



GUIDE TO BECOMING A CONSERVATIVE PARTY CANDIDATE



Conservatives



Introduction

We want our Parliamentary Party to truly represent and reflect modern Britain. To do that we want to give Local Associations as diverse a range of potential Candidates as possible from across the community, with a wide variety of skills and experiences.

Whatever your passion, your issue, or your special subject, there are enduring principles upon which the policies of our Party are founded – principles which serve both the national and the public interests.

So if you would like to be a Conservative MP, please read this Guide. This is to help you understand the process by which Conservative Parliamentary Candidates are selected, and to answer a number of questions which are regularly asked about how to become an Approved Conservative Candidate.

We want to assure you that everyone connected to the Candidates Team is placed to give you as much help and advice as needed, so please do not delay taking the first steps to becoming an Approved Candidate.

We look forward to hearing from you.

Kemi Badenoch MP

Co-Chairman
Candidates Committee

Baroness Sater

Co-Chairman
Candidates Committee



Guide to becoming a Conservative Party Candidate

Being an MP is a vocation like no other, where you have the chance to make a real and lasting difference to the future of our country and to the people who elect you.

So whilst at times it may seem a long, complex and uncertain process, if you think it's right for you then please read on as we try to answer some of the questions you may have at this stage.

Currently, to stand for Parliament, you must be over 18 and a UK, Irish or Commonwealth citizen, and not otherwise disqualified. If you meet these requirements and have any questions at this stage, the Candidates Team will be happy to talk to you. You can contact the Candidates Team at candidateenquiries@conservatives.com or telephone on 020 7984 8178.

I am sure I would like to stand. What do I do next?

Please visit our website at www.conservatives.com/Candidates and complete the online form. You will then receive an email with a hyperlink to the Intent of Application Form. We require all sections be filled in and we suggest that you include as much detail as possible, while keeping the completed form to under two A4 sides. Once completed in full please return to the Candidates Department via candidateenquiries@conservatives.com.

If we feel you have demonstrated an appropriate level of political experience you may be invited to attend a Forum. These events take place in a number of regions several times per year, over 2-3 hours on a weekday evening. You will hear from speakers regarding various aspects of the process and their own journeys, followed by a networking period to give you an opportunity to have an informal chat with members of the Party and Candidates Team, and to ask any more questions you have at this stage.

I've attended a Forum. What happens now?

After attending a Forum, should you make the decision to pursue your application, please contact the Candidates Team once again at **candidateenquiries@conservatives.com** or telephone on 020 7984 8034 to request a PAB Application Form. This form will ask about your life, career, education, political experiences, and will try to discover more about you as a person. Upon submitting the completed form to us, you will also be asked to submit a Diversity Monitoring Form.

You will be asked to provide three referees; one personal, one professional, and one political. At least one of your referees should have known you for more than 5 years.

If, on the basis of your application form and references, it is felt that your experience and skills are suitable, you will be invited to attend a Parliamentary Assessment Board (PAB). This is the final stage of the application process, lasting approximately 5 hours. You will be assessed in a variety of capacities by MPs, Peers, and both voluntary and professional senior Party officials. Here, we are looking to discover whether you have the potential to make a good MP.

In order to attend a PAB there is a requirement that you are a current Party member and have been a member for a minimum of three months. A fee will be payable to cover the Party's costs of hiring the venue and running the assessment day. Our Data Protection Policy for Candidate Applicants (included on your full application form) describes how we will use your personal data in considering your application.

The assessment process is tried and tested over many years, having been

independently designed by an occupational psychologist. This process is also subject to ongoing monitoring, review and feedback. Although we are never complacent and are always looking to improve, we feel that the process we have developed serves us well and tests the skills we require.

What are the assessors looking for at the PAB?

We look specifically at the competencies, skills and abilities which are most prevalent in successful Candidates and effective MPs:

- Communication skills
- Intellect
- The ability to relate to people
- Leadership and motivational skills
- Resilience and drive
- Conviction (*you will be asked about your core beliefs and values*)

You can demonstrate an ability across all of these competencies in several different ways. For example, intellect can be about communicating an argument in a clear and simple way, not just about academic qualifications. Likewise, leadership can be demonstrated in community and voluntary activities, as well as in paid employment.

I'm a disabled applicant. What assistance will be provided?

We welcome applications from disabled people, and if you want to discuss any particular concerns then please contact the Candidates Team. We have worked with the disability organisation SCOPE to survey our processes and help us to remove any barriers to disabled applicants.

As part of the recruitment process you are asked what we can do to assist you to achieve your potential, and following discussion with you, we will make whatever reasonable adjustments we can to fit your personal circumstances. This includes any measures required at the venues for your PAB.

If you become a selected candidate and are then elected as an MP, the House of Commons will consult with you to ensure reasonable steps are taken to accommodate your needs.

Will I need to know all your manifesto and policy proposals?

You do not need to know all of our manifesto and policy proposals. We are only interested in you as a person, and your abilities.

The application process is designed to stretch, not stress. We are looking for individuals who possess a range of skills and competencies, with an interest in and understanding of the modern world.

I haven't passed the PAB but I still want to get involved. What can I do?

Not everyone passes on their first attempt. Some people do need training or further experience before trying again. If this is the case you will be invited to undertake another PAB in 12-24 months, or in the next Parliament.

At this stage it is up to you to contact the department to request feedback, and take the initiative to learn and gain more relevant experience that might assist you in your next attempt.

It may be that you are advised that we feel another attempt would not be beneficial to you, and you would be better suited to another role. The Party is always in need of talented and enthusiastic constituency, area, and regional officers and volunteers. You may discover that this is your niche and where you were best suited all along.

I've passed the PAB, am I a candidate?

If you do pass the PAB, you go onto our Approved List of Parliamentary Candidates. You will be awarded either a full pass, a team seat pass, a regional pass, or in certain circumstances a one seat pass. You can then apply to the appropriate constituencies that are selecting a candidate when the seats are

advertised by the Candidates Department. You will also be given guidance, training, and support to further improve your skills.

Do I have to do anything once I am on the approved list?

Membership of the Approved List is a privilege, and throughout your time on the List you are expected to play an active role in the Party. This includes campaigning in your local area, getting involved in local activities, helping at by-elections, participating in networking events, and assisting the Party nationally where you are able.

This will of course be mutually beneficial because the harder you work the more likely you are to impress a selection committee when you apply for a seat as you will have so much more knowledge and experience.

You will also be required to join the Candidates' Network, for which an annual fee is payable.

What are the selection panels like?

Local Constituency Associations have the final say in who they select as their Candidate. They will interview applicants, and through the selection process a decision will be made. The process is thorough, fair and transparent, and allows every applicant to present themselves to the best of their ability. Associations want to find out about the real you, and you may be required to do a short presentation and answer questions.

But what if I've never made a speech in public?

Once you are on the Approved List, we will offer you support and training across multiple areas and skillsets, including but not limited to public speaking. We can also help you with communication, presentation, and CV writing to ensure that you make the most of your potential.

Useful Web Sites

 www.conservatives.com  www.parliament.uk



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Promoted by Alan Mabbutt on behalf of the Conservative Party, both at 4 Matthew Parker Street, London, SW1H 9HQ.
Printed by Paragon CC, Park House, Lower Ground Floor, 16-18 Finsbury Circus, London, EC2M 7EB



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