

Religion & Belief Policy

LEGACY SKILLS GROUP LIMITED

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Policy Statement

Each individual has a very different value and belief system, which is almost invariably viewed in the light of a religion. This organisation believes in the individual's right to their own values, faith, religion and beliefs, no matter what form these may take. This is a particularly sensitive area for the individual and the worker. It is core to the delivery of the service that every Service User must be free to choose and to follow wherever their value, faith, religion, or beliefs leads them.

This document outlines the policy of this organisation in relation to the religion and beliefs of Service Users. This organisation believes that every Service User has the right to freedom of religion and belief, and that this includes opportunities and facilities to practice their religion. We will do everything possible to ensure that the way in which our service is delivered does nothing to compromise this right.

The Policy

- We will ensure that the information about the service that we provide to prospective Service Users informs them of their rights in respect of their religion and beliefs and of what help we can provide to further that right. We recognise that for some ethnic minorities, religion is inexorably linked with culture—and sometimes with language—and will therefore make every effort to ensure that this information is accessible, comprehensible and expressed sympathetically for all who need to understand it;
- In the course of making or considering the assessment of the needs of a prospective Service User, we will seek and record information regarding their religious needs so that we can give assurances that our workers can respond appropriately when they provide care;

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- If we honestly feel that we would not be able to provide appropriate care because of a prospective Service User's religious needs, we will advise the person and, if necessary, their care manager, relatives and representative, accordingly;
- In each Service User's plan of care we will, in collaboration with the Service User, outline what involvement, if any, the organisation expects to have in relation to the Service User's religious needs;
- We will brief all relevant staff on each Service User's religious needs, ensuring that they understand what the organisation has undertaken, and that they take all necessary steps to fulfil these elements of the care plan;
- We recognise that contacts with places of worship and fellow believers are for many Service Users an important element of their continued integration with the community; if asked to do so, we will take steps to make such continued contacts possible and meaningful;
- The staff who visit a Service User's home will respect the necessary space and privacy that the Service User needs to engage in personal religious practice such as prayer, worship, meditation or the reading of scriptures, if and when they wish to;
- If staff are involved with food preparation they will make every possible effort to observe any dietary requirements that are based on a Service User's religious beliefs, and to take account of any special requirement of the Service User in relation to festivals and anniversaries related to their faith;
- We acknowledge that at the time of dying and death religious belief and practice may assume a particular significance. If our workers are involved at such times we will try to observe any requests for special treatment, ritual, or family and community contacts that are requested, for Service Users close to death and afterwards, and for their friends and relatives;
- We recognise that for some people the expression of personal and spiritual values takes forms outside a structure of religious belief and practice. In such instances we will do everything possible to facilitate that expression in ways appropriate to the individual, in order to facilitate their maximum personal fulfilment;
- We know that some people with severe disabilities, communication difficulties, mental disorders or terminal illnesses retain a sense of the importance of their personal faith — we will respect and try to respond to this need in any appropriate way;
- We will take vigorous steps to ensure that no Service User is the subject of discrimination because of their religious beliefs or practices. A lack of respect for religious needs on the part of any member of staff will be the subject of disciplinary action;
- We will seek in the makeup of the staff group to reflect the diversity of faiths and cultures, both among Service Users and in the local community, as a way of helping our Service Users to feel accepted and respected. Applicants for posts in the organisation will not be discriminated against on the grounds of religion, and we will attempt to accommodate staff whose personal religious beliefs require them to be away from work at certain times or on specified days;

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- We see our efforts to promote appropriate responses to Service Users' religious needs as a part of our wider efforts to provide each Service User with as fulfilling and participative a lifestyle as is possible according to their personal preferences, needs and choices.

Related Guidance

Equality Act 2010

Guidance <https://www.gov.uk/guidance/equality-act-2010-guidance>

Equality and Diversity Gov.UK

<https://www.gov.uk/government/organisations/home-office/about/equality-and-diversity>

Protected Characteristics

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

ACAS

<http://www.acas.org.uk/index.aspx?articleid=1363>

Human Rights Act 1998

<https://www.equalityhumanrights.com/en/human-rights/human-rights-act>

Training Statement

All staff, during induction are made aware of the organisation's policies and procedures, all of which are used for training updates. All policies and procedures are reviewed and amended where necessary and staff are made aware of any changes. Observations are undertaken to check skills and competencies. Various methods of training are used including one to one, on-line, workbook, group meetings, individual supervisions and external courses are sourced as required.

Person responsible for updating this policy: Carol Pritchard

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