

From: Freedom of Information

Sent: 11 August 2020 15:54

To:

Subject: Freedom of Information Response (Our Ref: K/20/265)

Dear

Freedom of Information Response (Our Ref: K/20/265)

Thank you for your Freedom of Information (FOI) request dated 14 July 2020, reference K/20/265.

Your request read:

“Q1. Definition of antisemitism

Q1a. Has the International Holocaust Remembrance Alliance Definition of Antisemitism (‘IHRA Definition’) been adopted by University of Leeds? See [antisemitism.uk/definition](https://www.antisemitism.uk/definition) for more information about the IHRA Definition.

Q1b. If the IHRA Definition has been adopted, 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 link if it is available on your website.

Q1c. If the IHRA Definition has been adopted, please confirm if adoption covers the whole university including each and every institution and division and all academic, non-academic staff and students within them. If not, which institutions and/or divisions have been included, and why has the IHRA Definition not been adopted by all institutions and/or divisions?

Q1d. If the IHRA Definition has been adopted, was the IHRA Definition adopted in its entirety including all of the examples?

Q1e. If all of the examples were not adopted, which ones were adopted?

Q1f. 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?

Q1g. If the IHRA Definition has not yet been adopted, has adoption been timetabled?

Q2. Disciplinary processes

Q2a. If the IHRA Definition has been adopted, is it used to define antisemitism for disciplinary purposes?

Q2b. If not, how is antisemitism defined for disciplinary purposes?

Q2c. How many complaints of antisemitism did University of Leeds receive in the academic year 2019/2020?

Q2d. How many complaints resulted in disciplinary action?

Q2e. How many complaints resulted in no disciplinary action?

Q2f. Does University of Leeds publish the results of its disciplinary hearings? If not, why not?

Q3 Hate crimes and pastoral care

Q3a In the event of an antisemitic hate crime being brought to the attention of University of Leeds, what procedure is in place to ensure that the police are automatically informed?

Q3b What dedicated pastoral care is provided for Jewish students in the event that they experience antisemitism at University of Leeds?

Q4. Prevent

Q4a. Who is University for the University of Leeds Prevent Lead? Please provide their name, job title, e-mail address and direct telephone number.

Q4b Whom should we contact if there is an urgent matter to discuss and this person is not available? Please provide their name, job title, e-mail address and direct telephone number.

Q5. Training

Q5a. What training does University of Leeds provide to academic and administrative staff specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?

Q5b What training on antisemitism has been delivered to those staff at University of Leeds specifically responsible for vetting prospective speakers under Prevent?

Q5c. If specific training on antisemitism is provided, is it conducted by University of Leeds in-house or is it outsourced to a training provider?

Q5d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?"

The University of Leeds holds some of this information. For your convenience we have responded to each of your questions in turn below.

Q1a. Has the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') been adopted by University of Leeds?

In 2007, we adopted the EUMC's working definition of antisemitism as one of the touchstones in our Protocol on Freedom of Expression, which we use when considering concerns or complaints of hate crime. In 2018 we replaced reference to the EUMC definition with IHRA's, which is broadly similar.

Q1b. If the IHRA Definition has been adopted, 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 link if it is available on your website.

Reference to the IHRA definition was added to our Protocol in 2018 - see https://www.leeds.ac.uk/secretariat/documents/freedom_of_expression_protocol.pdf

Q1c If the IHRA Definition has been adopted, please confirm if adoption covers the whole university including each and every institution and division and all academic, non- academic staff and students within them. If not, which institutions and/or divisions have been included, and why has the IHRA Definition not been adopted by all institutions and/or divisions?

The Protocol applies to the whole University.

Q1d. If the IHRA Definition has been adopted, was the IHRA Definition adopted in its entirety including all of the examples?

We have not applied any restrictions to the use of the definition.

Q1e. If all of the examples were not adopted, which ones were adopted?

N/A

Q1f 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?

N/A

Q1g. If the IHRA Definition has not yet been adopted, has adoption been timetabled?

N/A

Q2a If the IHRA Definition has been adopted, is it used to define antisemitism for disciplinary purposes?

The University would always take firm and decisive action against any of its members demonstrating antisemitism (and, indeed, any other form of hate crime). Our Protocol on Freedom of Expression is explicit on the point, and it also says: 'that in determining what does and does not constitute hate crime, we take into account guidance from the Government (for example, in its 2016 Hate Crime Action Plan) and such bodies as the UN and the EHRC, and the working definition of anti-Semitism produced by the IHRA.'

Q2b If not, how is antisemitism defined for disciplinary purposes?

N/A

Q2c. How many complaints of antisemitism did University of Leeds receive in the academic year 2019/2020?

One

Q2d. How many complaints resulted in disciplinary action?

One.

Q2e. How many complaints resulted in no disciplinary action?

None

Q2f. Does University of Leeds publish the results of its disciplinary hearings? If not, why not?

No, the University does not, as a rule, publish details of disciplinary cases or their outcomes because these are confidential matters.

Q3a In the event of an antisemitic hate crime being brought to the attention of University of Leeds, what procedure is in place to ensure that the police are automatically informed?

We do not automatically inform the police. We have an [online system](#) which can be used to report hate incidents (which do not necessarily need to meet the legal threshold of a crime); this can be done anonymously. If a hate incident is reported to

us, we would offer support to the reporter and signpost to services, including the police as appropriate.

Q3b What dedicated pastoral care is provided for Jewish students in the event that they experience antisemitism at University of Leeds?

Jewish students have access to the same range of student support services as any student would have in the event of reporting a racist or hate incident. There is more information about our student support framework on our website. The University also works very closely with the Leeds University Union on these matters.

Chaplaincy services are also available to all students. Our Jewish Chaplain, Rabbi Yochanan Pereira is available to offer pastoral care to Jewish students seeking support or advice (this does not necessarily have to be in relation to anti-Semitism). Further information can be found on our [Chaplaincy website](#) and the [University Jewish Chaplaincy website](#)

Q4a. Who is University for the University of Leeds Prevent Lead? Please provide their name, job title, e-mail address and direct telephone number.

University Secretary, Roger Gair. Contact information can be found on [our website](#)

Q4b Whom should we contact if there is an urgent matter to discuss and this person is not available? Please provide their name, job title, e-mail address and direct telephone number.

David Wardle, Deputy Secretary. Contact information can be found on our [secretariat webpages](#).

Q5a. What training does University of Leeds provide to academic and administrative staff specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?

We do not provide specific training on antisemitism, but [Equality and Inclusion](#) training is mandatory for all staff.

Q5b What training on antisemitism has been delivered to those staff at University of Leeds specifically responsible for vetting prospective speakers under Prevent?

There is no separate training on antisemitism, but the issue of how to deal with speakers who are controversial for any reason is covered by the University's [Protocol on Freedom of Expression](#).

Q5c. If specific training on antisemitism is provided, is it conducted by University of Leeds in-house or is it outsourced to a training provider?

Q5d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?

N/A

We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on foi@leeds.ac.uk

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you can request an

Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post: Mr D Wardle
Deputy Secretary
The University of Leeds
Leeds
LS2 9JT

Email: foi@leeds.ac.uk

Requests for Internal Review should be submitted within 40 working days of receiving the University's response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website (www.leeds.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Kind regards

Chloe Wilkins
Freedom of Information Officer

Secretariat
University of Leeds