



Fairfield School of Business

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# Antisemitism Statement

**Version**                      **2025/2026**  
**Public**

## **Fairfield School of Business (FSB) Ltd.**

The Community Security Trust (CST) has recorded a clear and noticeable increase in the number of antisemitic incidents reported in the UK since 2013. This includes incidence of violence being directed towards people in Jewish communities and their property. This behaviour is fundamentally at odds with FSB’s core values of inclusivity and mutual respect

Fairfield School of Business (FSB) takes a Zero Tolerance stance toward unlawful discrimination and the abhorrent behaviours that can accompany it. We strive to foster an environment where people can work and study without fear of being discriminated against because of their religious belief, ethnicity or cultural heritage. This commitment is enshrined within our *Equality, Diversity and Inclusion Policy* and our *Dignity Policy*.

FSB recognises the [International Holocaust Remembrance Alliance's \(IHRA\)](#) definition of antisemitism, which is widely recognised by other institutions across the UK. 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.”*

Members of FSB’s academic community who engage in antisemitic behaviour will be subject to our disciplinary procedures and may be dismissed from the School. FSB will also work with the appropriate authorities where criminal activity is suspected.

FSB has a duty in law to uphold the academic freedom and freedom of speech. This includes the freedom to engage in objective debate around international affairs, provided such discourse is respectful and conducted in line with our standards of academic conduct. As recommended by the Home Affairs Select Committee 2016, FSB recognises 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.*

FSB's Code of Practice for Academic Freedom and Freedom of Speech can be read here:

<https://fsb.ac.uk/school-policies/>

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

Students should let their lecturer, personal academic tutor, programme leader or on-site student support officer know as soon as possible, so that we can act in accordance with our Dignity (Anti-bullying and Harassment) procedures.

Members of staff should, in the first instance, speak to their line manager or Head of Department, or they may approach their on-site HR (Human Resources) representative. If these informal steps do not resolve the issue, the staff member should contact:

- The Vice Principal: **Giedrius Zilionis** ([giedrius.zilionis@fairfield.ac](mailto:giedrius.zilionis@fairfield.ac)); or,
- FSB's Designated Safeguarding & Prevent Duty Lead: **Ali Dawn** ([Ali.Dawn@fairfield.ac](mailto:Ali.Dawn@fairfield.ac))

## **Where to Find Help Outside of the Fairfield School of Business**

### **The Community Security Trust**

Community Security Trust (CST) are a charity supporting the safety and security of the Jewish community in the UK. If you are the victim of an antisemitic incident or you have information regarding an antisemitic incident that happened to somebody else, CST can help.

[CST – Protecting Our Jewish Community](#)

### **True Vision (Report a Hate Crime)**

True Vision provides information about hate crime or incidents and how to report it and where to seek help. They will only use the information that we collect about you lawfully, in accordance with the Data Protection Act 1998:

[https://www.report-it.org.uk/your\\_police\\_force](https://www.report-it.org.uk/your_police_force)

## Document governance

Document owner\* **Chief Executive Officer**

Consulted parties\*\* Executive Committee

Next update due March 2026

Classification **Public** – Anyone can view this document.

*\*Responsible for updates to this content.*

*\*\* To be consulted on updates to this content.*

## Versions

Version no.	Description of Changes	Approved by	Date
0.1 Draft	Original draft presented to the governors of FSB.	-	-
1.0	Voluntarily adopted	Board of Governors	Nov 2021
1.1	Annual review	Board of Governors	Nov 2022
1.2	Annual review	Board of Governors	Nov 2023
2.0	Formatting updated; contact information updated; reference to zero tolerance policy added.	Board of Governors	Mar 2025

