

Code of Conduct for University of Reading recognized Chaplains and Faith Advisors.

The University of Reading is a thriving and vibrant community, where staff and students of many different faiths and none work and study together. Chaplains/Faith Advisors contribute to building our community founded on mutual respect, openness and trust. At the University of Reading, Chaplains and Faith Advisors from different religions and denominations work alongside one another and strive for inter-religious understanding and co-operation, whilst recognising the differences that exist between and within faith groups.

As **University of Reading recognised chaplains and faith advisors** this means:

- Working positively together with other Chaplains/Faith Advisors and modelling good relations
- Working alongside, and cross-referring staff and students to, other University support services where appropriate with individuals (e.g. student welfare team)
- Respecting other people's freedom within the law to hold and express their beliefs and convictions, or their lack of belief
- Respecting the convictions of others about beliefs, values, food, dress and social etiquette and not behaving in ways which cause offence
- Working to prevent disagreement from leading to conflict
- Tolerating no violence, avoiding violent action or language, threats, manipulation, improper inducements, or the misuse of any kind of power
- Avoiding imposing ourselves and our views on individuals or communities
- Recognising that as recognized associates and guests of the University we should not act in a way to bring the University into disrepute

Avoiding any action that brings the University into disrepute. When **talking about matters of faith**, we:

- Recognise that listening is a crucial part of genuine conversations
- Are honest about our beliefs and religious allegiances
- Are able to give and respond to challenge and criticism in a respectful way
- Do not misrepresent or disparage other people's beliefs and practices
- Correct misunderstanding or misrepresentation not only of our own but also other faiths
- Are straightforward about our intentions

In matters relating to **pastoral care encounters** with people of faiths and denominations other than our own:

- We are sensitive to the expressed needs of the other and open about our own background
- We always recognise and respect differences in religious convictions
- Where appropriate, and within the boundaries of confidentiality, we make referrals to Chaplains or Faith Advisors of the respective faith or denomination

Broader Legal Context.

Universities operate in a complex legal environment and so it is vital that all individuals understand the legal framework and context that governs this area. Examples of some relevant areas of law are given below:

- Private Rights – People are entitled to protection from harassment, defamation and unlawful breach of their human rights, as well as from unfair treatment under equality law. Health and safety law, data protection and contract law may also be relevant in this context.
- Criminal Law – hate crimes, harassment, breach of the peace and terrorism all come under criminal law.
- Public law – freedom of speech and some duties under the Equality Act are captured under public law.

The University expects recognised Chaplains/Faith Advisors to act in accordance with the law and not to breach the lawful rights of others. Set out below are some examples of the University's expectations. This is not intended to be an exhaustive list of unacceptable conduct by recognised Chaplains/Faith Advisors. The University reserves the right

to refuse to recognise a Chaplain/Faith Advisor at any time if it reasonably considers there may be a breach of this code of conduct or of any legal obligation.

During the course of their involvement with the University as a Recognised Chaplain or Faith Advisor, no individual shall:

- Act in breach of the criminal law
- Incite hatred or violence or any breach of the criminal law
- Encourage or promote any acts of terrorism or promote individuals, groups or organisations that support terrorism.
- Spread hatred and intolerance.
- Discriminate against or harass any person or group on the grounds of their sex, race, nationality, ethnicity, disability, religious or other similar belief, sexual orientation, gender reassignment or age.
- Defame any person or organisation.

During the course of their involvement with the University as a recognised Chaplain or Faith Advisor, all individuals shall:

- Present ideas and opinions, in particular those that may be contentious or potentially offensive, in the spirit of academic debate, being open to challenge and question.
- Follow the University's policy on and instructions relating to health and safety, equality and diversity, freedom of speech and external speakers.

In return, the University will provide University recognised Chaplains/Faith Advisors with Associate email accounts and campus cards for the fixed term duration of their Recognition. We expect the Associate email accounts to be used for all work at the University.

I intend to follow this code in my work as a recognised University of Reading Chaplain or faith advisor.

Name Position

Signature Date

Document control

VERSION	SECTION	KEEPER	REVIEWED	APPROVING AUTHORITY	APPROVAL DATE	START DATE	NEXT REVIEW
1.1	VCO	AL	3 years	UEB	21/06/22	21/6/22	01/6/25
