



CHAired BY

Lord Mann of Holbeck Moor

&

The Rt. Hon Dame Penny Mordaunt DBE



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# Foreword from the Co-Chairs

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## **Antisemitism is a stain on our society that refuses to be consigned to history.**

Following the terrorist attack in Israel, led by Hamas on October 7<sup>th</sup> 2023, the United Kingdom witnessed an immediate and alarming resurgence of anti-Jewish hatred on our streets, online, in education and across civil society. October 7<sup>th</sup> has brought to the fore problems that already existed.

We are proposing practical action to tackle antisemitism, informed by our conversations with the Jewish community and their lived experience.

Both of us come to this work with a deep personal commitment to the issue.

Some recommendations are new; others are not. We are not proposing to override any of the work that is ongoing but simply to add value in areas where we can see that additional help is needed. We offer these recommendations politely but unapologetically as a challenge to all politicians and political parties, to all Jewish communal organisations, and to all the institutions and organisations who involve or seek to involve Jewish people.

Ours is a call for precise action.

Lord Mann of Holbeck Moor

The Rt. Hon Dame Penny Mordaunt DBE



# Foreword from the Board of Deputies



**When I became Board of Deputies president in 2024, the UK Jewish community was already in the shadow of the massive rise in antisemitism that followed the Hamas-led attacks on Israel on 7 October 2023.**

The vertiginous growth in antisemitism has had common features with previous rounds of conflict in the Middle East, including examples of prejudice at street protests, on university campuses, a sewer of hate and disinformation online, and dangerous levels of bias from major broadcasters. All of these have been, not just present, but more profound this time because of the length and intensity of the recent conflict.

What has been different this time around has been the way that antisemitism has crept into civil society, including the workplace, cultural spaces, and even the NHS. This has led to a situation where British Jews have found that there is almost nowhere they can turn outside the community where antisemitism does not seem present in some form, and this has been very debilitating for the community. That is why I launched this Commission on Antisemitism, to include a sector-by-sector review of anti-Jewish racism across all parts of civil society.

I am incredibly grateful to Lord Mann of Holbeck Moor and Dame Penny Mordaunt for leading this Commission. Having two political heavyweights driving this effort have given the project real heft. That they have done so as volunteers speaks to their incredible allyship to our community. We owe sincere thanks to our Religious and Civil Affairs Officer, Victoria Lisek, for serving as the Commission's secretariat.

The recommendations touch on a range of sectors, and we will now develop actions plans to engage with

the stakeholders in the government, the police, the NHS, trade unions, the arts, and different faith groups, to make these recommendations stick. The Community Security Trust remain, as always, the stalwart guardians of our community and we are indebted to their service of protecting our right to live freely as Jewish people. In many cases, we have already made a start on the work in these sectors, and I pay particular tribute to Andrew Gilbert, one of our Vice Presidents, and Chair of our Security, Resilience and Cohesion Division, for his leadership in this area.

Overall, the challenge in civil society can be summarised as one of a failure to apply the protections rightly afforded to different vulnerable groups equally to Jewish people in the same positions. Many sectors promote strong Equality, Diversity and Inclusion (EDI) processes, which are very important, but too often, these protections seem to overlook Jews. To quote the title of the popular book on antisemitism by the comedian David Baddiel, it too often seems that "Jews Don't Count". Going forward, the Board of Deputies will insist that "Jews Must Count", and we will use the recommendations of this report to ensure that they do.

A handwritten signature in dark ink, appearing to read 'Phil Rosenberg', with a stylized flourish at the end.

**Phil Rosenberg**  
President  
The Board of Deputies of British Jews





# **Executive Summary of Recommendations**

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# Executive Summary of Recommendations

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1. We have seen **a growth in the formation of self-organised Jewish staff networks** across all industries and in the public sector. We took evidence from several of these groups. **Recognition and support for these groups** including those bringing together disparate individual Jewish employees should be provided by Jewish communal organisations.
2. **Judaism should always be seen and understood** in the workplace, and by HR Directors across all sectors and organisations, **as an ethnicity as well as a religion** to ensure issues of antisemitism are dealt with appropriately.
3. We received feedback about an identifiable lack of consistency and capacity in antisemitism training. **We recommend the creation of an 'Antisemitism Training Qualification'** to train all those carrying out training on contemporary antisemitism to a set high-quality standard.
4. Organisations and institutions that offer their staff Equality, Diversity and Inclusion (EDI) training should **ensure that education on antisemitism is included as a requirement** within all such training.
5. We welcome the proposed initiative agreed by the Winchester Diocese and the local Jewish community to **teach primary school teachers how to avoid passing on antisemitism and anti-Jewish tropes in their lessons**, particularly focussing on Christian sources. We recommend that this be evaluated and rolled out through faith schools across the United Kingdom.
6. From evidence that we heard, we can identify that there is a specific unaddressed issue of antisemitism within the NHS. We recommend that a summit should be held with NHS leaders across the UK to begin to address this. **We recommend that there should be basic training on contemporary antisemitism carried out across every NHS Trust.**
7. We believe everyone should have the right to express their opinions and beliefs. However, we also recognise that **where a person is carrying out a role, or is employed, primarily to look after the welfare, safety or security of others**, they have an additional duty to **ensure people feel able to ask for their assistance.**

**Activities, associations and attire that undermine trust in the universality of the services they provide should not be permitted.** We recommend that a consistent approach to this be taken across all sectors.

8. A number of professions rely on collective professional indemnity in order for individuals to practice. Under the *Equality Act 2010*, **professional organisations and trade unions have a legal duty to ensure that those whose employment require professional indemnity cover have the support and protections that they need**. We recommend that these professional organisations and trade unions ensure that all Jewish members are treated equally and with respect.

**There needs to be a solution for the dilemma that we received evidence about where an individual believes that their professional body is actively discriminating against them** but where they require membership in order to be able to work. Either the professional bodies and trade unions are required to act appropriately towards their members, or a third-party support and indemnity should be provided.

9. The Jewish community has a long and proud history of involvement in the UK arts world. **Discrimination is illegal but costly to challenge legally** and we received substantial evidence of more hidden barriers being put in front of Jewish involvement within the arts.

If individuals are inhibiting the Jewish way of life by prohibiting Jewish participants, comedians, musicians, actors or others from performing, promoting events or spectating, **the use of contract compliance should be leveraged** wherever public sector organisations or companies in the private sector are financially involved with the venue. **There should always be a robust response for those who choose to discriminate** and government at every level should ensure this.

10. We would like to see consistent decision making and standards across all police forces throughout the country. Our evidence shows that this is not the current reality. **We recommend that the Police Chiefs Council and the College of Policing come forward with proposals** on how such consistency can be embedded in dealing with antisemitic crimes.

We recommend that **a consistent approach be taken towards groups that act as organised crime groups by calculatedly planning to cause damage to buildings, property and people** and should be treated by law enforcement as such.



# Background

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# Background

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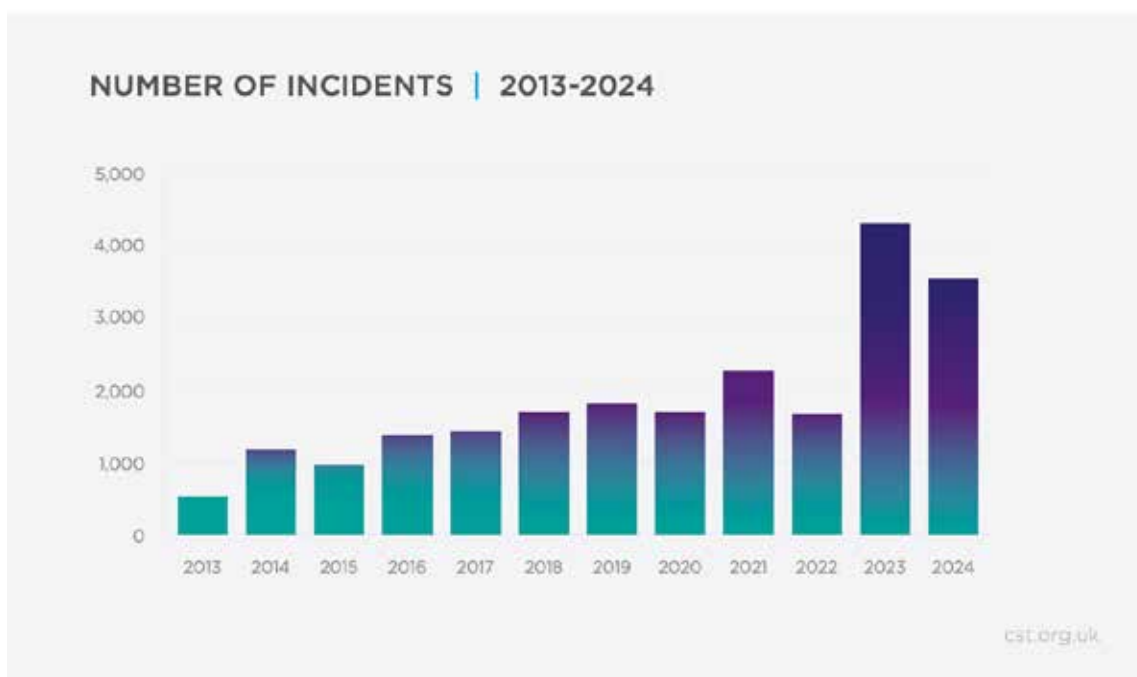
**The Community Security Trust, which provides security for Jewish institutions in the UK, found that antisemitic incidents rose within hours of the news breaking of the 7 October terrorist attacks in Israel, which ultimately led to a record 4,103 antisemitic incidents in 2023.<sup>1</sup>**

The high rate of antisemitism persisted into 2024, which saw 3,528 recorded incidents, the second-highest annual total ever reported.<sup>2</sup> The community feels unable to fully participate in society as it has been facing increased antisemitism online, increased community tensions and a failure to effectively respond by institutions across the United Kingdom.

Events in the Middle East have a direct impact on the level of antisemitism in the UK and far too often, British Jewish people are held responsible for the actions of the Israeli government. This does not mean that holding opinions on the conflict or being critical of the Israeli government are themselves forms of antisemitism. Indeed, we are some what perplexed that those who wish to criticise the Israeli Government, politicians or laws do not seem to comprehend that antisemitism makes it easier to ignore their criticism. Discomfort is often felt when there is powerful advocacy from those with whom we politically

disagree. We come from different political traditions and parties. The fact that we have had no problems at all in seeing and comprehending what is antisemitism suggests that it is perfectly easy both to support free speech and be able to challenge antisemitism.

The evidence of antisemitism gathered as part of this Commission paints a clear picture of what antisemitism looks like today. Since the launch of the Commission, we have spoken and consulted with Jewish people from all walks of life. Much of the research was conducted through oral evidence sessions with different focus groups: ranging from core Jewish communal organisations, students and Staff Network representatives, members of trade unions, those working in the arts industry, the Community Security Trust, and the Charedi community. We also spoke to stakeholders outside the Jewish community, such as the Metropolitan Police and the Electoral Commission, to learn about how they understand



their responsibilities and where there might be current gaps.

There was a call for written evidence including from Jewish individuals and groups on case studies of recent antisemitism witnessed in healthcare, education, local communities and other institutions. What we have found reveals specific and identifiable weaknesses in how antisemitism is being combatted. We would like to thank all those who took time to share their experiences and contributed to this Commission.

We wish to see equal priority given to the devolved nations in taking responsibility for actioning our recommendations.

Throughout our community meetings it has become clear that, despite the challenges and

negative experiences shared, there are also significant successes that deserve recognition. One success is the remarkable progress made by Maccabi GB in delivering training on contemporary antisemitism across the entirety of English football. A second is the huge strengthening of the Union of Jewish Students and its members across universities. A third is the establishment of informal Jewish networks in companies, organisations and sectors who have provided essential support to their members during a particularly challenging period. These successes should be analysed, and examples of good practices should be shared across all sectors. If only one thing came from the Commission, it would be that the Jewish community should give these successes much more encouragement and support.

**“ The community feels unable to fully participate in society as it has been facing increased antisemitism online, increased community tensions and a failure to effectively respond by institutions across the United Kingdom.**

1. CST Antisemitic Incidents Report 2023
2. CST Antisemitic Incidents Report 2024





# Recommendations

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# Recommendations

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**As co-chairs of the Board of Deputies Commission on Antisemitism we have outlined a series of practical and deliverable recommendations informed by the meetings and submissions conducted as part of the Commission's work. These recommendations aim to add value rather than to be the definitive point of reference.**

Our recommendations are made for the UK Government and for the three devolved nations.

- 1. We have seen a growth in the formation of self-organised Jewish staff networks across all industries and in the public sector. We took evidence from several of these groups. Recognition and support for these groups including those bringing together disparate individual Jewish employees should be provided by Jewish communal organisations.**

Many Jewish employees have benefited from the growth of Jewish Staff Networks in their workplaces especially following October 7th. Staff Networks are not political networks but instead provide a forum for Jewish staff to share experiences and advice, and helpfully provide a line of communication with senior leadership about how best to support Jewish employees. Staff Networks would benefit from receiving support and advice from Jewish communal organisations.

- 2. Judaism should always be seen and understood in the workplace, and by HR Directors across all sectors and organisations, as an ethnicity as well as a religion to ensure issues of antisemitism are dealt with appropriately.**

Recognising Jewish identity as both a religion and ethnicity helps to encapsulate the kaleidoscope of contemporary Jewish identities. Recognition of Jewishness as an ethnicity helps to include the Jewish community in relevant conversations about racism and discrimination. The Commission found evidence that antisemitism has not been given sufficient attention in some workplaces, educational institutions, and the arts, because it is not understood as a form of racism.

- 3. We received feedback about an identifiable lack of consistency and capacity in antisemitism training. We recommend the creation of an 'Antisemitism Training Qualification' to train all those carrying out training on contemporary antisemitism to a set high-quality standard.**

Jewish communal organisations, employees, and students have endeavoured to increase knowledge of antisemitism within institutions and organisations by increasing the uptake of antisemitism training. Nevertheless, there is a lack of consistency in using reputable antisemitism training providers by trained educators. As a result, Jewish Staff Networks, Jewish students and others are often unsure about which training provider to turn to. A recognised agency that would lead on antisemitism training would help ensure that there is a set high standard of training and will help users identify a credible provider.

- 4. Organisations and institutions that offer their staff Equality, Diversity and Inclusion (EDI) training should ensure that education on antisemitism is included as a requirement within all such training.**

Currently there is a lack of awareness about antisemitism and the Jewish way of life within EDI. Improved EDI training will increase the number of people that are educated about antisemitism and confident in tackling it.

- 5. We welcome the proposed initiative agreed by the Winchester Diocese and the local Jewish community to teach primary school teachers how to avoid passing on antisemitism and anti-Jewish tropes in their lessons, particularly focussing on Christian sources. We recommend that this be evaluated and rolled out through faith schools across the United Kingdom.**

Modern day antisemitism has taken on a unique form, but unfortunately some manifestations of antisemitism are based on historical tropes and conspiracy theories, such as those relating to claims of blood libel and wealth. There has been evidence that some faith primary schools inadvertently use antisemitic tropes when teaching subjects like Religious Education. Support should be given to teachers to equip them with the knowledge they need to prevent the use of stereotypes and myths.

- 6. From evidence that we heard, we can identify that there is a specific unaddressed issue of antisemitism within the NHS. We recommend that a summit should be held with NHS leaders across the UK to begin to address this. We recommend that there should be basic training on contemporary antisemitism carried out across every NHS Trust.**

Many Jewish employees within NHS organisations feel that antisemitism in their workplace is not being addressed; for example, that the issue of antisemitism has “simply been swept under the carpet.” We heard evidence that antisemitism makes some Jewish patients uneasy about a service that should be taking care of them. Some Trusts have shown effort to put measures into place that recognise and safeguard Jewish patients and staff, but this is not universal. This issue needs to be dealt with urgently to ensure that the NHS meets its obligations towards the Jewish community, demonstrating that the NHS is for everyone.

- 7. We believe everyone should have the right to express their opinions and beliefs. However, we also recognise that where a person is carrying out a role, or is employed, primarily to look after the welfare, safety or security of others, they have an additional duty to ensure people feel able to ask for their assistance.**

Activities, associations, and attire that undermine trust in the universality of the services they provide should not be permitted. We recommend that a consistent approach to this be taken across all sectors.

Whenever a Jewish person feels unable or discouraged in voicing complaints or seeking help for issues related to welfare, wellbeing, or safety then there is a fundamental problem to be addressed. From the proliferation of badges, stickers, and other symbols to the inappropriate use of social media, there can be a blurring of the line between the personal and the professional. Some jobs including healthcare professionals, carers, welfare officers at educational institutions, stewards, and more have a duty of care that is negated if a barrier is put up between them and an individual seeking assistance. There needs to be a renewed effort to ensure that individuals acting in welfare, safety, and security roles are professional and neutral.

- 8. A number of professions rely on collective professional indemnity in order for individuals to practice. Under the Equality Act 2010, professional organisations and trade unions have a legal duty to ensure that those whose**

**employment require professional indemnity cover have the support and protections that they need. We recommend that these professional organisations and trade unions ensure that all Jewish members are treated equally and with respect.**

There needs to be a solution for the dilemma that we received evidence about where an individual believes that their professional body is actively discriminating against them but where they require membership in order to be able to work. Either the professional bodies and trade unions are required to act appropriately towards their members, or third-party support and indemnity should be provided.

We received evidence of Jewish professionals being put in a challenging position where they could either continue being members of their professional organisations, by which they do not feel represented or respected, or leave and risk losing professional indemnity, professional training, and other benefits. This is a specific problem in the health and social care sector as well as the education sector. We received evidence that the Equality Act is not working effectively in some situations where there is a monopoly over a workplace or freelancers. Government needs to come back within the next 12 months with a solution to this dilemma.

**9. The Jewish community has a long and proud history of involvement in the UK arts world. Discrimination is illegal but costly to challenge legally and we received substantial evidence of more hidden barriers being put in front of Jewish involvement within the arts.**

If individuals are inhibiting the Jewish way of life by prohibiting Jewish participants, comedians, musicians, actors or others from performing, promoting events or spectating, the use of contract compliance should be leveraged wherever public sector organisations or companies in the private sector are financially involved with the venue. There should always be a robust response for those who choose to discriminate and government at every level should ensure this.

Jewish individuals and groups within the Arts have experienced difficulty with showcasing their work since October 7th. Artists who previously worked in the industry with ease found the door closed after October 7th. This has resulted in boycotts, protests, and cancellations – which has affected not only the artists line of work but also stifled the showcasing of Jewish art and creativity in Britain. We can identify that some venues are choosing to opt out of hosting certain artists in order to avoid possible conflicts and additional security costs. It is unacceptable that Jewish artists are being discriminated against on the basis of their ethnicity.

Arts venues who are in receipt of public funding should abide by the principles of their grant – that they

will not discriminate and will uphold artistic freedom. Cancelling artists because of their heritage or ethnicity, or pressure from antisemitic organisations and campaigns is not acceptable.

**10. We would like to see consistent decision making and standards across all police forces throughout the country. Our evidence shows that this is not the current reality. We recommend that the Police Chiefs Council and the College of Policing come forward with proposals on how such consistency can be embedded in dealing with antisemitic crimes.**

We recommend that a consistent approach be taken towards groups that act as organised crime groups by calculatedly planning to cause damage to buildings, property and people and should be treated by law enforcement as such.

Police forces and prosecutors have undeniably faced an immense amount of pressure since October 7th, with the rise in antisemitic incidents. In order for communities to have confidence in law and justice police forces must have consistent and efficient processes in place. There is a strong and appreciated level of communication and support given by the police to the Jewish community and the Community Security Trust but improvements can be made to ensure that there is a consistent standard and understanding of antisemitism across all police forces throughout the country.



# Conclusion

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# Conclusion

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**The Jewish community in our country increasingly feels that it is being tolerated rather than being respected.**

The relationship the Jewish community has with government is deeper than in other countries through the Board of Deputies, the Jewish Leadership Council, and the Community Security Trust. The basic structures that we need are in place. Compared to other Western countries, the British Jewish community is increasingly well organised and the successes of the Union of Jewish Students, the Jewish Staff Networks and Football Supporter Groups and Maccabi GB are significant positive pointers for the future.

However, there is also a danger of complacency, because the Jewish way of life and the wellbeing of British Jewish individuals and families is being increasingly challenged and undermined. This is the evidence that we have heard through this Commission. The country needs to build on its strengths. Antisemitism is changing its shape yet again and our recommendations are very specific to target gaps that are clearly identifiable. These gaps need addressing urgently.



**The country needs to build on its strengths. Antisemitism is changing its shape yet again and our recommendations are very specific to target gaps that are clearly identifiable. These gaps need addressing urgently.**







# BOARD OF DEPUTIES OF BRITISH JEWS

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## **TO STAND TOGETHER, COME ON BOARD**

For 265 years, the Board of Deputies has been the enduring voice of the British Jewish Community. It has defended it, spoken up for it, fought for it and protected its interests.

Now, with historically high levels of antisemitism in this country, this voice is needed more than ever.

The Board speaks for the entire community, talking to the Government, Opposition, other authorities, the media, other faiths and civil society organisations.

Our credibility comes from our democracy – representing synagogues and organisations across the country. Learn more at: **[bod.org.uk](http://bod.org.uk)**