

**(CCC) Antisemitism**

## Q1. Definition of antisemitism

Q1a. You informed us on 23rd December 2019 that the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') had not been adopted by Cambridge City Council. See [antisemitism.org/definition](https://www.antisemitism.org/definition) for more information about the IHRA Definition and the IHRA statement on the integrality of the examples.

Q1b. Please confirm if the IHRA Definition has been adopted since 23rd December 2019. If so, please provide the date that the motion/decision to do so was approved and provide a copy of the relevant motion/minutes/policy document or a working link if it is available on your website.

Q1c. If the IHRA Definition has been adopted, was the IHRA Definition adopted in its entirety including all of the examples?

Q1d. If all of the examples were not adopted, which ones were adopted?

Q1e. If the IHRA Definition has not been adopted at all, was there a motion/decision to adopt the IHRA Definition which was defeated, and if so on what date was it defeated?

Q1f. If the IHRA Definition has not yet been adopted, has adoption been timetabled?

## Q2. Codes of Conduct

Q2a. Has the IHRA Definition been incorporated into the members' code of conduct?

Q2b. Has the IHRA Definition been incorporated into the officers' and employees' code of conduct and conditions of employment?

Q2c. Who is the person responsible for investigating or monitoring alleged breaches of the council's codes of conduct? Please provide their name, job title, e-mail address and direct telephone number.

## Q3. Complaints

Q3a. Is the IHRA Definition used to define antisemitism for disciplinary purposes?

Q3b. If not, how is antisemitism defined for disciplinary purposes?

Q3c. How many formal complaints of antisemitic conduct has Cambridge City Council considered between 1st January 2020 and 31st December 2020 against members, officers or council employees?

Q3c. How many complaints resulted in disciplinary action?

Q3d. How many complaints resulted in no disciplinary action?

## Q4. Equality, diversity &amp; training

Q4a. Who is responsible for complying with Cambridge City Council's legal obligations in relation to equality and diversity? Please provide their name, job title, e-mail address and direct telephone number.

Q4b. What training does Cambridge City Council provide to its members, officers and employees specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?

Q4c. If such specific training on antisemitism is provided, is it conducted by

**9480**

**17 Aug 21**

Cambridge City Council in-house or is it outsourced to a training provider?

Q4d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?

Q5. Prevent coordinator

Q5a. Who is the Cambridge City Council's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.

**Response:**

**Q1b. Please confirm If the IHRA Definition has been adopted since 23rd December 2019. If so, please provide the date that the motion/decision to do so was approved and provide a copy of the relevant motion/minutes/policy document or a working link if it is available on your website.**

The IHRA Definition has not been adopted since 23<sup>rd</sup> December 2019. Nevertheless, since then the Leader of the Council has publicly stated Cambridge City Council's intention to endorse this.

Cambridge City Council has a Comprehensive Equalities & Diversity Policy (which outlines our commitment as an employer, as a service provider, and as a community leader), Equality Value Statement (which sets out the responsibility of our staff) and Single Equality Scheme (three year strategy that includes specific equality objectives and actions). These are all available on our website at: <https://www.cambridge.gov.uk/our-equality-and-diversity-policies-and-plans>

Cambridge City Council is also signatory to, and promoter of, the Cambridgeshire-wide Equality Pledge. The Council is strongly opposed to all forms of discrimination, including anti-Semitism.

Cambridge City Council commemorates Holocaust Memorial Day with a civic event each year and more details about the January 2021 commemoration are available here: <https://www.cambridge.gov.uk/holocaust-memorial-day>

**Q1c. If the IHRA Definition has been adopted, was the IHRA Definition adopted in its entirety including all of the examples?**

Not applicable

**Q1d. If all of the examples were not adopted, which ones were adopted?**

Not applicable

**Q1e If the IHRA Definition has not been adopted at all, was there a motion/decision to adopt the IHRA Definition which was defeated, and if so on what date was it defeated?**

FOI Ref  
9480

Response sent  
17 Aug 21

No

**Q1f. If the IHRA Definition has not yet been adopted, has adoption been timetabled?**

Not yet

## **Q2. Codes of Conduct**

**Q2a. Has the IHRA Definition been incorporated into the members' code of conduct?**

No

**Q2b. Has the IHRA Definition been incorporated into the officers' and employees' code of conduct and conditions of employment?**

No

**Q2c. Who is the person responsible for investigating or monitoring alleged breaches of the council's codes of conduct? Please provide their name, job title, e-mail address and direct telephone number.**

A breach of the rules of the Code of Conduct could result in disciplinary action being taken. Any action would be taken in accordance with the Council's employment policies and investigated by the appointed manager, who may be the line manager. We do not have a single officer responsible for investigating or monitoring breaches of the Code of Conduct.

In relation to Councillors' conduct, the monitoring officer is Tom Lewis, Head of Shared Legal Practice (Tel 01223 457401, e-mail [Tom.Lewis@3csharedservices.org](mailto:Tom.Lewis@3csharedservices.org)). Tom Lewis is responsible for administering the Code of Conduct in consultation with the Council's Independent Person.

## **Q3. Complaints**

**Q3a Is the IHRA Definition used to define antisemitism for disciplinary purposes?**

No

**Q3b If not, how is antisemitism defined for disciplinary purposes?**

Any allegations of misconduct would be set out as part of a disciplinary investigation and process.

**Q3c. How many formal complaints of antisemitic conduct has Cambridge City Council considered between 1st January 2020 and 31st December 2020 against members, officers or council employees?**

None

**Q3c. How many complaints resulted in disciplinary action?**

Not applicable

**Q3d. How many complaints resulted in no disciplinary action?**

Not applicable

#### **Q4. Equality, diversity & training**

**Q4a. Who is responsible for complying with Cambridge City Council's legal obligations in relation to equality and diversity? Please provide their name, job title, e-mail address and direct telephone number.**

Promoting equality and celebrating diversity has been mainstreamed in the Council and meeting legal obligations is everyone's responsibility. Cambridge City Council has a Comprehensive Equalities & Diversity Policy (which outlines our commitment as an employer, as a service provider, and as a community leader), and Equality Value Statement (which sets out the responsibility of our staff).

The Council's Head of Shared Legal Practice and monitoring officer Tom Lewis (Tel 01223 457401, e-mail [Tom.Lewis@3csharedservices.org](mailto:Tom.Lewis@3csharedservices.org)) has overall responsibility for the Council's compliance with all legislation.

Helen Crowther (Equality and Anti-Poverty Officer) is responsible for developing the Council's equalities strategy (The Single Equality Scheme) and advises Council Officers from different services on matters relating to equality and diversity where needed. Her email address is [helen.crowther@cambridge.gov.uk](mailto:helen.crowther@cambridge.gov.uk) and phone number is 01223 457046.

**Q4b. What training does Cambridge City Council provide to its members, officers and employees specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?**

Cambridge City Council has a comprehensive training programme for both officers and members covering equalities and diversity issues, but we do not provide separate training specifically on anti-Semitism.

FOI Ref  
9480

Response sent  
17 Aug 21

**Q4c. If such specific training on antisemitism is provided, is it conducted by Cambridge City Council in-house or is it outsourced to a training provider?**

Not applicable

**Q4d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?**

Not applicable

**Q5. Prevent coordinator**

**Q5a. Who is the Cambridge City Council's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.**

Tulat Raja, Senior Community Safety Officer (Community Cohesion)

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Further queries on this matter should be directed to [foi@cambridge.gov.uk](mailto:foi@cambridge.gov.uk)