

Brighton and Hove Liberal Democrats

DIVERSITY AND INCLUSION STATEMENT FOR BRIGHTON PAVILION

August 2023

Our Values

The Liberal Democrats believe in a modern United Kingdom of genuine openness and equality without exception. We champion a society where everyone is treated with dignity and respect, irrespective of their background, ethnicity, gender, sexual orientation or any other part of an individual's identity.

Our Mission

Brighton and Hove Liberal Democrats (BHLD) are committed to promoting inclusion and diversity and equality in our local party, irrespective of all kinds of difference. Diversity is set out in The Equalities Act 2010 and includes all the protected characteristics. 'Under represented groups' are people with those protected characteristics who are less well represented in our membership than in the general population. The protected characteristics are:-

- Sex, gender and sexual orientation
 - Disability
 - Age
 - Race and ethnicity
 - Religious belief
- (One should be aware of socio-economic diversity as well.)

BHLD is committed to finding where their membership does not reflect the diversity of the people of Brighton and Hove and to setting targets to improve representation and involvement.

Our Aims

Brighton & Hove Liberal Democrats (BHLD) aims:-

- To create an inclusive and welcoming environment for all members, candidates and party activists, whatever their race, gender identity, nationality, religion, sexual orientation, disability, employment status, socio-economic background, marital status, health, age and ability.
- For our values to be reflected in everyday interaction within the local party and with the wider membership, groups and communities.

- To widen participation, ensuring equal opportunity in, and access to, our party - with diversity reflected in our committees, our membership and our candidates.
- To offer forms of participation that take account of transport and access issues, and family and other caring responsibilities.

Improving our Diversity

The most up to date information available on diversity in Brighton and Hove is from the Census of 2021. Information on the makeup of the Brighton and Hove Lib Dem membership is current. The highlights are as follows.

	Brighton and Hove Lib Dem Membership (August 2023)	Brighton and Hove Population (2021 census)
White British and Non-British	95%	85%
Asian and Asian British	0.75%	4%
BAME	4%	6%
Male : Female gender	75:25	49:51
Christian	55%	33%
No Religion	38%	59%
Other Religion	6%	7%
Disability	14%	19%
Sexual Orientation	22% identified as LGBT+ **	Data not available

* The figures are based on data provided by members. Generally, roughly half of members provided data.

** 22% of members who responded to the question on sexual orientation identified as LGBT+.

A number of characteristics are clear:

1. Our membership is majority male. Our executive is made up of 78% male and 22% female. This compares with 75%:25% in the membership as a whole and 49%:51% in the Brighton and Hove population in general. Our membership is significantly older than the general population of Brighton and Hove. Only one members of the Executive is under 30 years old. We have 37% of our members in the 40 to 59 years age bracket compared with 28% in the general population, and 34% of members in the 60 to 79 years age bracket compared with 14% of the Brighton and Hove population.
2. Brighton & Hove has an overwhelmingly white population and this is reflected in our membership. However, Asians and BAMEs are underrepresented in our membership and our Executive.
3. Our membership has a higher proportion of people associating themselves with a religious belief compared with the general population. The main religion is Christian.
4. Brighton & Hove is famously popular with the LGBT+ community and this is also reflected in the local party's membership. We have people who identify as LGBT+ on our Exec and who stood in this year's local elections.

Over the next 12 months the target is to learn more about our members and supporters and to improve the involvement of those not well represented in our organisation and activities.

We must aim to identify, include, train and generally support diverse members to be able and confident to stand for election.

BHLD Policy to Improve Diversity

This document sets out our action plan to enable us to reflect our areas diversity. We have identified five areas:-

1. Membership Recruitment

To recruit more members from all backgrounds but especially those typically underrepresented in the local party. Undertake a survey of members and supporters to invite them to confirm their characteristics if they are willing to do so. Thus enabling us to talk to those who may be willing to explain their issues and how we can better represent them.

2. Political Candidates

To encourage recruitment from all backgrounds but especially those under represented at local and national levels.

3. Diversity Training

Encourage diversity and inclusion training for BHLD officers.

4. Links with Community Groups

To continue to develop links with groups in the wider community. To actively support the diverse communities in our area.

This policy reinforces our commitment to providing inclusion and equality to all in our local party. We are opposed to all forms of unlawful and unfair discrimination and will take appropriate action against all those concerned. We have a supportive complaints procedure for all those who experience discrimination in our local party.