**Motion: Leaked Report**

An internal report was leaked on **12 April 2020 (Easter Sunday and during the celebration of Passover).**This report contains details of complaints into antisemitism, including the identity of complainants.  This report also contained quotes from former and current members of staff taken from Labour Party emails and internal instant messaging systems as well as WhatsApp groups.

This branch notes:

1. Many of the comments by former members of staff in the SMT WhatsApp groups are offensive and indefensible and do not reflect the views and values of the vast majority of current Labour Party staff.
2. Some other comments are selective and/or taken out of context and the relevant members of staff were not given the opportunity to provide context or explanation in the course of this “investigation”.
3. As a result of the leaking of this document, current and former members of staff have received threats of harm on social media, including: *“Who wants to storm Labour HQ?*”, *“Pitchforks at the ready*”, “*I know what I’d do with them...and it would be Stalinist*”, *“Would love to see an Anakin/The Younglings moment at Labour HQ now*.” Staff have also received death threats, and been blamed for people dying in the current pandemic.
4. The Labour Party has a duty of care to protect members who raise complaints, particularly those relating to discrimination based on protected characteristics.  The lack of redaction in the leaked report has resulted in sensitive personal details of those complaining about antisemitism being widely shared online; the Labour Party has once again let down the Jewish community in the most fundamental way.
5. The purpose and outcome of this report would seem to support a narrative that Labour staff acted in a way that did not support the election of a Labour Government.
6. The hostile environment created post-2015, in which staff who did not appear to support the new leader were marginalised, ignored, harassed and hounded out of the Party usually signing NDA.
7. Guidance from the Information Commissioner’s Office on secret workplace monitoring states: “*you should be satisfied that there are grounds for suspecting criminal activity or equivalent malpractice, and that telling people about the monitoring would make it difficult to prevent or detect such wrongdoing.”*
8. The conduct of whistle-blowers features heavily in this report.  Indeed, the report states that the Labour Party “hopes the EHRC will question the validity of the personal testimonies” submitted to the EHRC by whistle-blowers.
9. The General Secretary addressed this branch on 13 January 2020 and stated that under her leadership there would be no victimisation of whistle-blowers and she found the implication that she would instruct anyone to do so ‘offensive’.
10. Should management feel that any serving members of staff had acted inappropriately there is a grievance process which could have been followed.
11. This grievance process does not involve writing a report in secret, with no right of response to any of the allegations it contains, and no involvement from their trade union representatives, and leaking it to the media.
12. That staff named in the report have received varying levels of communication and support from HR.
13. That three of the current members of staff whose comments feature in this report are currently on maternity leave.
14. When a member of Senior Management was accused of wrongdoing in the media the General Secretary did not hesitate to leap to her defence.
15. Media reports stating that the General Secretary had oversight of the creation of the report, and had full view of the report in advance of it being made public.
16. That tensions are running very high within the Labour Party staff at the moment.

This branch believes:

1. The actions and views of former members of senior management do not detract from the colossal effort made by the overwhelming majority of Party staff past and present to win elections, including in 2017.
2. Many existing members of staff were also staff during the 2017 General Election. The comments of a few former members of staff should not undermine the incredible hard work, effort, and personal time given up by all other staff members to fight for a Labour victory. Such narrative is also detrimental to the future prospects of the Party in winning elections. Staff and Politicians have always had to make fine judgement calls based on the information available at the time.
3. By trawling the emails and instant messenger logs, the General Secretary has effectively unilaterally placed all members of staff under investigation, albeit without any clear process or notice.
4. The leaking of this report is yet another example of the toxic culture of bullying and intimidation that exists within the Labour Party and the contempt in which it holds its members of staff.
5. That while the report raises serious questions about the conduct of the previous senior management team, publishing the identities of victims of racism as well as the private correspondence of its staff is conduct from the current Senior Management Team which is no less disreputable.
6. That the leaking of this report over the Easter weekend, when staff are confined to their homes as a result of Covid-19 and may well have caring responsibilities and/or have suffered bereavements adds insult to injury.
7. Staff can no longer be confident that the General Secretary has the safety and welfare of staff as her top priority, and has allowed the mental and physical wellbeing of staff to be put at risk with the creation and leaking of this report.
8. A period of calm would greatly improve morale across all staff teams, and ease tensions in order that problems can be resolved.

This branch resolves:

1. To strongly condemn the offensive comments made by the former members of the Senior Management Team, apologises unreservedly for them, and regrets the harm that this has caused.
2. To welcome the announcement from Keir Starmer and Angela Rayner, committing to commissioning an independent investigation into the circumstances in which this report was drafted and leaked to the media, calls on the General Secretary and senior management team to cooperate fully with this.
3. To demand that the General Secretary apologise personally to the current staff named in this report.
4. To demand that, in line with ICO guidelines, the General Secretary notifies all members of staff subject to this surveillance of what criminal activity or equivalent malpractice they were suspected of participating in, as well as an explanation as to why they were not informed, and whether such suspicions were notified to appropriate authorities.
5. To make a complaint on behalf of our members to the Information Commission about this clear breach of data.
6. To call upon members of staff involved in the writing of this report to cooperate fully with the independent investigation with the full support of their union without fear of any recriminations from senior management.
7. To once again express our solidarity with the Jewish Labour Movement and all victims of antisemitism within the Labour Party as well as those who submitted complaints who were named in this report.
8. Work with management, elected representatives and the new leadership team to ensure that the Labour Party is an exemplar employer with open and transparent recruitment practices and that all staff are treated equally, fairly and without discrimination so that we can all work towards elect this Labour Government that this country so badly needs