



Information Governance Team

Postal Address:
Coventry City Council
PO Box 15
Council House
Coventry
CV1 5RR

www.coventry.gov.uk

E-mail: infogov@coventry.gov.uk

Phone: 024 7697 5408

17 August 2021

Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)
Request ID: FOI353014969

Thank you for your request for information relating to definition of Anti-Semitism.

You have requested the following information:

Q1. Definition of antisemitism

1a. You informed us on 11th December 2019 that the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') had not been adopted by Coventry City Council. See antisemitism.org/definition for more information about the IHRA Definition and the IHRA statement on the integrity of the examples.

1b. Please confirm If the IHRA Definition has been adopted since 11th December 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 your website.

1c. If the IHRA Definition has been adopted, was the IHRA Definition adopted in its entirety

including all of the examples?

1d. If all of the examples were not adopted, which ones were adopted?

1e 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?

1f. If the IHRA Definition has not yet been adopted, has adoption been timetabled?

For Questions 1a to 1f, the International Holocaust Remembrance Alliance's Working Definition of Antisemitism was adopted by Coventry City Council at its meeting on 8 December 2020 – see item 62 of the link below for the paper and minute.

<https://edemocracy.coventry.gov.uk/ieListDocuments.aspx?CId=130&MID=12235>

2. Codes of Conduct

2a. Has the IHRA Definition been incorporated into the members' code of conduct?

The Council adopted the Model Code of Conduct produced by the Local Government Association with effect from the 2021/22 municipal year. The Code does not incorporate the IHRA Definition but does include a specific section on bullying, harassment and discrimination. The Code gives examples of what amounts to treating others with respect but also how to deal with disrespectful behaviour from others. Definitions of bullying and harassment are also included and there is an express requirement to promote equalities and to not discriminate unlawfully.

The report submitted to full Council for consideration of the Model Code at the meeting of 16 March 2021 can be found at the following link, along with the minutes of that meeting– please see item 5:

<https://edemocracy.coventry.gov.uk/ieListDocuments.aspx?CId=130&MId=12238&Ver=4>

2b. Has the IHRA Definition been incorporated into the officers' and employees' code of conduct and conditions of employment?

The Council's Code of Conduct for employees, which is incorporated into conditions of employment, does not incorporate the IHRA Definition, but does include specific provisions on equality, diversity, bullying and harassment. The Code makes clear that that abuse, discrimination, victimisation, harassment or bullying of service users, members of the public or fellow employees is not tolerated and may lead to disciplinary action including dismissal.

2c. 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.

Members

Following careful consideration, the information you requested falls under the exemption(s) in Section 21 of the Freedom of Information Act 2000, which relates to 'information reasonably

accessible to the applicant by other means.’

The exemption applies as the information is published and publicly available to view by accessing the Council website, please use the following link:

https://www.coventry.gov.uk/info/7/councillors_and_mps/577/monitoring_officer

This exemption is not subject to the public interest test.

Officers

Investigations into alleged breaches of the Code of Conduct for employees are undertaken by an appropriate senior manager in accordance with the Council’s Disciplinary Policy & Procedure

Implementation of the Council’s Disciplinary Policy & Procedure is overseen by:

Susanna Newing, Director of Human Resources,
Email: Susanna.Newing@coventry.gov.uk
Telephone: 024 7697 8216

3. Complaints

3a. Is the IHRA Definition used to define antisemitism for disciplinary purposes?

Coventry City Council has adopted the definition produced by the International Holocaust Remembrance Alliance in 2020.

3b. If not, how is antisemitism defined for disciplinary purposes?

Not applicable, please refer to Question 3a.

3c. How many formal complaints of antisemitic conduct has Coventry City Council considered between 1st January 2020 and 31st December 2020 against members, officers or council employees?

We are not aware of any formal complaints of antisemitic conduct against officers or employees of Coventry City Council during this period.

3d. How many complaints resulted in disciplinary action?

3e. How many complaints resulted in no disciplinary action?

For Questions 3d and 3e, please refer to Question 3c.

4. Equality, diversity & training

4a. Who is responsible for complying with Coventry City Council's legal obligations in relation to equality and diversity? Please provide their name, job title, e-mail address and direct telephone number.

Responsibility for compliance with the Council's legal obligations in relation to equality and diversity lie with Susanna Newing in respect of the Council's workforce and in respect of service users and members of the public with Liz Gaulton (contact details below)

Susanna Newing, Director of Human Resources,
Email: Susanna.Newing@coventry.gov.uk
Telephone: 024 7697 8216

Liz Gaulton, Director of Public Health & Wellbeing,
Email: Liz.Gaulton@coventry.gov.uk
Telephone: 02476 976954

4b. What training does Coventry City 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?

We do not currently deliver any specific training on antisemitism however Coventry City Council adopted the antisemitism statement produced by the International Holocaust Remembrance Alliance in 2020.

4c. If such specific training on antisemitism is provided, is it conducted by Coventry City Council in-house or is it outsourced to a training provider?

4d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?

For Questions 4c and 4d, please refer to Question 4b.

5. Prevent coordinator

5a. Who is Coventry City Council's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.

Email: Prevent@coventry.gov.uk

Please note that we are unable to provide you the coordinator's name as the Council considers that this information meets the definition for personal data set out in Section 3(2) and 3(3) of the Data Protection Act 2018 (DPA) as:

(2) personal data means any information relating to an identified or identifiable living individual (subject to subsection (14)(c))”

(3) “Identifiable living individual” means a living individual who can be identified, directly or indirectly, in particular by reference to –

(a) an identifier such as a name, an identification number, location data or an online identifier, or

(b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual.”

Section 40(2) of the FOIA states that personal data relating to third parties (i.e. a party other than the person requesting the information) is exempt information if one of the conditions in section 40(3A-B) or 40(4A) is satisfied.

The information you have requested includes personal information of employees of Coventry City Council who are not at a senior level. The disclosure of this information would breach one or more of the Data Protection Principles in the UK General Data Protection Regulation (UK GDPR). For example, disclosure would breach the first data protection principle. This is because it would be unfair to disclose such personal data where the employees concerned have no expectation that their names would be released in the context of the information held.

Section 40(2) is an absolute exemption not subject to the Public Interest Test.

The supply of information in response to a Freedom of Information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance