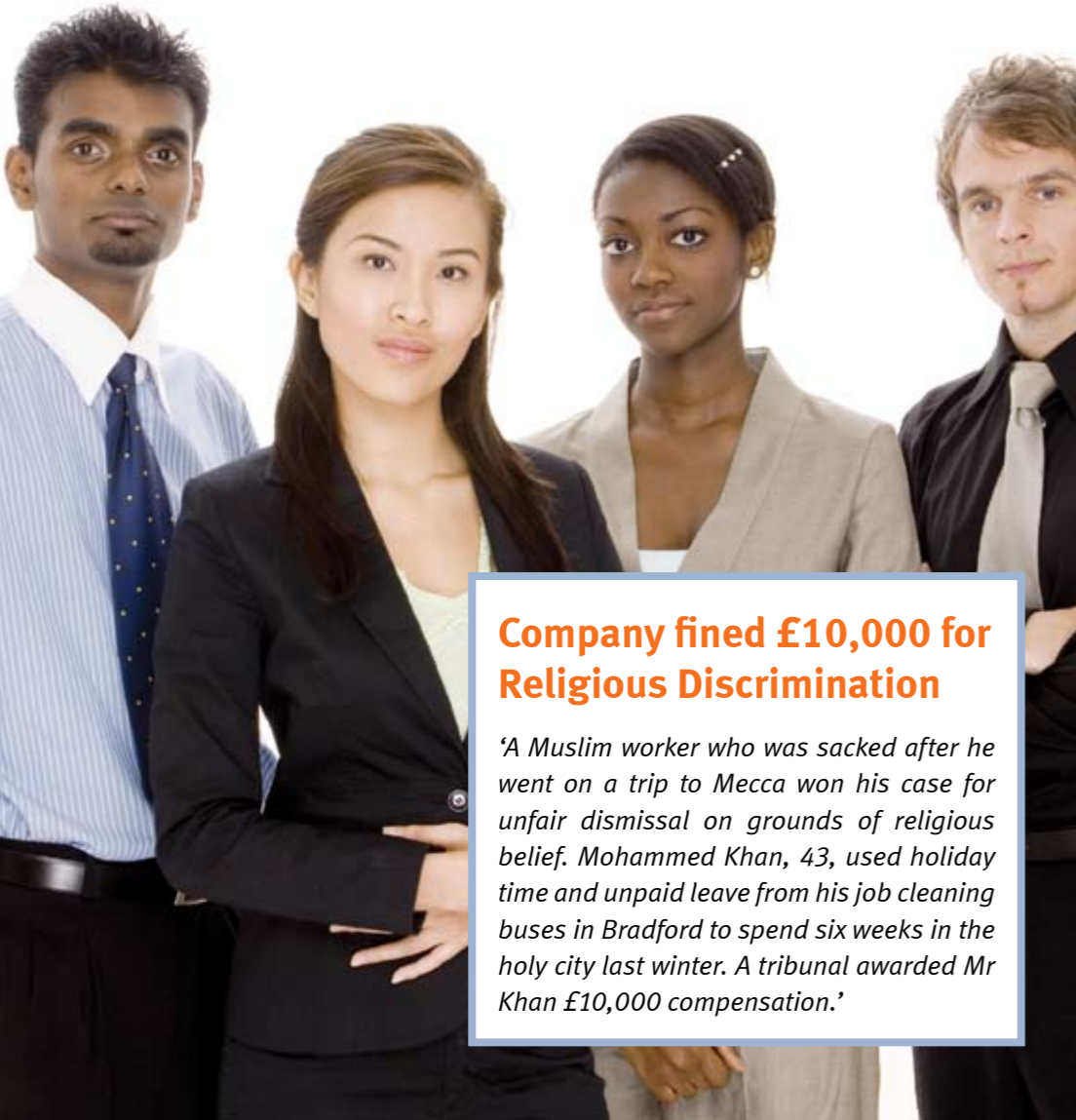


# Religion and Belief in the Workplace

The UK's leading diversity programme



## Company fined £10,000 for Religious Discrimination

*'A Muslim worker who was sacked after he went on a trip to Mecca won his case for unfair dismissal on grounds of religious belief. Mohammed Khan, 43, used holiday time and unpaid leave from his job cleaning buses in Bradford to spend six weeks in the holy city last winter. A tribunal awarded Mr Khan £10,000 compensation.'*

### Diversiton Clients include

- Astron BPS • Barking & Dagenham Primary Care Trust • BBC • Bedfordshire County Council • British Council • Chartered Institute of Personnel and Development • Chartered Institute of Public Finance and Accountancy • Copeland Borough Council • Council for the Central Laboratory of the Research Councils • Crewe & Nantwich Borough Council • Dementia Care Trust •



## ▶ diversiton Scotland

respecting diversity in the workplace



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Diversiton Scotland is a not for profit organisation under the auspices of The Edinburgh Inter-Faith Association which is a registered charity in Scotland: SCO17622

- Department for International Development
- Department of Health • General Consumer Council • GMAC-RFC Ltd • Groundwork Wigan & Chorley • Helena Housing • Lancashire County Council • Lancashire Police • Land Registry • London City YMCA • Londonwide Local Medical Committees • Manchester City Council • Merseyside Police • Motherwell College • Newsquest Ltd • North Bradford Primary Care Trust • NSH Techlogistics Limited
- Pret A Manger • Pricewaterhouse Coopers • Public Records Office • RNID Typetalk • Scout Enterprises
- South African Airways • Southwark College • Telford & Wrekin • Youth Offending Service
- TNT Logistics • Travelodge • Turner Powertrain Systems Ltd • University of Manchester • Vale Royal Borough Council • West Herts College



**dti** DTI is co-funding a specific project being undertaken by Diversiton promoting diversity and equality in the workplace

## ▶ diversiton Scotland

respecting diversity in the workplace

- Consultancy
- Training
- One to One Coaching

The UK's leading Diversity programmes

# Religion and Belief in the Workplace

The UK's leading diversity programme



## In-House Course

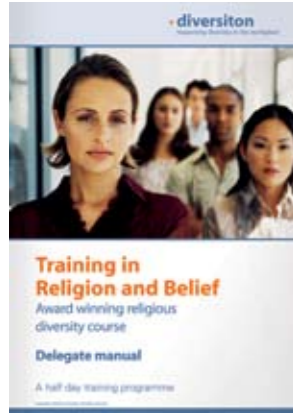
'Religion and Belief in the Workplace' is the UK's leading diversity training programme.

The half day course provides valuable help and practical support to develop greater awareness of religious diversity issues, create confidence and build capacity in your organisation to deal with individual needs - such as holidays, food, prayer, dress, etc.

The training specifically addresses the compliance requirements of The Employment Equality (Religion or Belief) Regulations 2003.

Over 500 organisations have already benefited from this training - including Businesses, Local Authorities, Government Departments, Healthcare organisations and other Public Sector bodies.

The course has received the Diversity 21 Award for training.



## Key Topics

- Belief systems and faith patterns in Great Britain – demographic changes
- Getting to know our neighbours - learning about the beliefs of different faith communities
- Overview of the equality provisions contained in the Employment Equality (Religion or Belief) Regulations 2003 - including direct and indirect discrimination, victimisation and harassment.
- Applying the regulations - the legal requirements.
- Practical considerations e.g. food, holidays, dress, prayer etc.
- Business benefits - improving efficiency and avoiding claims
- Building good relations with people of different faiths and beliefs - our role in religious diversity
- Creative thinking in religion and belief - case study
- Action plan

## Who is the training for?

This is an important course for all staff. Most organisations:

- Start with a particular department / location, or
- Choose a selection of staff e.g., managers, supervisors or human resource personnel, or
- Begin with the senior team and then work down through the organisation

## Numbers & Cost

The programme runs best with 10 or more delegates. Each delegate receives a 60 page training manual. The cost is £79 per person (with a minimum of 10 delegates).

This programme is also run as an open workshop.



# Age Diversity in the Workplace

## In-House Course

By 2011, 35% of the population will be over 55 and all of the indicators are that more people will need to continue working in life. Employers will need to consider how they can best become an employer of choice for older workers and how they can retain older workers in an increasingly competitive market-place.

This one day course comprehensively addresses the actions required to ensure full compliance with the Employment Equality (Age) Regulations 2006. The programme also provides practical suggestions on how to develop a workplace that is attractive and responsive to the needs of all workers irrespective of age.

The course which is highly participative includes practical checklists for action.



## Key Topics

What is ageism and why does it occur?

Age Discrimination – implications for employers now and in the future

The top 10 myths about older workers

Age Diversity at work – Case Studies

How to achieve an age diverse workforce

Essentials of the Employment Equality (Age) Regulations 2006

Practical case studies – what would you advise?

Developing effective employment practises – 5 key areas

Checking that your organisation is age positive

Priorities for action



## Who is the training for?

This training will benefit:

- Anyone in a Supervisory or Management role
- HR and Training Specialists

## Numbers and Costs

The workshop runs best with 8 or more delegates. Each delegate receives a training manual. The cost is £149 per person (with a minimum of 8).

This programme is also run as an open workshop.

► **diversiton**  
Scotland  
respecting diversity in the workplace



Diversiton Scotland provides consultancy, training and coaching to support all aspects of Diversity and Equality in the workplace.

We work closely with our clients to help them achieve their goals by establishing environments where difference is understood, diversity valued and individuals perform to their full potential.



We are dedicated to every client's success. This means that we take time to talk to senior managers and other stakeholders so that we fully understand their needs and are able to design the best solution to their unique situation. Through our innovative training and development interventions, we facilitate learning and help deliver real and lasting change.

We offer a wide range of workshops customised to meet the specific needs of each individual client.

*These include:*

- Valuing Diversity in the Workplace
- Managing Diversity Effectively
- Religion and Belief in the Workplace
- Age Diversity in the Workplace
- Training the Diversity Trainer
- Dealing with Harassment and Bullying
- Resolving Conflict
- Leading Change
- Building Effective Teams
- Recruitment Selection and Interviewing

The above are also available as Open Workshops

If you would like more information on any of our services, please email Fiona Mcleod: [fiona@diversitonscotland.com](mailto:fiona@diversitonscotland.com)

