

Standards Committee

4 March 2019

Part I

Equality Policy – anti-discrimination

Report by Director of Law and Assurance

Executive Summary

The Committee is asked to consider whether the Council should formally adopt an internationally recognised definition of anti-semitism as part of its established policy on anti-discrimination - through its inclusion in the Council's Equality Policy, previously titled the 'Treating People as Individuals Policy'

Recommendation

To consider the attached internationally recognised definition of anti-semitism for inclusion by reference in the County Council's Equality Policy.

1. Background

- 1.1 The County Council received in December 2018 a letter from the Jewish Leadership Council (attached as appendix 1) requesting that consideration be given by the County Council to the formal adoption of an internationally recognised definition of anti-semitism.
- 1.2 The widely accepted definition is attached in appendix 2. It originates from a meeting in 2016 of the International Holocaust Remembrance Alliance. This has since been adopted, without amendment by a large number of UK public bodies as the attached letter explains.

2. Proposal

- 2.1 The Council has an established anti-discrimination policy within its Equality policy. It is suggested that the inclusion, by reference to its source, to this definition would be in line with the policy. It is not proposed that the full text of the definition be inserted into a policy which is intended to be a simple and accessible set of principles but that a clear reference to the source of the definition is provided within the policy.
- 2.2 It would not be advisable for the County Council to seek to amend the text of the proposed definition. The issue is whether the Council considers it helpful to adopt such a definition in this way.

3. Resource Implications and Value for Money

- 3.1 None arise in relation to this report.

4. **Risk Management Implications**

4.1 None arise.

5. **Other Considerations – Equality – Crime Reduction – Human Rights**

5.1 The Equality Policy is central to the Council's approach to anti-discrimination and the promotion of equal treatment between persons with protected characteristics. The adoption of the definition would be in line with that policy.

Tony Kershaw

Director of Law and Assurance
(Contact: 22662)

Appendices

1. Letter
2. text of definition

Background Papers

None