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Reviewed: 14 July 2016 (as part of our Race Equality Charter initiative)

<p>What is the term Race, Religion and Belief?</p>	<p>Race, Religion and Belief are ‘protected characteristics’ within the Equality Act (2010). In order to be protected under the equality legislation and the European Convention on Human Rights, a religion or belief must be recognised as being cogent, serious, cohesive and compatible with human dignity. Current legal definitions are:</p> <p>(a) “religion” means any religion (b) “belief” means any religious or philosophical belief (c) a reference to religion includes a reference to lack of religion (d) a reference to belief includes a reference to lack of belief</p> <p>Under the past Equality Act 2006, denominations or sects within a religion are also considered as religious beliefs, e.g. Catholicism and Protestantism.</p>	
<p>Examples of symbols of religions and beliefs that are common place in Scotland:</p>	<p>Baha’i faith: </p> <p>Buddhism: </p> <p>Christianity: </p> <p>Das Dharam: </p> <p>Hinduism: </p> <p>Humanism: </p> <p>Islam: </p> <p>Jainism: </p>	<p>Judaism: </p> <p>Paganism: </p> <p>Rastafarianism: </p> <p>Shinto: </p> <p>Sikhism: </p> <p>Taoism: </p> <p>Zoroastrianism: </p>

<p>Relevant legislation encouraging freedom without hatred:</p>	<p>The University Equality & Diversity Policy embraces the Public Single Equality Duty (2011) and the Equality Act (2010) which is inclusive of the:</p> <ul style="list-style-type: none"> • Equality in Employment Regulations (Religion or Belief) (2003) outlaws discrimination on the grounds of religion or belief, directly or indirectly; or to harass or victimise somebody because they have made a complaint or intend to, or if they give or intend to give evidence to a complaint of discrimination. • Race Relations Amendment Act (2000) places a statutory duty on universities to promote equal opportunity, eliminate racial discrimination and promote good relations between different racial groups. • The Human Rights Act and the European Convention on Human Rights: Article 9: Freedom of thought, conscience and religion – including the freedom, either alone or in community with others, and in public or private, to manifest one’s religion or belief, through worship, teaching, practice and observance. Article 10: Freedom of expression –the freedom to hold opinions and to receive and impart information and ideas without interference. Article 11: Freedom of assembly and association. <p>However it is a criminal offence if the practice of these rights causes discrimination or hatred as stated in Article 14; the Racial and Religious Hatred Act (2006); and the Public Order Act (1986).</p> <p>The following examples are considered as criminal Hate Crime behaviour specific to offences relating to the stirring up of racial or religious hatred:</p> <ul style="list-style-type: none"> x the use of threatening, abusive or insulting words or behaviour x the display of written material which is threatening, abusive or insulting x the publication or distribution of written material which is threatening, abusive or insulting x the public performance of a play which involves the use of threatening, abusive or insulting words or behaviour x the distribution, showing or playing of a recording of visual images or sounds which are threatening, abusive or insulting x the possession of written material or a recording of visual images or sounds which is/are threatening, abusive or insulting, with a view to their display, distribution, publication or playing
<p>Respecting people of different races, religions and beliefs and non-religion or belief:</p>	<p>Everyone has the right to be treated with dignity and respect, therefore creating an offensive environment is unacceptable, even if the person(s) responsible are unaware of the presence of anyone they are demeaning.</p> <p>Attempts by employees to use the workplace to force or impose their beliefs onto another, could amount to harassment, for example:</p> <ul style="list-style-type: none"> • Views which criticise peoples’ Sexual Orientation or Gender Identity, which if imposed upon them could be threatening and offensive.

<p>University of St Andrews information available:</p>	<p>www.st-andrews.ac.uk/hr/edi/religionbelief covering:</p> <ul style="list-style-type: none"> • Local Places of Worship • Higher Education Academy (HEA) Faith Guides <p>www.st-andrews.ac.uk/hr/edi/race covering:</p> <ul style="list-style-type: none"> • Black History Month resources • A-Z Cultural Ethnicity Religion Belief Considerations guidance • Events and Talks <p>Reporting Hate Crime: www.st-andrews.ac.uk/hr/edi/equalityact/hatecrime</p> <p>University of St Andrews Chaplaincy: Provides a place for worship and ‘Inter-Faith Steering Group’ meetings: www.st-andrews.ac.uk/chaplaincy</p> <p>Sign-posting to ESOL: www.st-andrews.ac.uk/hr/edi/race/esol</p> <p>University Global Alumni: www.st-andrews.ac.uk/alumni/alumniclubs</p> <p>University Students’ Association and Societies:</p> <ul style="list-style-type: none"> • Culture and faith: www.yourunion.net/activities/societies/societiesa-z • Student Director of Representation (sabbatical officer): www.yourunion.net/union/whoweare/sabbaticals/dorep • Students’ Representative Council Member for Racial Equality: www.yourunion.net/voice/studentrepresentativecouncil/yourofficers
<p>Information from organisations the University networks with:</p>	<p>Fife Equalities Network: www.fifedirect.org.uk + www.fifevoluntaryaction.org.uk/fife_centre_for_equalities.asp</p>  <p>FRAE Fife (supporting BME communities in Fife): www.fraefife.co.uk</p> <p>Fife Community Interpreting Service: www.fcis.org.uk</p> <p>Fife Interfaith Group: www.fifeinterfaithgroup.org.uk</p> <p>Dundee Interfaith Association: www.difa.org.uk</p> <p>Scottish HEI Network (Equality Challenge Unit supported by the SFC): www.ecu.ac.uk/get-involved/equality-networks</p> <p>Interfaith Scotland: www.interfaithscotland.org</p> <p>Scottish Parliament Cross-Party Racial Equality Group: http://www.parliament.scot/msps/97758.aspx</p>

Have your say: For guidance or comments please contact:

Email: diversity@st-andrews.ac.uk - Web: www.st-andrews.ac.uk/hr/edi

Alternative formats are available upon request.