

Demystifying Islam

Tackling Islamophobia



Islamophobia is a term used to describe irrational hostility, fear, or hatred of Islam, Muslims, and Islamic culture, and active discrimination against these groups or individuals within them.

The University of Birmingham survey 2022 revealed Islamophobia is the 'posh person's prejudice' stating people from middle and upper-class occupational groups are more likely to hold prejudiced views of Islam than people from working class occupational groups.

Middle and upper class occupational groups tend to occupy senior positions in the workplace thereby potentially negatively impacting a wide range of HR practices across the employee journey from recruitment to dismissal. Despite being second generation and third generation in the workplace Muslims are disproportionately under represented. There is now enough evidence of the double penalty faced in entering the labour market of racial discrimination as well as Islamophobia.

The Equality Act 2010 includes race and religion or belief as protected characteristics which affords certain provisions to enable a person to practice their faith without fear of being discriminated against. Islamophobia has been on the rise and has been amplified by certain elements in the media and political agendas so it is important to tackle Islamophobia to prevent discrimination.

The 'War' on Talent

Following Brexit and the 'great resignation' during the pandemic, there are a number of skill shortages across every sector and industry. Conversely only 19.8% of the Muslim population are in fulltime employment when compared to 34.9% in the overall population. Whilst 7.2% of Muslims are unemployed compared to 4.0% in the overall population.

The percentage of Muslims (over 16) with 'Degree level and above' qualifications is similar to the general population (24% and 27% respectively) which suggests a great opportunity for employers to address skills shortages and retention challenges by creating workplaces that are more inclusive and attractive to Muslims.

Bite-size session

The one-hour session is an introduction, designed to tackle some of the common misconceptions that are often the drivers of Islamophobia.

Delivery emphasis will be on challenging assumptions and educating delegates to enable them to be able to distinguish between fact and fiction, to better understand Islam and Muslims more widely, to engage with their Muslim colleagues whilst creating a safe space for all involved.

There will be a mix of trainer input with short practical activities and group discussion throughout the session.

Extended learning workshop

The 2 to 3 hours session allows for more practical activities, group discussions and self-reflection.

Both options can be tailored to meet the specific requirements of your organisation (with the workshop providing an enhanced opportunity to do so) with the key component elements being:

- Tackling common perceptions held about Islam
- Representation in the media

The Benefits

For staff

The session will enable colleagues to better understand the challenges Muslims contend with in the workplace and create safe work cultures where everyone can feel like they belong and are valued

For the Organisation

Organisations will be able to demonstrate they are truly being inclusive by proactively considering minority groups within their workforce and wider stakeholders as part of their overall D&I strategy, building bridges and address misunderstandings.



Meet our Associate

Delivered by our experienced and highly skilled Associate Trainer Shakil Butt.



Shakil is a Fellow of the Chartered Institute of Personnel Development (FCIPD), the board champion for Inclusion at the CIPD and a Diversity and Inclusion specialist with over 30 years of working with diverse communities, 23 of which was working at Islamic Relief Worldwide, an international relief and development charity, at a senior level. Shakil features regularly in leading HR publications writing on a range of issues tackling racism and discrimination in the workplace.

He has extensive experience in the design and delivery of a variety of training interventions, is a skilled facilitator and an accredited Institute of Leadership Management (ILM) and Action Centred Leadership (ACL) trainer.

Shakil is well known by WME clients through his work on various diversity and inclusion workshops, allyship programmes and his work dealing with complex employee relations discrimination cases.

This session, 'Demystifying Islam: Tackling Islamophobia' has been designed from his extensive personal lived experience and he is interested in sharing this with all staff but particularly managers in a safe space to help create a successful inclusive working environment.

Delegates

Bite size – seminar: Unlimited
Extended workshop – up to 15 delegates

Delivery

Virtual

Audience

All employees

Investment Required

Seminar

WME Member:
£650 + VAT

Non-Member:
£780 + VAT

Workshop

WME Member:
£725 + VAT

Non-Member:
£879 + VAT

Contact Us

For more information to discuss how we can support your managers and for bookings please contact info@wmemployers.org.uk

