Multi-Faith Network Terms of Reference

Version

Version	Date	Who	Comment
1.0	08/10/2021	David Law	Initial Version

Scope

A Multi-Faith Network will act as an umbrella for all faith networks, to enable individual faith networks to flourish under it.

The scope will include:

- In this document, "faith" covers "religion and belief"
- Having a Multi-Faith Network provides an extra level of staff wellbeing support
- Horizontal team building - encouraging building relationships within faiths and between other faith networks in the same business sector
- Encouraging members to contribute to the development of faith at work initiatives in their industry sector
- Support business obligations under national or local equality, diversity and inclusion legislation to protect religion and belief
- Encourage people be comfortable being open about their faith
- Provide a space to Share and Celebrate faith, allowing people to hold different viewpoints and disagree well, with civility and respect for colleagues

A Multi-Faith Network supports people of faith by enabling them to make contact with those who share their faith. This is particularly important in challenging times.

Benefits

The benefit of promoting diversity of thought and culture within businesses has long been shown to improve productivity, effectiveness, and profitability within a business, affecting business impact, organisational culture, talent and people development, community outreach and engagement across diversity & inclusion networks.

The following benefits are anticipated from a Multi-Faith Network:

- A Multi-Faith Network acts as a point of contact and information on faith matters. People with belief come with a different worldview, therefore bringing fresh insight into a company's decision making
- A Multi-Faith Network can be consulted to widen internal stakeholder input when major changes of company strategy are being developed
- A Multi-Faith Network can provide advice to inform the organisation's' expectations of its suppliers in its procurement policy
- A Multi-Faith Network can be consulted in the design of products and services to other organisations and customers
- A Multi-Faith Network can provide a faith-based view on HR policy and procedures

- A Multi-Faith Network will promote openness and inclusion within a business. Members of a faith often feel a need to hide their faith (for example, to benefit their career). This may be because of perceived attitudes about their faith by other groups
- A Multi-Faith Network will enable bridge building both internally and externally
- A Multi-Faith Network will enable employees to bring their best self to work, which benefits customers, attracts and retains great talent and brings better and diverse ideas into to the organisation.
- A Multi-Faith Network will contribute to creating a culture of a diversity of thought.

Principles

A Multi-Faith Network will be an active participant of the business Diversity and Inclusion strategy.

The principles on how a Multi-Faith Network functions will include:

- Membership of a Multi-Faith Network will be open to all. This will promote wider understanding of faith within a business
- Faith networks will be open to all to join, whether they are active members of the faith or not
- Faith networks are best when lead or represented by active members of that faith
- Multi-Faith Network will provide support to individual faith networks
- Multi-Faith Network will have senior level support and sponsorship, including a committed budget, on parity with other Diversity and Inclusion networks
- The Multi-Faith Network will be part of a wider Diversity and Inclusion group
- The Multi-Faith Network will have published Terms of Reference and Governance
- The Multi-Faith Network will work alongside other Diversity and Inclusion networks on a parity basis
- Members of other groups such as those representing BAME may also be part of a Multi-Faith Network. When items overlap the Multi-Faith Network and another network, then the opportunity for joint activities between groups should be explored; otherwise the distinction between groups should remain separate

Governance

The members of a Multi-Faith Network will agree their governance with roles possibly including some of the following:

- Company Positions
  - Business/Exec sponsor(s) – preferably senior business representative
  - Human Resources contact
  - Diversity and Inclusion Lead
- Committee Positions
  - Chairperson
  - Vice Chairperson
  - Group Secretary
  - Communications
  - Events
- Community Leads – preferably one per faith group represented
- Site Leads if the business is spread across multiple locations

A defined quorum will be required to approve decisions.

Out of Scope

A Multi-Faith Network in promoting diversity and inclusion will seek to avoid the following contentions:

- A Multi-Faith Network will not promote one faith against another
- A Multi-Faith Network will not debate international politics
- A Multi-Faith Network will not assume all faiths are interchangeable or that all members think the same