## ISLAMOPHOBIA: THE WORKPLACE



Facilitating an inclusive social environment in the workplace is simple to achieve and has wide-reaching benefits for employees and the workplace. Creating a Muslim-friendly environment attracts talent, nurtures loyalty, and enhances job satisfaction. Unfortunately, data shows that Muslims experience Islamophobia in corporate spaces, from recruitment to the workplace. [1]

A job-seeker with an English-sounding name was offered three times the number of interviews compared to an applicant with a Muslim name, a BBC study found. [2]





In 2017, a government report found that only **one in five members** of the economically active Muslim population is in full-time employment, compared to one in three overall. 31

More than two-thirds of UK Muslims in employment have experienced some form of workplace Islamophobia. [4]





A significant number of UK Muslims say that they have faced discrimination during annual work reviews (32%) and at job interview stage (34%).

While 37% of the UK Muslims surveyed said they had faced Islamophobia at recruitment stage, the figure rose to 58% of Black Muslims currently in work.



## **ISLAMOPHOBIA:** THE WORKPLACE



Department of Work and Pensions analysis has estimated that between a quarter and half of the current ethnic minority employment gap in the UK is caused by employer discrimination.



According to The Young Foundation, 23% of women respondents who are in work said they felt they were treated differently or encountered discrimination in interviews because they were Muslim. 43% percent of women respondents not currently in work said they felt they were treated differently or encountered discrimination at interviews because they were Muslim.

A 2024 study found that 69% of Muslim workers experience everyday microaggressions - subtle hostility or exclusion within their workplace.



Data presented to the Scottish Parliament showed a 600-700% surge in anti-Muslim incidents — including workplace cases — between October 7–19, 2023, amid a wider UK-wide increase in Islamophobia. [10]



## **ISLAMOPHOBIA:** HEALTH CARE



The NHS is the fifth largest employer in the world and it is estimated that just under 10% of the doctors in the NHS are Muslim. 12 Yet, behind the scenes, there lies an urgent matter that requires attention: Islamophobia within healthcare environments. 2

In a survey conducted after the summer 2024 Islamophobic and racist riots in the UK, BIMA found that 62.6% of Muslim healthcare professionals reported feeling unsafe commuting to or working at their jobs. [3]

A Muslim Doctors Association (MDA) report [4] found that:

Almost 4 in 10 Muslim Healthcare Professionals (HCPs) had received verbal abuse from colleagues around their faith.





Almost 8 in 10 experienced negative assumptions related to their religion.

Approximately half have been impacted by organisational bias, discrimination, and minority stress.





Almost 9 in 10 do not know Muslims in leadership and management positions.

1 in 5 felt that they had been passed over for promotion due to their religion.



<sup>//</sup>bhma.org/faith-discrimination-in-the-nhs-multiple-penalties-facing-muslim-doctors/ /britishima.org/jslamophobia-in-healthcarg/ islamic Medical Association (BiMA). (2024). BiMA Survey – Muslim Healthcare Professionals: Post-Riots Experiences [Online survey report]. Available at: https://britishima.org/bima-survey-reveals-i-mer-racist-riots-on-muslim-healthcare-professionals-in-the-ul/ Doctors Association & The Grey Area (2021). Excluded on the front line: Discrimination, Racism and Islamophobia in the NHS

# ISLAMOPHOBIA: SCHOOLS



Recent data shows that Islamophobia in schools continues to be an issue across the UK.

A report conducted by The Better Community Business Network (BCBN) and the University of East London, School of Psychology, looks at the obstacles faced by young Muslims in their battle to maintain their mental health. The report, which was based on the responses of 729 young Muslims, reveals that:

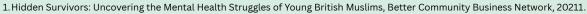
- Over 70% of those who say they experience mental health struggles also say that they have been victims of Islamophobia.
- 64% of young Muslims said they experienced suicidal thoughts.
- 4 in 5 young Muslims say they suffered mental health struggles.
- 60% said they would not tell their parents if they had a mental health struggle.
- 90% of service users said it was important for mental health support services to be faith and culturally sensitive.
- More than 2/3 of participants experienced bullying (mainly in a public setting). Over 70% say bullying occurred in schools.



Sana\*, a school teacher, was shocked when one of her pupils called her a "bomber". When Sana reported the incident to the school leadership team (SLT), she was disappointed to find the SLT lacked the urgency and concern to deal with the incident promptly and effectively. Sana's disappointment quickly turned into distress when she discovered that the school had no effective procedure in place to deal with incidents of bullying by students. She contemplated a situation where she would have to face Islamophobic bullying from pupils on a daily basis without any formal routes to resolve the matter. (\* Sana is a pseudonym)

A study conducted by researchers at the UCL Institute of Education found that over 50% of teachers surveyed reported that students expressed support for far-right ideologies, while up to 75% observed Islamophobic and misogynistic attitudes. Nearly all students were exposed to racist language or conspiracy theories. [3]





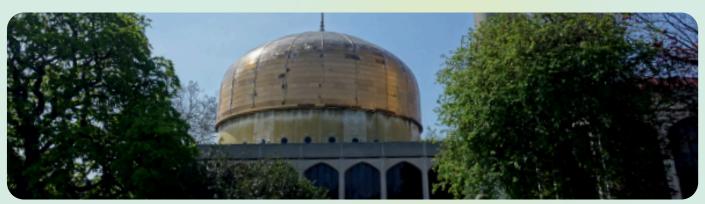
 $<sup>2.</sup> IRU\ Case\ Study,\ https://www.theiru.org.uk/project/student-teacher-bullying-in-the-classroom-sanas-story/$ 

 $<sup>3.</sup> An adolu\ Agency.\ (2021).\ Rise\ in\ extreme\ views,\ Islamophobia\ found\ in\ English\ schools:\ Study.\ An adolu\ Agency.\ Retrieved\ from\ \underline{an adolu\ agency.\ com}$ 

### ISLAMOPHOBIA Awareness Month

## ISLAMOPHOBIA

## MOSQUES & ISLAMIC INSTITUTIONS



A report by Muslim Census and MEND into attacks on Mosques and Islamic Institutions in the UK found that:

**42% of Mosques** experienced a religiously motivated attack in the last 3 years and of those, 83% have been attacked at least once a year.

**17%** of those who experienced an attack also experienced a physical assault.

Only **55%** were satisfied with police response, however **28%** did note increased police surveillance so we should work to increase community engagement.

**64% reported attacks** had a negative impact on the wider community e.g. discouraged attendance, sense of fear or loss of confidence in police.

Mosque attendance is associated with increased electoral and nonelectoral political participation. This makes mosque safety key for muslim participation in society. [2]

## ISLAMOPHOBIA



## MOSQUES & ISLAMIC INSTITUTIONS

### Contributions to the UK economy

Muslims are the largest givers to charity of all social groups.[3]

British Muslim charitable donations exceed £1bn a year and are projected to reach over £4bn by 2051. [4]

Charity donations made by Muslims in Ramadan 2020 exceeded £150 million.. <sup>[5]</sup>

**43% of British Muslims** have volunteered in the past year, while only **26%** of respondents from the general public say the same. **62%** say they volunteer multiple times a month. [6]

The government has committed more funding to protecting UK Muslims.

In March 2024 the government made £29.4 million available to protect Mosques, Muslim faith schools and other community organisations following the rise in hate crimes. This includes measures such as CCTV, alarm systems and secure fencing.

However, this funding must be applied for, creating barriers, as with the complicated three-stage process of the 2022/2023 funding. [8]



<sup>1.</sup> https://www.bbc.com/news/uk-politics-68564577

<sup>2.</sup> https://www.mend.org.uk/mend-calls-for-rejection-of-goves-new-extremist-definition/

<sup>4.</sup> https://www.tandfonline.com/doi/abs/10.1080/1369183X.2017.1330652

https://www.middleeasteye.net/opinion/british-muslims-recognised-best-charity-givers-again
 https://www.islamchannel.tv/blog-posts/british-muslims-donate-ps1bn-to-charity-soar-over-ps4bn-by-205

<sup>8.</sup> https://www.muslimcharitiesforum.org.uk/resources/british-muslim-charitable-giving-report-ii-the-impact-of-the-cost-of-living-crisis/

<sup>9.</sup> https://www.gov.uk/government/news/government-commits-more-funding-to-protect-uk-muslims https://www.muslimcharitiesforum.org.uk/resources/british-muslim-charitable-giving-report-ii-the-impact-of-to-fulin

or-iving-crisis/ 10.<u>https://www.mend.org.uk/wp-content/uploads/2022/06/Mosques-Survey-Muslim-Census.pdf</u>

# ISLAMOPHOBIA: MENTAL HEALTH



#### **United Kingdom (UK)**

A report by the Better Community Business Network (BCBN) in 2021 revealed that:



Over 70% of those who had experienced "mental health struggles" had also experienced Islamophobia.

More than **two-thirds** reported bullying, with nearly half experiencing this at school. **64% of young Muslims** said they experience suicidal thoughts.

**90% of service users** said it was important for mental health support services to be faith and culturally sensitive.

#### Mental Health Challenges for Muslim Youth

Research shows: [2]

- · 53.8% of young Muslims experience anxiety.
- · 49.4% suffer from depression.
- · 48.6% report stress.



#### **United States of America (USA)**

The 2023 Bullying Report by CAIR California found that 40-50% of Muslim students between the ages of 11-18 surveyed have consistently reported being bullied over the past decade.

Nearly **half of the students** reported feeling unsafe, unwelcome, or uncomfortable at school because of their Muslim identity.

**25% of students** reported that an adult at their school made offensive comments or acted offensively to Islam/Muslim. [3]

A 2021 study revealed that American Muslims report **two times the odds** of a suicide attempt in their life compared to respondents from other faith traditions including atheists and agnostics.

## **ISLAMOPHOBIA:** MENTAL HEALTH



#### **Australia**

The fourth Islamophobia in Australia report has been compiled from incidents reported to the Islamophobia Register Australia (IRA) since its inception in September 2014 until December 2021.

Being the convenient and frequent target of Islamophobia, hijabi Muslim women displayed hypervigilance in their daily routines.

Whether the incident was verbal or physical had no bearing on suffering from long-term impacts, with approximately one-quarter of respondents suffering a long-term impact from verbal (24%) and physical attacks (25%).

- The All-Party Parliamentary Group (APPG) on British Muslims, who collected anonymous reports of experiences of Islamophobia from four UK cities stated that "A striking aspect of the anonymous victim testimonies was the impact on the mental health of the victims which often included feelings of isolation, having nobody to turn to, feeling neglected by the police and the sense that there was no point in reporting the crime, avoiding public spaces, or having to move house or school or jobs to put an end to the abuse. This element of the victim testimonies indicated the importance of capturing the impact of Islamophobia within the definition."
- Islamophobia Defined, APPG, 2018: page 53

A 2021 report conducted by The Better Community Business Network (BCBN) and the University of East London, School of Psychology, looks at the obstacles faced by young Muslims in their battle to maintain their mental health. The report was based on the responses of 729 young Muslims.

Muslim Mind Collaborative, (September 2023). Muslim Mental Health in Schools: The First Step. Muslim Mind Collaborative. Retrieved from huslimmind collaborative.co.uk

CAIR California, <a href="https://ca.cair.com/sacval/publications/2023-bullying-report/">https://ca.cair.com/sacval/publications/2023-bullying-report/</a>, 2023 <a href="https://jamanetwork.com/journals/jamansychiatry/fullarticle/">https://jamanetwork.com/journals/jamansychiatry/fullarticle/</a>



# ISLAMOPHOBIA: MENTAL HEALTH

#### If you're struggling with your mental health, you can contact:

#### Muslim Youth Helpline:

Call their helpline 7 days a week (4pm-10pm) 0808 808 2008 <a href="https://myh.org.uk/">https://myh.org.uk/</a>

#### **Inspirited Minds:**

Contact form: https://inspiritedminds.org.uk/contact-us/

#### Muslim Women's Network Helpline:

Monday to Friday 10am to 4pm: 08000 999 5786 By email: info@mwnhelpline.co.uk https://www.mwnhelpline.co.uk/

#### **Amina**

The Helpline is a support service for Muslim and BME women in Scotland

Helpline: 0808 801 0301 https://mwrc.org.uk/

#### Mind:

Monday to Friday 9am-6pm (except bank holidays): 0300 123 3393 By email: <a href="mailto:info@mind.org.uk/">info@mind.org.uk/</a>
<a href="https://www.mind.org.uk/">https://www.mind.org.uk/</a>

#### Childline:

24 hours a day, 7 days a week: 0800 1111 https://www.childline.org.uk/

#### Victim Support:

Support line: 0808 1689 111 <a href="https://www.victimsupport.org.uk/">https://www.victimsupport.org.uk/</a>

#### Islamophobia Response Unit:

legal support to victims of Islamophobia in England and Wales <a href="https://www.theiru.org.uk/">https://www.theiru.org.uk/</a>

#### Stop Hate UK:

By phone: 0113 293 5100
By email: <a href="mailto:info@stophateuk.org/">info@stophateuk.org/</a>
<a href="mailto:https://www.stophateuk.org/">https://www.stophateuk.org/</a>

## ISLAMOPHOBIA MEDIA & CULTURE



Islamophobia in the mainstream media has created barriers and mistrust between the Muslim community and the media. Better representation of Muslims working in the media can help address negative stereotypes and provide positive role models to encourage more Muslims to enter the industry.

A report by the Centre for Media Monitoring (last quartile of 2018) found that:

59% of all articles associated Muslims with negative behaviour.

37% of articles in right-leaning and religious publications were categorised with the most negative rating of "very biassed".

Over a third of all articles misrepresented or generalised Muslims.

Terrorism was the most common theme.

The 2022 book Covering Muslims: American Newspapers in Comparative Perspective tracked the tone of hundreds of thousands of articles over the decades. They found an overwhelmingly negative coverage, not only in the United States but also in the UK, Canada and Australia.

Negative news mentioning Muslims or Islam, by country	
A review of 528,444 news articles mentioning Muslims or Islam over 30 years found the proportion that were negative was nearly the same in the U.S., U.K., Canada and Australia.	
United States	80%
United Kingdom	79%
Canada	79%
Australia	77%
Articles are from 1996 to 2016 from a range of newspapers  Chart: The Conversation/CC-BY-ND • Source: Erik Bleich and Maurits van der Veen	

Your stories and coverage of IAM can provide an opportunity to recognise the positive contributions that Muslims make to society. Reporting fair and balanced stories about Muslims can help tackle Islamophobia in the media and wider cultural spaces.

To support IAM and write a story, please contact press@islamophobia-awareness.org

<sup>1. &</sup>lt;a href="https://www.media-diversity.org/muslim-journalists-in-the-uk-struggle-to-make-their-voices-heard/">https://mww.media-diversity.org/muslim-journalists-in-the-uk-struggle-to-make-their-voices-heard/</a>.

2. Centre for Media Monitoring, 2018 <a href="https://mcb.org.uk/initiatives/media-monitoring/">https://mcb.org.uk/initiatives/media-monitoring/</a>.

3. Bleich. E. and Maurits Van Der Veen. A. (2022), "Covering Muslims, American Newspapers in Comparative Perspective," Oxford University Press

3. Bleich. E. and Maurits Van Der Veen. A. (2022), "Covering Muslims, American Newspapers">https://mcb.org.uk/initiatives/media-monitoring/</a>.

3. Bleich. E. and Maurits Van Der Veen. A. (2022), "Covering Muslims, American Newspapers in Comparative Perspective," Oxford University Press

3. Bleich. E. and Maurits Van Der Veen. A. (2022), "Covering Muslims," American Newspapers in Comparative Perspective," Oxford University Press

4. Covering Press

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# ISLAMOPHOBIA: HIGHER EDUCATION

In the 2019/20 academic year, there were over 200,000 Muslim students at UK universities – 8.7% of the student population. Muslim students have many positive, enjoyable experiences of higher education. However, research indicates that Islamophobia is present at UK universities, and affects large numbers of Muslim students.

A study, Allen (2023) suggests that Muslim students are experiencing increased levels of Islamophobia while studying at universities in the United Kingdom (UK) through the findings of two reports. The study also presents evidence to suggest that the incidence of microaggressions might be more widespread than the existing scholarly literature relating to Islamophobia currently seems to suggest. [3]

One report, Guest et al. (2020) noted that while most (non-Muslim) university students tend to have a relatively positive view of Muslim students, a minority are known to uphold views that draw on the discursive tropes and stereotypes of contemporary Islamophobia. [4]

The second, Akel (2021) found that growing numbers of Muslim students are nowadays likely to experience 'manifestations of Islamophobia, both overt and covert'. [5]

- This report showed that nearly 50% of Muslim students reported sacrificing worship for attending classes, while only 9% experienced academic flexibility around religious observance. Many felt unsafe practicing faith, with 25% defensively covering their religious garments due to visibility concerns
- It also showed that approximately 39% of Muslim staff report that Islamophobia is normalized at their institution, with many feeling unsafe using prayer spaces or requesting religious accommodations.
- For almost a quarter of the Muslim students in the sample, their experience of an Islamophobic hate incident involved verbal abuse, name calling or derogatory slurs. As they explained, expletive-laden variations on 'terrorist' or 'extremist' were the most common.
- Female students who were visibly identifiable as Muslim were also the most likely to experience hate incidents, with one hijab wearing student claiming that she had experienced 'verbal abuse at least 20–30 times'.
- Both male and female students spoke about how they felt the need to change their behaviours when in the learning and teaching spaces, due to lecturers or fellow students making disparaging or stereotypical comments about Muslims or the religion of Islam.



Whilst social and ethnic diversity on campus is seen as a cause for 'celebration', religious diversity is largely unrecognised and unacknowledged. This can make Muslim students feel invisible, ignored, overlooked, undervalued or disregarded as Muslims. [6]

In higher education, young Muslims are more likely to drop out early or to gain fewer 'good degrees' (1st or 2:1s) than their non-Muslim peers.

<sup>1.</sup> Higher Education Statistics Agency (2021) HE student enrolments by personal characteristics 2015/16 to 2019/20

<sup>2.</sup> Bridge Institute for Research and Policy (2018) Muslim Students in UK Higher Education: Issues of Inequality and Inequity
3. Allen, Chris Everyday experiences of Islamophobia in university spaces: A qualitative study in the United Kingdom, 2023, study carried out on 70 Muslim students at UK universities.

<sup>4.</sup> Guest M, Scott-Baumann A, Cheruvallil-Contractor S, et al. (2020) Islam and Muslims on UK University Campuses: Perceptions and Challenges. London: SOAS.
S. Akel, S. (2021). Institutionalised: The Rise of Islamophobia in Higher Education. Centre for Equity & Inclusion, London Metropolitan University. Published via the Aziz Foundation. Available e

<sup>6.</sup> İbid, 4
7. Social Mobility Commission, UK GOV, Press Release: Young Muslims in the UK face enormous social mobility barriers, 2017.

## GLOBAL ISLAMOPHOBIA

ISLAMOPHOBIA AWARENESS MONTH

According to a group of UN independent experts: Acts of harassment, intimidation, violence and incitement based on religion or belief have risen to "alarming levels" across the world, including against Muslims. [1]

#### **United Kingdom (UK)**

In the year ending March 2023, where the perceived religion of the victim was recorded, over 4 in 10 (44%) of religious hate crime offences were targeted against Muslims (3,400 offences). [2]



The Islamophobia Response Unit (IRU) has seen a sustained increase in Islamophobia from October 2023 to February 2024. The data shows:

365% increase in reports to the unit in October.

325% increase in reports to the unit in November.

206% increase in reports to the unit in December.

206% increase in reports to the unit in January.

This amounts to **123 new cases** during this period compared to 2022. [3]



### **United States of America (USA)**

According to the Institution for Social Policy and Understanding (ISPU), every year since 2016, over 60% of American Muslims have reported experiencing at least one instance of religious discrimination.

The Council on American-Islamic Relations (CAIR) said it has received **2,171 requests for help and reports of bias** in the eight weeks between the 7th of October and the 2nd of December 2023. This is a **172% increase** over a similar month period to the previous year. [5]

## GLOBAL ISLAMOPHOBIA



### India

**(** 

■Priyanka ■Habiba

A <u>2019 report</u> by India-based non-governmental organisation Common Cause found that **half of the police** 

**surveyed showed anti-Muslim bias**, making them less likely to intervene to stop crimes against Muslims. Analysts have also noted widespread impunity for those who attack Muslims.

2022 research conducted by Led-By Foundation shows for every two positive responses to a job application that a Hindu woman gets, a Muslim woman in India receives one.

The religious bias against Indian Muslim Women for entry-level jobs is visible across industries and across geographies

The disparity in the call-back rates between Priyanka and Habiba is visible across industries...

Response rate across Industries²

Response rate based on regions³

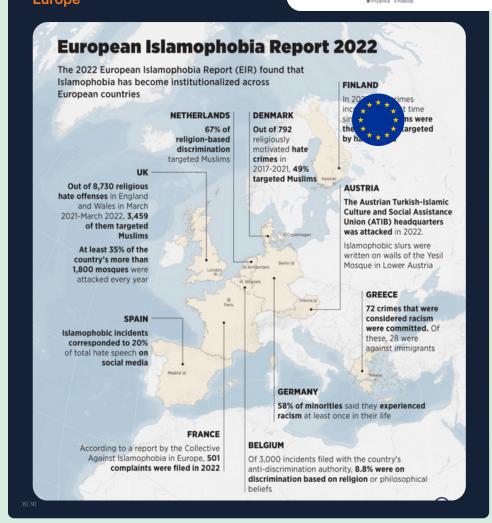
South India

West India

West India

West India

#### Europe





# **GLOBAL** ISLAMOPHOBIA

#### **Australia**

The fourth Islamophobia in Australia report has been compiled from incidents reported to the Islamophobia Register Australia (IRA) since its inception in September 2014 until December 2021. 930 verified incidents (515 offline and 415 online) were analysed using the Statistical Package for Social Sciences (SPSS).[10]

Most victims were women (78%) and most perpetrators were men (70%). 2 in 3 women were harassed by male perpetrators.

2 in 10 children and 3 in 10 vulnerable victims (other than children) were exposed to a physical attack.

There were 133 reported Islamophobic incidents between 7th October and 6th November 2023, according to the IRA. Prior to 7th October, the average number of weekly incidents was 2.5.

## ISLAMOPHOBIA: SPORT

## ISLAMOPHOBIA AWARENESS MONTH

Sport has the capacity and potential to create a strong sense of community identity and belonging for people all over the world. However, even at grassroots level, Islamophobia exists and needs to be addressed.



Kick It Out received a record **1,398 reports** of discriminatory behaviour in the 2024-25 season. <sup>11</sup> This marks a continued year-on-year rise, up from 1,332 reports in 2023/24, 1,007 in 2022/23, and 610 in 2021/22

The charity also received 452 reports from the professional game, up slightly from 440 last season. While overall reports of racism fell across all levels of the game, the number of racist incidents in the pro game increased from 223 to 245.

Online abuse remains a major concern, with 621 reports submitted this season, a 5% rise on last year. A large proportion of these (268) related to racism, underlining how racial abuse continues to be prevalent in online spaces. In addition, faith-based abuse rose sharply, including a five-fold increase in sectarian abuse and a continued rise in religiously motivated discrimination across social media platforms.

## ISLAMOPHOBIA: SPORT



#### **MUSLIM WOMEN & SPORT**

A Muslimah Sports Association (MSA) report [2] found that:

43% of British Muslim Women do not think that current sports facilities are appropriate to them.

65% of respondents agree that there are religious/cultural barriers that limit/stop their participation in sports.

**97% of British Muslim women** said they want to increase their participation in sport.

33% said that past experiences have negatively impacted their experience in sport.

[There is] "Racism in high level football from coaches and players. I had my hijab ripped off. Not suitable football clothes for women as everything is tight. Taken out because of my ethnicity."

- 25-34yrs, London

"I used to play netball for a semi pro club in East of England when I was 18 and I was wearing hijab and I got discriminated by my coach and other players as everyone else was white. No one stuck up for me. So I left and my opportunity to go pro."

- 25-34yrs, London

<sup>1.</sup> https://www.kickitout.org/news-media/discrimination-football-remains-record-levels

<sup>2.</sup> Muslimah Sports Association - Muslim Women in Sport Report - <a href="https://msusercontent.com/9ff51262c4b1583983394616/files/Oaf3dd9-0529-443-156c-387635725371/MSA Reserach">https://msusercontent.com/9ff51262c4b1583983394616/files/Oaf3dd9-0529-443-156c-387635725371/MSA Reserach</a>