

# Action plan to implement recommendations of independent inquiry into antisemitism

**June 2025**

## **Introduction**

At its meeting on 25 June 2025 Goldsmiths Council, the governing body of Goldsmiths, University of London, noted a report from an independent inquiry conducted by Mohinderpal Sethi KC which found that students and staff at Goldsmiths had experienced antisemitism in the course of their studies and work.

The report made 17 recommendations to bring about culture change at Goldsmiths.

Goldsmiths has collated these 17 recommendations into a 12-point action plan which was approved by Council at its meeting on 25 June 2025.

This document sets out each of the 12 points of the action plan, showing the areas of recommendation followed by Goldsmiths' responses. The responses section also sets out responsibilities and timeframes for delivery.

## **1. Training and action**

### **The inquiry recommends Goldsmiths should:**

- "Provide specific antisemitism training to its students"
- "Review its anti-racism strategy to ensure that it uses a training provider and curriculum for staff that will address antisemitism specifically"
- "Produce guidance that encourages students and colleagues to think before posting or liking narrative content and explains what does and does amount to acceptable online behaviour"

### **In response we will introduce:**

- Mandatory antisemitism training for all staff. Procure and deliver training incorporating antisemitism into existing anti-racism framework. The Chief People Officer is responsible for delivering this by the end of Autumn term in academic year 2025/26

- Student training programme. Provide antisemitism training for new and returning students. Student Services is responsible for delivering this by the end of Autumn term in academic year 2025/26
- Specialised training content. Training for students and staff should address assumptions about Jewish political affiliations, ensuring no singling out. The Chief People Officer is responsible for delivering this by the end of the academic year 2025/26
- Staff complaints handling training. Provide specific additional antisemitism training/guidance for staff handling complaints to understand and apply relevant policies and practices. The Chief People Officer is responsible for delivering this by the end of academic year 2025/26.

## **2. Jewish student society and community**

### **The inquiry recommends Goldsmiths should:**

"Support and encourage the formation of a Jewish Society or Community."

### **In response we will:**

Support the reestablishment of a Jewish Society in Goldsmiths Students' Union. The University will work with Goldsmiths Students' Union (GSU), and external organisations like the Union of Jewish Students to help Jewish students restart Goldsmiths' Jewish Society as a GSU society. Student Services will work alongside GSU to support delivery of this by the end of Autumn term in academic year 2025/26.

## **3. Restorative and relational practice**

### **The inquiry recommends Goldsmiths should:**

- Adopt a restorative and relational approach to antisemitism... proactively setting up processes designed to facilitate respectful, informed and empathic discourse between those with longstanding opposing views on campus"
- "Remove aggression from the dialogue on contentious issues such as campus protests and slogans, facilitate listening and understanding; and prevent individuals' views from being assumed or over-simplified"

### **In response Goldsmiths will:**

- Develop support for informed, academically-led discourse, conducted with empathy and respect. Goldsmiths' lead for Culture and Inclusion will be responsible for delivering this by the end of academic year 2025/26
- Create a framework for positive activism and engagement across difference, including policies, protocols and clear guidance to safeguard academic freedom and freedom of speech. Goldsmiths' lead for Culture and Inclusion will be responsible for delivering this by the end of academic year 2025/26

## **4. Timetabling and religious observance**

### **The inquiry recommends Goldsmiths should:**

- "Seek to avoid timetabling important College-wide events that require student and/or staff attendance... on Jewish High Holidays or Shabbat insofar as reasonably practicable"
- "Institute a written policy that sets out (i) the process by which Jewish students (and others) can request an adjustment to their assessment timetable for religious reasons; and (ii) explains how the student's request will be handled"

### **In response Goldsmiths will:**

- Renew our Event scheduling policy, including avoiding scheduling Freshers' Fair on working weekdays, not Friday, and avoid Jewish festivals by consulting the calendar published by the Board of Deputies of British Jews. Student Services will be responsible for delivering this by the end of Autumn term in academic year 2025/26
- Assessment reasonable adjustments policy. Institute written policy for religious assessment adjustments with swift, defined timelines. Registry will be responsible for delivering this by the end of Autumn term in academic year 2025/26.
- 'Religious-reasons' aware planning. Use the calendar published by the Board of Deputies of British Jews calendar to avoid Sabbath and Festival conflicts in all timetabling; extend this to all religions and beliefs. Registry / Academic Services will be responsible for delivering this by the end of academic year 2025/26

## **5. Protests, events and campus safety**

### **The inquiry recommends Goldsmiths should:**

- "Make the Jewish Society aware when potentially harmful speakers are due to attend campus or when protests are due to take place and consult with them as to the location of the event or protest. This may involve agreeing the boundaries of protests with their organisers". Governance and Student Services will be responsible for delivering this by the end of Autumn term 2025
- "Seek to uphold its guidelines on protests on campus and, in particular, should ensure that classrooms remain free of political protest"

### **In response Goldsmiths will:**

- Review protest guidance. Review and issue guidance on poster placement, language, and protest conduct incorporating ECHR Article 10 obligations "to avoid as far as possible expressions that are gratuitously offensive to others". Governance and Student Services will be responsible for delivering this by the end of Autumn term in academic year 2025/26.
- Location notification system - Require advance confirmation of protest locations. Ensure Jewish students/staff are informed to ensure they can engage or avoid in

ways which ensure safeguarding. Security will be responsible for delivering this by the end of Autumn term in academic year 2025/26

- Real-time poster decisions - Establish mechanism with Jewish groups, Estates, and Students' Union for poster acceptance/removal decisions. Estates will be responsible for delivering this by the end of Autumn term in academic year 2025/26
- Event risk assessment - Ensure Jewish students/staff are informed and safeguarded for events/speakers identified as contentious in risk assessments. Events and Student Services will be responsible for delivering this by the end of Autumn term in academic year 2025/26
- Safe space alignment - Work with Goldsmiths Students' Union to explore alignment of safe space policies with meaningful action procedures. Student Services to invite GSU to be responsible for delivering this by the end of Autumn term in academic year 2025/26

## **6. Complaints and support system**

### **The inquiry recommends Goldsmiths should:**

- "Specifically refer to antisemitism as a sub-category within its explanations of what constitutes harassment and discrimination for the purposes of Report and Support complaints"
- "Improve trust in its complaints handling procedures by explaining in greater detail the process it follows and who will undertake that process"
- "Review whether those steps have increased Jewish students' confidence in its complaints handling procedures by surveying them"

### **In response Goldsmiths will:**

- Historical complaints review - Review 'report and support' submissions since 2018 relating to antisemitism and prioritise resolution. Student Services and Legal will be responsible for delivering this by the end of academic year 2025/26
- Support working group - Establish working group with Jewish students and staff to enhance support and safeguarding following complaints. Student Services will be responsible for delivering this by the end of academic year 2025/26
- Social media guidance - Provide guidance on social media use avoiding antisemitism and enabling clear complaints handling. Communications, Marketing and Recruitment will be responsible for delivering this by the end of academic year 2025/26
- Regular effectiveness surveys - Survey Jewish students at regular intervals to test training effectiveness and confidence in complaints procedures, or consult Jewish Society committee if surveys not possible. The University lead for Culture and Inclusion will be responsible for delivering this by the end of academic year 2025/26

## **7. Dietary requirements and accommodation**

### **The inquiry recommends Goldsmiths should:**

- “Ensure that one kosher food option is available on campus at all times”
- "Adopt a procedure that would allow students who have kosher requirements and wish to live in halls to make that known in order that they are not the only kosher student living in their flat”

### **In response Goldsmiths will:**

- Kosher catering provision - Ensure hot and cold kosher options available in at least one campus outlet year-round. Goldsmiths Students' Union and Estates and Facilities will be responsible for delivering this by the end of Autumn term in academic year 2025/26
- Accommodation arrangements - Establish mechanism for confidential kosher requirements in accommodation and appropriate flat allocation. Accommodation will be responsible for delivering this by the end of academic year 2025/26
- Dietary guidance - Issue guidance on religious dietary requirements in university accommodation, with contractual compliance. TBC, as contracts are renewed

## **8. Chaplaincy and interfaith engagement**

### **The inquiry recommends Goldsmiths should:**

“Ascertain whether a better allocation of a Jewish Chaplain's time can be secured for its students and staff, and consider liaising with the Jewish Chaplain over the recommendations”

### **In response Goldsmiths will:**

- Jewish chaplain allocation - Work with current Jewish chaplain to explore improved time allocation. The Chaplaincy lead will be responsible for delivering this by the end of academic year 2025/26.
- Structured chaplaincy engagement - Facilitate engagement between Jewish students/staff and University chaplaincy. The Chaplaincy lead will be responsible for delivering this by the end of academic year 2025/26.
- Interfaith dialogue - Support structured engagement between Jewish students/staff and other religion and belief groups. The Chaplaincy lead will be responsible for delivering this by the end of academic year 2025/26.
- Festival communications - Include Jewish festivals in university-wide religion and belief celebration communications. Communications, Marketing and Recruitment will be responsible for delivering this by the of academic year 2025/26

## **9. Security and monitoring of extremism**

### **The inquiry recommends Goldsmiths should:**

"Track complaints of far-right antisemitic graffiti on campus and review at regular intervals whether its security measures... are sufficient."

### **In response Goldsmiths will:**

Track far-right antisemitic graffiti, remove all instances on the nearest working day, and review security measures including CCTV positioning. Security will be responsible for delivering this by the end of academic year 2025/26.

## **10. Definition adoption and policy framework**

### **The inquiry recommends Goldsmiths should:**

- "Explicitly state that it has adopted both the Jerusalem Declaration and IHRA (excluding examples) definitions of antisemitism and that it is committed to utilising both those definitions in assessing Jewish students' complaints"
- "Learn the lessons from its consultation on the definitions of antisemitism and carry those through to any review"

### **In response Goldsmiths will:**

- Formally adopt Jerusalem Declaration and IHRA definitions (excluding examples) for purposes of complaints assessment. Governance will be responsible for delivering this by the end of Autumn term in academic year 2025/6
- Integrate definitions into Report and Support procedures and staff guidance. Students Services and Legal will be responsible for delivering this by the end of Autumn term in academic year 2025/26

## **11. Staff communication policies**

### **The inquiry recommends Goldsmiths should:**

"Raise awareness among staff of its social media and email policies."

### **In response Goldsmiths will:**

Raise staff awareness of social media and email policies through training and communications. The Chief People Officer will be responsible for delivering this before the end of academic year 2025/26.

## **12. Holocaust Memorial Day and associated events**

### **The inquiry recommends Goldsmiths should:**

“Include consultation with or consideration of Jewish students and staff at the university.”

### **In response Goldsmiths will:**

**Annual Holocaust Memorial Day** - Fund and support annual Holocaust Memorial Day event led by Jewish students and staff. TBC will be responsible for delivering this by the end of academic year 2025/26.

### **Governance of the action plan**

- Senior Responsible Officer: University Lead for Culture and Inclusion
- Steering Group: Religion and Belief Group
- External Oversight: Advisory panel including Jewish community representation
- Reporting: Six-monthly public progress reports and annual comprehensive review