

## Higher Education Institution Adoption Date

## Comments

Higher Education Institution	Adoption Date	Comments
Abertay University	N/A	
Aberystwyth University	N/A	The University has not adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism. It is not scheduled to be discussed at a formal meeting in the near future.
Anglia Ruskin University	N/A	We do not tolerate any form of hate crime. Antisemitism has not been specifically defined for disciplinary purposes as any hate crime would be brought to the attention of the Secretary & Clerk to investigate under the University's disciplinary policy. I have provided a link below to our Rules, Regulations and Procedures for Students which provide details of our disciplinary procedures*. <a href="https://web.anglia.ac.uk/anet/student_services/public/key-summary-of-our-rules-regulations-and-procedures.pdf">https://web.anglia.ac.uk/anet/student_services/public/key-summary-of-our-rules-regulations-and-procedures.pdf</a> *Please note, an updated version will be available in September 2020.
Aston University	N/A	
Bangor University	N/A	"It has not been proposed to adopt the definition."
Bath Spa University	16/03/2020	The University Senior Leadership Group adopted the IHRA definition of Antisemitism on the 16th March 2020.
Birkbeck, University of London*	N/A	There is currently no scheduled discussion, however, a working group has been formed under the Equality and Diversity Committee to discuss how to ensure that staff and students of all religious persuasions and philosophical beliefs feel safe and empowered at Birkbeck, while ensuring academic freedom and the ability to research study and debate any topic of legitimate academic interest, and this may be discussed there in the future.
Birmingham City University*	N/A	
Bournemouth University*	N/A	No, we didn't adopt this as we felt that the current definitions we use within our E&D policies and harassment cover this.
Brunel University*	N/A	Brunel University London decided that the definition provided was weaker than that already used by the University, so we didn't adopt the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism. Brunel University London's decision to not adopt this statement was confirmed at the meeting of Council on the 14 May 2020
Bucks New University	N/A	The EDI working group will be discussing this at a future formal meeting
Canterbury Christ Church University	N/A	"information not held" for all 3 questions
Cardiff Met	N/A	It will be discussed at an upcoming meeting of the Equality and Diversity Delivery Group but is not currently scheduled.
Cardiff University*	N/A	This is not currently being formally considered by the University. The University currently uses the broader definition of harassment/bullying in any disciplinary cases under its Dignity at Work and Study policy and will refer to specific guidance in relation to other relevant definitions on a case-by-case basis. The IHRA definition is referred to in our guidance for staff and students on dignity at work and study but it is informative rather than a formal adoption.
Central School of Speech and Drama	N/A	No. Central's Standards of Professional Conduct (staff) and Student Code of Conduct (students) define its commitment to equality of opportunities. These policies confirm that the School is committed to equality of opportunity for all, irrespective of gender, race, age, colour, ethnic or national groups, marital status, sexuality, disability, religion, political belief or trade union activity. They also confirm that the School will take positive action to promote such equality of opportunity, including the initiation of its disciplinary procedures where appropriate.
City University London*	N/A	As of the time of writing, City has not adopted the International Holocaust Remembrance Alliance definition of antisemitism but keeps this under review. As part of the University's Equality, Diversity and Inclusion agenda, City rejects all forms of racism and hatred. The University, when necessary, discusses relevant discriminatory matters, including antisemitism in formal meetings.
Coventry University*	2019	
Cranfield University	N/A	Our Disciplinary and Dignity at Work policies are based around the relevant ACAS Codes of Practice and in a number of areas go beyond this guidance.
De Montford University	N/A	
Durham University*	N/A	Did not comment
Edge Hill University	10/02/2020	Directorate meeting, 10 February 2020
Edinburgh Napier University	N/A	The subject was discussed at the Senior Leadership Team meeting on 9 October 2018. The excerpt of minute of meeting is provided below: International Holocaust Remembrance Alliance Definition of Anti-Semitism  Members noted the IHRA definition of anti-Semitism and the University's obligations with regard to freedom of speech and academic freedom.  It was agreed that the University's existing policy and regulations relating to staff and student conduct were sufficiently broad in scope to deal with any occurrences of anti-Semitism.  The update on compliance with the Prevent duty was noted.
Glasgow Caledonian University	N/A	
Glyndwr University	N/A	
Goldsmiths, University of London*		

Guildhall School of Music and Drama	17/10/2019	<p>The School is part of the CoL, and the CoL, as a whole, has agreed to adopt the IHRA definition of antisemitism. The definition was agreed by the City of London Policy and Resources Committee in 17th October 2019. I include the excerpt from the meeting minutes below:</p> <p>INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE (IHRA) DEFINITION ON ANTI-SEMITISM The Committee considered a report of the Town Clerk proposing the adoption of the International Holocaust Remembrance Alliance (IHRA) Definition on Anti-Semitism.</p> <p>RESOLVED: That, subject to the concurrence of the Court of Common Council, Members:- 1. Approve the adoption of the IHRA definition of anti-Semitism, including the agreed working examples, as set out in Appendix 1. 2. Agree the inclusion of the IHRA definition and working examples within the Members' and Officers' Codes of Conduct.</p>
Harper Adams Univeristy	N/A	<p>Harper Adams University is committed to ensuring that it. provides equality of opportunity to everyone and promotes the values of equality and diversity in its work. It has in place equality and diversity policies, a Student Charter and takes steps to encourage a safe campus community for all those who engage with the work of the University.If and when any matters might arise that suggest discrimination of any kind may have occurred, such matters would always be investigated thoroughly and may, if allegations are shown to be correct, lead to disciplinary action being taken by the University.</p>
Heriot-Watt University*	N/A	<p>In response to Q1, the University has not adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism.</p> <p>We have a very diverse student and staff cohort located in 5 campuses including Dubai and Malaysia. In order to the be inclusive and bring all the University community together, we expect all our students and staff to comply with our common values.</p> <p>Our values underpin who we are, how we behave and the way we work together across every aspect of the University. Living the values means demonstrating to each other, our students and our visitors, the type of University we are:</p> <ul style="list-style-type: none"> <li>Inspire curiosity to learn and find solutions that transform lives.</li> <li>Collaborate by working in partnership to shape the future whilst taking responsibility for our own actions.</li> <li>Belong to a diverse, inclusive and international community working together across boundaries and cultures.</li> <li>Celebrate excellence and take pride in the achievements of our students, staff and alumni.</li> </ul> <p>Underpinning our values is Respect; it reinforces how we want to be as part of our globally connected University. It is about how we treat each other and build our flourishing community through our behaviours and actions. Respect has been developed in collaboration with our trades' union colleagues and aims to provide support and guidance for our staff and students. Respect ensures that we:</p> <ul style="list-style-type: none"> <li>Respect first – by treating others with the level of respect that we expect.</li> <li>Take responsibility for our actions – recognising everyone is different and taking timely and appropriate action to address situations (when they arise) to put things right.</li> <li>Know how to report incidents in the event of a situation occurring.</li> </ul>
Imperial College London*	N/A	<p>Earlier this year our Provost's Board looked very closely at a request to sign the IHRA declaration. It came to the conclusion that we would prefer to develop a general position on signing declarations that touch on issues of equality, diversity and inclusion. The reasons for doing so are outlined in Imperial College's statement on adoption of public declarations.</p>
Institute of Education: University of London*	see comment	Is a part of UCL
Keele University*	N/a	<p>Keele Communities Together, 29th January 2020 minute:</p> <p>IHRA definition of anti-Semitism</p> <p>On Holocaust Remembrance Day, government communities secretary Robert Jenrick indicated that he would 'name and shame' public bodies – including Universities – that did not adopt the IHRA's definition of anti-Semitism, as well as hinting that the adoption of the definition would be contingent on universities receiving public money. The IHRA definition of anti-Semitism includes statements which could infringe on the right to free speech.</p> <p>It was noted that the University has a commitment under the Equality Act 2010 to have zero tolerance regarding all forms of discrimination and hate crime, and therefore to separately define anti-Semitism is not necessary. It was noted that KeeleSU adopted the definition by student motion in 2019, but includes amendments to ensure that the definition did not impact on free speech.</p> <p>Discussions on whether the university will adopt the definition will continue at UEC.</p> <p>University Executive Committee, 4th February 2020 minute:</p> <p>IHRA Anti-Semitism Definition</p> <p>UEC were advised that adoption of the definition has been reintroduced into the public domain in recent weeks and there has been a call on Universities to adopt the definition. UEC were reminded that the KCT group oversees community relations and they feel that there is a clear position at Keele that hate crime of any sort is not tolerated and therefore there is no need to adopt specific definitions such as this one.</p> <p>The Vice-Chancellor's Office will continue to monitor the sector and its adoption of the definition and will keep UEC informed of any developments.</p>

Kings College London*	2018	<a href="https://www.kcl.ac.uk/aboutkings/governance/council/council-mins">https://www.kcl.ac.uk/aboutkings/governance/council/council-mins</a>
Kingston University*	N/A	This is not scheduled to be discussed at a formal meeting in the near future but, should further information come to light, we would be prepared to reconsider our position. ( Attached their reply to the universities minister's letter asking for IHRA) At Kingston we have a strong relationship with our Jewish community and any case of antisemitism, or any other form of hate crime, would be dealt with under our disciplinary procedures. We therefore do not plan to adopt the IHRA definition of antisemitism as we have not adopted similar definitions for other groups.
Lancaster University*	N/A	"With the appointment of a new Vice-Chancellor in May 2020, the University's policies to support equality and diversity are under review as part of a wider Strategic update. A more formal consideration of the definition may take place as part of this, but no timetable relating to any consideration to adopt the IHRC definition has been set."
Leeds Beckett University*	N/A	
Liverpool Hope University	N/a	There has not been a motion/decision to adopt the IHRA definition. If not, how is antisemitism defined for disciplinary purposes? We would take each case individually and a decision would be made as to whether it was being derogatory about a particular group of people, be it on any of the protected characteristics.
Liverpool John Moores	N/a	
London Business School	N/A	This definition has not yet been adopted by London Business School but may be considered by the Inclusion and Diversity Steering Group who would wish to follow best practice.
London Metropolitan University*	June 2020	Board of Governors meeting in June 2020. Minutes for this meeting will be published in the future on the University website.
London School of Economics*	19/12/2017	
London School of Hygiene		
London South Bank University	N/A	<p>No. The IHRA definition was discussed by the Executive on 3 July 2019 and minutes as follows: "Noted a circular letter dated 16 May 2019 from minister of State for Universities, Science, Research and Innovation addressed to all institution heads". Further consideration was given to the adoption of the International Holocaust Remembrance Alliance's (IHRA) working definition of antisemitism that was based on previous discussions in the Exec meeting on 30 October 2018, the Exec again noted the University's approach that its policies cover all kinds of discrimination and all protected characteristics. The IHRA definition has not been adopted, however antisemitism would fall under the following offences in the LSBU Student Disciplinary Procedure:</p> <p>g) any activity constituting a breach of any University policy on equality and diversity;</p> <p>h) any conduct which amounts to harassment i.e. behaviour which causes alarm or distress, or which is unwelcome, uninvited and causes a detrimental effect;</p> <p>i) physical attack, aggressive, threatening, intimidating, indecent, disorderly, offensive or any other unreasonable behaviour or language whether expressed orally or in writing (including electronically and/or via social media);</p> <p>l) engaging in or assisting, enticing or encouraging others to engage in deliberate or intentional conduct which is dangerous, violent, aggressive, disruptive, abusive, intimidating, indecent, dishonest or corrupt (including via social media);</p> <p>gg) misconduct which is motivated by hostility or prejudice based on a person's protected characteristic (sex, race, religion or belief, age, gender reassignment, sexual orientation, pregnancy, disability or marital status) ("hate incident")</p>
Loughborough University*		
Manchester Metropolitan University*		
Middlesex University*		
Newcastle University*	25 February 2020	At our Executive Board meeting of 25 February 2020
Northumbria University	N/A	
Nottingham Trent University*	see comment	The University did not adopt through a formal meeting – it was a decision taken by the Vice-Chancellor in consultation with senior colleagues to adopt the definition. Therefore this information is not held.
Open University	N/A	We can confirm that the OU has not adopted the IHRA definition of Antisemitism and it is currently not scheduled to be discussed at a formal meeting in the near future. The OU does ensure all staff, students and other stakeholders are protected in relation to religion and belief. This is in response to the requirement under the Public Sector Equality Duty (s.149 Equality Act 2010).
Oxford Brookes University*	N/A	We are not currently considering adopting this definition.
Plymouth University*	See comment	This decision was made in conjunction between Student Services, Human Resources and the Equality, Diversity and Inclusion Team. A copy of our commitment to this is available at <a href="https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/glossary">https://www.plymouth.ac.uk/about-us/university-structure/service-areas/equality-diversity-and-inclusion/glossary</a>
Queen Margaret University	N/A	
Queen Mary London*	N/A	
Robert Gordon University	N/A	
Queen's University Belfast*	N/A	
Royal Academy of Music	N/A	
Royal College of Art	N/A	
Royal College of Music	March 2020	
Royal Holloway*	N/A	The university has been progressing this matter, but a motion for adoption has not yet been timetabled.

Royal Veterinary College	N/A	Yes the definition is scheduled for discussion. It has already been considered by the Principal's Advisory Group and recommended for consideration and adoption to our Equality and Diversity Committee which next meets in October 2020. Final consideration will then take place via the College Executive Committee and if approved the adoption of the definition would be ratified by the RVC Council (our governing body) at its November 2020 meeting.
School of Oriental and African Studies*	N/A	We are fully aware of the IHRA definition of anti-Semitism which was sent to universities in 2017 for their information by the UK Government and again in May 2019 asking institutions to "consider this question [of adopting the definition] diligently". We have of course considered this question. The Ministerial letter of May 2019 rightly identified the importance of the free discourse and rich diversity of experience that is at the heart of the civic university mission. Here at SOAS we are committed to maintaining a neutral platform and ensuring that all members of our diverse community are free to express their opinions in a mutually respectful and collegial environment. SOAS has a strong academic track record in research and teaching which relates to Israel Studies and Jewish Culture, including the UK's first Professor of Israel Studies, an active Centre for Jewish Studies and a range of degree programmes including Hebrew with Arabic. The School is also home to the Jewish Music Institute. All of this is part of our leading role in the development of thinking on issues relating to the Middle East. We will continue to promote open and robust discussion on campus.
Sheffield Hallam University*	N/A	It has been discussed at a meeting of the University Leadership Team on 17th March 2020. It was agreed that a working group would be established to "further examine the adoption of the International Holocaust Remembrance Association working definition of antisemitism, drawing on Jewish student and staff experience, including consideration of the caveats recommended by the Home Affairs Select Committee in 2016".
Southampton Solent	N/A	
St George's University of London*	N/A	St George's, University of London has not adopted the IHRA definition of Antisemitism. Following discussion at the Campus Good Relations Group on 5 August 2019, the matter was referred to the Diversity and Inclusion Group for consideration. The Diversity and Inclusion Group considered the matter further at its meeting held on 16 October 2019 and it was agreed that SGUL would not adopt the definition as robust procedures, for example on hate speech and harassment, were already in place throughout the University.
Staffordshire University	N/A	
Swansea University*	N/a	The University can confirm that it has not adopted the International Holocaust Remembrance Alliance (IHRA) of antisemitism, and not considering this at present.
Teeside University	N/A	The University have not adopted the IHRA Definition. The University's Executive Team had discussed this but elected to agree a statement that is included in the University's Dignity at Work Policy which defines antisemitism as "Antisemitism, including rhetorical and physical manifestations directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and/or religious facilities".
Trinity Laban Conservatoire of Music and Dance	N/A	3. Yes. The institution has set up an anti-harassment task force which includes various streams of work, including the adoption of the IHRA's definition of antisemitism. We had planned for his adoption to take place in the summer term of academic year 2019-2020, however, this has been delayed due to the impact of the coronavirus. I anticipate it being adopted in the autumn term of the coming academic year.
Trinity St David	N/A	
University College London*	22/11/2019	<a href="https://www.ucl.ac.uk/news/2019/nov/ucl-announces-action-against-racism-antisemitism-and-islamophobia">https://www.ucl.ac.uk/news/2019/nov/ucl-announces-action-against-racism-antisemitism-and-islamophobia</a>
University of Aberdeen*	N/A	The University has recently published its 2040 Strategy. One of the main strands of this includes Inclusivity. The aim of the strand is to ensure that our university is open to all. We will welcome staff and students of all backgrounds, and will connect with our communities and partners, locally, nationally and internationally. Our commitment to inclusion will guide our education, our research, and the projects we deliver. In line with this the University has in place a staffing policy against discrimination, harassment and bullying in the workplace. This policy deals with any form of discrimination or harassment and specific reference is not made to anti-Semitism. The University of Aberdeen expects a professional and consistent standard of conduct and performance from all members of staff and has a zero tolerance approach to any form of misconduct. We also have a disciplinary procedure, which applies to all staff, to manage such circumstances. The University has a number of Committees and groups which look at equality, diversity and dignity at work and study. Although the issue of the definition of Antisemitism is not on the current agenda for these groups it is an issue which will be discussed at a future meeting of the Equality, Diversity & Inclusion Committee.
University of Bath*	N/A	
University of Bedfordshire	N/A	Not at this time. The University has good relationships with the Bedfordshire Progressive Synagogue and works with the congregations in Bedford and Luton on the arrangements for Holocaust Memorial Day
University of Birmingham*	N/A	The University of Birmingham stands firmly opposed to antisemitism, and is presently considering the adoption of the IHRA Definition.
University of Bolton	N/A	The University does not use a specific definition of antisemitism. The following would be grounds for disciplinary action: "Harassment or intimidation and/or discrimination towards people on the grounds of age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including non-belief), gender, sexual orientation or gender reassignment;"
University of Bradford	N/A	At its meeting on 12 August 2020, the University Executive Board confirmed the following in relation to the IHRA definition of Anti-Semitism and the All Party Parliamentary Group on British Muslims definition of Islamophobia: "The University places equality, diversity and inclusion at the heart of everything it does. As part of this we maintain an inclusive and supportive environment for students, staff and others. We also have a duty to comply with our Public Sector Equality Duty. Respect, fairness and inclusion are integral to our culture and values. There is no place for anti-Semitism or Islamophobia at the University and we can confirm that the University is committed to eliminating all forms of discrimination, harassment, and victimisation, such as anti-Semitism and Islamophobia. In addressing any allegations of anti-Semitic or Islamophobic conduct at the University, we would always have due regard to the IHRA and APPG definitions in considering these matters under our codes of conduct for staff and students
University of Brighton*	N/A	The University of Brighton does not define antisemitism in our disciplinary procedures. However, our regulations provide us with clear authority to take action against a broad range of student and staff misconduct, and racism and antisemitism would clearly be included among the most serious offences. Please see the 'Bullying and Harassment related to Religion or Belief' section in our Harassment and Bullying policy. This is not currently scheduled for further formal consideration. However, the definition naturally forms an important reference point when the University is considering difficult cases.

University of Bristol*	22/11/19	At a meeting on 22 November 2019, the University's Board of Trustees approved a recommendation to adopt in full the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism. Please find attached an extract of the minutes of the meeting. A statement from the Board was subsequently issued as a press release, on 6 December 2019:
University of Cambridge*	N/A	In relation to student behaviour, the University does not tolerate any form of behaviour that is anti-Semitic. In defining behaviours that are in breach of the University's regulations, the University states the practical behaviours that are not permitted ('physical misconduct', 'sexual misconduct' and 'abusive behaviour') and explicitly states that any breach of the rules will be considered more serious if it was 'motivated by the protected characteristics or perceived protected characteristics of another'.  The University does not explicitly use the IHRA definition within its Rules of Behaviour, as it does not include any definition of a single protected characteristic or form of anti-religious or anti-racial behaviour. However, it is clear that any behaviour that would fall within the IHRA definition would be covered by the University's current Rules of Behaviour as described above. The University keeps its Rules of Behaviour under review and therefore, will continue to monitor its approach.
University of Central Lancashire	N/A	The University has not formally adopted the IHRA definition and there are no current plans to do so.  Following receipt of the letter from the Universities Minister, the Vice Chancellor advised all members of the University's Executive Team that the IHRA definition should be used as a guide whenever relevant, and staff in the University's Complaints team would refer to the definition as good practice in handling any complaint of anti-Semitism. However, no incidents have arisen since the letter which have required the University to rely on the definition to make a judgement on a specific matter.
University of Chester		
University of Chichester	N/A	
University of Cumbria	N/A	The University of Cumbria has not adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism as per the request of the Universities Minister's letter of March 2019. Following discussions at the Equality, Diversity, Inclusion and Wellbeing Committee meetings on 4th November 2019 and 14th May 2020, the decision was taken not to adopt. The Committee felt the definition of hatred and harassment is adequately covered in the Equality Act 2010 and we did not want to single out one subset of a protected characteristic.  The Committee acknowledged however that the University would use the definition as a point of reference if and when anti-Semitism is alleged.
University of Derby	N/A	No, Antisemitism is defined through codes of race and religion and is not nuanced by the IHRA's definition
University of Dundee	N/A	Currently, IHRA definition has not been adopted, as this form of discrimination is addressed by the Dignity at Work and Study Policy and Procedures It will be brought for reconsideration in 2021
University of East Anglia*	N/A	
University of East London*	N/a	The University has not adopted the definition described, however, this is under review and will be discussed with the University Executive Board in due course.
University of Edinburgh*	21/07/2020	You asked if the University has adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism and if so, to identify when the definition was officially adopted. The University agreed to adopt the International Holocaust Remembrance Alliance Definition at the University Executive meeting on 21 July 2020. The Minute was duly confirmed at the University Executive meeting on 18 August. Please see the following extract from the approved Minute of that meeting: 'Adoption of the International Holocaust Remembrance Alliance Definition Paper E3 The Executive agreed to adopt the International Holocaust Remembrance Alliance Definition, make this public and use the definition when an allegation of anti-Semitism is being taken forward under the Code of Student Conduct or staff disciplinary policies.'
University of Essex*	Feb 2020	The adoption of the IHRA definition forms part of our Zero Tolerance Approach to Harassment and Bullying and Complaints of Harassment or Bullying Procedure which was considered by University Steering Group (the University's senior management team) on 28 November 2017. Subsequently this document was updated in April 2018. On 25 June 2019 the University Steering Group saw a paper that noted the University's support for adopting the IHRA definition of Antisemitism. This was formally approved by the University's Council in February 2020. This document was again updated in July 2020 and is available on our website at <a href="https://www.essex.ac.uk/staff/diversity-and-inclusion/zero-tolerance-of-harassment-and-bullying">https://www.essex.ac.uk/staff/diversity-and-inclusion/zero-tolerance-of-harassment-and-bullying</a> .
University of Exeter*	23/05/2019	At the meeting of Council, the University's governing body, on 23 May 2019.
University of Glasgow*	N/A	This matter is on the agenda for discussion at the first University Equality and Diversity Strategy Committee meeting of the new academic session. The meeting will take place in late Autumn, with a precise date yet to be determined.
University of Gloucestershire*	March 2019	I can confirm that the University of Gloucestershire has adopted the International Holocaust Remembrance Alliance definition of Antisemitism as per the request of the Universities Minister in March 2019. It was officially adopted by the University Executive Committee on 13 July 2020
University of Greenwich*	N/A	We assume that you are referring to the letter of 16 May 2019 from Chris Skidmore (Universities Minister) which urged universities to consider adopting the IHRA definition. The University strongly condemns any form of racism and hate crime, including Antisemitism. We have commenced a review of our policies and systems relating to conduct, bullying, harassment and hate crime and are considering whether to adopt the IHRA definition as part of that review. The review was put on hold with the lockdown in March 2020 but has now resumed and will continue into academic year 2020/21. A project timeline is being developed but any changes arising from the review will be adopted as soon as possible in 2020/21.
University of Hertfordshire*	N/A	It is not scheduled to be adopted, as it was discussed in detail by the University at its Vice-Chancellor's Executive meeting on 19 July 2019, and the decision was taken, on balance, not to adopt it.

University of Huddersfield*	N/A	The University has not adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism, however, it is fully aware of the definition and takes this into account when considering matters relating to free speech and discipline. The University wishes to retain a broadly drafted policy as opposed to stipulating specific acts or types of discrimination. The University's student disciplinary procedures include a non-exhaustive list of unacceptable behaviour which would encompass antisemitism. Similarly, antisemitism would be considered a serious breach of the University's Equality and Diversity Policy under the staff Disciplinary procedure
University of Hull *		
University of Kent *	N/A	
University of Leeds*	See comment	In 2007, we adopted the EUMC's working definition of antisemitism as one of the touchstones in our Protocol on Freedom of Expression, which we use when considering concerns or complaints of hate crime. In 2018 we replaced reference to the EUMC definition with IHRA's, which is broadly similar. This change was not made as part of a meeting, and as such we hold no information in relation to part two of your request.
University of Leicester*	N/A	
University of Lincoln *	May 2019	1) The university adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism in May 2019. 2) The definition was officially adopted via communication and consultation from the Vice Chancellor to the Senior Leadership Team and then communicated to the University community. The International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism can be found on <a href="http://hr.blogs.lincoln.ac.uk/equality/equality-diversity-andinclusion-updates/">http://hr.blogs.lincoln.ac.uk/equality/equality-diversity-andinclusion-updates/</a> 3) N/A
University of Liverpool *	26/06/19	<a href="https://www.liverpool.ac.uk/media/livacuk/cqso/minutes/senate/2018-19/PUBLIC_Senate_Minutes_26.6.19.pdf">https://www.liverpool.ac.uk/media/livacuk/cqso/minutes/senate/2018-19/PUBLIC_Senate_Minutes_26.6.19.pdf</a>
University of London	N/A	
University of Manchester*	09/06/2020	The University's Planning and Resources Committee approved the University's adoption of the IHRA's working definition of antisemitism as guidance at its meeting on 09 June 2020.
University of Northampton	N/A	The University considered the request of the Universities Minister and felt that its existing equality and inclusion statements took into consideration all elements of discrimination which meant adoption of the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism would be superfluous. The University continues to review equality and inclusion in its widest sense from both students and staff perspectives, and takes into consideration higher education sector effective practice in this respect.
University of Nottingham*	look at comment	Although this was not discussed formally at a minuted meeting, the attached letter from our Vice-Chancellor to the Secretary of State for Housing, Communities and Local Government confirms the University's official adoption of the definition. (letter can be found on email)
University of Portsmouth*	N/A	The University takes a zero tolerance approach to antisemitism and is a strong advocate of clear and consistent standards on hate crimes, and instances of prejudice and discrimination. We believe our policies achieve this and so there is no need for the University to adopt the IHRA definition of antisemitism. The University has a robust and well-publicised Equality and Diversity Policy Statement and a Dignity and Respect Policy that make clear that the University will not tolerate any form of discrimination, harassment or victimisation and that such behaviour constitutes a disciplinary offence. Our policy on beliefs goes beyond religious beliefs and includes cultural and non-religious beliefs. Our policies give absolute protection to the right to freedom of thought, conscience and religion, but the right to manifest beliefs is qualified by the need to protect the rights and freedoms of others. We believe that our policies, as well as the connected disciplinary procedures, are sufficiently comprehensive to meet our moral obligation to protect everyone who is affected by discrimination, prejudice and hate, including those who may be subjected to antisemitism. In the event of instances of alleged antisemitism within the University community, our investigation and any subsequent action will take account of relevant sector-wide guidance, including that issued by the sector's representative bodies
University of Reading *	N/a	Should there be a specific obligation to define antisemitism we may then look to use the International Holocaust Remembrance Alliance Definition.
University of Roehampton	N/A	The University received a letter from the Minister of State for Universities, Science, Research and Innovation, Chris Skidmore MP, on 16 May 2019. In the letter, the Minister suggested that providers that had not adopted the IHRA definition of anti-Semitism should "consider this question diligently". The University subsequently decided that internal consideration would be given to the issue within the context of discrimination and hate crime more generally, including by examining related work across the sector such as the EHRC enquiry into racial harassment in higher education. The University received a further letter from the Secretary of State for Housing, Communities and Local Government, the Rt Hon Robert Jenrick MP, on 15 October 2019. The Secretary of State was writing to "strongly urge [the University] to formally adopt the IHRA definition". The University considered the Secretary of State's request and adoption of the IHRA definition at an executive team meeting on 29 October 2019 and decided that its existing suite of policies and procedures that covered bullying, harassment, discrimination and hate crime contained definitions that were already sufficiently broad to effectively address complaints or incidents of anti-Semitism. As such, the decision was made that the University would not adopt the IHRA definition at that time. There are currently no plans to discuss this again. The University routinely considers the effectiveness of all its policies and procedures, including through monitoring the different types of issues that are being reported and how effectively these are being considered. Where changes are necessary to our policies and procedures to increase their effectiveness, these will be made in consultation with our community of colleagues and students and in accordance to our procedures. As such, the University does not rule out adopting the IHRA definition in the future.
University of Salford*	N/A	The University of Salford has proposed that we should adopt the IHRA definition in terms of our policy approach, but in terms of our legal responsibilities that we apply the Equality Act 2010. This is being considered by our Workplace Inclusion Committee. The next meeting of the Workplace Inclusion Committee in September 2020.
University of Sheffield*	N/A	The University of Sheffield hasn't adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism as yet. We are consulting with students and staff on this matter at this time
University of South Wales	N/a	
University of Southampton *	N/a	The IHRA definition of anti-Semitism has not at this time been formally adopted by the University. The University of Southampton is committed to supporting, developing and promoting equality and diversity in all of its practices and activities. We aim to establish an inclusive culture, free from discrimination and based on the values of dignity, courtesy and respect. We do not tolerate any racist, anti-Semitic or other forms of discriminatory behaviour by anyone and treats all allegations seriously. Anyone found to have behaved unacceptably may be the subject of disciplinary action up to and including dismissal or expulsion.

University of Stirling*	N/A	We recognise the existence of the IHRA definition of Antisemitism, it provides an agreed point of reference but it has not been formally adopted
University of Strathclyde	N/A	<p>At present the University has not adopted the International Holocaust Remembrance Alliance (IHRA) definition of Antisemitism.</p> <p>Any allegations of anti-Semitism would fall under the University's policies and procedures (including the Dignity &amp; Respect Policy) for responding to incidents of discrimination, harassment, bullying or victimisation related to the protected characteristic of religion or belief, as defined by the Equality Act 2010. Within the University's Student Discipline Procedure, anti-Semitism would be considered within the Procedure as (2.1.k), "Failure to treat others ...fairly and in accordance with the University's Dignity and Respect Policy". The University is committed to preventing &amp; challenging stereotyping, prejudice, discrimination &amp; harassment on the grounds of religion or belief.</p> <p>Harassment on the grounds of religion or belief can be deemed to have occurred when a person engages in unwanted conduct, potentially related to this protected characteristic of another person, which has either the purpose or effect of violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the person.</p> <p>Bullying on the grounds of religion or belief can be deemed to have occurred when a person engages in offensive, intimidating, malicious or insulting behaviour, potentially related to this protected characteristic of another person, which intentionally or unintentionally undermines, humiliates, denigrates or injures the recipient of the behaviour.</p>
University of Sunderland	N/A	The University Equality, Diversity and Inclusion Group discussed this matter at its meeting in December 2019. Whilst we have no specific meeting scheduled to discuss it further, it is something which is subject to regular review.
University of Surrey*	02/12/2019	<p>At its meeting on 2 December 2019, the University Executive Board approved the recommendation to make a broader statement re-articulating and emphasising the University position supporting and enabling freedom of speech, but not tolerating hatred directed at any community. The definition of antisemitism would be adopted but would be clearly presented in the context of not tolerating hatred towards any group.</p> <p>This position was also reaffirmed during an "in conversation with" meeting between the Vice Chancellor and Vice-Provost, Education, in February 2020.</p> <p>The position could be announced in January as part of a wider Equality and Diversity announcement or in February as part of the 'VC in conversation with...</p>
University of Sussex*	11 September 2017.	<ol style="list-style-type: none"> <li>1. The University has adopted the International Holocaust Remembrance Alliance's definition of anti-Semitism in full, including all 11 statements.</li> <li>2. The definition was adopted at the meeting of the University's Executive Group on 11 September 2017.</li> </ol>
University of the Arts*	see comment	"Information not held" for when it was adopted
University of the West of Scotland	N/A	we are aware of the IHRA definition of anti-Semitism which has been adopted by the UK Government. We do not see it is the role of the University to further define or endorse this at the moment. Universities and educational institutes should be a place for freedom of expression and debate. As an institution, the University seeks to encourage the free exchange of opinion although this can often mean the topics of discussions can be complex or difficult. The University remains vigilant at all times to ensure that the use of discriminatory or threatening behaviour is appropriately dealt with. 2
University of Ulster	N/A	
University of Oxford*	N/A	The University has not formally adopted the IHRA Definition and there are currently no plans to change this. The University follows the government's definition of antisemitism which, since 2016, has been informed by the IHRA Definition.
University of Wales	N/A	
University of Wales, Trinity St David	N/A	
University of Warwick*	N/A	<p>The University has in place a Dignity at Warwick policy and procedure applicable to staff and students which is holistic in its approach by making reference to all protected characteristics as defined by the Equality Act 2010. Any breach of this policy and procedure could potentially lead to disciplinary action being taken under the applicable process for the student/staff members.</p> <p>In addition the University has adopted a set of principles, of which principle 2 states that the University will not tolerate discrimination on a list of protected characteristics, including race or religious belief. To complement this, a university wide document to help departments understand and deal with discrimination and discriminatory behaviour, is currently being consulted on. Antisemitism is specifically mentioned and the document draws attention to the IHRA definition.</p> <p>It is intended to discuss these matters at a series of formal meetings in the next academic term.</p>
University of West England, Bristol	N/A	The University is not currently considering the adoption of the definition
University of West London	N/A	
University of Westminster*	N/A	
University of Winchester	N/A	

University of Wolverhampton *	N/a	Although not adopted the matter was discussed at the University Senior Leadership Team meeting on 28 October 2019. The matter has been discussed at a formal meeting as referenced for Question 2. It was agreed that, in line with previous meetings, the University's zero tolerance position on all forms of discrimination would be retained and the decision was taken not to adopt the IHRA definition of anti-Semitism. The University is undertaking work that will take forward some of the recommendations within the October 2019 EHRC report on tackling racial harassment in universities, as well as the policy review process. This would have a positive impact on work in the area of equality and diversity.
University of Worcester	25/11/19	the University of Worcester adopted the International Holocaust Remembrance Alliance working definition of antisemitism at the Board of Governors' meeting on 25th November 2019
University of York *	24/03/20	The University adopted the IHRA definition of AntiSemitism as part of the definitions within our new Dignity at Work and Study policy. However, also note: we have also included the following caveat recommended by the Home Affairs Select Committee, that: • It is not antisemitic to criticise the government of Israel, without additional evidence to suggest antisemitic intent • It is not antisemitic to hold the Israeli government to the same standards as other liberal democracies, or to take a particular interest in the Israeli government's policies or actions, without additional evidence to suggest antisemitic intent. The adoption of the definition was agreed at the University Executive Board (24 March 2020). The policy, including the agreement to adopt the IHRA definition of antisemitism, went through a formal consultation process including through the University Equality, Diversity and Inclusion Committee (which includes staff and student representation) and the HR/Trades Union Special Interest Group.
University of St Andrews*	N//A	Q1) No however, adoption of the IHRA is currently under consideration
York St John University *	09/07/19	

How many have responded	126
How many have not responded	7
How many Have IHRA	29
How many are going to discuss	17
How many do not have IHRA and is not scheduled to discuss	80

Universities with a J-Soc and IHRA	24
J-Socs accounted for	74

Russell Group Universities with IHRA	12
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IHRA has not been adopted
Pending discussion on IHRA
IHRA adopted

\* UJS or SU affiliated Jewish Society (J-Soc)