Antisemitism

01 November 2019

Request for Information.

Thank you for your request received on 07 October in which you asked:

Our request is as follows:

Q1. Definition of antisemitism
Q1a. Has the International Holocaust Remembrance Alliance Definition of Antisemitism (‘IHRA Definition’) been adopted by the National Assembly for Wales? See 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 to do so was approved.
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 omitted?
Q1e. If the IHRA Definition has not been adopted at all, was there a motion 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. If adopted, has the IHRA Definition been incorporated into the members’ code of conduct?
Q2b. If adopted, has the IHRA Definition been incorporated into the officers’ and employees’ code of conduct and conditions of employment?
Q2c. Who is responsible for investigating or monitoring alleged breaches of the assembly’s codes of conduct? Please provide their name, job title, e-mail address and direct telephone number.

Q3. Complaints
Q3a. How many formal complaints of antisemitic conduct has the National Assembly for Wales considered between 1st January 2017 and 31st December 2018 against members, officers or council employees?
Q3b. How many complaints resulted in disciplinary action?
Q3c. How many complaints resulted in no disciplinary action?
Q3d. How many complaints were referred to the Ombudsman?

Q4. Equality, diversity & training
Q4a. Who is responsible for complying with the National Assembly for Wales' 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 the National Assembly for Wales 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 the National Assembly for Wales 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 National Assembly for Wales' Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.

Thank you for your assistance.
Yours faithfully

Please see the response below.

Q1. Definition of antisemitism
Q1a. No discussion has taken place regarding the National Assembly for Wales adopting the IHRA Definition.
Q1b. N/A
Q1c. N/A
Q1d. N/A
Q1e. To date, there has been no motion to adopt the IHRA Definition.
Q1f. A discussion regarding the IHRA Definition has not been timetabled.

Q2. Codes of Conduct
Q2a. N/A
Q2b. N/A

Q2c. Human Resources are responsible for investigating alleged breaches of the Assembly’s code of conduct for Assembly Commission staff. It is everyone’s responsibility to bring any alleged breaches of the code of conduct to the attention of management.

Complaints relating to the conduct of Assembly Members should be sent to the Assembly’s independent Standards Commissioner’s office.

**Q3. Complaints**

Q3a. 0

Q3b. N/A

Q3c. N/A

Q3d. N/A

**Q4. Equality, diversity & training**

Q4a. The Assembly is committed to promoting diversity, inclusion and equality of opportunity for staff and the people of Wales. Our Diversity and Inclusion team ensures that the Assembly Commission complies with its legal obligations under equality law.

Q4b. The National Assembly for Wales does not currently provide training specifically on antisemitism. The Assembly’s Dignity and Respect policy makes it clear that we have a zero-tolerance approach to all inappropriate behaviour that adversely affects the dignity of another person.

The National Assembly for Wales Dignity and Respect Policy makes clear that inappropriate behaviour, which will breach the policy, means **any behaviour that adversely affects the dignity of another person**. It covers all **unwanted behaviour** – that is, behaviour which is not encouraged or reciprocated by the recipient, regardless of whether it was meant to cause offence, and whether it is repeated or an isolated incident.

In this guidance, we describe some particular kinds of inappropriate behaviour which will breach the policy. If an investigation finds that the kinds of behaviour have occurred, they will, generally speaking, also be punishable by disciplinary sanctions, such as warnings or even dismissal, and/or the criminal law. **But it is important to remember that these are only examples** – any behaviour that affects the dignity of another person will breach the policy.
**Discriminatory behaviour**: Behaviour that adversely affects a person’s dignity may be based on that person’s age, sex, sexual orientation, gender identity, marital or civil partnership status (or lack of it), race, colour, nationality, ethnic origin, association with a minority, language, disability or medical condition, religion or belief or lack of it, trade union membership or lack of it, domestic circumstances, property, birth or other personal characteristic of the individual. Where it does so, that behaviour will be inappropriate and in breach of this policy.

Q4c. N/A

Q4d. N/A

**Q5. Prevent coordinator**

Q5a. We do not currently have a Prevent Coordinator. We do have 4 Designated Safeguarding Officers.

Yours sincerely

**Freedom of Information Manager**

**National Assembly for Wales**
Your request has been considered according to the principles set out in the Code of Practice on Public Access to Information. If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance below.

Cause for concern or complaint with your FOI response?

If you are dissatisfied with the Assembly's handling of your request, you can request an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Freedom of Information Manager at: Information-request@assembly.wales or in writing to The National Assembly for Wales Governance and Assurance Cardiff Bay Cardiff CF99 1NA

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. The Information Commissioner can be contacted at:

Information Commissioner's Office Wycliffe House Water Lane Wilmslow Cheshire SK9 5AF