



Tell MAMA Ramadan Guide



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Ramadan Safety Tips



Tell MAMA is committed to the safety and security of Muslim communities, Islamic institutions and places of worship. and throughout the holy month of Ramadan we devised safety tips for the public when in public areas, on transport, and when going to and from mosques and community centres.

With Tell MAMA [recording record levels of anti-Muslim hate](#) and Islamophobia between 7 October and 7 February, it is imperative that we look out for each other, stand together, and remain vigilant.

General safety tips this Ramadan

- ✓ Remain alert and aware of your surroundings.
- ✓ Plan your journey to and from the masjid and try to stick to it.
- ✓ Only use public routes you know which are busy and well-lit - especially for evening prayers (Maghrib), night prayers (Isha), Taraweeh prayers and morning prayers (Fajr).
- ✓ Try to leave the masjid with friends and relatives where possible.
- ✓ If using public transport, note departure times and your nearest bus stops.
- ✓ Message loved ones about your departure and arrival times between prayers.
- ✓ You may wish to carry a personal alarm to use if needed.
- ✓ If it is safe to do so, photograph or video of the perpetrator(s) and note their description (e.g., their clothes, any tattoos, or piercings visible).

Safety tips for mosques this Ramadan

- ✓ If unwanted visitors enter the mosque, try not to engage directly with them and maintain a safe distance.
- ✓ Dial **999** if you feel that they pose a safety risk.
- ✓ Ensure that CCTV in and around the mosque is working to help secure evidence.
- ✓ Ensure that entrances and exits of the mosque remain well-lit during prayer times.
- ✓ Mosques are open places but do not be afraid to speak with unfamiliar visitors to ensure that they do not pose a risk.
- ✓ If it is safe to do so, photograph any unwanted visitor or note their description.
- ✓ If the mosque receives hate mail or mail of unknown origin, its contents and envelope must be kept and handled minimally to preserve evidence and placed in a clean and sealable plastic bag to stop further contamination.



When using trains this Ramadan

- ✓ Note down where on the train you entered - remember the carriage number or letter or if you entered at the front, middle or back of the train.
- ✓ If using the London Underground, remember the above information and note down the number of the carriage (located at the emergency exits of each carriage).
- ✓ Let loved ones know of your arrival and departure times when travelling for prayers, especially for evening prayers (Maghrib), night prayers (Isha), Taraweeh prayers and morning prayers (Fajr).
- ✓ Try to leave mosques (masjids) with friends or family where possible.
- ✓ If attacked or abused, try to write down details like their appearance, clothing, and the time of the attack and where possible and safe to do so, take a photograph or video to share with Tell MAMA or the BTP.
- ✓ Trust your judgement and move away from those who are aggressive or acting drunkenly - this could mean moving to a different section of the carriage, or, if travelling on the London Underground, exiting the train at the next available stop and waiting for the next train, or informing staff or BTP officers of any concerns.
- ✓ Text **BTP** on **61016** or call **0800 40 50 40**.



When using buses this Ramadan

- ✓ Take care when planning your journey, apps like Google Maps and CityMapper allow you to see when the next bus arrives and when the last bus departs. Bus stops also will have signage either printed or digital with information.
- ✓ If you can, try to sit closer to the driver, but if any passengers make you uncomfortable, try to find another seat or stand away where possible.
- ✓ Note down the bus number and general directions and let loved ones know of your route and its progress.



Ramadan Kareem

📞 0800 456 1226

📞 0734 184 6086

📧 0115 707 00 07

✉ info@tellmamauk.org

🐦 @TellMamaUK

📘 @TellMamaUK

 **TellMAMA**[®]
Measuring Anti-Muslim Attacks

Ramadan in Schools

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Ramadan in Schools



- ✓ As with other faith groups, we encourage empathy and understanding, urging schools to make Ramadan a calendar highlight. It gives students a voice to share what their faith means to them. Learning about a fellow student or staff member's faith or belief should never occur just in RE class. Creating space for open dialogue help fosters understanding and empathy.
- ✓ Students may need more time to adjust their schedules throughout Ramadan, so consider accommodating more breaks. Therefore, a dedicated space to pray indoors and ask if students feel comfortable doing PE.
- ✓ Take time to engage Muslim parents and students about Ramadan and what staff can do to accommodate via online portals or surveys.
- ✓ The BBC has produced some handy resources to help children and young people learn about Ramadan – on their [website](#) and via NewsRound on [YouTube](#).
- ✓ Teacher-specific platforms also have [resources](#) for staff wanting to help Muslim students during Ramadan.



Ramadan in the Workplace



Ramadan in the Workplace



For Employers

- ✓ Management and HR must have an open dialogue to understand Muslim staff's needs throughout Ramadan. With long fasting hours, approaching with empathy as a starting point and consider broader flexibility, especially around prayer times.
- ✓ Consider the energy levels of staff, and where possible, schedule meetings earlier in the day, owing to fatigue by the afternoons, and equally, avoid evening meetings or work events where possible.
- ✓ For staff that work unusual hours, management should consider what meal options are accessible for Muslim staff whilst meeting their dietary needs. For example, they make meal options more accessible on-site during working hours and when it comes time to break their fast.
- ✓ Guidance from ACAS and the Equality and Human Rights Commission (EHRC) provides employers with various best practices during the holy month of Ramadan. For example, one way to accommodate the religious needs of Muslim staff on Fridays for Jummah prayers was to begin work earlier that day. In addition, ACAS provides an example of a Muslim teaching staff able to work elsewhere or work through their lunch hours and leave work earlier if needed. Management should continue due consideration in events outside of work, especially during daylight hours, as staff will want to observe their fasts. By encouraging dialogue, you might consider having a work-inclusive iftar event, providing information about fasting and ways to check in on fasting staff during the month. Some workplaces or individuals partake in fasting, encouraging dialogue and learning about the religious and cultural significance. If some staff wish to fast in solidarity or support, encourage a healthy means to ensure people feel included.
- ✓ Requests for annual leave may vary, with staff understandably looking for days off to celebrate the end of Ramadan and Eid. So, we ask that due consideration alongside existing annual leave policies. We urge further understanding that due to the lunar calendar, it has no fixed date. It is equally vital that management and colleagues check on Muslim colleagues if staff need to leave work early to maintain flexibility.
- ✓ Some may not want to be around food in person or virtually during the month. But, again, keep those lines of communication open between management, HR and Muslim staff beyond fixed meeting times. It can be as simple as double-checking whether they want to be around food to avoid excluding Muslim staff from feeling part of the team during Ramadan or beyond. Equally, in communal spaces, ask for consideration about the kinds of foods people prepare, or as suggested earlier, allow staff to work in other areas without disturbance.
- ✓ Tell MAMA runs in-person and virtual training sessions for public and private sector employers about understanding better anti-Muslim hatred and improving workplace inclusivity. Some of the feedback from beneficiaries has been great: "I'm so thankful for organisations like Tell MAMA, educating me and the world and contributing to a safer and more tolerant society."
- ✓ Finally, see the month of Ramadan as an opportunity to learn about their Islamic faith. Consider creating space for staff to explain their faith to them to help cultivate empathy and understanding. Invite other faith groups to discuss important events in the same calendar month. For example, Jewish communities will celebrate Passover, and Jains will celebrate Mahavir Jayanti – the founder of their faith. Christians will celebrate Easter, and for Sikhs and Hindus, Vaisakhi ushers in the Solar New Year and spring harvest. If not already, we encourage employees to update or create interfaith and multicultural calendars for staff to feed into and feel able to be their authentic selves when in the workplace.



REMEMBER

Taking a positive and keen interest is a great way to build rapport and ensure everyone feels included

Ramadan in the Workplace



For Employees

- ✓ As mentioned above, asking and making reasonable requests at a good time and being flexible with your work patterns, especially around prayer times, never hurts. Familiarise yourself with the company's annual leave policies when requesting time off for Eid. Be sure to request additional breaks and chances to be flexible in the hours worked.
- ✓ What is discrimination? The EHRC defines **direct discrimination** as unfavourable treatment due to a protected characteristic (your ethnicity, religion or belief, sexual orientation, transgender identity, or disability) which "must be similar enough to the circumstances of the person being treated better for a valid comparison to be made".
- ✓ Whereas **indirect discrimination** concerns a broad policy for everyone but, in actuality, disadvantages those who share a protected characteristic, and, therefore, a person or employer must demonstrate a 'good reason' for it (known as objective justification).
- ✓ Mutuality and respect are critical in any workplace and working relationship. To ensure discrimination, in indirect and indirect forms, we encourage you to download our anti-discrimination tool kit for the workplace – [which you can find here](#).

