

<b>Committee(s):</b> Board of Governors of the City of London School for Girls	<b>Date(s):</b> 9 March 2020
Board of Governors for the City of London School	11 March 2020
<b>Subject:</b> International Holocaust Remembrance Alliance (IHRA) Definition on Anti-Semitism	<b>Public</b>
<b>Report of:</b> The Town Clerk	<b>For Information</b>
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### Summary

This report outlines changes to the City of London Corporation's Teachers Code of Conduct (from the Teachers' Guide).

### Recommendation(s)

The Board of Governors is asked to note the amendment to paragraph 44 of the Teachers' Code of Conduct.

### Main Report

1. Both the Secretary of State for Communities and Local Government and the Leaders' Committee of London Councils had recommended that UK and London local authorities consider adopting the International Holocaust Remembrance Alliance (IHRA) Definition on Anti-Semitism. The Court of Common Council was asked to consider these recommendations in light of a reported increase in anti-Semitic incidents across the UK during the first half of 2019, and the adoption of the definition by at least 19 London boroughs.
2. At its meeting of 30 January 2020, the Establishment Committee considered and approved a resolution of the Policy & Resources Committee: that the IHRA definition of anti-Semitism, including the agreed working examples (Appendix 1) be adopted, with the inclusion of the IHRA definition and working examples within the Members' and Officers' Code of Conduct approved.
3. The City of London Corporation's Teachers' Guide contains a Teachers' Code of Conduct, which is separate to the Officers' Code of Conduct.
4. The proposed amendment to Paragraph 44 of the Teachers' Code of Conduct is indicated in underlined text below:

### Equality and Inclusion

All members of the local community, customers and colleagues have a right to be treated with fairness and equity. All City Corporation employees and other workers must ensure that the City Corporation's policies relating to equality and

inclusion are complied with in addition to the requirements of the law. Such policies would include the: Equal Opportunity Policy, Lone Working Policy (incorporating the Preventing Violence Policy), Grievance Procedure, Recruitment and Selection Policy and Managing People Policy. The City Corporation has also adopted and expects compliance with the International Holocaust Remembrance Alliance definition of Antisemitism attached as Appendix 1.

5. This amendment was reported under urgent business for the City of London Freemen's Board meeting held on 5 February 2020 and was approved.

### **Conclusion**

6. By agreeing to this amendment, the expectations of the teachers employed at the City's independent schools, will be brought in line with that of the non-teaching staff, who are subject to the Officer's Code of Conduct.

### **Appendices**

- Appendix 1 – IHRA Definition of Anti-Semitism

### **Background Papers**

*International Holocaust Remembrance Alliance (IHRA) Definition on Anti-Semitism – Report of the Policy and Resources Committee 17 October 2019* (Reported to the Court of Common Council on 5 December 2019)

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### **IHRA Definition of Anti-Semitism**

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

### **IHRA Working Examples**

Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar to that levelled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour.
- Applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation.

- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- Holding Jews collectively responsible for actions of the state of Israel.

**Antisemitic acts are criminal** when they are so defined by law (for example, denial of the Holocaust or distribution of antisemitic materials in some countries).

**Criminal acts are antisemitic** when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews.

**Antisemitic discrimination** is the denial to Jews of opportunities or services available to others and is illegal in many countries.