

HIGHLAND – PALESTINE

CONSTITUTION Jan 2026

Highland Palestine (H-P) is a diverse network of people from across the Highlands who support the Palestinian people's struggle for equal rights rights and self-determination.

H-P was originally founded to bring together a number of groups across the Highlands working for Palestinian emancipation. In 2023/24 its scope widened and a Coordinating Group was established for the purposes of running rallies and events in Inverness, which then broadened to multiple other locations beyond Inverness. The organisation now encompasses a variety of campaigns and activities organised in the Highlands and Islands in solidarity with the people of Palestine.

We aim to create a safe, respectful and productive space where all members of the group feel comfortable making contributions within the collective and getting practically involved in our activism. Members of Highland Palestine are asked to read and abide by our Code of Conduct.

AIMS AND OBJECTIVES

1. To support and further the Palestinian people's cause for freedom, human rights, self-determination and equality.
2. To support the right of return of the Palestinian people.
3. To expose and campaign against actions by the state of Israel and others that oppress the Palestinian people. This involves campaigning for the end of military occupation and ending all aspects of apartheid imposed on the Palestinian people.
4. To expose and campaign against the complicity of the UK and/or Scottish government, along with companies and corporations who are complicit in the suppression of the rights of the Palestinian people. This includes the promotion of the Boycott, Divestment, Sanctions (BDS) movement.
5. To promote policies of the UK and/or Scottish government that are supportive of the Palestinian people's cause.
6. To work with local organisations, faith and non-faith groups, community groups, representatives of political parties, trade unions and the Highland Council to promote the cause of the Palestinian people and to encourage them to adopt policies to further that cause.
7. To fundraise for organisations and charities whose work helps and supports the people of Palestine.
8. To actively promote the voices of the Palestinian people living in the Highlands.
9. To build unity in action across the Highlands in support of these aims and objectives.

VALUES

The following values inform the work of H-P:

1. The promotion of positive cooperation, kindness and compassion between all group members and between all those seeking to campaign in support of the rights of the Palestinian people.
2. A commitment to equality that seeks to ensure that no act of discrimination is committed against anyone by H-P or its members, as outlined in the Code of Conduct.
3. Opposition to all forms of racism, Islamophobia, anti-Semitism, sexism, homophobia, transphobia, classism, ableism and ageism.
4. The promotion of the voices of Palestinian people, both in Palestine and in the diaspora, particularly those living in our local communities across the Highlands - ensuring that this promotion is inclusive of those who may face barriers in having their voices heard relating to aspects of their identity.
5. Independence from any political party or government.

MEMBERSHIP

H-P does not have formal membership. The members of H-P are considered to be all those involved in contributing to our work.

Both regular and occasional attendees of our rallies and events are requested to adhere to the terms of the Constitution and Code of Conduct for as long as said rally or event is taking place.

PAPERS

The Code of Conduct and the Constitution will be held on the Google Drive associated with H-P gmail. And will be available for public view on the H-P website.

The incident log will be saved on the Google Drive associated with the H-P gmail.

Minutes of meetings will be posted on the Coordinating Whatsapp Group.

Newsletters are distributed via email for those who have signed up to the distribution list and are available for public viewing on the H-P website.

COORDINATING GROUP

Members who are part of the Coordinating Group must be willing to take on responsibilities within the group and to participate in Coordinating Group Meetings. The level to which each Coordinating Group member can contribute will vary according to their other commitments and circumstances.

Issues discussed and shared within the Coordinating Group can be sensitive and trust needs to be gained between members, however the Coordinating Group is not a closed group and new members are welcomed.

People can join by being nominated and seconded by current Coordinating Group members. For people who are not known to members of the Coordinating Group and therefore cannot be nominated/seconded, they should be encouraged to join a Working Group until the time that they are able to be nominated/seconded or may attend a Coordinating Group meeting for introductions before a (majority) group decision of admission to the group. By joining a zoom meeting our telephone numbers can be 'masked' through the zoom account settings so they are not visible

All members are to be made aware of the Code of Conduct and Constitution and are expected to read them and to adhere to them.

The Coordinating Group WhatsApp is the current list of members. Once every three months the future activities and membership of the Coordinating Group should be reviewed.

Membership Roles and Responsibilities

These will vary depending on the capabilities of group members and the needs of H-P.

- Meeting Facilitator
- Treasurer and co-treasurer
- Minute Taker
- Graphic Design Lead
- Merchandise Coordinator
- Police Liaison
- Working Group Chairs
- Other Liaisons (SPSC, Highland Council, SMP, MP)
- Communication Leads (Newsletter & notices, Website, Instagram, Facebook, Twitter, Email (mailchimp), Gmail, WhatsApp, Events/google map/Linktree)

WORKING GROUPS

The nature of these groups might change in line with the priorities of H-P at any given time. Such changes will be discussed and agreed by the Coordinating Group. Current and previous examples of Working Groups include: Fundraising, Merchandise, Protest Logistics, Saturday Stall, Community Links.

Each working group will be accountable to the Coordinating Group. Members of the working groups do not have to be a part of the Coordinating Group, **but a representative from the working group will be**. Anyone from the wider H-P network can join any of the working groups at any time.

Working groups will meet as and when necessary and communicate via their own specific channels (ie WhatsApp / email)

COORDINATING GROUP MEETING

The Coordinating Group meets virtually, via Zoom, on alternate Mondays, 19:30 to 20:30. These meetings are for the purpose of allocating donations, planning events, sharing feedback, suggesting ideas for future action and circulating information.

Extra meetings can be arranged at any time, in person or virtually depending on the need.

As the group is a collective there is no chair. The meeting facilitator should rotate on a regular basis.

It is expected that Coordinating Group members will make every effort to attend as many meetings as possible and that members will inform the Coordinating Group WhatsApp when they are unable to attend.

Important decisions will be discussed and agreed during these meetings. Meeting minutes are shared on the Coordinating Group WhatsApp afterwards and shared with the wider network, as appropriate.

Decisions are made using the consensus decision-making model with final decision, where necessary, by majority vote. This will adhere to the wider values of the network, but will in particular follow the principles of inclusivity, mutual respect, trust and openness.

Suggested proposals are to be tested for agreement, allowing the Coordinating Group members to agree, reserve, stand aside or block the proposal. If the proposal is blocked by any individual it will be returned to the discussion process and be amended as necessary. Implementation of the agreed proposal is then discussed and agreed.

Discussion at Coordinating Group meetings is to be respectful so that each individual can be heard and listened to. Where necessary, the meeting facilitator can introduce the 'raised hand function' to facilitate good meeting etiquette. The facilitator can decide to mute a participant or stop the meeting if meeting behaviour becomes unacceptable. If Coordinating Group members are unable to follow appropriate meeting etiquette then they will be asked not to attend until they are able to comply with appropriate meeting etiquette.

The consensus model does not require all individuals to agree unanimously on an idea for a proposal to be passed, as the process strives for the needs being met rather than certain ideas being favoured.

There is no set quoracy, however, if it is felt that the meeting does not have sufficient experienced members to make a valid decision, or if there is an issue that requires all Coordinating Group members input, then a poll can be conducted in the Coordinating Group WhatsApp to enable all Coordinating Group members to have a say.

Working group leaders will have an opportunity to give brief updates on their group's progress to ensure the Coordinating Group has continued **communication with, and oversight over, the working groups**.

Standing agenda items:

1. Welcome, apologies and attendees
2. Minutes to be agreed
3. Report: Last week's events
4. Discussion: Next week's events
5. Report: Financial Report
6. Discussion: Donation allocation

7. Report: Working group reports
8. Any other competent business

Agenda items can be suggested at any time prior to the meeting by posting on the Coordinating Group Whatsapp.

ANNUAL GENERAL MEETING

An AGM is to be held as an in-person event with the wider members of the H-P network.

Its purpose is to provide a platform to inform and discuss issues about Palestine and to generate ideas for future activity. An annual Financial Report will be submitted with a report on the activities of H-P over the previous year.

New members will be invited to join.

FINANCE

An aim of H-P is to support Palestinians. Central to this is raising money for those living in Palestine, for those charities that support Palestinians and for H-P to continue to do its work.

Donations are received in a variety of ways, from members of the public at rallies, Saturday stalls, fundraising events, cash, on-line, etc. **All money handling is to be transparent and accounted for.**

When collecting donations, it is to be made clear what that money is being donated for. Eg all donation 'buckets' are to be labelled with the correct allocation. And all those collecting are to know what they are collecting for. Information can be found on the H-P [website](#).

Highland – Palestine regularly supports:

- Direct Aid to individuals and families living in Gaza.
- Medical Aid for Palestinians (MAP), when possible
- United Nations Relief & Work Agency UNRWA, when possible
- Gaza Infant Nutrition Alliance (GINA)
- Compassionate Hearts Project
- Hind Rajab Foundation
- Also raises money for the working of Highland - Palestine.

Highland - Palestine banks with the Bank of Scotland.

The bank account is to have at least two signatories (more is favourable to cover periods of absence and to avoid misdirection of funds). There are two fund streams:

1. Highland – Palestine fund stream:

- a. This fund stream is to support the activities of H-P. Eg for the purchase of merchandise and equipment for stalls/rally.
- b. Money transferred to this fund stream will have been raised directly for this purpose.
- c. A reserve of £300 is to remain in this account to cover unexpected expenses. If more funds are needed, they are to be raised for Highland – Palestine specifically.

2. Fundraising fund stream:

- a. This fund stream is to ensure rapid allocation of donations and to provide a clear audit trail of money raised for donations.
- b. This contains funds raised for direct aid and charities that H-P supports.
- c. Money is not expected to remain in this fund stream for an extended duration and there is no reserve set.
- d. The Coordinating Group agrees how the donations are to be allocated and money is then transferred out accordingly.

Note: Money can pass from the Highland – Palestine fund stream to the Fundraising fund stream but not vice-versa.

A financial report is to be submitted to the Coordinating Group. This is to detail all transactions into and out of both bank accounts, and any transactions outwith the bank accounts such as cash since the previous financial report.

An annual financial report is to be presented to the Coordinating Group at its annual AGM.

DATA PROTECTION AND CONFIDENTIALITY

All recorded data, whether electronic (including websites and e-mails), paper based, photographic etc., from which any individual's information can be readily extracted, is to be stored and used, if appropriate, in accordance with the EU General Data Protection Regulation (GDPR) and the UK Data Protection Act 2018 (DPA 2018).

Mailing list e-mails will be stored securely via the Mailchimp platform and only used for the purposes stated upon sign up. Members are free to contact us should they wish to know more.

COPYRIGHT AND ACKNOWLEDGEMENTS

Any resources developed by H-P will be shared under the Creative Commons licence.