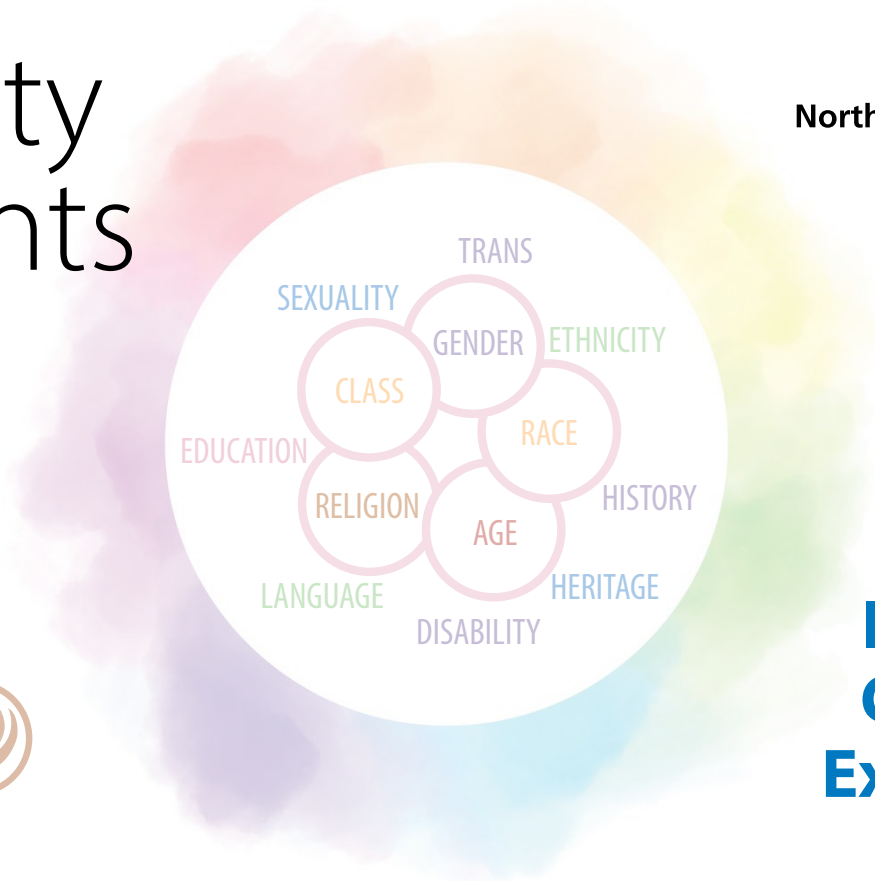


Equality, Diversity & Inclusion Events Calendar 2023



**Inclusion
Centre of
Excellence**

Introduction

This calendar provides a selection of key dates, awareness raising days and some events which reflect the diverse local population of our staff and service users.

The calendar has been developed as a resource for NHS staff to demonstrate a visible and supportive role which is committed to respecting and celebrating diverse communities, cultures and faiths.

It is important to remember that people practice their faith in different ways and it is best not to make assumptions. For example:

- There are a wide variety of Christian churches and organisations all of which have their own specific needs, rituals and observations.
- Some Jewish holy days have specific observations such as people not working, driving, writing, or switching on or off electrical devices.
- Muslims require access to running water for prayer.

Information in this calendar may be useful to staff to consider when scheduling home visits and appointments.

Use this calendar to:

- Promote equality, diversity and inclusion.
- Break down barriers and foster an inclusive environment.
- Avoid wastage by ensuring appointments are scheduled accordingly.
- Ensure key events do not clash with major festivals.
- Encourage wellbeing.
- To support you in organising diversity and inclusion campaigns, events and activities locally.

Equality related advice and enquires contact the:

Equality & Inclusion Team

Email: equality@nca.nhs.uk

Tel: 07971 526 774

Equality Initiatives and Key Contacts

Some of the following resources will help you with implementing the Accessible Information Standard (which is a mandatory standard for NHS England for Health & Social Care).

- Join the Black Asian & Minority Ethnic (BAME) Lesbian, Gay Bisexual & Trans (LGBT) or Disability Staff Network Groups as an active member to inform and influence policy and practice and keep well-informed of the latest developments. Visit the staff intranet page for network chairs details.
- Attend Equality training - Check the L&D website.
- Book a Sensory Impairment Simulation session.

- The **Chaplaincy & Spiritual Care Team** support patients and relatives of all faiths and none.

Salford: Tel: 0161 206 5167
Email: chaplaincy@nca.nhs.uk

Oldham: Tel: 0161 627 8796

Bury / Rochdale: Tel: 0161 778 3568

- **Interpreting and Translation**

NCA: Languages Interpretation & Translations:

Booking Portal:
<https://nhs.zipporah.co.uk/Interpreter/>

Tel: 0161 627 8770

Email: Interpretation@nca.nhs.uk

- **NCA Sign Language & BSL**

Booking Portal:
<https://nhs.zipporah.co.uk/Interpreter/>

Email: Interpretation@nca.nhs.uk

Text Relay: 18002 followed by telephone number

Texting: 07966 003540

Tel: 0161 627 8770

- **Printed documents** are available in different formats upon request. Contact the Interpretation and Translation Team.

- Be aware of and meet the **communication needs** of patients with disabilities.

Salford: Check on Patient Centre.

Oldham, Bury, Rochdale:
Check patient electronic record.

- Is the **portable loop** available and working? If not, contact the Estates Manager.

Salford: Tel: 0161 206 4502

Oldham, Bury, Rochdale: Tel: 0161 627 8545

- For concerns of safety or welfare or vulnerable people contact the **Safeguarding Team**

Salford: Tel: 0161 206 3804

Oldham, Bury, Rochdale:
Tel: 0161 720 2227 / 0161 627 7494

- **Volunteer Service (including Meet & Greet)**

Salford:

Contact the hospital **meet, greet and scooter service** including booking a mobility scooter and assistance to and from appointments.

Tel: 0161 206 8942

Email: volunteer.salford@nca.nhs.uk

Oldham, Bury, Rochdale:

Meet and greet volunteers can be booked by contacting Volunteer Services.





Tel: 0161 604 5892

Email: volunteer.nes@nca.nhs.uk

- The **National Hospital Travel Costs Scheme** helps people who may struggle with the costs of parking or travelling to and from hospital. Contact the Cashiers Office.

Salford: Tel: 0161 206 5178 / 0158

Oldham, Bury, Rochdale: Tel: 0161 764 6081

Religion / Event	Symbol	Colour Code
Buddhism		Orange
Chinese		Red
Christianity		Blue
Hinduism		Pink
Islam		Green
Judaism		Purple
Sikhism		Brown
Equality Event		Black
Bank Holiday		Grey

Please Note:

* Holy days usually begin at sundown on the first day.

** Local or regional customs may use a variation of this date.

Chinese New Year

Date: 22nd January



Description

Families gather spending the evening eating festive meals, giving money to children in red envelopes and visiting the temple.

Gong Xi," pronounced 'gong zee' means "Congratulations."

Outpatient Impact

Avoid scheduling appointments on this date.

Inpatient Impact

- › Expect visitors who may bring in special foods.
- › Be aware of any individual superstitions such as avoid bed number 4, avoid the colour white (poverty) or black (calamity and grief), whilst red signifies good luck (wards of spirits).
- › Many people do not eat meat on the first day although some may eat fish.
- › May ask to open a window at midnight to let out the old and in with the new.

Staff Impact

Staff may request this day off.

Fast of Tevet 10

Date: Begins sunrise of Tuesday, January 3, 2023, Ends nightfall of Tuesday, January 3, 2023



Work permitted

On Asarah B'Tevet, the 10th day of the Jewish month of Tevet, in the year 3336 from Creation (425 BCE), the armies of the Babylonian emperor Nebuchadnezzar laid siege to Jerusalem. Asarah B'Tevet is observed as a day of fasting, mourning and repentance.

Dry January Date: All Month

Reasons to try dry

New year, new you - do Dry January and feel healthier and happier as:

- › You sleep better.
- › Your skin improves.
- › You lose weight.
- › More money in your pocket (the average person spends £50,000 on booze in their lifetime).
- › Get healthier - through giving up alcohol for a month you do your insides a lot of good.
- › Amazing sense of achievement!

Did you know?

- › Alcohol is the biggest risk factor for all early deaths among 15-49 year olds.
- › Alcohol killed more people in 2020 in England and Wales than in any of the previous 20 years.
- › Around 200,000 children in England live with an alcohol dependent parent.
- › Alcohol costs the NHS an estimated £3.5 billion every year in England alone.

www.alcoholchange.org.uk

World Braille Day

Date: 4th January

World Braille Day is a reminder of the importance of accessibility and independence for those who are blind or visually-impaired.

Braille is a tactile reading and writing system used by blind and visually impaired people who cannot access print materials. It uses raised dots to represent the letters of the print alphabet. It also includes symbols to represent punctuation, mathematics and scientific characters, music, computer notation and foreign languages.

www.daysoftheyear.com/days/world-braille-day

Epiphany

Date: 6th January

Epiphany, or Twelfth Night, marks the end of the Christmas and New Year season for most people in the United Kingdom (UK). It is also an occasion for Christians to celebrate the three kings' (or wise men's) visit to Jesus shortly after his birth and Jesus' baptism.

Holocaust Memorial Day

Date: 27th January

A day to remember the millions of people who were murdered or whose lives were changed beyond recognition during the Holocaust and in subsequent genocides.

www.hmd.org.uk

January 2023

Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 52

						1	
Week 1	2	3	4	5	6	7	8
Week 2	9	10	11	12	13	14	15
Week 3	16	17	18	19	20	21	22
Week 4	23	24	25	26	27	28	29
Week 5	30	31					

January is Cervical Health Awareness Month | Celebration of Life Month | Alcohol Concern Dry January

 Buddhism (Orange)
  Chinese (Red)
  Christianity (Blue)
  Hinduism (Pink)
  Islam (Green)
  Judaism (Purple)
  Sikhism (Brown)
  Equality Event
  Bank Holiday

Special Days

- 1st** New Year's Day / Hogmanay
- 2nd** Bank Holiday
- 3rd** Fast of Tevet 10 - Jewish Observation*
- 4th** World Braille Day
- 6th** Epiphany – [Christian Observation](#)
- 7th** Feast of the Nativity (Christmas Day) – [Orthodox Christian](#)
Mahayana New Year – [Buddhist](#)
- 8th** Baptism of the Lord Jesus – [Christian](#)
- 13th** Saint Hilary's Day – [Christian](#)
Maghi – [Sikh](#)
- 14th** New Year – [Orthodox Christian](#)
- 15th** Makar Sankranti – [Hindu](#)
- 16th** Martin Luther King Jnr Day
- 18-25th** Week of Prayer for Christian Unity (8 Days) – [Christian](#)
- 20th** Birthday of Guru Gobind Singh – [Sikh](#)
- 21st** Saint Agnes' Day – [Christian](#)
- 22nd** Chinese New Year - [Chinese](#)
- 25th** Burns Night - Birthday of the Scottish Poet Robert Burns
- 26th** Vasant Panchami – [Hindu](#)
- 27th** Holocaust Memorial Day
- 29th** Zacchaeus Sunday – [Orthodox Church](#)

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Nirvana Day

Date: 15th February



Description

The death of the Buddha is celebrated, as having attained enlightenment. Temples and monasteries are visited. A social occasion where people gather with food or gifts and remember loved ones.

Outpatient Impact

Avoid scheduling appointments as many may wish to meditate or attend Buddhist temples or monasteries.

Inpatient Impact

- Some practices involve certain dietary restrictions such as having only one meal a day.
- May spend time meditating, although the timing is flexible.
- May wish to remember loved ones who have died on this day and display photos.

Staff Impact

Depends on the individual practice. May request time off to celebrate with the Buddhist community.

Ash Wednesday (Lent Begins)



Date: 22nd February

Lent is the period of 40 days before Easter during which Christians reflect upon the events leading up to the crucifixion.

A time for self-reflection on what it means to be a follower of Christ.

World Hijab Day

Date: 1st February

World Hijab Day is an annual event which takes place on 1st February each year in 140 countries worldwide. The day is to encourage women of all religions and backgrounds to wear and experience the hijab, in recognition of millions of Muslim women who choose to wear the hijab and live a life of modesty.

Time To Talk Day

Date: 2nd February

Time To Talk day, is a space and time to talk about mental health openly. Mental health problems affect one in four of us, yet too many people are made to feel isolated, ashamed, and worthless because of this. Time to Talk Day encourages everyone to be more open about mental health - to talk, to listen, to change lives.

International Childhood Cancer Day

Date: 15th February

International Childhood Cancer Day (ICCD) is a global collaborative campaign to raise awareness about childhood cancer, and to express support for children and adolescents with cancer, the survivors and their families. The day promotes increased appreciation and deeper understanding of issues and challenges impacting childhood cancer and the survivors.

LGBT History Month

Date: All Month



The overall aim of LGBT History Month is to promote equality and diversity for the benefit of the public. By:

- Increasing the visibility of Lesbian, Gay, Bisexual and Trans (LGBT) people, their history, lives and their experiences.
- Raising awareness and advancing education on matters affecting the LGBT community.
- Working to make educational and other institutions safe spaces for all LGBT communities, *and*
- Promoting the welfare of LGBT people, by ensuring that the education system recognises and enables LGBT people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

www.lgbthistorymonth.org.uk

February 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 5			1	2	3	4	5
Week 6	6	7	8	9	10	11	12
Week 7	13	14	15	16	17	18	19
Week 8	20	21	22	23	24	25	26
Week 9	27	28					

February is UK National Heart Month | Lesbian Gay Bisexual Trans History Month

Special Days

- 1st** World Hijab Day
- 2nd** Candlemas – [Christian](#)
Time to Talk Day
- 4th** World Cancer Day
- 6th** 15th Shevat – [Jewish Celebration](#)
- 6th-12th** Sexual Abuse & Violence Awareness Week
Children’s Mental Health Week
National Apprenticeship Week
- 12th** Autism Sunday
- 14th** Saint Valentine’s Day
- 15th** Nirvana Day – [Buddhist](#)
International Childhood Cancer Day
- 18th** Maha Shivaratri – [Hindu](#)
Isra and Miraj Night* – [Islam](#)
- 20th** World Day of Social Justice
- 21st** Shrove Tuesday – [Christian](#)
- 22nd** Ash Wednesday (Lent Begins) – [Christian](#)
- 27th** Great Lent Begins – [Orthodox Church](#)



Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Ramadan (Start)

Date: 22nd March



Description

The holiest month of the year where Muslims fast for 30 days from sunrise to sunset. Time is focused on prayer, charity and self-reflection.

Outpatient Impact

- Avoid scheduling early morning appointments as many people will be engaging in prayer until the early hours of the morning.
- Also avoid carrying out home visits in the late evening and scheduling appointments near to sunset when they may be preparing to open their fast.

Inpatient Impact

- Some patients may still wish to fast although they are exempt due to ill-health.
- Review of medications may be required.
- Certain medical interventions will be rejected to avoid breaking the fast (please see Ramadan bulletin produced by the Equality, Diversity & Inclusion Team).

Staff Impact

- Staff may want to rearrange their working day to accommodate the timing of the fast.
- May also request a prayer room.
- Please see Ramadan bulletin.

Purim

Date: Begins sunset of Wednesday 16th March, Ends nightfall of Thursday 17th March



Description

Commemorates Esthers saving of the Jewish people from extermination. Four activities are performed including listening to a public reading, send food to friends, give charity and eat a festive meal.

Outpatient Impact

No restrictions but avoid appointments as it is a particularly busy day for the community.

Inpatient Impact

Expect visitors in the late evening, particularly in the summer months with longer days, as the patient may want to hear a reading towards sundown. The reading takes between 25-40 minutes.

Staff Impact No impact.

Holi

Date: 8th March



Description

Spring festival celebrating creation and renewal. In the evening people celebrate with a bonfire, roasted coconuts and smearing each other with coloured paint and powder.

Outpatient Impact No impact.

Inpatient Impact ➤ Single meal fasting is often observed.
➤ Expect evening visitors.

Staff Impact

Staff may wish to avoid working in the evening to attend prayers in the temple.

Rama-Navami

Date: 30th March



Description

Start of a nine day celebration of the birth of the Lord Rama. His cradle is decorated and religious stories are read ceremoniously at home and in joyous public gatherings in the temple.

Outpatient Impact

Avoid afternoon appointments as followers of Lord Rama will visit the temple for a special afternoon prayer.

Inpatient Impact

- May bring in food and expect visitors.
- Most people fast until midnight breaking their fast with an offering of fruits and milk.
- Others may fast for the whole nine days from sunrise to sunset.
- Throughout the nine days no meat and alcohol are consumed.

Staff Impact No impact.

International Women's Day

Date: 8th March

The day celebrates the social, economic, cultural and political achievements of women and puts the spotlight on the global action needed to accelerate gender parity.

www.internationalwomensday.com

Disabled Access Day

Date: 16th March

A day to celebrate good access and create opportunities for people to try something new. The day is about highlighting the fantastic access that already exists in places too.

www.disabledaccessday.com

Prostate & Ovarian Cancer Awareness Month

Date: All Month

Both campaigns focus on earlier awareness of symptoms, genetic predisposition, and early detection.

www.cancerresearchuk.org

International Day of Happiness

Date: 20th March

The UN General Assembly adopted a resolution which recognised happiness as a 'fundamental human goal' and called for members to promote happiness and well-being.

www.dayofhappiness.net

International Transgender Day of Visibility

Date: 31st March

Celebrated annually on 31st March and is traditionally a time to celebrate transgender people around the world and the courage it takes to live openly and authentically, while also raising awareness about the discrimination trans people continue to face today.

Young Carers Action Day

Date: 16th March

This year's Young Carers Action Day (YCAD) will focus on young carers' futures. Young carers will showcase the incredible skills they develop from caring – like resilience, time-management and empathy, and they will use the #YCAD platform to call on employers and politicians to give them the extra support they need to unleash their potential and realise their dreams.

www.carers.org.uk

March 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 9			1	2	3	4	5
Week 10	6	7	8	9	10	11	12
Week 11	13	14	15	16	17	18	19
Week 12	20	21	22	23	24	25	26
Week 13	27	28	29	30	31		

March is Prostate Cancer Awareness Month | Women's History Month | Ovarian Cancer Awareness Month

- Buddhism (Orange)
- Chinese (Red)
- Christianity (Blue)
- Hinduism (Pink)
- Islam (Green)
- Judaism (Purple)
- Sikhism (Brown)
- Equality Event
- Bank Holiday

Special Days

- 1st** Zero Discrimination Day
Saint David's Day – [Christian](#)
- 6th** Ta'anit Esther (The Fast of Esther) – [Jewish Observance](#)
- 6th-7th** Purim* – [Jewish Holiday](#)
- 7th-8th** Lailat al Bara'ah* – [Islam](#)
- 8th** Holi – [Hindi](#)
International Women's Day
- 16th** Young Carers Action Day
- 17th** Saint Patrick's Day – [Christian](#)
- 19th** Saint Joseph's Day – [Christian](#)
Mothering Sunday
- 20th** International Day of Happiness
Spring Equinox (Season)
- 21st** International Day for the Elimination of Racial Discrimination
- 22nd** Ramadan Start* – [Islam](#)
Hindi New Year** – [Hindi](#)
World Water Day
- 25th** The Annunciation of the Lord to the Blessed Virgin Mary – [Christian](#)
- 26th** Daylight Saving Time starts (clock change)
Passion Sunday – [Christian](#)
- 27th-2nd Apr** World Autism Acceptance Week
- 30th** Rama Navami – [Hindu Celebration](#)
- 31st** International Transgender Day of Visibility

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Good Friday

Date: 7th April



The Friday before Easter, the day on which Christians annually observe the commemoration of the Crucifixion of Jesus Christ.

Easter Sunday

Date: 9th April



Description

The Resurrection of Jesus Christ - his return from death after the Crucifixion is celebrated on this day. Includes vigils, readings, re-enactments, and the eating of special foods.

Outpatient Impact

Avoid scheduling appointments.

Inpatient Impact

Many attend liturgies during the Holy Week that leads up to Easter Sunday.

Staff Impact

Staff may request the day off or rearrange the working day to attend a service.

The Qingming Festival

Date: 5th April



The Qingming Festival (or Tomb Sweeping Day), which goes back 2,500 years, happens on April 5th. This day falls on the first day of the fifth solar term of the traditional Chinese lunisolar calendar.

Passover (Pesach)

Date: 5th April (first 2 days)
13th April (final 2 days)



Sabbath-like restrictions on the first and last two days. Fewer restrictions on other days. Work is permitted only on April 9th-11th with certain restrictions.

Ramadan (Ends)

Date: 21st-22nd April



Eid-UI-Fitr*

The exact date is determined by the moon sighting which may vary according to the mosque people follow.

Description

A two days celebration marking the end of fasting and to thank God for his help with their month-long act of self-control. 'Eid Mubarak' greetings are sent.

Outpatient Impact

➤ Avoid scheduling appointments on Eid day and the day after.

Inpatient Impact

➤ Patients may want to dress up.
➤ Expect visitors who may bring in special foods.

Staff Impact

➤ Staff may request at least two days off.

Stress Awareness Month

Date: All Month

During Stress Awareness Month, people across the country will join forces to increase public awareness about both the causes and cures for our modern stress epidemic.

World Autism Awareness Week

Date: 28th March–3rd April

World Autism Week is filled with autism friendly events and educational activities to increase understanding and acceptance, and to foster worldwide support.

www.autism.org.uk

Bury Pride

Date: 29th April



Main Pride event will be on Saturday 29th April.

Location Bury Town Centre - a celebration of diversity and equality within the borough of Bury with the use of colour, music and a parade.

April 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 13						1	2
Week 14	3	4	5	6	7	8	9
Week 15	10	11	12	13	14	15	16
Week 16	17	18	19	20	21	22	23
Week 17	24	25	26	27	28	29	30

April is Autism Awareness Month | Alcohol Awareness Month | Stress Awareness Month |
Bowel Cancer Awareness Month | Parkinson's Awareness Month



Special Days

- 2nd** Palm Sunday – [Christian](#)
- 5th-13th** Passover* – [Jewish](#)
- 5th** The Qingming Festival – [Chinese Celebration](#)
- 6th** Maundy Thursday – [Christian](#)
- 7th** World Health Day
- Good Friday (Bank Holiday) – [Christian](#)
- 9th** Easter Sunday – [Christian](#)
- 10th** Easter Monday (Bank Holiday)
- 14th** Baisakhi (Vaisakhi) – [Sikh](#)
- Good Friday – [Orthodox Christian](#)
- 16th** Pascha – Easter – [Orthodox Christian](#)
- 17th-18th** Yom HaShoah* – Holocaust Remembrance Day ([Jewish Commemoration](#))
- 18th** Birthday of Guru Angad Dev – [Sikh](#)
- Laylat al Qadr (Night of Power) – [Islamic Observation](#)
- 21st** Ramadan Ends – [Islam](#)
- 21st-22nd** Eid ul Fitr* – [Islamic Holiday](#)
- 22nd** Stephen Lawrence Day
- 23rd** St. George's Day – [Christian](#)
- Shakespeare Day
- 25th-26th** Yom Ha-Atzmaut* – [Jewish Holiday](#)
- 29th** Bury Pride

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Buddha Day / Wesak (Visakha Puja)



Date: 5th May

Description

Major festival commemorating the birth, enlightenment and death of the Buddha. People often decorate their homes and visit their local temple, offering flowers and burning candles and incense.

Outpatient Impact

Avoid scheduling appointments.

Inpatient Impact

- Offer a vegetarian option as will avoid eating meat on this date.
- May also cut down on the amount and kind of food eaten.
- Will dress much more simply than they might otherwise.
- May wish to place flowers in the room or set up a small electric light.

Staff Impact

Depends on the individual practice. May request time off to celebrate with the Buddhist community.

Shavuot (Pentecost)

Date: 25th-27th May



Sabbath like restrictions. No work permitted.

Description

A two-day festival that marks the revelation of the Ten Commandments to Moses at Mount Sinai. Starts day before at sundown.

Outpatient Impact Avoid scheduling appointments.

Inpatient Impact

Family may bring in cheesecake and flowers, which are traditionally used to decorate the home.

Staff Impact Staff may request these days off.

Pentecost Sunday

Date: 28th May



Pentecost Sunday is a time for Christians to celebrate the gift of the Holy Spirit to the first disciples.

Pentecost is regarded as the birthday of the Christian church, and the start of the church's mission to the world.

Deaf Awareness Week

Date: 1st-7th May

Promotes the positive aspects of deafness, social inclusion and general awareness raising.

www.deafcouncil.org.uk

www.actiononhearingloss.org.uk

National day for Staff Networks

Date: 10th May

Recognising the added value of staff network groups. The day aims to raise awareness of the support and influence staff networks provide to employees.

International Day of Families

Date: 15th May

Provides an opportunity to promote awareness of issues relating to families and increase knowledge of the social, economic and demographic processes affecting them.

International Day Against Homophobia, Biphobia & Transphobia

Date: 17th May

Provides a platform for everyone to make a powerful statement to demand improvements for the quality of life for LGBT people.

www.idaho.org.uk

The Foster Care Fortnight Campaign

Date: 10th-23rd May

Showcases the commitment, passion, and dedication of foster carers. It also supports fostering services to highlight the need for more foster carers.

www.thefosteringnetwork.org.uk

Mental Health Awareness week

Date: 9th-15th May

Mental Health Awareness Week is open to everyone. It is all about starting conversations about mental health and the things in our daily lives that can affect it.

www.mentalhealth.org.uk/ourwork

May 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 18	1	2	3	4	5	6	7
Week 19	8	9	10	11	12	13	14
Week 20	15	16	17	18	19	20	21
Week 21	22	23	24	25	26	27	28
Week 22	29	30	31				

Special Days

- 1st** May Day (Bank Holiday)
- 1st-7th** Deaf Awareness Week
- 5th** Buddha Day (Vesak) – **Buddhist**
- 6th** Coronation of King Charles' III
- 9th** Lag B'Omer – **Jewish Celebration**
- 9th-15th** Mental Health Awareness Week
- 9th-22nd** Foster Care Fortnight
- 10th** National Day for Staff Networks
- 14th** National Children's Day
- 15th** International Day of Families
- 17th** International Day Against Homophobia, Biphobia & Transphobia
- 18th** Ascension Day – **Christian**
- 25th** Ascension Day – **Orthodox Church**
- 25th-27th** Shavuot* – **Jewish Holiday**
- 28th** Pentecost – **Christian**
- 29th** Spring Bank Holiday
- 31st** The Visitation of Mary to Elizabeth – **Christian**

May is Stroke Awareness Month | Mental Health Awareness Month | Hepatitis Awareness Month | UK National Walking Month | Celiac Awareness Month

-  Buddhism (Orange)
-  Chinese (Red)
-  Christianity (Blue)
-  Hinduism (Pink)
-  Islam (Green)
-  Judaism (Purple)
-  Sikhism (Brown)
-  Equality Event
-  Bank Holiday

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Guru Arjan Dev Martyrdom

Date: 16th June



Description

Approximately 30 million Sikhs around the world will celebrate and remember the religious figure that gave up his life for the Sikh people.

Outpatient Impact Avoid scheduling appointments.

Inpatient Impact Family may attend with literature.

Staff Impact

Staff may request the day off or rearrange their working day.

Dragon Boat Festival

Date: 22nd June



Dragon Boat Festival is a traditional Chinese holiday which falls on the fifth day of the fifth lunar month, which is in late May or June on the Gregorian calendar.

Eid-UI-Adha

Date: 28th June-2nd July



Description

Four days which commemorate the end of the Hajj (Pilgrimage to Mecca). Muslims sacrifice animals (like Abraham did in substitute for his son) which is distributed to relatives and the poor. 'Eid Mubarak' greetings are sent.

Outpatient Impact

Avoid scheduling appointments for the day before Eid and three days of Eid.

Inpatient Impact

- Expect visitors who may bring in special foods.
- Patients may want to dress up.

Staff Impact

Staff may request at least two days off.

Refugee Week

Date: 20th-26th June

Discovery and celebration of the contribution of Refugees in the UK.

www.refugeeweek.org.uk

Summer Solstice

Date: 21st June

The summer solstice is the longest day of the year. It's the moment in time when the Earth's tilt towards the Sun is at its maximum and the Sun reaches its highest position in the sky. Traditionally to mark the arrival of summer in United Kingdom people gather at Stonehenge, in Wiltshire to see the sun rise. The Heel Stone and Slaughter Stone, set outside the main circle, align with the rising sun.

Windrush Day

Date: 22nd June

Windrush Day marks the anniversary of the arrival of MV Empire Windrush at the Port of Tilbury, near London, on 22nd June 1948. Those who arrived on the Empire Windrush, their descendants and those who followed them, have made and continue to make an enormous contribution to Britain.

www.windrushday.org.uk

Gypsy, Roma & Traveller History Month

Date: All Month



Through celebration, education and raising awareness, Gypsy, Roma and Traveller History Month helps to tackle prejudice, challenge myths and to amplify the voices of Gypsies, Roma and Travellers in wider society.

www.gypsy-traveller.org

Carers Week

Date: 8th-13th June

Awareness campaign which aims to improve the lives of carers and the people they care for.

www.carersweek.org

Men's Health Week

Date: 12th-18th June

Heighten the awareness of preventable health problems and to encourage early detection and treatment of disease among men and boys.













www.menshealthmonth.org

Learning Disabilities Week

Date: 19th-25th June

National Awareness Week. www.mencap.org.uk

June 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 22				1	2	3	4 
Week 23	5 	6	7	8 	9	10	11
Week 24	12 	13	14	15	16 	17	18 
Week 25	19 	20 	21 	22 	23	24	25 
Week 26	26	27	28 	29	30		

Special Days

- 4th** Pentecost – [Orthodox Christian](#)
Trinity Sunday – [Christian](#)
- 5th-11th** Child Safety Week
- 8th** Corpus Christi – [Christian](#)
- 12th-18th** Men's Health Week
- 16th** Guru Arjan Dev Martyrdom – [Sikh](#)
- 18th** Father's Day
- 19th-25th** Learning Disabilities Week
- 20th-26th** Refugee Week
- 21st** Summer Solstice (season)
World Humanist Day
- 22nd** Dragon Boat Festival – [Chinese Celebration](#)
(all around the world)
Windrush Day
- 25th June** Deaf Blind Awareness Week
- 1st July**
- 28th June** Eid ul Adha* – [Islamic Holiday](#)
- 2nd July**

June is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | LGBT Pride Month | Men's Health Awareness Month | Gypsy, Roma and Traveller History Month



Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Al-Hijra (Islamic New Year)



Date: 18th-19th July

Description

Marks the migration of the Prophet Muhammad and his followers from Mecca to Medina.

Outpatient Impact

Avoid scheduling early morning appointments as many will spend the night before in prayer.

Inpatient Impact

- Many will want to fast on this day.
- Rejoicing is limited until Ashura due to historical events.

Staff Impact

No impact although some may wish to fast.

Ashura

Date: 27th-28th July



Description

10th day of the New Year. An optional one to three day fast recognising Moses's fasting in gratitude to God for liberation whilst the Shia observance is based on the martyrdom of Prophet Muhammad's grandson 'Hussain'.

Outpatient Impact

Avoid scheduling appointments for Shia Muslims.

Inpatient Impact

- Regardless of sect may wish to pray and fast on this day.
- Expect visitors.
- Shia men and women may wish to dress in black.

Staff Impact

Not work restricted, but some may fast in observance of this day whilst others may wish to take the day off.

Fast of Tisha B'Av

Date: 26th-27th July
(begins evening 25th July)



Description

A 25 hour fast begins prior to sunset of the previous day. A solemn day that commemorates a series of tragedies, many of which have coincidentally happened on this day.

Outpatient Impact

- Avoid scheduling morning appointments as there are restrictions applied until mid-day.
- Until midday patients may want to sit on a low chair.

Inpatient Impact

- May wish to fast.
- Bathing, application of creams/oils and wearing leather shoes are prohibited during the fast.
- Until midday patients may avoid sitting in a chair and will prefer to lie in bed.

Staff Impact

Staff may wish to fast and may request the day off.

Asalha Puja (Dharma Day)

Date: 3rd July



Description

This day remembers the Buddha's first sermon, given in the Deer Park. Buddhists observe the day by giving offerings at temples and listening to sermons.

Outpatient Impact

Avoid scheduling appointments.

Inpatient Impact

- Provide opportunity for quiet time.
- May wish to see a Buddhist chaplain.

Staff Impact

Depends on the individual practice. May request time off to celebrate with the Buddhist community.

Oldham Pride 2023



Date: 21st-23rd July

Location: Parliament Square

A parade to Parliament Square, where attendees can enjoy live music and market stalls. In the evening, there will be an afterparty at The George Tavern.

The Big Listen - Samaritans Awareness Day

Date: 24th July

Samaritans are challenging the UK to become better listeners by sharing expert tips on how to be a better listener. Throughout July, Samaritans branches are also holding events throughout the UK and Ireland to raise awareness of the services they offer in their local communities. Visit your local branch website to see what they're doing during Talk To Us.

[www.samaritans.org/
media-centre/big-listen](http://www.samaritans.org/media-centre/big-listen)

World Hepatitis Day

Date: 28th July

Observed on July 28th every year, aims to raise global awareness of hepatitis - a group of infectious diseases known as Hepatitis A, B, C, D, and E - and encourage prevention, diagnosis and treatment. Hepatitis affects hundreds of millions of people worldwide, causing acute and chronic disease and killing close to 1.34 million people every year.

www.worldhepatitisalliance.org

Sparkle

Date: 8th-10th July

The National Transgender charity organises the Sparkle weekend in July each year. They also hold several events throughout the year to actively promote fundraising and Trans awareness. Sparkle also supports Trans Rights and the positive representation of Trans people in the UK and worldwide.

www.sparkle.org.uk

Alcohol Awareness Week

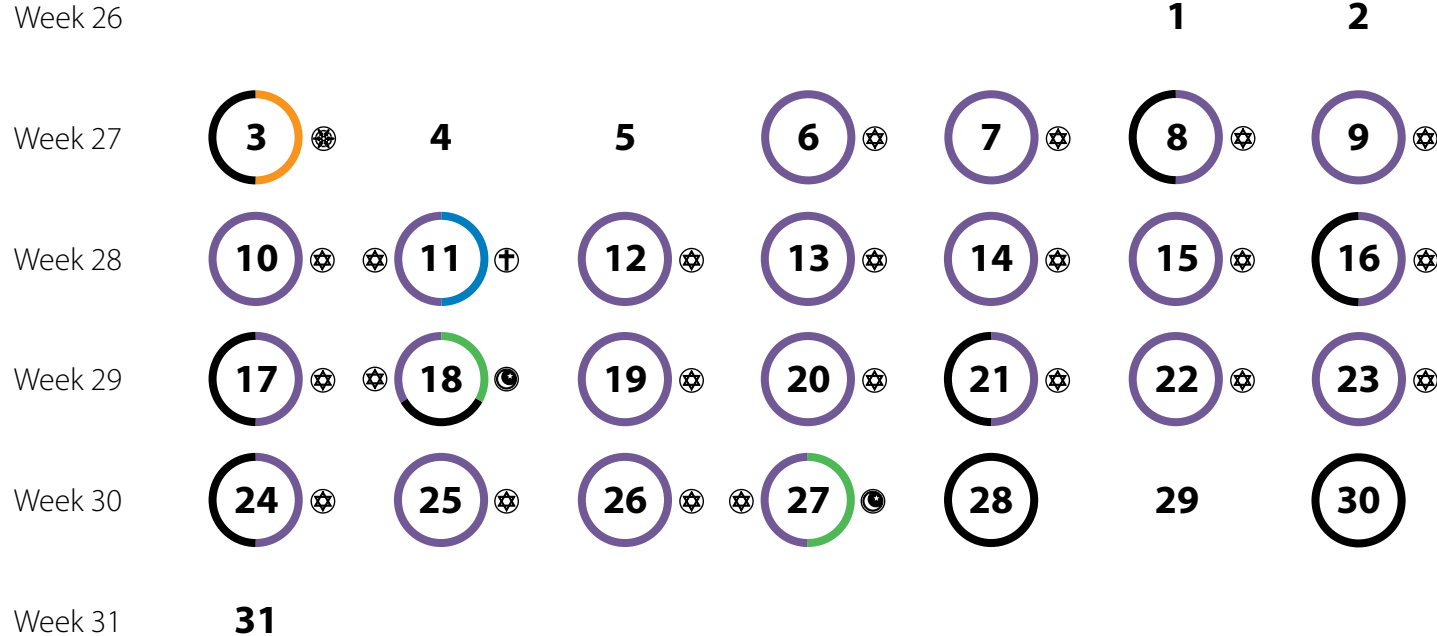
Date: 3rd-9th July

A week of awareness-raising, campaigning for change, and more. Too often drinking is an expectation, not a choice. Across the UK, people are suffering as a result of their own or others drinking and not enough specialist support is available to help them.

www.alcoholchange.org.uk

July 2023

Monday Tuesday Wednesday Thursday Friday Saturday Sunday



Special Days

- 3rd** Asalha Puja (Dharma Day) – **Buddhist**
- 3rd-9th** Alcohol awareness week
- 6th-27th** Fast of the 17th of Tammuz (beginning the three weeks of mourning) **Jewish Observance**
- 8th-10th** Sparkle Weekend
- 11th** Feast of Saint Benedict – **Christian**
- 16th** International Disability Awareness Day
- 17th** World Day for international Justice
- 18th** Al- Hijra* (Islamic New Year Begins) – **Islam**
- 18th-27th** 9 Days – **Jewish Observance**
- 18th July-17th Aug** South Asian Heritage Month
- 21st-23rd** Oldham Pride
- 24th** The Big Listen - Samaritans Awareness Day
- 26th-27th** Fast of Tisha B'Av (end of the three weeks of mourning) **Jewish Observance**
- 27th-28th** Ashura* – **Islam**
- 28th** World Hepatitis Day
- 30th** World Day Against Trafficking in Persons
International Day of Friendship

July is Make a Difference to Children Month | International Women with Alopecia Month | Group B Strep Awareness Month | Ethnic Minorities Cancer Awareness Month

Buddhism (Orange)
 Chinese (Red)
 Christianity (Blue)
 Hinduism (Pink)
 Islam (Green)
 Judaism (Purple)
 Sikhism (Brown)
 Equality Event
 Bank Holiday

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Assumption of Mary

Date: 15th August



Roman Catholics believe the doctrine of the Assumption, which teaches that at the end of her life, Mary, the mother of Christ, was taken body and soul (i.e. both physically and spiritually) into heaven to live with her son (Jesus Christ) for ever.

The Transfiguration

Date: 6th August



Moses and Elijah appear and stand beside Jesus. It symbolised that Jesus is their successor and has fulfilled both - he is now bringing a new covenant from God for all people. A time when God's voice is heard, reassuring them and telling them to listen to Jesus.

World Breast Feeding Week

Date: 1st-7th August

Encourages breastfeeding and to improve the health of babies.

www.worldbreastfeedingweek.org

International Youth Day

Date: 12th August

Raises awareness of issues affecting young people around the world.

www.un.org

National Black Cat Appreciation Day

Date: 17th August

For many cultures and historical settings, black cats were actually meant for positive things. So, to try and dispel negative myths National Black Cat Appreciation Day was created to be celebrated on August 17th every year.



Manchester Pride - The Big Weekend

Date: 25th-28th August



Manchester Pride is a registered charity that campaigns for equality and challenges discrimination; creates opportunity for engagement and participation and celebrates lesbian, gay, bisexual and trans (LGBT) life. The charity fundraises for LGBT and HIV projects in Greater Manchester by staging a number of events throughout the year, including the award winning Manchester Pride Festival.

www.manchesterpride.com

South Asian Heritage Month

Date: 18th July to 17th August



Celebrating South Asian Heritage Month.

A month of activity to explore the shared cultures and histories of the UK and South Asia. South Asian Heritage Month (SAHM) exists in order to commemorate, mark and celebrate South Asian history and culture, as well as to better understand the diverse heritage that continues to link the UK and South Asia.

August 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 31		1	2	3	4	5	6
Week 32	7	8	9	10	11	12	13
Week 33	14	15	16	17	18	19	20
Week 34	21	22	23	24	25	26	27
Week 35	28	29	30	31			

Special Days

- 1st-7th** World Breastfeeding Week
- 6th** Transfiguration – [Christian](#)
- 12th** International Youth Day
- 15th** Assumption of Mary – [Christian](#)
- 17th** National Black Cat Appreciation Day
- 25th- 28th** Manchester Pride
- 28th** Summer Bank holiday
- 30th** Raksha Bandhan** – [Hindu Holiday](#)

August is Health & Safety Month | Psoriasis Awareness Month | Black Business Month | Children's Eye Health & Safety Month



Please Note: * Holy days usually begin at sundown on the first day.
 ** Local or regional customs may use a variation of this date.

Krishna Janmashtami** (Birthday Lord Krishna)



Date: 6th September

Description

A time of celebration with fasting, singing, praying together, preparing, and sharing special food, all for the love of Lord Krishna.

Outpatient Impact

Avoid scheduling appointments.

Inpatient Impact

Family may attend with literature.

Staff Impact

Staff may request the day off or rearrange their working day.

Milad Un Nabi



Date: 26th-27th September

Description

Public celebration of the birth of the Prophet Muhammad. (Not celebrated by all Muslims whilst Shia Muslims celebrate 5 days later).

Outpatient Impact

No impact.

Inpatient Impact

- May wish to dress up.
- May wish to worship or read scriptures.
- Expect visitors who may bring in special foods.

Staff Impact

No impact.

Mid-Autumn Festival



Date: 29th September

Also known as the Mooncake Festival or Moon Festival, is one of China's biggest holidays. The festival is a celebration with family reunions, mooncakes, parades, and lanterns. The festival is a celebration that begins on the 15th day of the 8th month on the Chinese lunar calendar, and in China can last up to 6 days.

Migraine Awareness Week

Date: 3rd-9th September

Each September we use this week to raise general awareness of migraine as a serious public health issue and to reduce stigma. While there is an increasing awareness of migraine and understanding of what it is, not many would disagree that we are nowhere near the level of awareness and understanding that we need to reach.

www.migrainetrust.org

World Suicide Prevention Day

Date: 10th September

Organised by the International Association for Suicide Prevention and the World Health Organisation, the purpose of the day is to promote worldwide commitment and action to prevent suicides.

www.iasp.info

Holy Cross Day

Date: 14th September

Celebrated on September 14th, Holy Cross day is a day which honours and commemorates the sacrifice that Jesus Christ made on the cross for our salvation. This holiday is also known as "The Triumph of the Cross" in the Roman Catholic Church.

World Sepsis Day

Date: 13th September

What is sepsis? - Sepsis arises when the body's response to an infection injures its own tissues and organs. It may lead to shock, multi-organ failure, and death - especially if not recognised early and treated promptly. Sepsis is the final common pathway to death from most infectious diseases worldwide, including viral infections such as SARS-CoV-2 / COVID-19.

www.worldsepsisday.org/sepsis

The World's Biggest Coffee Morning is Macmillan's biggest fundraising event

Date: 24th September

People all over the UK host their own Coffee Mornings and donations on the day are made to Macmillan.

How you can get involved: Sign up to host a Coffee Morning and you'll get a free fundraising kit full of goodies. Bunting, cake decorations, stickers, a collection box and loads more to help you host a special Coffee Morning for Macmillan.

www.macmillan.org.uk

Rosh Hashana (Jewish New Year)



Date: 15th-17th September

Sabbath-like restrictions.

Description

Two-day festival celebrating the creation of the world, reflecting on the past year and looking forward to the next year. A serious holiday and is not celebrated as a joyful occasion. Time is spent in prayer.

Outpatient Impact

Avoid scheduling appointments as Sabbath-like restrictions apply.

Inpatient Impact

Observant Jews may want to hear the sounding of the Shofar. Therefore a small room should be set aside if possible, and arrangements may be required for the family/ Rabbi to blow the Shofar.

Staff Impact

Work is not permitted for the duration of the festival. Most staff will want to take time off, even the less observant Jews.

Yom Kippur (Day of Atonement)



Date: 24th-25th September

Description The most solemn day of the Jewish year. Involves a 25 hour fast; no food or drink is to be consumed from sundown until sunset.

Outpatient Impact Avoid scheduling appointments.

Inpatient Impact Sabbath-like restrictions.

➤ May wish to keep a full or limited fast despite medical advice. Consult a Rabbi if necessary.

➤ Restrictions against washing, applying creams etc. marital relations and wearing leather shoes.

Staff Impact Staff may request to take the day off.

Sukkot (Feast of Tabernacles)



Date: 9th-16th September

First and last two days have Sabbath restrictions and limited ones on remaining days.

Description

An eight day festival commemorates the years that the Jews spent in the desert on their way to the promised land. Traditional Jews each build a small open-roofed booth-like building in which they eat their meals or even sleep.

Outpatient Impact

➤ Avoid scheduling appointments for first two days.

➤ On the remaining five days there are fewer restrictions. Be mindful patients may avoid writing anything on these days.

Inpatient Impact

➤ Patients and visitors may wish to eat their meal in the purpose built Sukkot on the hospital grounds.

➤ May ask for visitors help to say a blessing over the Lulav (four species of plants mentioned in the Bible) for each of the first seven days (essential for men but not women).

Staff Impact Staff may request to take off the first and last two days.

September 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 35					1	2	3
Week 36	4	5	6	7	8	9	10
Week 37	11	12	13	14	15	16	17
Week 38	18	19	20	21	22	23	24
Week 39	25	26	27	28	29	30	

September is Menopause Awareness Month (UK) | Sickle Cell Awareness Month | Childhood Cancer Awareness Month | International Blood Cancer Awareness Month | World Alzheimer's Month | World Dementia Awareness Month

- Buddhism (Orange)
- Chinese (Red)
- Christianity (Blue)
- Hinduism (Pink)
- Islam (Green)
- Judaism (Purple)
- Sikhism (Brown)
- Equality Event
- Bank Holiday

Special Days

- 5th** International Day of Charity
- 6th** Krishna Janmashtami** (Birthday Lord Krishna) – Hindu Festival
- 10th** World Suicide Prevention Day
- 13th** World Sepsis Day
- 14th** Holy Cross Day – Christian
- 15th** International Day of Democracy
- 15th-17th** Rosh Hashana* – Jewish New Year - Jewish
- 18th** Ganesh Chaturthi** – Hindu Holiday
- 21st** International Day of Peace
- 23rd** Autumn Equinox (season)
Bi Visibility Day
- 24th** Bury Pride Rainbow Train (on East Lancs Railway)
- 24th-25th** Yom Kippur* – Jewish Holy Day
- 26th-27th** Mawlid un Nabi* (Islamic Observance)
- 29th** St. Michael & All Angels – Christian
World's Biggest Coffee Morning with MacMillan
- 29th-6th Oct** Sukkot* - Jewish holiday
- 29th** Mid Autumn Festival – Chinese Culture Celebration

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Navratri (Starts)

Date: 15th-24th October



- Description** 10 days of celebrations.
- Outpatient Impact** Avoid scheduling evening appointments.
- Inpatient Impact**
- Strict Hindus will observe this festival by daily fasts which allow only one meal a day. Only milk, fruit, potatoes and other root vegetables will be consumed throughout the day.
 - Non vegetarian foods will traditionally be avoided.
 - Men do not shave or cut their hair during this period.
- Staff Impact** Staff may want to avoid working in the evening.

Dussehra (Marks the End)

Date: 23rd October



- Description**
The 'festival of lights' (Diwali) is celebrated with feasting, exchanging gifts and bonfires. 'Happy Diwali' greeting are sent. It is preceded by New Years Day where the goddess of wealth is invited in peoples homes.
- Outpatient Impact** Avoid scheduling appointments.
- Inpatient Impact**
- Expect visitors who may bring in special foods.
 - May want to read from scriptures and use prayer beads.
 - Patients may want to dress up.
 - May wish to fast.
- Staff Impact** Staff will want to take time off.

Bandhi Chhor Divas

Date: 12th October



Bandi Chhor Divas is a Sikh celebration that commemorates the day the sixth Guru of Sikhs, Guru Hargobind ji released 52 kings from Gwalior Fort.

Black History Month Date: All Month



Is a month set aside to learn, honour, and celebrate the achievements of Black men and women throughout history, it has been marked in the UK for more than 30 years. It is held to highlight and celebrate the achievements and contributions of the Black Community in the UK. It happens because so often in the past, the contributions made by black people to the community were ignored or played down because black people weren't treated the same way as other people because of the colour of their skin. It aims to address this unfairness, by celebrating the achievements and contributions of the black community over the years.

www.blackhistorymonth.org.uk

Down Syndrome Awareness Month Date: All Month

The month of October is Down Syndrome Awareness Month where we celebrate Down syndrome and let everyone know our abilities and that we are capable of doing anything we set our minds to.

www.ndss.org

Dyslexia Awareness Week

Date: 2nd-8th October

Dyslexia awareness week is an annual event to raise awareness of dyslexia, including issues such as early identification and reasonable adjustments.

www.bdadyslexia.org.uk/

International Day of Older Persons

Date: 1st October

Raises awareness about issues affecting the elderly and appreciates the contributions that older people make to society.

www.olderpeoplesday.co.uk

World Mental Health Awareness Day

Date: 10th October

Celebration of mental health education, awareness and advocacy.

www.mentalhealth.org.uk

Baby Loss Awareness Week

Date: 9th-15th October

Baby Loss Awareness Week is a wonderful opportunity to bring us together as a community and give anyone touched by pregnancy and baby loss a safe and supportive space to share their experiences and feel that they are not alone.

babyloss-awareness.org

National Inclusion Week

Date: 17th-23rd October

We are the UK's first and leading membership organisation for employers looking to build inclusive workplaces. We offer consultancy, training and thought leadership, to help you make inclusion an everyday reality at your place of work. We work with a variety of organisations in the public, private and third sectors and provide bespoke initiatives to help build inclusive cultures.

www.nationalinclusionweek.co.uk

International Pronouns Day

Date: 18th October

International Pronouns Day happens each year on the third Wednesday of October. Referring to people by the pronouns they determine for themselves is basic to human dignity.

Intersex Awareness Day

Date: 26th October

Is an internationally observed awareness day on October 26th, designed to highlight human rights issues faced by intersex people.

World Menopause Day

Date: 18th October

Is held every year on the 18th October, led by the International Menopause Society. The purpose of the day is to raise awareness on the menopause and support options for improving health and wellbeing.

October 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 39							1
Week 40	2	3	4	5	6	7	8
Week 41	9	10	11	12	13	14	15
Week 42	16	17	18	19	20	21	22
Week 43	23	24	25	26	27	28	29
Week 44	30	31					

October is Breast Cancer Awareness Month | Down Syndrome Awareness Month | Black History Month (UK) | Lupus Awareness Month | Global Diversity Awareness Month

- Buddhism (Orange)
- Chinese (Red)
- Christianity (Blue)
- Hinduism (Pink)
- Islam (Green)
- Judaism (Purple)
- Sikhism (Brown)
- Equality Event
- Bank Holiday

Special Days

- 1st** International Day of Older Persons
- 2nd** International Day of Non Violence
- 2nd-8th** World Dyslexia Awareness Week
- 4th** Feast of St. Francis of Assisi – *Christian*
- 6th- 8th** Shemini Atzeret & Simchat Torah* – *Jewish holiday*
- 9th-15th** Baby Loss Awareness Week
- 10th** World Mental Health Day
- 11th** National Coming Out Day
- 12th** Bandhi Chhor Divas** – *Sikh*
- 13th** World Sight Day
- 15th-23rd** Sharad Navaratri** – *Hindu Holiday*
- 17th** International Day for the Eradication of Poverty
- 17th-23rd** National Adoption Week
National Inclusion Week
- 18th** Anti-Slavery Day
World Menopause Day
International Pronouns Day
- 22nd** International Stammering Awareness Day
- 23rd** Dussehra** – *Hindu Holiday*
- 26th** Intersex Awareness Day
- 29th** World Stroke Day
Daylight Saving Time Ends (clock change)
- 31st** Halloween (All Hallows' Eve)

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Diwali (Hindu)

Date: 12th November



Description

Celebrates the release from prison of the sixth guru, Guru Hargobind, and 52 other princes. A one-day celebration in the Gurdwara is held which involves lighting lamps.

Outpatient Impact

Avoid scheduling appointments.

Inpatient Impact

- Expect visitors who may bring in foods.
- Patients may want to dress up.
- May wish to visit the Chapel and perform communal prayer.

Staff Impact

- Staff may wish to avoid working in the evening to visit the Gurdwara.
- May also request to avoid working the following weekend to participate in the activities.

Birthday of Guru Nanak

Date: 8th November (begins 7th November)



Description

The founder of the Sikh religion's birthday lasts for three days. Marked by prayer, processions and congregational worship beginning up to two days before. Prayers are also performed on the day starting as early as 4am and is followed by community meals at the Gurdwara.

Outpatient Impact

- Avoid scheduling appointments.
- Avoid late afternoon appointments up to two days before.

Inpatient Impact

- Expects visitors who may bring in special foods.
- Patients may want to dress up.
- May request a visit from the religious priest, which may be outside of visiting hours due to their workload. Flexibility will be appreciated.

Staff Impact

- Staff may wish to avoid working in the evenings on all three days to visit the Gurdwara.
- May also request to avoid working the following weekend to participate in the activities.

Armistice Day

Date: 11th November



This is when the Great War, or world war one, came to an end in 1918. Today this anniversary is used to remember everyone that has died while at War. This includes World War Two, the Falklands War, the Gulf War, the Middle East and ongoing conflicts across the world.

UK Disability History Month

Date: 15th November to 15th December

(*Dates not confirmed by time of print)

(UKDHM) is an annual event creating a platform to focus on the history of our struggle for equality and human rights. It runs from November to December every year. This covers HIV/AIDS Day (1st December), International Day of People with Disabilities (3rd December) and International Human Rights Day (10th December).

www.ukdhm.org/what-is-ukdhm

Transgender Day of Remembrance

Date: 20th November

Transgender Day of Remembrance (TDOR) is an annual observance on November 20th that honours the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

Elimination of Violence Against Women's Day

Date: 25th November

Raises awareness of women who are subject to rape, domestic violence and other forms of violence.

www.endviolenceagainstwomen.org.uk

International Men's Day

Date: 19th November

A global grassroots movement celebrated in over 80 countries, that invites every man, woman, girl and boy in the world to come together and celebrate men and boys in all their diversity, irrespective of their age, ability, social background, ethnicity, sexuality, gender identity, religious belief and relationship status.

www.ukmendsday.org.uk

Islamophobia Awareness Month

Date: All Month

Islamophobia Awareness Month highlights the threat of Islamophobic hate crimes and showcases the positive contributions of British Muslims to society.

www.islamophobia-awareness.org

November 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 44			1 ⊕	2 ⊕	3	4	5
Week 45	6	7	8	9	10	11 🇮🇳	12 🇮🇳
Week 46	13	14	15	16	17	18	19
Week 47	20	21 ⊕	22	23	24 🇮🇳	25	26
Week 48	27 🇮🇳	28	29	30 ⊕			

Special Days

- 1st** All Saints Day – [Christian](#)
- 2nd** All Souls' Day – [Christian](#)
- 5th** Guy Fawkes Day
- 11th** Armistice Day – Interfaith
- 12th** Remembrance Sunday
Diwali** - [Hindu Celebration](#)
- 13th** World Kindness Day
- 13th-19th** Transgender Awareness Week
- 14th** World Diabetes Day
- 15th-15th Dec** UK Disability History Month
- 19th** International Men's Day
- 20th** Universal Children's Day
Transgender Day of Remembrance
- 21st** Entrance into the Temple of the Theotokos – [Orthodox Christian](#)
- 24th** Martyrdom of Guru Tegh Bahadur – [Sikh](#)
- 25th** International Day for the Elimination of Violence Against Women
- 27th** Birthday of Guru Nanak Dev – [Sikh](#)
- 30th** Saint Andrew's Day – [Christian](#)

November is Lung Cancer Awareness Month | Pancreatic Cancer Awareness Month | Mouth Cancer Action Month | COPD Awareness Month | Movember Men's Health Awareness Month | UK Disability History Month | Islamophobia Awareness Month

-  Buddhism (Orange)
-  Chinese (Red)
-  Christianity (Blue)
-  Hinduism (Pink)
-  Islam (Green)
-  Judaism (Purple)
-  Sikhism (Brown)
-  Equality Event
-  Bank Holiday

Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Hanukkah (Chanukah)

Date: 7th-15th December



Description

Hanukkah, the festival of lights, involves the lighting of a nine candle candelabra (Menorah) over eight nights. Symbolic foods such as doughnuts are eaten cooked in oil to commemorate the miracle of the oil.

Outpatient Impact

- No impact on day appointments.
- Evening appointments should not be scheduled.

Inpatient Impact

May wish to light an electric candle or attend the menorah lighting ceremony, if available.

Staff Impact

Staff may wish to be at home between 4pm and 7pm to light the candles. If work presents difficulty staff should be encouraged to speak to a Rabbi around any flexibility for this.

Christmas Day

Date: 25th December



Eastern Orthodox Christians celebrate on January 7th.

Description

The day when Western Christians celebrate the birth of Jesus Christ. Often celebrated in prayer and song at church services and gifts are often given to represent the gifts Jesus received from the three kings.

Outpatient Impact

Avoid scheduling appointments.

Inpatient Impact

- May want to attend service or have a visit from the Chaplains.
- May wish to dress up and eat special foods. Expect visitors.

Staff Impact

Staff may request the day off or rearrange the working day to attend a service and spend time with loved ones.

Winter Solstice Date: 21st December

At the winter solstice the Sun travels the shortest path through the sky, and that day therefore has the least daylight and the longest night. Like Summers Solstice in the UK people may celebrate the arrival of the day at Stonehenge.

World Aids Day Date: 1st December

Shows support for people living with HIV and to commemorate people who have died.
www.worldaidsday.org

International Day for the Abolition of Slavery

Date: 2nd December

To reflect on the troubling issue of contemporary forms of slavery such as human trafficking, sexual exploitation, child labour, forced labour, among others, the General Assembly of the United Nations designated December 2nd as the International Day for the Remembrance of the Slave Trade and Its Abolition.
www.un.org/en/events/slaveryabolitionday

International Day of People's with Disabilities

Date: 3rd December

Promotes an understanding of people with disability and encourage support for their dignity, rights and well-being.
www.idpwd.com.au

Human Rights Day Date: 10th December

Promotes a recognition of human rights.
www.un.org/en/events/humanrightsdays

December 2023

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 48					1	2	3
Week 49	4	5	6	7	8	9	10
Week 50	11	12	13	14	15	16	17
Week 51	18	19	20	21	22	23	24
Week 52	25	26	27	28	29	30	31

Special Days

- 1st** World Aids Day
- 2nd** International Day for the Abolition of Slavery
- 3rd** International Day of Person's with Disabilities
First Sunday of Advent – [Christian](#)
- 6th** Saint Nicholas's Day – [Christian](#)
- 7th** First Day of Chanukah* – [Jewish Holiday](#)
- 8th** Bodhi Day – [Buddhist](#)
- 10th** Human Rights Day
- 15th** Last Day of Chanukah* – [Jewish Holiday](#)
- 18th** International Migrants Day
- 20th** International Human Solidarity Day
- 21st** Winter Solstice (Yule) (Season)
*Fast of Tevet 10 – [Jewish Observation](#)
- 24th** Christmas Eve – [Christian](#)
- 25th** Christmas Day – [Christian](#)
- 26th** Boxing Day (Bank Holiday)
- Saint Stephen's Day – [Christian](#)
- 31st** New Year's Eve

December is Universal Month for Human Rights | Spiritual Literacy Month | Decembeard



Please Note: * Holy days usually begin at sundown on the first day.
** Local or regional customs may use a variation of this date.

Communication Tips - Achieving Positive Patient Outcomes Through Open Dialogue

General communication tips

- Don't be afraid to ask the individual when you are unsure what to do.
- Don't pretend to understand what a person is saying if you don't. Ask them to repeat or rephrase. Be patient and allow extra time.
- Allow extra time for appointments if you are using an interpreter.
- Look and speak directly to the patient, rather than carers and interpreters.
- Long stay in-patients should be encouraged to bring into hospital any communication equipment they use at home, where appropriate.
- When planning appointments, meetings or events, ask about any specific accommodations a person with a disability might need. If a reasonable adjustment / modification cannot be made, let the person know ahead of time and offer an alternative solution.
- Be patient when offering assistance, and wait until your offer is accepted or refused.
- Check that the person you're talking to is following you during the conversation. Use plain language and don't waffle. Avoid jargon and unfamiliar abbreviations.
- Ask to see any communication passports or cards which detail any disability related communication and information needs.
- Relax and be yourself.

Communicating with ethnic groups where English is the second language

- Speak at a slower rate, which will make it easier for them to keep up with the conversation if they have basic English language skills.
- Use short sentences and use simple language.

Communication with people that are deaf or with hearing loss

If using a BSL interpreter look and speak directly to the patient or carer.

Hearing Aids:

- Even if someone is wearing hearing aids it doesn't mean they can hear you perfectly. Ask if they need to lip read.
- Don't shout. It can be uncomfortable for hearing aid users and it looks aggressive.

Lip Reading:

- Make sure you have face-to-face contact with the person you are talking to.
- Get the listener's attention before you start speaking, by waving or tapping them on the arm.
- Find a suitable place to talk, with good lighting and away from noise and distractions.
- Speak clearly but not too slowly and don't exaggerate your lip movements - this can make it harder to lip read. Use natural facial expressions and gestures.
- Offer a pen and paper if required.

LGBT inclusive communication

- Ensure language reflects diverse relationships. (Including the use of terms like partner).
- Don't assume the gender of a person's partner for example asking "is your wife picking you up?"
- Use the name, gender or pronoun a person asks you to use without exception.
- Consider terminology when creating resources or forms. Have you included non-binary alongside men and women?
- Consider adding your pronouns to your email signature as a sign of being trans inclusive. (For example Pronouns: She/Her).

Communicating with blind and partially sighted people

- Identify yourself each time you approach and don't assume the person will recognise you by your voice. Similarly, never leave a conversation with a person without saying so.
- Use everyday language. Don't avoid words like "see" or "look" or talking about everyday activities such as watching TV or videos.
- Use accurate and specific language when giving directions. For example, "the door is on your left", rather than "the door is over there". Also take the time to tell people where important things are like toilets, call buttons, medication, water etc.
- To lead a person check their preference and offer them your arm/elbow to grip. Keep your guided arm bent towards you.

Communicating with people with learning disabilities

- Ask open questions (those that don't have a simple yes or no answer).
- Check with the person that you understand what they are saying - "the TV isn't working? Is that right?"
- Watch the person - they may tell you things by their body language and facial expressions.
- Ask parents or carers for their help. Try drawing - even if your drawing is not great it might still be helpful.
- Be aware that some people find it easier to use real objects to communicate but photos and pictures can really help too. Always ask to see the patient passport which provides details of their conditions and how would they like to be treated.