

## Equality and Diversity Newsletter



June 2009

### Editor's Introduction

Welcome to the Learning World Equality and Diversity Newsletter. The newsletter aims to communicate with all our teams on important topics and to make sure that everyone is kept fully up to date with new legislation and our policies and practices.



*'Learning World is an equal opportunities training provider and welcomes applications from females and minority groups working in the industry'.  
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### Islam

Islam began in Arabia and the word Islam means 'submission to the will of God'. Follower of Islam are Muslims and there are between 1.5 and 2 million Muslims currently living in the UK. Muslims believe there is one God, named Allah. Islam was revealed to humanity by the Prophet Muhammad who was born in 570 AD in Makkah (Mecca), in Saudi Arabia. Muhammad was a deeply spiritual man and he received revelations from the angels that he believed to be the word of God. He recorded these revelations on paper and this came to form the Holy Qu'ran.



"The star and crescent moon represent the Islamic faith. The symbol is also a part of the official emblem for the International Federation of Red Cross and Red Crescent Societies.

The crescent moon and star pre-dates Islam by several thousand years, and it is thought that the symbols were in use by people living in Siberia and Central Asia when they worshipped the sun, moon and sky gods.

The crescent moon has a central function in the Muslim lunar calendar as each month begins with a sighting of the new moon.

The five points of the star are said to represent the five pillars of Islam: faith, prayer, giving to charity, fasting and pilgrimage."

#### The core beliefs of Muslims are the five Pillars of Islam:

- ☾ Declaration of faith (Shahadah)
- ☾ The duty to pray five times a day (Salat)
- ☾ Donating to charity (giving Zakat)
- ☾ Fasting during the month of Ramadan (Sawm)
- ☾ Pilgrimage (Hajj) to Mecca

#### The seven articles of faith is the belief in:

- ☾ Allah (God)
- ☾ Angels
- ☾ God's Books (the Torah, the Bible and the Qur'an)
- ☾ God's Messengers (Adam, Jesus, Moses, Abraham, Muhammad)
- ☾ The Day of Resurrection
- ☾ Destiny
- ☾ Life after Death

### Worship

The Qur'an is the holy book regarded by Muslims as the sacred word of God. Translations of the Qur'an exist in over 40 languages, however Muslims are taught to learn and recite the Qur'an in Arabic.

#### Hijab:

The principle of modesty and includes behaviour as well as dress codes.

#### Abortion:

Muslims regard abortion as wrong and forbidden.

#### Circumcision:

Muslims are the largest religious group to circumcise boys.

#### Niqab:

Refers to the piece of cloth which covers the face worn by some Muslim women

#### Halal Meat:

Animals must be slaughtered whilst pronouncing God's name .

## The Multifaith Festival Year – June 2009 to July 2009

**June 19**

**SACRED HEART OF JESUS:** The Feast of the Sacred Heart is celebrated 19 days after Pentecost by **Catholics**.



**July 13**

**ULAMBANA (OBON):** (Ancestor Day) celebrated by **Buddhists**. People visit cemeteries and make food offerings to relieve the suffering of ghosts.



**June 20**

**WORLD REFUGE DAY:** Events around the world will focus on millions of **refugees** who live without social, material or legal protection.

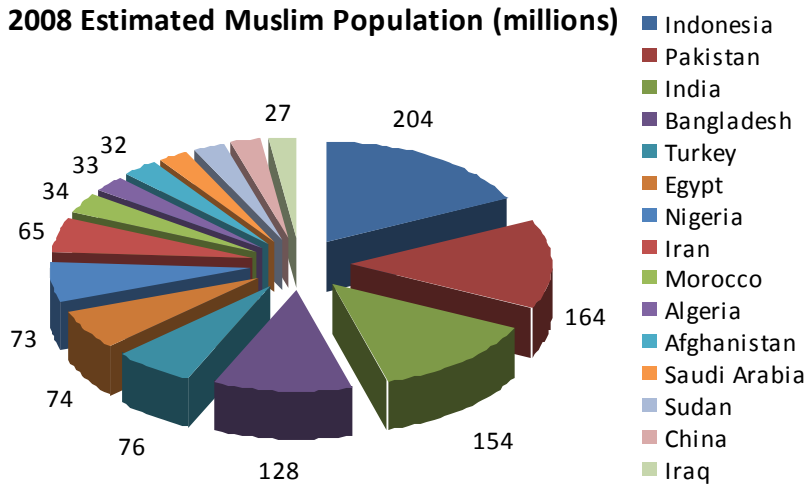


**July 20**

**LAILAT AL MIRAJ:** **Islamic** festival celebrating the story of how the Prophet Muhammad was visited by two archangels.



**2008 Estimated Muslim Population (millions)**



*Declaration of Faith:*  
"There is no God but Allah, and"

Muslims speak several languages other than English, including Urdu, Gujarati, Bengali, Punjabi, Turkish, Farsi and Hausa.

Muslim children begin to learn Arabic when they reach the age of seven.

Approximately one-fifth of the world's population today is Muslim.

### Myths and Misconceptions about Islam

*Islam oppresses women?* Most ill-treatment that Muslim women receive is based upon local cultural traditions, without any basis in the traditions of the Muslim faith. Forced marriages and abuse contradict Islamic law.

*Muslims are extremists?* The Qur'an gives a message of hope, faith and peace. Muslim leaders speak out against misinterpretations and twisted teachings.

### Islamophobia (Islam Awareness Week 15th-21st November 2009)

In 1997 the Commission on British Muslims and Islamophobia confirmed that prejudice and racism against Muslims was widespread in Britain. Misconceptions about Muslims include the belief that Muslims are 'fanatical, intolerant, and violators of human rights and anti-women'. Such misunderstanding breeds suspicion, discrimination, racism and even violence'.

from www.bbc.co.uk/religion.



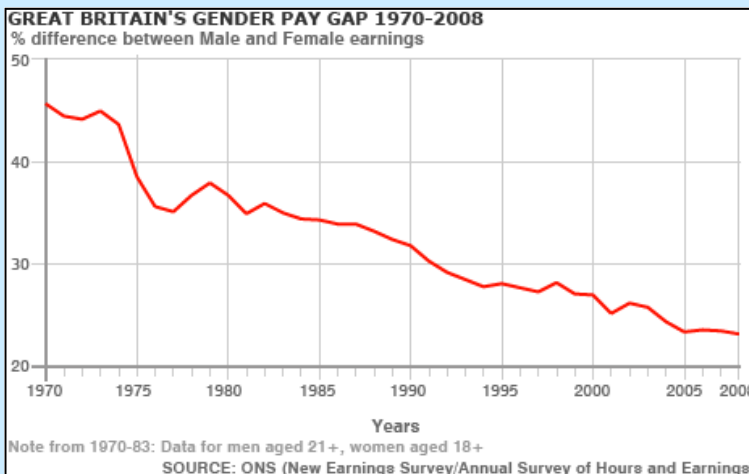
## Ramadan

**Ramadan** is a month of fasting between the hours of dawn and sunset where Muslims abstain from eating food, smoking and sexual activity in order to teach self-discipline. The month of Ramadan is a time for reflection, spending time with family and friends, prayer and doing good deeds. It also serves as a reminder of the suffering of the poor, who may struggle to find food to eat. Muslims will attempt to read the whole of the Qur'an (114 chapters), and they will attend special services in Mosques where the Qur'an is read.



**Ramadan** will start on Friday 21st August in 2009, continuing for 30 days until Saturday 19th September. At the end of fasting a celebration takes place, known as the 'Eid-ul-Fitr', where Muslims dress in their finest clothes and give presents to children. On the eve of the celebration, women and children decorate their hands with henna. It is also a time when Muslims are obliged to give money to charity.

## Equality and Diversity Update



### Gender Pay Gap

By 2013 firms who employ more than 250 staff will be required to publish the average hourly rates for both men and women. The new Equalities Bill also aims to tackle discrimination against the elderly and working class. The Minister for Equality, Harriet Harman, has pledged to, "narrow the gap between rich and poor and make Britain more equal". Statistics show that even after the introduction of the Equal Pay Act in 1970, women still earn on average 23% less per hour than men. (BBC Website)

### Disability / Reduced Mobility

A new EU law was introduced in July 2008 to promote the rights of airline passengers who have reduced mobility. The law includes helping a passenger finding a suitable seat on an aeroplane and being assisted to board an aircraft and applies to passengers who have a permanent or temporary disability or injury that requires assistance. The Disability Discrimination Act (DDA) states that if a person is disabled, it is unlawful to discriminate against them in relation to employment, access to goods, facilities and services, management buying or rent of land or property and education. (www.dls.org.uk)

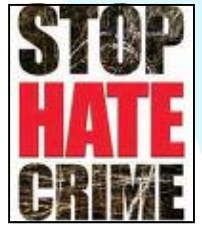


### The Single Equality Bill

The Single Equality Bill was published on 27th April 2009 with a second reading on 11 May. If passed, it will bring disability, sex, race and other grounds of discrimination under a single piece of legislation. It is expected to receive Royal Assent in the Spring of 2010 and could come into force in Autumn 2010. (www.stammeringlaw.org.uk)



## Hate Crime



Hate crime is a criminal offence which goes beyond causing offence or hostility, and is motivated by offenders who hate someone because of their race, colour, ethnic origin, nationality, religion, gender, sexual orientation or disability. According to the Home Office, hate offenders are typically young white males, (homophobic offenders are typically aged 16-20 and race offenders are, on average, under 30).

Facts and Figures from Police Records relating to hate crime (2007/08):

- 4,823 crimes were racially or religiously motivated causing injury
- 4,320 crimes were racially or religiously motivated without injury
- 26,495 cases of harassment were reported
- 4,005 cases of criminal damage were reported

### Curry Recipe

*Chicken or beef may be used in this very spicy curry*

**Ingredients:** (serves 6 - 8)

- 1 kg (2 lb) beef or 1 roasting chicken 1.75 kg (3½ lb)
- 4 cups coconut milk
- 1 cup roasted, unsalted peanuts
- 2 tablespoons fish sauce
- 15 cardamom pods
- 1 stick cinnamon, about 5 cm (2 inches)
- 1 quantity curry paste
- 3 tablespoons tamarind liquid
- 2 tablespoons lime or lemon juice
- 1-2 tablespoons palm sugar or substitute extra fish sauce if necessary

#### Method:

Cut chicken into curry pieces, or beef into large cubes. Put into a 3½ litre (6 pint) saucepan with the coconut milk, peanuts, fish sauce, cardamom pods and cinnamon.

Bring slowly to simmering point, stirring frequently with a wooden spoon. Turn heat low and allow to simmer, uncovered, until meat is tender. This should take about an hour for beef, 35-40 minutes for a roasting chicken. Do not cover at any stage or the coconut milk will curdle.

Stir occasionally during this initial cooking. Meanwhile, make the curry paste. When the meat is just tender, lift it out and simmer the coconut milk a little longer, until it is reduced by about a third. If it has already reduced considerably, do not give it this further cooking.

Stir in the curry paste, tamarind liquid, lemon juice, sugar. Return beef or chicken to pan and continue simmering until the gravy is thickened slightly. Taste and add more fish sauce if necessary. Serve with white rice.

(www.asianonlinerecipes.com)

### Word Search!

M	N	I	Q	A	B	A	T	S
U	A	R	U	F	C	B	L	P
H	L	P	R	O	P	H	E	T
A	L	L	A	H	A	L	A	L
M	Q	W	N	P	I	E	O	M
M	U	S	L	I	M	J	E	J
A	E	A	Y	S	F	C	A	K
D	Y	L	U	L	C	I	K	B
G	O	A	F	A	S	T	C	E
H	L	T	M	M	Y	A	R	P

Answers to the word search: Z Drive: Quality Improvements, Library - Equality and Diversity or send an email to fgeorge@constructionlearningworld.com for the answers.

- |             |           |
|-------------|-----------|
| 1. Muhammad | 8. Salat  |
| 2. Muslim   | 9. Mecca  |
| 3. Allah    | 10. Fast  |
| 4. Qur'an   | 11. Pray  |
| 5. Prophet  | 12. Niqab |
| 6. Halal    | 13. Hijab |
| 7. Islam    | 14. Holy  |

### Portland Training College

Portland Training College is a national residential college for people with physical difficulties. An Easter hamper raffle organised by the Quality Team raised £100 and a cheque was presented by Denise Baldwin, Quality Manager, to Julie MacKay, Events and Fundraising Executive of the college on 19th June 2009.

