



LABOUR'S MANIFESTO?

CAVENDISH

FOREWORD BY CAVENDISH'S LABOUR TEAM

A Labour Government seems to become a greater possibility with every day that goes by. Organisations are asking when the Party will release its Manifesto and what will be in it?

Many are complaining that Labour doesn't have any policies, but if that is what your advisors are telling you then they're not giving you the right advice. At Cavendish, we believe that Sir Keir Starmer MP has started to lay out his vision for Government and what a "renewed" Britain under his leadership will look like, however, the policies and ambitions that will eventually come together to form the Party's Manifesto are currently spread between multiple sources.

To help you better understand what a Labour Government will mean for you and your business, we have pulled out the key policy offerings that will likely form the majority of their manifesto and segmented them by which Mission they sit within.

As you will read, Labour has set out the overall vision that a mission-led government would deliver. However, we await more detail on how they will deliver it, how these broad ambitions will improve the lives of families and prospects for business (the retail offer) and how it will be paid for.

Labour face a conundrum with their manifesto, too much detail provides their opponents with the opportunity to pick out areas out of context to attack them with. However, if they don't include enough, it wouldn't give the civil service enough to go on and they may struggle to pass their legislation through the Lords who despite not having a Labour majority, have a principle of not blocking laws that are in the manifesto.

For now though, there is enough to provide us with a good idea of what a Labour government aims to achieve.

If you have any questions about any of what is or isn't included in this manifesto preview, please get in touch.

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MISSION 1 GET BRITAIN BUILDING AGAIN

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Labour's key economic objective is to secure the highest sustained growth in the G7. Much of Labour's economic plan is based on the concept of 'Securonomics'; enshrining national security and international relation goals into the forward planning of the economy.

ECONOMY AND BUSINESS

A new enhanced role for the OBR

Growth will only be sustainable if it is built on the rock of economic stability, providing families and businesses with the certainty they need to plan. Labour plans to act as a strategic partner to industry, setting out clear priorities to provide the certainty businesses and investors need, and will introduce clear fiscal rules with a new enhanced role for the Office of Budget Responsibility.

Labour has committed to guarantee in law that any government making significant, permanent tax and spending changes will be subject to an independent forecast of its impact from the OBR. In the event of an emergency where budgetary changes must be introduced at speed and a forecast cannot be produced in time, the OBR would be allowed to set a date for when it can publish its forecast. These changes will be put to parliament as a new charter of Budget responsibility.

A new Office for Value for Money

Labour has committed to setting up a new Office for Value for Money to make sure taxpayers' money is being spent well.

A new Industrial Strategy Council

Labour plans to provide certainty by setting out a modern industrial strategy and creating a new Industrial Strategy Council to advise on its implementation.

An industrial strategy will be based on a genuine partnership with businesses, workers, unions and universities to deliver the growth mission, with four central goals: delivering clean power by 2030, caring for the future, harnessing data for the public good and building a resilient economy.

Labour plans to focus on industrial strategy in areas where there is clear evidence of existing or potential comparative advantage and recognise the importance of these sectors and work with businesses and unions to support good, secure jobs in the everyday economy.

Labour's plan to buy, make and sell more in Britain is a commitment to use strategic procurement for industrial strategy.

Providing catalytic public investment through the Green Prosperity Plan

Labour believe that there are huge opportunities for the taking in the industries of the future but they believe they are being held back. Labour plans to provide these opportunities, supporting innovation in clean energy, the digital economy, and in life sciences.

Labour are planning to provide long-term, catalytic public investment to unlock private capital, and change regulations to remove barriers.

Reform the British Business Bank

Labour are planning to reform the British Business Bank, upgrade existing functions from the UK Infrastructure Bank and unlock institutional investment so that more patient capital is available to new and growing businesses.

Make Brexit work by closing the holes in the Government's Brexit deal and cutting the red tape hampering some of our leading industries

Labour plans to use the five yearly review of the EU/UK deal due in 2025 to seek to reset our relationship with the EU to cut red tape and ensure that Britain remains a country where firms want to invest – while keeping our red lines of not bringing back freedom of movement, or re-joining the single market or customs union. Labour plans to protect our economy from future global shocks by building greater resilience into key supply chains and taking a long-term approach to our economic security.

Scrap the current business rates system

Labour is planning to scrap the current system of business rates in England and Wales and replace it with a fully costed and fully funded system of business property taxation.

HOUSING

1.5 million homes over the next Parliament

Getting Britain building again is critical for economic growth. To recapture the dream of homeownership, Labour plans to build one and a half million new homes across the country over the course of the next Parliament.

Warm Homes Plan

Labour plans to deliver a national Warm Homes Plan to upgrade five million homes over the first five years of government, installing energy saving measures such as loft insulation, going street by street in locally delivered programmes.

Labour will give devolved governments and local authorities the power and the resources to bring every home in their area up to standard within a decade, with public investment in home energy ramping up to £6 billion annual investment in the second half of the Parliament at the latest, in line with the Green Prosperity Plan. This will create over 200,000 jobs in every part of the country, as well as up to 300,000 more indirect jobs.

Reform the planning system whilst strengthening planning capacity

Labour plans to reform the planning system and arcane land purchase rules whilst strengthening planning capacity by hiring more than 300 new planners across the public sector to expedite decisions.

Planning Passport

Labour has committed to introducing a Planning Passport for urban brownfield development; with a fast track approval and delivery of high-density housing on urban brownfield sites.

Reform land purchasing rules to expediate building projects

Labour plans to reform how land is valued under Compulsory Purchase Order and plans to give local officials more power to buy cheap land and develop on it. In Government, Labour will seek to overturn the 1981 Land Compensation Act, which prevents councils from buying plots for development at their agricultural value.

A new generation of development corporations

Labour plans to spur the creation of a new generation of development corporations, spearheaded by and accountable to communities. These new bodies will allow local leaders, working alongside trade unions, to play a more active role in development in their areas.

Unleashing Mayors

Labour plans to deliver a package of devolution to Mayors, with stronger powers over planning and control over housing investment.

Scrap the Infrastructure Levy

Labour has committed to scrap the infrastructure levy.

End the current system of leasehold

Labour will end the current system of leasehold housing in England and Wales, overhauling it to the lasting benefit of leaseholders and reinvigorating commonhold to such an extent that it will become the default. Labour will legislate to enact the recommendations of the Law Commission's three 2020 reports.

Introduce a Renter's Charter

Labour has committed to introducing a Renter's Charter, enshrining the rights of renters whilst banning Section 21 evictions.

First dibs for first time buyers

Supporting younger people by giving them the first chance at homes in new housing developments with a government-backed mortgage guarantee scheme.



TRANSPORT

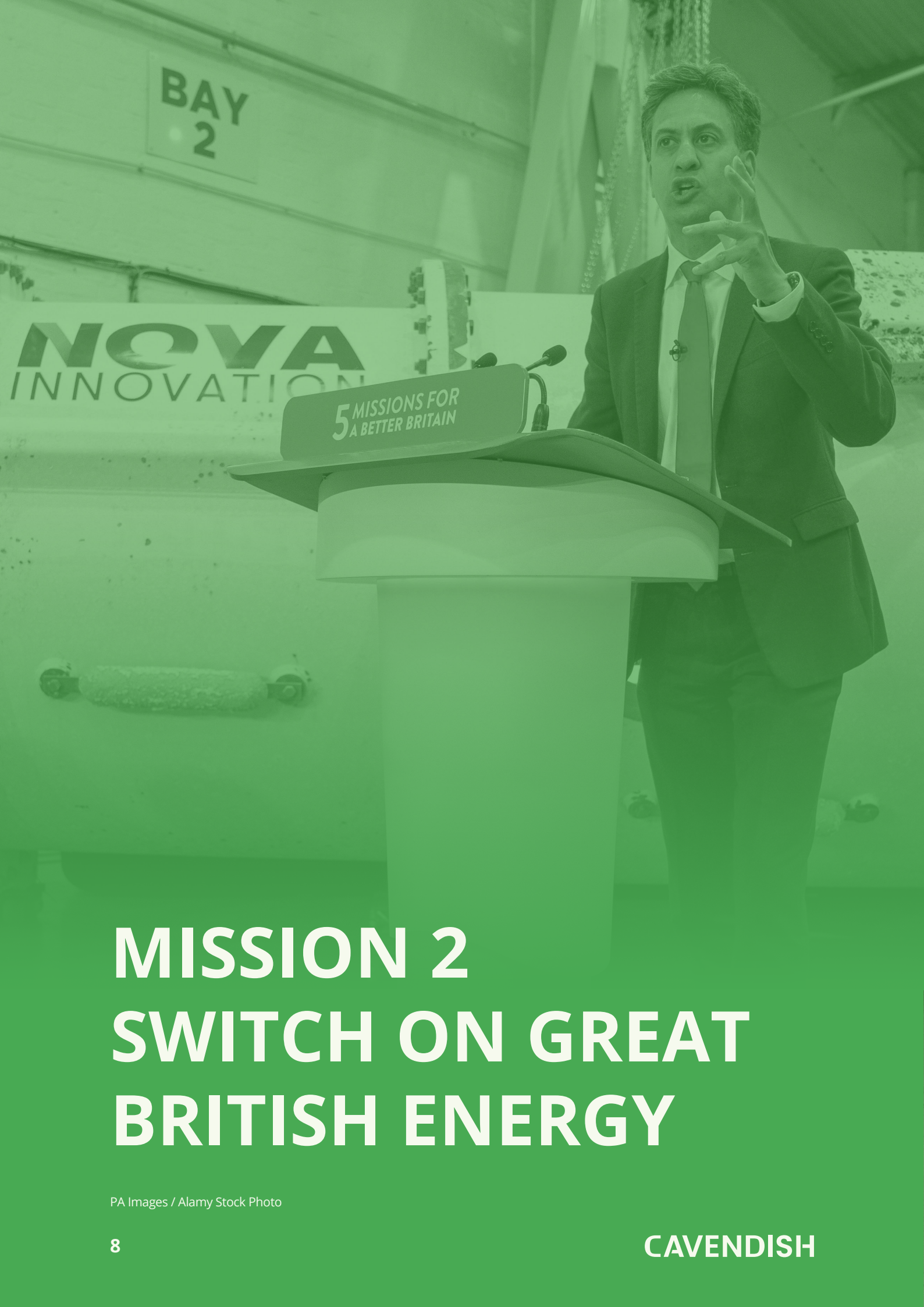
Bring the railways back into public ownership

Labour are planning to bring the railways back into public ownership as and when contracts with current operators expire or are broken. Before the project was cancelled, Labour was committed to finishing all phases of HS2, however, following its cancellation by the current Conservative Government, its delivery is unlikely to be committed to by a Labour manifesto.

Take Back Control Act

Labour plans to give communities a greater say in local rail services through the Take Back Control Act and ensure we have the capacity and regulatory framework to build infrastructure faster, cheaper and greener.

Labour also plan to reform our bus system and hand power and control to local leaders through the same Act, giving communities the ability to take on powers to franchise local bus services.



MISSION 2 SWITCH ON GREAT BRITISH ENERGY

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The Labour Party's overarching aim around energy is to increase jobs and deliver energy security with cheaper, zero-carbon electricity by 2030. To achieve this, the party is planning to include multiple supply-side investment policies to increase connectivity and renewable energy production.

GREAT BRITISH ENERGY

Labour has committed to establishing GB Energy - headquartered in Scotland - to build clean and cheap homegrown power for the British people. Labour will set out its strategic remit and investment framework as well as prepare its initial portfolio of energy projects - from new nuclear, to Local Power, and deploying leading edge technologies.

Labour will spend just over £4.7 billion a year, on top of £10 billion of green schemes that the government has already committed to. This investment will provide huge benefits for Britain, cutting bills, creating jobs and delivering energy security.

GB Energy will also be able to invest to accelerate the deployment of established technologies where there is a clear case that public sector investment would accelerate private sector development.

Energy

- Quadruple offshore wind with an ambition of 55 GW by 2030
- Pioneer floating offshore wind, by fast-tracking at least 5 GW of capacity
- More than triple solar power to 50 GW
- More than double our onshore wind capacity to 35 GW
- Get new nuclear projects at Hinkley and Sizewell over the line, extending the lifetime of existing plants, and backing new nuclear including Small Modular Reactors
- Double the Government's target on green hydrogen, with 10 GW of production for use particularly in flexible power generation, storage, and industry like green steel
- Invest in carbon capture and storage, hydrogen, and long-term energy storage to ensure that there is sufficient zero emission back-up power and storage for extended periods without wind or sun, while maintaining a strategic reserve of backup gas power stations to guarantee security of supply

- £600m in funding for local authorities and up to £400m low-interest loans each year for communities

TRANSPORT

- Build on successes in local government in delivering zero-emission bus and rail fleets
- Turbocharge the just transition to cheaper electric vehicles, making them affordable and accessible by helping families manage the higher up-front cost
- Accelerate the roll-out of charging points in areas currently being left behind
- Ensure a rolling programme of electrification to improve services and decarbonise our transport system, while also promoting the development and use of other low or zero-carbon fuels such as hydrogen, sustainable aviation fuel and biogas in transport

NATIONAL WEALTH FUND

Labour plans to establish the National Wealth Fund, upgrading existing functions from the UK Infrastructure Bank and British Business Bank. The National Wealth Fund will assess and begin to make its investments in ports, gigafactories, clean steel, industrial clusters, and hydrogen.

- Upgrade our ports so they are renewable-ready, with an investment worth £1.8 billion over the Parliament
- Channel up to £500m into green hydrogen manufacturing over the Parliament
- Transition the steel industry, with a £3 billion investment over a decade
- Decarbonise industrial clusters in every corner of the country, with an additional investment of £1 billion over the Parliament

- Break the ground for new gigafactories to ensure the future of our automotive industry, with £2 billion investment over the Parliament
- Invest in offshore wind clusters across the country and ensure that the manufacturing supply chain jobs are located and maintained here in the UK

GREEN PROSPERITY PLAN

Labour's Green Prosperity Plan is the vehicle through which it plans turn Britain's economy around. It is at the heart of another of Labour's missions, to secure the highest sustained growth in the G7.

Strategic, responsible public investment is at the heart of this plan. Labour will get our economy back on track by supporting the industries of the future — working in partnership with business and trade unions — creating real energy security and cutting energy bills.

- Ensure the long-term security of nuclear power, extending the lifetime of existing plants and backing new nuclear plants and Small Modular Reactors. Ensure a comprehensive and safe process for the disposal of radioactive waste as plants are decommissioned
- Expand renewable energy capacity through creating a new generation of community energy owners
- Ensure the workers most affected by the transition play a central role in shaping, implementing and benefitting from it through an 'energy transition working group' with relevant trade unions

Clean Power Alliance

Labour plans to include a strong green agenda in its foreign policy, at the heart of which will be a new Clean Power Alliance, a coalition of nations committed to achieving 100% clean power by 2030.

Reduce the time projects take in planning from years to months

Labour plans to introduce tough new targets for consenting decisions for renewable projects, with a new framework to monitor

decision times and a designated directorate within Government to ensure departments and statutory consultees remain on track. Labour will guarantee that decisions don't languish on the Secretary of State's desk for months or years.

Ensure regulators are aligned and end the duplication of bureaucracy

Labour plans to review the National Policy Statements and Nationally Significant Infrastructure Projects regime and update them where necessary to clearly reflect the need for clean power infrastructure, and will immediately remove the onshore wind ban.

Approve the next round of renewable projects in CfD auctioning

Labour plans to approve the next round of renewable projects in Contracts for Difference (CfD) auctioning - with a £500 million British Jobs Bonus every year, funneling investment and creating good jobs in our industrial heartlands and coastal communities.

Empower a Future Systems Operator (FSO)

Labour would equip an FSO to take on the role of 'system architect', regarding electricity, gas, energy generation, and the changing nature of demand - in consultation with the Secretary of State and working with Ofgem. This FSO would work with regional Distribution Network Operators and devolved and local government to develop regional system plans and local area energy plans which link local, regional, and national infrastructure, take account of characteristics of a given area and ensure that local communities have a say in the energy decisions that will affect them.

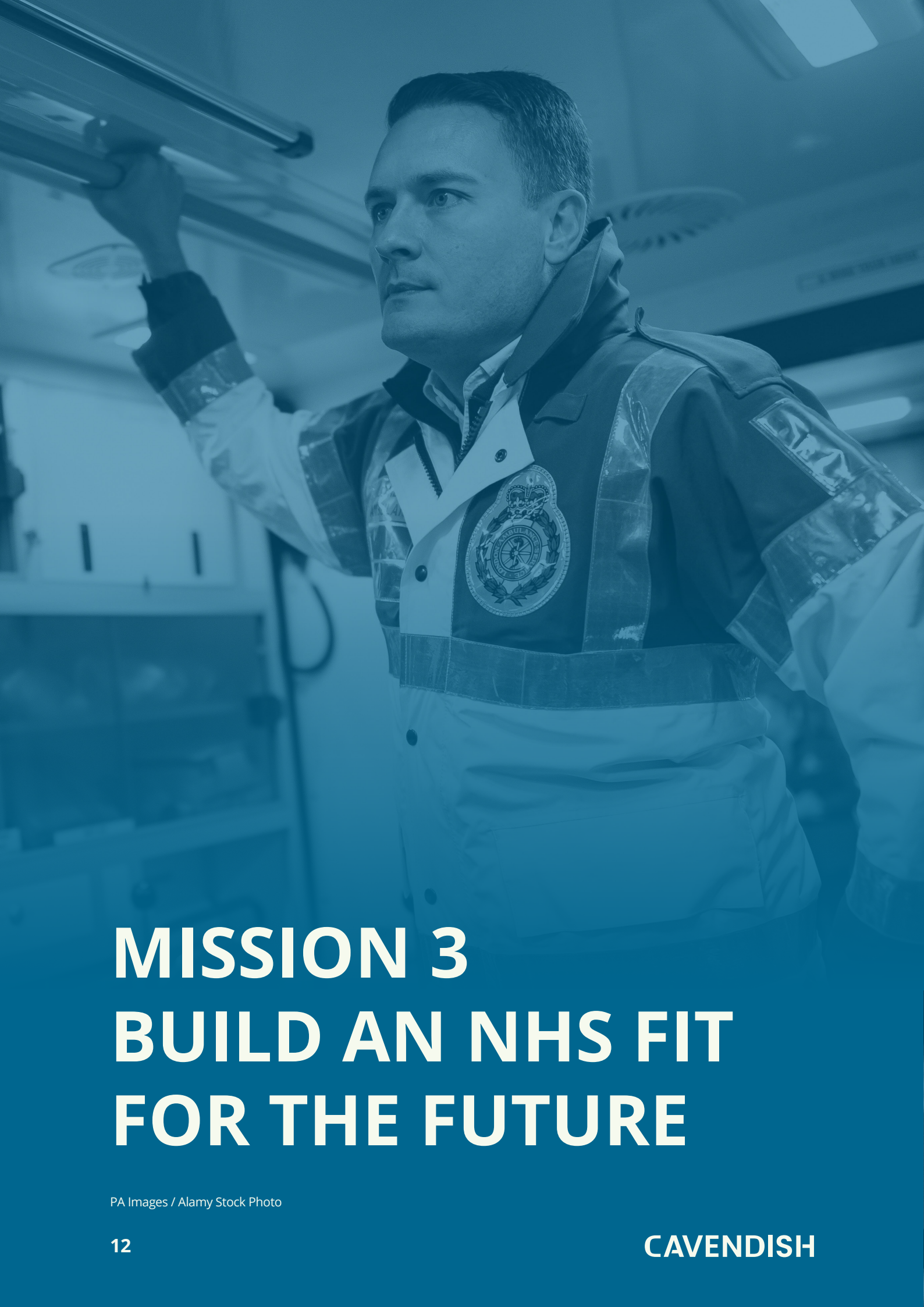


BRITISH JOBS BONUS

Labour plans to allocate a fund of up to £500m for each of its first five years to provide capital grants to incentivise companies developing clean technologies like offshore wind, onshore wind, solar, hydrogen, and carbon capture and storage, to target their investment particularly at the areas that most need it, so that as we take on the climate crisis we also build a fairer, more prosperous country.

This fund will work by providing an incentive to winning bids in the Contracts for Difference auction to invest, create jobs and build their supply chains in industrial heartlands and coastal communities of the UK, including communities with historic and current ties to fossil fuel production like coal, oil and gas. In this way, there will be a clear and transparent incentive for companies to create jobs in these areas.

- Labour plans to double the number of jobs in low carbon, supporting 50,000 jobs in clean power, including through the British Jobs Bonus, and creating over 17,000 jobs upgrading homes for construction workers, plumbers, installers
- Support over 4,000 new jobs in clean energy and its supply chains in Northern Ireland by 2030
- Support almost 6,000 new jobs in clean energy and its supply chains in Wales by 2030
- Support over 35,000 new jobs in clean energy and its supply chains in England by 2030



MISSION 3 BUILD AN NHS FIT FOR THE FUTURE

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The policies that Labour's manifesto will propose to achieve this mission include a multitude of outcomes such as cutting NHS waiting times and improving cancer survival rates.

CUTTING WAITING LISTS

Labour plans to get the NHS doing more out of hours work to get patients treated faster and cut waiting lists

The plan will enable the NHS to provide an extra 2 million operations, scans, and appointments in the first year. Labour is pledging to invest an extra £1.1 billion to provide NHS staff overtime to work evening and weekend shifts, so procedures can be carried out.

Labour's plan will see neighbouring hospitals pooling their staff and using shared waiting lists, so they are working more efficiently together and making the best use of available capacity. Patients will be given the choice to travel to a nearby hospital to get treated on an evening or weekend, rather than wait longer.

The plan to get the NHS working out of hours to clear waiting lists follows the announcement of Labour's Fit For The Future Fund, which would provide enough investment to double the number of CT and MRI scanners in the NHS over the course of a Parliament.

FIT FOR THE FUTURE FUND

Labour plans to arm the NHS with state-of-the-art equipment and new technology to cut waiting times.

Labour will commit an extra £171 million per year for a 'Fit For The Future Fund', which will be used to purchase the latest technology and replace outdated equipment. The fund is part of party's plan to cut waiting lists.

Freedom of information responses from NHS trusts reveal that half (48%) still have an MRI or CT scanner in operation past the recommended life span of 10 years.

IMPROVE GP ACCESS

Labour plans to make the future of general practice sustainable by ensuring we train more GPs, take pressure off those currently working in the system, and shift the focus of care out of hospitals and into the community. As well as this, Labour will modernise the way people book appointments to ensure that patients can easily book appointments in the manner they choose, by harnessing the power of the NHS App to end the 8am scramble, and by allowing people to book directly for routine checks like long-term condition reviews and cervical cancer screening tests.

RESTORE NHS DENTISTRY

Over 40,000 children went to hospital to have teeth removed in 2021 and 2022 and tooth decay is the most common reason for children aged 6-10 to be admitted to hospital.

Labour plans to:

- provide an extra 700,000 urgent dental appointments and reform the NHS dental contract
- offer incentives for new dentists to work in areas with the greatest need, so that those who need an appointment will be able to get one
- introduce supervised toothbrushing in schools for 3-5 year olds, targeted at the areas with highest childhood tooth decay
- shift the focus to prevention, so that in the long term, everyone who needs NHS dentistry can access it

COMMUNITY HEALTH AND SOCIAL CARE

Join up community health and social care services

Labour plans to work with the NHS to bring together services in the community, learning from sites where this is already happening and working well, such as the Bromley-by-Bow Centre (where holistic, one-stop care provided by a multi-disciplinary team in the community has reduced hospital admissions, supported hospital discharges and improved longer-term health outcomes).

Labour will encourage Integrated Care Systems (ICSs) to identify opportunities to join up services, including by co-locating them on a single site where existing estate capacity allows and capitalising on the opportunity of closer working with voluntary organisations that are embedded in communities.

The aim will be for more patients to have one point of contact for appointments with a range of professionals and services working together as part of a neighbourhood team, including their family doctor, carer, health visitor, physiotherapist, dentist, social prescriber or mental health specialist. This will make a particular difference to patients who have more than one condition, who often attend several very different clinics that each prescribe different medication or lifestyle changes, without coordination. To improve their experience of care, Labour will work towards ensuring everyone with complex multimorbidities has a named care coordinator in the community who can act as a single point of contact, stopping them from being pushed from pillar to post.

Create a Neighbourhood NHS Workforce

Labour plans to double the number of district nurses and train 5,000 more health visitors. This will allow far more patients to be seen in the comfort of their home and provide a route to catching problems early and setting healthy habits.

Doubling the number of district nurses will allow the NHS to expand 'hospital at home' services, like virtual wards, and they are also vital for delivering the healthcare of the future by bringing hospital standard care into the home using technology.

Training 5,000 more health visitors will take pressure off GPs and A&E, improve continuity of care and ensure every child gets access to consistent healthcare.

End the workforce crisis in social care

Labour has committed to recruit and retain more carers to give people support in the community by introducing better rights at work, decent standards, fair pay and proper training that offers opportunities for progression.

Under Labour, adult social care will be subject to a fair pay agreement collectively negotiated across the sector. Labour will join up trained social care staff with community health workers in multidisciplinary teams who support people better at home, and task regulators with considering allowing social care workers to carry out simple health checks, like blood pressure readings.

MENTAL HEALTH REFORM

Labour plans to reform the Mental Health Act 1983 if elected to power at the next General Election. Shadow Health and Social Care Secretary Wes Streeting, told the House of Commons that the party would introduce a bill to overhaul the act as part of its first legislative programme after polling day.

Labour will focus on preventing mental illness with early intervention and by tackling root causes including inequality, racism and abuse.

PREVENTION AND UTILISING TECHNOLOGY

A ban on the marketing and promotion of vapes

Labour plans to legislate to require tobacco companies to include information in tobacco products that dispels the myth that smoking reduces stress and anxiety, will ban vapes from being branded and advertised to appeal to children and work with local councils and the NHS

to ensure they are being used as a stop smoking aide, rather than a new form of smoking.

Make the NHS App a one stop shop for Health information

Labour plans to drive inter-operability by enabling all health (and care) providers to publish into the NHS App, but ensuring all the data would be owned by the patient, who could see it in one place.

This will act as a 'single front door' to personalised services that breaks down barriers between primary, secondary and tertiary care. As the first steps towards this, Labour will use the NHS Digital Transformation Fund to ensure that:

- All patients can see their medical records through the app
- Patients can easily book appointments online, order repeat prescriptions and link to appropriate self-referral routes
- People receive age-related alerts to remind them of check-ups and screening eligibility
- Patients can read the latest NICE treatment guidelines for their diagnosed conditions
- Patients receive push notifications inviting them to apply to participate in clinical trials as per standard eligibility guidelines

Make it easier to conduct life-saving research in the NHS

Labour plans to introduce a quicker, more transparent and less variable process so that the UK's clinical trials environment is more competitive, more efficient and more accessible.

These changes will give everyone the opportunity to participate in research if they want to so that we can speed up recruitment and give patients access to treatments faster.

Labour will also seek to train the necessary staff that the NHS needs to support more clinical trials in the future, ensure they have the right skills and use research to help retain staff in the NHS.





MISSION 4 MAKE BRITAIN'S STREETS SAFE

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Labour's overarching aim in this policy area is to halve serious violent crime, whilst raising confidence in the criminal justice system to its highest ever level.

13,000 NEW NEIGHBOURHOOD POLICE OFFICERS AND PCSOS

Labour plans to restore neighbourhood policing with 13,000 new neighbourhood police and PCSOs, paid for with the clear and tangible savings that can be delivered from a shared procurement and efficiencies plan for all police forces, with mandatory guaranteeing patrols of town centres by dedicated officers.

POLICE REFORM

Introduce a new standards regime and national policy reform to tackle persistent low standards in policing

Labour has committed to accepting in full the findings of Baroness Casey's independent review into the standards of behaviour and internal culture of the Metropolitan Police Service and raise standards in every police force in England and Wales by introducing mandatory national vetting, training and misconduct standards.

Raise standards in policing by overhauling training, misconduct and vetting procedures

Labour plans to automatically ban any potential applicants to the police service who have a history of domestic abuse, indecent exposure or sexual assault and mandate specialist training for every officer on countering racial bias and tackling violence against women and girls.

Labour will also ensure police officers who abuse their position to engage in sexual relationships with the victims of sexual or violent crimes are properly held to account and require all police forces to implement the National Police Chiefs' Council race action plan, which involves improving the recruitment, retention and progression of Black people within policing and identifying and tackling racial disparities in the use of powers.

Compulsory anti-racism training and training on violence against women and girls for policing

Labour plans to make tackling violence against women and girls a Government-wide strategic commitment, including working with domestic violence, workforce and prevention services to ensure victims are supported, put domestic abuse specialists in the control rooms of every police force, responding to 999 calls and supporting victims of abuse, ensure there is a specialist rape unit in every police force and seek to tackle misogyny as one of the root causes of violence against women and girls by preventing algorithms from promoting harmful content online and making tackling misogyny a key part of school accountability.



PREVENTING CRIME

Network of youth workers in custody suites and A&E

Being tough on the causes of crime has always been central to Labour's approach to tackling crime. However, there is currently no coordinated preventative model and there is no innovative thinking to stop crime before it happens. Too many young people are being left without support and so are not being diverted away from criminal activities.

At every stage from early intervention, arrest, trial, punishment and resettlement, Labour will make the criminal justice system responsible for reducing reoffending by breaking the cycle of crime that leads to it. Labour plans to roll out a new whole-society response to crime prevention, starting with a network of youth workers in custody suites and A&E to intervene at key points, plus mentors in Pupil Referral Units and counsellors in schools to tackle problems early.





TACKLING LOCAL CRIME

Introduce an anti-social behaviour plan

Respect Orders will be issued to persistent repeat adult offenders of anti-social behaviour.

Establish Community and Victim Payback Boards

Labour plans to establish Community and Victim Payback Boards in communities where victims and community leaders would oversee community sentences to ensure they are carried out and choose unpaid work that suits the needs of their community.

Introduce tough penalties for fly-tippers

Labour plans to introduce tough penalties for fly-tippers and establish clean-up squads

whereby offenders will clear up litter and vandalism they have dumped. They will be given Fixed Penalty Cleaning Notices that will be managed by the Local Authority.

Increase and strengthen community sentences

Labour plans to increase and strengthen the use of community sentences, achieving a double win by tackling reoffending rates and giving a voice directly to victims and local communities.

Introduce data-driven hotspot policing

Labour plans to introduce data-driven hotspot policing targeted at common drug dealing sites, which is acknowledged by experts to be one of the most effective ways of preventing local crime.



MISSION 5 BREAK DOWN BARRIERS TO OPPORTUNITY

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Labour's fifth mission in Government will be to break down the barriers to opportunity for every child, at every stage and shatter the class ceiling.

SKILLS

Establish a new expert body - Skills England – to oversee a national plan for skills

Skills England will oversee the national effort and bring partners together to develop plans to meet the skills needs of the next decade across all the nations and regions of the UK and we can ensure the Climate Investment Pledge can be delivered.

Skills England will work across Government departments and with both the Industrial Strategy Council and Migration Advisory Committee to identify skills and labour needs, drive forward training opportunities and ensure that skills policy is aligned with wider needs of the economy. Working collaboratively, Skills England will engage with skills agencies across the devolved nations and identify levers to encourage businesses to invest in skills, with a particular focus on ensuring Britain has the skills needed to meet wider ambitions set out in the Industrial Strategy and Labour's Green Prosperity Plan.

Transform existing FE colleges into new specialist 'Technical Excellence Colleges

Communities will be given the chance to fit skills to the needs of the local economy and empower business to play a bigger role in the skills revolution.

With Labour's plans, local government will work hand-in-hand with local businesses and employers to align skills and training provision with local need, and real job opportunities.

'Technical Excellence Colleges' would be based on a number of criteria including additional investment from local businesses and improved links to local universities. Bids will be assessed by Skills England to make sure local skills plans meet national strategic priorities to grow the economy and reskill people in the jobs of the future.

The plans will unlock opportunity for people right across Britain and meet the demands of businesses who have been calling for improved skills training.

Turn the Apprenticeships Levy into a Growth and Skills Levy

The business community has highlighted issues with the Apprenticeships Levy for some time now without any real reform of it'.

Labour's plans would enable firms to spend up to 50% of their levy contributions, including current underspend, on non-apprenticeship training – including modular courses and functional skills courses to tackle key skills gaps. By reserving 50% of the Growth and Skills Levy for apprenticeships, Labour will protect existing apprenticeship provision.

Small and medium employers (SMEs) who are not currently required to pay the Levy will continue to receive funding for apprenticeships as they do now (95% of training costs are co-funded by the state).

EARLY YEARS AND CHILDCARE

Reform childcare and early years support through:

Health visitors: Labour plans to support every family, by training thousands more health visitors, to reduce inequalities, promote health and wellbeing, and ensure families have the resilience, attachment and support they need to grow together. This will end the postcode lottery that families face in getting support, improve continuity of care, and allow stronger and more productive relationships between families and health visitors which ensure that those who need support can access it easily.

Mental health support: Labour plans to bring down waiting times for mental health treatment for everyone who needs it, through recruiting thousands more mental health professionals and providing an open access hub for young people in every community to ensure early intervention is available to all.



Childcare as education: For Labour, childcare must be more than just a facility that allows parents to work more hours. It is about providing every child with the best start in life; an early years education which sets them up for school and supports child development. Extensive evidence shows the positive impact of high-quality early education on long-term educational, behavioural and social outcomes, and on closing the gap for children in low-income households.

Delivering new childcare places: Labour plans to address the supply side of childcare, not just create more demand. Working with the early years and childcare sector Labour will look to build capacity, and as a first step will remove legislative barriers to local authorities opening new childcare provision.

Workforce reform: Labour plans to work with the early years and childcare sector to ensure professionals are provided with opportunities for high quality training and recognised for the skilled work they are doing.

SCHOOLS

Pilot the expansion of a Children's Number

To improve coordination between education, social care and the wider services that support families Labour plans to pilot the expansion of a children's number like the NHS number that stays with children not just for their school career but for their whole childhoods ensuring that their needs are better met and any issues are addressed early.

Recruit over 6500 teachers to fill vacancies and skills gaps across the profession

Labour plans to re-establish teaching as a profession that is respected and valued as a skilled job which delivers for our children and our country. Reinstating the requirement for qualified teacher status is one step towards this, but Labour will also learn from other professions

on how they structure pay, progression and ongoing training to attract and retain their workforce.

The rate of attrition among our current teaching workforce is a barrier to delivering an excellent education for every child with experienced teachers, who can act as mentors for the next generation of staff, continually leaving our schools.

In order to address this Labour will review bursaries to ensure the £181 million a year the Government spends on incentivising people into teaching is being best used to attract and critically to retrain teaching staff, restructure teacher retention payments into one payment scale incorporating different factors such as subject and geography, based on evidence showing incentive payments are an effective means of retaining teachers with knowledge and expertise and introduce a new Early Career Framework retention payment upon completion of the updated Framework recognising the professional development staff have undertaken.

Reform Ofsted

Ofsted must be clear what improvement looks like so school leaders and staff are better equipped to deliver for young people. Labour will deliver a renewed focus on school improvement, not just for those schools that are struggling but for every school because they should never stop improving.

To support this, Labour plans to:

- Replace headline Ofsted grades with a new system of school report cards, that tell parents clearly how well their children's school is performing. Report cards will:
 - Identify where schools' practice is improving and where there are weaknesses, including where schools which are doing well can continue to improve
 - Reflect how well schools are supporting the attainment and inclusion of pupils eligible for free school meals and with special educational needs and disabilities, to ensure that everything possible is being done to break down the barriers to opportunity and close the attainment gap

- Work with Ofsted to bring Multi-Academy Trusts into the remit of inspection, recognising their role in driving much of what happens in schools
- Introduce a new annual review of safeguarding, health and safety, attendance and off-rolling

Train over 1000 new careers advisors

Around half of young people report feeling unprepared for their futures. Professional advice and guidance for young people can expand horizons, open up opportunities and help young people make informed decisions about their futures.

To ensure every young person gets exposed to a range of career opportunities and are supported with expert advice and guidance, Labour will train over a thousand new careers advisors and ensure all careers advisors have up-to-date knowledge of post-16 pathways.

Deliver two weeks worth of high-quality work experience for every young person at secondary school or college

Research shows that high quality, evidence-based careers advice could deliver an average increase of 31% in the chances of young people securing a sustained education, employment or training outcome, among the most disadvantaged schools.

Increased encounters with employers during secondary school – such as through work experience – is associated with a lower probability of becoming not in education, employment or training (NEET) and higher earnings. The Gatsby benchmarks have been a good start in raising the importance of linking young people to the workplace and Labour will build on them by delivering two weeks worth of high-quality work experience coordinated locally by careers advisors and hubs.



A NEW DEAL FOR WORKING PEOPLE

Karl Black / Alamy Stock Photo

While not one of the Party's 'Missions', the next Labour Government will build an economy that works for working people, bringing forward an Employment Rights Bill to legislate for this within the first 100 days of entering office.

PAY

A Real Living Wage

The next Labour Government would make sure the minimum wage is a real living wage that people can live on. To achieve this, they would change the Low Pay Commission's remit so that alongside median wages and economic conditions, the minimum wage will for the first time reflect the need for pay to take into account the cost of living.

Reverse the decline in collective bargaining

Labour plans to start by establishing a Fair Pay Agreement in Adult Social Care, to drive up pay and conditions. Fair Pay Agreements will be negotiated through sectoral collective bargaining.

Worker representatives and employer representatives would be brought together to negotiate Fair Pay Agreements that establish minimum terms and conditions, which would be binding on all employers in the sector.

IMPROVING WORKERS' RIGHTS

End Fire and Rehire

Labour will end 'fire and rehire' and 'fire and replace'.

Labour has committed to ending 'fire and rehire' and 'fire and replace'.

- Improving information and consultation procedures, to make employers consult and reach agreements about contractual changes with their workforce
- Adapting unfair dismissal and redundancy legislation to prevent workers being dismissed for failing to agree to a worse contract

- Ensuring that notice and ballot requirements on trade union activity do not inhibit defensive action to protect terms and conditions of employment in situations where fire and rehire tactics are being implemented

Ban Zero Hours Contracts

Labour plans to ban exploitative zero hours contracts and ensure anyone working regular hours for twelve weeks or more will gain a right to a regular contract to reflect those hours normally worked. Making Britain Work for Working People.

Labour will also ensure all workers get reasonable notice of any change in shifts or working time, with compensation that is proportionate to the notice given for any shifts cancelled or curtailed.

A single status of 'Worker'

Labour plans to move towards a single status of worker, and transition towards a simpler two-part framework for employment status. Labour will consult in detail on a simpler framework that differentiates between workers and the genuinely self-employed.

This will mean all workers, regardless of sector, wage, or contract type, will be afforded the same basic rights and protections. This includes rights to sick pay, holiday pay, parental leave, protection against unfair dismissal and many others.

Labour will ensure travel time in sectors with multiple working sites is paid

Labour will work with the Single Enforcement Body and HMRC to ensure the National Minimum Wage regulations on travel time in sectors with multiple working sites is enforced and that workers' contracts reflect the law.



STRENGTHENING TRADE UNIONS

Strengthen the rights of working people by empowering workers to organise collectively through trade unions

Labour plans to repeal the Trade Union Act 2016, the Minimum Service Levels (Strikes) Bill and the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022 to give trade unions the freedom to organise, represent and negotiate on behalf of their workers.

Labour will also update trade union legislation, so it is fit for a modern economy, removing unnecessary restrictions on trade union activity and ensuring industrial relations are based around good faith negotiation and bargaining.

Use public procurement to support good work

Labour plans to choose to do business with companies that treat their workers well, recognise trade unions and have provision for collective bargaining arrangements and fair wage clauses; have effective equality policies; adhere to high environmental standards; and are fully tax compliant.

WE CAN HELP

Cavendish is uniquely placed to build understanding and relationships with the Labour Party.

Our team includes former senior party officials, staffers and Labour councillors with over three decades of experience of Labour politics.

They bring an intimate knowledge of the factions, processes, people and ideology of the Party that influences where they stand on issues and the policies they prioritise.

If you'd like to know more, please get in touch.

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Gareth Morgan

Executive Director

Gareth has over two decade's experience in advising leading brands on relations with policy-makers in Westminster and Whitehall.

As a Labour activist he has advised on Labour London Mayoral selection, Parliamentary and London Assembly campaigns, been election agent for the Deputy Mayor of London and stood as a local election candidate. He has also been seconded to Labour Party communications teams during General Election campaigns.



Ali Craft

Director

Ali worked for Labour for 11 years, including two as Deputy Director of London Labour Party.

After leaving, he worked for Morgan McSweeney at Labour Together and then on Keir Starmer's Leadership Campaign. He has been at the heart of the internal battle for control of Labour for the past four years, working with MPs, Unions and Local Government Leaders to return Labour to being an outward looking, electorally winning party again.



Adam Farrell

Director

Prior to heading up our Midlands team, Adam spent 5 years working for a Labour Member of Parliament and 10 years in local government as a Labour Councillor, including 4 years as a Group Leader.

As a former constituency Chair he understands the workings of internal Labour politics. He has been an election agent for the Labour Party in numerous general and local elections. He has strong links throughout the Labour movement with contacts across the regional and national parties.



Jacob Tilley

Director

Before moving into public affairs, Jacob worked for the Labour Party in a number of different roles across Wales and London, and in the targeting, data and analysis team at Party HQ.

As a former organiser he understands the inner workings of the Labour Party and has strong links throughout the Labour movement.

Throughout his time in public affairs Jacob has worked with members of the Shadow Cabinet, MPs from across all the nations and regions of the UK and Unions on issues including Net Zero.

Jacob has worked across multiple general, Welsh and local election campaigns, as well as for Yvette Cooper in the 2015 leadership campaign and the EU referendum, and has recently supported a number of successful PPC selections ahead of this years general election.



Kayleigh Quinn

Associate Director

Kayleigh has been a Labour Party Organiser for the last 10 years, working across the UK and in party HQ with everyone from Councillors to the Shadow Cabinet to organise field campaigns and implement the Labour Party's election strategy at grassroots level.

Kayleigh was President of the Labour Party GMB Trade Union Branch, representing almost 300 members of Labour Party staff and leading industrial relations on their behalf.



Sean Fielding

Associate Director

Sean Fielding was the Labour Leader of Oldham Council in Greater Manchester from 2018-2021.

As the Leader of a Greater Manchester Council Sean was a member of the Greater Manchester Combined Authority and sat as the political lead on education, skills and digital policy under Andy Burnham.

Prior to his election as Leader of Oldham Sean worked as policy & communications adviser to Labour Party Deputy Leader, Angela Rayner.



Rebecca Langton

Associate Director

Rebecca has over 10 years experience in local government, where she has been both a political advisor and an elected councillor.

Rebecca served four years on the cabinet of Nottingham City Council, with responsibilities including Strategic Transport, Communities and Regeneration and Growth.

Rebecca has also worked in the European Parliament and for the regional Labour Party. Rebecca has worked on communications campaigns across the private, public and voluntary sector.

Thank you.

If you have questions about any of the information contained within this guide, or would like advice or example materials, please contact us at:

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