



Antisemitism Statement

Fairfield School of Business Ltd.

Fairfield School of Business (FSB) abhors all forms of unlawful discrimination, as well as the exclusionary attitudes and behaviours that can accompany it. The School strives to foster an environment defined by mutual respect, dignity and scholarly behaviour. This commitment is enshrined within our *Equality, Diversity and Inclusion Policy*, which has been informed by the *Equality Act 2010*.

The School has adopted the International Holocaust Remembrance Alliance's (IHRA) definition of antisemitism in solidarity with higher education providers across the UK, to confront and combat anti-Jewish racism; the IHRA's definition states:

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

This definition will serve as a reference point for the development of staff and student processes, and for investigating whether breaches of conduct may be antisemitic in nature.

FSB has a duty in law to uphold the freedom of its academic community to engage in legitimate around international affairs, provided such discourse is conducted in line with its standards of academic conduct. As recommended by the Home Affairs Select Committee 2016, FSB considers 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.

If you feel that you are being discriminated against, bullied, harassed or victimised:

Students should let their Personal Tutor, Course Leader or Student Support Officer know as soon as possible so that we can take action in accordance with our Anti-bullying and Harassment procedures.

Members of staff should, in the first instance, speak to their line manager or Head of Department, who will consult with the HR Department. If these informal steps do not resolve the issue, the employee should contact their Faculty/Department HR Manager.

Fairfield School of Business stands with our Jewish staff and students in tackling anti-Jewish racism and ensuring our campus is a welcoming place for all.

Version 1.0

Approved by the Board of Governors; December 2021

Mohammed Zaidi

Chief Executive Officer of Fairfield School of Business