



**Conference of Colleges Diversity Fund Project
on special dietary requirements**

Religion and Belief Lesson Plan



Times	Activity	Methods	Handouts / Resources	Slides
	<p>Arrivals</p> <p>Have the opening slide – Conference of Colleges – display as participants arrive.</p>		Signing in sheet	1
13.30	<p>Introduction</p> <p>Trainer(s) introduce themselves including a bit of background on experience.</p> <p>Housekeeping and ground rules.</p> <p>At the start of the session explain a little about the Conference of Colleges. A forum for the Colleges of the University of Oxford to deal with matter of shared interest and common purpose, and a voice for college interests with the University community. This training comes under the auspices of the Domestic Bursars' Committee. They handle, amongst other things, the management of the Conference and the shared initiatives for the procurement of domestic goods and services. One of their concerns has been how the catering at colleges can be as all encompassing and inclusive as possible.</p> <p>As the University employs more than 13,900 people and has a student body of around 24,000 from all over the world the Conference is concerned that the services offered by catering departments of the colleges are able to respond to what will be very high expectations. This training is provided by funding from the Conference's Diversity Fund Project on special dietary</p>	Trainer led introduction		2-6

Times	Activity	Methods	Handouts / Resources	Slides
	<p>requirements. As you know training is essential for everyone in every field of work.</p> <p>This module is one of four. This course is a Train the Trainer course, where we give you information with the hope that you will be able to train others. There is never enough time. We have designed the Workbook, the Lesson Plan and the Overview and the PowerPoint presentation so that you can practice and work your way through each segment of each module.</p> <p>Reading the training material and being able to practice is essential. Once you know the material you will feel more confident, when you feel confident the training will become easier and you will actually enjoy it.</p> <p>Introductions: Delegate introduce themselves, with trainer giving prompts / encouragement for more information from participants if necessary.</p> <p>Trainer gives a very brief introduction to the course and information on the Conference of Colleges Diversity Fund Project on special dietary requirements.</p>			

Times	Activity	Methods	Handouts / Resources	Slides
13.40	<p>Religion and Belief – An Overview</p> <p>Trainer gives an outline of Religion and Belief and what will be happening in the session.</p> <p>Run through the objectives Explain that the UK, a largely secular society, is in an interesting situation of having a state religion (Church of England) and that the Queen is the head of that church and that 26 bishops (The Lords Spiritual) sit in the House of Lords. This is often a fact that the British are frequently surprised by.</p> <p>There are many religions in the world (over 4,200), but in Great Britain we concentrate on 6 religions in the census. The other two categories are No Religion, or Other Religion. We have taken two other religions from the Other Religion category for this workshop. So altogether we are looking at the six main religions:</p> <ul style="list-style-type: none"> • Buddhism • Christianity • Hinduism • Judaism • Muslim • Sikhism <p>And also</p> <ul style="list-style-type: none"> • Jainism • Rastafarianism 	<p>Distribute Handbook</p> <p>This is s trainer led discussion</p>	<p>Workbook page 4</p>	<p>7 to 12</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>These two “Other” religions have been chosen as they have interesting dietary requirements that you may come into contact with.</p> <p>The figures used in the UK Census are very broad. They do not for example differentiate between a Religious Affiliation where you identify with a religion and Religious Practice where you put that identity to work.</p> <p>Currently all religions other than Christian make up less than 8% of the population.</p> <p>Christianity and Islam are often pitted against each other.</p> <p>Christianity is usually seen as “in decline” with a largely aging congregation.</p> <p>Islam is often seen as a “young” vital growing religion.</p> <p>This assumes that everyone who identifies as Muslim is religious.</p> <p>Unfortunately, as with Christianity, there are currently no figures for Religious Affiliation or Religious Practice for other religious groups. For example, many Jewish people would see being Jewish as an ethnic categorisation, rather than as a religious one.</p> <p>Take questions and comments</p>			

<p>13:50</p>	<p>FIENDISHLY HARD RELIGION AND BELIEF FOOD QUIZ</p> <p>Below are some interesting questions relating to religion, eating and dining and religious holidays.</p> <p>Working either individually, or in pairs, see how many you can answer.</p> <p>When giving the answers do not get into detail.</p> <p>Tell participants that all the answers will be fully explained as you go through the session.</p> <p>You will the answer to each question as you reach the appropriate point in the session.</p> <ol style="list-style-type: none"> 1) In 2008 which religion said it was OK to eat Giraffe Judaism – Giraffe’s have cloven feet and chew the cud and as such are “Clean” animals 2) For which religion are Chips forbidden Jains – Strict adherents of the religion do not eat root vegetables 3) Which religion has a holy day that literally means “Fat Tuesday”? Christianity (Catholics) it marks the beginning of Lent and in many countries, it is when people have “Mardi Gras” = which translates as Fat Tuesday 	<p>Get People to work individual or in pairs</p>	<p>Workbook page 6</p>	<p>Slide 13</p>
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	<p>4) Name two religions that eat meat but who aren't allowed to eat Black Pudding and give me the two reasons why? The two main religions who wouldn't be happy are Judaism and Islam. The two reasons are:</p> <p>i) It is made from blood and both religions ban the eating and drinking of blood</p> <p>ii) It's made from Pig's blood – No eating Pork!</p> <p>5) Name two religions that ban Alcohol and two that allow it <u>Banned By:</u> Rastafari, Muslims, Jains, Seventh Day Adventists, Mormons, Buddhists</p> <p><u>Allowed By:</u> Judaism, Sikhism, Most Christian Religions, Hindus</p> <p>6) Which religion is a big fan of organic fruit and vegetables? Rastafari diet focuses on food that is grown without use of synthetic fertilisers and insecticides. If they cannot grow their own fruit and veg then they recommend that you eat organic produce.</p> <p>7) Name the meat-eating religion that isn't a big fan of Suet Judaism Eating the fat that is taken from the around organs in an animal is forbidden. Suet is made from that type of fat.</p> <p>8) Which religion get excited by garlic? Buddhism find Garlic excites the senses, especially if eaten raw, so Buddhists are asked to refrain.</p> <p>Jains also refrain from garlic and onions</p>			
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<p>9) Name three religions that say No caffeine Jains – in general against stimulants of all kinds Seventh Day Adventists – Also against Stimulants Mormons – Actually against all hot drinks, but is interpreted as anti-caffeine Rastafari – Encouraged to just say NO to caffeine Buddhism – Encouraged to refrain</p> <p>10) Sikhs will eat most things except when its prepared Halal mainly, but also Kashrut/Kosher</p> <p>11) Which religion wouldn't be happy with a candlelit dinner? Jains – No eating after sunset</p> <p>12) For whom are Sacred Cows part of the scenery? Hindus – they regard the cow as sacred and tend to be vegetarian.</p> <p>13) Who would be most unhappy about eating Fig Rolls? Jains – They are not particularly happy about eating multi-seeded fruit or vegetables</p> <p>14) Apart from Muslims, who else can prepare Halal food? Christians and Jews. Because they are from the Abrahamic religions and all worship the same god.</p> <p>15) Name two religions that eat meat, but don't allow you to eat Frog's legs Judaism and Islam are both against eating amphibians. No frogs or their legs</p>			
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Times	Activity	Methods	Handouts / Resources	Slides
	<p>16) Who gets very hungry and thirsty between sunrise and sunset for a month? Muslims during Ramadan which is 29 to 30 days</p> <p>17) Which religion, that eats meat, isn't allowed to eat Rump Steak? Judaism – As a Rule they do eat the rear end of even “Clean” animals like a cows or sheep</p> <p>18) Which religion has a very colourful holy festival and what is the festival called? Hindus – it’s “Holi” Day also known as Festival of Spring, or the Festival of Love and the Festival of Colours</p> <p>19) Of the religions that eat meat name 4 that don't eat Pork Rastafari Islam Judaism Seventh Day Adventists</p> <p>20) Who provides a Langar, what is it, and have you ever eaten at one? Sikhs – Langars are free kitchens providing food for anyone who turns up. Often used by students and increasingly by people going to food banks</p>			

Times	Activity	Methods	Handouts / Resources	Slides
14:00	<p>Who is the Customer?</p> <p>In pairs get delegates to write who they think their customers at the College / University are.</p> <p>Get people to call out who they have. They should be all of our seven examples and possibly some of their own. The idea behind the exercise is to recognise the types of customer they have and the importance of internal as well as external customers</p>	Working in pairs or small groups	Workbook page 15	<p>Slide 14</p> <p>Slide 15</p>

Times	Activity	Methods	Handouts / Resources	Slides
14:10	<p>Our Customers Include This section is on customer service. What conditions make a customer?</p> <p>On the topic of your customers</p> <p>How aware are you of how well you treat your colleagues? You should get answers about:</p> <ul style="list-style-type: none"> • Evaluations in the dining rooms • Online evaluations and feedback • suggestions for meals/ingredients • Queries regarding provenance <p>What happens to this information? Is it acted upon?</p> <p>Question whether and how they treat customers.</p> <ul style="list-style-type: none"> • Who are the “paying customers”? • Who are getting fed as a “Perk of the Job”? <p>Do students and visitors get the same level of service and respect as the permanent staff. Why are they treated differently? Are Internal and External customers taken seriously should they wish to complain about menus.</p> <p>How do you ensure that people are treating both internal and external customers equitably? Why might this be difficult in your College?</p>	Trainer led discussion		<p>15 – 18</p> <p>19 - 20</p>

Times	Activity	Methods	Handouts / Resources	Slides
14:25	<p>The Equality Act</p> <p>Explain the main principles behind the Equality Act:</p> <ul style="list-style-type: none"> • Underpins how Colleges/University provide services This includes not just how people are educated, but the more practical elements of pastoral care (physical and emotional welfare) such as how they are housed, fed and kept safe whilst under your care. • The right to be treated as an individual with respect and dignity People are different. You cannot, for example, feed everyone tripe and onions because you like tripe and onions. Also, this means that you cannot call people stupid if they are not happy with your tripe-based menu. • Colleges/University must be fair and treat the needs of everyone One size does NOT fit all. <p>Explain the 9 protected characteristics and what and who they cover and why they are there:</p> <ul style="list-style-type: none"> • Age • Disability • Gender Reassignment • Marriage and Civil Partnership • Maternity and Pregnancy • Race 	Trainer Led Discussion		21 - 28

Times	Activity	Methods	Handouts / Resources	Slides
	<ul style="list-style-type: none"> • Religion and Belief • Sex • Sexual Orientation <p>Explain in more detail about Religion and Belief.</p> <p>For the purposes of this workshop we are concentrating on those people who have a religious identity or belief.</p> <p>Those with a philosophical belief are covered in the session on Ethical Eating2.</p>			

	<ul style="list-style-type: none"> • Non-Animal Rennet • Other animal ingredients certified Halal <p>Haram (unlawful/impermissible) Foods</p> <ul style="list-style-type: none"> • Pork • Blood and Blood products i.e. Black pudding • Vermin including insects and other invertebrates (worms) • Animals with Fangs (Lions and Tigers and Bears, Oh, My!) • Birds with talons that catch their prey. It is permissible to use such birds for hunting and eat what they have killed. • Amphibians – no frog's legs • Dogs (Not just eating them but living with them in your home) It is permissible to hunt with dogs and eat what they have killed. • No animals that contain toxins (usually fish and snakes) • Crocodiles – because they are classified as a Land Animals with Fangs • Carrion – (classified as an animal that has died of itself e.g. if you slaughter a goat using the Halal ritual that's okay, but if that goat was to die of fright as you came towards it then it would be Haram, and you are not allowed to eat it!) • Marijuana, Cocaine, Opium • Alcohol <p>Grey Areas that have been agreed upon</p> <ul style="list-style-type: none"> • Meat alternatives like Quorn made from plant protein are permissible 	<p>Question 19 Ans 1 of 4 Question 4 Ans 1 of 2</p> <p>Question 15 Ans 1 of 2</p> <p>Question 5</p>		<p>Slides 34-35</p> <p>Slide 36</p>
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	<p>The important things to remember is:</p> <p>Halal food must NOT be mixed, or come into contact with Haram materials or things</p> <p>During: 1) Storage 2) Transport 3) Cooking</p> <p>For a food to remain Halal then the manufacture, storage, cooking utensils and processing equipment should be cleansed by use of Islamic law.</p> <p>Can non-Muslims perform the halal rituals?</p> <p>Yes, but only Christians or Jews!</p> <p>Below are details from a website called the Islam Stack Exchange. A question and answer site for Muslims, experts in Islam and those interested in learning more about Islam.</p> <p>“There are five simple conditions that must be met for meat to be considered halal. I have pages of discussion and notes on this, so permit me to summarize:</p> <ul style="list-style-type: none"> • Intelligence: He has to understand and intend to slaughter, on purpose. (This excludes accidental/unintentional slaughtering.) • Religion: He has to be a Muslim, or a Christian, or a Jew. No other religion. • Instrument Used: It must be slaughtered by a sharp tool, such as a knife. No blunt objects, bludgeoning, stunning to death, etc. 	<p>Question 14 Answer</p>		<p>Slide 37</p>
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	<ul style="list-style-type: none"> • Cut the four veins: There are four "veins" that make up the "perfect" cut -- oesophagus, two jugular veins, and trachea. There's a difference about if you don't get all four. • You must say "bismillah" (in the name of Allah/God Almighty) before slaughtering. Yes, even if you're a Christian or Jew." <p>https://islam.stackexchange.com/questions/2982/does-halal-meat-become-haram-when-prepared-by-a-non-muslim</p> <p>HOLY DAYS</p> <p>Eid al-Adha Commemorates when god intervened to Stop Abraham from sacrificing his son as an act of obedience.</p> <p>Ramadan Commemorates Muhammad's first revelation when he was visited by the Angel Gabriel (Jibril). It's a month-long period of fasting from sunrise to sunset.</p> <p>Eid al-Fitr the end of Ramadan</p> <p>Mawlid al-Nabi celebrates the birth of the Prophet Muhammad</p> <p>https://www.happy.co.uk/media/1392/cultural-planner-2019-online.pdf</p>	<p>Question 16 Answer</p>		<p>Slide 37</p>
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	<p>Fine Dodgy Awful</p> <ul style="list-style-type: none"> • The aim of this exercise is to give you the opportunity to explore some of the decisions that might be made within the context of catering and how they might affect Staff and Students who are Religious observant. • In your small groups consider each of the situations listed below, discuss whether they are: <ul style="list-style-type: none"> ○ Fine Perfectly OK for everyone ○ Dodgy Might be difficult for some students and staff ○ Awful Completely inappropriate in a professional kitchen <p>1) The vending machines in the college start to stock Eat Grub energy bars Dodgy - This would be Haram for observant Muslims – so a notice would need to be displayed informing all students of the contents of the snacks.</p> <p>2) During Ramadan the kitchens operate between 7am and 7pm every day Awful - This year in Oxford at the beginning of Ramadan (6th May) the sun rose at 6:10am and the sun set at 20:01pm. Discuss! Looking at Where 'Students Come From, By Country' on the University website in December 2017. We can calculate that there may have been as many as 780 Muslim students at the University. https://www.ox.ac.uk/about/facts-and-figures/student-numbers?wssl=1</p>	<p>Working in pairs or small group</p>	<p>Workbook Page 8</p>	<p>Slide 39</p>
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Times	Activity	Methods	Handouts / Resources	Slides
	<p>We do not know the numbers of Muslim staff at the University. (10 Gold Stars to whichever College is already doing something).</p> <p>3) After telling a Student that the chicken used in the meal was Halal, they say that they cannot eat Coq au Vin because it is haram Fine – As long as there is a suitable alternative. The student is correct. The Halal meat has come into contact with Haram alcohol (the wine).</p> <p>4) You only serve vegan food at an event for Muslims students Fine – If they asked for it. Awful – if they didn't.</p> <p>5) At a formal event you serve individual hand-made Zabaglione to all the guests Dodgy – Definitely Haram if there isn't an alternative this will be Awful</p>			
15:00	<p>Break</p> <p>No more than 15 minutes.</p> <p>Start on time. Put the Judaism slide up during the break.</p>			Slide 40

<p>15:15</p>	<p>Judaism</p> <p>Kashrut is a set of Jewish religious dietary laws. Food that may be consumed according to halakha is deemed Kosher which means “Fit” or Proper”. We will use Kosher for our training as that is the term most people are familiar with.</p> <p>Forbidden Meat</p> <p>Mammals: Carnivores Animals that do not chew the cud (e.g. Pigs) Animals that do not have cloven hooves (e.g. Camels, Hares and Horses)</p> <p>Birds: Birds of prey: scavengers. There is some dispute about ducks, geese and swans – but generally speaking most Jewish people will eat them if they are Kosher</p> <p>Reptiles: All</p> <p>Amphibians: All</p> <p>Water Animals: All non-fish. Among fish, all those that do not have both fins and scales.</p> <p>Insects: All - Except for an unidentifiable Kosher Locust</p> <p>So, to be Kosher an animal has to both chew the cud and have cloven hooves e.g. cows, goats and sheep.</p> <p>In 2008 a rabbinical ruling added giraffes to the list. However, there is unlikely to be a rush on giraffe meat as they are very difficult to restrain and slaughter and also, they are a protected species.</p>	<p>Trainer lead discussion</p> <p>Question 15 Ans 2 of 2</p> <p>Question 1 Answer</p>		<p>Slide 41</p> <p>Slides 42 – 44</p>
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	<p>In very strictly observant Jewish households not only are meat and dairy kept in separate fridges, but often in separate kitchens.</p> <p>Pareve Foods</p> <p>A Pareve food is one which is neither meat nor dairy.</p> <p>Pareve foods include:</p> <ul style="list-style-type: none"> • Fish • Eggs • Rennet from kosher animals for the production of kosher cheese • Gelatine from kosher animals • Agar-agar and Carrageenan (Gelatine-like product) <p>Meat and Fish Together</p> <p>Generally speaking, this is allowed at the same meal but at different times i.e. a fish course followed by a meat course, but not on the same plate.</p> <p>There does not appear to be a law in the Kashrut about this, it's more custom and practice.</p> <p>Can Observant Jews eat Halal?</p> <p>No. the process for the kosher slaughter of meat products have many more requirements that halal slaughter does not.</p> <p>So, a Jewish person keeping kosher, will not eat halal meat.</p>			<p>Slide 47</p>
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	<p>However, a Muslim may well feel more comfortable eating kosher food as it is much closer to halal than non-kosher and non-halal. In general, Jewish dietary restrictions are more rigorous than Islamic ones. There are restrictions around Haram – so no alcohol in the food. Some Muslims will feel they cannot eat kosher because the Jewish butchers would not have specifically said “Bismillah ar-Rahman ar-Rahim” when slaughtering the animal. This is a particular problem for adherents of the Hanafi school of Sunni Islam. Everybody else seems fine with it.</p> <p>https://themuslimtimes.info/2018/07/20/can-jews-eat-halal-food-and-can-muslims-eat-kosher/</p> <p>HOLY DAYS</p> <p>Purim (Also called the Festival of Lots) Commemorates the saving of the Jewish people from Haman, the vizier to King Ahasuerus (probably King Xerxes) of the Achaemenid Persian Empire. Haman had planned to kill all the Jews as recounted in the Book of Esther. Probably some time in the 4th century BCE.</p> <p>It involves:</p> <ul style="list-style-type: none"> • Exchanging gifts of food and drink • Donating charity to the poor known • Eating a celebratory meal • Public recitation of the Scroll of Esther, usually in synagogue • Reciting additions to the daily prayers and the grace after meals 			<p>Slide 49</p>
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Times	Activity	Methods	Handouts / Resources	Slides
	<p>Pesach (Passover) One of the most widely known and celebrated Jewish holidays. It commemorates God saving the Israelites from slavery in Egypt by visiting the 10 plagues. The last was the death of the First Born. The Israelites were told to daub the blood of a slaughtered sheep on the lintels and door posts to ensure the demonic forces didn't enter. There was also a ritual meal Seder to be eaten with Matzo Bread (an unleavened flatbread) prepared in readiness for a quick getaway.</p> <p>Rosh Hashanah (The Jewish New Year) This is currently the year 5775 in the Jewish calendar</p> <p>It's normally a two-day celebration which involves going to synagogue, festive meals with symbolic foods one of which is apples dipped in honey – hoping to evoke a sweet New Year</p> <p>Hanukkah (Chanukah) Is an eight-day, wintertime “Festival of Lights” celebrated with a nightly menorah lighting, special prayers and fried foods.</p> <p>The word means dedication, as it celebrates the rededication of the Holy Temple.</p> <p>https://www.happy.co.uk/media/1392/cultural-planner-2019-online.pdf</p>			

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	<p>Fine Dodgy Awful</p> <ul style="list-style-type: none"> • The aim of this exercise is to give you the opportunity to explore some of the decisions that might be made within the context of catering and how they might affect Staff and Students who are Religious observant. • In your small groups consider each of the situations listed below, discuss whether they are: <ul style="list-style-type: none"> ○ Fine Perfectly OK for everyone ○ Dodgy Might be difficult for some students and staff ○ Awful Completely inappropriate in a professional kitchen <p>1) The main meat dishes of the day are Beef Stroganoff and Chicken Kiev Dodgy/Awful - Definitely not kosher Milk and meat in Jewish law Mixtures of milk and meat are strictly forbidden according to Jewish law. This dietary law is mentioned three times in the Talmud (Old Testament of the Bible). This is all permitted meat including chicken and other domestic fowl.</p> <p>2) As a change from oxtail soup you serve Lobster Bisque Dodgy/Awful – Let's hope it's only for one day! Forbidden Meat Water Animals: All non-fish. Among fish, all those that do not have both fins and scales. Definitely NO Lobster</p>	<p>In pairs or small groups</p>		<p>Slide 50</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>3) A Jewish student is told the chicken is Halal “Won’t that do?” Awful Kosher and Halal are not inter-changeable.</p> <p>Can Observant Jews eat Halal? No. the process for the kosher slaughter of meat products have many more requirements that halal slaughter does not.</p> <p>So, a Jewish person keeping kosher, will not eat halal meat.</p> <p>4) A student asks for the Surf and Turf to be served separately on two plates Fine – It’s perfectly ok for a student to request that their food is served this way.</p> <p>Meat and Fish Together Generally speaking, this is allowed at the same meal but at different times i.e. a fish course followed by a meat course, but not on the same plate.</p> <p>There does not appear to be a law in the Kashrut about this, it’s more custom and practice.</p> <p>5) At a mixed event that is serving alcohol someone asks for kosher wine? Fine/Dodgy – It’s perfectly okay for someone to ask for it, but dodgy if you don’t have any.</p> <p>Kosher Wine is produced under the supervision of Sabbath-observant Jews who handle the entire winemaking process</p>			

Times	Activity	Methods	Handouts / Resources	Slides
	<p>from the crushing of the grapes to until the wine is bottled. Any ingredients including finings (items used to refine and clear the wine) must be kosher. Once produced it would normally be given a hechsher (seal of approval).</p> <p>The demand for kosher wine has grown a quick search and you'll find it online at Tesco, Sainsbury's, Waitrose and Amazon.</p> <p>So as long as it is produced following Kashrut regulations Jewish people can drink alcohol.</p> <p>They can also smoke cannabis for medicinal purposes as long as it's been certified as kosher.</p> <p>6) Somebody complains that the Spotted Dick and Custard isn't Kosher Fine/Awful – What kind of Suet did you use? What do you mean you didn't use suet?</p> <p>Particular Fats Chelev are forbidden. These are found around the organs inside an animal. In the UK we make these fats into Suet which we use for cooking and baking.</p> <p>Vegetarian suet is available.</p>			

Times	Activity	Methods	Handouts / Resources	Slides
	<p>HOLY DAYS</p> <p>Baisakhi Commemorates the formation of Khalsa panth of warriors. The first community to consider Sikhism as it's faith. Also celebrates the Solar New Year. People bathe in rivers and lakes before visiting local Gurdwaras. There are fairs and people socialise and share festive foods.</p> <p>Diwali Possibly the best known and most popular celebration from the Indian sub-continent and common to Hindus, Jains as well as Sikhs Diwali symbolises the spiritual “victory of light over darkness, good over evil and knowledge over ignorance”. During the celebration temples, homes and shops are brightly illuminated. Generally, it lasts for about 5 days.</p> <p>Guru Nanak Gurpurab Celebrates the birth of the first Sikh Guru. It is the most sacred of Sikh festivals.</p> <p>https://www.happy.co.uk/media/1392/cultural-planner-2019-online.pdf</p>			<p>Slide 56</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>Hinduism</p> <p>Said to be the oldest religion in the world with more than a billion followers. It is the third largest religion in the world.</p> <p>A Definition of Hinduism Unlike other religions, Hindus view their faith as an all-encompassing way of life. Hinduism is characterized by belief in reincarnation</p> <p>Basic Tenets At its core, Hinduism teaches four goals of human life:</p> <ul style="list-style-type: none"> • Dharma (ethics and duties) • Artha (work and prosperity) • Kama (passion and desires) • Moksha (liberation from the cycle of samsara) <p>Of these beliefs, Dharma is most important in day-to-day life because it is what will lead to Moksha and the end. If Dharma is neglected in favour of the more material pursuits of Artha and Kama, then life becomes chaotic, and Moksha cannot be attained.</p> <p>Diet in Hinduism The ancient and medieval Hindu texts strongly prohibit eating meat. Many Hindus prefer a vegetarian or lacto-vegetarian lifestyle, and methods of food production that are in sync with nature, compassionate, and respectful of other life forms as well as nature.</p>	Trainer lead Discussion		<p>Slide 57</p> <p>Slides 58 – 59</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>Ancient Hindu texts strongly prohibit eating meat, and they recommend ahimsa—non-violence against all life forms including animals because they believe that it minimizes animal deaths</p> <p>The diet of many Hindus includes eggs, fish. For slaughtering animals and birds for food, meat-eating Hindus often favour a quick death style of killing.</p> <p>Hindu mendicants (sannyasin) avoid preparing their own food, relying either on alms or harvesting seeds and fruits from forests, as this minimizes the likely harm to other life forms and nature.</p> <p>Sacred Cows Most Indians consider the cow as a sacred or holy animal. Because Hinduism is the main religion for most Indians, cows are thought of as a great symbol or representation of the Earth. Cows are deemed as great providers without asking for anything in return. This makes cows very sacred in the practice of Hinduism.</p>	<p>Question 12 Answer</p>		<p>Slide 59</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>HOLY DAYS</p> <p>Holi (Also known as the Festival of Spring, Festival of Colours, Festival of Love) Signifies the arrival of spring and the end of winter and interestingly the Blossoming of Love. There are lots of colours liberally shared, smeared, sprayed lots of water balloons and water pistols. People share food and drink including a cannabis drink called bhang.</p> <p>Krishna Janmashtami Celebrates the birth of Krishna a major Hindu God.</p> <p>The holiday is a 48-hour celebration. Some people will fast for the first day. Food tends to be prepared from milk and curds.</p> <p>Dussehra Many people of the Hindu faith observe Dussehra through special prayer meetings and food offerings to the gods at home or in temples throughout India. They also hold outdoor fairs (melas) and large parades with effigies. The effigies are burnt on bonfires in the evening. Dussehra is the culmination of the <i>Navaratri</i> festival</p> <p>Diwali Possibly the best known and most popular celebration from the Indian sub-continent and common to Sikhs, Jains as well as Hindus.</p>	<p>Question 18 Answer</p>		<p>Slide 60</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>Diwali symbolises the spiritual “victory of light over darkness, good over evil and knowledge over ignorance”.</p> <p>During the celebration temples, homes and shops are brightly illuminated.</p> <p>Generally, it lasts for about 5 days</p> <p>https://www.happy.co.uk/media/1392/cultural-planner-2019-online.pdf</p>			
	<p>Fine Dodgy Awful</p> <ul style="list-style-type: none"> • The aim of this exercise is to give you the opportunity to explore some of the decisions that might be made within the context of catering and how they might affect Staff and Students who are Religious observant. • In your small groups consider each of the situations listed below, discuss whether they are: <ul style="list-style-type: none"> ○ Fine Perfectly OK for everyone ○ Dodgy Might be difficult for some students and staff ○ Awful Completely inappropriate in a professional kitchen <p>1) You use Halal Chicken in your Chicken Tikka Masala Fine/Awful Happy Muslims very annoyed Sikhs The 4 Transgressions Eating the meat of an animal slaughtered Halal or Kosher. This is considered Kutha</p>	<p>In pairs or small groups</p>	<p>Workbook page 10</p>	<p>Slide 61</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>For an extra point why are the Jewish people annoyed?</p> <p>2) At a vegetarian event you serve a fine range of unlabelled French cheeses Awful For strict vegetarians (even lacto-vegetarians) knowing what has gone into the production of the cheese is very important. If a hard cheese what type of rennet was used? What went into the production of the “blue cheeses”? This is particularly important for some castes in Indian culture.</p> <p>3) You serve a mouth-watering Panna Cotta with a raspberry coulis Dodgy Similar to the rennet what kind of gelatine if any was used</p> <p>4) A student is convinced that the vegan burger is in fact beef Fine The student can think what they want, because you can produce the package the burger came in. Can't you? If you made it from scratch even better. Producers of vegan burgers have been aiming to achieve a vegetarian burger that looks, smells and especially the same consistency as a meat-based burger. Someone might well be fooled.</p>			

Times	Activity	Methods	Handouts / Resources	Slides
15:40	<p>BUDDHISM</p> <p>Buddhism encompasses a variety of traditions, beliefs and spiritual practices largely based on original teachings attributed to the Buddha.</p> <p>Buddhists strive for a deep insight into the true nature of life. They do not worship gods or deities.</p> <p>What do Buddhists Eat?</p> <p>Early Buddhist monks depended on alms food, or food donated by supporters. Anything placed in their proffered (begging) bowls was to be accepted with gratitude and eaten, even if unpleasant. This included fish and meat, as long as the animals were not specifically killed for the monks.</p> <p>The modern sects of Buddhism have different rules regarding diet. While most practice nonviolence, many consume meat.</p> <p>Chinese and Vietnamese sects consume meat, fish and eggs. However, these same sects reject the Five Pungent Spices, which include garlic and onion.</p> <p>Tibetan Buddhists will not consume fish, avoid fowl but may consume red meat. The belief is that the animals from which red meat comes are large and can provide for many people with their sacrifice.</p> <p>There are no set restrictions</p>	Trainer led discussion		<p>Slide 62</p> <p>Slides 63 – 64</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>Magha Puja Māgha Pūjā is the second most important Buddhist festival, celebrated on the full moon day of the third lunar month in Cambodia, Laos, Thailand, Sri Lanka.</p> <p>It celebrates a gathering that was held between the Buddha and 1,250 of his first disciples. On the day, Buddhists celebrate the creation of an ideal and exemplary community, which is why it is sometimes called Sangha Day. The Sangha being a Buddhist community,</p> <p>More readings and tea and cake a distant memory!</p> <p>https://www.happy.co.uk/media/1392/cultural-planner-2019-online.pdf</p>			
	<p>JAINISM</p> <p>Along with Hinduism and Buddhism, Jainism is one of the three most ancient Indian religious traditions. The name Jain means to conquer. What you are conquering is yourself! You are fighting the bodily passions one of which is eating.</p> <p>You save your own soul by protecting the souls of others.</p> <p>So, Jainism strongly prohibits eating meat, and they recommend ahimsa—non-violence against all forms of animal life that can be extended to bacteria and micro-organisms.</p> <p>Vegetarian – but allowed to drink milk from well treated cows</p>	<p>Trainer led discussion</p>		<p>Slide 66</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>The level of strictness will vary from person to person</p> <p>So, some Jains will not eat root vegetables as the harvesting of root vegetables would harm the sub-surface life in the ground.</p> <p>Eating after dark is frowned upon – if you cook on an open fire then insects will be attracted to the light. So many Jains eat after sunrise and before sunset.</p> <p>Multi-seeded plants such as figs and aubergines tend to be avoided because <i>“the promise of life inherent in such produce is too important to be sacrificed to the lust of the palate”</i></p> <p>Honey is forbidden! The collection of honey from the hive may hurt the bees.</p> <p>Alcohol is forbidden as it can make you act out of character and you might become violent.</p> <p>HOLY DAYS Paryushana This is the most important annual holy events for Jains. During Paryushana, Jains observe a fast. The span of the fast can last from a day to 30 days or even more. In some types of Jainism, people do not take food and/or water (boiled) more than once in a day when observing fasts. Diwali Has a very special significance in Jainism. It marks the anniversary of <i>Nirvana</i> (final release) or liberation of Mahavira's soul. It is celebrated at the same time as the Hindu festival of Diwali.</p>	<p>Question 2 Answer</p> <p>Question 11 Answer</p> <p>Question 13 Answer</p> <p>Question 5 Answer</p>		<p>Slide 67</p> <p>Slide 68</p> <p>Slide 69</p> <p>Slide 70</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>Fine Dodgy Awful</p> <ul style="list-style-type: none"> • The aim of this exercise is to give you the opportunity to explore some of the decisions that might be made within the context of catering and how they might affect Staff and Students who are Religious observant. • In your small groups consider each of the situations listed below, discuss whether they are: <ul style="list-style-type: none"> ○ Fine Perfectly OK for everyone ○ Dodgy Might be difficult for some students and staff ○ Awful Completely inappropriate in a professional kitchen <p>1) A Jain student is told that the Duxelles sauce, does not contain ducks Fine/Dodgy Hooray! the sauce does not contain ducks. It does however contain onions, shallots and Garlic.</p> <p>2) You serve a homemade Honey cake with cream Dodgy/Awful Lovely Cream forbidden honey</p> <p>3) A new chef decides that all the chips should be fried in lard Awful Everyone spotted the lard, but who noticed the Chips? Naughty, wicked, forbidden chips!</p> <p>4) At a formal event a Buddhist student request just bread and water Fine It is perfectly okay for a student to come to a formal event and only eat and drink bread and water.</p>	In pairs or small group	Workbook page 10	Slide 71

Times	Activity	Methods	Handouts / Resources	Slides
	<p>It is in no way “virtue signalling” and you really shouldn't be thinking that.</p> <p>5) The head chef's signature dish is French Onion Soup served at least once a week Dodgy/Awful Does the chef use beef or vegetable stock? Does the Chef use any form of alcohol (usually white wine) to make the soup? That before we get to onions and the garlic. Is there an alternative?</p>			

	<ul style="list-style-type: none"> Some Rastafari object to be referred to as “Rastafarian”, or “Rastafarianism” – others do not. <p>HOLY DAYS There are a number of important days in the Rastafari calendar. These are linked to the significant people in the Rastafari creation</p> <p>It is unclear if anything happens on these days, or if they are treated in the same way that a “saint day” might be treated in the Christian religion.</p> <p>Rastafari tend to adopt the Ethiopian Christmas dates which are the same dates as the Orthodox Christmas date and typically 12 days after the Western European Christmas</p> <p>Goundation Day is unique to Rastafari. It commemorates the visit of Haile Selassie to Jamaica in 1966 on the 21st April. On this day they hold a Nyabingi.</p> <p>A Nyabingi is a musical celebration; where Rastafari can sing and dance.</p>			<p>Slide 76</p>
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Times	Activity	Methods	Handouts / Resources	Slides
	<p>Fine Dodgy Awful</p> <ul style="list-style-type: none"> • The aim of this exercise is to give you the opportunity to explore some of the decisions that might be made within the context of catering and how they might affect Staff and Students who are Religious observant. • In your small groups consider each of the situations listed below, discuss whether they are: <ul style="list-style-type: none"> ○ Fine Perfectly OK for everyone ○ Dodgy Might be difficult for some students and staff ○ Awful Completely inappropriate in a professional kitchen <p>1) At a Caribbean Themed Dinner, you only serve Jerk Pork Awful So many unhappy people! Jerk Chicken, Jerk Beef, Jerk Bean Burgers</p> <p>2) You use carmine colouring in a Red Velvet Cake and homemade Vanilla ice cream. Dodgy/Awful Carmine is the acceptable name for cochineal colouring. Cochineal are the little beetles used to make the colouring. It is not necessarily the use of Carmine because of what it's made of, but the fact that it's not Ital. The same goes for the vanilla flavouring in the ice cream. Is it essence or extract? Real or Fake.</p> <p>3) A student asks if the tomato soup is tinned or made from scratch Fine It is perfectly okay for a student to ask. How often do you make soup from scratch?</p>	<p>In pairs or small groups</p>	<p>Workbook page 10</p>	<p>Slide 76</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<p>4) There is a request for kosher salt from a Rastafari student Fine A student can ask. Why might they ask? Ordinary table salt will usually contain an anti-caking agent. If you don't have kosher salt a good quality sea-salt such as Maldon, would probably be a suitable alternative.</p>			

<p>16:00</p>	<p>Christian</p> <p>When Christianity first began it adhered to the Jewish laws around diet. These, along with circumcision for men, were not popular. The new religion had difficulties growing in the Roman empire where people liked all types of food and adult men were really attached to their foreskins.</p> <p>Then St Peter had a dream that basically allowed new converts, to what was still a mainly Jewish sect, to eat more or anything. This was a radical departure and was amongst the main reasons for the popular growth of the religion at that time. Foreskins stayed where they were.</p> <p>Fish on Fridays?</p> <p>There were regular fast days when Christianity started usually Wednesdays and Fridays (at this time Jews often fasted on Monday and Thursdays)</p> <p>What was a "Fast"? You had one meal a day, usually in the evening. NO Wine NO Meat at that meal.</p> <p>The number of Fast days grew. Lent, the period of 40 days before Easter, became a time when congregations were urged to fast.</p> <p>Over the centuries the ban on meat stayed, but it was generally agreed that fish were not meat as they were cold-blooded. So, you could eat fish on a fast day. Wednesdays stopped being fast days for most Christians. Fridays stayed as a fast day. Why? Because Jesus died on a Friday.</p>	<p>Trainer led discussion</p>		<p>Slide 77</p> <p>Slides 78 – 79</p> <p>Slide 80</p>
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	<p>Holy Days</p> <p>Shrove Tuesday (Mardi Gras = Fat Tuesday) This is the day before Lent starts. It was traditionally the day when one be shriven i.e. cleansed by confession, penance and absolution. In some cultures' you'd have a big blow out before Lent in the UK e had pancakes. So Shrove Tuesday became known as Pancake Day. In Rio de Janeiro and New Orleans and elsewhere people have carnival. You'd have a fun time before everyone started fasting and giving thing up for lent.</p> <p>Maundy Thursday Marks the end of Lent, is part of Holy Week, and is immediately before Easter.</p> <p>Easter (Good Friday to Easter Sunday) Marks the death of Jesus Christ to his resurrection/rebirth. Now traditionally celebrated with chocolate and Easter eggs which have no religious significance. Easter comes from Eostre (pronounced Yo'ster), an ancient Anglo-Saxon goddess. During pagan times an annual spring festival was held in her honour.</p> <p>Christmas Celebrates the birth of Jesus Christ and is celebrated with presents and in less fruitful times as a period of indulgence.</p> <p>No-one knows exactly when Jesus Christ was born. The date corresponds to an old Roman celebration of Sol Invictus. Sol Invictus was popular god amongst Roman soldiers from 274 AD to 387 AD. As Christianity became the official religion of the empire Jesus began to be identified with/as Sol Invictus and the church adopted the 25th December as his birthday.</p>	Question 3 Answer		Slide 84
				Slide 84

<p>Fine Dodgy Awful</p> <ul style="list-style-type: none"> • The aim of this exercise is to give you the opportunity to explore some of the decisions that might be made within the context of catering and how they might affect Staff and Students who are Religious observant. • In your small groups consider each of the situations listed below, discuss whether they are: <ul style="list-style-type: none"> ○ Fine Perfectly OK for everyone ○ Dodgy Might be difficult for some students and staff ○ Awful Completely inappropriate in a professional kitchen <p>1) You make pancakes and crepes on Shrove Tuesday Fine Despite what you read in the Press it is perfectly okay to celebrate a Christian feast day in a nominally Christian country. Just provide an alternative for those don't like/want them.</p> <p>2) Having stopped serving fish regularly on Fridays you receive a complaint Fine it's no longer a requirement for most Christians to eat fish on Fridays. However, culturally it is something people have come to expect.</p> <p>Why not ask one of the Permanent Halls what they serve on Fridays?</p>	<p>In Pairs or Small groups</p>	<p>Workbook page 11</p>	<p>Slide 85</p>
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<p>3) A Seventh Day Adventist (7DA) asks if the chicken is Kosher or Halal Fine It's perfectly okay for a Student or anybody else to ask. 7DA do not keep kosher, but some adherents find comfort in knowing that the food has been slaughtered to the Kashrut requirements. They do not feel the same way about food that is Halal, but like Muslims avoid pork.</p> <p>4) A student's request for decaffeinated drinks to be served at all meals is refused Awful At least three religions so "no" to caffeine in Tea and Coffee.</p> <p>Serving water is not enough. A range of herbal infusions, or cordials should be available. Decaff Tea and Coffee should be available for those who require it.</p>			
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<p>16:10</p>	<p>Case Studies</p> <p>Here we have our six students. It's a year later and all of the people in our cases studies have reverted to their religious upbringing!</p> <p>Read their updated biographies. Like last time the menu items have been taken from those offered by colleges. We have taken one or two liberties in order to illustrate a point.</p> <p>You need to now think about each student's diet to considering both their ethical eating choices and the requirements of their religious beliefs.</p> <p>What adaptations or replacements might be offered for the menu items on offer?</p> <p>Remember to think about nutrition and make sure any alternatives give the student a nutritionally balanced meal.</p> <p>Working in pairs or groups how you would change and adapt the menu items to meet their choices.</p> <p>Depending on how many delegates there are you may decide to give each group a set number to deal with e.g. the first three, or 7 to 12 etc.</p> <p>Give delegates 10 minutes to come to a consensus on their situations.</p>	<p>In pairs or small groups</p>	<p>Workbook page 12</p>	<p>Slide 87</p>
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	<p>1) Leila is a Flexitarian Muslim who observes Halal. Roast Chicken with Pigs in Blankets, gravy and roast potatoes Dark Chocolate Cherry Mousse with Homemade Vanilla Ice Cream</p> <p>Can Leila eat any of the first course? Possibly not even the potatoes. Something veggie, preferably vegan first course.</p> <p>Second course is a minefield of eggs and dairy. A vegan equivalent can be made.</p> <p>2) Bhavesh is strict vegetarian and a Jain. Cumberland Sausage and Mash, with caramelised onion gravy Almond and Berry Clafouti with Chantilly cream</p> <p>Well the first course is a complete no-no No sausage potato or onions, because you just know that Bhavesh is going to be a strict Jain.</p> <p>The cream is okay, but the eggs in the clafouti aren't.</p> <p>3) Helen is Ovo-Lacto Vegetarian and a Seventh Day Adventist (7DA) Suet Beef Pudding with onion gravy and mash potato Chocolate Pudding and Chocolate Custard</p> <p>Even though she's allowed meat Helen may not want suet as its part of the animal considered unclean.</p>			
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	<p>There is nothing wrong with the desert per se, but as an adherent to 7DA it's not exactly healthy.</p> <p>4) Ben Omnivore, but Jewish observing kosher Jugged hare with mash potato and roasted vegetables Raspberry Panna Cotta</p> <p>It doesn't chew its cud and it hasn't got cloven feet, so it's not Kosher.</p> <p>What gelatine have you used in your Panna Cotta</p> <p>5) Sara is Pescatarian and Rastafari Chicken Cordon Bleu with Cajun seasoned potato wedges Banana Split with tinned fruit cocktail and Real Dairy Spray Cream™</p> <p>Doesn't eat meat, unless it's fish. Won't touch the seasoning.</p> <p>Tinned fruit Cocktail, Real Dairy Spray Cream. Too many preservatives and E-numbers for desert.</p> <p>6) Prem is Lacto Vegetarian and Hindu Beef Bobotie with Turmeric Rice Bakewell Pudding and mascarpone cream</p> <p>Most Hindus don't eat cows. Too many eggs for this vegetarian</p>			
12:30	Finish	Tread led		Slide 88

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or training@challcon.com
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