



Notes on the proposed changes to the Constitution

Many of the changes are to ensure that the document is gender neutral (eg changing chairman to “chair”, “he” to “they” etc) in line with our diversity policy. Diversity has also been added as a principal objective at the beginning. Further changes are to layout and language without changing meaning.

The changes which are proposed by the National Executive for the SGM give effect to the National Council’s wishes to

[1] expand the National Council to make governance more inclusive of the membership as a whole

[2] include realistic representation from Northern Ireland, Scotland and Wales

[3] enable the National Council to embrace greater diversity and highlight EM’s commitment to diversity in our objectives

[4] ensure that the Chair of EM and the two Vice-Chairs are elected by the membership as a whole and that they and the Treasurer and Secretary nominees have a degree of support from within the National Council

[5] clarify any ambiguities as to elections (including moving from postal ballot to electronic voting)

[6] enable meetings to be hybrid ie a mixture of physical and virtual participation so as to ensure that members are not excluding through geographical or financial difficulty in attending meetings in person

[7] safeguard against entryism by requiring membership voters to have been members for at least one month prior to the meeting at which the elections take place

[8] clarify the beginning and end of elected terms of office.

The main amendments are in

Art.6.18 hybrid meetings,

Art.7 expanded National Council, including removing the restriction that the Chair of the NC cannot be a member of the NE so as to remove that discrimination

Art.8.2[i] addition of Diversity Officer,

Art.10.6 members need to be in good standing for at least one month to be eligible to stand for election, to vote at general meetings and to participate in ballots for the officers and National Council – a safeguard against last-minute entryism,

Art.14 election of Chair and two Vice-Chairs by the membership as a whole and not just the National Council as well as the removal of the limit on the number of Vice-Presidents and that principal officer nominations must be supported by at least 10 members of the National Council,

Art.15 increasing the representatives of Northern Ireland, Scotland and Wales,

Art 16 electronic voting

Art. 21 a technical amendment to ensure that the membership has the same meaning in both our Constitution and the Memorandum & Articles of the company and, at the end as annexes, the various codes etc.

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Secretary EM
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