



London Borough of Barnet,
2 Bristol Avenue,
Colindale,
London NW9 4EW
17 August 2021
Our ref: 7492924

Thank you for your request received on 19 July 2021, for the following information:

Our request is as follows:

Q1. Definition of antisemitism

Q1a. You informed us on 4th November 2019 that the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') was adopted excluding its examples by Barnet Council on 31st January 2019. I note from your website that the Council regulated adoption at their meeting on 20th October 2020 to adopt the full IHRA Definition including all of its examples. Please confirm that this is correct and that the Council has now adopted the IHRA Definition in full, including all of its examples. See [antisemitism.org/definition](https://www.antisemitism.org/definition) for more information about the IHRA Definition and the IHRA statement on the integrity of the examples.

Q1b. Since adoption by the Council on 20th October 2020, please confirm if any motions amending or rejecting adoption have been passed or defeated by the Council?

Q1c If your answer to Q1b is yes, kindly confirm what was amended the date of amendment/rejection and a copy/working link to the motion/minutes amending or rejecting adoption.

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. If 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 the 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 & training

Q4a. Who is responsible for complying with Barnet 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 Barnet 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 the 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 Barnet Council's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.

We have processed this request under the Freedom of Information Act 2000.

Response

The council holds the information requested and the answers to your questions are below

Q1. Definition of antisemitism

Q1a. You informed us on 4th November 2019 that the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') was adopted excluding its examples by Barnet Council on 31st January 2019.

I note from your website that the Council regulated adoption at their meeting on 20th October 2020 to adopt the full IHRA Definition including all of its examples.

Please confirm that this is correct and that the Council has now adopted the IHRA Definition in full, including all of its examples.

See antisemitism.org/definition for more information about the IHRA Definition and the IHRA statement on the integrity of the examples.

The Council adopted the IHRA definition of Antisemitism including IHRA definition examples. See Minutes of the Council decisions, 20th October 2020 - agenda item 14.5: <https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=162&MId=10235&Ver=4>

Q1b. Since adoption by the Council on 20th October 2020, please confirm if any motions amending or rejecting adoption have been passed or defeated by the Council?

Q1c If your answer to Q1b is yes, kindly confirm what was amended the date of amendment/rejection and a copy/working link to the motion/minutes amending or rejecting adoption.

Not applicable.

Q2. Codes of Conduct

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

No. The Members Code of Conduct can be found at <https://barnet.moderngov.co.uk/documents/s38975/Appendix%20B%20-%20Revised%20Members%20Code%20of%20Conduct.pdf>

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

No

Q2c. If 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.

Jessica Farmer, Monitoring Officer, Jessica.Farmer@harrow.gov.uk, 020 8424 1889

Q3. Complaints

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

The council's disciplinary procedure broadly defines breaches as misconduct or gross misconduct. As there has been no instances where the disciplinary procedure has been used for antisemitism the IHRA definition has not been used.

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

There have been no instances where the disciplinary procedure has been used for antisemitism and therefore there has not been a need for definition

Q3c. How many formal complaints of antisemitic conduct has the 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?

None

Q3d. How many complaints resulted in no disciplinary action?

None

Q4. Equality, diversity & training

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

As an organisation the council is bound to meet the Public Sector Equality Duty, as set out in the Equality Act 2010. This means that every employee must pay due regard to equalities and inclusion in all aspects of their work. The officer with ultimate responsibility for this is Tamara Djuretic, Director of Public Health, Email: Tamara.Djuretic@barnet.gov.uk, tel: 0208 359 5748

Q4b. What training does Barnet 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?

The council does provide equality and diversity training and covers all the protected characteristics including Religion/Beliefs. They are all covered in a generic way

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

Training is provided in-house

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

No

Q5. Prevent coordinator

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

We do not give out names of below Assistant Director level but the prevent coordinator reports to

Declan Khan, Assistant Director of Corporate Anti-Fraud, Declan.Khan@barnet.gov.uk, 0208 359 7759

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Information Management Team (FOI) London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.