



RESOURCE COLLEGE

RELIGIOUS TOLERANCE POLICY

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INTRODUCTION

RESOURCE COLLEGE (RC) is a diverse community of people many of whom have religious and other beliefs. As part of its commitment to equality and diversity and to creating a tolerant and inclusive community, the College recognises that it is important that all are treated with equal dignity and respect, which includes respect for religious or other beliefs. The College is concerned with permitting and facilitating the free practice of religion by its staff and students. This policy details the ways in which the College demonstrates respect for religious and other faith based beliefs and it covers in its scope to staff and students.

POLICY STATEMENT

The right to religious freedom means that staff and students should not be forced to act against their convictions nor restrained from acting in accordance with their convictions in religious matters in private or in public or in association with others. This right to religious freedom is given recognition through this policy. It is recognised that staff and students who celebrate a particular faith will seek to give external expression to their faith. The College does not seek to control or restrict religious activity but rather to provide a means, as described below, for its expression.

However, people while giving expression to their belief individually or in association, should be sensitive in seeking to spread their religious belief and avoid any action which suggests coercion, dishonest or unworthy persuasion. Such a manner of acting must be considered an infringement of the freedom provided and an infringement of the rights of others. Students and Employees should not be using work time to practice their religious beliefs.

POLICY CONTEXT

It is expected that everyone, and in particular those with management responsibilities within the College community will adhere to this policy and

behave in ways that are sensitive to and respectful of others religious or other faith-based belief and the ways in which faith is demonstrated or practiced. This includes visitors to the College.

Any member of the College who feels that they have been treated in ways that breach this policy should first discuss it with the Director with a view to find a resolution. If this is unsuccessful, individuals can access the procedure appropriate to their situation. However staff and students must be made aware that Eswatini is a declared Christian nation.

DEFINITION OF A RELIGIOUS OR OTHER BELIEF

For the purposes of this policy, religious or other belief is defined as any religion, religious belief or philosophical belief that has a clear belief system or profound belief that affects the way of life or view of the world of the believer. There may also be collective worship, such as in churches, mosques etc.

RELIGIOUS OBSERVANCE

Time off

All staff, regardless of their religious belief or non-belief are required to work in accordance with the contract.

For staff, Director will consider all requests in the light of workloads and the affect that any absence will have on the service. Requests will not be refused unreasonably and if refused, the Director will give reasons. Time off can normally be accommodated using annual leave, time off in lieu or exceptionally unpaid leave, especially where the leave is requested for a pilgrimage or to attend ceremonies related to births, weddings or deaths where relatives live at some distance.

Students that take time off to participate in their religious festivals will be expected to make up any missed learning opportunities.

Members of the College may also observe the traditions of their religion and pray at certain times of day. They will be able to do this provided they have made arrangements in advance with the Director as appropriate.

Arrangements that are made to facilitate such prayer will also consider the affect that they might have on others and be sensitive to those.

The College will take every reasonable effort to accommodate requests for facilities such as quiet rooms, subject to space and other constraints. Where it is not possible to accommodate requests, reasons will be given and every effort will be made to seek alternatives, which may include access to local community facilities and the Director can provide information as requested.

Dress

The College does not operate a formal dress code and it is therefore appropriate and a welcome part of our wish to express cultural diversity on campus for people to wear religious dress. Where a person is required to wear overalls, protective clothing or uniforms, these will be adapted wherever possible to enable the person to wear their religious dress without endangering their health and safety or that of others. For staff or students who will be located for work or study in clinical or laboratory spaces or workshops, particular rules or dress codes may apply and these must be complied with.

Health and safety of members of the College is the priority consideration and exceptionally where the health and safety of the person wearing the dress is compromised or that of others, it may be necessary to request that the person does not wear that dress or a particular aspect thereof. This will be handled with sensitivity and reasons given.

If there is any dispute or there is some concern about health and safety implications about a particular form of dress, the Director will advise.

The wearing of slogans and symbols on clothes which may be considered offensive, for example related to racism or sexism, will be a breach of this policy and as such may result in disciplinary action. There needs to be tolerance and recognition of the accepted symbols of religious groups.

Titles

The College may engage in many activities and research projects which in some circumstances an individual may morally object to on grounds of their religious or other belief. The College accepts that such situations may arise in such a diverse and international community. Where such a situation arises and a individual is required as part of their duties where they are a member of staff,

or in their studies for students, to undertake activities that they object to on grounds of religious or other belief, they should inform their superior

or lecturer of this. This should include the reasons why the activity they are being required to undertake are morally or on religious grounds objectionable. Every effort will be made to reorganise the duties or studies, where at all possible, to accommodate such objections. The Director will advise in such cases.

Facilities

Prayer rooms or worship space do not need to be provided but it is recognised by the College that to do so would be good practice and consistent with our aims in relation to diversity. It is recognised that if facilities are provided to one religious group then as far as possible and practical, equivalent or comparative facilities should also then be made available to others who make that request appropriate to their needs as reasonably assessed.

PRACTICAL CONSIDERATIONS

The following are some practical implications of this policy:

- Food- In providing food for events and working lunches, vegetarian options should be made available. These should be clearly labelled as such and be separate from other food items that contain meat and/or fish. Dependent on the types of event catered food it may also be appropriate to provide halal and to give due respect to those present who may be fasting. In the overall catering provision, where there is sufficient demand and it is practical to do so, food to meet religious dietary requirements will be provided.
- Drink- there should always be water and soft drinks available for all catered events. Alcohol can be provided but should be served separately.

- Prayer- Organisers of events, including conferences, should consider the provision of prayer facilities and the timing of breaks to enable people to pray should they wish.
- Examinations- Examinations should be timetabled to avoid, wherever possible, recognised religious celebrations, festivals or ceremonies and key prayer times.
- Open days- Open days should take account of the impact of religious festivals and major festivals avoided.
- Recruitment and selection- Advertising should be in ways that are accessible to a diverse audience. There should be clarity in the requirements of posts, for example if there is a requirement to handle meat or to serve alcohol. Requests to have the dates and/or timings altered on the grounds of religion should be treated sympathetically and rescheduled. Particular attention should be paid to the timings of overnight stays and facilities provided.
- Missed learning opportunities- Missed learning opportunities resulting from participation in religious festivals must be made up by the student. However lecturers can support this by ensuring that lecture notes are available and where extensions to assignment deadlines are sought, they are considered in the light of the impact of the absence.

STATUTORY RIGHTS

These regulations require that:

- a) Individuals must not be treated less favourably on grounds of religion or belief and that
- b) Practices or provision should apply equally to persons not of the same religion or belief, and
- c) Practices or provisions must not put people of the same religion or belief at a disadvantage when compared with other persons.

Behaviour that offends, intimidates, is hostile, degrading or humiliating towards a member of staff or student on the basis of their faith or faith practice or assumptions about the same will constitute harassment and will be cause for disciplinary action.