

Advocating Transparency of the BAME Pay Gap

Conference calls upon London Region Labour Party to accept the principles of, and advocate on behalf of, the following policy – The Greater London Authority, the Local Government Association, all other relevant statutory bodies in London, and businesses in London with over 50 employees to disclose pay by ethnicity in a similar fashion to that of the Gender Pay Gap.

Conference calls upon these organisations to:

- (a) Publish the organisation’s median ethnic pay gap figures;
- (b) Publish the organisation’s mean ethnic pay gap figures;
- (c) Publish people’s ethnicities in each quartile of the pay structure (by seniority) to show the spread of earners by ethnicity across an organisation;
- (d) Publish pay gaps by ethnicity for all remuneration for the year.

Proposer: Croydon North

Secunder: TBC

Local Government Austerity

Conference notes that:

- Tory government-imposed austerity policies have resulted in catastrophic cuts to local authority services, which means that some London councils are struggling to set legal budgets without cutting statutory services.
- Cuts since 2010 have seen London councils lose 60p out of every £1 in 2010 core funding. By 2020 cuts will approach 65pc (over £4 billion). Next year London councils face £235 million more cuts, with many hundreds of millions more after that.
- Councils already lack the funds to provide vital services like housing the homeless and the provision of adult social care. London Labour needs to build on the Red Lines campaign by Labour councillors, publicising the impact of the cuts and the

need to defend locally-delivered services as a priority. Our communities cannot wait for a Labour Government.

- Labour council leaders have warned that Tory funding cuts are pushing London councils to "breaking point".
- London councils' per capita 'spending power' has fallen 37pc in real terms, compared to 29pc for the rest of England, at a time when our population is growing rapidly and we already have higher poverty rates.
- NRPF (No Recourse to Public Funds) is a condition applied to most migrants, ensuring exclusion from welfare benefits. However, migrant families may present to their Council seeking help under Section 17 of the Children Act, to protect their children from destitution. This support is provided from Council budgets.
- Incentivised by austerity, many London councils are neglecting their legal duty, prioritising gatekeeping over children's safety, and leaving migrant families with young children street homeless. Antagonistic practices including embedding On-Site Immigration Officers within the council deter migrants from claiming support. This practice of embedding OSIO's in local councils was designed by the Hostile Environment Working Group to increase Data harvesting opportunities with local authorities.
- Eight of the nine councils with OSIO's are London boroughs with a Labour majority.

Conference believes that:

- For decades, Labour has failed to challenge right-wing anti-migrant narratives, allowing a culture of division and scapegoating to pervade UK politics. The appropriate response to brutal Tory cuts is to put a spotlight on the government responsible, not withdraw support from society's most vulnerable.

Conference resolves to:

- Instruct the 2019 elected London Labour Regional Board to implement a co-ordinated London-wide campaign by:
 - Organising a London-wide campaign against local authority cuts as a first step to building a national Labour anti cuts campaign
 - Launch a mass national petition, in electronic and physical form, for these demands.
 - Organise a mass London demonstration with these demands, also inviting people from outside London.
 - Encourage the holding of meetings in every borough to build the campaign.
 - Holding a conference aimed at (1) considering all existing and alternative ways of raising income, including fairer council tax, using council reserves and exploring alternative budgets and (2) building an anti-cuts campaign across the region involving Labour Councils, CLPs, Trades Unions and community and tenants' associations, with the aim of raising public awareness of the scale and severity of the cuts as they affect the lives of communities and individuals, thereby securing public support and building active opposition
 - Setting up a London wide committee to coordinate the ongoing campaign
- Discuss alternative ways of raising income, such as a fairer form of Council Tax including those suggested by Chris Williamson MP.
- Call on Labour-run London councils to:
 - Immediately instigate the removal of embedded Immigration Officers, and end collusion with Hostile Environment initiatives
 - Where there is evidence of hostile policy, immediately instigate an independent review of the NRPF Department
 - Ensure that any future policies are fair, prioritising safeguarding of children
 - Campaign to reverse cuts made by central government
 - Lobby for central government to reimburse councils for Section 17 funding, and end all use of NRPF against migrants.

Proposer: Tottenham CLP

Seconder: Lewisham Deptford CLP