

Goldsmiths University of London Multi-Faith Chaplaincy Guidelines 2023

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Introduction

Goldsmiths recognises its diverse community of students and staff and aims to ensure that every person, whatever their background, has a fulfilling and enriching experience during their time at Goldsmiths.

The university prides itself on understanding the diverse needs of its student and staff population and strives to create a campus environment of inclusivity and belonging for all cultures, communities, and backgrounds. This includes people of different faith traditions and those with no faith.

The University acknowledges the contribution that students and staff of all faiths and none make to the enrichment of our community.

To help nurture our diverse community, Goldsmiths has established a Multi-Faith chaplaincy. This document provides the framework within which the Multi-Faith Chaplaincy at Goldsmiths operates.

1. University Values and Chaplaincy Vision

1.1. The Multi-Faith Chaplaincy vision will express the University Mission and Values which are set out below:

- a) Achieving academic excellence
- b) Radical and innovative thinking
- c) Respecting the individual
- d) Promoting access and diversity
- e) Supporting our students and staff
- f) Creating change, locally and globally

2. Chaplaincy Values and Objectives

2.1. The activities and approach of the Multi-Faith Chaplaincy at Goldsmiths will aim to realise its vision through the objectives set out below.

2.2. Goldsmiths MFC team is accessible to all members of the University and provides care and pastoral support to staff and students of all faiths and beliefs, in particular to serve those in times of stress, bereavement, or concern of any kind.

2.3. The appointment of MF Chaplains and Associate Chaplains should aim to reflect the University's student and staff composition at all times.

2.3.1 To encourage religious literacy

- 2.3.2 To develop faith, spirituality and reflection through appropriate worship, discussions and events open to staff and students of all faiths and beliefs.
- 2.3.3 To engage with the University in matters concerning faith and spirituality, including and being a critical friend to the University in matters concerning faith, culture, ethics & diversity.
- 2.3.4 To contribute to the understanding of ethnic minority cultural issues and those of other marginalised groups. The MFC thus helps everyone practise their faith freely and without discrimination.
- 2.3.5 To promote the development of spirituality as a basis for intellectual, personal development and human flourishing;
- 2.3.6 To understand the contribution of faith, ethics and spirituality within academic pursuits ;
- 2.3.7 To advise on policies relating to equal opportunity, diversity, ethics, and religion.
- 2.3.8 To contribute to the local faith community in Lewisham and to nurture relationships with local interfaith fora such as the Lewisham Interfaith Forum and local faith communities.
- 2.3.9 To support the University in planning an annual programme of events which is inclusive of different religious festivals and open to everyone, therefore fostering relationships between all areas of the College and faith communities.
- 2.3.10 To advise the university on specific dates for religious festivals, celebrations and special days, i.e. Sabbath, Jumuah etc, and the way it may impact on policies, procedures and HR protocols (i.e. annual leave dates, assessment periods and timetabling).
- 2.3.11 To provides the faith spaces to serve a diverse range of faith needs.

3. Pastoral care code of conduct

- 3.1. Pastoral care is defined as the process whereby the spiritual, faith-based and related emotional concerns of an individual are attended to through patient and sensitive listening, support, encouragement and guidance.
- 3.2. Pastoral care may also be referred to as spiritual and/or religious care, faith accompaniment or spiritual direction.
- 3.3. Providers of pastoral care must treat those seeking care with equal respect and dignity, respecting the rights of individuals to hold their own values, traditions, beliefs and practises.
- 3.4. The MFC positions itself firmly against proselytism (attempting to convert people to another religion or opinion through emotional manipulation or an argumentative approach).
- 3.5. To this end, the MFC recruits Associate and Trainee Chaplains who are rooted in their own Faith traditions and who can work in a religiously plural environment with both formal and informal belief structures.
- 3.6. The MF Chaplains, Associate and Trainee Chaplains encourage others to express what they value and believe, in their own terms, without the expectation to share the same beliefs.
- 3.7. MF Chaplains and Associate and Trainee Chaplains are expected to act with integrity, sensitivity, understanding and compassion. Personal and professional boundaries between the person offering and receiving care must be observed at all times.
- 3.8. Those offering pastoral care within the Multi faith Chaplaincy team will need to demonstrate wisdom and compassion and be sensitive to the often complex, nuanced and deep-seated nature of the issues that emerge in pastoral conversations. Such matters may touch on questions of belief, identity, belonging, responsibility, confession, commitment, renewal and personal transformation.

4. Checks and procedures

- 4.1. In line with the Multi Faith Chaplaincy model, The Chaplaincy appoints Associate and Trainee Chaplains from different religious organisations.
- 4.2. The selection and appointment of Multi faith Chaplains, Multi faith Voluntary Chaplains and Volunteer Chaplains must involve checks and procedures to ensure that those appointed have appropriate backgrounds, qualifications and experience and are recognised by, or acceptable to, the relevant faith group.
- 4.3. All appointees must agree to operate within the guidelines set out in section 3 of this document.
- 4.4. All appointees need to have signed a service level agreement with the University, based on their appointed role.
- 4.5. All appointees agree to abide by all University policies and procedures, including those listed in their Service Level Agreement (see Appendix 1).
- 4.6. It is recognised that MFC Chaplains, Associate and Trainee Chaplains have commitments to their supporting bodies and organisations.

5. Management of the MFC Chaplaincy

- 5.1. The MFC sits within the Student Support Services. However, its work and concern also extends to different College departments, and offers its services to students and to staff.
- 5.2. All Associate and Trainee Chaplains are jointly managed by the MF Chaplains.

6. The Multi Faith Chaplaincy Spaces

6.1. The Multi-Faith Chaplaincy is responsible for providing information about its services on a dedicated page of the University Website. This gives information about the activities and contact details of the Chaplaincy, the faith groups that it represents and members of the MF Chaplaincy Team.

6.2. T. The Goldsmiths Multi Faith Chaplaincy also oversees the use of the following physical spaces:

- The Multi Faith chaplaincy space, located at Laurie grove
- The Yurt, located at Laurie grove
- Two multi faith prayer rooms located at RHB, Room 2.106 (Male Prayer Room) and Room 2.107 (Female Prayer),
- A quiet room located at RHB, Room 2.03

6.3. Chaplaincy spaces, including Prayer Rooms, will be well signposted and will have clear information about Multi-Faith Chaplaincy led times of prayer and worship, other pre-booked activities and any appropriate codes of behaviour.

6.3.1. The Goldsmiths Chaplaincy Multi-Faith Prayer Rooms are not religious places of worship for any specific faith group. They are shared spaces for people of all faiths to pray, meditate and quietly reflect.

6.3.2. They are designed to be a welcoming and accessible space for people of all faiths and traditions. Due to the range of religious and cultural traditions, this involves being sensitive to the needs of others which may be very different from one group to the other.

6.3.3. The Multi-faith Prayer Rooms are labelled as male and female to cater for men and women to pray separately, for Muslims and others where this is part of their tradition.

- 6.3.4. The prayer room(s) can be reserved in advance by a specific group for its exclusive use during that time. All requests for reservation should be made at least seven days in advance to the Chaplaincy. Details on how to book the MF Prayer room will be posted on the Chaplaincy webpages
- 6.3.5. Students and Staff using the Goldsmiths Chaplaincy Multi-Faith Prayer room will need to adhere to guidelines and code of conduct for its use as set out by the MF Chaplaincy team and published on the MF Chaplaincy webpages.
- 6.3.6. The Prayer Rooms are exclusively places to pray, meditate and quietly reflect and all users must therefore respect these requirements at all times.
- 6.3.7. A timetable of use will be displayed outside and inside of the prayer rooms
- At times when the Prayer Room has been reserved for communal worship or religious activities, artefacts may be brought in as needed.
 - In general (when no reservation has been made), the room is available for private individual worship, prayers and devotions.
- 6.3.8. Religious artefacts or resources must be stored in the cabinets provided. This storage space can be requested from the MF Chaplaincy.

6. Multi Faith Chaplaincy, confidentiality and GDPR

- 6.1. All Chaplains are committed to providing a confidential service to staff and students. We respect everyone's confidentiality, and this helps to ensure a relationship of trust.
- 6.2. All information about students or staff members, relating to pastoral encounters, remains within the Multi faith Chaplaincy, stored securely on our systems.
- 6.3. The Chaplaincy understands confidentiality to mean that no information regarding a person shall be shared either directly or indirectly with anyone

else within or outside the University, without that person's prior expressed consent; except where issues of safety or legality apply (see below).

- 6.4. The circumstances when the limits of confidentiality may be breached will include:
- a) Situations where there is evidence that the law has been broken, or may be broken.
 - b) Occasions where the provider of pastoral care has grounds for concern regarding the immediate safety of the individual or another person.
 - c) there is safeguarding risks;
- 6.5. On these occasions, the following steps will be taken:
- a) The Chaplaincy Team Member will raise the matter immediately either with the Coordinating Chaplain or with the Head of Student Services.
 - b) A written record of the discussion will be made.
 - c) If agreement cannot be reached among members of the Chaplaincy Team, the final decision will be made by the Head of Student Services.
 - d) The Coordinating Chaplain will make sure that the Head of the Student Services is kept informed at every stage.
 - e) The individual involved will be informed, as far as practicable, of the decision to breach confidentiality and the reasons why the decision has been taken.
 - f) The Coordinating Chaplains will take the necessary to keep the individual and the communities they interact with safe. This may include informing external stakeholders, such as their representative body, of a potential risk to manage.
- 6.6. Consent to Share Information: in order to give the best kind of support, the Chaplaincy may need to share information about a student of with a GS team outside of the Chaplaincy (for example, one of the student support teams or HR) or refer for support external to the College.

- 6.6.1. In order to do this, the consent of the individual will be sought from the individual concerned and the content of what is to be shared will be discussed prior to sharing.
- 6.6.2. The MF Chaplain will keep a record of this conversation, record whether the consent has been given and act accordingly.