



HM GOVERNMENT'S
INDEPENDENT ADVISER ON ANTISEMITISM

FIVE YEAR WORK PLAN

Lord Mann of Holbeck Moor, The HM Government's
Independent Adviser on Antisemitism



“COURAGE IS WHAT IT TAKES
TO STAND UP AND SPEAK;
COURAGE IS ALSO WHAT IT TAKES
TO SIT DOWN AND LISTEN.”

Winston Churchill



I have been appointed for five years as the Independent Adviser to Government on Antisemitism. This is my initial work plan, which will adapt and change as I visit and listen to the Jewish community across the United Kingdom. I have begun meeting with different groups and individuals, and I intend and expect to be able to reach out to every corner of the Jewish community over my first two years. I will attend every public communal engagement and will accept at least one invitation from every part of the community who choose to invite me in.

The Jewish Community in this country, like every community has a wide variety of experiences, perspectives and views, which are sometimes very strongly held. That diversity is strength, but it can also be an excuse to limit engagement with only a small minority whose perspectives most match one's own.

I have, I hope, an advantage in not being Jewish, not having been brought up with Jewish neighbours and representing virtually no Jews whatsoever in my years as an MP. I stand outside the Jewish community and it is not my role or prerogative to have a view on Jewish religion, identity or culture. Other than one. That every Jewish person in this country must have the freedom to be themselves.

“TO BE FREE IS NOT MERELY
TO CAST OFF ONE’S CHAINS,
BUT TO LIVE IN A WAY
THAT RESPECTS
AND ENHANCES THE
FREEDOM OF OTHERS.”

Nelson Mandela



My role is to advise our government, the oldest and strongest democracy in the world. My bar for success is therefore set at its highest. No Jewish person in this country must have their freedom to be themselves impinged upon. There must be no restrictions, where visible or not, to any Jewish person living their life as they choose. No barrier in work, in ambition, in geography, in belief. Each individual must be able to define their identity for themselves and be free to live their lives through their chosen identity.

It is what we all expect as our basic fundamental human rights and civil liberties. Our British freedoms.

Some of those freedoms are easy for the state to identify- and our criminal law must be applied consistently and be effective, including dealing with change in society such as new media. The UK should be expected to be the leader in adapting to changing environments, but also to be dynamic in developing best practice from elsewhere.

There is less quantifiable freedom. A remarkably high number of Jewish people have told me that they were preparing to leave this country because they saw no future for their family here. The world is far more mobile than ever before and business far more multi-national. But the concept of the packed suitcase in the Jewish home is one that our society and its leaders

must comprehend. If my role is to be of value, then those suitcases must be returned from the front door to a cupboard gathering dust.

The threat of terror attacks is real as continental Europe, the Middle East and America vividly demonstrate. The fear from assault and especially verbal, written and electronic abuse has increased as has the reality of actual incidents. But we have not yet stood up to the hidden insecurity of being tolerated rather than fully embraced. This is why civil society organisations need to engage in understanding and combating antisemitism in their own organisations. Government and Parliament can be a catalyst to both require but also inspire this and my role can make a tiny and modest contribution to promoting this. The UK needs not just to tolerate its Jewish community but respect and enhance its freedoms.

“I WOULD LIKE TO BE REMEMBERED
AS A PERSON WHO WANTED TO BE FREE

SO OTHER PEOPLE WOULD ALSO BE FREE.”



Freedom for Jewish people is therefore defined as being able to live their lives through their chosen Jewish identity: “To be able to worship freely. To be able to eat as we choose. To be able to enter any job or profession without restriction or impairment. To feel able to choose any University or school that we want. To be able to join any golf club we choose.

To be able to wear what we want on our bodies and on our heads, without restriction and without fear anywhere in our country. To be able to define our own identity without hostility or abuse, including the right to define as Zionist or not as we choose.”

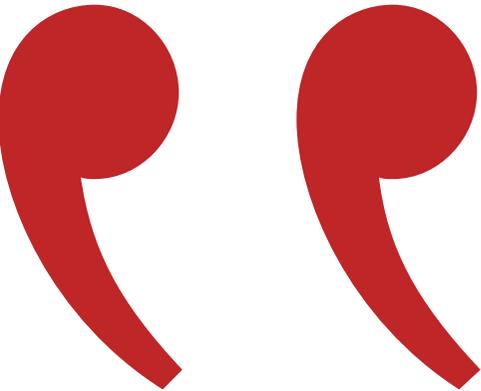
For government this requires effective legislation and thorough consistent use of the laws designed to protect and guarantee these freedoms. But it requires much more than government. It requires the organisations of civil society to also allow every Jewish person to be welcomed, encouraged and not to ostracised, insulted or made to feel uncomfortable because of who they are.

No Jewish student should ever feel uncomfortable because of who they are at a British University. No internet provider

should be left immune for failing to close down those attempting to intimidate, harass or mock a person because of their chosen identity. No football crowd should impinge on a person’s freedom and civil liberties. No political party should ever be anything other than a place of safety and welcome. No community, no street, no public space should be threatening. No workplace should be a challenge.

Freedom requires that those who do choose to define themselves as Zionists are never insulted, looked down on or shunned because of their choice. Just as those who choose not to be are entitled to the freedom to determine their own identity.

The templates created by this approach are of course directly transferable to other groups in society and I will ensure that there is an open and effective dialogue that reaches out to other groups or people that face discrimination due to their faith, identity or background.



“LET FREEDOM RING.”

Dr Martin Luther King





For too long we have tolerated an acquiescence of mild antisemitism, usually rare, but sometimes unspoken, but capable of suddenly morphing into an explosion of intolerance and hostility. Camouflaged by language, but still directed and demeaning and used to isolate and discriminate against Jews.

My role is to ensure that government and through government the state, opens the principles and values of freedom that this country stands for.

On Holbeck Moor in Leeds exactly two weeks before Cable Street in 1936, Moseley and a thousand black shirts gathered. 30,000 local people turned out to remove the fascists from Leeds. No witness testimonies. No film nor artists impressions. No photographs. 30,000 people doing what normal decent people do if fascists turn up in their back yard. Then, as now, the British people rejected antisemitism and the next day carried on their lives as before.

I will also do my best to ensure that as freedom rings out in Britain, that the voices of freedom will ring out proudly across the entirety of Britain's Jewish population and be listened to by Government and the State.

WORK PLAN

Mission: To improve the response
and to reduce antisemitism in the UK

Aims and Outputs:

I. To identify and seek to ensure Government preparedness for tackling antisemitism

- The starting point to combating antisemitism is defining it. We now have an agreed international definition of antisemitism which has been defined by the International Holocaust Remembrance Alliance (IHRA). This has recently been endorsed by 641 MPs and every political Party represented in Westminster as well as by Government. A priority will be to work with civil society to ensure its routine and comprehensive adoption. Parliamentarians, Local Councils, Universities and Football and other sports clubs will be the focus for early acceptance of a working use of the definition. This will be twinned with accompanying guidance on practical implementation and an evaluation of the subsequent uptake.
- Another key focus will be to ensure a deeper understanding of antisemitism within relevant parts of the civil service. Initially, this will be achieved through the development and delivery of an educational Summer School programme with high-level speakers.
- In July 2019, the Government appointed an Adviser on Islamophobia, Dr Qari Asim MBE whilst 26 Bishops sit in the House of Lords. Identifying gaps and good practice in interfaith and other community relations is needed to better inform government priorities. This will involve co-ordination with Ministers and faith communities to promote additional and worthwhile engagement. Targeted events, in the nations and regions will be required to deliver tangible progress.
- Development of best practice and success in addressing the different forms of antisemitism outlined in the 2006 All-Party Parliamentary Inquiry into Antisemitism Report, namely the targeting of far-left, far-right and Islamist extremist antisemitism will be an ongoing priority. This report was welcomed and accepted by the then Prime Minister and a work plan was created across government that has been re-endorsed by every subsequent Prime Minister. As part of this work, establishing a better understanding of online harms remains important. This will require working with and commissioning experts to produce a report backed up with research into harmful websites, online hate and closed Facebook groups.
- Developing, copying and adapting tools and techniques that enables easy access to educative materials which can be backed up by non-legalistic and non-criminal sanctions is a theme that runs through the entire work plan. UK laws are as good as any in the world for tackling hate crime, but require consistency of use, refinement to deal with new media and buy-in from the communities that are impacted by abuse. However, the role of civil society organisations remains very under-developed in how they work to challenge and eradicate behaviour that is below the criminal threshold and this is what constitutes the vast majority of antisemitic incidents. Who provides a lead, develops good education materials and systems that empower those experiencing hatred and re-educate or isolates the perpetrators is not the important question. Spreading best practice and encouraging consistency is the commitment from this work plan.

2. To act as a point of contact for the Jewish Community, in order to embolden its members, and empower young Jewish people to feel confident and able to challenge antisemitism they witness or experience.

- A priority will be establishing the role as a key point of contact between Jewish communal institutions and organisations, and Government, in relation to antisemitism in the UK. Pro-active engagement with the Jewish community through meetings and visits will allow for documentation of communal concerns, and resultant will be offered to government about appropriate responses to and reassurance for these.
- Engagement at Jewish communal events, schools and universities, will take place on request, to discuss the work being done to tackle antisemitism in Britain.
- Programmes will be developed towards the empowerment of young Jewish Communal leaders through education. This will include contact with secondary school students, Universities students and with Jewish young professionals about antisemitism in the workplace.
- A report in partnership with Parliamentary involvement has been instigated about young Jewish people's fears and expectations for the future.
- A programme of work seeking to reassure, empower, engage and activate women in the Jewish community and to highlight the role women have taken in addressing antisemitism will be developed.

3. That the British Government and Parliament should aspire to be exemplar in its support and legislative underpinning for the civil rights of the Jewish community.

The UK was the first government to adopt the IHRA declaration on antisemitism, every political party represented at Westminster and 641 MPs have consequently adopted it.

- Work with other appointed envoys on antisemitism to spread best practice examples including by highlighting and promoting the use of the IHRA definition of antisemitism. By working within the framework of the Inter-Parliamentary Coalition for Combating Antisemitism an aim will be to build a global network of supportive parliamentarians.
- Work with the Post-Holocaust Envoy to investigate relevant and overlapping issues including Holocaust Denial and Holocaust Revisionism with the possibility of commissioning a joint report or event.
- Engage with Scotland, Wales and Northern Ireland to better understand and strengthen the national efforts for combating antisemitism across the United Kingdom. A consistent approach is needed across the UK amongst the police, crown prosecution service and the judicial service on how to deal with antisemitism.

These aims are not exhaustive and ad-hoc initiatives will be carried out, dependent on need.



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If members or organisations of the Jewish Community would like to contact me with regards to speaking engagements or my work plan, please contact my office:

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