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**Multi-Faith Statement of Principles**

1. **INTRODUCTION**

The Multi-Faith Chaplaincy team at the University of Manchester welcomes people of all faiths and those with none. The team offers pastoral spiritual and religious care and religious guidance to staff, students and on occasion their families or guardians at the University.

The Chaplaincy team works to the University’s values of sharing **knowledge** i.e., a greater understanding of the interweaving religions, faiths and beliefs across our community. Providing **wisdom** and showing **humanity** by encompassing differences with respect and support.

Each Chaplain operates within a shared set of principles which seeks to ensure that all staff and students who access chaplaincy services receive the best possible care and support, irrespective of belief.

1. **OUR AIMS:**

The Multi-Faith Chaplaincy team at the University of Manchester will:

* Provide pastoral support (religious and spiritual care) as required, to any member of the University community, whether staff or student.
* Develop ways in which the spiritual well-being of students and staff of all faiths and none may be promoted respectfully. For example, via religious literacy training with opportunities to learn about different religions and beliefs.
* Advise and guide the University on religion and beliefs. In alignment with the Equality Act 2010 and the Public Sector Equality Duty. The Chaplaincy team will help to foster good relations across the University and maintain good practice in relation to equality and inclusivity matters.
* Advocate for the religious or spiritual needs of the student and staff community at the University and challenge injustices or discrimination e.g., Advocacy for tolerance and joint statements against religious hate crime.
* Provide guidance on religious and spiritual care matters when they are likely to impact upon the teaching, learning and research requirements of the University.
* Be a conduit between the University and the local faith community.

1. **HOW WE WILL DO THIS:**

* Provide impartial support to chaplaincy service users (staff, students, parents and guardians, visitors and stakeholders) of different faiths and none.
* Maintain confidential religious and spiritual care, in accordance with The University of Manchester’s [Confidentiality](https://www.staffnet.manchester.ac.uk/supporting-students/working-with-disabled-students/information-for-disability-coordinators/confidentiality-and-disclosure/) and [Safeguarding](https://www.staffnet.manchester.ac.uk/compliance-and-risk/safeguarding/) Policies. This may also involve signposting to appropriate internal or external organisations and services such as [Report and Support](https://www.reportandsupport.manchester.ac.uk/).
* In circumstances where there is concern about the safety or welfare of a staff member or student, or we become aware of a risk to the safety or welfare of someone else we may share information with other appropriate individuals within the University. This will, wherever possible, be done with the consent of the individual, but in some instances, we may need to share this information without gaining prior consent. This will, only be done with the best interests of the individual/s and after guidance from the Information Governance Office and in line with our confidentiality and safeguarding policies.
* Give informed and respectful responses to questions concerning beliefs, spirituality, and ethics.
* Host discussions and spiritual/religious events which are accessible to all.
* Actively dispense a mutual sense of respect and understanding between the different belief and non-belief systems across the University.

1. **EQUALITY, DIVERSITY, AND INCLUSION**

The Chaplaincy team is committed to valuing and celebrating diversity at the University. It specifically promotes respect for different faiths, traditions, and beliefs. It serves staff, students, communities, organisations, and individuals related to the University with equity, irrespective of ethnicity, religion, belief, sex/gender, disability, marital status, social class, age, or sexuality. Any form of unlawful direct or indirect discrimination, unequal treatment or unethical behaviour will be firmly challenged.

1. **WHAT SUPPORT IS AVAILABLE TO PEOPLE WISHING TO ACCESS THE CHAPLAINCY SERVICE?**

* Access to a team of chaplains (many of whom are volunteers) covering different faiths and traditions, at set times during the academic year.
* Signposting to information and organisations on faiths and traditions not covered by the chaplains, including local places of worship such as churches, mosques, synagogues and temples.
* Opportunities for discussion (including inter-faith) and reflection about spirituality, beliefs, ethics, and general personal development for staff and students
* Faith space facilities for meditation and worship.
* Collaboration with faith-based student societies.

1. **OTHER SOURCES OF INFORMATION AND SUPPORT:**

* [Student Support Services](https://www.studentsupport.manchester.ac.uk/)
* [Counselling](https://www.counsellingservice.manchester.ac.uk/)
* [Report and Support Service](https://www.reportandsupport.manchester.ac.uk/) if you have witnessed or experienced harassment or discrimination
* Staff [Networks](https://www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network/) including faith groups
* Student [Societies](https://manchesterstudentsunion.com/activities?cat=Culture) including faith groups