

# GREATERLONDONAUTHORITY

██████████  
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(By email)

Our Ref: MGLA101019-4437

7 November 2019

Dear ██████████

Thank you for your request for information which the GLA received on 10 October 2019. Your request has been dealt with under the Freedom of Information Act 2000.

Please find below a copy of your request with the information we hold within the scope of your request:

## ***Q1. Definition of antisemitism***

*Q1a. When was the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') adopted by the Greater London Authority? See [antisemitism.uk/definition](http://antisemitism.uk/definition) for more information about the IHRA Definition.*

The London Assembly agreed a [motion](#) on 8 February 2017. The Mayor of London answered a question about it at Mayor's Question Time on 10 August 2017 ([here](#)).

*Q1b. Please provide the date that the motion to do so was approved.*

Please see above.

*Q1c. Was the IHRA Definition adopted in its entirety including all of the examples?*

Yes.

*Q1d. If all of the examples were not adopted, which ones were omitted?*

None were omitted.

## **Q2. Codes of Conduct**

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

The code of conduct specifically includes 'treating others with respect' and states that Members 'must not - bully, victimise or harass any person' and defines harassment as 'behaviour that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them[1]; [as defined by the Equalities Act]'.

The Code of Conduct for Members can be found in full [here](#). It applies to the Mayor and the 25 London Assembly Members.

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

The 'Code of Conduct' for staff is the GLA's Code of Ethics & Standards, covers discrimination, both direct and indirect, but does not specifically mention antisemitism. I presume that by 'conditions of employment', you mean the Terms & Conditions of Employment. These cover items such as annual leave, sickness policy etc. They are not concerned with conduct, so there would be nowhere relevant to include a definition of antisemitism.

The Code of Ethics and Standards for Staff can be found in full [here](#).

*Q2c. Who is responsible for investigating or monitoring alleged breaches of the authority's codes of conduct? Please provide their name, job title, e-mail address and direct telephone number.*

The GLA's Monitoring Officer, Emma Strain is responsible for addressing alleged breaches of the Code of Conduct by Members. Her contact details are below:

0207 983 4959

[member.complaints@london.gov.uk](mailto:member.complaints@london.gov.uk)

or by writing to:

**The Greater London Authority's Monitoring Officer**  
**City Hall**  
**The Queen's Walk**  
**London SE1 2AA**

## **Q3. Complaints**

*Q3a. How many formal complaints of antisemitic conduct has the Greater London Authority considered between 1st January 2017 and 31st December 2018 against members, officers or council employees?*

None.

*Q3b. How many complaints resulted in disciplinary action?*

None.

*Q3b. How many complaints resulted in no disciplinary action?*

None. The GLA publishes details of Member complaints [here](#).

#### ***Q4. Equality, diversity & training***

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

Charmaine De Souza, Assistant Director of Human Resources and Organisational Development is responsible for internal GLA equalities and diversity and training. Her contact details are: charmaine.desouza@london.gov.uk, 020 7983 4194.

For information about the GLA's wider equalities duty, please see <https://www.london.gov.uk/what-we-do/communities/mayors-strategy-equality-diversity-inclusion>.

*Q4b. What training does the Greater London Authority provide to its members, officers and employees specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?*

The GLA provides a number of training courses on equality, diversity and inclusion including:

- Dignity and Inclusion – mandatory course for all staff to make clear the organisation's standards and objectives on equality, diversity and inclusion
- Public Sector Equality Duty – mandatory course of all policy-making staff to raise awareness about the public sector equality duty, how it applies to the GLA and how this contributes to good policy-making
- Inclusive GLA – unconscious bias focused learning programme for all staff to raise awareness about unconscious bias, its potential impact on all decision-making at the GLA and how to mitigate its impact.

Each of these courses provides staff with an opportunity to consider anti-Semitism as a form of discrimination, for example the workbook for our Dignity and Inclusion course includes a section on personal bias inviting participants to plot themselves on a scale in relation to a number of statements, one of which relates to anti-Semitism.

However, the GLA does not operate a stand-alone course on anti-Semitism.

The GLA also holds a ceremony each year to commemorate Holocaust Memorial Day – which all staff are invited to attend alongside the Mayor, the Chair of the Assembly, Assembly Members, survivors and representatives from organisations including the Holocaust Educational Trust and Holocaust Memorial Day Trust. While not a training course, it is an opportunity for staff, every year, to raise their awareness about the Holocaust and other forms of genocide and reflect on the impact of anti-Semitism and other forms of racial hatred.

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

N/A

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

N/A

***Q5. Prevent coordinator***

*Q5a. Who is the Greater London Authority's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.*

The GLA does not have a Prevent Coordinator.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA101019-4437.

Yours sincerely

  
**Information Governance Officer**

If you are unhappy with the way the GLA has handled your request, you may complain using the GLA's FOI complaints and internal review procedure, available at:

<https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information>