

Sikhs for Labour

Proud to be Sikh, Proud to be British, Proud to be Labour

Sikhs for Labour Constitution

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Sikhs for Labour Constitution

1. Name & Objectives

- 1.1. This organisation is known as “Sikhs for Labour”
- 1.2. The aim of Sikhs for Labour is to promote the shared values of the Labour Party and the Sikh community
 - 1.2.1. Sikhs for Labour accepts the programme, policy and principles of the Labour Party.
 - 1.2.2. Sikhs for Labour will conform to the constitution and standing orders of the Labour Party.
- 1.3. The objectives of Sikhs for Labour are:
 - 1.3.1. being a voice for Sikh interests within the Labour Party;
 - 1.3.2. promoting understanding of issues of concern to Sikhs;
 - 1.3.3. participating in policy making within the Labour Party;
 - 1.3.4. encouraging Sikhs to join and participate in the Labour Party;
 - 1.3.5. increasing electoral support for the Labour Party amongst Sikhs;
 - 1.3.6. supporting and promoting Sikh representation within the Labour Party and at local, regional and national elections.

2. Structure

- 2.1. There shall be an Executive Committee (“the Executive”) which shall, subject to the decisions of the Annual General Meeting, deliver the activities of the Sikhs for Labour.
- 2.2. Branches of Sikhs for Labour within each of the Devolved Nations and English regions may be established on the agreement of the Executive.

- 2.3. Equalities Networks of Sikhs for Labour for any defined or protected characteristic group may be established on the agreement of the Executive.
- 2.4. Special Interests Networks of Sikhs for Labour to enable campaigning and organising in relation to specific interests may be established on the agreement of the Executive.
- 2.5. The Executive may agree to establish a company limited by guarantee (the LTD Company) and registered in England & Wales for purposes of administering the affairs and any assets of Sikhs for Labour.
- 2.6. Sikhs for Labour in all its deliberations and across all its structures shall remain silent on the issue of a Sikh homeland.

3. Finance and Property

- 3.1. Sikhs for Labour, working with the LTD Company. Where appropriate, shall maintain an appropriate financial structure that shall comply with all relevant financial and electoral regulations.
- 3.2. The Chair, Vice Chair, Secretary and Treasurer of the Executive Committee will retain *ex officio* a controlling interest in any Management Board of the LTD Company. or any other corporate body established by the NEC to administer the movement and/or exercise its fiduciary duties.
- 3.3. The Treasurer will present annually at the AGM a report on the consolidated accounts of Sikhs for Labour.

4. Membership

- 4.1. There will be individual members of Sikhs for Labour.

- 4.2. The Executive shall, from time to time, set membership subscription rates.
- 4.3. In order to be eligible for membership of Sikhs for Labour, individuals must:
 - 4.3.1. be individual members of The Labour Party or be eligible to be individual members of The Labour Party. Those who are or have been members of political parties or movements which oppose, or intend to oppose, The Labour Party at local and national elections cannot remain or be accepted as members of Sikhs for Labour. The Executive will give due regards to The Labour Party requirements for membership.
 - 4.3.2. support the Aims, Objectives, and conform to the constitution of Sikhs for Labour.
 - 4.3.3. not bring Sikhs for Labour into disrepute.
 - 4.3.4. have paid in full the agreed rate of subscription, and not be in arrears.
- 4.4. Those who sympathise with the Aims and Objectives of Sikhs for Labour and who are eligible to be members of The Labour Party but who do not want full membership of Sikhs for Labour may become associate members.
 - 4.4.1. Associate members will enjoy the same rights as full members, however will not be entitled to vote or stand for election to the Executive, or vote on any matters to be determined at any Annual General Meeting or Extraordinary or other General Meeting of Sikhs for Labour.

4.5. The Executive shall approve or reject membership applications, suspend or terminate membership of Sikhs for Labour, and delegate such authority to the Secretary between meetings, who shall report at each meeting of the Executive any decision taken under this clause.

4.5.1. An individual may appeal a decision to reject, suspend or terminate membership by lodging a written representation to the Executive, outlining why they believe such a decision should be reversed. The Executive's ruling will be final.

5. Annual General Meeting

5.1. An Annual General Meeting of all eligible members of Sikhs for Labour shall be held each year at a date set by the Executive.

5.2. The business of the AGM shall be to:

5.2.1. Receive an annual report on the activities of Sikhs for Labour and the LTD Company, where appropriate.

5.2.2. Consider any motion, constitutional or otherwise.

5.2.2.1. The Executive shall determine all matters in relation to Motions and shall publicise them with the Calling Notice for the AGM. This shall include but not be limited to the timescale for submission, how motions shall be submitted, the form motions shall take including any word limits and who can submit motions.

5.2.2.2 Presenting bodies will have the right to nominate one individual to speak in proposition to their motion. Where the Executive is not the

presenting body, it shall reserve the right to respond to any motion at the conclusion of the debate.

5.2.3. On a triennial basis elect the Executive in accordance with rules set out below.

5.2.4. Receive the consolidated accounts of the Sikhs for Labour and the Ltd Company.

5.3. An Extraordinary General Meeting may be called by resolution of the Executive on the written request of 100 members.

6. Executive

6.1. The Executive is responsible for the general administration of Sikhs for Labour.

6.2. The duties of the Executive shall include:

6.2.1. Receiving reports from officers.

6.2.2. Determining the strategy and policy of Sikhs for Labour.

6.2.3. Agreeing any affiliations, nominations, delegates and policy submissions to any affiliate.

6.2.4. Establish and define the rules of any constituent unit of Sikhs for Labour's structure.

6.2.5. Enforcing the rules of Sikhs for Labour.

6.3. The Executive will comprise of four Key Officers and nine Functional Officers elected at an AGM. There shall be gender balance across all officer roles.

6.3.1. Key Officers of the Sikhs for Labour shall be:

6.3.1.1. Chair

There shall be a Chair who shall be normally *ex officio* chair of the Board of Directors of SFL Ltd. They shall chair any meeting of the Executive or AGM, act as official spokesperson of Sikhs for Labour, lead on ensuring Sikhs for Labour is adequately resourced to deliver on its strategy and policy, and together with the Secretary will hold a general power of delegation from the Executive.

6.3.1.2. Secretary

There shall be a National Secretary who shall be normally *ex officio* Company Secretary of the Board of Directors of the LTD Company. They shall hold a general power of delegation from the Executive between meetings, be responsible for enacting its resolutions between meetings, act as nominating officer to any affiliate, be responsible with relevant officers for the day-to-day work programme of the organisation.

For the avoidance of doubt, the Secretary shall be responsible for the interpretation, implementation and enforcement of the rules.

6.3.1.3. Treasurer

There shall be a Treasurer who shall normally be *ex officio* treasurer of the Board of Directors of the LTD Company, be responsible for the

financial governance of Sikhs for Labour, present annual consolidated accounts to the AGM.

6.3.1.4. Vice Chair

The Vice Chair shall deputise for the Chair where required. They shall be responsible for specific projects as determined by the Executive.

6.3.2 Other Functional Officers of Sikhs for Labour will be elected by members at the AGM and will work to assist the Key Officers with the general administration of Sikhs for Labour. Functional Officers will consist of the following roles:

6.3.2.1. Campaigns Officer

who will have responsibility for Sikhs for Labour's participation in election campaigning.

6.3.2.3. Local Government Officer

who will have responsibility for Sikhs for Labour's engagement with local government, maintaining a network of Sikh Labour Councillors

6.3.2.4. Membership Officer

who will work under the direction of the Secretary to assist with maintaining, welcoming and developing new members of Sikhs for Labour

6.3.2.5. Equalities Officer

who will have responsibility for developing and maintaining the work any defined or protected characteristic network established by Sikhs for Labour

6.3.2.6 Policy Officer

who will have responsibility for developing policy to submit through affiliated organisations, and promoting the values of the Movement through publications and for developing a programme of training and events for members

6.3.2.7 Communications Officer

who will work under the direction of the Chair and Vice Chair to coordinate Sikhs for Labour communications including regular newsletters, member communications and social media output

6.3.2.8 Trade Union Officer

who will have responsibility for developing membership and leading Sikhs for Labour's activities within the Trade Union movement

6.3.2.9 Youth & Students Officer

who will have responsibility for developing membership amongst young people and students within the Sikh community, and leading Sikhs for Labour's activities within the Youth & Student sections of the Labour Party, as well as coordinating a network of youth and student members of Sikhs for Labour.

6.3.2.10 Events Officer

who will have responsibility for organising Sikhs for Labour events including the AGM, social, political, policy events and events at Labour Party conferences.

6.3.3 Chairs of Sikhs for Labour Branches, Equalities Networks or Special Interests Networks are *ex officio* observers of the Executive and may attend its meetings without voting rights

6.3.4 Executive Officers shall be elected for a three year term of office

6.3.5. The principle of collective responsibility will be upheld by members of the Executive at all times.

6.3.6. The Executive shall co-opt any individual member of Sikhs for Labour to any casual vacancy of an officer post that arises between AGMs.

6.3.7. Any Executive officer may be called upon from time to time to represent Sikhs for Labour externally, and will abide by collective responsibility in all matters discussed by the Executive.

6.4. The Executive may from time to time agree to co-opt additional members of the Executive.

6.5. The Executive may from time to time establish sub-committees of the Executive to exercise any function it deems necessary.

7. Patrons

7.1. The Executive may from time to time confer the honorary title of "Patron" to any individual who has provided support to Sikhs for Labour.

7.2. The Executive will maintain a list of Patrons which will be reviewed on an annual basis.

8. Advisory Group

- 8.1 The Executive may from time to time appoint up to five individuals to an Advisory Group to advise and work with the Key Officers on key tasks. Advisory Group members will bring specific knowledge or expertise that will add significant value to the work of Sikhs for Labour.

9. Affiliations & Nominations

- 9.1. Sikhs for Labour is normally affiliated to:
- 9.1.1. The UK Labour Party,
- 9.2. Any additional affiliations to any other body or constituent unit by Sikhs for Labour or any Unit of Sikhs for Labour must be approved by the Executive.
- 9.3. The Sikhs for Labour Executive will have the power to appoint delegates, make nominations and propose policy to any affiliated organisation.

10. Amendments

- 10.1. Amendments to the Constitution may be made by resolution at an AGM or EGM of Sikhs for Labour, and must be passed by a two-thirds majority of the membership attending.
- 10.2. Amendments to the Appendices may be made by resolution of the Executive of Sikhs for Labour, passed by a simple majority

Appendix 1– Model Rules for Sikhs for Labour Units

1. Regional Branches, Equalities Networks & Special Interests Networks

1.1. Establishment

1.1.1. A new regional branch or defined or protected characteristic network or a Special Interests Network of Sikhs for Labour (“a Unit”) may be established by resolution of the Executive after demonstrating that it has met the minimum requirements:

1.1.1.1. 35 full members of the Sikhs for Labour,

1.1.1.2. a provisional set of Officers,

1.1.1.3. secured sufficient funding to support the administrative functions of such a unit as the Executive may require.

1.2. Name

1.2.1. (In the instance of a regional branch) “{X} Sikhs for Labour”

1.2.2. (In the instance of a defined or protected characteristic network or a Special Interests Network)
“Sikhs for Labour {X} Network”

1.3. Membership

1.3.1. Eligibility

1.3.1.1. (In the instance of a regional branch) Membership shall be automatically conferred and restricted to any full member of Sikhs for Labour normally resident within that area.

1.3.1.2. (In the instance of a defined or protected characteristic network) Membership shall be restricted to any full member of Sikhs for Labour who self-defines their identity in accordance with the aims and values of this unit, and seeks out membership.

1.3.1.3. (In the instance of a Special Interests Network) Membership shall be open to any full member of Sikhs for Labour who qualifies for and wishes to participate in the activities of the network and seeks out membership.

1.4. Organisation & Management

1.4.1. Structure

1.4.1.1. This Unit shall be administered by its Officers, elected for a period of one year at an Annual General Meeting, at a date set in agreement with the Executive.

1.4.1.2. This Unit may from time to time organise groups of individual members to meet for the purposes of meeting its Objectives.

1.4.2. Finances

1.4.2.1. For the purpose of clear financial reporting under both corporate and electoral law, this Unit may not hold a bank account other than any provision made available to it by the Executive.

1.5. Objectives

1.5.1. The Objectives of Sikhs for Labour as outlined within the Constitution shall apply to this unit.

1.5.2. (In the instance of a regional branch) To promote the activities, encourage membership and support the objects and values of Sikhs for Labour within the {X} region.

1.5.3. (In the instance of a defined or protected characteristic network) To promote the activities, encourage membership and support the objects and values of Sikhs for Labour amongst {X}.

1.5.4 (In the instance of a Special Interests Network) To promote the activities, encourage membership and support the objects and values of Sikhs for Labour amongst {X} and to facilitate Sikhs for Labour campaigning and organising amongst {X}.

1.6. Affiliates

1.6.1. This Unit may affiliate to any appropriate body, as determined and agreed by the Executive, and work in cooperation with the Secretary as nominating officer to ensure Sikhs for Labours representation within any such affiliate. The Executive will give due regards to bodies deemed ineligible or inappropriate for affiliation to by The Labour Party.

1.7. Officers

1.7.1. This unit will elect:

1.7.1.1. a Chair, who shall sit as an ex officio observer on the Executive

1.7.1.2. a Secretary

1.7.1.3. Two Vice Chairs, one of whom must be a woman.

1.7.2. On the agreement of the Executive, the Unit may elect further Officers in accordance with the list of officer roles set out in Section 6 of the Constitution

Appendix 2 – Procedural Rules

1. Elections

1.1. Eligibility

1.1.1. Any full individual member, as defined under section 4 of the Constitution of Sikhs for Labour, may stand for election as an officer, in accordance to the criteria and subject to any gender restrictions as determined by the Constitution of Sikhs for Labour.

1.2. Nomination

1.2.1. The Executive will appoint one of its number to act as Returning Officer in any election.

1.2.2. The Returning Officer will issue all individual members in good standing, and any unit of Sikhs for Labour, with appropriate notice of a forthcoming election.

1.2.3. Individual members of Sikhs for Labour may be nominated for a post by any Unit of Sikhs for Labour, or by self-nomination.

1.2.4. The Returning Officer will secure the ability of duly nominated individuals to present a statement to the full membership of Sikhs for Labour.

1.3. Voting

1.3.1. Voting shall follow the principle of “one-member-one-vote”.

1.3.2. Elections may take place electronically or in person as deemed appropriate by the Executive

1.4. Administering the Election

1.4.1. The Returning Officer shall oversee and determine all and any matters that arise in relation to all elections following appropriate consultation with the Key Officers.

1.4.2. Two scrutineers may be appointed by the Executive to observe the counting of votes, and to ensure that these Procedural Rules have been followed.

1.4.3. The Returning Officer’s ruling on any matter is final.

1.5. Declaration of the Result

1.5.1 The results of the election shall be declared by the Returning Officer either at the AGM or in a manner by which all members are informed.