

Northumberland College Belief Equality Statement

We recognise the individual's right to freedom of thought, conscience and religion and the right of people to manifest their beliefs where this does not infringe or compromise the rights and freedoms of others. In order to meet the requirements of the Employment Equality [Religion or Belief] Regulations 2003 we will

1. ensure that all governors, staff and students are aware of the College's position on this issue
2. actively promote the development of a tolerant community within the College based on a knowledge and understanding of different belief systems
3. meet the entitlements of staff and students relating to the practice of their religion
3. deal sympathetically with reasonable requests from staff and students for special consideration deriving from the requirements of their religion
4. seek to develop services and facilities which recognise the special requirements of different groups of staff and students which derive from their religious beliefs
5. in consultation with staff groups, produce an annual action plan¹ for development and improvement

¹ Actions relating to this aspect of the College's work will be captured into the Equality and Diversity Action Plan