

Supporting your Jewish students



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Thank you

Thank you for taking part in UJS' antisemitism awareness training programme.

Antisemitism is unfortunately on the rise and at record levels in the UK. We hope our training has given you the understanding to help tackle it on campus. Receiving antisemitism awareness training is just the beginning, and this booklet aims to and give you all the details and contacts you need to follow up on the training.

Included you will find further information on organisations who can advise you as well as how you can support Jewish students on your campus.

As well as the organisations listed later on, you can always get in touch with us:

www.ujs.org.uk

info@uj.org.uk

020 7424 3288

 @UJS_UK

Trigger Warning - Some of the content in this booklet contains antisemitic imagery that some readers may find upsetting.

About the Union of Jewish Students (UJS) of the UK and Ireland

We are UJS: the democratic, representative body for Jewish students in the UK and Ireland. We operate in the same way as other unions; we elect our President annually and vote on policy at our annual conference.

We are the voice of over 8,500 Jewish students, spanning 69 Jewish Societies (J-Socs) on campuses across the UK and Ireland. We are traditional, progressive, cultural and spiritual; we come from the left, centre and right and can be found across religious and political spectrums.

Together we create and deliver powerful campaigns; fighting prejudice, advancing inclusion, and inspiring education and action on the issues that matter to us.

Locally, nationally and internationally, we run diverse and dynamic programmes; provide access to kosher food and accommodation; and passionately engage with Israel, interfaith, and social action projects.

For more than a century, we've been leading, defending and enriching Jewish student life across the UK and Ireland, and we're proud to be the voice of Jewish students.

“UJS support and advocate for the rights and needs of Jewish students in the UK. The session they delivered was very informative and relevant. They created an environment where we felt safe and open to discuss topics and ask those taboo topics in society. We left knowing the basics of how to support our Jewish students and left questioning what more can be done”

Samira-Caterina Monteleone

President of Essex University Students' Union 2021-2022



About the Community Security Trust (CST)

The Community Security Trust (CST) is a charity that protects British Jews from antisemitism and terrorism. CST are proud to be recognised by the Police and Government as a unique model of best practice for faith communities.

CST provides security advice and training for Jewish communal organisations, schools and synagogues, as well as approximately 8,500 students. CST secures over 650 Jewish communal buildings and approximately 1,500 communal events every year. CST has dedicated Student Security Coordinators who support Jewish students on all UK university campuses each year.

In addition, CST has monitored levels of antisemitism in the UK since 1984, and publishes biannual antisemitic incident reports.

With heightening pressures on Jewish students in light of the current threat to the UK Jewish community, the CST-UJS relationship is hugely valuable. CST trains students in awareness of antisemitism, helps them run safe events and liaises between universities, police and students in case of incidents.

In case of emergency call the police on 999 then CST on 0800 032 3263.



“Our community is indebted to CST for the comprehensive protection the organisation provides, which sadly is so very necessary at this time.”

Chief Rabbi Ephraim Mirvis

Chief Rabbi of the United Hebrew Congregations of the Commonwealth

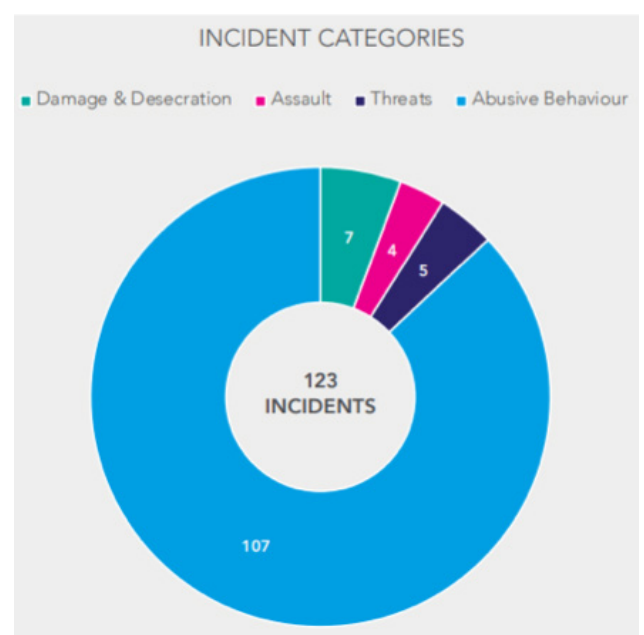
Campus Antisemitism

Antisemitism across the UK has been growing nationally since 2015, with the third largest number of recorded incidents in 2020 of 1,668. The CST produced a report into 'Campus Antisemitism in Britain 2018-2020' which discusses the rise of anti-Jewish hatred on campus. Specifically, in 2018/19 there were 58 incidents, 65 in 2019/20 and 102 in the 2020/21 academic year.

The report also gives 5 recommendations to what Universities and Student Unions can be doing to support Jewish students. They focus on ensuring a fit for purpose and fair complaints procedure. Many Jewish students are not comfortable to make formal complaints about antisemitic incidents, because they do not trust the procedure to handle it fairly. Here is a summary of the recommendations:

1. **Appropriate definition** – Adopting the IHRA definition of antisemitism to ensure a common and accepted standard to measure antisemitism.
2. **Third party reporting** – Allow third party organisation to report on the students' behalf to further supports Jewish students to come forward about antisemitic incidents.
3. **Timing of complaints** – Have an adequate and reasonable time frame for universities to respond and resolve complaints e.g., 90 days according to the OIA good practice framework.
4. **The Burden of proof** – Put measures in place to reduce the victims being forced to provide all the evidence, discouraging them to report.
5. **Ensuring impartiality** – Develop and independent process for complaints of discrimination which involves staff and academics, and even external specialist on dealing with hate crime.

The types of incidents are majority abusive behaviour both physical and verbal (2018 - 2020)



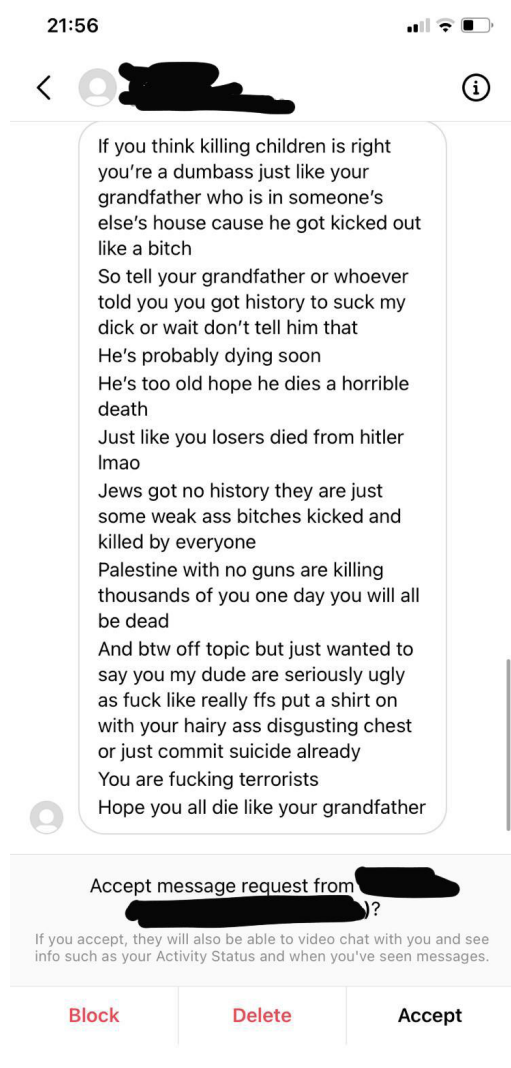
Antisemitism and Anti-Israel

When a conflict occurs in Israel and Gaza, the UK Jewish community face a wave of antisemitism, which was seen in 2011 and 2014 with record-high number of incidents.

From the 8th May 2021 - 7th June 2021, the UK Jewish community saw its most intense period of anti-Jewish hatred, again correlating to the outbreak of conflict between Israel and Gaza.

A CST report for that time period, called A Month of Hate, found that Jewish students were disproportionately affected with 61 incidents recorded.

This form of antisemitism is simple: it blames and holds responsible the UK Jewish community for events and actions occurring thousands of miles away, only because they are Jewish.



Instagram message sent to a Jewish Society in May 2021

What to do if...

There's an incident of antisemitism on campus...

Antisemitic incidents on campus take place in various forms. It could be 'Hitler was right' stickers placed on campus, it could be the use of antisemitic language or symbols from a student or representative, or it could be any number of other things. **When incidents of antisemitism take place on campus, it is important to support your Jewish students.**

In most cases, when an antisemitic incident takes place on campus, Jewish students come to UJS and/or CST to report it. When this happens, as long as we have the permission of the victim(s), we always reach out to the SU and university to work together to come to a resolution. The follow-up actions we may request vary depending on the incident. For example, if there is an incident involving stickers from National Action (a banned far-right group) on campus, we'd ask that we work together with the Police on an investigation. If there is an issue surrounding allegations of antisemitism that involve a student or staff member, we would likely ask for an official investigation to be opened.

However, there are some cases where you may spot an antisemitic incident yourselves, or a student reports an incident of antisemitism to the SU. Reporting incidents of antisemitism is vital, not only because antisemitism can only be tackled if it is measured, but it's important that organisations who understand and deal with antisemitism on campus are aware of it. If an incident happens, the best place to report it is to UJS and CST. You can report the incident to UJS by emailing us at info@ujjs.org.uk or calling us on [020 7424 3288](tel:02074243288). You can report it to CST through their website at www.cst.org.uk, by emailing campussecurity@cst.org.uk or, in an emergency, by calling [0800 032 3263](tel:08000323263). We will be able to offer support, advice and victim support.

It is also important that you work with your Jewish Society and keep them up to date with follow-up actions. This way, your local J-Soc know that you are dealing with the incident and are able to reassure members.

A swastika symbol and 'The Jews deserved it' were drawn during a White T-Shirt Party at Coventry University, 2019. The SU suspended the Society, investigated the incident and worked with UJS to support Jewish students



The Jewish Society raise concerns regarding a speaker coming onto campus...

Various societies bring speakers onto campus, including J-Socs. Sometimes, Jewish students raise concerns about particular speakers coming onto campus who may have engaged in antisemitic rhetoric or actions in the past. If it occurs, it needs to be taken seriously. At UJS, we believe **freedom of speech should be protected where possible, but it can't come at the cost of inciting others to hate**. We encourage SUs to follow the Equality and Human Rights Commission's (EHRC) guidance on free speech for HE providers and SUs.

If, under the EHRC's guidance, it is deemed appropriate to allow a speaker the right to speak on campus, we ask that the following safeguarding steps, most of which are suggested in the EHRC's guidance, are carried out:

- Appointing an independent chair to facilitate an event and make sure a range of viewpoints can be heard
- Challenging high-risk speakers with opposing views
- Filming an event to avoid unlawful speech
- Requesting to see any promotional materials before the event
- Attendance at the event by representatives from the SU. If the speaker engages in further antisemitic language at the event, the event should be stopped
- Postponing the event if necessary, to enable one or more of the steps above to be taken



A student asks about Jewish chaplains on campus...

Like all the faith chaplains on campus, the Jewish chaplains are staff whose role is to support Jewish students in any way they can. They offer support and guidance to Jewish students, educational classes on Jewish topics, but most importantly a home away from home for Jewish students. They are incredibly useful to work with if there are any issues regarding exams or lectures on Shabbat or Jewish holidays. You can find out more information, including the name and contact details for the Jewish chaplain on your campus at www.mychaplaincy.co.uk.

How to support your Jewish students

The issues faced by Jewish students are more often than not the exact same issues faced by all other students: housing, fees, issues with their course... However, unsurprisingly Jewish students, like other minority groups, do face unique challenges. Below you can find steps your SU can take in order to make your campus a better place for Jewish students and continue to be an open and inclusive body. **We really hope that you can follow up on the important step of hosting antisemitism awareness training with the recommended follow-up steps...**

Commemorate Holocaust Memorial Day (HMD)

A significant area of our work focuses on Holocaust education. Every year, we work with SUs who partner with their local Jewish Society to host events and commemorate Holocaust Memorial Day. Holocaust Memorial Day takes place on 27th January.

In partnership with the Holocaust Educational Trust, we bring speakers, particularly Holocaust survivors, to SUs to talk about their experiences. Unfortunately, the number of living Holocaust survivors fall each year, so it's vital that as many SUs as possible hear from a survivor as long as they still can. If you would like to apply to host a Holocaust survivor, contact us by October at the latest to let us know. It is of course possible to request to host a Holocaust survivor at any time during the year, but please ensure you let us know in advance for the greatest chance of us being able to facilitate this.

You can also run awareness campaigns, whether it be lighting candles in your SU building, a film screening or having a message board, there are many ways in which you can make sure your students take part in commemorating, learning about and raising awareness of the Holocaust. **It is so important that the lessons from the past are learned to ensure a more tolerant society for future generations.**

Holocaust survivor Janine Webber addresses 150 students and staff members of different faiths, backgrounds and beliefs at an event organised by Hertfordshire J-Soc



Adopt the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism in full

In order to tackle antisemitism, it must be defined. Jewish students need to know that their SU and University have robust procedures in place against antisemitism and adopting the internationally recognised working definition of antisemitism is a strong signal to your Jewish students that you take antisemitism seriously. If you would like support on how to do this, feel free to contact us. In addition, make sure you let your Jewish students know once you've adopted the IHRA definition. This definition of antisemitism has been adopted by over **100 Higher Education Institutions** and is used by UJS, CST, NUS, the Jewish community, all major political parties, the UK government, and the Crown Prosecution Service.

The definition states that “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.”

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere which could, **taking into account the overall context**, include, but are not limited to:

- Calling for, aiding, or justifying **the killing or harming of Jews** in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanizing, demonizing, or **stereotypical allegations** about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the **media, economy, government or other societal institutions**.
- Accusing Jews as a people of being **responsible for real or imagined wrongdoing** committed by a single Jewish person or group, or even for acts committed by non-Jews.
- **Denying** the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of **inventing or exaggerating the Holocaust**.
- Accusing Jewish citizens of being more loyal to Israel, or to the **alleged priorities of Jews worldwide**, than to the interests of their own nations.
- Denying the Jewish people their **right to self-determination**, e.g., by claiming that the existence of a State of Israel is a racist endeavour.
- Applying **double standards** by requiring of it a behaviour not expected or demanded of any other democratic nation.
- Using the symbols and images associated with **classic antisemitism** (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- **Drawing comparisons** of contemporary Israeli policy to that of the Nazis.
- Holding **Jews collectively responsible** for actions of the State of Israel.

Attend your Jewish Society's (J-Soc's) Friday Night Dinner or other events

As their sabbatical officers, your J-Soc would love to host you at their events. This is a great way to bond and meet with Jewish students on your campus in a social setting - whilst getting to enjoy some traditional Jewish chicken soup or perhaps a special themed or festive menu. Most J-Socs host Friday Night Dinners to bring in Shabbat (the Sabbath). Some are termly, and some J-Socs even do them weekly! However, it doesn't have to be a Friday Night Dinner. J-Socs host a wide range of events and they'd be more than happy to host you. If you'd like UJS to introduce you to your Jewish Society, feel free to get in touch.



Host 'A Lizard's Tale' play

'A Lizard's Tale' is a one man play about antisemitism and conspiracy theories. UJS delivers training sessions to SU leadership teams on antisemitism, but when it comes to educating the wider student community, we try and make it a little less formal in order to engage as many people as possible. The play is a down to earth, and humorous way of educating students about antisemitism and the conspiracy theories on where it stems from. UJS hosted this play at our Fringe event at NUS Conference 2018 (below), and we had to close the doors it was so full! We have received government funding to take this play onto campus, so please do take up this opportunity! If you'd be interested in hosting this play on campus, get in touch.



Increase Kosher food provision

Unfortunately, the list of universities which observant Jewish students can choose to go to is often limited as many universities do not offer Kosher food. This was also identified as one of the barriers to Jewish students' participation in their students' union, in research undertaken by NUS in 2017.¹

One way to make your university more inclusive and welcoming for Jewish students is to either lobby your university to provide Kosher food, or supply Kosher food in your SU shops. You can check out the 'Kosher Nosh Guide' on www.kosher.org.uk, where you will be able to see a document full of Kosher snacks you could stock.

Help students avoid clashes with lectures and exams on religious holidays

An issue regularly faced by observant Jewish students is exams being scheduled on Shabbat (Saturday), and other Jewish festivals. A similar issue faced are lectures late on a Friday afternoon, which coincides with the start of Shabbat. It's vitally important that these students are supported to find ways around these challenges.

Most universities allow Jewish students to sit any exams which clash with Shabbat or other Jewish holidays at an alternative date. It's important that SUs make sure their students are aware of the procedures around this to avoid deadlines being missed. We also encourage SUs to campaign for universities to ensure that a lecture capture system is available for lectures on late Friday afternoon, which cannot be attended by observant Jewish students. This is so Jewish students are not in a position where they're forced to choose between their religion and their education.

¹ <https://www.nusconnect.org.uk/resources/The-experience-of-Jewish-students-in-2016-17>

Jewish festival dates

The Jewish community are lucky enough (in some cases) to have a number of religious holidays spread throughout the year. Alongside Jewish holidays, Jews also celebrate Shabbat (Jewish day of rest), from sundown on Friday to sundown on Saturday. On Shabbat, observant Jewish students cannot use technology or electricity, write, travel by any means other than walking or handle money.

Different Jewish holidays have different requirements. For example, some require a similar level of obligations to Shabbat (no technology or writing and so on), some require fasting, and others have less stringent requirements. The holidays which require Shabbat-style behaviour - no 'work' permitted - are called **Yom Tovim** and are bolded in the list below. On these dates, observant Jewish students will be unable to attend lectures, sit exams or submit pieces of work.

Please note a few important things:

- There are varying levels of observance within the Jewish religion, so a solution that works for one student may not work for all others. The best thing to do is listen to each student's individual requirements and work with them to find a suitable solution.
- Days begin and end at sunset, and Jewish festivals and holy days always commence a short time before sunset and terminate at nightfall the following day – approximately a 25 hour period. Times of the commencement of the Sabbath and festivals will vary according to the season and local sunset times. Anyone wanting to avoid work on Shabbat or festivals will need to reach home in good time on the eve of the festival, in order to complete any tasks that will not be permitted once the festival starts.
- The restrictions apply equally to a student who is studying and one who is working, e.g. on a placement during their course, so the same types of considerations may need to be taken into account not only for deadline submissions, lecture attendance and so on but also in other circumstances.
- Whilst work is technically permitted on fast days, which are solemn and commemorative occasions, some students have a custom to spend these days praying and/or learning Jewish texts. Others may not refrain from work but may be unable to sit exams, for example, especially as it can be hard to concentrate.

Holiday	Dates 2021-2022	Dates 2022-2023	Dates 2023-2024	Description and notes
Rosh Hashana	Sundown Sept 6 - sundown Sept 8	Sundown Sept 25 - sundown Sept 27	Sundown Sept 15 - sundown Sept 17	The Jewish New Year
Tzom Gedaliah	Sept 9	Sept 28	Sept 18	Fast Day
Yom Kippur	Sundown Sept 15 - sundown Sept 16	Sundown Oct 4 - sundown Oct 5	Sundown Sept 24 - sundown Sept 25	Fast Day - Day of Atonement
Sukkot	Sundown Sept 20 - sundown Sept 22 Sept 23 - 27	Sundown Oct 9 - sundown Oct 11 Oct 12 - 16	Sundown Sept 29 - sundown Oct 1 Oct 2 - 6	Feast of Tabernacles
Shmini Atzeret and Simchat Torah	Sundown Oct 27 - Sundown Oct 29	Sundown Oct 16 - Sundown Oct 18	Sundown Oct 6 - Sundown Oct 8	Eighth Day of Assembly and Celebrating the Torah
Chanukah	Nov 28 - Dec 5	Dec 18 - 26	Dec 7 - 15	The festival of rededication, also known as the Festival of Lights
Fast of Esther	Mar 16	Mar 6	Mar 21	Fast Day
Purim	Sundown Mar 16 - sundown Mar 17	Sundown Mar 6 - sundown Mar 7	Sundown Mar 23 - sundown Mar 24	One of the most joyous and fun holidays on the Jewish calendar
Pesach (Passover)	Sundown Apr 15 - sundown Apr 17 Apr 18 - 21 Sundown Apr 21 - sundown Apr 23	Sundown Apr 5 - sundown Apr 7 April 8-11 Sundown Apr 11 - sundown Apr 13	Sundown Apr 22 - sundown Apr 24 Apr 25 - 28 Sundown Apr 28 - sundown Apr 30	The Feast of Unleavened Bread, commemorating the Exodus from slavery, we eat an even more restricted diet than usual
Shavuot (Pentecost)	Sundown Jun 4 - sundown Jun 6	Sundown May 25 - sundown May 27	Sundown Jun 11 - sundown Jun 13	Festival of Weeks, commemorates the giving of the Torah at Mount Sinai
Shiva Asar B'Tammuz	Jul 17	July 6	Jul 23	Fast Day
Tish'a B'Av	Aug 7	Jul 27	Aug 13	Fast Day commemorating the destruction of the two Temples

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