



AGENDA

COUNCIL MEETING

Date: Wednesday, 18 October 2017

Time: 7.00 pm

Venue: Council Chamber, Swale House, East Street, Sittingbourne, Kent, ME10 3HT

RECORDING NOTICE

Please note: this meeting may be recorded.

At the start of the meeting the Chairman will confirm if all or part of the meeting is being audio recorded. The whole of the meeting will be recorded, except where there are confidential or exempt items.

You should be aware that the Council is a Data Controller under the Data Protection Act. Data collected during this recording will be retained in accordance with the Council's data retention policy.

Therefore by entering the Chamber and speaking at Committee you are consenting to being recorded and to the possible use of those sound records for training purposes.

If you have any queries regarding this please contact Democratic Services.

Quorum = 16

	Pages
1. Prayers	
2. Emergency Evacuation Procedure	

The Chairman will advise the meeting of the evacuation procedures to follow in the event of an emergency. This is particularly important for visitors and members of the public who will be unfamiliar with the building and procedures.

The Chairman will inform the meeting whether there is a planned evacuation drill due to take place, what the alarm sounds like (i.e. ringing bells), where the closest emergency exit route is, and where the second closest emergency exit route is, in the event that the closest exit or route is blocked.

The Chairman will inform the meeting that:

(a) in the event of the alarm sounding, everybody must leave the building via the nearest safe available exit and gather at the Assembly points at the far side of the Car Park. Nobody must leave the assembly point until everybody can be accounted for and nobody must return to the building

until the Chairman has informed them that it is safe to do so; and

(b) the lifts must not be used in the event of an evacuation.

Any officers present at the meeting will aid with the evacuation.

It is important that the Chairman is informed of any person attending who is disabled or unable to use the stairs, so that suitable arrangements may be made in the event of an emergency.

3. Apologies for Absence

4. Minutes

To approve the Minutes of the Meeting held on Wednesday 20 September 2017 (Minute Nos. 237 - 247) as a correct record.

5. Declarations of Interest

Councillors should not act or take decisions in order to gain financial or other material benefits for themselves or their spouse, civil partner or person with whom they are living with as a spouse or civil partner. They must declare and resolve any interests and relationships.

The Chairman will ask Members if they have any interests to declare in respect of items on this agenda, under the following headings:

(a) Disclosable Pecuniary Interests (DPI) under the Localism Act 2011. The nature as well as the existence of any such interest must be declared. After declaring a DPI, the Member must leave the meeting and not take part in the discussion or vote. This applies even if there is provision for public speaking.

(b) Disclosable Non Pecuniary (DNPI) under the Code of Conduct adopted by the Council in May 2012. The nature as well as the existence of any such interest must be declared. After declaring a DNPI interest, the Member may stay, speak and vote on the matter.

(c) Where it is possible that a fair-minded and informed observer, having considered the facts would conclude that there was a real possibility that the Member might be predetermined or biased the Member should declare their predetermination or bias and then leave the room while that item is considered.

Advice to Members: If any Councillor has any doubt about the existence or nature of any DPI or DNPI which he/she may have in any item on this agenda, he/she should seek advice from the Monitoring Officer, the Head of Legal or from other Solicitors in Legal Services as early as possible, and in advance of the Meeting.

6. Mayor's Announcements

7. Questions submitted by the Public

To consider any questions submitted by the public. (The deadline for questions is 4.30 pm the Friday before the meeting – please contact Democratic Services by e-mailing democraticservices@swale.gov.uk or call 01795 417330).

8. Questions submitted by Members

To consider any questions submitted by Members. (The deadline for questions is 4.30 pm the Wednesday before the meeting – please contact Democratic Services by e-mailing democraticservices@swale.gov.uk or call 01795 417330).

9. Leader's Statement

Members may ask questions on the Leader's Statement. (To follow).

10. Annual Treasury Management Report 1 - 10
11. Adoption of the International Holocaust Remembrance Alliance definition of antisemitism 11 - 14
12. Recommendations for Approval

Council is asked to note the recommendations from the following meetings, as they are the subject of separate reports on the Council Agenda:

- (a) Minute No. 221 of the Audit Committee Meeting held on 13 September 2017
- (b) Cabinet 4 October 2017

Issued on Monday, 9 October 2017

The reports included in Part I of this agenda can be made available in **alternative formats**. For further information about this service, or to arrange for special facilities to be provided at the meeting, **please contact DEMOCRATIC SERVICES on 01795 417330**. To find out more about the work of Council, please visit www.swale.gov.uk

Chief Executive, Swale Borough Council,
Swale House, East Street, Sittingbourne, Kent, ME10 3HT

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Council		Agenda Item:
Meeting Date	18 October 2017	
Report Title	Annual Treasury Management Report 2016/17	
Cabinet Member	Cllr Duncan Dewar-Whalley, Cabinet Member for Finance & Performance	
SMT Lead	Nick Vickers, Chief Financial Officer	
Head of Service	Nick Vickers, Chief Financial Officer	
Lead Officer	Olga Cole, Management Accountant	
Key Decision	No	
Classification	Open	
Forward Plan	Reference number	

Recommendations	1. To approve the Treasury Management stewardship report for 2016/17.
	2. To approve the prudential and treasury management indicators within the report.

1. Purpose of Report and Executive Summary

- 1.1 The Council's treasury management activity is underpinned by the Chartered Institute of Public Finance and Accountancy's (CIPFA's) Code of Practice on Treasury Management ("the Code"), which requires local authorities to produce annual Prudential Indicators and a Treasury Management Strategy Statement on the likely financing and investment activity. The Code also recommends that members are informed of treasury management activities at least twice a year.
- 1.2 Treasury management is defined as "the management of the local Council's investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks".
- 1.3 Overall responsibility for treasury management remains with the Council. No treasury management activity is without risk; the effective identification and management of risk are integral to the Council's treasury management objectives.
- 1.4 This report:
 - is prepared in accordance with the revised CIPFA Treasury Management Code and the revised Prudential Code;
 - details the implications of treasury decisions and transactions;

- gives details of the outturn position on treasury management transactions in 2016/17; and
- confirms compliance with Treasury limits and Prudential Indicators.

1.5 This report was submitted to the Audit Committee on 13 September 2017.

2. Background

Borrowing Requirement and Debt Management

2.1 The overall borrowing position is summarised below:

	Balance on 31/3/2016 £000's	Movement in Year £000's	Balance on 31/3/2017 £000's
Capital Financing Requirement	4,770	-240	4,530
Other Long Term Liabilities (cost of leases for equipment)	-550	+166	-384
Borrowing Capital Financing Requirement	4,220	-74	4,146

2.2 The Council undertook no borrowing in the year but full Council did agree in February 2017 that the Council could borrow externally up to £60m to fund regeneration activity. The funding of the Sittingbourne Town Centre regeneration project and the Sittingbourne Multi-Storey car park will be the first call on borrowing.

2.3 In 2016/17 all borrowing was internally financed.

Investment Activity

2.4 The Council holds significant investment funds, representing income received in advance of expenditure plus balances and reserves held. During 2016/17, the Council's investment balances ranged between £28 and £50 million due to timing differences between income and expenditure. The Council held average daily cash balances of £38m during the year - this is an increase of £2m on the previous year. The year-end investment position is shown below.

Counterparty	Long-Term Rating	Balance Invested at 31 March 2017 £'000
Svenska Handelsbanken	Aa2	3,000
Santander Bank	Aa3	3,000
Lloyds Bank	A1	3,000
Nationwide Building Society	Aa3	3,000
HSBC Bank	Aa2	3,000
Leeds Building Society	A2	1,500
Close Brothers	Aa3	1,500
BNP Paribas Money Market Fund	Aaa-mf	3,000
Morgan Stanley Money Market Fund	Aaa-mf	2,520
Black Rock Money Market Fund	Aaa-mf	3,000
CCLA Property Fund		3,000
Total		29,520

2.5 The Communities and Local Government's (CLG's) Guidance on Investments, revised during 2009/10, reiterated security and liquidity as the primary objectives of a prudent investment policy. Although the Guidance became operative on 1 April 2010, its principal recommendations run parallel to the credit risk management requirements in the revised CIPFA Treasury Management Code. In the revised Guidance, Specified Investments are those made with a body or scheme of "high credit quality". Both the Guidance and the revised Treasury Management Code emphasise that counterparty credit criteria should not rely on credit ratings alone but should include a wider range of indicators. The revised Code nonetheless requires that ratings assigned by all three rating agencies – Fitch, Moody's and Standard & Poor's – be taken into account and the lowest rating be used.

2.6 The criteria applied by the Chief Financial Officer for the approval of a counter party for deposits are:

- Credit rating - a minimum long-term of A-;
- Credit default swaps;
- Share price;
- Reputational issues;
- Exposure to other parts of the same banking group; and
- Country exposure.

2.7 The investments permissible by the 2016/17 Treasury Strategy were:

Investment Instruments (in sterling)	Limits and Maturity dates
Debt Management Office (Debt Management Account Deposit Facility) and Treasury Bills	Unlimited
Major UK banks / building societies. (Barclays, HSBC, Lloyds Banking Group, RBS Group, Santander UK, Nationwide, Standard Chartered) unsecured deposits	£3m
Svenska Handelsbanken unsecured deposits	£3m
Leeds Building Society unsecured deposits	£1.5m
Close Brothers unsecured deposits	£1.5m
Major overseas banks unsecured deposits (to be determined based upon Arlingclose advice)	
Netherlands: Bank Nederlande Gemeeten, Rabobank	
Singapore: OCBC, UOB, DBS	
Sweden: Nordea Bank	£1.5m limit per bank, £3m country limit
Denmark: Danske Bank	
USA: JP Morgan Chase	
Australia: Australian and New Zealand Banking Group, Commonwealth Bank of Australia, National Australian Bank Ltd, Westpac Banking Corp	
Canada: Bank of Montreal, Bank of Nova Scotia, Canadian	

Investment Instruments (in sterling)	Limits and Maturity dates
Imperial Bank of Commerce, Royal Bank of Canada, Toronto Dominion Bank	
Short Term Money Market Funds	£3m each
CCLA LAMIT Local Authority Property Fund	£3m
Supranational Bonds	£6m in aggregate
Corporate Bond funds and Corporate Bonds	£3m in aggregate
Covered Bonds	£9m in aggregate with £3m limit per bank
Absolute return funds	£3m in aggregate
Equity income funds	£3m in aggregate
Cash Plus Funds and Short Dated Bond Funds	£1.5m each, £3m in aggregate

2.8 The maximum duration for deposits is 13 months. The Chief Financial Officer in consultation with the Cabinet Member for Finance & Performance may consider longer duration. Bonds can be purchased with a maximum duration of five years.

External Context

- 2.9 UK inflation had been subdued in the first half of 2016 as a consequence of weak global price pressures, past movements in sterling and restrained domestic price growth. However the sharp fall in the Sterling exchange rate had an impact on import prices which, together with rising energy prices, resulted in CPI rising from 0.3% year on year in April 2016 to 2.3% year on year in March 2017.
- 2.10 In August 2016 the Bank of England's Monetary Policy Committee (MPC) cut the Bank Rate to 0.25% and embarked on further gilt and corporate bond purchases as well as provide cheap funding for banks via the Term Funding Scheme to maintain the supply of credit to the economy.
- 2.11 Despite growth forecasts being downgraded, economic activity was fairly positive and GDP grew 0.6%, 0.5% and 0.7% in the second, third and fourth calendar quarters of 2016. The labour market also proved resilient, with the International Labour Organisation unemployment rate dropping to 4.7% in February, its lowest level in 11 years.
- 2.12 Following the referendum result, gilt yields fell sharply across the maturity spectrum on the view that Bank Rate would remain extremely low for the foreseeable future. After September there was a reversal in longer-dated gilt yields which moved higher, largely due to the MPC revising its earlier forecast that Bank Rate would be dropping to near 0% by the end of 2016.
- 2.13 Money market rates for overnight and one week periods remained low since Bank Rate was cut in August. 1 and 3 month LIBID rates averaged 0.36% and 0.47% respectively during 2016/17. Rates for 6 and 12 months increased between August and November, only to gradually fall back to August levels in March, they averaged 0.6% and 0.79% respectively during 2016/17.
- 2.14 On the advice of Arlingclose, new investments with Deutsche Bank and Standard Chartered Bank were suspended in March 2016 due to the banks'

relatively higher credit default swap (CDS) levels and disappointing 2015 financial results. The Council's deposits with Standard Chartered matured in May 2016. Standard Chartered was reintroduced to the counterparty list in March 2017 following its strengthening financial position, but Deutsche Bank was removed altogether from the list.

2.15 The Council's reserves have increased significantly in recent years due primarily to underspends arising from higher fees and charges income and savings on major contracts, and a surplus on business rates. With Revenue Support Grant disappearing completely from 2020 the Council is in a transition stage to being self-financing. Suitable use of reserves is of fundamental importance in supporting this process and allowing the Council to invest in assets which will give long-term revenue streams which are far higher than the returns likely in the foreseeable future from bank and other deposits.

2.16 The deposits for the year are summarised below:

Investments	Balance on 31/3/16 £'000	Investments Made £'000	Maturities £'000	Balance on 31/03/17 £'000	Average Rate %	Average Life (days)
Short Term Investments	25,375	192,785	(191,640)	26,520	0.68	58
Long Term Investments	1,500	1,500	0	3,000	4.47	Undated
TOTAL INVESTMENTS	26,875	194,285	(191,640)	29,520		
Increase/ (Decrease) in Investments				2,645		

The £3m long-term investment shown in the table above is the Council's investment in the CCLA Property Fund.

2.17 In keeping with the CLG's Guidance on Investments, the Council maintained a sufficient level of liquidity through the use of Money Market Funds, overnight deposits and the use of call accounts.

2.18 The Council sought to optimise returns commensurate with its objectives of security and liquidity. Short-term money market rates remained at very low levels as did rates for short-term bank deposits.

2.19 The Council's budgeted investment income for 2016/17 was £100,000 and the actual income received was £258,000. Of this additional return of £158,000 £53,424 is attributable to a higher level of balances and £104,576 is due to the investment in the CCLA Property Fund, the income return on which was 4.47% in the year. The Council's best performing investment in 2016/17 was its £3m of externally managed property fund. Because this investment has no defined maturity date, but is available for withdrawal after a notice period, their performance and continued suitability in meeting the Council's investment objectives is regularly reviewed. In light of its strong performance and the Council's latest cash flow forecasts, investment in this fund has been maintained for the 2017/18 financial year.

Compliance with Prudential Indicators

- 2.20 The Council has complied with its Prudential Indicators for 2016/17 which were set as part of the Treasury Management Strategy agreed by Council in February 2016.
- 2.21 In Appendix I the outturn position for the year against each Prudential Indicator is set out.

Treasury Advisers

- 2.22 Arlingclose has been the Council's treasury advisers since May 2009. Following a tendering process, Arlingclose were reappointed in 2015. Officers of the Council meet with them regularly and high quality and timely information is received from them.

3. Proposal

- 3.1 Members are asked to approve the report.

4. Alternative Proposals

- 4.1 No alternative proposals have been considered and compliance with the CIPFA Code is mandatory.

5. Consultation Undertaken

- 5.1 Arlingclose have been consulted.

6. Implications

Issue	Implications
Corporate Plan	Supports delivery of the Council's objectives.
Financial, Resource and Property	The Council's Treasury Strategy is agreed annually as part of the budget process.
Legal and Statutory	Need to comply with CLG guidance on treasury management.
Crime and Disorder	Not relevant to this report
Sustainability	Not relevant to this report
Health and Wellbeing	Not relevant to this report
Risk Management and Health and Safety	Not relevant to this report
Equality and Diversity	Not relevant to this report

7. Appendices

7.1 Appendix I: Treasury Management and Prudential Indicators

8. Background Papers

None

Treasury Management and Prudential Indicators for 2016/17

1. Introduction

The Local Government Act 2003 requires the Authority to have regard to the Chartered Institute of Public Finance and Accountancy's Prudential Code for Capital Finance in Local Authorities (the Prudential Code) when determining how much money it can afford to borrow. The objectives of the Prudential Code are to ensure, within a clear framework, that the capital investment plans of local authorities are affordable, prudent and sustainable, and that treasury management decisions are taken in accordance with good professional practice. To demonstrate that the Authority has fulfilled these objectives, the Prudential Code sets out the following indicators that must be set and monitored each year.

This report compares the approved indicators with the outturn position for 2016/17. Actual figures have been taken from or prepared on a basis consistent with, the Authority's statement of accounts

Capital Expenditure: The Authority's capital expenditure and financing may be summarised as follows.

Capital Expenditure and Financing	2016/17 Estimate £'000	2016/17 Actual £'000	Difference £'000
Total Capital Expenditure	4,658	2,954	1,704
Capital Receipts	706	243	463
Government Grants	3,447	2,482	965
Reserves	505	229	276
Total Financing	4,658	2,954	1,704

Capital Financing Requirement: The Capital Financing Requirement (CFR) measures the Authority's underlying need to borrow for a capital purpose.

Capital Financing Requirement	31/03/17 Estimate £'000	31/03/17 Actual £'000	Difference £'000
Total CFR	4,488	4,530	(42)
Less: Other Long Term Liabilities	(382)	(384)	2
Borrowing CFR	4,106	4,146	(40)
Less: External Borrowing	0	0	0
Cumulative Maximum External Borrowing Requirement	4,106	4,146	(40)

External borrowing: as at 31st March 2017 the Council did not have any external borrowing.

Operational Boundary for External Debt: The operational boundary is based on the Authority's estimate of most likely (i.e. prudent but not worst case) scenario for external debt. It links directly to the Authority's estimates of capital expenditure, the

Treasury Management and Prudential Indicators for 2016/17

capital financing requirement and cash flow requirements, and is a key management tool for in-year monitoring. Other long-term liabilities comprise finance lease, and other liabilities that are not borrowing but form part of the Authority's debt.

Operational Boundary and Total Debt	31/03/17 Boundary £'000	31/03/17 Actual Debt £'000	Complied
Borrowing	30,000	0	✓
Other long-term liabilities	382	384	x
Total Operational Boundary	30,382	384	✓

Authorised Limit for External Debt: The authorised limit is the affordable borrowing limit determined in compliance with the Local Government Act 2003. It is the maximum amount of debt that the Authority can legally owe. The authorised limit provides headroom over and above the operational boundary for unusual cash movements.

Authorised Limit and Total Debt	31/03/17 Boundary £'000	31/03/17 Actual Debt £'000	Complied
Borrowing	35,000	0	✓
Other long-term liabilities	2,000	384	✓
Total Authorised Limit	37,000	384	✓

The Chief Financial Officer confirms that there were no breaches to the Authorised Limit and the Operational Boundary during 2016/17.

Ratio of Financing Costs to Net Revenue Stream: This is an indicator of affordability and highlights the revenue implications of existing and proposed capital expenditure by identifying the proportion of the revenue budget required to meet financing costs, net of investment income.

Ratio of Financing Costs to Net Revenue Stream	31/03/17 Estimate %	31/03/17 Actual %	Difference %
General Fund Total	1.51	1.11	0.4

Adoption of the CIPFA Treasury Management Code: The Authority adopted the Chartered Institute of Public Finance and Accountancy's *Treasury Management in the Public Services: Code of Practice 2011 Edition* in February 2012.

Interest Rate Exposures: This indicator is set to control the Authority's exposure to interest rate risk. The upper limits on fixed and variable rate interest rate exposures, expressed as the proportion of net interest payable was:

Treasury Management and Prudential Indicators for 2016/17

Interest Rate Exposures	31/03.17 Actual %	2016/17 Limit %	Complied
Interest on fixed rate investments	-61	-100	✓
Interest on variable rate investments	-39	-100	✓

As the Council has no borrowing, these calculations have resulted in a negative figure.

Maturity Structure of Borrowing: This indicator is set to control the Authority's exposure to refinancing risk. The upper and lower limits on the maturity structure of fixed rate borrowing were:

	31/03/17 Actual %	Upper Limit %	Lower Limit %	Complied
Under 12 months	0	100	0	✓
12 months and within 24 months	0	100	0	✓
24 months and within 5 years	0	100	0	✓
5 years and within 10 years	0	100	0	✓
10 years and above	0	100	0	✓

Principal Sums Invested for Periods Longer than 364 days: The purpose of this indicator is to control the Authority's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long-term principal sum invested to final maturities beyond the period end were:

	2016/17 £'000
Actual principal invested beyond year end	3,000
Limit on principal invested beyond year end	10,000
Complied	✓

Investment Benchmarking

Average Actual Return on investments 2016/17	Original Estimate Return on Investments 2016/17	Average Bank Rate 2016/17	Average 7 day LIBID Rate 2016/17
0.68%	0.27%	0.34%	0.20%

Council Meeting	
Meeting Date	18 October 2017
Report Title	Adoption of the International Holocaust Remembrance Alliance definition of antisemitism
Cabinet Member	Cllr Bowles, Council Leader
SMT Lead	Mark Radford, Chief Executive
Head of Service	David Clifford, Policy Manager
Lead Officer	David Clifford, Policy Manager
Key Decision	No
Classification	Open
Recommendations	Council is recommended to <i>adopt</i> the International Holocaust Remembrance Alliance definition of antisemitism cited at paragraph 3.1.

1 Purpose of Report and Executive Summary

- 1.1 This report invites council to adopt the International Holocaust Remembrance Alliance’s definition of antisemitism, in line with central government’s recent decision to do so and its encouragement of local authorities to follow suit. This is intended primarily as a clear signal of the council’s intolerance for antisemitism.

2 Background

- 2.1 The International Holocaust Remembrance Alliance (IHRA) is an intergovernmental body whose purpose is to place political and social leaders’ support behind the need for holocaust education, remembrance and research. It was initiated in 1998 by former Swedish prime minister Göran Persson and currently has 31 member countries, including the UK. The national government of each country appoints a national delegation composed of both government representatives and national experts.
- 2.2 By way of a first step towards fighting antisemitism, the IHRA developed and adopted a standard definition of the phenomenon in May 2016. In December that year, the UK government became one of the first in the world formally to adopt the definition, and the secretary of state for communities and local government has recently written to all local authorities to encourage them to follow suit.

3 Proposals

- 3.1 The IHRA definition of antisemitism is as follows:

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

- 3.2 Swale Borough Council has long striven to ensure that as both a service provider and an employer it acts in a way which respects human diversity and, in line with its legal obligations, promotes equality of treatment between people with different personal characteristics.
- 3.3 The foreword to the latest version of the council's corporate equality scheme states that 'we view equality, human rights and good relations between people as something that affects us all, regardless of our backgrounds, and we are committed to working closely with all those who are interested in, or affected by, our work'.
- 3.4 The adoption of a formal definition of antisemitism might generally be expected to occur at the same time as a review of the overall equality scheme, but the next review of this is not now scheduled until 2020.
- 3.5 Council is therefore **recommended** at this stage formally to adopt the IHRA definition of antisemitism as cited in paragraph 3.1 above.

4 Alternative Options

- 4.1 The formal adoption of the IHRA's definition of antisemitism is intended primarily as a clear signal of the council's intolerance for antisemitism as part of its more general intolerance for any form of racism or discrimination based on personal characteristics. However, adoption of the definition is not mandatory and the council is entirely at liberty to decide not to adopt it.

5 Consultation Undertaken or Proposed

- 5.1 A significant level of consultation was undertaken on the council's general approach to equality and diversity during 2016 when the corporate equality scheme was being updated. This included both general consultation with the public and bespoke engagement with community activists representing people with specific personal characteristics. Nothing in this report would be contrary to the overall tenor of consultation responses received .

6 Implications

Issue	Implications
Corporate Plan	Adoption of the IHRA definition would support the council's corporate priority theme 'A council to be proud of'.
Financial, Resource and Property	Given that adoption of the IHRA definition is intended primarily to send a signal, it is not expected that there will be any financial, resource or property implications.
Legal and Statutory	Adoption of the IHRA definition would support the council in continuing to meet its legal obligations under the Equalities Act and Human Rights Act.
Crime and Disorder	Swale already works actively with community safety partners to inhibit the incidence of hate crime within the borough. Adoption of the IHRA definition of antisemitism could help to clarify whether an incident does or does not fall into this category.
Environmental Sustainability	No implications identified at this stage.
Health and Wellbeing	No implications identified at this stage. For the implications in respect of hate crimes, see 'Crime and Disorder' above.
Risk Management and Health and Safety	No implications identified at this stage.
Equality and Diversity	The council is already actively engaged in promoting respect for human diversity and equal treatment for all. Its corporate equality scheme 2016-2020 includes four overarching objectives to support the council in meeting its legal and moral obligations as both a service provider and an employer. Adoption of a formal definition of antisemitism is fully in line with these obligations and objectives.
Privacy and Data Protection	No implications identified at this stage.

7 Appendices

7.1 There are no appendices.

8 Background Papers

8.1 There are no background papers.

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