



## **POLICY ON RELIGION OR BELIEF<sup>1</sup>**

### **1. Policy Statement**

#### **1.1 Statement of Intent**

The University of Bolton celebrates and values the diversity of its community and aims to create a harmonious working and learning environment where the cultural, religious and non-religious beliefs of all members of the University are respected. The University recognises the right to freedom of thought, conscience and religion, but the right to manifest beliefs is qualified by the need to protect the rights and freedoms of others. This policy aims to ensure equal treatment for everyone, of any religion or none. It is based on the principle that people have the right to their own belief system; however, they have no right to impose their views on others.

The only exceptions are as follows:

Health and safety requirements may mean that for certain activities specific items of clothing such as overalls, protective clothing, etc. need to be worn. If such clothing conflicts with religious beliefs, the

issue will be considered sympathetically by

(i) the line manager in the case of a member of staff, or

(ii) the academic supervisor in the case of a student,

with the assistance of the University Health and Safety Advisor with the aim of finding an appropriate solution.

Wearing slogans or symbols, for example t-shirts or badges, which are discriminatory (e.g. racist or sexist) or offensive is forbidden and disciplinary action may be taken.

Students undertaking an internship or placement with an external organisation are expected to observe any dress code required by the provider of the internship and placement;

Where there is a need to check the identity of a member of staff or student e.g. for University or external examination procedures or for reasons of security, verification will be carried out sensitively and by appropriate staff.

### **1.3 Religious Observance**

The University will make reasonable efforts to provide suitable space for prayer, quiet contemplation and ablution where practical.

### Students

The University will endeavour to bear in mind religious observance requirements in timetabling learning and assessment activities. However, the University must ensure that timetables operate efficiently and effectively to deliver the teaching, learning and





