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1 Background

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,QTXLU\ &KDLU´ LV DSSRLQWHG WR FRQGXFWDQ LQ
pertaining to antisemitism which may have been experienced by Jewish
students and staff in the course of their studies or work at Goldsmiths
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2 Process

- 2.1 The Independent Inquiry Chair will consider concerns relating to antisemitism which may have been experienced by Jewish students and staff in the course of their studies or work at Goldsmiths in accordance with the procedure set out below.
- 2.2 The Independent Inquiry Chair will liaise with the Director of Governance and Legal Services in conducting the Inquiry.

3 Purpose

- 3.1 The purpose of the Inquiry is to determine whether Goldsmiths has since 1 September 2018:
1. breached its duties under the Equality Act 2010 in relation to its Jewish students and staff;
 2. failed to follow its own policies in relation to its Jewish students and staff; and/or

3. failed to support Jewish students and staff who have experienced antisemitism in the course of their studies or work at Goldsmiths.
- 3.2 To recommend any appropriate actions, including restorative actions, that Goldsmiths should take.
- 3.3 To identify any lessons to be learnt.

4 Scope

4.1 The following concerns fall within the scope of the Inquiry and the Independent Inquiry Chair will undertake enquiries into these matters (in so far as they occurred on or after 1 September 2018):

1. Whether Jewish students and staff have been subjected to antisemitism in the course of their studies or work at Goldsmiths.
2. Whether complaints by Jewish students and staff of Goldsmiths that they have been harassed or discriminated against or subjected to antisemitism have been handled LQ DFFRUGDQFH ZLWK *ROGVPL policies and procedures.
3. :KHWKHU *ROGVPLWKV¶ SROLFLHV DQG SURFHGXUH antisemitism by Jewish students and staff are adequate.
4. Whether Goldsmiths has done enough to make its Jewish students and staff (or Jewish applicants seeking to become students or staff of Goldsmiths) feel welcome, included and safe from antisemitism.

4.2 The Independent Inquiry Chair will consider any other matters he deems to be materially relevant to the stated purpose of the inquiry.

5 Procedure

5.1 The Director of Governance and Legal Services in consultation with the , QGHSHQGHQW , QTXLU\ & KDLU ZLOO SXEOLVK RQ *RO LQWUDQHW DQG DW JROG DF XN *ROGVPLWKV¶ SXE enabling individuals and organisations to submit evidence to the Independent Inquiry Chair for the purposes of the Inquiry of concerns pertaining to antisemitism which may have been experienced by Jewish students and staff in the course of their studies or work at Goldsmiths.

5.2 The Independent Inquiry Chair may at any stage recommend amendments or additions to the published call for evidence to ensure the Inquiry is fair, prompt, and effective. They will be published in the same manner.

5.3 The Independent Inquiry Chair has authority to take all lawful, necessary, or appropriate steps, including but not limited to:

1. requesting participants to attend an interview. Those participants may
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 union, former and current members of the Senior Management Team
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 recognised trade unions; and
 2. UHTXLULQJ *ROGVPLWKV¶ VWDII WR SURGXFH GRFX
 to the Inquiry.
- 5.4 If a participant does not wish to have their name disclosed, they should notify this to the Independent Inquiry Chair as soon as possible. The Independent
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 request or whether he requires further information to understand why the participant has made a request for anonymity before determining the request. However, it may not be possible for the Independent Inquiry Chair to make findings or draw conclusions in relation to evidence provided anonymously. This in turn may prevent Goldsmiths from taking disciplinary or other action in connection with that evidence.
- 5.5 Any report of findings, determinations and recommendations intended for publication may, if appropriate, be subject to a Maxwellisation process for potentially affected parties to correct any errors of fact in relation to any draft criticism of those parties in respect of which they have not already had an opportunity to respond.
- 5.6 The Independent Inquiry Chair(s) 7(i)-6(n)-(.)]TJET@

2. &KDQJHV WR DQ\ RI *ROGVPLWKV¶ FRQVWLWXWLRQ Charter, Statutes, Regulations and Ordinances as well as its policies, procedures and statements of institutional values;
3. Operational, strategic, and/or cultural activities that Goldsmiths may take forward in an action plan; and
4. The instigation of any internal disciplinary or other procedure.

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 or any individuals who need to know it for the purposes of the Inquiry or any
 subsequent disciplinary or other process provided that the recipient of such
 information is bound by obligations of confidentiality no less onerous than
 those provided herein and each party shall be responsible to the other in
 respect of any disclosure to such a person.
- 9.4 The inquiry shall, as far as is reasonably practicable, be kept confidential but
 neither Goldsmiths nor the Independent Inquiry Chair can give any
 assurances of confidentiality. Individuals who are interviewed by the
 Independent Inquiry Chair or otherwise participate in the Inquiry are deemed
 to agree not to use or disclose any information communicated or received by
 them in the course of the Inquiry (save with the express written authority of
 the Independent Inquiry Chair). This is without prejudice to any legal right
 they have to take independent legal advice.
- 9.5 The Independent Inquiry Chair will consider whether there is a need to refer
 information he considers to be of a criminal nature to the relevant statutory
 authorities. In those circumstances, any person whose personal information
 will be shared will be notified, where it is possible to do so.

10 Support for the independent inquiry chair

- 10.1 7 K H , Q G H S H Q G H Q W , Q T X L U \ & K D L U Z L O O E H V X S S O L H
 policies and procedures and all other relevant documentation and
 administrative support he requires to conduct the inquiry by the Director of
 Governance and Legal Services.
- 10.2 The Director of Governance and Legal Services will additionally:
1. liaise with the SMT, students and staff of Goldsmiths and any other
 individuals or groups who may wish to communicate with the
 Independent Inquiry Chair in connection with the Inquiry;
 2. facilitate consultation with and the process of receiving evidence from
 external experts at the instigation of the Independent Inquiry Chair; and
 3. advise the Independent Inquiry Chair on points of information relating to
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 those which relate to People and Organisational Development, Equalities
 and Race Justice and Organisational Development.