of the International Council in 2017 (elected unopposed)**

Koldo Casla

## APPENDIX 2 – ICM DECISIONS AND HOW AIUK VOTED

The following table sets out how AIUK voted in the final decision-making plenary session on each of the resolutions adopted at the 2015 International Council Meeting. In the pages that follow, we have reproduced the official ICM circular that sets out the decisions and outcomes of this year's meeting.

<b>AIUK's Voting Record at the 2015 International Council Meeting</b>	
<b>Resolution</b>	<b>How AIUK Voted</b>
1. Strategic Goals	Voted in favour
2. Strengthening of work with individuals	Voted in favour
3. Developing a policy on illegal narcotic drugs and psychotropic substances	Votes in favour
4. Policy on state obligations to respect, protect and fulfil the human rights of sex workers	Abstained
5. Consequences of austerity measures on human rights	Voted in favour
6. Debate on a change of policy with regard to the detention of migrants facing deportation	Voted in favour
7. New assessment framework: The distribution model	Voted in favour
8. Ensuring presence and growth in the global south	Voted in favour
9. A comprehensive discussion strategy for priority countries	Voted in favour
10. Organisation of regional offices	Voted in favour
11. Internal democracy: One Section/structure, one vote	Voted against
12. Changes to the ICM Standing Orders concerning accountability	Voted in favour



Amnesty International members only

# **32<sup>nd</sup> International Council Meeting**

## **Circular No. 22**

### **2015 International Council Meeting Decisions Report**

AI Index: ORG 50/2265/2015

To: Sections, structures and AI entities

From: ICM Preparatory Committee

Date: 13 August, 2015

Amnesty International

International Secretariat

Peter Benenson House

1 Easton Street London WC1X 0DW

#### **SUMMARY**

This document sets out the decisions of the 2015 International Council Meeting (ICM) held 7-11 August 2015, in Dublin, Ireland. It also includes the Chair's Statement that was presented to the final decisions plenary, in addition to summary statements on working party discussions on Human Rights Defenders, Climate Justice and Children's Rights. (Please note that other working party discussions are noted in the Chair's Statement.)

#### **DISTRIBUTION**

This is an internal circular which is being sent to all sections, structures and AI entities.

#### **RECOMMENDED ACTIONS**

Please circulate this document within your section, structure or AI entity.



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## 2015 INTERNATIONAL COUNCIL MEETING CHAIR'S SUMMARY STATEMENT

The International Council gathered in Dublin to chart a course for our movement's direction, and to define our most important priorities in a world that is changing, as Amnesty itself is changing.

### ***The world we want...***

The world is faced with significant human rights challenges on every front, with more conflicts, more people displaced by strife than since World War II, with new and violent non-state actors on the rise, and with governments in all parts of the world willing to question or grossly violate human rights. We face real risk of losing ground in multiple arenas: things are likely to get even worse. Again and again, the message from rights-holders, partners, and our activists and leaders to this Council was clear: the need for Amnesty International is greater than ever.

In rising to these challenges, the Council debated and agreed on the Strategic Goals to guide and focus the work of our movement in the next four years. Our promise to ourselves and the world, is that the world will be better in a number of measurable ways because of the efforts we, together with others, will put into achieving them. The Council reaffirmed the importance of economic, social and cultural rights (ESCR) and the indivisibility of human rights, noting that while we have struggled to be effective in this space, ESCR work is essential to empowering individuals and communities in every region of the world to claim their rights and live with dignity free from discrimination.

### ***How we plan to get there...***

We also debated the very nature of our decisions: how to recognize our ambitions and aspirations while keeping our Goals realistic. We discussed how we balance work within and outside of the Goals and reminded ourselves that the increasing complexity of the world demands that we become ever more adept, innovative, creative and agile in the ways we work to protect human rights.

The Council is acutely aware that setting our Strategic Goals is just the beginning - before us lies the hard work of delivering on them. We considered and contributed to the Theories of Change. We debated how regions can find ways to support the Goals, facing their particular set of challenges and opportunities. Sections, structures and entities committed to continuing this planning work in the coming weeks and months. The International Secretariat committed to providing further materials to hone and sharpen our focus as we move forward.

A clear point raised in a number of our conversations was the central role that human rights education plays in our work. We were asked how people can claim their rights if they don't know what they are, and we were reminded that empowered civil societies around the world carry the power to challenge injustice and shake the very foundations of power among repressive regimes.

Our ability to deliver on our Goals depends on growing our movement in terms of people, activism and funds. The Council was compelled by the urgency of the challenges we face, and convinced that we cannot continue with the status quo. We have set an ambitious imperative to grow, by committing to reaching an income of €400 million and 25 million supporters by 2020.

### ***Getting our act together...***

The Council considered how we best organize ourselves and our work globally in order to achieve maximum impact for human rights. We challenged ourselves in all our conversations:

- Are we fit for purpose?
- Are we having the right conversations?

- Are we structured and resourced in a way that ensures the greatest possible efficiency and effectiveness?
- Do we have the right relationships between our local, national, regional, and global levels?
- Are we ensuring that active participation, diversity and inclusiveness are more than values, and instead tools we use to strengthen our work?
- How can we ensure that activists, no matter where they are, have the opportunity to take action in ways that are meaningful to them?

We debated the role and crucial functions of sections, structures and our international membership: how can we become more aligned, while also getting better at taking into consideration our differences: in resources, context, constituency, interests, and strengths. Does *One Amnesty* size fit all? It may not, yet we know that we are stronger when we stand together - acknowledging equitable and efficient may not be the same. Improving and seeking new avenues for sharing information, learning and best practices, and helping each other develop and thrive will be crucial.

### Global Transition Programme

What we heard from regional directors and from our crisis response work confirms the need to be closer to the ground. Each of the directors reported on the progress made, as well as mistakes made, and challenges remaining. We have now almost completed this challenging and important organizational transition. One of the major questions we take with us from our conversations is how we ensure that not only our structures, but also our campaigns and our programmatic work moves and stays closer to the ground.

### Governance Reform

The Council took up major discussions about how we can ensure our governance too, is fit for purpose, re-affirming the importance of a governance substantially focused on and supportive of our human rights work. The new framework presented by the International Board is designed to ensure accountability, efficiency, effectiveness, and diversity. Questions and concerns were raised, and the assurances provided allayed concerns that the reform will change the DNA of Amnesty International's identity, while still delivering on the fundamental changes needed. The Council endorsed the vision and approach to the governance reform proposed by the International Board, and recognized the need to further develop the details of the proposed model in dialogue with the movement in the time leading up to the 2017 ICM when a final decision will be made.

A key challenge was brought to the International Council by youth delegates, who pointed out that youth have an essential contribution to make, not only in activism, but in governance structures, both nationally and internationally.

### ***How we worked together...***

At this International Council, as always, we discussed issues that inspire passionately held, diverse positions. In these discussions, the Council held itself to the key question before us: are we fit for purpose to best protect human rights?

We grappled with developing a policy about how best to protect the rights, security and health of sex workers. Our discussions took place in the context of intense scrutiny from outside our movement, challenging us to balance inclusion and respect for diversity of opinion and experience, with the need to stay grounded in the human rights perspective and evidence-based research at the very core of this organisation. Delegates to the International Council engaged in a

genuine disagreement with respect and civility. Arguments were substantive and constructive, continuing the best part of a long tradition of how we make decisions.

The 2015 International Council inspired us with numerous personal stories of how Amnesty International can make a difference for individuals and communities, strengthening our belief that human rights are the only answer to hate, repression and violence. We remain united by a common determination to bring the strongest possible impact for human rights, to grow our movement, and to become truly globally present in our structures and in the way we work.

## ISSUES FOR DISCUSSIONS: SUMMARIES

### Human Rights Defenders

The Working Party discussed definitions for the term Human Rights Defender (HRD) with the aim of coming to an agreement on which definition would best suit Amnesty International and could be applied universally throughout the movement.

Proposed definitions included:

- An individual that defends human rights, speaks about Human Rights Values and is recognized by their community as a HRD;
- The United Nations Declaration on HRDs, and;
- Anyone who carries out actions for the promotion, defense and protection of human rights.

Several gaps that need to be addressed were also identified, including:

- The need to develop an understanding of environmental defenders as HRDs;
- Engaging the youth;
- Cooperation and collaboration of national sections with HRDs when it comes to a specific case to work on locally, nationally and regionally.

The working party also attempted to define areas of best practices, as follows:

- Being in the field and working in the context of those affected (for example "the campaign *"Make them be seen"* in Mexico);
- Working with trade unions and using their networks, which has produced a significant response for Amnesty International campaigning. Additionally, trade unions are present in areas where Amnesty International needs to have presence, but has not yet been able to establish itself. The movement must remain clear and be mindful of the associated risks in this relationship;
- Protection programmes for HRDs;
- Building a coalition of HRDs which would bring together human rights organizations and trade unions.

### Children's Rights

The working party discussion focussed on children's rights and their relevance within the Strategic Goals. Key areas for discussion included:

- Situations when children are subject to sexual abuse, drug abuse and child trafficking;
- How Amnesty International can make an impact, and its critical role to play in giving children a voice;
- How Amnesty International can build on Human Rights Education work and stimulate school groups as an opportunity to grow our movement;
- Calling for the continued implementation of 2011 ICM Decision 3<sup>1</sup> to encourage the movement to work more prominently on children's rights.

In conclusion, the working party agreed that:

- It was positive that the topic was included within the Goal 2 Theories of Change, along with a focus on women and girls and indigenous people's rights;
- Other organizations, such as development organizations, are better placed to work on children's rights and Amnesty International should work with national and local Non-Governmental Organizations such as school associations, rather than embark on this as a separate area of work.

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<sup>1</sup> ORG 52/002/2011

- There is also the potential for working with treaty bodies through the advocacy office in Geneva, for example.

### Human rights aspect of climate justice

The working party discussion focussed on climate justice and the relevance of this topic within the Strategic Goals. Key areas for discussion included:

- The recognition that in all the Goals there is an impact on climate justice, and the implications of this on the poorest communities;
- The recognition that young people are committed to environmental causes and are enthusiastic about working with Amnesty International on this topic;
- The importance of climate justice for indigenous people.

In conclusion, the working party agreed that:

- Climate change is connected to all other human rights including the right to life and housing;
- Climate justice should be included in the Theories of Change for Goal 2;
- There is a need to build climate justice into the work Amnesty International is already doing with more awareness campaigns for populations and advocacy campaigns with governments.

## 2015 ICM DECISIONS

### 1. STRATEGIC GOALS

The International Council

ADOPTS the following five Strategic Goals to prioritize the work of the Amnesty International movement for the period 1 January 2016 to 31 December 2019.

**Amnesty International will work towards a world in which:**

- 1 Everyone knows and can claim their rights** (*reclaiming freedoms*)
  - Those defending human rights are safe and supported
  - People know their rights and are empowered to claim them
  - People can claim their rights to speak out, organize and challenge injustice
- 2 Human rights and justice are enjoyed without discrimination** (*securing equal rights for all*)
  - Discrimination and identity-based violence are reduced
  - Progress towards equality on the basis of gender, sexual orientation and gender identity and expression is achieved
  - Economic, social and cultural rights are better realized in people's lives
- 3 People are protected during conflict and crises** (*responding to crises*)
  - Those responsible for human rights abuses are held accountable and victims have access to justice, truth and reparation
  - People affected by or fleeing conflict, crisis, torture or persecution have access to adequate protection and assistance
  - Civilians are better protected through effective action by international, regional and national institutions and mechanisms
- 4 Human rights abusers are held accountable** (*ensuring accountability*)
  - Human rights governance and accountability are strengthened at the national level, with a particular focus on supporting delivery of Goals 1–3



- Regional and global human rights mechanisms are reinforced where national human rights protection is failing
- 5 To best achieve this, we will be a truly global human rights movement of people defending human rights for all (*maximizing our resources and engagement*)
  - Amnesty International is a larger, stronger and more diverse movement, with strengthened capacity to achieve human rights impact
  - Active participation of a more diverse constituency is strengthened at all levels of Amnesty International's work

All Amnesty International entities share the responsibility for achieving these Strategic Goals.

Promoting women's human rights and gender equality will be a central cross-cutting driving force in the implementation of all Strategic Goals.

The Strategic Goals will guide the work and resourcing of all entities. To ensure movement resources are most effectively spent on achieving these Goals, each Goal will be accompanied by a theory of change. These will assist each entity to ensure aligned operational planning, resource allocation and monitoring of progress and impact.

The International Board may amend these Strategic Goals if necessary to ensure that Amnesty International's priorities have the maximum possible impact with the available resources.

***Arising from resolution 6.1***

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## **2. STRENGTHENING OF THE WORK WITH INDIVIDUALS**

The International Council

REAFFIRMS that the work with individuals is a core area of Amnesty International's work.

INSTRUCTS the International Board to ensure that the direct work from individual to individual is a strategic core area of AI's work and that it will be further developed, strengthened and evaluated.

REQUESTS the International Board to allocate sufficient resources for this work.

***Arising from resolution 1.2***

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## **3. DEVELOPING A POLICY ON ILLEGAL NARCOTIC DRUGS AND PSYCHOTROPIC SUBSTANCES**

The International Council

REQUESTS the International Board to further explore the impact of a drug policy on human rights and to open a conversation about this subject with sections and structures, and to submit to the movement at the ICM 2017 or sooner reflections about the necessity to develop or not a fully-fledged policy in this area, including criminalization/decriminalization of personal consumption of illegal Narcotic Drugs and Psychotropic Substances, especially as far as it concerns the imprisonment of drug users.

*Arising from resolution 2.2*

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## 4. POLICY ON STATE OBLIGATIONS TO RESPECT, PROTECT, AND FULFIL THE HUMAN RIGHTS OF SEX WORKERS

The International Council

REQUESTS the International Board to adopt a policy that seeks attainment of the highest possible protection of the human rights of sex workers, through measures that include the decriminalization of sex work, taking into account:

1. The starting point of preventing and redressing human rights violations against sex workers, and in particular the need for states to not only review and repeal laws that make sex workers vulnerable to human rights violations, but also refrain from enacting such laws.
2. Amnesty International's overarching commitment to advancing gender equality and women's rights.
3. The obligation of states to protect every individual in their jurisdiction from discriminatory policies, laws and practices, given that the status and experience of being discriminated against are often key factors in what leads people to engage in sex work, as well as in increasing vulnerability to human rights violations while engaged in sex work and in limiting options for voluntarily ceasing involvement in sex work.
4. The harm reduction principle.
5. States have the obligation to prevent and combat trafficking for the purposes of sexual exploitation and to protect the human rights of victims of trafficking.
6. States have an obligation to ensure that sex workers are protected from exploitation and can use criminal law to address acts of exploitation.
7. Any act related to the sexual exploitation of a child must be criminalized. Recognizing that a child involved in a commercial sex act is a victim of sexual exploitation, entitled to support, reparations, and remedies, in line with international human rights law, and that states must take all appropriate measures to prevent sexual exploitation and abuse of children.
8. Evidence that sex workers often engage in sex work due to marginalization and limited choices, and that therefore Amnesty International will urge states to take appropriate measures to realize the economic, social and cultural rights of all people so that no person enters sex work against their will or is compelled to rely on it as their only means of survival, and to ensure that people are able to stop sex work if and when they choose.
9. Ensuring that the policy seeks to maximize protection of the full range of human rights – in addition to gender equality, women's rights, and non-discrimination – related to sex work, in particular security of the person, the rights of children, access to justice, the right to health, the rights of Indigenous peoples and the right to a livelihood.
10. Recognizing and respecting the agency of sex workers to articulate their own experiences and define the most appropriate solutions to ensure their own welfare and safety, while also complying with broader, relevant international human rights principles regarding participation in decision-making, such as the principle of Free, Prior, and Informed Consent with respect to Indigenous peoples.
11. The evidence from Amnesty International's and external research on the lived experiences of sex workers, and on the human rights impact of various criminal law and regulatory approaches to sex work.

12. The policy will be fully consistent with Amnesty International's positions with respect to consent to sexual activity, including in contexts that involve abuse of power or positions of authority.
13. Amnesty International does not take a position on whether sex work should be formally recognized as work for the purposes of regulation. States can impose legitimate restrictions on the sale of sexual services, provided that such restrictions comply with international human rights law, in particular in that they must be for a legitimate purpose, provided by law, necessary for and proportionate to the legitimate aim sought to be achieved, and not discriminatory.

The policy will be capable of flexible and responsive application across and within different jurisdictions, recognizing that Amnesty entities may undertake work on different aspects of this policy and can take an incremental approach to this work (in accordance with and within the limits of this policy) based on assessments of specific legal and policy contexts.

The International Board will ensure that, following the release of the final research report, sections and structures have an opportunity to review and give feedback on the final draft policy before it is adopted.

*Arising from resolution 2.3*

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## 5. CONSEQUENCES OF AUSTERITY MEASURES ON HUMAN RIGHTS

The International Council

DECIDES, based on the existing policy of the organization to elaborate a comprehensive analysis on the most serious impacts on human rights, in particular, social, economic and cultural rights, in different regions, resulting from policy choices, including policies of austerity, made by governments, including those measures deriving from relevant programs of international organizations or other relevant actors (e.g. the International Monetary Fund, the World Bank, etc.). This study aims to provide Human Rights Defenders with broad knowledge, evidence and legal reasoning in order to enable strengthened action against human rights abuses and in particular, social, economic and cultural rights.

INSTRUCTS the International Board to proceed with all adequate actions for the elaboration of such analysis, under the obligation to complete and present it to the membership, starting in November 2016 and delivered by ICM 2017.

REQUESTS the International Board to closely consider the results of the analysis and work (research, campaigns, and so on) already carried out on this topic by sections and the International Secretariat in order to strengthen the work of Amnesty International on the consequences of austerity measures on human rights such as the right to health or access to adequate housing; and to facilitate exchange of good practices on these issues across the movement.

*Arising from resolution 2.4*

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## 6. DEBATE ON A CHANGE OF POLICY WITH REGARD TO THE DETENTION OF MIGRANTS FACING DEPORTATION

The International Council

REQUESTS the International Board to review Amnesty International's current policy on the detention of irregular migrants. More specifically, the organization's acceptance of detention measures as permissible as a last resort and under specific circumstances (e.g. to prevent irregular migrants or asylum-seekers from absconding, to verify their identity or to ensure their compliance with a removal order) should be thoroughly revised with an aim to study the feasibility of Amnesty International's opposition to those measures and, thereby, strengthen the organization's profile in any campaigns and actions on the rights of people on the move.

The review process should be based on critical analysis of the impact of detention measures currently applied on the rights of irregular migrants (e.g. the higher risk of arbitrary detention, human rights violations in detention centres, the stigmatization of irregular migrants). Analysis should be based on applicable international norms, as well as available information on their implementation in different countries and regions, including relevant case law. Amnesty International's current policies on all other areas in relation to migration, more specifically on immigration control, alternatives to pre-deportation detention and the denial of criminalization of irregular migrants, should be taken into consideration.

In order to broaden Amnesty International's expertise on the situation of the detention of irregular migrants, the International Board should ensure sections' involvement in the review process.

This process should take place over the course of the the next two years.

*Arising from resolution 3.2.*

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## 7. NEW ASSESSMENT FRAMEWORK: THE DISTRIBUTION MODEL

The International Council

Having reviewed 2013 ICM Decision 1 and the work of the working group established as a result of it

DECIDES that the current assessment system will be replaced by the following distribution system from 1 January 2016:

- (i) Assessable income will be redefined to mean income available for human rights work, which will be distributed between sections and the international budget<sup>2</sup>.
- (ii) Assessable income will be calculated as follows:  
Assessable income = Total income – non-assessable income – deductible fundraising expenditure – core costs (capped) – other deductible expenditure
- (iii) The following income categories will be considered non-assessable income:
  - Income received from the international budget or from another AI entity provided that it is approved by the Secretary General (SG).

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<sup>2</sup> It is important to be aware that a share of the international budget expenditure goes to fundraising and core costs.

- Restricted income spent locally or through the international budget with the agreement of the SG. Restricted income will include income earmarked for relief.
  - Benefits-in-kind through donated services.
- (iv) Fundraising expenditure will be as defined in the Common Chart of Accounts. All fundraising expenditure is deductible, except:
- Where an entity receives a FIF grant, fundraising expenditure incurred by that entity, up to the FIF grant amount, will not be deductible from the assessable income in the year when the grant is received. In the event that the FIF grant is not fully spent in the financial year of receipt, any balance of unspent fundraising grant expenditure incurred in the second year will not be deducted.
- (v) “Core costs” are equivalent to organizational support costs as defined in the Common Chart of Accounts.
- (vi) The deduction for core costs will be capped at 17.5% of gross income.
- (vii) The following expenditure category will be accepted as other deductible expenditure from the assessable income:
- Funds granted to another Amnesty International entity, provided that the grant is approved by the SG.
- (viii) Approved international functions (as defined in the international functions guidelines) will be funded by the International Secretariat by way of a credit against the calculated assessment.
- (ix) Additional Voluntary Contributions (AVCs) paid to the international budget will not be deductible from the assessable income. If a section finds that it has spare reserves after payment of assessment, it may decide to pay an AVC from its remaining surpluses.
- (x) Repayments on FIF loans are not deductible from the assessable income.
- (xi) There will be four assessment bands as set out in the table below. The percentage for each band will apply to assessable income in that band only:

Band	Rate
€0 - €200,000	0%
€200,001 - €500,000	20%
€500,001 - €1,000,000	42.5%
€1,000,001 and above	62.5%

- These bands will be applied based on annual assessable income.
- (xii) The assessment contribution paid by a section in a particular year will be based on the assessable income in that same year. For the first two quarters of any year, assessment payments will be calculated using budget figures for that year. Assessment payments for the last two quarters of the year will be calculated based on section forecasts, adjusted to reflect the actual performance of the section in previous quarter(s) (as reported by sections quarterly through the COCOA reporting). The final quarterly adjustment each year will be based on the section’s audited figures for that year.
- (xiii) Assessable income and assessment contributions will be calculated in Euros but will be invoiced and paid in local currencies.
- (xiv) For simplicity purposes, sections exceeding for the first time the cap of €200,000 in annual assessable income will be assessed at the end of the year based on the reporting of their full year figures as part of the fourth quarter COCOA reporting.
- (xv) A report on the transition from the current assessment system to the Distribution Model will be provided at the 2017 ICM. A comprehensive evaluation of the Distribution Model will be presented at the 2021 ICM, whilst the 2019 ICM will be used to report initial experience and performance indicators.

- (xvi) The target 40% of global income to be made available to the international budget, decided by 2009 ICM Decision 15 and confirmed by 2011 ICM Decision 18 no longer applies. The movement aims to create the conditions for an increase in global income generating a related sustained increase of the international budget over the years. i.e. seeking to achieve an increase in the absolute amount which is a more relevant target.
- (xvii) For transition purposes under the proposed adoption path, 2016 sections' assessments will be calculated as an average between the current assessment system (which considers 2014 figures) and the Distribution Model (which is based on the net of 2016 results). 2017 would see a full adoption of the Distribution Model.  
Sections which experience an increase in assessment in 2016 under the Distribution Model greater than 10% of what they would have paid under the current assessment system can elect to lengthen the transition by a further year, with full implementation of the Distribution Model in 2018. In such case, assessment under the extended adoption path would be: 2/3 current assessment system, 1/3 Distribution Model in 2016, 1/3 current assessment system, 2/3 Distribution Model in 2017, and full adoption of the Distribution Model in 2018.
- (xviii) Referring to article (vii) and for transition purposes the relief applicable under the current assessment system for AVCs paid in 2014 and 2015 will be deducted from the assessment due in 2016 and/or 2017.
- (xix) The International Board has decision making authority for any variations from the implementation of the agreed distribution system in line with the agreed materiality guidelines.

***Arising from resolution 5a.3.***

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## **8. ENSURING PRESENCE AND GROWTH IN THE GLOBAL SOUTH**

The International Council

CONCERNED about the risk of closing small sections and structures in the Global South and East based on country priorities and financial considerations, and about the possible loss of growth opportunities in these sections and structures

INSTRUCTS the International Board:

- To ensure that the total level of funding provided to internationally financed sections and structures from the international budget is maintained at least at its current level.
- To ensure that the level of international grant funding to any individual section or structure is never reduced to a degree that would threaten their existence based exclusively on any limitations in the international expenditure budget.
- To assist any section aspiring to financial independence to do so through financial support and information transfer as necessary.
- To ensure that the international grant funding process for sections and structures is developed in a way that allows internationally financed sections and structures to adopt operational plans for a period of at least 2 years and that encourages them to seek local funding.
- To ensure that a part of the additional funds for priority investments in sections and structures is allocated based on a specific country prioritization decision-making process for growth investments in internationally financed entities.
- To develop and adopt an international funding guideline for sections and structures



after consultation with the Chairs Assembly in 2016. This guideline must include the above mentioned points as well as reflecting the strategic decision-making of the International Board.

***Arising from resolution 5b.1***

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## **9. A COMPREHENSIVE DISCUSSION STRATEGY FOR PRIORITY COUNTRIES**

The International Council

ASKS the International Board to set up and follow a comprehensive discussion process to design AI's strategy on priority countries on the basis of the following principles:

- (1) AI's strategy on priority countries is the result of a prior, comprehensive, multi-stakeholder consultative process that includes the experts from the International Secretariat, the relevant national sections, and the International Council. Relevant national sections may include sections from neighbouring countries, sections with an existing expertise on the priority country, or sections that have maintained a relevant partnership with local organizations;
- (2) AI's strategy on priority countries includes a wide range of possible means of actions, including but not limited to: the setting up and financial support of a local section, the reinforcement of partnership with relevant INGOs that have a solid local presence, the co-operation with and support of local civil society organizations, and other initiatives from relevant national sections;
- (3) AI's strategy on priority countries shall be consistent with the Strategic Goals and other planning tools adopted by the international movement;
- (4) AI's strategy on priority countries will be formally discussed and adopted by the 2017 International Council.

***Arising from resolution 5b.2.***

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## **10. IMPLEMENTING PRINCIPLES OF ONE AMNESTY AND *MOVING CLOSER TO THE GROUND* IN THE ORGANIZATION OF REGIONAL OFFICES**

The International Council

DECIDES that in the Global Transition Programme, all sections in a region will have access to key regional functions and support services provided by the regional office.

Furthermore, the International Council

INSTRUCTS the International Board to closely oversee and ensure that the movement's democracy, full and equal participation, and the values of One Amnesty are protected in the process of the Global Transition Programme.

***Arising from resolution 5b.4.***

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## 11. INTERNAL DEMOCRACY: ONE SECTION/STRUCTURE, ONE VOTE

The International Council

REQUESTS the International Board to develop, within the Governance Reform process, voting allocation and decision-making models which shall include the “one section/one vote” model. These models shall be debated at the 2016 Chairs Assembly prior to the approval of the Governance Reform at the 2017 ICM.

*Arising from resolution 5c.1.*

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## 12. CHANGES TO THE ICM STANDING ORDERS CONCERNING ACCOUNTABILITY

The International Council

DECIDES to replace article 3.1 of the ICM Standing Orders relating to its agenda with the following:

3.1 The International Secretariat (IS) prepares a draft agenda in consultation with the chairperson of the Board and the Preparatory Committee (PrepCom). Once approved, it is circulated to delegations at least two months in advance of the International Council Meeting.

The agenda should include as a minimum:

- Presentation in plenary – to be voted on and, where appropriate, approved – of a report from the International Board on its activities in all areas included within its statutory and regulatory responsibilities and the overall results of the work of the international movement, as well as the overall impact the same has had on improving the human rights situation across the world since the previous International Council Meeting, and also including the main challenges that remain with regard to targets that it has not been possible to meet.
- Presentation in plenary – to be voted on and, where appropriate, approved – of a report from the International Treasurer, including global management accounts from the movement for each of the two previous years and a comparison of the progress made in each of those two years.
- Presentation in plenary – to be voted on and, where appropriate, approved – of a written report on the implementation of the decisions made at the previous International Council and decisions made at earlier International Councils whose implementation is still pending. The report should have been previously presented to each of the Chairs Assemblies that may have taken place in between International Council Meetings.
- Presentation in plenary of a report by the Secretary General summarizing the work done by the International Secretariat on human rights and organizational and resource matters, and its main achievements and pending challenges, as well as the most significant successes achieved by the different sections, since the previous International Council Meeting, and including information on the activities of the Secretary General with regard to the fulfilment of his/her internal and external responsibilities.

- Presentation in plenary of a report on the situation of the international movement, including the New Forms of Presence, based on the accountability tools for movement structures (such as the Core Standards and the Standard Action Report).
- Working party agendas as specified in article 4.1 and following.
- Elections to international posts, as specified in article 11.1 and following.

*Arising from resolution 5c.3.*



# **NATIONAL CONFERENCE AND AGM 2016**

## **SECTION 5: USEFUL EXTRAS**

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# NATIONAL CONFERENCE AND AGM 2016 NOMINATION PAPER

## NOMINATIONS COMMITTEE

Points to note:

- you may nominate **1** person 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

To facilitate the printing of manifestos please forward them to [agm@amnesty.org.uk](mailto:agm@amnesty.org.uk) by **Wednesday 6 April 2016**.

NAME OF NOMINEE 1 \_\_\_\_\_

Signature of Nominee 1 \_\_\_\_\_

NAME OF PROPOSER \_\_\_\_\_

Signature of Proposer \_\_\_\_\_

NAME OF SECONDER \_\_\_\_\_

Signature of Seconder \_\_\_\_\_

## Nominations Committee (NC)

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 9 April 2016. 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 [agm@amnesty.org.uk](mailto:agm@amnesty.org.uk) by **Wednesday, 6 April 2016**.

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.

The NC is made up of three Individual Members of AIUK who are not AIUK Directors. Members serve for three years and may be re-elected subject to a maximum continuous period of six years. Its main role is to recommend the skills 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 relevant experience of finance or human resources especially recruitment. Networking skills are most important. Two seats are available for election at the 2016 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.

Two seats are available at for election at the 2016 AGM.

For a more detailed job description of this role, please visit the Governance stall in the Action Centre.

# NATIONAL CONFERENCE AND AGM 2016 NOMINATION PAPER

## 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 9 April 2016.**

NAME OF NOMINEE \_\_\_\_\_

Signature of Nominee \_\_\_\_\_

NAME OF NOMINEE \_\_\_\_\_

Signature of Nominee \_\_\_\_\_

NAME OF NOMINEE \_\_\_\_\_

Signature of Nominee \_\_\_\_\_

NAME OF PROPOSER \_\_\_\_\_

Signature of Proposer \_\_\_\_\_

NAME OF SECONDER \_\_\_\_\_

Signature of Secunder \_\_\_\_\_

## **Members' and Directors' Appeals Committee**

Elections for this committee take place every three years except when a vacancy occurs. 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 of resolving disputes. One place is available for election at the 2016 AGM.

For a more detailed job description of this role, please visit the Governance stall in the Exhibition.

# NATIONAL CONFERENCE AND AGM 2016 NOMINATION PAPER

## STANDING ORDERS COMMITTEE (SOC)

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 9 April 2016.**

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 Seconder \_\_\_\_\_

## **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 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.

For a more detailed job description of this role, please visit the Governance stall in the Exhibition.



# **NATIONAL CONFERENCE AND AGM 2016 NOMINATION PAPER**

## **FOR 2017 AMNESTY INTERNATIONAL UK 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 hand in your form to the registration desk by 8pm on Saturday 9 April 2016.**

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 Action Centre.

# **NATIONAL CONFERENCE AND AGM 2016**

## **YOUR QUESTIONS**

### **TREASURER'S REPORT**

11.30-11.50 Sunday 10 April 2016

If you would like to submit a question to the Treasurer please write your question in block capitals and send to [leni.morris@amnesty.org.uk](mailto:leni.morris@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 29 MARCH 2016**

YOUR NAME

YOUR QUESTION



# AMNESTY INTERNATIONAL UK SECTION ACTIVIST CODE OF CONDUCT

## 1. INTRODUCTION

“Those who today still feel a sense of impotence can do something: they can support Amnesty International. They can help it to stand up for freedom and justice.”

**Peter Benenson, Founder Amnesty International 1961**

“We’re creating a new kind of force for human rights. It combines the worldwide strength and reputation of Amnesty, with the voices of grassroots activists everywhere.”

**Atila Roque, Director, Amnesty International Brazil 2014**

In 1961 Amnesty International was conceived – originally as a one year campaign. The idea was simple: to call on “women and men of good will” around the world to unite and demand that the human rights of six individual prisoners of conscience be upheld – and that they be released. It worked. And the world’s largest human rights movement was born.

Central to everything we believe is the principle that **people** are the instruments of change. And the more people actively engaged in our movement, the more we can do together to promote and protect human rights for everyone. And so a key focus for all activists and staff at Amnesty in the UK is to encourage and enable more people – all people who share our belief in human rights – to join, actively participate and feel part of a modern, vibrant, effective movement of people for human rights.

As activists for Amnesty International we all need to be proactive in creating and maintaining an environment throughout the movement that is open, accessible and welcoming to everyone who shares our belief in justice and human rights for all. We believe everyone has a role to play and we know that Amnesty is privileged in having supporters with incredible skills, knowledge, connections and passion. Our collective job is to encourage and enable our supporters to become actively engaged in our work and campaigns – to become activists in a way that makes sense for them and promotes the aims of the Amnesty movement.

The way we behave when meeting and working together and the way we represent Amnesty when dealing with and collaborating with partners and associates is crucial in maximising the numbers and diversity of people we are able to welcome to Amnesty and in maximising our impact. This document sets out a detailed ‘code of conduct’ to provide guidance on the organisational values and behaviours we all need to uphold as well as detailing the procedure to follow should any complaints or other issues arise. But in simple terms what we really are asking of all activists is:

- Make people feel welcome and enabled to contribute in ways that make sense to them and draw on their skills.
- Recognise that we are all working for a common cause and work together – valuing and respecting different opinions and approaches to achieving our aims.

- Be open to and test new ideas and different ways of working
- Recognise that we all represent the global Amnesty movement and need to represent Amnesty in a way that serves to promote our aims and encourage more people to become activists for human rights.

Work together – with other activists, with staff, partners, supporters and potential supporters to create a world where human rights are known, claimed and enjoyed by all.

### **Peter Benenson:**

“The success of the 1961 Amnesty Campaign depends on how sharply and powerfully it is possible to rally public opinion. It depends, too, upon the campaign being all-embracing in its composition, international in character and politically impartial in direction. Any group is welcome to take part which is prepared to condemn persecution regardless of where it occurs, who is responsible or what are the ideas suppressed. How much can be achieved when men and women of good will unite... By experience shows that in matters such as these governments are prepared to follow only where public opinion leads.”

## 2. PURPOSE OF THIS DOCUMENT

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.

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.

### 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](mailto: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.

## 3. 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.

#### 4. 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 is available on our website: <https://www.amnesty.org.uk/equality-and-diversity-policy>. 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) Voluntary

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 are encouraged to work with other activists and organisations from time to time 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. Activists should always take care to avoid action that will negatively impact on human rights defenders and partners.

#### 5. 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.

##### 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**

Activists should not be under the influence of alcohol or drugs to the extent that their performance or behaviour is impaired during the performance of their duties for AIUK. 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 are available on our website at <https://www.amnesty.org.uk/child-protection-policy>. 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's data protection policy is available on our website at <https://www.amnesty.org.uk/data-protection-policy>. It should be adhered to.

### 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.

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.

If a staff member wishes to complain about an activist, they will alert their line manager who will instigate the process for responding to complaints about activist outlined in annex one.

## 6. 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.

Please see annex one our procedure for dealing with complaints about activists.

## 7. REVIEW AND COMMENTS

Comments are welcome on this Code of Conduct from anyone at any time. The Code will next be reviewed in November 2017..

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.

# ANNEX ONE

## Process for responding to complaints about activists' conduct

It is preferable that problems are addressed informally. However, this is not always possible and so someone might make a formal complaint.

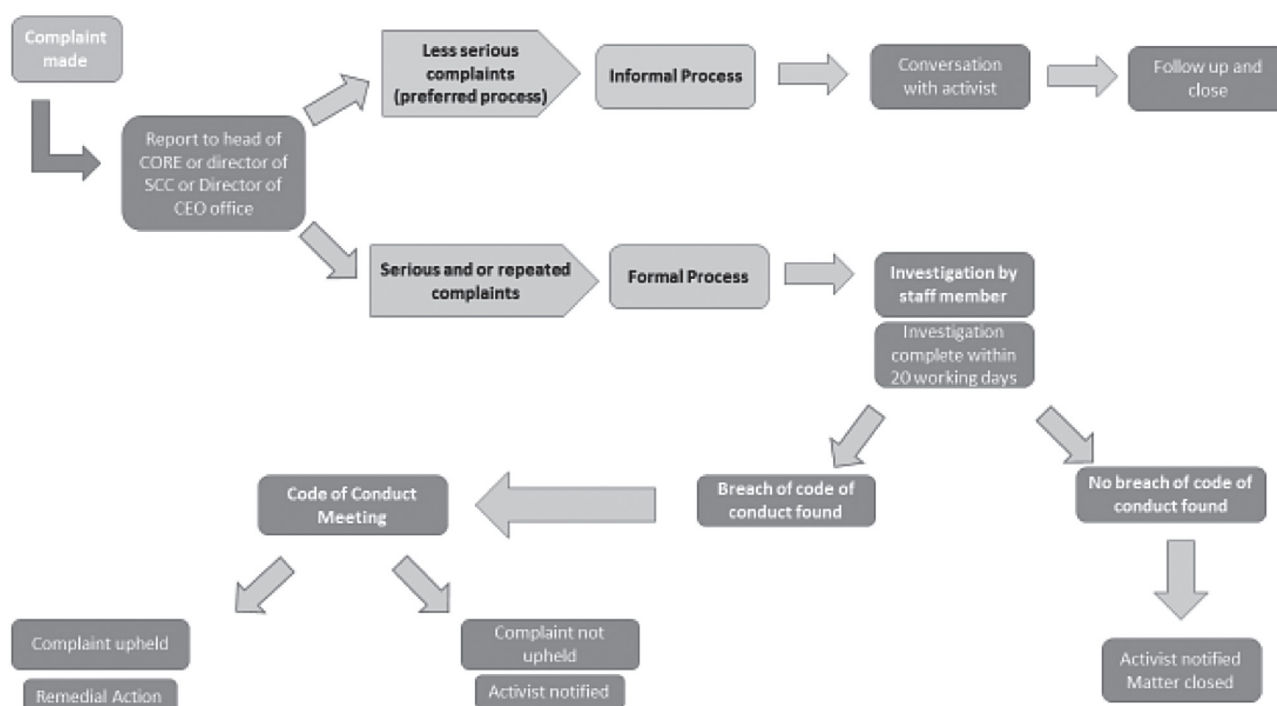
We would normally expect the complaint to be made shortly after an incident has occurred. However, we accept that in some circumstances this may not be possible, including where concerns arise from accumulation of events.

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).

The following flowchart outlines the process for responding to complaints, the document below explains this in more detail:

### 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.

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# CONTACTS

## AGM CONFERENCE TEAM

Contact the AGM Conference team about:

- Conference programme and timings
- Booking and payment queries
- Travel and special needs requirements
- Accommodation requirements
- Amending your booking
- Cancellations and refunds

T: 020 8875 8734

E: [amnesty@blueprintpartners.com](mailto:amnesty@blueprintpartners.com)

Amnesty International UK AGM Conference team  
c/o Blueprint Partners Ltd, 123 Disraeli Road,  
London SW15 2DZ

East Midlands Conference Centre contact details:

T: 0871 222 4836

Emergencies (24hr): 0115 876 0900

## AIUK SUPPORTER CARE TEAM

Contact the AIUK Supporter Care team for information on:

- Individual or Family membership numbers
- Your membership status
- Your membership fees
- Voting queries
- Voting by proxy
- Resolutions

T: 020 7033 1777

E: [sct@amnesty.org.uk](mailto:sct@amnesty.org.uk)

## AMNESTY INTERNATIONAL UK EVENT MANAGER

Contact Leni Morris for queries relating to:

- AGM business
- Conference programme content

Leni Morris

T: 020 7033 1771

E: [agm@amnesty.org.uk](mailto:agm@amnesty.org.uk)

## EDUCATION AND STUDENT TEAM

Contact the Education and Student team about:

- Student and youth meetings during the National Conference and AGM
- Attending the conference as a young person
- Availability of additional support to fund your attendance at the conference

Student members contact:

Ruth Taylor

T: 020 7033 1729

E: [ruth.taylor@amnesty.org.uk](mailto:ruth.taylor@amnesty.org.uk)

Youth members contact:

Anne Montague

T: 020 7033 1590

E: [anne.montague@amnesty.org.uk](mailto:anne.montague@amnesty.org.uk)