

Anti – Semitism Statement

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1. Purpose

- 1.1. The School of Professional Studies (SPS) is committed to providing a safe, inclusive and respectful environment for all students, staff, visitors and members of the wider school community. We are committed to preventing and addressing all forms of discrimination, harassment, bullying and hate incidents, including antisemitism.
- 1.2. This statement sets out our approach to recognising, preventing and responding to antisemitism while protecting freedom of expression and academic freedom within the law.

2. Adoption of the IHRA Definition

- 2.1. SPS has adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism.
- 2.2. The IHRA definition states:

"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"
- 2.3. The adoption of this definition assists SPS in identifying and understanding antisemitic behaviour and ensuring that concerns are addressed appropriately and consistently.

3. Freedom of Speech and Academic Freedom

- 3.1. SPS recognises the importance of freedom of speech, open debate and academic freedom. The adoption of the IHRA definition does not prevent lawful discussion, criticism or debate concerning governments, states, political movements or international affairs.
- 3.2. In applying this statement, the School will consider the context, intent and circumstances of any incident or complaint. Legitimate political expression, academic discussion and lawful criticism will not, in themselves, be regarded as antisemitic.
- 3.3. Consistent with guidance from the UK Home Affairs Committee, criticism of the Government of Israel is not, in itself, antisemitic. Similarly, holding the Government of Israel to the same standards as other democratic governments is not, in itself, evidence of antisemitism. However, criticism that employs antisemitic stereotypes, tropes, discrimination or hostility towards Jewish people may constitute antisemitism.

4. Examples of Anti – Semitism

4.1. Examples of conduct that may constitute antisemitism, taking into account the overall context, include:

- Calling for, aiding or justifying the killing or harming of Jewish people in the name of an ideology or extremist belief.
- Making dehumanising, demonising, hateful or stereotypical allegations about Jewish people or Jewish communities.
- Promoting myths or conspiracy theories about Jewish control of governments, financial institutions, media or other organisations.
- Holding Jewish people collectively responsible for the actions of an individual Jewish person, group or the State of Israel.
- Denying or distorting the facts, scope or significance of the Holocaust.
- Accusing Jewish people or the State of Israel of inventing or exaggerating the Holocaust.
- Alleging that Jewish citizens are more loyal to Israel or to Jewish communities worldwide than to their own country.
- Denying Jewish people the right to self-determination.
- Applying standards to Israel that are not expected of or applied to other democratic nations.
- Using traditional antisemitic imagery, stereotypes or allegations when discussing Israel or Jewish people.
- Comparing contemporary Israeli policies directly with those of Nazi Germany in a manner that promotes antisemitic hostility.

4.2. These examples are illustrative and are not intended to create restrictions on lawful debate or discussion.

5. Reporting and Addressing Concerns

5.1. SPS encourages students, staff and visitors to report incidents of antisemitism or behaviour that may constitute antisemitic harassment, discrimination or victimisation.

5.2. Reports will be considered in accordance with the School's relevant policies and procedures, including:

- Equality, Diversity and Inclusion Policy

- Student Code of Conduct
- Staff Code of Conduct
- Anti-Bullying and Harassment Policy
- Complaints Procedure
- Disciplinary Procedures

5.3. All concerns will be investigated fairly, promptly and proportionately. Individuals raising concerns will be treated with respect and confidentiality, and all parties will be afforded procedural fairness throughout any investigation.

Version History

Version	Changes	Date	Approved by:
1.0	First Approved Version	September 2025	Board of Governors