

## COURSE FACT SHEET:

# Religion and Belief

## Respecting and accommodating faith and belief in the workplace

### Religion and belief affects everyone in the workplace

What do you do when one of your staff members regularly washes his feet at work before praying and this makes his colleagues feel uncomfortable? How do you help them all handle the situation?

#### Enabling people of different beliefs to work together in harmony

The UK has a greater religious diversity than any other country in the European Union, but this is a strength, not a problem. Our training package helps organisations with the challenge of enabling people of different beliefs to work together in harmony. Developed in partnership with FaithWise, this practical but sensitive training solution from Skill Boosters, available via video, e-learning and trainer-led formats, provides guidance on best practice in the workplace and emphasises the value of an inclusive workplace.



#### Key learning outcomes

**'Religion and Belief: Respecting and accommodating faith and belief in the workplace' will enable your staff to have a better understanding of:**

- Employers' and employees' obligations under the Employment Equality (Religion or Belief) Regulations 2003
- The variety of religion and beliefs
- Religious beliefs in the workplace as being a key aspect of equal opportunities and diversity strategies
- Certain behaviours which might be unlawful and also damaging to general well-being in the workplace
- Employees who do not have religious beliefs, and the right to be respected and treated no less favourably than their religious colleagues
- The knowledge and skills necessary to work successfully as part of a diverse team

Produced by Skill Boosters in partnership with:



FaithWise provides consultancy services to government and statutory agencies, private sector corporations and large voluntary organisations on faith communities and issues.

“ I was impressed by the balanced approach, which features commentary from leading figures such as Caroline Walters of BT, who is also Chairperson of the Employers' Forum on Belief, and Nicola Dandridge, Head of Equality at Thompsons Solicitors... this package could be put to good use in an equal opportunity and diversity programme. ”

Training & Coaching  
Today Magazine



RB-CFS-0807

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Course details

#### Overview

Via a choice of video, e-learning or LIVE trainer-led formats, or a blend of all three, this course covers a comprehensive range of religion and belief topics. Aimed at employees of all levels, it has been developed to suit anybody in your organisation including: foundation level employees, HR managers, diversity specialists, trainers and advisers, senior managers/executives and operational managers/executives.

#### Course Content

This course doesn't just consider organisations' and individuals' responsibilities under the Employment Equality (Religion or Belief) Regulations 2003 - it looks beyond compliance. The course content and structure will ensure that your staff gain the knowledge and skills necessary to accommodate religious beliefs in the workplace and to work successfully as part of a diverse team.

#### Video

**Part 1 – Includes** Introducing different religions and beliefs

**Part 2 – Includes** Accommodating religion and belief in the workplace

**Part 3 –** A series of three dramatised scenarios to trigger discussion and reflection

#### E-learning

All of the above plus interactive exercises and an assessment quiz

#### LIVE trainer-led

**Includes** Recruiting irrespective of religion or belief • Ensuring non-discrimination on faith grounds • Positive actions allowed under the legislation • Integrating respect for differences of religion and belief • How to encourage employees to behave in a professional manner towards colleagues of different faiths

#### What sets Skill Boosters apart?

- Our courses consist of credible and best practice learning content developed in partnership with leading subject matter experts
- We can blend subject matter and delivery methods in a unique way
- Our training solutions can be tailored to suit the needs of your staff and organisation
- We create innovative learning technologies to deliver inspiring and accessible training solutions
- Our background and expertise in television, multimedia and education enables us to create rich media-based training solutions which engage learners throughout their learning journey
- We offer a no-obligation 'try before you buy' service

“ This effective video training package gets straight to the point, dealing with the subject matter issues in a clear, easily understandable way. ”

Mary Andrews  
Training and Development Manager  
Springboard Housing Association

#### Delivery formats available

Video with trainer notes and self-study guide.

CD-ROM and Intranet with user booklet.

LIVE in-house and public trainer-led workshops.

#### Duration

Video: 35mins.

E-learning: 60mins approx.

LIVE trainer-led: 1 day.

Please contact us for pricing options, special offers or to discuss a tailored model.



Organisations that have already invested in and reaped the benefits of this course: THORNTONS STRAND PALACE HOTEL CITROEN FOODS STANDARDS AGENCY CARDIFF UNIVERSITY BRITISH TRANSPORT POLICE HAMPSHIRE LEARNING CENTRE LO DERBYSHIRE FIRE & RESCUE SERVICE GUIDE DOGS FOR THE BLIND TESCO UNIVERSITY OF HUDDERSFIELD MERSEYSIDE IMPERIAL COLLEGE OF SCIENCE TECHNOLOGY NATIONAL PROBATION SERVICE HM LAND REGISTRY MIDDLESBROUGH NHS QUALITY IMPROVEMENT TRANSPORT FOR LONDON WEST CHESHIRE COLLEGE REMPLOY LTD NATIONAL EXPRE EUROSTAR UK LTD HIGHWAY AGENCY HM COURT SERVICE KENT COUNTY COUNCIL LONDON BUSINESS SCHOOL BA