

Religious Observance Policy

The School must have due regard to remove or minimise disadvantage suffered by people with a relevant protected characteristic and foster good relations between people protected by the Equalities Act. Although timetabling is done in a neutral fashion, it may potentially disadvantage certain students because of the obligations of their religion and belief. LSE is therefore required to redress this unless it can be justified as a proportionate means to achieving a legitimate aim e.g. it is the only time slot without any clashes.

1. There are three categories of events which the policy addresses:
 - Timetabled teaching events
 - Timetabled examinations
 - Other events organised by the School or Department e.g. awards ceremonies, Orientation or public events.
2. As far as practicable, teaching and assessment or School wide events should not be scheduled at the following times:
 - Friday lunchtimes – Muslim prayer time 1.00 – 2.0
 - Friday afternoons after 3.00 p.m, Michaelmas and Lent terms – Jewish Sabbath
3. Where events are scheduled at these times alternative methods of accessing the information should be provided e.g. classes or seminars at alternative times, lecture capture, pod casts or notes and handouts. Lecture capture remains at the discretion of individual faculty members and is not affected by this policy.
4. Where examinations are scheduled during religious festivals students are encouraged to inform Registry so that alternative arrangements can be investigated and implemented where possible. (i.e. current practice should apply).
5. Those students who wish to observe the Jewish Sabbath but who have a long journey which means they may not get home before sunset may submit a request for an adjustment.

Review schedule

Review interval	Next review due by	Next review start
123	00/00/00	00/00/00

Version history

Version	Date	Approved by	Notes
123	00/00/00	abc	abc
123	00/00/00	abc	abc

Links

Reference	Link
123	abc
123	abc

Contacts

Position	Name	Email	Notes
abc	abc	abc@lse.ac.uk	abc

Communications and Training

Will this document be publicised through Internal Communications?	Yes/ No
Will training needs arise from this policy	Yes/ No
If Yes, please give details	