



## Religion or Belief in the Workplace<sup>\*</sup>

*Religion or belief has in recent years become an ever increasing issue in the workplace. Many workplaces are made up of employees of various different religious and non-religious beliefs. Whilst employees may be open about their beliefs or not, it is important that employers do not discriminate through ignorance.*

### Legislation

The *Employment Equality (Religion or Belief) Regulations 2003* outlaw discrimination in employment on the grounds of religion or belief. The *Regulations* introduce rights in new areas to employees to protect them from prejudice, discrimination and harassment in the workplace.

### Key documents

#### **ACAS – Religion or Belief and the Workplace**

From understanding the regulations to religious observance, this helpful document provides useful advice and guidance. The resource also includes guidance on some of the more regularly practiced religions.

Available at the following link:

[http://www.acas.org.uk/media/pdf/9/j/guide\\_religionB\\_1.pdf](http://www.acas.org.uk/media/pdf/9/j/guide_religionB_1.pdf)

### Business improvement

#### **Diversity Works London - Religion or Belief Website**

Whilst produced for London, much of the information included on this useful website is relevant to employers around the UK. The website gives details of religious statistics in the UK, good practice recommendations and downloadable quiz.

Available at the following link:

<http://www.diversityworksforlondon.com/server/show/nav.006001005>

#### **The Guardian - A Guide to the New Anti Discrimination Legislation**

The website provides definitions regarding the main religions and some of the exceptions from the legislation. There is also helpful information for employers detailing how to address the new legislation.

Available at the following link:

[http://www.guardian.co.uk/society/2003/dec/02/equality\\_discriminationatwork](http://www.guardian.co.uk/society/2003/dec/02/equality_discriminationatwork)

#### **Direct Gov - Religion or Belief Discrimination**

In addition to providing an overview on the issue, this website provides recommendations for employers about how they can support employees with beliefs.

Available at the following link:

[http://www.direct.gov.uk/en/Employment/Employees/DiscriminationAtWork/DG\\_10026449](http://www.direct.gov.uk/en/Employment/Employees/DiscriminationAtWork/DG_10026449)

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<sup>\*</sup> As with other areas of equality, there is a huge amount of information about this important issue and this page cannot reflect all issues related to the subject matter. However, we hope our focus on the key legislation, leading campaigners, business improvement and good practice tips regarding religion and belief equality in the workplace are helpful.

### **Investors in People - *Equality and Diversity Handbook***

Designed to benefit all organisations, regardless of size or sector, this *Handbook* introduces the ideas behind equality, diversity and inclusion. It examines how implementing those ideas can deliver tangible benefits to an organisation.

Equally relevant to organisations working towards The Standard and beyond, this book is also a valuable guide for organisations simply wishing to develop Equality and Diversity techniques. This booklet published in 2007 is available for purchase via the [Online Shop](#).

## **Useful links and further reading**

### **Legislation**

- ***Employment Equality (Religion or Belief) Regulations 2003***  
(<http://www.opsi.gov.uk/si/si2003/20031660.htm>)

### **Useful links**

- **Equality and Human Rights Commission** (<http://www.equalityhumanrights.com>)
- **BBC** (<http://www.bbc.co.uk/religion/religions>)
- **CIPD** (<http://www.cipd.co.uk/subjects/dvsequl/relgdisc/Racereligemplmnt.htm>)