



AUDIT OF LOCAL AUTHORITIES 2020

CAMPAIGN AGAINST ANTISEMITISM

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TABLE OF CONTENTS

| | |
|--|----|
| Foreword | 3 |
| Executive Summary | 4 |
| Background | 6 |
| The International Definition of Antisemitism | 6 |
| Widespread adoption of the Definition | 9 |
| Local authorities in the United Kingdom | 10 |
| Regulating the conduct of councillors | 10 |
| Findings | 13 |
| Adoption across the UK | 13 |
| Adoption by nation and region | 18 |
| Adoption over time | 22 |
| Adoption according to party control | 23 |
| Antisemitism training | 26 |
| Disciplinary cases | 27 |
| Recommendations | 28 |
| Methodology | 31 |
| Table of responses from local authorities | 33 |
| Local authorities in London | 34 |
| Combined authorities in the rest of England | 38 |
| County councils in the rest of England | 39 |
| District councils in the rest of England | 41 |
| Metropolitan councils in the rest of England | 53 |
| Unitary councils in the rest of England | 56 |
| Local authorities in Scotland | 60 |
| Local authorities in Wales | 62 |
| Local authorities in Northern Ireland | 64 |
| Acknowledgement | 65 |



FOREWORD

The campaign for widespread adoption of the International Definition of Antisemitism is well underway. **Ever since Campaign Against Antisemitism led the effort for adoption of the Definition by the British Government – which became the first in the world to do so – two Secretaries of State for Local Government have joined our push for local authorities to follow suit.**

As this first-of-its-kind report shows, that campaign is yielding results, with much success owed to the work of grassroots local activists and organisations right across the UK. We applaud them and the local authorities that have listened, but there remains much to do.

The current Secretary of State for Local Government, the Rt. Hon. Robert Jenrick MP, recently warned local authorities that those refusing to adopt the Definition would risk losing public funding. **This report examines where pressure is needed by naming and shaming for the first time those local authorities that have failed to adopt the full Definition in line with Government policy.**

The report gives a fuller picture of the fight against antisemitism at the local level, exposing which local authorities take this issue seriously and which do not, and enabling local activists and voters to make informed choices.

This brings us to the bad news, which is that there is still a long way to go. **While the number of local authorities adopting the full Definition is encouraging, in total fewer than a third of local authorities have adopted the full Definition so far.** With some exceptions, which the report analyses, this failure is national and cross-party.

The purpose of adoption of the full Definition is not only to send a message of where local councillors stand on antisemitism but also to ensure that the Definition is applied in disciplinary cases involving councillors or staff. As this report shows, **the number of local authorities that have actually incorporated the Definition into their codes of conduct for councillors and staff is negligible.**

The report also discusses the shortcomings of the existing disciplinary and sanctions systems in place for dealing with misconduct by local councillors. Adoption of the Definition and its incorporation into codes of conduct are still insufficient if appropriate sanctions are unavailable and local councillors can engage in antisemitic conduct without consequence.

A separate Campaign Against Antisemitism project exposing antisemitism in political parties has shown just how extensive antisemitism is among local councillors and council candidates. Adopting and applying the Definition in antisemitism cases and enforcing judgments with real sanctions are critical if anti-Jewish hatred is to be eradicated from local politics in the UK.

British Jews should not have to endure antisemitism from their elected representatives, and all opponents of racism in our country should root out prejudice at any level of our politics. It is easy to say that antisemitism is unacceptable, but words must be followed by action. Widespread adoption of the Definition is the bare minimum.

Gideon Falter
CHIEF EXECUTIVE

EXECUTIVE SUMMARY

- **The International Definition of Antisemitism was adopted by the British Government in December 2016, following efforts by Campaign Against Antisemitism (CAA) and Lord Pickles, with other national governments and British public bodies following suit.**
- The Definition, which has been described as “clear, meaningful and workable” in an expert legal opinion commissioned by CAA, contains a non-exhaustive list of examples of antisemitism, including making mendacious, dehumanising, demonising, or stereotypical allegations about Jews; denying the fact, scope, mechanisms or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust); claiming that the existence of Israel is a racist endeavour; using classic antisemitic symbols to characterise Israel; drawing comparisons of contemporary Israeli policy to that of the Nazis; and holding Jews collectively responsible for actions of Israel. The list of examples is integral to the Definition.
- **CAA has long called for widespread adoption of the Definition, in full with the corresponding examples, and welcomed a campaign initiated in 2017 by the former Secretary of State for Local Government, the Rt Hon. Sajid Javid MP, to encourage local authorities to adopt the Definition. This campaign has since been enhanced in 2019 by his successor, the Rt Hon. Robert Jenrick MP, who has warned that any local authorities that expressly refused to adopt the Definition would be named and could expect to lose public funding if they failed to tackle antisemitism.**
- **This report is the first of its kind to investigate how widespread adoption of the full Definition has become, and names those local authorities that have yet to adopt it. Ultimately, the purpose of adoption is to incorporate the Definition into codes of conduct for local councillors and employees of local authorities and to apply it when allegations of antisemitic conduct arise.**
- The data in the report was compiled using Freedom of Information requests. Some local authorities were more efficient in providing responses than others, and some responses were more complete than others.
- **The report finds that, of the 422 local authorities in the UK, 121 local authorities, or 29%, have adopted the Definition in full with the examples. Although an additional 64 local authorities, or 15%, have adopted the Definition either omitting or amending the examples, this is a defective adoption, because the examples are integral to the Definition.**
- In some cases, the examples were omitted in error or simply not expressly included; in other cases they were excluded deliberately or purposefully amended. Belfast City Council is the only local authority in the entire country to have considered adoption of the Definition and rejected it. 237 local authorities, or 56%, have not adopted the Definition at all.

- In England, which has 351 local authorities, 107 local authorities have adopted the Definition in full with examples, which is just under one third. This includes 26 local authorities in London and 81 local authorities — one quarter — in the rest of England. In Scotland, eight local authorities (almost one quarter) have adopted the full Definition with examples; in Wales, only five of the 22 local authorities have adopted the Definition (less than one fifth); and in Northern Ireland, only one of the twelve local authorities has adopted the Definition.
- Between 2017 and 2018, the number of local authorities adopting the Definition in full increased, but 2019 saw a regression with more local authorities defectively adopting the Definition without its examples.
- **Of the 121 local authorities that have adopted the Definition in full, 42% were controlled by Labour when the Definition was adopted in full, just over one quarter were Conservative-held, 7% were controlled by the Liberal Democrats, and 23% had no overall control. In the sole local authority controlled by the SNP – the Scottish Government – the Definition was adopted in full.** More Labour-controlled local authorities have adopted the Definition in full with examples than any other party, a result bolstered by the strong record of adoption by local authorities in London, where Labour dominates.
- That being said, the number of antisemitic incidents relating to Labour councillors across the country dwarfs that of any other political party, indicating that adoption of the Definition is not in itself enough to tackle antisemitism in local government.
- **Of the 301 local authorities that have not adopted the Definition in full or at all, 40% are currently controlled by the Conservatives, 18% are held by Labour, 4% are held by the Liberal Democrats; and 35% have no overall control. The sole local authority controlled exclusively by Plaid Cymru has not adopted the Definition. With the exception of Plaid Cymru, in percentage terms the Conservatives are the worst performing party, with by far the largest number of local authorities in their control yet to adopt the Definition in full with the examples.**
- The report also provides examples of best practice, instances of partisanship among councillors that prevented or assisted adoption, and recommendations for the campaign for widespread adoption going forward as well as for amendments to codes of conduct and sanctions on councillors for misconduct.
- The report makes several recommendations. In addition to calling for continued adoption of the full Definition by local authorities, the report recommends further review at the national level of the success of the devolution of disciplinary powers to local authorities in England over the past several years, in particular with reference to antisemitism. It also urges the Government to enact legislation giving local authorities in England enhanced powers to sanction councillors, including suspension.

BACKGROUND

THE INTERNATIONAL DEFINITION OF ANTISEMITISM

The International Definition of Antisemitism, also known as the International Holocaust Remembrance Alliance Working Definition of Antisemitism (“the Definition”), is an internationally-recognised definition of antisemitism.

The Definition was drafted by the European Union Monitoring Centre on Racism and Xenophobia, in the early 2000s, and was adopted with minor changes by the International Holocaust Remembrance Alliance (IHRA), an intergovernmental body comprising 31 member nations, including the United Kingdom, whose purpose is to advance Holocaust education, remembrance and research among its members and internationally. The Definition was adopted by IHRA during its plenary meetings in Bucharest in May 2016.

The Definition, complete with its examples, is as follows:

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

Manifestations might include the targeting of the State of Israel,

conceived as a Jewish collectivity. However, criticism of Israel similar to that levelled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.*
- Making mendacious, dehumanising, demonising, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.*
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.*
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality*

of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).

- *Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.*
- *Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.*
- *Denying the Jewish people their right to self-determination (e.g. by claiming that the existence of a State of Israel is a racist endeavour).*
- *Applying double standards by requiring of Israel a behaviour not expected or demanded of any other democratic nation.*
- *Using the symbols and images associated with classic antisemitism (e.g. claims of Jews killing Jesus or blood libel) to characterise Israel or Israelis.*
- *Drawing comparisons of contemporary Israeli policy to that of the Nazis.*
- *Holding Jews collectively responsible for actions of the State of Israel.*

It is self-evident that the non-exhaustive list of examples that accompany and form part of the Definition are pivotal to its significance and

utility, and reflect the expert and diplomatic consensus of which the Definition is borne. The impact of the Definition is greatly diminished if the examples are not expressly adopted by institutions and used as a reference when determining cases of antisemitism.

As the British delegation to IHRA explained, “Any ‘modified’ version of the [D]efinition that does not include all of its eleven examples is no longer the [D]efinition. Adding or removing language undermines the months of international diplomacy and academic rigour that enabled this definition to exist,” adding that if public bodies unilaterally amend the Definition, “we would once again revert to a world where antisemitism goes unaddressed simply because different entities cannot agree on what it is.”¹

The limited substantive opposition to the adoption of the Definition, which has usually been confined to the extremes of the political spectrum, has tended to rely on politicised or ideological criticism of the examples. Such criticisms, however, merely demonstrate why the examples are so important.

In response to this opposition, in July 2017 Campaign Against Antisemitism published the opinion of expert counsel on the adoption of the Definition by public bodies. The nine-page opinion can be found on our website at antisemitism.org/definition.

The opinion includes a detailed assessment of the Definition itself, considers the application of the Definition in difficult cases, and contains useful advice for politicians and public bodies, such as local authorities, which are considering adopting or using the Definition.

1. See <https://www.holocaustremembrance.com/news-archive/statement-experts-uk-delegation-ihra-working-definition-antisemitism>.

The opinion states that:

“The Definition is a clear, meaningful and workable definition. The Definition is an important development in terms of identifying and preventing antisemitism, in particular in its modern and non-traditional forms, which often reach beyond simple expressions of hatred for Jews and instead refer to Jewish people and Jewish associations in highly derogatory, veiled terms (e.g. ‘Zio’ or ‘Rothschilds’). Public bodies in the United Kingdom are not ‘at risk’ in using this Definition. Indeed, this Definition should be used by public bodies on the basis that it will ensure that the identification of antisemitism is clear, fair and accurate. Criticism of Israel, even in robust terms, cannot be regarded as antisemitic per se and such criticism is not captured by the Definition. However, criticisms of Israel in terms which are channels of expression for hatred towards Jewish people (such as by particular invocations of the Holocaust or Nazism) will in all likelihood be antisemitic.”

The opinion also noted that:

“The Definition is of a form that is increasingly used in regulatory documents, whereby a concept is first identified and then illustrated with examples.”

Campaign Against Antisemitism has long called for widespread adoption of the Definition, because in order to combat antisemitism there must be a widely-accepted measure to identify it. In our experience, organisations that do not have such a measure

are incapable of recognising and tackling anti-Jewish racism when it arises.

For this reason, Campaign Against Antisemitism and Lord Pickles, who is one of our honorary patrons, worked hard to bring about the adoption of the Definition by the British Government in December 2016 under then-Prime Minister Theresa May. The British Government was the first in the world to adopt the Definition.

The Government explained that tackling antisemitism is “an essential step in removing the barriers that hold people back” and that adoption of the Definition “will ensure that culprits will not be able to get away with being antisemitic because the term is ill-defined, or because different organisations or bodies have different interpretations of it.”

Theresa May said at the time:

“It is unacceptable that there is antisemitism in this country. It is even worse that incidents are reportedly on the rise. As a government we are making a real difference and adopting this measure is a ground-breaking step. It means there will be one definition of antisemitism – in essence, language or behaviour that displays hatred towards Jews because they are Jews – and anyone guilty of that will be called out on it.”

WIDESPREAD ADOPTION OF THE DEFINITION

Following the adoption of the Definition by the British Government, other national governments followed, including in Austria, Bulgaria, Cyprus, the Czech Republic, France, Germany, Greece, Israel, Italy, Lithuania, North Macedonia, Romania and Slovakia.

The European Parliament has also adopted the Definition, as have the United States Senate and the United States Department of State. More recently, the US Government has referred to the Definition in its policy on campus antisemitism.

Domestically, the College of Policing, Judicial College and the National Union of Students, as well as the Conservative Party, Labour Party and Liberal Democrats have adopted the Definition, which Campaign Against Antisemitism has urged and applauded. In addition, 642 of the 643 sitting MPs have signed up to the Definition (excluding Sinn Fein MPs, who do not take their seats in Parliament).

A campaign is now underway to encourage local authorities and universities to adopt the Definition. With regard to local authorities, the intention is for incorporation of the Definition into local authorities' codes of conduct for councillors (see below) and employees. This campaign is supported by the Government, although ministers have no power to compel local authorities to follow their recommendations and adopt the Definition under current legislation. This report focuses on the drive to further the adoption of the Definition by local authorities.

The then-Secretary of State for Housing, Communities and Local Government, the Rt

Hon. Sajid Javid MP, wrote to the leaders of all local authorities in January 2017 encouraging adoption of the Definition. Mr Javid wrote: "The Definition, although legally non-binding, is an important tool for public bodies to understand how antisemitism manifests itself in the 21st Century, as it gives examples of the kind of behaviours which depending on the circumstances could constitute antisemitism." The letter went on to "strongly encourage you to formally adopt the Definition and consider its application in your own authority." Mr Javid's letter included the full Definition with the accompanying examples.

The current Secretary of State for Housing, Communities and Local Government, the Rt Hon. Robert Jenrick MP, has also made this a priority for his department. In September 2019, Mr Jenrick declared that "there is no place for antisemitic abuse" and regretted that local authorities had not followed the Government in adopting the Definition, and indicated that he was taking action to encourage wider adoption.

In October 2019 Mr Jenrick wrote to all local authorities in England urging them to adopt the Definition, and in January 2020 Mr Jenrick reiterated his policy, announcing in the House of Commons that he was "requiring all councils to adopt it forthwith". Mr Jenrick followed up later that month by warning that any local authorities that expressly refused to adopt the Definition would be named and could expect to lose public funding if they failed to tackle antisemitism.

This report begins to implement Mr Jenrick's policy by naming those local authorities that have failed to adopt the Definition.

LOCAL AUTHORITIES IN THE UNITED KINGDOM

In England there are currently 343 local authorities, comprising those in London and those in the rest of England.

In London there are currently 33 local authorities, comprising the 32 London boroughs as well as the Mayor and Commonalty and Citizens of the City of London (the City of London Corporation).

In the rest of England there are currently 310 local authorities, comprising county councils, district councils, unitary authorities, metropolitan boroughs, and the Isles of Scilly.

Outside of England, there are only unitary authorities, comprising 32 in Scotland, 22 in Wales and eleven in Northern Ireland.

This report reviews the adoption of the Definition among these 343 local authorities, and also the Greater London Assembly; the Scottish Parliament and the Scottish Government; the Welsh Assembly and the Welsh Government; and the Northern Ireland Assembly and the Northern Ireland Executive.

More information about the type and breakdown of local authorities in the United Kingdom can be found in the Methodology section of this report.

REGULATING THE CONDUCT OF COUNCILLORS

An important purpose of adoption of the Definition by local authorities is so that the

Definition is incorporated into each local authority's code of conduct for councillors (and code of conduct for employees) and therefore binds councillors and can be used to regulate their conduct and penalise breaches.

The conduct of councillors who sit on local authorities in England is governed by the Localism Act 2011 (the Act). The Act was designed to decentralise and cede power from Whitehall in favour of local communities, allowing local authorities to regulate the conduct of councillors. This system replaced the previous Standards for England body (formerly the Standards Board), which maintained a code of conduct for all councillors in England and investigated breaches.

Elsewhere in the United Kingdom, standards for local councillors are devolved, and the other three nations have single standard regimes that are managed by national bodies. In Scotland, standards are governed by the Ethical Standards in Public Life etc. (Scotland) Act 2000, and the Standards Commission for Scotland publishes the code of conduct. The Commissioner for Ethical Standards in Public Life in Scotland applies those standards to councillors and reports on complaints against councillors to the Standards Commission for Scotland. In Wales, the Local Authorities (Model Code of Conduct) (Wales) Order 2008 (SI 2008/788) (as amended) provides the model code of conduct. Complaints made by the Local Government Ombudsman are investigated by the Public Services Ombudsman for Wales. In Northern Ireland, the Local Government Act (Northern Ireland) 2014 authorises the Northern Ireland Executive to issue a code of conduct, with complaints against councillors to be directed to the Northern Ireland Commissioner for Complaints.

In England, the Act places duties and responsibilities on the local authority rather than directly on the councillor. The codes of conduct drawn up by individual councils impose obligations on councillors. The Act requires local authorities to “promote and maintain high standards of conduct by members” and “adopt a code dealing with the conduct that is expected of members”. The code must be consistent with the principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. The Act covers conduct by councillors when they are acting as such and not in their private capacity.

The Act does not specify sanctions if a councillor breaches the local code, but provides that if a councillor is in breach (whether or not the finding is made following a formal investigation), the council can have regard to the breach when deciding what action, if any, to take. Prior to the commencement of the Act, councillors could be suspended or disqualified, but these sanctions are no longer available. The exception is the disqualification of a councillor from office if he or she is convicted within five years of election or since election and given a custodial sentence of three months or more without the option of a fine, which is a sanction provided by the Local Government Act 1972.

Generally, the only sanctions available under the Act are censure by the local authority or removal from a committee. In some cases, the whip may be withdrawn from a councillor, but this is a decision for the relevant political party of which the councillor is a member, rather than the local authority.

Certain breaches relating to financial interests of councillors are now specific criminal offences, and therefore are subject to prosecution over and above any local code, but outside of these specific forms of misconduct, the sanctions are very limited, with few options between censure under the code and criminal prosecution in the courts. Past surveys have suggested that local authorities consider the current regime to be too weak.²

In the case of antisemitic conduct there are further relevant factors. Among them is the difficulty of establishing whether a councillor is acting in an official capacity or other than in an official capacity, as the codes of conduct generally only apply when councillors act in their role as councillors and not in their private capacity. (In Scotland and Wales, the remit of the codes is considerably broader.) Under the new regime governed by the Act, there is little guidance on this distinction, as the dearth of sanctions under the Act has resulted in few cases reaching the courts.

In the age of social media, however, this distinction is more significant than ever. For example, if a councillor posts their own opinions on a social media platform but references his or her position as councillor in the biography and perhaps even posts about council business or events from the same social media account, is the councillor acting in an official capacity or in a private capacity?

By way of example, in a case which did not relate to antisemitism but is illustrative of the problem, a councillor on Sheffield City Council, was reportedly reprimanded by the Council for comments on social media that were found to “constitute a potential breach of the Members’

2. See Local Government Lawyer and Freeth Cartwright LLP survey. Cited in “Raising the standards”, *Local Government Lawyer*, 17 December 2013.

Code of Conduct”, despite the councillor having included in his social media biography that the views he expressed there were his own and not those of the Council (although it is not clear when this caveat was added to his biography).³ A separate complaint against the same councillor in connection with comments made on an anonymous social media account was dismissed, meanwhile, partly because the Council lacked sufficient evidence linking the councillor to that account and partly because the Council’s Monitoring Officer stated that the councillor would not be acting in his official capacity when using an anonymous account and therefore would in any event fall outside of the purview of the Council’s code of conduct.

Even where a code of conduct is not breached because a councillor is acting other than in an official capacity, widespread adoption of the Definition will raise awareness of antisemitism more generally and may prompt reflection by an offending councillor, censure by his or her political party, and the risk of admonishment at the ballot box.

Another complication with antisemitic conduct, especially antisemitic speech, is its interaction with the Human Rights Act, and specifically the provisions of the Article 10 right to freedom of expression by all people, including councillors. Article 10 grants a qualified right, meaning that it may be restricted in a proportionate manner in pursuit of a legitimate aim, for example by a code of conduct. Moreover, there is an enhanced protection of the right to freedom of expression in a political context, however, as the Standards Commission for Scotland points out, if a councillor is making a gratuitous personal comment and/or simply indulging in offensive abuse, it is unlikely that this will

attract the enhanced protection of freedom of expression afforded under Article 10.

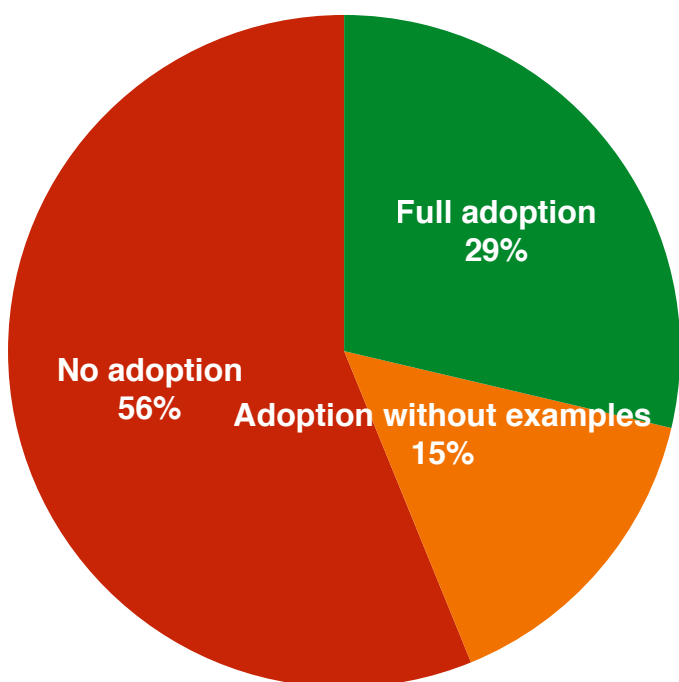
The campaign to encourage widespread adoption of the Definition and its incorporation into local authorities’ codes of conduct (as well as employees’ codes of conduct) will cultivate greater awareness among councillors of antisemitism and its manifestations, and will enable local authorities to monitor and regulate councillors’ conduct and direct councillors to antisemitism training where necessary. The sanctions for antisemitic conduct, as with other forms of misconduct, will, however, remain limited, leaving the ultimate sanction in the hands of the electorate.

3. See <https://www.yorkshirepost.co.uk/news/sheffield-councillor-reprimanded-for-arrogant-little-s-tweet-about-rival-politician-1-9483089>.

FINDINGS

ADOPTION ACROSS THE UK

ADOPTION OF THE DEFINITION BY LOCAL AUTHORITIES ACROSS THE UK



| Type of adoption | Local authorities |
|---------------------------|-------------------|
| Full adoption | 121 |
| Adoption without examples | 64 |
| No adoption | 237 |

The campaign for widespread adoption of the Definition among the nation’s 422 local authorities has made some headway, with 121 local authorities, or 29%, having adopted it in full with the examples. A majority, however, have not adopted the Definition in full: 64 local authorities, or 15%, have adopted the Definition without expressly adopting the examples, and 237, or 56%, have not adopted the Definition at all.

In many cases, responses from local authorities appeared to suggest a lack of understanding of antisemitism or the usefulness of a benchmark standard for use in disciplinary cases. There was also often a belief that antisemitism was already adequately covered in general equality policy and legislation. In other cases, some local authorities asserted that the motion adopting the Definition was intended to include the examples, even if the precise wording did not.

However, the lack of clarity is likely to cause confusion and disagreement about how antisemitism is defined, particularly in any future complaints process, hence the importance of adopting the Definition in full with the corresponding examples.

Numerous rationales were provided by local authorities as to why they had not adopted the Definition or not adopted it in full with the corresponding examples.

In Bury and in South Staffordshire, the local authorities adopted the Definition without examples, but both acknowledged that the examples should have been included. Bury has since passed a further motion to rectify the defective adoption, while South Staffordshire has advised that it intends to amend its constitution to achieve the same.

Derbyshire County Council did not appreciate that the examples were an integral part of the Definition, confirming that its adoption of the Definition “did not...refer to the examples as the purpose of the report was to adopt the working definition of antisemitism...”

Although the City of Bradford Metropolitan

District Council adopted the full Definition with examples, at the same time it also felt the need to pass a motion specifying what it believed could constitute legitimate, non-antisemitic criticism of Israel.

While the usual route to adoption of the Definition was for the local authorities to pass a motion by the full council, some local authorities used alternative routes. For example, in Redcar and Cleveland the local authority adopted the Definition without examples in cabinet, it was referred to in a report and a link to the Definition was included in the Equality Policy. But there was no motion. In St. Helens, the Definition without examples is included in the Equality Policy adopted by the cabinet, but the statement on Hate Crime therein contains a link to the full Definition.

Of the many local authorities that have not adopted the Definition at all, numerous reasons were provided.

One rationale was that existing duties under the equality legislation currently in force was sufficient to safeguard against antisemitism. This approach was cited *inter alia* by local authorities in Aylesbury, Kent, Pembrokeshire, Sevenoaks and South Norfolk. For instance, Aylesbury Vale District Council said that it “has not adopted a formal definition of antisemitism but we aim to ensure equality and diversity are at the heart of everything we do, in accordance with the Equality Act 2010.” The controversies surrounding antisemitism in politics in recent years have demonstrated that reliance on equality legislation alone is usually insufficient to ensure a robust response to cases of antisemitism; after all, whereas duties under equality legislation may prohibit discrimination against Jews, the Definition and examples

illustrate how such discrimination and prejudice can manifest.

Other local authorities pointed to existing policies that they already maintained, which, it was argued, made adequate provision to cover antisemitism. Among these local authorities were those in Blaby (Equality and Human Rights Policy and Hate Reporting Systems); Bracknell Forest (Community Cohesion and Engagement Partnership); Cambridge (Comprehensive Equalities & Diversity Policy, Equality Value Statement and Single Equality Scheme 2018 to 2021); Conwy (Equality and Diversity Policy); Richmondshire (the “principles [of the Definition] are reflected in [our] policies and guidance under existing equalities and employment duties”); Scottish Borders (Dignity & Respect in the Workplace policy); Tendring (Inclusion and Diversity); and West Lothian (Policy on Equality In Employment and Service Provision). As these policies generally did not make reference to the Definition and the corresponding examples, it is difficult to see how they can achieve the same impact as full adoption.

Some local authorities chose to adopt an alternative motion or policy in connection with antisemitism or had previously done so, and they highlighted these in explaining why they had concluded that adoption of the Definition was unnecessary. This category included local authorities in Caerphilly (issued a press release confirming its intention to refer to the Definition in its forthcoming Equality Report); Doncaster (passed a motion against xenophobia and racism); Dudley (passed a motion welcoming the Government’s adoption of the Definition and resolved that its commitment to fighting antisemitism be reflected in its equality and diversity policies); North Devon (adopted a ‘Zero Tolerance to Hate Crime Pledge’);

Oxford (the Leader of the Council issued a statement confirming support for the Definition); and Wokingham (passed a motion in solidarity against antisemitism). Clearly, none of these are satisfactory substitutes for adoption of the Definition in full with examples.

In at least one case, a local authority quite openly rejected the idea of a motion addressing antisemitism exclusively. South Gloucestershire Council argued that:

“The Council consulted widely in developing its current Equality Plan. Responses to that consultation from local residents, and organisations representing those with protected characteristics, indicated they did not want the Council to have individual policies and definitions for dealing with different equality domains, but to have a single set of policies and definitions. The Council has therefore not adopted a separate definition of antisemitism. However the Council’s definition of hate crime is entirely consistent with the [D]efinition of antisemitism.”

This extraordinary rationale reflected how much more work there is to do to educate local authorities about the uniqueness and complexity of antisemitism, as well as the utility of the Definition. Any reasonable equality or hate crime policy will prohibit discrimination towards Jews, but without a reliable standard for recognition of antisemitism, the policies will be haphazardly applied in practice.

Some local authorities offered assurances that the Definition would be kept in mind for training or disciplinary purposes, even as it was not formally adopted. Local authorities in Exeter, Flintshire, Reading and South Derbyshire were

among those giving responses of this sort. For example, Exeter City Council said: “Exeter City Council has not formally adopted the Definition into its policy framework, however it is a useful point of reference and will be referred to for training and other purposes...” Flintshire County Council similarly advised that the Definition “informs our working practices”. Of course, without the formal adoption and incorporation of the full Definition and examples into conduct policies, there is no guarantee that the Definition will be applied in disciplinary cases.

Finally, some local authorities did suggest that, although they had not yet adopted the Definition, they were considering doing so or the matter remained under review, for example Cambridge City Council, Leicestershire County Council, Nottingham City Council, Walsall Council and Warrington Borough Council. However, several of these local authorities indicated that adoption of the Definition was contingent on some other event, for example the adoption by the Government of certain policies, or left the matter too open-ended to provide any reassurance.

A large number of local authorities that had not adopted the Definition pointed to their commemoration of Holocaust Memorial Day by way of reassurance of their goodwill towards Jews. To give but a few examples, Chesterfield Borough Council advised that:

“The Council has not taken a formal Cabinet or Council decision to adopt this Definition, however we do use this Definition to inform our Equality and Diversity Strategy and action plan. This includes annual Holocaust Memorial Day events. Adoption of the Definition has not been timetabled.”

Kettering Borough Council observed that “...most Councils locally actively mark national days such as Holocaust Memorial Day and Srebrenica Memorial Day to bring communities together to learn about the past in order to positively shape the future, and to celebrate difference and promote understanding.” City of Lincoln Council wrote that it “has a history of remembering the Holocaust on Holocaust Memorial Day. Over the past three years we have marked the day according to the theme as set out by the Holocaust Memorial Trust.”

Mid and East Antrim Council noted that it

“promotes positive relationships between persons of a different religious belief, political opinion and racial group. Each year the Council produces an Action Plan to tackle local issues around sectarianism and racism. Included in the Action Plan is an annual event to mark the Holocaust and subsequent genocides. The Good Relations Team works with the Holocaust Memorial Day Trust to develop the annual commemoration which is held in January. The aim of the annual commemoration is to embrace and reflect on the lessons which can be drawn, both globally and locally from the Holocaust and subsequent genocides...”

While commemoration of the Holocaust by local authorities is welcome, a narrow focus on a single manifestation of antisemitism in the past is no substitute for a reliable Definition of the variegated expressions of antisemitism in the present, and the application of that Definition in disciplinary cases.

RATIONALES FOR FAILURE TO ADOPT THE EXAMPLES

A minority of local authorities have adopted the Definition without the examples, and only a small number of those provided specific reasons as to why.

Carmarthenshire County Council noted that it recognised that the examples were an integral part of the Definition. Therefore it was effectively unnecessary to include them in the motion to adopt the Definition, as “this Council would not dispute any of the working examples identified [in the Definition]”.

Similarly, Cherwell District Council explained that “it would not be usual for the wording of a motion to include, on the face of it, the examples or further detail that might be included under a definition to which the motion relates. Nor would there be a need specifically to refer to them. The reverse would be true; that is, if there was any derogation from aspects of the Definition, it would be expected that these might then be referenced. Otherwise, the adoption of the Definition would include the adoption/endorsement of the material underlying it, which is the case here.”

Although the presumption in these cases is that the examples were *ipso facto* included in the adoption by virtue of being part of the Definition, the failure to include them explicitly in the motion leaves room for confusion in the event that a disciplinary case had to rely on them.

Oxfordshire County Council simply stated that “specific examples not used or needed for the Council’s purpose in adopting the definition into policy.”

Numerous other local authorities acknowledged that the examples were not included in the motions without elaborating on why or the effect.

The variety of responses illustrates the administrative confusion and the weak understanding of the nature of antisemitism and how significant the Definition can be in disciplinary cases.

EXAMPLES OF GOOD PRACTICE

In contrast to those local authorities that relied on existing policies or commemorations as substitutes for the full adoption of the Definition, some local authorities adopted the Definition in full with examples and implemented further measures to enhance the adoption or publicise it.

Derby City Council not only adopted the Definition in full but resolved “to invite the city’s three MPs to publicly do the same, if they haven’t already done so.” At the time, one of the MPs was the disgraced then-Labour MP, Chris Williamson.

Halton Borough Council adopted the full Definition and, in its supporting report, stated:

“There is a risk that failing to make clear the Council’s strong support for the [Definition] will send a counter message creating space that legitimises by omission hatred of Jews. This will therefore be mitigated by expressing unequivocal support for the [Definition]...The [Definition] has therefore been developed and promulgated in order to ensure that culprits will not be able to get away with being antisemitic because the term is ill-

defined, or because organisations or bodies have different interpretations of it.”

Portsmouth City Council adopted the Definition with the corresponding examples while rightly noting that it both permits legitimate criticism of Israel but catches “incidents when criticism of Israel has been expressed using antisemitic tropes. Criticism of Israel can be legitimate, but not if it employs the tropes and imagery of antisemitism.”

In the City of London Corporation, Richmond and Wandsworth, the local authorities incorporated the Definition into their codes of conduct for councillors and staff, which cements its applicability in disciplinary cases. All other local authorities that have adopted the Definition – and, eventually, those that have not yet adopted it – should follow suit.

Similarly, Sunderland City Council resolved to implement its adoption of the Definition by including it in induction packs for new councillors; introducing it at equality and diversity training sessions; e-mailing it to all councillors and employees; referencing it in codes of conduct for councillors and staff; and ensuring that the local authorities will observe, adopt and implement any changes made to the Definition in future.

In stark contrast to those local authorities that suggested that Holocaust commemoration, in lieu of adoption of the Definition, was sufficient to combat antisemitism, Wakefield Council adopted the full Definition and, the following year, resolved to enhance its cooperation with Holocaust educational charities and schools and even write to the Ofsted Chief Inspector in this connection. Fenland District Council took a similar approach, encouraging interfaith

education in addition to – rather than instead of – adopting the Definition.

JEWISH COMMUNITIES

Local authorities representing sizeable Jewish communities – where both political sensitivity and the immediacy of antisemitism might be assumed to have led to more enthusiastic adoption of the full Definition – in fact had very mixed results.

For example, local authorities in Bournemouth, Brighton, Bristol, Bury, Camden, Cardiff, Ealing, Edinburgh, Glasgow, Hackney, Haringey, Harrow, Hertsmere, Kensington and Chelsea, Leeds, Stockport, Trafford and Westminster, as well as the Greater London Authority, have all adopted the Definition in full with examples.

However, those in Barnet, Brent, Islington, Enfield, Gateshead, Liverpool, Manchester (both Manchester City Council and Greater Manchester Combined Authority), Salford and St. Albans have only adopted the Definition without the corresponding examples (although local authorities in Islington and Enfield claimed that they have adopted the full Definition with examples, the minutes of the relevant meetings do not evidence this, therefore they are deemed in this report not to have adopted the examples.)

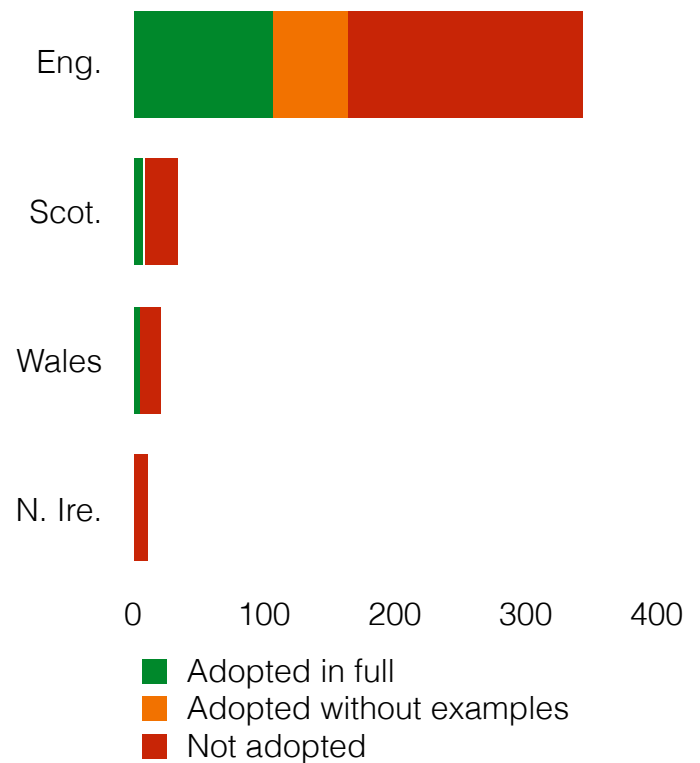
Local authorities in Belfast and Cambridge have not adopted the Definition at all.

ADOPTION BY NATION AND REGION

The chart below shows how many local authorities have adopted the Definition according to the nation where the local authority is located. The first graph shows the

number of local authorities that have adopted the Definition.

Of the 351 local authorities in England, 107 have adopted the Definition in full with examples, which, at 30%, is just under one third. 180 have not adopted the Definition at all, equating to just over half, while another 56 local authorities, or 16%, have defectively adopted the Definition, either by not expressly including the examples (in some cases not realising that they may not have been included) or by deliberately amending them to change their meaning.



A breakdown of London and non-London local authorities is provided below.

In Scotland, eight local authorities (almost one quarter) have adopted the full Definition with examples and 26 local authorities have not adopted the Definition at all. The Scottish Government has adopted the Definition in full but the Scottish Parliament has not. Conduct for councillors in Scotland is regulated by the

Standards Commission for Scotland, which publishes a code of conduct. The Definition is not incorporated into the most recent version of the code of conduct, dated July 2018.

In Wales, only five of the 24 local authorities have adopted the Definition (less than one fifth), including the Welsh Government but not the National Assembly for Wales. The most recent version of *The Code of Conduct for members of local authorities in Wales* issued by the Public Services Ombudsman for Wales does not reference the Definition.

In Northern Ireland, only one of the thirteen local authorities – Ards and North Down Borough Council – has adopted the Definition, with neither the Northern Ireland Executive nor the Northern Ireland Assembly having done so (although those national bodies have been dormant for a significant period in recent years).

A motion was tabled at Belfast City Council by a councillor from the Democratic Unionist Party and seconded by a councillor from the SDLP on 1st November 2018, but it was referred to the Strategic Policy and Resources Committee, which decided on Friday 14th December 2018 that the Definition should not be adopted. On 7th January 2019, the Council referred the matter to another committee for deliberation and then back to the Strategic Policy and Resources Committee to reconsider, which it did on 20th September 2019. Following the recommendation of that committee, on 1st October 2019 it was agreed: “that subject to the Legal Services Section confirming that the Council’s Equal Opportunities Policy, in conjunction with Section 75 of the Northern Ireland Act 1998 and other relevant legislation and policies, was fit for purpose, there was no requirement to adopt a separate definition in

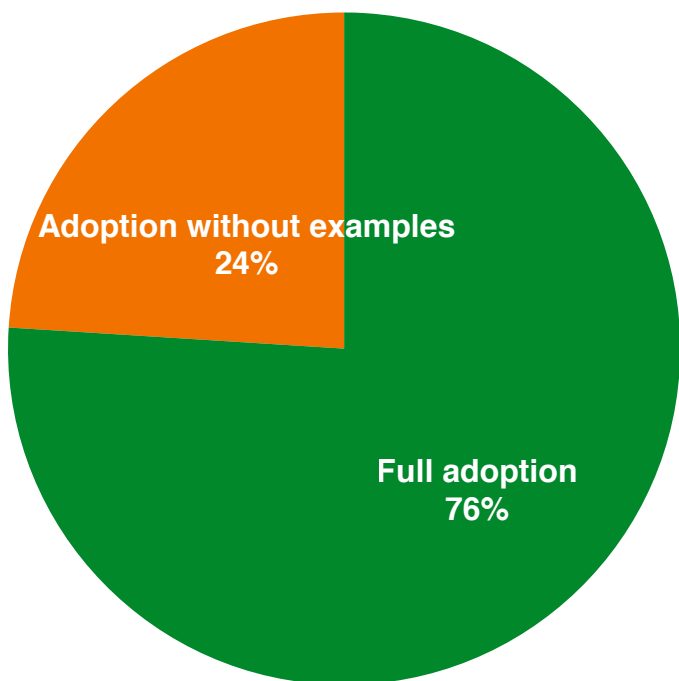
this instance, as sufficient protection was afforded to all citizens including those who were Jewish.” Appallingly, therefore, Belfast City Council is the only council in the entire country to have considered adoption of the Definition and rejected it.

It is notable that no local authority in Scotland, Wales or Northern Ireland has adopted the Definition without the examples or with amended examples.

LONDON AND THE REST OF ENGLAND

In London, 26 local authorities have adopted the Definition in full, including the City of London Corporation and the Greater London Authority. This equates to over three quarters of the 34 local authorities in the capital. Eight local authorities have adopted the Definition without the corresponding examples. All local authorities in London have adopted the Definition with or without its examples.

ADOPTION OF THE DEFINITION BY LOCAL AUTHORITIES IN LONDON



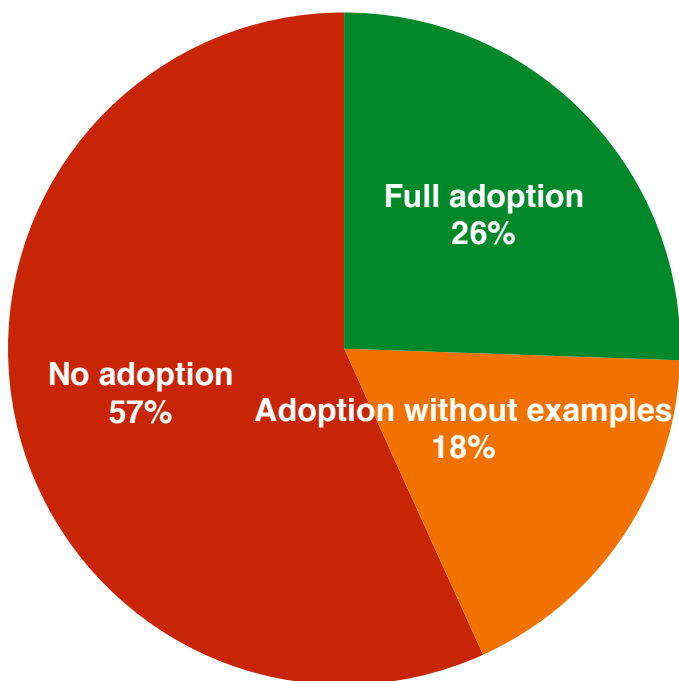
| Type of adoption | Local authorities |
|---------------------------|-------------------|
| Full adoption | 26 |
| Adoption without examples | 8 |
| No adoption | 0 |

London Councils, the representative body for local authorities in the capital, adopted the Definition in full as well, and it circulated a template motion in October 2018 that clearly set out the full Definition with the corresponding examples. Some local authorities tabled and adopted motions using the template.

Nevertheless, other local authorities took exception to the examples. For example, in Newham, while the original 2017 motion to adopt the Definition included the accompanying examples, a Labour councillor successfully amended the wording to remove the examples. In effect, therefore, the local authority went out of its way to exclude the corresponding examples in its defective adoption of the Definition.

In Brent, a motion adopting the full Definition was tabled by the Conservative group, but Labour’s Cllr Shafique Choudhury amended one of the examples – which references one of the most potent contemporary manifestations of antisemitism – from “Denying the Jewish people their right to self-determination e.g. by claiming that the existence of a State of Israel is a racist endeavour” to “Denying the Jewish people their right to self-determination provided Palestine [sic] rights of self-determination are also recognised.” Labour’s leader on the council, Cllr Muhammed Butt, announced an alteration to the amendment, so that in the final adopted motion the example read: “Denying the Jewish people their right to self-determination alongside Palestinian rights of self-determination”, thus predicating the rights of Jews upon the rights of others. This only makes sense as suggesting that Jews may only benefit from their rights if they champion the rights of others, which is a form of collective responsibility for Jews which is specifically prohibited within another example of the Definition. As this is a significant divergence from the original wording of the example in the Definition and substantively changes its meaning, Brent is deemed in this report to have adopted the Definition without the corresponding examples.

ADOPTION OF THE DEFINITION BY LOCAL AUTHORITIES IN THE REST OF ENGLAND



West Midlands and West of England) are Conservative and have not adopted the Definition. The remaining two combined authorities, which are not mayoralities, namely North East and West Yorkshire, are chaired by Labour politicians, and they also have not adopted the Definition.

| Type of adoption | Local authorities |
|---------------------------|-------------------|
| Full adoption | 81 |
| Adoption without examples | 56 |
| No adoption | 180 |

In the rest of England, which has 317 local authorities, 81 local authorities – one quarter – have adopted the full Definition with examples, and 56, or 18%, have adopted the Definition without the corresponding examples. 180 local authorities, or 57%, have not adopted the Definition at all.

Two of the nine combined authorities have adopted the full Definition with examples, namely Liverpool City Region and Sheffield City Region, which both have Labour mayors. Greater Manchester Combined Authority, which also has a Labour mayor, has adopted the Definition without the examples.

The other four combined authority mayoralities (Cambridge and Peterborough, Tees Valley,

ADOPTION OVER TIME

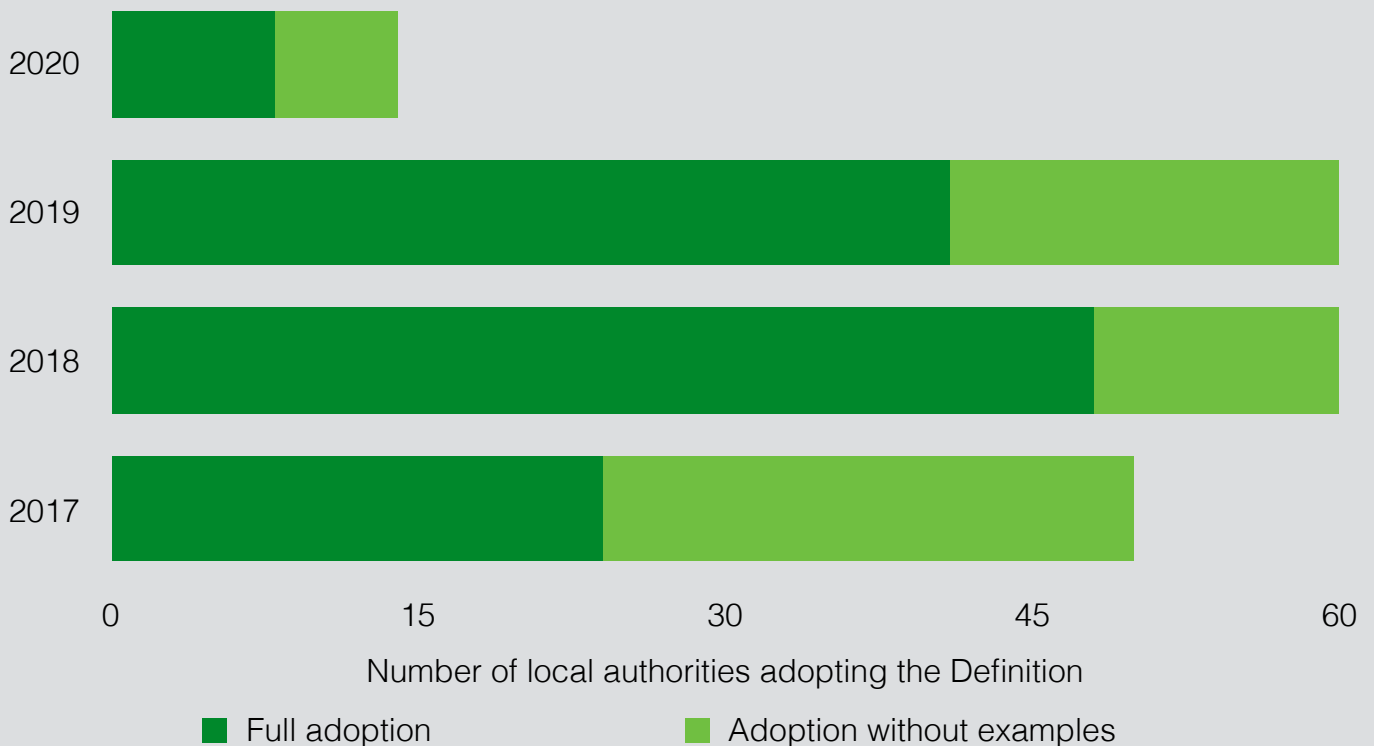
The chart below shows the number of local authorities that adopted the Definition in full with the examples or without the corresponding examples year by year. It does not include those local authorities that have not adopted the Definition at all.

2017 was the only year in which the number of local authorities that adopted the Definition

slightly, with 41 adopting in full and nineteen adopting the Definition without the examples.

2018 and 2019 saw a consistent number of local authorities adopt the Definition, albeit that adoption of the Definition without the corresponding examples is defective and that practice spread in 2019. Nevertheless, with the exception of those local authorities that deliberately omitted or amended the examples, even adoption without the examples shows a willingness to confront antisemitism.

ANNUAL ADOPTION OF THE DEFINITION BY LOCAL AUTHORITIES



without the examples outnumbered those that adopted it in full – by 26 to 24 – which suggests that awareness of the importance of the examples has increased since then.

2018 saw a dramatic reversal, with 48 local authorities adopting the Definition in full, compared with twelve that adopted it without the examples. In 2019, this gap narrowed

The figures for 2020 – eight local authorities adopting the full Definition and six adopting it without the examples – represent only those local authorities that replied affirmatively during the period of our research, and these numbers will be updated in a future report.

ADOPTION ACCORDING TO PARTY CONTROL

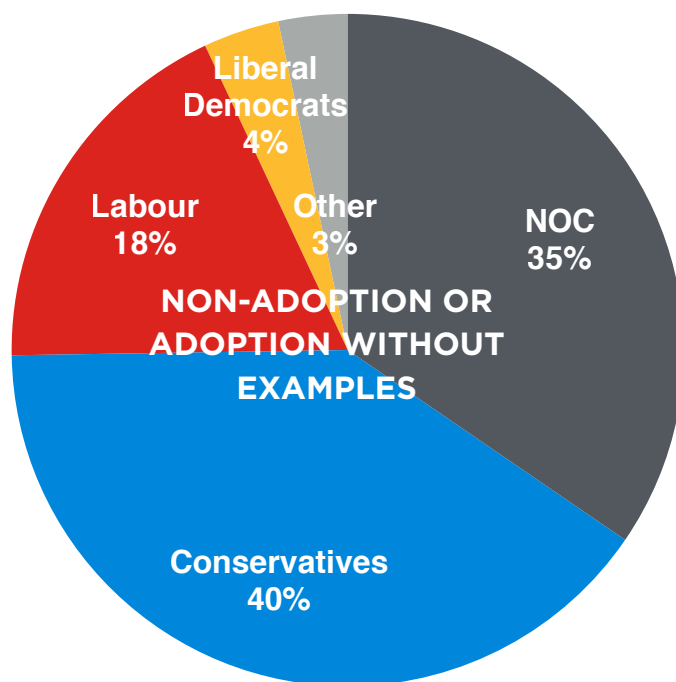
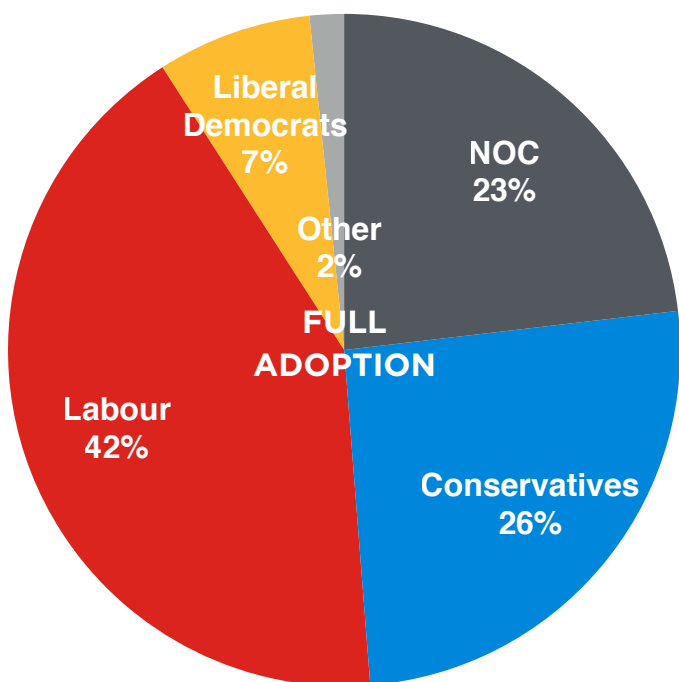
121 local authorities have adopted the Definition in full with its examples, and 301 local authorities have either not adopted the Definition at all or have adopted it without the examples, which is defective.⁴

The first chart shows the percentage of local authorities that have adopted the Definition in full with the examples that are controlled by the various political parties. Of the 121 local authorities that have adopted the Definition in full, 51 (42%) were controlled by Labour when the Definition was adopted in full;⁵ 31 (26%) were Conservative-held; 9 (7%) were controlled by the Liberal Democrats; 1 (1%) was controlled by the Scottish National Party (SNP); and 1 (1%) was Independent. 28 (23%) local authorities had no overall control (NOC) when they adopted the Definition in full.

More Labour-controlled local authorities have adopted the Definition in full with examples than any other party, a result bolstered by the strong record of adoption by local authorities in London, where Labour dominates.

That being said, research by CAA's Political and Government Investigations Unit shows that the number of antisemitic incidents relating to Labour councillors across the country dwarfs that of any other political party, indicating that adoption of the Definition is not enough to tackle antisemitism in local government.

The second chart shows the percentage of local authorities that have either not adopted the Definition at all or have defectively adopted it without the examples. Of the 301 local authorities in this category, 121 (40%) are currently controlled by the Conservatives; 55 (18%) are held by Labour; 11 (4%) are held by



4. The Combined Authorities are divided by party according to the affiliation of their mayor or chair.
 5. For simplicity, this report does not differentiate between the Labour Party and the Co-operative Party. The Welsh Government, which is Labour-led, is listed as a Labour local authority.

the Liberal Democrats; 9 (3%) are Independent; and 1 (0.3%) is held by Plaid Cymru. 104 (35%) local authorities that have either not adopted the Definition at all or have adopted it without the examples have no overall control (NOC).

The Conservatives are the worst performing party, with by far the largest number of local authorities in their control yet to adopt the Definition in full with the examples.

In terms of percentages, the SNP is the best performing party, as its sole local authority – the Scottish Government – has adopted the Definition in full. Plaid Cymru is the worst performing party, as the sole local authority that it controls exclusively – Gwynedd Council – has not adopted the Definition at all. (Ceredigion County Council, which Plaid Cymru controls in coalition with independents, has also not adopted the Definition.)

However, the SNP does have councillors serving in Scottish local authorities that have no overall control, and therefore it is incumbent on those councillors, as it is on councillors of all parties across the nation, to advance the adoption of the Definition in full with the examples.

In some cases, the full Definition with examples was not adopted by a local authority for partisan reasons.

For example, in Barnet, which is a local authority administering an area with one of the largest Jewish populations in the country, the original motion to adopt the Definition, which was proposed by the Conservatives' Cllr Brian Gordon (who has since become the Lord Mayor), omitted the corresponding examples. An opposition amendment, moved by Labour's

Cllr Barry Rawlings, included the examples, but it was rejected. Consequently, the local authority passed a defective version of the Definition, without the examples.

Elsewhere, there were disagreements within parties. In Lambeth, for example, in the meeting at which the full Definition was adopted complete with the examples, representations were made by a deputation that was led by Mike Cushman, who is an officer of the sham Jewish representative organisation, Jewish Voice for Labour, and a member of the antisemitism-denial group, Labour Against the Witchhunt. In his presentation, Mr Cushman criticised the Definition, denied that antisemitism existed in the Labour Party and absurdly suggested that adoption of the Definition could place the local authority in "legal jeopardy". The leader of the council, Labour's Cllr Lib Peck, roundly rejected his arguments, and the Definition was adopted complete with examples.

Also in Lambeth, Green councillor and co-leader of the national party, Jonathan Bartley, proposed an amendment to the motion that referenced the House of Commons Home Affairs Select Committee's caveats to the Definition designed to ensure that freedom of speech in relation to legitimate criticism of Israel would not be affected by adoption of the Definition, despite the wording of the Definition and opinion of expert counsel to Campaign Against Antisemitism already showing that the Definition presents no such threat. Mr Bartley's amendment failed and the Definition was adopted in full without caveat.

In Camden, however, where Mr Bartley's co-leader of the Green Party nationally and the Party's London mayoral candidate, Sian Berry, is a councillor, she supported the adoption of

the unamended Definition and examples. Cllr Berry has also described concerns over free speech in relation to the Definition as “unfounded” and has expressed her “frustration” that her Party has not adopted the Definition.⁶

6. See <https://jewishnews.timesofisrael.com/green-mayoral-hopeful-on-frustration-at-ihra-motion-being-out-of-order>.

ANTISEMITISM TRAINING

Antisemitism is a complex and unique phenomenon that manifests in a wide variety of forms and is distinct from other forms of racism. Accordingly, Campaign Against Antisemitism believes that antisemitism requires specific training which cannot be delivered simply as part of wider equality and diversity training.

Local authorities across the country were asked if they have provided dedicated antisemitism training, and almost every local authority advised that no such training had been provided. There were a small number of exceptions.

In London, local authorities in Brent, Lewisham, Merton, Redbridge, Richmond, Tower Hamlets and Wandsworth reported that they had provided antisemitism training, however this was only as part of more general equality or anti-discrimination training rather than dedicated antisemitism training.

Elsewhere in England, some local authorities did the same, such as those in Derby, Fenland, Horsham, Northampton and Portsmouth. Norfolk County Council intends to deliver such training as well, while Exeter City Council is reviewing its training provision.

Sunderland City Council includes antisemitism training in its induction for councillors and intends to incorporate it into its induction training for staff as well. Bury Metropolitan Borough Council provides Jewish cultural awareness in-house using an e-module. Dudley Metropolitan Borough Council does not provide specific antisemitism training but confirmed that its equality and diversity training makes specific reference to the Definition.

Some local authorities try to provide antisemitism awareness training through Holocaust commemoration, such as those in Basildon, Lincoln and Wakefield. Thurrock Council does not provide dedicated antisemitism training but a representative of Campaign Against Antisemitism has delivered a presentation to councillors.

Not a single local authority in Scotland has provided dedicated antisemitism training to councillors or staff.

Two local authorities in Wales have provided antisemitism training, both of which have also adopted the Definition in full with examples.

The Welsh Government reported that its Equalities team has run two antisemitism training courses for Welsh Government officials and local authority Regional Community Cohesion Coordinators. The courses were run by a synagogue in Cardiff and are available on request should any further training be required. The Welsh Government also provides funding to a prominent Holocaust educational charity, which enables local citizens to meet Holocaust survivors and takes Welsh school students in Year 12 and 13 to Auschwitz. Every year Welsh Government officials are offered a place on this Programme.

The other local authority in Wales to provide antisemitism training is Newport City Council, which last did so in 2018.

No dedicated antisemitism training had been provided by any local authority in Northern Ireland.

DISCIPLINARY CASES

We also asked local authorities for confirmation of complaints relating to antisemitism made against members, officers or council employees during the period from 1st January 2017 to 31st December 2018. Overall, fifteen local authorities reported dealing with such complaints during that period in relation to 27 individuals. The subjects of the complaints were a mix of councillors and employees, although several local authorities did not disclose the role of the subjects of the complaints.

Details of the cases are limited, and it is not known in many cases whether the Definition had been adopted at the time that the complaint was considered or whether the Definition was applied as part of the disciplinary process. It is clear, however, that the failure to adopt the Definition did not preclude action on the part of the local authorities, but without further information it is not possible to make further assessment as to how the local authorities in question defined antisemitism and whether the outcome would have been different had the Definition been adopted or applied.

From the details that are available, some promising signs can be detected. In one case – from Arun District Council – the adjudicators decided that social media posts published prior to the offending councillor’s election could be taken into account, and that use of the abbreviation “Cllr” in his social media biography meant that he was holding himself out as a councillor rather than merely posting in a personal capacity (when codes of conduct generally do not apply). It is possible that other adjudicators or other local authorities would

have come to different decisions regarding their purview.

In West Lothian, a councillor was suspended for three months for endorsing an article containing antisemitic discourse. From what is known of the case, it appears to be an example of good practice because: the Definition was applied; the panel recognised that the article in question contained antisemitic stereotypes; although the councillor in question had not referred to himself in that capacity when sharing the article, there was sufficient evidence to demonstrate that a reasonable member of the public would know he was acting as such, and he used a local authority computer to share the article; the panel rejected the councillor’s defence that he had not read the article before sharing it and therefore did not realise its implications; and sanctioning the councillor did not breach his right to freedom of expression. English local authorities do not have the authority to suspend councillors in these circumstances, but Scottish local authorities do.

RECOMMENDATIONS

Widespread adoption of the Definition is critical to combat antisemitism because it provides a widely-accepted measure to identify it.

Organisations that do not have such a measure are incapable of recognising and tackling anti-Jewish racism when it arises.

CAA applauds the Rt Hon. Robert Jenrick MP and his predecessor as the Secretary of State for Housing, Communities and Local Government, the Rt Hon. Sajid Javid MP, for making widespread adoption of the Definition by local authorities a key policy priority.

However, as this report has shown, there are still vast numbers of local authorities that have not adopted the Definition in full with the examples.

We recommend that local authorities that have yet to do so should adopt forthwith the Definition in full with the examples and incorporate the Definition into their respective codes of conduct.

A significant number of local authorities have adopted the Definition but not the examples. Those examples, which represent a non-exhaustive list of illustrations of manifestations of contemporary antisemitism that accompany and form part of the Definition, are, however, pivotal to the Definition's significance and utility. The impact of the Definition is considerably diminished if the examples are not also expressly adopted by institutions and used as a reference when determining cases of antisemitism.

Some local authorities have not adopted the examples deliberately, whether for unacceptable partisan reasons or because of

concerns – long debunked – about their impact. In most cases, however, those local authorities that have not adopted the examples have done so out of confusion or error, or have simply not expressly adopted them even if they had intended to do so.

We recommend that those local authorities that have not adopted the examples pass new motions to adopt the Definition in full with the accompanying examples.

The Definition itself is the starting point for combating antisemitism, because it assists institutions in identifying the phenomenon. However, while adoption alone raises awareness of antisemitism and sends important signals, it is imperative that local authorities actually go on to apply the Definition when investigating and judging antisemitism complaints. To this end, the Definition must be referenced in the codes of conduct for councillors and staff and be applied in disciplinary cases relating to antisemitism.

We recommend that local authorities incorporate the Definition into their respective codes of conduct for councillors and for employees and apply the Definition when judging complaints of antisemitism made against councillors or employees.

Under the Localism Act 2011, the sanctions available to English local authorities against councillors who engage in misconduct are widely regarded as limited and weak. Censure of a councillor is an insufficient sanction in many cases, while criminal prosecution is only available in cases of criminal conduct, a threshold that antisemitic or racist conduct often will not reach, and there are few other

options between censure and criminal prosecution.

While there are benefits to devolving authority to regulate councillors' conduct to local authorities across England, there are also drawbacks, as local authorities may differ in their approach and sanctions with regard to the same misconduct. While adoption of the Definition and reference to it in disciplinary processes will contribute to uniformity across local authorities, local authorities in England still retain discretion in investigation, judgment and sanction. Notably, this is not the case in the other nations, where disciplinary matters are examined at a national level.

While a report by the Committee on Standards in Public Life in 2019 recommended the introduction of suspension as a sanction for councillors who breach codes of conduct,⁷ this is likely to apply only in extreme cases. Meanwhile, any adoption of a code of conduct in relation to use of social media – the forum where a considerable proportion of misconduct takes place – is likely only to be voluntary.

We recommend further review at the national level of the success of the devolution of disciplinary powers to local authorities in England over the past several years, in particular with reference to antisemitism, and consider options for enhancing uniformity in the regulation of councillors' conduct across England.

We recommend that the Government enact legislation giving local authorities in England enhanced powers to sanction councillors, including suspension, so that their powers are

equivalent to those of local authorities in Northern Ireland, Scotland and Wales.

A recurring complication in cases of antisemitic conduct by councillors is establishing whether the councillor was acting in an official capacity or other than in an official capacity when the misconduct took place, as the codes of conduct, particularly in England, generally only apply when councillors act in their role as councillors and not in their private capacity. In the age of social media, this distinction is more significant than ever, as distinguishing between conduct in one's official capacity and conduct other than in one's official capacity can be both difficult and pivotal, as it may determine whether a complaint is considered at all.

We recommend that, for the purposes of codes of conduct, the distinction between councillors acting in an official capacity or other than in an official capacity be eliminated.

While the available sanctions that can be imposed on councillors who breach their local authority's code of conduct remains limited, it is important that local political parties assume responsibility for augmenting the penalties issued by local authorities for racist misconduct by councillors. Withdrawal of the party whip pending an investigation is an important tool, but antisemitism training from reputable specialist organisations, demotion or a permanent withdrawal of the whip are among the responses and sanctions that parties should consider when a councillor engages in antisemitic speech or conduct.

We recommend that local political parties take responsibility for regulating the conduct of their councillors when they act in an official capacity

7. See https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/777315/6.4896_CO_CSPL_Command_Paper_on_Local_Government_Standards_v4_WEB.PDF.

and also when they do not, inasmuch as such conduct involves antisemitic speech or acts. Parties should make reference to the Definition in investigating complaints of antisemitism that are made against councillors (and local party members) and should make use of the sanctions available to them.

Antisemitism is a complex and unique phenomenon that manifests in a wide variety of forms and is distinct from other forms of racism. Accordingly, Campaign Against Antisemitism believes that antisemitism requires specific training which cannot be delivered simply as part of wider equality and diversity training.

We recommend that local authorities provide specific antisemitism training to councillors and staff, especially those tasked with counter-extremism and anti-racism work.

We hope that all local authorities and local political parties will make every effort to raise awareness of antisemitism and its manifestations in their communities and work towards good community relations and tolerance in their local areas.

METHODOLOGY

BREAKDOWN OF LOCAL AUTHORITIES IN THE UNITED KINGDOM

There are several hundred local authorities in the United Kingdom, which includes borough councils, county councils, district councils, unitary authorities and combined authorities, in addition to the devolved parliament and assemblies and governments and executive. Together, these are the local authorities referred to in this report.

In addition, there are thousands of town councils, parish councils, community councils, neighbourhood councils and village councils. These are not considered in this report.

In some areas of England, local government is divided between a county council and a district council, known respectively as the upper tier and the lower tier. In other parts of the country, there is only a single unitary authority. In addition, some parts of the country have a combined authority, several of which are led by directly elected “metro mayors”.

Some district councils are merging into a single district council, while other councils are dividing. The number of councils in the United Kingdom is therefore a snapshot and liable to continue to change in the near future as it has done in recent years.

Overall in England there are currently 341 principal local authorities, comprising those in London and those in the rest of England, rising to 351 when the Greater London Authority and the combined authorities are included.

In London there are currently 33 local authorities, comprising:

- 32 London boroughs; and
- one *sui generis* authority, namely the City of London Corporation.

In addition, there is the Greater London Authority, which incorporates the London Assembly and the Mayor of London.

In the rest of England there are currently 308 local authorities, comprising:

- 26 county councils (upper tier);
- 190 district councils, also sometimes known as borough councils or city councils (lower tier);
- 54 unitary authorities, also sometimes known as borough councils, city councils or simply as councils (unitary);
- 37 metropolitan boroughs, also sometimes known as borough councils or city councils (unitary); and
- one *sui generis* authority, namely the Isles of Scilly.

There are also nine combined authorities in England.

Outside of England, there are only unitary authorities, comprising:

- 32 in Scotland;
- 22 in Wales; and
- eleven in Northern Ireland.

In addition, each of these three nations has a parliament or assembly and a government or executive.

FREEDOM OF INFORMATION REQUESTS

The Freedom of Information Act 2000 provides the general public with access to information that is held by public authorities, including local councils, as well as Government departments, universities, NHS hospitals, the police and other institutions.

The information is made available by public authorities publishing certain information and by requests by members of the public, known as Freedom of Information (FOI) requests.

Freedom of Information requests pertain to any recorded information that is held by a public authority in England, Wales and Northern Ireland, and by public authorities based in Scotland that have a national purview. Scottish public authorities are governed by the Freedom of Information (Scotland) Act 2002.

REQUESTING INFORMATION FROM LOCAL AUTHORITIES

Campaign Against Antisemitism submitted Freedom of Information requests electronically to 422 local authorities in the United Kingdom between September 2019 and March 2020 to ascertain whether the Definition had been adopted and when, and whether the examples had also been adopted.

The data in this report is based on the e-mailed responses from the local authorities, with the exception of Bristol City Council, where an e-mailed response from the local authority was supplemented by new information in the public domain, and Boston Borough Council, Darlington Borough Council, Leeds City

Council, Lichfield District Council, Northampton Borough Council, Nuneaton and Bedworth Borough Council and Shropshire Council, where responses from the local authorities were manifestly incorrect.

The local authorities contacted comprise:

- 34 local authorities in London, including the 32 London boroughs, the City of London Corporation, and the Greater London Authority;
- 317 local authorities in the rest of England, including 26 county councils, 190 district councils, 54 unitary authorities, 37 metropolitan authorities, 9 combined authorities and the Isles of Scilly;
- 34 local authorities in Scotland, including the 32 unitary authorities as well as the Scottish Parliament and the Scottish Government;
- 24 local authorities in Wales, including the 22 unitary authorities as well as the Welsh Assembly and the Welsh Government; and
- 13 local authorities in Northern Ireland, including the eleven unitary authorities as well as the Northern Ireland Assembly and the Northern Ireland Executive.

THE CO-OPERATIVE PARTY

For purposes of simplicity, this report does not differentiate between the Labour Party and the Co-operative Party.

TABLES OF RESPONSES

The tables of responses provide the name, category, political control and location of every local authority, and whether the local authority has adopted the Definition in full with the corresponding examples, or adopted it without the examples, or not adopted it at all.

The political control category refers to which party (if any) controlled the local authority at the time of adoption or, in the case of local authorities that have not adopted the Definition, which party controls the local authority today.

Local authorities are only deemed to have adopted the Definition in full with the examples if this is explicit in the motion or relevant document.

Comment is provided where there may be some lack of clarity or where local authorities have advised that adoption is intended or anticipated. It is possible that between the date of receipt of the response to a Freedom of Information request and the date of publication of this report, more local authorities may have adopted the Definition.

Finally, the tables of responses also advise whether the Definition has been adopted into the relevant code of conduct for councillors or employees (although this is not applicable outside of England, as the codes of conduct are centralised in the other three nations).

LOCAL AUTHORITIES IN LONDON

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---|-------------------|---|--|
| Greater London Authority | Labour | Fully adopted with examples on 08/02/2017 | Codes of conduct do not incorporate the Definition. |
| Barking and Dagenham London Borough Council | Labour | Fully adopted with examples on 30/01/2019 | Codes of conduct do not incorporate the Definition. |
| Barnet London Borough Council | Conservative | Adopted without examples on 31/01/2017 | Codes of conduct do not incorporate the Definition. |
| Bexley London Borough Council | Conservative | Fully adopted with examples on 28/01/2019 | Codes of conduct do not incorporate the Definition. |
| Brent London Borough Council | Labour | Adopted without examples on 18/09/2017 | One of the examples was amended to: "Denying the Jewish people their right to self-determination alongside Palestinian rights of self-determination." Codes of conduct refer to adoption of the Definition. |
| Bromley London Borough Council | Conservative | Adopted without examples in 2018 | The authority has stated that "The [D]efinition has not been formally adopted at any particular meeting. It was adopted and embodied in all relevant Council policies and practice at the direct instruction of the Leader of the Council following discussion and in agreement of the Borough's Chief Executive." |
| Camden London Borough Council | Labour | Fully adopted with examples on 23/04/2017 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|--------------------------|---|--|
| Mayor and Commonalty and Citizens of the City of London (The City of London Corporation) | Independent | Fully adopted with examples on 05/12/2019 | Codes of conduct incorporate the Definition. |
| Croydon London Borough Council | Labour | Fully adopted with examples on 03/12/2018 | Codes of conduct do not incorporate the Definition. |
| Ealing London Borough Council | Labour | Fully adopted with examples on 11/06/2019 | Codes of conduct do not incorporate the Definition. |
| Enfield London Borough Council | Labour | Adopted without examples on 30/01/2019 | The authority claimed that the Definition was adopted including its examples, but the minutes of the relevant meeting appear to show that it was adopted without its examples. Codes of conduct do not incorporate the Definition. |
| Greenwich London Borough Council (Royal Borough of Greenwich) | Labour | Fully adopted with examples on 30/01/2019 | Codes of conduct do not incorporate the Definition. |
| Hackney London Borough Council | Labour | Fully adopted with examples on 21/02/2018 | Codes of conduct do not incorporate the Definition. |
| Hammersmith & Fulham London Borough Council | Labour | Fully adopted with examples on 17/10/2018 | Codes of conduct do not incorporate the Definition. |
| Haringey London Borough Council | Labour | Fully adopted with examples on 24/07/2017 | Codes of conduct do not incorporate the Definition. |
| Harrow London Borough Council | Labour | Fully adopted with examples on 23/02/2017 | Codes of conduct do not incorporate the Definition. |
| Havering London Borough Council | NOC | Fully adopted with examples on 21/11/2018 | Codes of conduct do not incorporate the Definition. |
| Hillingdon London Borough Council | Conservative | Adopted without examples on 22/11/2018 | Codes of conduct do not incorporate the Definition. |
| Hounslow London Borough Council | Labour | Fully adopted with examples on 27/11/2018 | Codes of conduct incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---|-------------------|---|--|
| Islington London Borough Council | Labour | Adopted without examples on 29/06/2017 | The authority claimed that the Definition was adopted including its examples, but the minutes of the relevant meeting appear to show that it was adopted without its examples. Codes of conduct do not incorporate the Definition. |
| Kensington & Chelsea London Borough Council (Royal Borough of Kensington and Chelsea) | Conservative | Fully adopted with examples on 05/12/2018 | Codes of conduct do not incorporate the Definition. |
| Kingston Upon Thames London Borough Council (Royal Borough of Kingston Upon Thames) | Liberal Democrat | Fully adopted with examples on 11/12/2019 | Codes of conduct in the process of being amended to incorporate the Definition. |
| Lambeth London Borough Council | Labour | Fully adopted with examples on 10/10/2018 | Codes of conduct do not incorporate the Definition. |
| Lewisham London Borough Council | Labour | Fully adopted with examples on 27/02/2019 | Codes of conduct do not incorporate the Definition. |
| Merton London Borough Council | Labour | Fully adopted with examples on 12/11/2018 | Codes of conduct do not incorporate the Definition. |
| Newham London Borough Council | Labour | Adopted without examples on 18/09/2017 | Codes of conduct do not incorporate the Definition. |
| Redbridge London Borough Council | Labour | Fully adopted with examples on 18/01/2018 | Codes of conduct do not incorporate the Definition. |
| Richmond Upon Thames London Borough Council | Liberal Democrat | Fully adopted with examples on 27/11/2018 | Codes of conduct incorporate the Definition. |
| Southwark London Borough Council | Labour | Adopted without examples on 29/11/2017 | Codes of conduct do not incorporate the Definition. |
| Sutton London Borough Council | Liberal Democrat | Fully adopted with examples on 11/09/2017 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---------------------------------------|--------------------------|---|--|
| Tower Hamlets London Borough Council | Labour | Fully adopted with examples on 19/09/2019 | Codes of conduct do not incorporate the Definition. |
| Waltham Forest London Borough Council | Labour | Fully adopted with examples on 13/12/2018 | Codes of conduct do not incorporate the Definition but incorporated into a Dignity at Work: Anti-Bullying and Harassment Policy. |
| Wandsworth London Borough Council | Conservative | Fully adopted with examples on 05/12/2018 | Codes of conduct incorporate the Definition. |
| Westminster City Council | Conservative | Fully adopted with examples on 11/07/2018 | Codes of conduct do not incorporate the Definition. |

COMBINED AUTHORITIES IN THE REST OF ENGLAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|------------------------|
| Cambridgeshire & Peterborough Combined Authority | Conservative | Not adopted | |
| Greater Manchester Combined Authority | Labour | Adopted without examples on 31/03/2017 | |
| Liverpool City Region Combined Authority | Labour | Fully adopted with examples on 19/10/2018 | |
| Sheffield City Region Combined Authority | Labour | Fully adopted with examples on 18/07/2019 | |
| Tees Valley Combined Authority | Conservative | Not adopted | |
| West Midlands Combined Authority | Conservative | Not adopted | |
| West of England Combined Authority | Conservative | Not adopted | |
| North East Combined Authority | Labour | Not adopted | |
| West Yorkshire Combined Authority | Labour | Not adopted | |

COUNTY COUNCILS IN THE REST OF ENGLAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---------------------------------|-------------------|---|--|
| Buckinghamshire County Council | Conservative | Fully adopted with examples on 03/10/2018 | Codes of conduct do not incorporate the Definition. |
| Cambridgeshire County Council | Conservative | Not adopted | |
| Cumbria County Council | NOC | Fully adopted with examples on 15/01/2018 | Codes of conduct do not incorporate the Definition. |
| Derbyshire County Council | Conservative | Adopted without examples on 11/01/2018 | Codes of conduct do not incorporate the Definition. |
| Devon County Council | Conservative | Not adopted | |
| East Sussex County Council | Conservative | Not adopted | |
| Essex County Council | Conservative | Adopted without examples on 10/02/2017 | Codes of conduct do not incorporate the Definition. |
| Gloucestershire County Council | Conservative | Not adopted | |
| Hampshire County Council | Conservative | Fully adopted with examples on 11/12/2017 | Codes of conduct do not incorporate the Definition. |
| Hertfordshire County Council | Conservative | Not adopted | |
| Kent County Council | Conservative | Not adopted | |
| Lancashire County Council | Conservative | Fully adopted with examples on 16/01/2020 | The Definition was rejected by the authority's plenum in May 2019 but then adopted in full by its cabinet on 16/01/2020. |
| Leicestershire County Council | Conservative | Not adopted | |
| Lincolnshire County Council | Conservative | Not adopted | |
| Norfolk County Council | Conservative | Not adopted | |
| Northamptonshire County Council | Conservative | Adopted without examples on 20/09/2018 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--------------------------------|-------------------|---|--|
| North Yorkshire County Council | Conservative | Not adopted | |
| Nottinghamshire County Council | Conservative | Adopted without examples on 12/02/2020 | Codes of conduct do not incorporate the Definition. |
| Oxfordshire County Council | NOC | Adopted without examples on 22/05/2018 | Codes of conduct do not incorporate the Definition. |
| Somerset County Council | Conservative | Not adopted | |
| Staffordshire County Council | Conservative | Not adopted | |
| Suffolk County Council | Conservative | Not adopted | Adoption is anticipated at some point during 2020. |
| Surrey County Council | Conservative | Not adopted | |
| Warwickshire County Council | Conservative | Not adopted | |
| West Sussex County Council | Conservative | Adopted without examples on 04/03/2019 | Codes of conduct do not incorporate the Definition. |
| Worcestershire County Council | Conservative | Fully adopted with examples on 19/07/2018 | Authority adopted the Definition with its examples and then added further examples of its own. Codes of conduct do not incorporate the Definition. |

DISTRICT COUNCILS IN THE REST OF ENGLAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---|--|---|---|
| Adur and Worthing Councils | Conservative | Not adopted | |
| Allerdale Borough Council | NOC | Fully adopted with examples on 19/09/2018 | Codes of conduct do not incorporate the Definition. |
| Amber Valley Borough Council | Labour | Not adopted | |
| Arun District Council | NOC | Not adopted | Adoption is being actively considered. |
| Ashfield District Council | Independent | Not adopted | |
| Ashford Borough Council | Conservative | Not adopted | |
| Aylesbury Vale District Council | Conservative | Not adopted | |
| Babergh District Council & Mid Suffolk District Council | NOC | Not adopted | |
| Barrow in Furness Borough Council | Labour | Not adopted | |
| Basildon Borough Council | NOC | Not adopted | Adoption is being actively considered. |
| Basingstoke and Deane Borough Council | NOC | Not adopted | |
| Bassetlaw District Council | Labour | Adopted without examples on 07/03/2019 | Codes of conduct do not incorporate the Definition. |
| Blaby District Council | Conservative | Not adopted | |
| Bolsover District Council | NOC | Adopted without examples on 13/11/2019 | Codes of conduct do not incorporate the Definition. |
| Boston Borough Council | Conservative (NOC at the time of adoption) | Adopted without examples in 2017 | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--------------------------------|--|---|---|
| Braintree District Council | Conservative | Adopted without examples on 16/12/2019 | |
| Breckland Council | Conservative | Not adopted | |
| Brentwood Borough Council | Conservative | Fully adopted with examples on 19/07/2017 | |
| Broadland District Council | Conservative | Adopted without examples on 07/11/2019 | |
| Bromsgrove District Council | Conservative | Not adopted | |
| Borough of Broxbourne Council | Conservative | Not adopted | |
| Broxtowe Borough Council | NOC | Not adopted | |
| Burnley Borough Council | NOC | Not adopted | |
| Cambridge City Council | Labour | Not adopted | |
| Cannock Chase District Council | NOC | Fully adopted with examples on 06/11/2019 | Codes of conduct do not incorporate the Definition. |
| Canterbury City Council | Conservative | Not adopted | |
| Carlisle City Council | NOC | Fully adopted with examples on 06/11/2018 | Codes of conduct do not incorporate the Definition. |
| Castle Point Borough Council | Conservative | Not adopted | |
| Charnwood Borough Council | Conservative | Fully adopted with examples on 04/11/2019 | Codes of conduct do not incorporate the Definition. |
| Chelmsford City Council | Liberal Democrat (Conservative at the time of adoption) | Fully adopted with examples on 17/12/2018 | Codes of conduct do not incorporate the Definition. |
| Cheltenham Borough Council | Liberal Democrat | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--------------------------------------|--------------------------|---|---|
| Cherwell District Council | Conservative | Fully adopted with examples on 16/10/2017 | Codes of conduct do not incorporate the Definition. |
| Chesterfield Borough Council | Labour | Not adopted | |
| Chichester District Council | NOC | Not adopted | |
| Chiltern District Council | Conservative | Not adopted | |
| Chorley Borough Council | Labour | Not adopted | |
| Colchester Borough Council | NOC | Fully adopted with examples on 31/10/2018 | Codes of conduct do not incorporate the Definition. |
| Copeland Borough Council | Labour | Adopted without examples on 10/02/2020 | Codes of conduct do not incorporate the Definition. |
| Corby Borough Council | Labour | Fully adopted with examples on 31/08/2017 | Codes of conduct do not incorporate the Definition. |
| Cotswold District Council | Liberal Democrat | Not adopted | |
| Craven District Council | NOC | Not adopted | |
| Crawley Borough Council | Labour | Not adopted | |
| Dacorum Borough Council | Conservative | Not adopted | |
| Dartford Borough Council | Conservative | Fully adopted with examples on 13/01/2020 | Codes of conduct do not incorporate the Definition. |
| Daventry District Council | Conservative | Not adopted | |
| Derbyshire Dales District Council | Conservative | Not adopted | |
| Dover District Council | Conservative | Not adopted | |
| East Cambridgeshire District Council | Conservative | Not adopted | |
| East Devon District Council | NOC | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|---|
| East Hampshire District Council | Conservative | Not adopted | |
| East Hertfordshire District Council | Conservative | Not adopted | |
| East Lindsey District Council | Conservative | Not adopted | |
| East Northamptonshire District Council | Conservative | Not adopted | |
| East Staffordshire Borough Council | Conservative | Not adopted | |
| East Suffolk District Council | Conservative | Not adopted | |
| Eastleigh Borough Council | Liberal Democrat | Fully adopted with examples on 24/10/2019 | Codes of conduct do not incorporate the Definition. |
| Eden District Council | NOC | Not adopted | |
| Elmbridge Borough Council | NOC | Not adopted | |
| Epping Forest District Council | Conservative | Not adopted | |
| Epsom and Ewell Borough Council | Independent | Not adopted | |
| Erewash Borough Council | Conservative | Not adopted | |
| Exeter City Council | Labour | Not adopted | |
| Fareham Borough Council | Conservative | Not adopted | |
| Fenland District Council | Conservative | Fully adopted with examples on 04/11/2019 | Codes of conduct do not incorporate the Definition. |
| Forest of Dean District Council | NOC | Not adopted | The authority intends to incorporate the Definition into the its Equality Policy, but no date has been given. |
| Fylde Borough Council | Conservative | Not adopted | Adoption is anticipated at some point during 2020. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---------------------------------------|---|---|---|
| Folkestone & Hythe District Council | NOC | Not adopted | |
| Gedling Borough Council | Labour | Not adopted | |
| Gloucester City Council | Conservative | Not adopted | |
| Gosport Borough Council | Conservative | Not adopted | |
| Gravesham Borough Council | Labour | Not adopted | Adoption is anticipated at some point during 2020. |
| Great Yarmouth Borough Council | Conservative | Not adopted | Adoption is anticipated at some point during 2020. |
| Guildford Borough Council | NOC (Conservative at the time of adoption) | Fully adopted with examples on 11/04/2017 | Codes of conduct do not incorporate the Definition. |
| Hambleton District Council | Conservative | Not adopted | |
| Harborough District Council | Conservative | Adopted without examples on 16/12/2019 | Codes of conduct do not incorporate the Definition. |
| Harlow District Council | Labour | Fully adopted with examples on 01/11/2018 | Codes of conduct do not incorporate the Definition. |
| Harrogate Borough Council | Conservative | Not adopted | |
| Hart District Council | NOC | Not adopted | |
| Hastings Borough Council | Labour | Not adopted | |
| Havant Borough Council | Conservative | Not adopted | |
| Hertsmere Borough Council | Conservative | Fully adopted with examples on 28/02/2017 | Codes of conduct do not incorporate the Definition. |
| High Peak Borough Council | Labour | Not adopted | |
| Hinckley and Bosworth Borough Council | Liberal Democrat | Not adopted | Adoption is anticipated at some point during 2020. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|---|
| Horsham District Council | Conservative | Not adopted | |
| Hyndburn Borough Council | Labour | Fully adopted with examples on 10/01/2019 | Codes of conduct do not incorporate the Definition. |
| Huntingdonshire District Council | Conservative | Not adopted | |
| Ipswich Borough Council | Labour | Fully adopted with examples on 08/01/2020 | Codes of conduct do not incorporate the Definition. |
| Kettering Borough Council | Conservative | Not adopted | |
| King's Lynn and West Norfolk Borough Council | Conservative | Adopted without examples on 09/01/2018 | Codes of conduct do not incorporate the Definition. |
| Lancaster City Council | NOC | Adopted without examples on 12/04/2017 | Codes of conduct do not incorporate the Definition. |
| Lewes and Eastbourne Councils | NOC | Not adopted | |
| Lichfield District Council | Conservative | Adopted without examples on 15/05/2018 | |
| City of Lincoln Council | Labour | Not adopted | Adoption is being actively considered. |
| Maidstone Borough Council | NOC | Not adopted | |
| Maldon District Council | Conservative | Adopted without examples on 02/11/2017 | Codes of conduct do not incorporate the Definition. |
| Malvern Hills District Council | NOC | Adopted without examples on 28/01/2020 | Codes of conduct do not incorporate the Definition. |
| Mansfield District Council | NOC | Fully adopted with examples on 13/11/2019 | Codes of conduct do not incorporate the Definition. |
| Melton Borough Council | Conservative | Not adopted | Adoption is anticipated at some point during 2020. |
| Mendip District Council | NOC | Not adopted | |
| Mid Devon District Council | NOC | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|--|
| Mid Suffolk District Council | NOC | Not adopted | |
| Mole Valley District Council | Liberal Democrat | Not adopted | |
| Mid Sussex District Council | Conservative | Not adopted | |
| New Forest District Council | Conservative | Not adopted | |
| Newark and Sherwood District Council | Conservative | Not adopted | |
| Newcastle-under-Lyme Borough Council | NOC | Not adopted | |
| North Devon District Council | Liberal Democrat | Not adopted | |
| North East Derbyshire District Council | Conservative | Adopted without examples on 11/11/2019 | Codes of conduct do not incorporate the Definition. |
| North Hertfordshire District Council | NOC | Not adopted | |
| Northampton Borough Council | Conservative | Adopted without examples on 06/11/2017 | |
| North Kesteven District Council | NOC | Adopted without examples on 19/12/2019 | Codes of conduct do not incorporate the Definition. |
| North Norfolk District Council | Liberal Democrat | Adopted without examples on 17/12/2019 | Codes of conduct do not incorporate the Definition. |
| North Warwickshire Borough Council | Conservative | Fully adopted with examples on 26/06/2019 | Codes of conduct do not incorporate the Definition. |
| North West Leicestershire District Council | Conservative | Not adopted | |
| Norwich City Council | Labour | Fully adopted with examples on 17/01/2018 | Adopted in Equality Information Report in 2018 but codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---------------------------------------|-------------------|---|---|
| Nuneaton and Bedworth Borough Council | NOC | Adopted without examples on 11/09/2019 | Authority's management approved the Definition for use in September 2019, but so far only introductory wording has been included in its equalities definition document. |
| Oadby and Wigston Borough Council | Liberal Democrat | Fully adopted with examples on 05/09/2017 | Codes of conduct do not incorporate the Definition. |
| Oxford City Council | Labour | Not adopted | |
| Pendle Borough Council | NOC | Fully adopted with examples on 11/07/2019 | Codes of conduct do not incorporate the Definition. |
| Preston City Council | Labour | Fully adopted with examples on 10/10/2019 | Codes of conduct do not incorporate the Definition. |
| Redditch Borough Council | Conservative | Not adopted | Definition will be included in revised Equal Opportunity Policy which is currently being developed, so it will be considered for adoption in 2020. |
| Reigate and Banstead Borough Council | Conservative | Not adopted | |
| Ribble Valley Borough Council | Conservative | Not adopted | |
| Richmondshire District Council | NOC | Not adopted | |
| Rochford District Council | Conservative | Not adopted | |
| Rossendale Borough Council | Labour | Not adopted | |
| Rother District Council | NOC | Not adopted | |
| Rushcliffe Borough Council | Conservative | Adopted without examples | Codes of conduct do not incorporate the Definition. |
| Rushmoor Borough Council | Conservative | Not adopted | Adoption is anticipated at some point during 2020. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|---|
| Rugby Borough Council | Conservative | Fully adopted with examples on 23/04/2019 | Codes of conduct do not incorporate the Definition. |
| Runnymede Borough Council | Conservative | Not adopted | |
| Ryedale District Council | NOC | Not adopted | |
| Scarborough Borough Council | NOC | Not adopted | |
| Sedgemoor District Council | Conservative | Adopted without examples on 20/01/2020 | Codes of conduct do not incorporate the Definition. |
| Selby District Council | Conservative | Not adopted | Motion to adopt the Definition is being drafted. |
| Sevenoaks District Council | Conservative | Not adopted | |
| Somerset West & Taunton District Council | Liberal Democrat | Fully adopted with examples on 03/12/2019 | Codes of conduct do not incorporate the Definition. |
| South Bucks District Council | Conservative | Not adopted | |
| South Cambridgeshire District Council | Liberal Democrat | Not adopted | |
| South Derbyshire District Council | Conservative | Not adopted | |
| South Hams District Council | Conservative | Not adopted | |
| South Holland District Council | Conservative | Not adopted | |
| South Kesteven District Council | Conservative | Not adopted | |
| South Lakeland District Council | Liberal Democrat | Fully adopted with examples on 26/02/2019 | Codes of conduct do not incorporate the Definition. |
| South Norfolk District Council | Conservative | Adopted without examples on 07/11/2019 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|---|---|--|
| South Northamptonshire District Council | Conservative | Adopted without examples on 18/10/2017 | Codes of conduct do not incorporate the Definition. |
| South Oxfordshire District Council | NOC | Not adopted | |
| South Ribble Borough Council | NOC | Not adopted | |
| South Somerset District Council | Liberal Democrat | Fully adopted with examples on 17/10/2019 | Codes of conduct do not incorporate the Definition. |
| South Staffordshire District Council | Conservative | Fully adopted with examples on 19/12/2017 | Definition incorporated into the authority's Constitution. |
| Spelthorne Borough Council | Conservative | Fully adopted with examples on 23/07/2019 | Codes of conduct do not incorporate the Definition. |
| Stafford Borough Council | Conservative | Not adopted | |
| Staffordshire Moorlands District Council | NOC | Not adopted | |
| St Albans City and District Council | NOC (Conservative at the time of adoption) | Adopted without examples on 16/03/2017 | Codes of conduct do not incorporate the Definition. |
| Stevenage Borough Council | Labour | Fully adopted with examples on 17/10/2018 | Codes of conduct do not incorporate the Definition. |
| Stratford-On-Avon District Council | Conservative | Fully adopted with examples on 24/04/2018 | Codes of conduct do not incorporate the Definition. |
| Stroud District Council | NOC | Not adopted | |
| Surrey Heath Borough Council | Conservative | Not adopted | |
| Swale Borough Council | NOC (Conservative at the time of adoption) | Adopted without examples on 18/10/2017 | Codes of conduct do not incorporate the Definition. |
| Tamworth Borough Council | Conservative | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---------------------------------------|-------------------|---|---|
| Tandridge District Council | NOC | Not adopted | |
| Teingbridge District Council | Liberal Democrat | Not adopted | |
| Tendring District Council | NOC | Not adopted | |
| Test Valley Borough Council | Conservative | Fully adopted with examples on 11/09/2019 | Codes of conduct do not incorporate the Definition. |
| Tewkesbury Borough Council | Conservative | Not adopted | |
| Thanet District Council | NOC | Not adopted | |
| Three Rivers District Council | Liberal Democrat | Not adopted | |
| Tonbridge and Malling Borough Council | Conservative | Not adopted | |
| Torrige District Council | NOC | Not adopted | |
| Tunbridge Wells Borough Council | Conservative | Not adopted | |
| Uttlesford District Council | Independent | Not adopted | |
| Vale of White Horse District Council | Liberal Democrat | Not adopted | |
| Warwick District Council | NOC | Not adopted | |
| Watford Borough Council | Liberal Democrat | Fully adopted with examples on 23/10/2018 | Codes of conduct do not incorporate the Definition. |
| Waverley Borough Council | NOC | Not adopted | |
| Wealden District Council | Conservative | Not adopted | |
| Wellingborough Borough Council | Conservative | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|-----------------------------------|--|---|--|
| Welwyn Hatfield Borough Council | NOC (Conservative at the time of adoption) | Fully adopted with examples on 01/10/2018 | Codes of conduct do not incorporate the Definition. |
| West Devon Borough Council | Conservative | Not adopted | |
| West Lancashire District Council | Labour | Adopted without examples on 01/04/2017 | The Definition is included in the authority's equality policy but not in its codes of conduct. |
| West Lindsey District Council | Conservative | Not adopted | |
| West Oxfordshire District Council | Conservative | Adopted without examples on 24/04/2019 | Codes of conduct do not incorporate the Definition. |
| West Suffolk District Council | Conservative | Not adopted | |
| Winchester City Council | Liberal Democrat (Conservative at the time of adoption) | Fully adopted with examples on 16/01/2019 | Codes of conduct do not incorporate the Definition. |
| Woking Borough Council | NOC | Not adopted | |
| Worcester City Council | NOC | Not adopted | |
| Wychavon District Council | Conservative | Adopted without examples on 23/10/2019 | Codes of conduct do not incorporate the Definition. |
| Wycombe District Council | Conservative | Fully adopted with examples on 29/03/2017 | Codes of conduct do not incorporate the Definition. |
| Wyre Borough Council | Conservative | Not adopted | |
| Wyre Forest District Council | NOC (Conservative at the time of adoption) | Fully adopted with examples on 25/07/2018 | Codes of conduct do not incorporate the Definition. |

METROPOLITAN COUNCILS IN THE REST OF ENGLAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|---|
| Barnsley Metropolitan Borough Council | Labour | Not adopted | |
| Birmingham City Council | Labour | Fully adopted with examples on 07/11/2017 | Codes of conduct do not incorporate the Definition. |
| Bolton Council | NOC | Not adopted | |
| City of Bradford Metropolitan District Council | Labour | Fully adopted with examples on 17/07/2018 | Codes of conduct do not incorporate the Definition. |
| Bury Metropolitan Borough Council | Labour | Fully adopted with examples on 22/01/2020 | Codes of conduct do not incorporate the Definition. |
| Calderdale Metropolitan Borough Council | Labour | Not adopted | Definition has been adopted by the local hate crime partnership, of which the authority is a member, but not by the authority itself. |
| Coventry City Council | Labour | Not adopted | Adoption is being actively considered. |
| Doncaster Metropolitan Borough Council | Labour | Not adopted | |
| Dudley Metropolitan Borough Council | NOC | Not adopted | |
| Gateshead Metropolitan Borough Council | Labour | Adopted without examples on 16/06/2017 | Codes of conduct do not incorporate the Definition. |
| Kirklees Council | Labour | Not adopted | |
| Knowsley Metropolitan Borough Council | Labour | Fully adopted with examples on 24/01/2018 | Codes of conduct do not incorporate the Definition. |
| Leeds City Council | Labour | Fully adopted with examples on 17/10/2018 | |
| Liverpool City Council | Labour | Adopted without examples on 24/01/2018 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|--------------------------|---|---|
| Manchester City Council | Labour | Adopted without examples on 24/01/2018 | Codes of conduct do not incorporate the Definition. |
| Newcastle City Council | Labour | Fully adopted with examples on 05/09/2019 | Codes of conduct do not incorporate the Definition. |
| North Tyneside Council | Labour | Fully adopted with examples on 15/10/2018 | Codes of conduct do not incorporate the Definition. |
| Oldham Metropolitan Borough Council | Labour | Fully adopted with examples on 21/11/2017 | Codes of conduct do not incorporate the Definition. |
| Rochdale Borough Council | Labour | Adopted without examples on 11/10/2017 | Codes of conduct do not incorporate the Definition. |
| Rotherham Metropolitan Borough Council | Labour | Fully adopted with examples on 04/09/2019 | Codes of conduct do not incorporate the Definition. |
| Salford City Council | Labour | Adopted without examples on 19/07/2017 | Codes of conduct do not incorporate the Definition. |
| Sandwell Metropolitan Borough Council | Labour | Not adopted | |
| Sefton Metropolitan Borough Council | Labour | Fully adopted with examples on 25/01/2018 | Codes of conduct do not incorporate the Definition. |
| Sheffield City Council | Labour | Fully adopted with examples on 02/10/2019 | Codes of conduct do not incorporate the Definition. |
| Solihull Metropolitan Borough Council | Conservative | Not adopted | |
| South Tyneside Council | Labour | Adopted without examples on 27/07/2017 | Codes of conduct do not incorporate the Definition. |
| St. Helens Council | Labour | Adopted without examples on 10/01/2018 | Codes of conduct do not incorporate the Definition. |
| Stockport Metropolitan Borough Council | NOC | Fully adopted with examples on 26/10/2017 | Codes of conduct do not incorporate the Definition. |
| Sunderland City Council | Labour | Fully adopted with examples on 17/09/2019 | Definition incorporated into Members' Code of Conduct and also sent to all employees. |
| Tameside Metropolitan Borough Council | Labour | Adopted without examples on 09/10/2018 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|-------------------------------------|--|---|---|
| Trafford Council | Labour (Conservative at the time of adoption) | Fully adopted with examples on 11/10/2017 | Codes of conduct do not incorporate the Definition. |
| Wakefield Council | Labour | Fully adopted with examples on 20/06/2018 | Codes of conduct do not incorporate the Definition. |
| Walsall Council | Conservative | Not adopted | |
| Wigan Metropolitan Borough Council | Labour | Fully adopted with examples on 07/11/2018 | Codes of conduct do not incorporate the Definition. |
| Wirral Metropolitan Borough Council | NOC (Labour at the time of adoption) | Adopted without examples on 16/10/2017 | Codes of conduct do not incorporate the Definition. |
| City of Wolverhampton Council | Labour | Not adopted | |

UNITARY COUNCILS IN THE REST OF ENGLAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|--|---|---|
| Bath and North East Somerset Council | Liberal Democrat (Conservative at the time of adoption) | Adopted without examples on 14/09/2017 | Codes of conduct do not incorporate the Definition. |
| Bedford Borough Council | NOC | Not adopted | |
| Blackburn with Darwen Borough Council | Labour | Adopted without examples on 03/10/2019 | Codes of conduct do not incorporate the Definition. |
| Blackpool Council | Labour | Fully adopted with examples on 04/02/2020 | Codes of conduct do not incorporate the Definition. |
| Bournemouth Christchurch & Poole Council | NOC | Fully adopted with examples on 17/09/2019 | Codes of conduct do not incorporate the Definition. |
| Bracknell Forest Borough Council | Conservative | Not adopted | |
| Brighton & Hove City Council | Green (NOC at the time of adoption) | Fully adopted with examples on 18/10/2018 | Codes of conduct do not incorporate the Definition. |
| Bristol City Council | Labour | Fully adopted with examples on 17/03/2020 | |
| Central Bedfordshire Council | NOC | Not adopted | |
| Cheshire East Council | NOC (Conservative at the time of adoption) | Fully adopted with examples on 06/11/2018 | Codes of conduct do not incorporate the Definition. |
| Cheshire West and Chester Council | NOC | Not adopted | |
| Cornwall Council | NOC | Fully adopted with examples on 01/11/2017 | Codes of conduct do not incorporate the Definition. |
| Darlington Borough Council | NOC (Labour at the time of adoption) | Adopted without examples on 23/03/2017 | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|-----------------------------------|--------------------------------------|---|---|
| Derby City Council | Conservative | Fully adopted with examples on 27/09/2018 | Codes of conduct do not incorporate the Definition but intended to be included within a new Tackling Bullying, Harassment and Victimisation Policy. |
| Dorset Council | Conservative | Not adopted | Adoption is anticipated at some point during 2020. |
| Durham County Council | Labour | Adopted without examples in 04/2017 | Codes of conduct do not incorporate the Definition. |
| East Riding of Yorkshire Council | Conservative | Not adopted | |
| Halton Borough Council | Labour | Fully adopted with examples on 06/03/2019 | Codes of conduct do not incorporate the Definition. |
| Hartlepool Borough Council | NOC | Adopted without examples on 31/10/2019 | The resolution to adopt the Definition was unclear as to whether the examples within the Definition were adopted. Codes of conduct do not incorporate the Definition. |
| Herefordshire Council | NOC | Not adopted | |
| Council of the Isles of Scilly | Independent | Not adopted | |
| Isle of Wight Council | Conservative | Not adopted | |
| (Kingston Upon) Hull City Council | Labour | Adopted without examples on 18/07/2019 | Codes of conduct do not incorporate the Definition. |
| Leicester City Council | Labour | Fully adopted with examples on 24/08/2017 | Codes of conduct do not incorporate the Definition. |
| Luton Borough Council | Labour | Not adopted | Adoption is being actively considered. |
| Medway Council | Conservative | Adopted without examples on 23/01/2020 | Codes of conduct do not incorporate the Definition. |
| Middlesbrough Council | NOC (Labour at the time of adoption) | Fully adopted with examples on 05/09/2018 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|------------------------------------|--------------------------|---|---|
| Milton Keynes Council | NOC | Fully adopted with examples on 19/09/2018 | Codes of conduct do not incorporate the Definition. |
| Northumberland County Council | NOC | Adopted without examples on 06/11/2019 | Codes of conduct do not incorporate the Definition. |
| North East Lincolnshire Council | Conservative | Adopted without examples on 15/01/2020 | Codes of conduct do not incorporate the Definition. |
| North Lincolnshire | Conservative | Adopted without examples on 01/03/2017 | Codes of conduct do not incorporate the Definition. |
| North Somerset Council | NOC | Not adopted | |
| Nottingham City Council | Labour | Not adopted | |
| Peterborough City Council | NOC | Fully adopted with examples on 05/02/2020 | Codes of conduct do not incorporate the Definition. |
| Plymouth City Council | Labour | Fully adopted with examples on 25/06/2018 | Codes of conduct do not incorporate the Definition. |
| Portsmouth City Council | NOC | Fully adopted with examples on 25/03/2019 | Adoption of the Definition was recommended in a meeting of the authority's cabinet on 25/03/2019, but no action has been taken. |
| Reading Borough Council | Labour | Not adopted | |
| Redcar & Cleveland Borough Council | NOC | Adopted without examples on 18/09/2019 | Codes of conduct do not incorporate the Definition. |
| Rutland County Council | Conservative | Not adopted | |
| Shropshire Council | Conservative | Fully adopted with examples on 20/09/2018 | |
| Slough Borough Council | Labour | Fully adopted with examples on 23/07/2019 | Codes of conduct do not incorporate the Definition. |
| Southampton City Council | Labour | Not adopted | |
| Southend-on-Sea Borough Council | NOC | Fully adopted with examples on 14/03/2017 | Codes of conduct do not incorporate the Definition. |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|--------------------------------------|---|---|
| South Gloucestershire Council | Conservative | Not adopted | |
| Stockton-on-Tees Borough Council | NOC (Labour at the time of adoption) | Fully adopted with examples on 20/09/2018 | Codes of conduct do not incorporate the Definition. |
| Stoke-on-Trent City Council | NOC | Not adopted | |
| Swindon Borough Council | Conservative | Fully adopted with examples on 23/01/2020 | Codes of conduct do not incorporate the Definition. |
| Telford & Wrekin Council | Labour | Not adopted | |
| Thurrock Council | NOC | Fully adopted with examples on 29/01/2020 | |
| Torbay Council | NOC | Adopted without examples on 06/04/2017 | Codes of conduct do not incorporate the Definition. |
| Warrington Borough Council | Labour | Not adopted | Codes of conduct do not incorporate the Definition. |
| West Berkshire Council | Conservative | Adopted without examples on 23/01/2018 | Codes of conduct do not incorporate the Definition. |
| Wiltshire Council | Conservative | Not adopted | |
| Windsor and Maidenhead Borough Council | Conservative | Fully adopted with examples on 24/04/2018 | Codes of conduct do not incorporate the Definition. |
| Wokingham Borough Council | NOC | Not adopted | |
| City of York Council | NOC | Fully adopted with examples on 28/11/2019 | Codes of conduct do not incorporate the Definition. |

LOCAL AUTHORITIES IN SCOTLAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|-------------------------------|-------------------|---|--|
| Scottish Government | SNP | Fully adopted with examples on 13/06/2017 | |
| Scottish Parliament | NOC | Not adopted | |
| Aberdeen City Council | NOC | Fully adopted with examples on 24/06/2019 | |
| Aberdeenshire Council | NOC | Not adopted | |
| Angus Council | NOC | Not adopted | |
| Argyll and Bute Council | NOC | Not adopted | |
| Clackmannanshire Council | NOC | Not adopted | |
| Comhairle nan Eilean Siar | Independent | Not adopted | |
| Dumfries and Galloway Council | NOC | Fully adopted with examples on 28/03/2019 | Code of conduct for employees is being updated to refer to the Definition. |
| Dundee City Council | NOC | Not adopted | |
| East Ayrshire Council | NOC | Not adopted | |
| East Dunbartonshire Council | NOC | Not adopted | |
| East Lothian Council | NOC | Not adopted | |
| East Renfrewshire Council | NOC | Fully adopted with examples on 19/12/2018 | |
| City of Edinburgh Council | NOC | Fully adopted with examples on 03/05/2018 | |
| Falkirk Council | NOC | Not adopted | |
| Fife Council | NOC | Not adopted | |
| Glasgow City Council | NOC | Fully adopted with examples on 04/04/2019 | |
| The Highland Council | NOC | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|---------------------------|-------------------|---|------------------------|
| Inverclyde Council | NOC | Not adopted | |
| Midlothian Council | NOC | Not adopted | |
| The Moray Council | NOC | Fully adopted with examples on 12/02/2019 | |
| North Ayrshire Council | NOC | Not adopted | |
| North Lanarkshire Council | NOC | Not adopted | |
| Orkney Islands Council | Independent | Not adopted | |
| Perth and Kinross Council | NOC | Not adopted | |
| Renfrewshire Council | NOC | Fully adopted with examples on 28/02/2019 | |
| Scottish Borders Council | NOC | Not adopted | |
| Shetland Islands Council | Independent | Not adopted | |
| South Ayrshire Council | NOC | Not adopted | |
| South Lanarkshire Council | NOC | Not adopted | |
| Stirling Council | NOC | Not adopted | |
| West Dunbartonshire | NOC | Not adopted | |
| West Lothian Council | NOC | Not adopted | |

LOCAL AUTHORITIES IN WALES

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|------------------------|
| Welsh Government | Labour-led | Fully adopted with examples on 23/06/2017 | |
| National Assembly for Wales | NOC | Not adopted | |
| Blaenau Gwent County Borough Council | Independent | Not adopted | |
| Bridgend County Borough Council | NOC | Fully adopted with examples on 19/12/2019 | |
| Caerphilly County Borough Council | Labour | Not adopted | |
| Cardiff Council | Labour | Fully adopted with examples on 12/09/2019 | |
| Carmarthenshire County Council | NOC | Fully adopted with examples on 10/10/2018 | |
| Ceredigion County Council | NOC | Not adopted | |
| Conwy County Borough Council | NOC | Not adopted | |
| Denbighshire County Council | NOC | Not adopted | |
| Flintshire County Council | NOC | Not adopted | |
| Gwynedd Council | Plaid Cymru | Not adopted | |
| Isle of Anglesey County Council | NOC | Not adopted | |
| Merthyr Tydfil County Borough Council | Independent | Not adopted | |
| Monmouthshire County Council | Conservative | Not adopted | |
| Neath Port Talbot County Borough Council | Labour | Not adopted | |

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|--------------------------|---|--|
| Newport City Council | Labour | Fully adopted with examples on 18/07/2018 | Equality strategy that includes reference to the Definition was adopted. |
| Pembrokeshire County Council | NOC | Not adopted | |
| Powys County Council | NOC | Not adopted | |
| Rhondda Cynon Taf County Borough Council | Labour | Not adopted | |
| City and Council of Swansea | Labour | Not adopted | |
| Torfaen County Borough Council | Labour | Not adopted | |
| The Vale of Glamorgan County Borough Council | NOC | Not adopted | |
| Wrexham County Borough Council | NOC | Not adopted | |

LOCAL AUTHORITIES IN NORTHERN IRELAND

| LOCAL AUTHORITY | POLITICAL CONTROL | ADOPTION OF THE DEFINITION | ADDITIONAL INFORMATION |
|--|-------------------|---|------------------------|
| Northern Ireland Executive | NOC | Not adopted | |
| Northern Ireland Assembly | NOC | Not adopted | |
| Antrim and Newtownabbey Borough Council | NOC | Not adopted | |
| Ards and North Down Borough Council | NOC | Fully adopted with examples on 27/09/2017 | |
| Armagh City, Banbridge and Craigavon Borough Council | NOC | Not adopted | |
| Belfast City Council | NOC | Not adopted | |
| Causeway Coast and Glens Borough Council | NOC | Not adopted | |
| Derry City and Strabane District Council | NOC | Not adopted | |
| Fermanagh and Omagh District Council | NOC | Not adopted | |
| Lisburn and Castlereagh City Council | NOC | Not adopted | |
| Mid and East Antrim Borough Council | NOC | Not adopted | |
| Mid Ulster District Council | NOC | Not adopted | |
| Newry, Mourne and Down District Council | NOC | Not adopted | |

ACKNOWLEDGEMENT

The campaign for local councils to adopt the International Definition of Antisemitism is one that has been championed by a large number of grassroots local activists determined that their local authorities should defend their Jewish constituents, politicians like Lord Pickles who are disgusted by antisemitism in public life, and organisations including the Office of the Government's Independent Adviser on Antisemitism, the Board of Deputies of British Jews, the Community Security Trust, the Jewish Leadership Council, member organisations of the Jewish Small Communities Network, and others, in addition to Campaign Against Antisemitism.

**ZERO
TOLERANCE
— FOR —
ANTISEMITES**

**ZERO
TOLERANCE
— FOR —
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JUSTICE, JUSTICE, YOU SHALL PURSUE

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