



Antisemitism

17 September 2021

Request for Information.

Thank you for your request received on 16 August, included as an annex to this response.

Q1. Definition of antisemitism

Q1a. No request for information.

Q1b. I can confirm that the IHRA Definition has not been adopted (since 1st November 2019) by the Senedd.

Q1c. N/A

Q1d. N/A

Q1e N/A

Q1f. Adoption of the IHRA has not been timetabled.

Q2. Codes of Conduct

Q2a. The IHRA Definition has not been incorporated into the Members' Code of Conduct.

Q2b. The IHRA Definition has not been incorporated into the Commission's Staff Code of Conduct and conditions of employment.

Q2c. The Senedd Commission's Human Resources Team is responsible for investigating or monitoring alleged breaches of the Senedd Commission's Staff Code of Conduct. All staff members have a responsibility to bring any alleged breaches of the code of conduct to the attention of management. Human Resources will identify various staff to

Senedd Cymru
Bae Caerdydd
Caerdydd, CF99 1SN

Welsh Parliament
Cardiff Bay
Cardiff, CF99 1SN

Ffôn/Tel: 0300 200 6224

E-bost/Email: Ceisiadau-gwybodaeth@senedd.cymru
Information-request@senedd.wales

investigate alleged breaches and where appropriate, secure an investigator, external to the organisation.

The Senedd Commissioner for Standards is an independent and impartial provider of advice on any matter of principle relating to conduct of Members of the Senedd, and is an independent investigator of complaints alleging that Members of the Senedd have breached any Code, Protocol or resolution of the Senedd. The current Commissioner for Standards is **Douglas Bain**.

Commissioner for Standards
Welsh Parliament
Cardiff Bay
CF99 1SN

email address: **standards.commissioner@senedd.wales**

Telephone number 0300 200 6532

Q3. Complaints

Q3a. N/A

Q3b. N/A

Q3c. Complaints about Members are dealt with by the Commissioner for Standards (contact details as above). The Commissioner for Standards is not subject to the Freedom of Information Act 2000, but he does publish details of the complaints received on his **website**.

The Senedd Commission did not receive/consider any formal complaints of anti-Semitic conduct against Commission employees between 1 January 2020 and 31 December 2020.

The Senedd Commission's Members' Business Support Team did not receive/consider any formal complaints of anti-Semitic conduct against Senedd Members' staff between 1 January 2020 and 31 December 2020.

Q3d. N/A

Q4. Equality, diversity & training

Q4a. The Diversity and Inclusion Team in the Senedd Commission is responsible for complying with the Senedd's legal obligations in relation to equality and diversity. Their contact details are provided below:

Diversity@senedd.wales

Telephone number : 0300 200 6565

Q4b. The Senedd Commission does not currently provide training specifically on anti-Semitism to Commission staff, Members of the Senedd or Members' staff.

The Senedd's Dignity and Respect Policy sets out the Senedd's commitment to providing an inclusive culture that is free from harassment. It sets out that the Senedd expects that those who work with, or come in to contact with, Members of the Senedd, the staff they employ or Senedd Commission employees, are treated with dignity and respect.

The Senedd's 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 supporting 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.

In many cases, it will also constitute unlawful discrimination or harassment contrary to Equalities legislation (which gives legal protection in relation to many of the characteristics listed above). That can give rise to disciplinary consequences or legal liabilities.

Q4c. N/A

Q4d. N/A

Q5. Prevent coordinator

Q5a. Currently, we do not have a Prevent Co-ordinator.

Yours sincerely,

**Freedom of Information Manager
Welsh Parliament**

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 Welsh Parliament'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@senedd.wales or in writing to

Welsh Parliament
Governance and Assurance
Cardiff Bay
Cardiff
CF99 1SN

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

Annex A

Your Request

Our request is as follows:

Q1. Definition of antisemitism

Q1a. You informed us on 1st November 2019 that the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') had not been adopted by Senedd Cymru / Welsh Parliament. See [antisemitism.org/definition](https://www.antisemitism.org/definition) for more information about the IHRA Definition and the IHRA [statement](#) on the integrality of the examples.

Q1b. Please confirm If the IHRA Definition has been adopted since 1st November 2019. If so, 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 working link if it is available on Senedd Cymru / Welsh Parliament your website.

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 adopted?

Q1e 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?

Q1f. If the IHRA Definition has not yet been adopted, has adoption been timetabled?

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. Who is 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 Senedd Cymru / Welsh Parliament 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 Senedd Cymru / Welsh Parliament'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 Senedd Cymru / Welsh Parliament 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 Senedd Cymru / Welsh Parliament 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 Senedd Cymru / Welsh Parliament's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.

Thank you for your assistance.

Yours faithfully,
Campaign Against Antisemitism