POLICY NAME: MULTI-FAITH/CONTEMPLATION/PRAYER POLICY

The College is committed to the equality of opportunity and to a proactive approach to equality, which supports and encourages under-represented groups, promotes inclusivity and values diversity.

Responsible Senior Leader	Associate Principal (Students and Welfare)
Policy Owner	Associate Principal (Students and Welfare)
Approved by	ELT
Approval date	October 2026
Next approval date	October 2028
Policy location	College Website Safeguarding, Student Guidance, Behaviour, and Intervention Hub

Equality Impact Assessment by	ELT								
Intended Audience	Staff	X	Governors	X	Students		X	External	X
Added to College website by	Communications and Equalities Officer					Date			
Added to Staff intranet by	Communications and Equalities Officer					Date			

Amendment summary

Version no.	Date	Comments	Paragraphs amended
1	2023.11.13		

Multi-Faith/Contemplation/Prayer Policy

This policy is fully compliant with the Equality Act 2010. Section 149 states that public authorities must 'advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

All college Health and Safety regulations and procedures including smoking, evacuation, lock down are adopted as part of this policy.

1. Contemplation Spaces

1.1. The establishment of prayer rooms/faith facilities/contemplation spaces are not mandatory. Despite this, the College recognises an identified need to provide availability of suitable space/facilities.

1.2. Access to our facilities, namely contemplation rooms and prayer facilities provide equality of access to all faith and non-faith groups that require them.

1.3. Associate Principal Students and Welfare has responsibility for overseeing use and maintenance of the facility.

1.4. Contemplation rooms are available in the R Building and main UR Building

1.5. Opening times of contemplation spaces are 9:00am until 4:10pm Monday to Friday

1.6. Contemplation spaces are monitored by the Student Warden and Security Warden Team for the duration of the stipulated opening hours. Staff members are able to enter the contemplation space at any time to monitor student activity or to use the contemplation space personally.

1.7. Contemplation spaces and prayer facilities are for the sole use of college students and staff, visitors are not permitted at any time

1.8. Contemplation rooms and prayer facilities should not be used to store religious material, or any other resourcing or material related to any societal grouping.

1.9. Storage facilities are provided at UR and RR for the storing of any equipment or resources required when using the rooms.

1.10. Following use, contemplation spaces and prayer facilities must be returned to their original state, this is illustrated by the photographs provided in each space

1.11. Events or activities must not be advertised in the rooms. Individuals who wish to advertise an event are required to speak to the student services team who will offer advice and guidance

1.12. The College Student Behaviour and Conduct Policy is applied in all contemplation and prayer facilities, expectations on behaviour are clearly stipulated using signage on the doors of each room.

1.13. Contemplation spaces should not be used for purposes other than its primary intention (e.g. for meetings etc).

1.14. The College will monitor the use of contemplation spaces using existing staff presence and access control systems in both rooms support this

1.15. Staff who oversee/manage facilities have sufficient training and awareness to allow them to effectively discharge the duties required of them, this includes an ability to enforce policy and/or arbitrate in disputes between groups/individuals over room use.

1.16. Access to contemplation facilities should be managed carefully to avoid an effective monopoly of use by individual groups or faiths which leads to a discouragement of others from using or seeking to use it. Where there is a concern regarding a possible monopoly situation emerging, this should be referred to the Associate Principal Students and Welfare immediately.

1.17. The contemplation spaces in both buildings are within proximity of highly populated staff areas to aid monitoring of student activity

1.18. In accordance with Equality and Human Rights Commission advice, contemplation spaces can be easily divided where lawful segregation is requested by using the panelling on movable wheels

1.19. Separate washing facilities are available at both buildings where prayer facilities have been offered.

1.20. The removal of shoes and/or headwear may be required by some faiths (in contemplation and prayer spaces) and consideration of how this is accommodated and advised to others attending is important. The Associate Principal Students and Welfare welcomes students and staff wishing to engage in conversation regarding this consideration. Equality for all student and staff groups is a priority.

1.21. Religious texts and objects are not provided by the College for use in contemplation and prayer facilities, individuals are required to bring their own if they wish to use them in the facility. As stipulated above, these must be removed by individuals/groups when not using the facility

1.22. Contemplation spaces are available for prayer and religious worship but also for quiet, reflection periods, meditation or for places of calm following issues such as bereavement or other events.

1.23. Consideration is given to how noise and intrusion upon others is managed. Group prayer (outside of Friday Prayer), the playing of music or other activities may impact upon others and is therefore not permitted. If groups wish to take part in mutual prayer, playing of music or other activities, student services should be contacted, they will consider whether or how this can be facilitated, usually through pre-booking time for such activity and advertising this (under direction of the Associate Principal Students and Welfare)

1.24. Cleaning of the facility is necessary and important to demonstrate the College's commitment to its value. Estates staff will aim to clean the facilities after 4:10pm on a daily basis Monday-Friday. However, it may be necessary for the estates team to access the facilities during the College Day, in the interests of health and safety.

1.25. Charity or other collections are not permitted in the contemplation spaces. Additionally, charity possessions are not allowed in these spaces.

2. Friday Prayers

2.1. Friday prayer facilities are offered by staff on Friday afternoon at both the R and UR main buildings, where possible (college events and lesson requirements may limit capacity).

2.2. Friday Prayers are attended by staff members on a 1:20 staff: student ratio on each site. Staff who attend Friday Prayers are responsible for monitoring the conduct of students during prayers.

2.3. Staff who volunteer to manage Friday Prayers receive training and a copy of this Policy so that they understand their responsibilities. They complete a form acknowledging that they have read and understood the training and are willing to manage the event.

2.4. In the event of staff absence, the team of volunteers work together to arrange cover for each site. In the event of the required number of staff being unavailable, the College will not be able to offer the facility, and group prayer will be unavailable onsite for that day.

2.5. Students are permitted to deliver the Sermon under the direction of the staff members present, who will have seen/heard the Sermon previously and fully understand all contents

2.6. Charity or other collections are not permitted during prayers.

3. Religious Observance

3.1. Students may not miss or be late to lessons for religious observance without exception or approval.