



**Friends of  
the Earth**

## **Rules of Election and Co-option to the Board of Directors for Friends of the Earth Ltd, and Friends of the Earth Trust\***

**Approved by the Boards May 2011**

*The Returning Officer for these Rules at January 2011 is Fiona Davis: tel  
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*Note: 'Friends of the Earth' has in fact two Boards: one for Friends of the Earth Ltd and one for Friends of the Earth Trust. In these Rules these two Boards are generally referred to as 'the Board'. \*The persons elected through these elections constitute the 'regional representatives' who are Members of Friends of the Earth Trust under article 4 of its Articles of Association.*

### **1. Size of the Board**

The Board will have 17 members: 10 members will be nominated by election through the Local Groups. 7 members will be co-opted by the Boards directly.

### **2. Role of the Board**

- a) Members of the Board of Directors are the legal company directors under the Companies Act 2006.
- b) The Board will exercise the powers laid out in the Memorandum and Articles of Association of Friends of the Earth Ltd. The Board will monitor the campaign and administrative performance and advise on policy, but generally the staff will be supported in their efforts to get on with their jobs, and the Board will not be a working Board or interventionist Board.
- c) Board members nominated by election will not be delegates, but will work for the benefit of Friends of the Earth as a whole. This is to ensure that the fiduciary duty required of company directors by law is upheld.

To a limited extent Board members elected by a region can 'represent' the interests of that region, but only if this does not conflict with their primary fiduciary duty to Friends of the Earth as a whole. If there is a conflict of interest it will be determined in terms of the Board's process at the time.

The Board shall maintain and publicise a statement governing the role of Board members nominated by a region, identifying clearly what can and cannot be undertaken in that role, and emphasising the primary fiduciary duty to secure the benefit of Friends of the Earth as a whole.

- d) Directly Co-opted members of the Board will have the same rights, duties, obligations and responsibilities as elected members - no differentiation, other than their method of appointment, will be made between the two categories of Board members.
- (e) All elected Board Members will serve for three years from the date of appointment, with the exception of those elected under the terms of Rules 19, 20 and 23, who shall serve until the next regular election from that region falls due.

f) There will be a maximum service period on the Board of 3 terms of 3 years in total, not necessarily in consecutive terms for all Board members. In exceptional circumstances, a final term of another 3 years can be considered by the Board to fill a skills gap or Chairing need. Where co-opted members currently exceed the 3-term rule, they will be permitted to complete their current term.

### **3. Suitability for Board Membership**

- a) Membership of the Board would be as widely based as possible, containing a diverse range of skills.
- b) Candidates for any position on the Board should demonstrate in their application for election or Board membership a demonstrated commitment to social and environmental advocacy/issues. The following factors should be used as a guide for identifying possible candidates for Board Membership:
- i) Skills (such as Law; Business; Accountancy; Research/ Academic/ Education; Campaign experience; Political experience; Media experience; Central/Local government; International activities; Particular fields of knowledge (e.g. economics, land-use planning); Other pressure groups; Fundraising; Science; and Public policy).
  - ii) Diversity in all appropriate categories.
  - iii) Diversity in depth of Friends of the Earth Ltd. connection and experience.
  - iv) Independent perspective (i.e. a proportion of "non- Friends of the Earth" people).
  - v) Regional/national/international view (i.e. not too London orientated).
  - vi) Informed/intellectual thrust.
  - vii) Willingness and time to serve, (i.e. recognition of a sometimes demanding but unpaid role).
- c) There will be no positive or negative discrimination in the allocation of places on the Board.

### **4. Responsibilities of Board Members**

- a) Board members will be expected to attend all Board meetings, meetings of committees to which they are appointed, and the Annual Conference. Board members will be appointed to sit on at least one committee of the Board.
- b) All Board Members should work for and represent the best interests of Friends of the Earth. All Board Members, including direct co-optees, must also sign a consent to act in this way as in the Acceptance of Nomination form.
- c) All Board Members who fail to attend three consecutive quarterly cycles, or who fail to attend at least one half of their relevant meetings in any twelve month period, without good reason e.g. illness may be required to offer their resignation.
- d) All Board Members will be expected to carry out their role according to company director duties under the Companies Act 2006.

### **5. Eligibility of Staff to be Appointed Members**

- a) No member of staff of Friends of the Earth Ltd or Friends of the Earth Trust Ltd may be nominated for election to the Board by election or co-opted thereon. By the use of the word "staff" we mean all those receiving regular remuneration, whether full-time or part-time, and whether as a salary or as a consultancy fee, from Friends of the Earth Ltd or Friends of the Earth Trust Ltd.

b) Employees of Local Groups or other organizations whose position is specifically funded in whole or part by Friends of the Earth Limited or Friends of the Earth Trust Limited will not be accepted as candidates for election to, or cooption onto, the Board.

## **6. Returning Officer**

The Board will appoint a Returning Officer to conduct each election.

## **7. Regional Basis of Elections**

a) The 10 elected nominees to the Board will be elected from 10 regions of the United Kingdom (excluding Scotland), each region electing 1 person.

b) The 10 regionally elected Board members will be co-opted onto both the boards for Friends of the Earth Ltd and for Friends of the Earth Trust, thereby occupying a majority on both boards.

## **8. Electorate for regionally elected Board Members**

a) The electorate for a regionally elected Board Member are the properly constituted Local Groups in that region. Friends of the Earth financial supporters wishing to vote should do so by joining a Local Group. The Friends of the Earth magazine for supporters and website will advise financial supporters annually of this opportunity.

b) The decision relating to how to cast votes by Local Groups in elections and the selection of nominees and seconders will be left entirely to the Local Group to arrange as it thinks best.

## **9. Definition of Local Groups which are eligible to vote**

The only Local Groups which will be entitled to participate in the nomination and election procedure are those which have entered into and complied with a Licence Agreement with Friends of the Earth (available on request), and are eligible under the following criteria:

a) Local Groups should have existed for at least one year before being entitled to vote, and they will also be required to pay the registration fee before voting.

b) All Groups which have entered into the Licence Agreement on 1st September in the year before the election (assuming that the election is held in the period leading up to the Annual Conference) and which have paid the annual fee by 7 weeks before the election, will be entitled to vote.

c) In the event of an election taking place under the terms of Rules 19, 20 or 23, only those Groups that have been licensed to Friends of the Earth Ltd for at least one year at the time when the election is called will be entitled to vote.

d) No Local Group member shall be eligible to belong to more than one Local Group for the purposes of voting in elections to the Board.

## **10. Nomination Procedure and Nominees**

a) The nomination process will be opened by the Returning Officer at the earliest possible date starting 18 weeks and no later than 15 weeks before the Annual Conference in the year of the election. (In the communications to Local Groups about the overall timetable for Conference, which takes place no later than 20 weeks beforehand, the returning officer should identify the specific opening and closing dates for nominations for that year's election) Nominations will be made in writing. Nominations will close 12 weeks before the Annual Conference.

b) Only Local Groups will propose and second prospective Board members for election in their own region. The nominee should be based in that region in order that they can fulfil their regional functions (see Rule 2).

c) Each person wishing to stand for election should have one nominator and one seconder.

d) All nominees must be eligible to be a Company Director, and also a "fit and proper persons" under the HMRC rules, at the time of nomination and to the best of their knowledge at the time of election.

e) If the nominee becomes ineligible after nominations close and before Elections they have to withdraw their nomination.

f) All nominees must be registered National Supporters of Friends of the Earth, or immediately become such a Supporter after nomination and before being included on the election papers.

g) The written consent of each nominee will be required, confirming that they have read the 'job description' of the Board.

## **11. No Nominations Received for a Region**

a) If no nomination is received for a region, then the Returning Officer will notify all Local Groups to that effect after the close of nominations.

b) In such an event a further nomination process will take place and this will close thirty days before Annual Conference.

c) Any eligible Local Group will be permitted to nominate a person for the vacant place, using the usual nomination form, except that no seconds will be required.

d) Local Groups which nominate a person under this procedure must obtain that person's written consent in the same manner, and on the same form (subject to there being no requirement for a seconder) as in the principle nomination procedure.

e) Should this second nominations process result in candidate(s) standing then election statements and ballot papers will be sent out to eligible Local Groups within two working days of nominations closing, and the voting procedure will be as described in Rule 17.

## **12 Responsibility and requirement to vote**

a) At present the Board is not proposing that voting should be compulsory. As an intermediate position, the names of those local groups that have not yet voted during an election will be published at periodic intervals (together with reminders being sent to coordinators), in order to ensure that all members of a local group that have not yet voted are aware of that fact.

b) For its part the Board will use its best endeavours to make sure that:

- the electorate have a good and up-to-date opportunity to access information about individual candidates;

- the candidates have a good opportunity to explain their qualities, and also face questioning about these;

- and that the methods of voting are easily accessible and up-to-date.

c) To recognise that some Local Groups may not genuinely wish to vote for any candidate, they will also be able to record an abstention.

### **13. Voting Procedure**

a) The process of voting will be by electronic systems only\*. The opportunity to vote electronically will be made available online via the Internet. Each Local Group will have one vote only, and once that has been recorded by the electronic voting system as having been cast, it cannot be changed or repeated.

[\*Except in the circumstance of a 'catastrophic' failure of the electronic system, in which case the Returning Officer can decide to substitute an alternative system as they determine appropriate, including a traditional ballot paper/box system.]

b) After (i) nominations have closed and (ii) after the regional hustings meeting organised in accordance with Rule 14d) but (iii) no later 4 weeks before the Annual Conference (regardless of whether a regional hustings has been held or not) the opportunity to vote online will be opened to all eligible Local Groups. Ballots will close at 17.00 hours on the Saturday of Annual Conference. No late votes will be accepted.

c) At that same time the opportunity to vote will be notified both electronically and in writing to the local group Coordinator last known to Friends of the Earth Ltd, or to whom the Local Group nominates. An acknowledgement of receipt will be sought for the electronic notification. It will also be publicised on the Friends of the Earth website.

d) All electronic ballot papers will include (i) an Abstention option (ii) a Re-open Nomination option (RON). Voting will be by way of the Alternative Transferable Vote (ATV). For all practical purposes, the Abstention and RON options will be treated as an additional candidate on the ballot form. Local Groups will use their ATV to place candidates (including the Abstention and RON options) in the order of their choice.

e) In the event that the RON option receives the majority of votes then a second election will be held; this will be conducted according to the shortened timescale that applies in Rule 16 and is described in Appendix D. Should such a second election be held, candidates from the first election will be notified within three working days of the close of that election and they may withdraw from the second election if they wish.

f) Should the RON option receive the majority of votes in the second election the Board may seek to co-opt a person from the relevant region to fill that place. The co-opted Board Member will serve for a period of one year only, or until the next scheduled election if that is sooner.

g) The Returning Officer will advise the Chair of the Board or their substitute during the annual Conference of the result of the election, who will announce the results together with the number of votes cast for each candidate. This information will then be made available on the Friends of the Earth website.

### **14. Electioneering and Engagement with the Electorate**

Candidates will be able to provide information to the electorate, and the electorate to seek information, in the following ways:

a) Each candidate will be required to provide a single written election address, not exceeding 500 words, about her or his activities and qualities as potential Board members. A photograph should be included. This will be the only paper electioneering item that will be distributed from Friends of the Earth Ltd.

b) Each candidate will be able to provide a single video address lasting no more than 3 minutes, with the same approach as for the election address. FOE will provide a webpage where all video statements and election addresses will be available.

c) FOE will create a single forum page per electoral region where Local Groups can contact and question their candidates.

d) A Hustings will be organised at any regional meeting organised by FOE in the period between nominations and Conference to allow the electorate to listen to candidates' views and to ask questions of them. The hustings will take the form of (i) opening statement from each candidate - maximum 3 minutes each (ii) questions from local groups (the same question usually to be put to all candidates, the process to be facilitated to ensure fairness) - maximum 20 mins; (ii) closing statement by each candidate - 1 minute. The failure to have a hustings shall not stop the election process continuing.

e) No statement that is derogatory to another candidate or commenting adversely on their qualities will be acceptable. Any statement or activity which a candidate or member of the electorate believes contravenes this rule should be reported to the Returning Officer, whose judgement about the complaint and any breach of the Rules will be final, and published on the FOE website. Candidates are strongly advised to focus on promoting their own case rather than commenting on that of other candidates; candidates for the Board of FOE are expected to conduct themselves responsibly.

f) Unless a form of electioneering is endorsed as permitted by these rules, candidates should assume that they should not be undertaken. Clarification or a ruling about a particular form should be sought in advance from the Returning Officer. Electioneering by third parties in support of a candidate is not acceptable.

## **15. Recall of a Board Member**

a) If Local Groups in a region are dissatisfied with the performance of their elected Board member then they have the right to recall that person at any time.

b) A recall must be supported by a majority of licensed Local Groups in the region. To be eligible to participate in this process, a Local Group must have been licensed for at least one year at the time that the recall is instigated. This recall will terminate the period of office of the Board member, and mid-term elections will then be held in that region.

c) The procedure for recalling a Board member is set out in Appendix E below.

## **16. Resignations**

a) One month's notice of voluntary resignation to the Chair of Board will be required. On receipt of this notice, Local Groups in that Board Member's region will be notified within two weeks by Friends of the Earth Ltd. (In the case of elected Board Members).

b) If an elected Board Member resigns their post within the space of two years of election, an election for a new Board Member will take place, using a shortened timescale below (Appendix D). Board members elected in this way will serve until the next regular election in their region.

c) If an elected member of the Board resigns after the second year of office, the Board will, where practicable, fill that place by co-opting a person from the region onto the Board, for the remainder of the term which the person who had resigned would have served.

d) If for any reason the Board Member becomes ineligible to act as a Company Director under the Companies Act 2006, they must immediately resign informing the Chair.

e) In the particular circumstance where a Board member has been accused of a major crime/is awaiting trial (such as fraud and violent crime) the Board can vote to suspend that member.

### **17. No Board member for a region**

a) Should there be a vacant place for a Board member in a region then the Board may either call a mid-term election in that region, or after publicising the vacancy select and co-opt an individual from that region for a period up to the next Annual Conference.

b) A mid-term election can be called at any time, and will take place over a shortened timescale as set out in Appendix D below.

c) Board members elected through mid-term elections will serve until the next regular election in their region.

### **18. Co-Option of elected candidates as Board Members**

All newly elected or selected Board Members have to await being formally co-opted on to the Board in order to become active directors. This will take place at the next Board meeting.

### **19. Selection and Review of Directly Co-opted Board Members**

The Board shall prepare and maintain a process for the advertising, selection, appointment and subsequent review of directly co-opted Board members (that is, those who are not appointed via election), to ensure that this process is consistent with and of the same standard as that applying to elected Board members, and in order to give effect to Rule 2d). The outcome of this process will be publicised so that local groups and other stakeholders are aware of the appointment of the Board's directly co-opted members.

### **20. Quorum and Meetings**

a) The Board quorum will be 8.

b) Dates of Board meetings will be chosen by the Board.

### **21. Chairperson**

The Board's Chairperson - for both Limited and Trust - should be selected by a process of open recruitment, endorsed by all the Board, and will not have a casting vote.

### **22. Amendments to Rules**

a) The Board may review the Rules of Election annually to ensure they remain up to date and provide improved opportunities for participation. Alterations to these rules can be proposed by the Board if passed by a vote. Such changes may come into force for the next election cycle provided the changes have been agreed before the election cycle starts.

b) Any proposed change will be simultaneously notified to Local Groups via publication on the Friends of the Earth website and the distribution of an email to every Local Group Coordinator advising them of proposed changes. Local Groups will have the opportunity to submit comments to both the Board and the Panel (see below) on the changes; a minimum consultation period of 6 weeks will be required.

c) A Panel of Local Group Coordinators will be established with at least 5 members - in a process initiated and supervised by the Chair of the appropriate Board committee - who will be consulted on any proposed changes once they have been initially submitted to the Board. The detailed method for nominating and selecting the membership of the Panel will be determined in consultation with Local Groups (this is to secure a method that is workable, and representative of and acceptable to Local Groups).

d) The Panel will nominate a Chair who will organise its activities and represent the views of the Panel to the Board. Local groups will be able to contact the Panel via its Chair (and via the Returning Officer). The Panel shall cease operation after each annual process.

e) The Panel will be entitled to suggest amendments to the specific changes proposed by the Board if they think this necessary; these will have to be provided within 2 weeks of the close of the consultation period. If the Board and Panel are in agreement about a proposed change it will be approved by the next meeting of the Board and will then apply to the forthcoming election cycle.

f) Any change that is not acceptable to the Panel but accepted by the Board will only be enacted if it has subsequently been considered at the next Local Groups Conference; and specifically notified to all Local Groups at least 8 weeks before the Local Groups Conference and agreed at the Conference by a simple majority of those groups voting.

g) Any change to Rule 1 "Size of Board" that would remove the requirement for elected members to be the majority of the Board, or to Rule 12 "Autonomy of Local Groups and Relationship with Friends of the Earth Supporters" can only be enacted if agreed at Conference and ratified at an AGM.

h) Persons wishing to make comments on or suggest amendments to these Rules for the purpose of their improvement may do so at any time by submitting their suggestions to the Returning Officer (contact details at the front of the document). These will be considered by the Board when they conduct their annual review of the Rules.

***[End of Rules of Election]***

Attached - appendix containing the agreed procedure for the 'Operation of the Panel for consultation in changes to FOE Board Election rules'

### **Documents associated with the Rules of Election**

The following documents relating to the Rules of Election are available on request:

- < Partnership Agreement, available on request.
- < map of Friends of the Earth Board regions, available on request.
- < shortened timescale for elections held under Rules 19, 20 and 23.
- < procedure for recalling an elected Board member.

For the purposes of holding an election the following documents should accompany the Rules of Election:

- < Election timetable.
- < Candidate Nomination form.
- < Candidate's Acceptance of Nomination form.
- < Guidance to candidates.

## ***Appendix***

### **Procedure for the operation of the Panel for consultation in changes to FOE Board Election rules**

#### **Introduction**

Board motions passed at the Local Groups Conference in September 2010 changed the Rules for Board Election and in particular Rule 26 which restricted changes to the Rules to only occur after ratification at Conference (see full text at the end). The motivation for the change was that any aspect of the Election Rules requiring to be corrected or updated could take up to 2 years to take effect, and thus not be available for the immediate election cycle.

The new Rule 26 allows for the Rules to be proposed for change by the Board without ratification by Conference within a single year as long as the changes are satisfactorily consulted upon and agreed with a “panel” of Local Group members. If the change proves controversial such that the Panel cannot endorse it then it can only be applied if ratified by Conference, as before. This also means that incremental improvements to the election process do not need to waste time during the Motions debate at conference.

This paper lays out the proposed mechanism for the operation of the Panel. The approved motion and revised Rule 26 are enclosed as an appendix.

#### **Rule revision process**

Each year after Conference, and at other times if events require it, the Board will examine the Rules to see if they are up to date, fit for purpose, fully in compliance with FOE's Articles and governing law and delivering desirable outcomes for all stakeholders. Should any part of the Rules need to be revised then the Board will draft a revision along with explanatory text, and will call the Panel into being so that it can be consulted on the proposed changes. Proposed changes will at the same time be communicated to all Local Group coordinators.

The LG consultation shall be through an on-line survey (such as surveymonkey). The consultation will present the text of the proposed change, links to any background material, and a set of questions on the text and its intention. This proposed method is suggested in order to facilitate the easy operation of the Panel and the consultation, which could otherwise be cumbersome and time-consuming.

Any such consultation should be allocated 5 weeks for local group responses to allow them to discuss it at their monthly meetings. If possible the consultation process should be initiated or announced in January.

Questions might take the form of “Does your LG support the change as written?”, “Would your LG support the change if amended within the spirit of the current text?” and “What amendment, if any, would make the change acceptable to your LG?”, or possibly be “Does your LG support the change: (1) as written, (2) with amendment – give details in comment, (3) not at all – give reasons in comment”. We are assuming that all LG's have sufficient internet access in order to take part in the survey. The notification of the consultation will be by post as well as email where groups still require paper copies, but the survey invitation will be by email and the survey will be online. [The survey invitation enforces at most one response per LG and allows for tracking of who has responded, so reminders can be sent].

The survey would be run at least once in any election cycle in which a change was proposed.

In the case that after a first survey, an amended form of the text would appear both more acceptable to LG's and a better implementation of the intention of the change, then the text would be amended and if judged necessary a new (but shorter) survey performed.

The Panel shall help the Board to assess the results of the surveys , and how any amendment might be performed, and whether the change as stated is sufficiently accepted by the respondents to the survey to be implemented without being put to Conference.

Those interested in being Panel members shall state this by selecting the relevant answer in the survey.

The survey will be publicised to all LG coordinators and they shall be given a reasonable period to respond. It is not envisaged that the coordinators will need to widely consult within their groups before responding, so a period of 3 weeks for the first iteration and 2 weeks for any subsequent iteration should be sufficient. The survey should be designed to take no more than 10 minutes to complete.

Staff will provide the facilities for producing the survey, for instance setting up the account for administering the survey, but the Board shall take total responsibility for the design of the survey itself in consultation with the Returning Officer, and the Panel on subsequent rounds of survey. Staff will administer the list of LG contacts to be surveyed.

### **Panel definition**

The Panel shall consist of an odd number of local group members, preferably 7 and no less than 5 and no more than 9. The Panel will work with the Board to finalise any revision of the Rules.

The Panel shall select a Chair from their number. Any decisions of the Panel shall be by simple majority vote, in the event of a tie in votes within the Panel, the Chair shall have a casting vote.

Panel members should have a good knowledge of Local Group work, but need not be coordinators. Panel members must be both members of their Local Group and registered supporters of FOE EWNI, and their Local Group shall be currently eligible to vote in Board elections. Only one member from each Local Group may be nominated and selected for the Panel.

The Panel shall meet virtually, and Staff shall facilitate the virtual meetings by provision of conference call facilities and an email list, or advice. The Board will appoint a lead contact to liaise with the Panel Chair: to discuss and 'negotiate' about proposed changes, and provide any required information.

No weeks that include a Bank Holiday in England will be counted as a week in any of the time limits mentioned here.

### **Panel selection**

The initial survey will include a question "Is a member of your LG interested in being part of the Panel that works on this change to the Rules with the Board?". All those responding "yes" will have their names put in a "hat" and the Returning Officer will draw 7 names. If it seems that the composition of the Panel is unrepresentative of those interested overall (eg all from the SE region but the "hat" contained a balance across the country) then the officer may draw up to 2 more names to attempt to redress this. The process to establish the final membership of the Panel shall be operated entirely at the discretion of the Returning Officer.

The Panel shall only exist as a body for the duration of the consultation process on the proposed rule change.

### **Panel operation**

The Returning Officer will provide to the Panel and Board the analysed results of the on-line survey – i.e. the views will be shown but no information on who submitted those views will be given. Tools such as surveymonkey automate the aggregation of responses into graphs and charts, so little if any staff resource shall be needed in this process.

The process is intended to be iterative, that is the initial text will be subject to a survey which may propose changes which would make the text more acceptable, and this new text may in turn be subject of a further survey.

If after a given survey it appears that the majority of LG's would support the rule change as written then the Panel should consider whether they are prepared to endorse the proposed changes. If some substantive amendments were proposed during that stage of the process then the Panel may suggest that a further stage of refinement would be beneficial.

If after a given survey the rule change appears to require further amendment before it is acceptable, then the Board may work with the Panel to find an amended version which reflects both the initial intention and the concerns expressed by the LG's and the Panel; or alternatively choose to drop it.

If it appears that even after several iterations a proposed change still has not received the support of most responding LG's or the endorsement of the Panel then the Board may choose to put it (or an amended version) to Conference.

Panel members shall act at all times in the best interest of FOE EWNI and shall be independent of each other, of the Board and of the staff.

Each survey will be given at least 2 weeks to occur – the first survey shall have longer and those who participate in the first survey will be notified by email of any new survey and of the final result.

### **Response to Exceptional Circumstances**

If fewer than 10 comments are received from a survey, then the Board may propose to the Local Groups Panel that local groups are happy with the proposed changes and that these should be incorporated into the Rules.

If fewer than 5 respondents state they are willing to sit on the Panel, then the Board (i) will re-advertise the opportunity to join the Panel, but if that action does not increase the number of respondents then (ii) would have to choose to proceed without the Panel, but always following the proportions of survey responses in determining its proposals for Rules changes.

Should local groups not respond to a proposed change that will be deemed to be an acceptance of it.

### **Timetable**

September Year N : Local Groups conference – Board elections and Motions debate

October-December : Board determines if Rules need to be revised

December-February : proposed changes (if any) published and call for Panel goes out, LG consultation begins making use of on-line survey

January/March : Panel selected and consultation responses collated

January-April: changes revised between Board and Panel, with more surveys possible

By April : Panel vote on changes

April: Board decide to adopt changes, drop changes or put changes forward to Conference

If changes adopted:

May : final changes published to Local Groups and impacts of change implemented in election process

September Year N+1 : first election under new Rules

If changes put forward to conference:

May : Board Motion published to Local Groups covering final text of changes and explanatory text

September Year N+1 : motions debate

September Year N+2 : if motion accepted – first election under new rules