

What you need to know about  
**Religion & Belief  
Equality**



- NHS Stoke on Trent is committed to equality and human rights; these are part of our core values.
- We aim to be an inclusive organisation where everyone has a fair opportunity to fulfil their potential and have an equal opportunity to access healthcare services and improve their health.
- As an employer we are committed to promoting equality of opportunity and development for people from any religious belief, racial or ethnic background.
- We are committed to promoting equality of opportunity for access to healthcare and employment within the organisation for people of all religions and beliefs
- For the first time in 2001, the National Census collected information about religious identity and 85% of the population of England and Wales stated their religion – the two largest groups being Christian (70%) and Muslim (3%).
- In Britain today there are currently nine major faith and belief systems:
 

Christianity	Islam	Judaism
Hinduism	Sikhism	Buddhism
Jainism	Ba’hai	Zoroastrain

**Your right:**

To an environment free from racial discrimination, harassment and victimisation whether receiving care, treatment and advice from any of the services provided within the Trust or whether you are working and/or training within the Trust.



## **Your responsibilities:**

- Whilst accessing services, working in partnership with or employed within the Trust you should not discriminate on the grounds of religion or belief.
- As a member of staff, service user or partner with the Trust: to ensure that the relevant functions of the organisation do not discriminate on the grounds of religion or belief
- As a member of staff, service user or partner with the Trust: to challenge incidents of harassment, discrimination or victimisation associated with an individual's religion or belief.
- To be willing to identify and challenge religious bias and stereotyping.
- Report Religious belief/ Hate Crime to the organisation directly through the processes in place or via PARINS (details at the back of this leaflet).
- Be familiar with the organisations policies and procedures regarding race equality and reporting incidents and/or concerns (details at the back of this leaflet).
- As a member of staff; to attend training to keep up to date with relevant legislation and to promote Religious Belief Equality in all activities.
- As a member of staff, work towards mainstreaming Religious Belief Equality in all the relevant functions of the organisation.

## **Religious Belief Equality at NHS Stoke on Trent**

As an employer and service provider the trust is committed to challenging discrimination in any form.



## **Organisation Commitment for Religion and Belief Equality**

- Sustain public commitment to promote religious belief equality.
- Ensure sustainable integration of the statutory duty in commissioning, planning and delivery of its services and within staff recruitment, retention and training and development.
- Build sustainable partnerships for consultation and engagement on religious belief equality with service users, public members, partner organisations and staff.
- Continue to involve and support staff and service users to promote and deliver cultural competence in everyday practice.
- Set up systemic approaches to ethnic profiling
- Build religious belief equality into target setting and performance management systems.
- Set up systemic approaches to equality impact assess our functions, policies and services for the differential affects on the diverse community we serve.

The Trust has a Staff Faith Interest Group which is facilitated by the Equality and Human Rights Team.

All staff who have a faith and those who do not have a faith are welcomed.

The group is there to share information, best practice and create resources for educational purposes to all staff on cultural and religious events that can impact on service delivery and on employment practices.

Contact us via the Equality and Human Rights Team.

## **Legal Background**

- The employment Equality (Religion or Belief) Regulations 2003 ensure that direct and indirect discrimination, victimisation and harassment on the grounds of religion or belief are outlawed.



- The Regulations apply to all aspects of employment and the Trust has included this to be reflective within the services it provides.
- The Racial and Religious Hatred Act 2006 amends the Public Order Act 1986, to include offences involving stirring up hatred against persons on religious grounds – the legislation ensures that people are protected against harm because of their religious beliefs or lack of religious beliefs.
- Part 2 of the Equality Act 2006, Discrimination on the Grounds of Religion or Belief, came into force on 30 April 2007 and makes it unlawful to discriminate in the area of goods, facilities and services on the grounds of religion or belief.

### ***Did you know, according to the 2001 Census...***

- 41,000,000 people said they were Christian – that's over 70% of the population.
- Over 50% of the non-Christian population were muslim (that's 1.6 million people – 3% of the total population)
- 151,000 people belonged to a religious group other than the main religions. This included 32,000 Spiritualist, 31,000 Pagan, 7,000 Wicca and 4,000 Rastafarian.
- 15% of the population reported having no religion.
- Jews, Sikhs, Gypsies and Irish travellers have been recognised by the courts as racial groups for the purpose of the R.R. (A) Act 2000.

### **Direct Discrimination**

When a person treats another person less favourably than he/she would treat someone else on the grounds of their race/religious belief.

### **Indirect Discrimination**

When a condition or requirement is applied and is such that it would be harder for certain racial/faith groups to receive equality of opportunities.



## **Further information and Contact:**

For general information on race equality and to report a racial incident:

**NHS Stoke on Trent website**

**[www.stokepct.nhs.uk](http://www.stokepct.nhs.uk)**

### **Equality and Human Rights Team**

Tel: 01782 298002 [respect@stokepct.nhs.uk](mailto:respect@stokepct.nhs.uk)

### **Complaints and Compliments Department**

Tel: 01782 298000/298002

### **Human Resources Department**

Tel: 01782 298000/298002

### **Patient Advisory Liaison Service:**

Tel: 0800 783 2865

**North Staffs Race Equality Council (NSREC):** look at all aspects of discrimination. Tel: 01782 407930

### **PARINS (Partnership Against Racial Incidents North Staffordshire)**

PARINS Officer based at NSREC Tel: 01782 407930

**Forum of Faiths NSREC:** Tel 01782 407930 (Mr Perrin)

**Equality and Human Rights Commission** championing equality and human rights for all: **[www.equalityhumanrights.com](http://www.equalityhumanrights.com)**

**If you require this document in a different format or language please contact the Equality & Human Rights Team: [respect@stokepct.nhs.uk](mailto:respect@stokepct.nhs.uk)**