

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives <i>(delete as appropriate)</i> :	<p>The recommendations support the following corporate priorities:</p> <p>Priority 1 – Improve the health and wellbeing of our communities</p> <p>Priority 2 – Enhance the quality of people's lives</p>
Consultation:	<p>The case for the recommendations is considered to be so strong and self-evident that specific consultation has not been carried out although consultation on the updated Equality Policy referred to in the report and to which the recommended actions will contribute will be subject to wide consultation.</p>
Legal:	<p>The council is subject to the public sector equality duty brought in by the Equality Act 2010. In summary, the duty obliges the council to have due regard to the need to:</p> <ul style="list-style-type: none">• eliminate unlawful discrimination, harassment and victimisation• advance equality of opportunity between different groups• foster good relations between different groups. <p>Approving the recommendations would contribute to the council's overall demonstration that it is paying due regard to its equality duty, in this case, particularly with regard to Jewish residents.</p>
Financial:	<p>There are no revenue or capital implications arising directly from this report.</p>
Human Resource:	<p>If approved, all staff will be made aware of the council's adoption of the working definition of antisemitism and it will be incorporated as an element and definition within the council's Equality Policy.</p>

Risk Management:	There is a reputational risk to the council should Council decide not to adopt the working definition of antisemitism as an increasing number of councils and private and public organisations are adopting the definition and thus the council could be questioned on its motives for not adopting it.
Health and wellbeing – issues and impacts:	Clear and explicit signals that the council will not tolerate prejudice and discrimination, in this instance antisemitism, contribute to a culture of tolerance in the district which, in turn, aids the wellbeing of all residents.
Equality, diversity and human rights considerations, and whether Equality Impact Assessment required:	As noted above, approval of the recommendations would be in keeping with the council's equality duty under the Equality Act 2010. The adoption of the working definition would, in turn, inform the updating the council's Equality Policy which will itself be subject to an equality impact assessment.
Environmental Sustainability	There are no environmental sustainability implications arising directly from this report.