

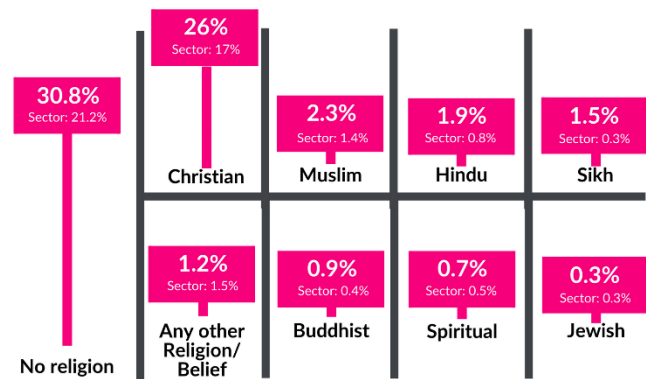
Religion and Belief

Religion and belief profile of the University

In 2018/19, 34.8% of Warwick staff disclosed a religion.

Religion and belief discrimination in law

The [Equality Act 2010](#) defines this discrimination as direct and indirect discrimination, harassment, and victimisation on the grounds of age. Religion and belief is one of the nine protected characteristics covered by the Equality Act.



Religion and belief discrimination applies to those with a religion or belief or on the basis of a lack of a religion or belief. This includes philosophical beliefs, if they are genuinely held, more than an opinion, apply to an important aspect of human life or behaviour. To be covered by the Equality Act, beliefs must not affect other people's fundamental rights.

Definitions:

- Direct discrimination: When someone is treated less favourably because of a protected characteristic.
 - By association: because of a protected characteristic a family member, friend or colleague has.
 - By perception: because of a protected characteristic they are thought to have.
- Indirect discrimination: When a practice, policy, or rule is applied to everyone but has a worse effect on some.
- Harassment: Unwanted conduct related to a protected characteristic.
- Victimisation: When someone is treated less favourably due to an allegation they made, supported, or gave evidence to.

Examples of religion and belief discrimination:

- Allocating jobs, opportunities, and tasks on the basis of religion or belief.
- Policies which require working patterns or behaviours inconsistent with a person's religions or belief (unless there is a legally justifiable reason).
- Refusing promotion based on religion or belief.
- Inappropriate jokes/'banter' on the basis of religion or belief.
- Asking staff with a religion or belief to defend religious practices, such as the wearing of hijab.
- Preventing staff from wearing particular articles of clothing or symbols related to their religion or belief (unless it is necessary for the role they are performing).

Protected Characteristic Factsheets

Is your workplace/environment and working ethics inclusive?

- Be aware of appropriate language. For example, asking “I can’t believe you actually believe this” is not appropriate.
- Speak up when ‘office banter’ goes too far.
- Do you know the location of [prayer facilities on campus](#)?
- Practicing confidentiality

What are your responsibilities?

- Challenge religion and belief discrimination.
- Lead by example.
- If you are a line manager, get to know what issues your staff are dealing with.
- Display [ED&I](#) posters and resources.
- Attend, and encourage others to attend, awareness events.
- Complete online [training](#) ([Diversity in the Workplace](#) and [Unconscious Bias](#)).

What resources are available for me, and for signposting?

- [Equality, Diversity & Inclusion webpages](#).
- [ED&I video clips](#).
- [Multi-Faith Staff Network](#).
- Your [HR](#) Advisor.
- [Chaplaincy](#).
- [Chaplaincy Reference Group](#).
- [Warwick Religions and Education Research Unit](#).

Anything else I should know about?

Dignity at Warwick

Staff can report bullying and harassment via an [anonymous form](#) or [request to meet with a Dignity Contact](#) to discuss options available. Familiarise yourself with the [Dignity at Warwick Policy](#).

Guidance documents

There are a number of guidance documents on common religions available on the ED&I webpages, including:

- [A Guide to Christianity](#).
- [A Guide to Hinduism](#).
- [A Guide to Islam](#).
- [A Guide to Judaism](#).
- [A Guide to Sikhism](#).

Fasting

Fasting is the willing abstinence or reduction from some or all food, drink, or both, for a period of time. A number of religions observe periods of fasting, including Christianity (during Lent) and Islam (during Ramadan). Learn more about how to support staff who are fasting in the [Guide to Healthy Fasting](#).

Everyone deserves respect – learn more about Respect at Warwick at

warwick.ac.uk/equalops/learnmore/respectatwarwick