Every Voice
Consulting

Inclusion Calendar

2027

Key faith, cultural and awareness dates
for inclusive organisations across the UK

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Introduction

This calendar brings together key dates in 2027 for the people most likely to be overlooked or excluded at work: minority faith and belief communities, and groups who face barriers because of race, disability, sex, sexual orientation, gender identity, age, caring responsibilities or background.

It is a free resource to help organisations support their people and take meaningful action, not just mark dates. UK bank holidays and major dates that are already built into the working year are listed separately in the Planning reference.

Use this calendar to:

- Promote equity, diversity and inclusion
- Break down barriers and foster an inclusive environment
- Develop actions and initiatives to support different communities
- Ensure key events don't coincide with major festivals and dates
- Develop relevant policies with these dates in mind

Each entry includes a practical suggestion for how organisations can engage. These focus on support and action led by the communities concerned, rather than one-off gestures.

Important to note

- People practise their faith in different ways, so it is best not to make assumptions. Consult with people from that community about activities.
- Some dates are not yet fixed: lunar dates depend on moon sighting, and some awareness weeks are announced by their organisers each year. These are highlighted in amber and marked DATE TBC, with the most likely date and the alternatives. Confirm them as they approach.
- Jewish, Islamic and Bahá'í holy days begin at sunset on the evening before the day shown. Jewish festival ranges start at sunset on the first date.
- Dates are given for the UK. Hindu and Jain dates are calculated for local sunrise, so they sometimes fall a day earlier than in India; where they differ, both dates are noted. Local temples and gurdwaras may still vary.

Colour key

The date column of every entry is shaded by faith or event type, and the category is also written in each date cell, so the calendar can be read without relying on colour.

Equality / awareness day	Buddhism	Chinese & East Asian	Christianity	Hinduism	Islam	Judaism	Sikhism	Other faiths & heritage

DATE TBC Amber-highlighted entries have a date that is not yet confirmed, either because it depends on moon sighting or because the organiser has not yet announced it. The most likely date is shown, with the reasoning under "Expected date".

Using this calendar well

Dates are prompts, not a strategy

The most meaningful inclusion work happens all year round: fair policies, good data, and leaders who listen. Use each date to check progress, not just to post about it.

Ask, don't assume

People observe their faith and identity in different ways, and some prefer not to mark a date at all. Talk to colleagues and staff networks before planning anything.

Lead with practical support

Flexible hours, fair handling of leave requests, scheduling meetings and exams around key dates, prayer and quiet space, and suitable catering often matter more than any event.

Don't make it someone else's job

Avoid asking people from a group to educate others or run activities unpaid. Recognise, resource and, where appropriate, pay this work, and give staff networks a real budget and a voice.

Avoid one-off gestures

Logo changes, themed food or social media posts without action can feel tokenistic to the people they are meant to support. Pair visibility with something that changes how work feels.

Acas guidance on religion or belief at work, and on the Equality Act 2010 more widely, is a useful practical reference.

Groups without a date

Some protected characteristics have no widely recognised awareness day, including pregnancy and maternity, and marriage and civil partnership. They still matter every day.

Review maternity and family leave, returners' support and flexible working, and make sure decisions are never influenced by someone's pregnancy or relationship status.

About the dates

Dates were checked in November 2026 against organisers' own announcements and UK-specific calendars. Dates marked DATE TBC will be confirmed nearer the time.

Spotted an error, or a date that has changed? Email **ashton.hewitt@everyvoiceconsulting.co.uk**.

Planning reference 2027

UK bank holidays and widely observed dates already built into the working year. They are listed here for planning, rather than as full entries.

UK bank holidays

DATE	BANK HOLIDAY	WHERE
Fri 1 Jan	New Year's Day	All UK
Mon 4 Jan	2 January (substitute day)	Scotland
Wed 17 Mar	St Patrick's Day	Northern Ireland
Fri 26 Mar	Good Friday	All UK
Mon 29 Mar	Easter Monday	England, Wales, NI
Mon 3 May	Early May bank holiday	All UK
Mon 31 May	Spring bank holiday	All UK
Mon 12 Jul	Battle of the Boyne	Northern Ireland
Mon 2 Aug	Summer bank holiday	Scotland
Mon 30 Aug	Summer bank holiday	England, Wales, NI
Tue 30 Nov	St Andrew's Day	Scotland
Mon 27 Dec	Christmas Day (substitute day)	All UK
Tue 28 Dec	Boxing Day (substitute day)	All UK

Source: GOV.UK and the Privy Council's 2027 bank holiday order.

Major Christian and national dates

DATE	OBSERVANCE
Mon 1 Mar	St David's Day
Sun 7 Mar	Mothering Sunday
Wed 17 Mar	St Patrick's Day
Sun 21 Mar	Palm Sunday
Fri 26 Mar	Good Friday
Sun 28 Mar	Easter Sunday
Thu 6 May	Ascension Day
Sun 16 May	Pentecost
Sun 20 Jun	Father's Day
Sun 15 Aug	Assumption of Mary
Mon 1 Nov	All Saints' Day
Tue 2 Nov	All Souls' Day
Thu 11 Nov	Remembrance Day (Armistice Day)
Sun 14 Nov	Remembrance Sunday
Sun 28 Nov	Advent Sunday
Tue 30 Nov	St Andrew's Day
Fri 24 Dec	Christmas Eve
Sat 25 Dec	Christmas Day
Sun 26 Dec	Boxing Day

Orthodox Christmas (7 Jan) and Orthodox Easter (2 May) appear as full entries.

January 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
4th Mon **EQUALITY / AWARENESS**	**World Braille Day**	Blind and partially sighted people	Marks the birthday of Louis Braille and raises awareness of Braille as a means of communication and literacy for blind and partially sighted people. Promotes accessibility, inclusion and equal opportunities in education, work and society. **How organisations can engage:** Audit whether key documents, signage and recruitment materials are available in accessible formats (Braille, large print, screen-reader-ready), and fix the gaps found.
7th Thu **CHRISTIANITY**	**Orthodox Christmas Day**	Orthodox Christian	Celebrates the birth of Jesus Christ for churches that follow the Julian calendar, including Russian, Serbian, Georgian, Coptic, Ethiopian and Eritrean churches. (Greek, Romanian and some other Orthodox churches celebrate on 25 December.) Marked with church services, often after a period of fasting, followed by family celebrations. **How organisations can engage:** Support annual leave requests around 6–7 January and avoid assuming Christmas is 'over'. Ask Orthodox colleagues whether they would welcome a greeting.
14th Thu **HINDUISM**	**Makar Sankranti / Pongal**	Hinduism/Hindu; Tamil and other Indian heritage	Makar Sankranti marks the Sun's entry into Makara (Capricorn) and is celebrated across India under regional names, such as Uttarayan, Lohri and Magh Bihu. Pongal (Thai Pongal) is a four-day Tamil harvest festival giving thanks to Surya, the Sun, for the harvest. It symbolises gratitude, abundance and new beginnings. ***Note:*** *Thursday 14 January in the UK; Friday 15 January in India (including Thai Pongal). Hindu festival dates are calculated for local sunrise, so UK and Indian dates can differ.* **How organisations can engage:** Support leave requests, especially for the main day of Pongal. Ask colleagues which regional festival they mark rather than assuming one name fits everyone.
27th Wed **EQUALITY / AWARENESS**	**Holocaust Memorial Day**	Everyone; Jewish communities	Marks the anniversary of the liberation of Auschwitz-Birkenau in 1945. It remembers the six million Jews murdered in the Holocaust, the millions of others killed under Nazi persecution, and the victims of later genocides in Cambodia, Rwanda, Bosnia and Darfur. Encourages reflection on where antisemitism, racism and hatred can lead, and promotes education and remembrance. **How organisations can engage:** Use Holocaust Memorial Day Trust resources for a quiet, respectful moment of remembrance. Don't ask Jewish colleagues to lead it, and review how antisemitism reports are handled.

February 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
All month 1st – 28th Feb EQUALITY / AWARENESS	**LGBT+ History Month (UK)**	LGBTQ+	Celebrates the history, achievements, and contributions of people who are LGBTQ+. Raises awareness of LGBTQ+ issues, challenges discrimination, and promotes equality and inclusion. Encourages education, reflection, and recognition of the social, cultural, and political impact of LGBTQ+ communities throughout history. **How organisations can engage:** Work with your LGBTQ+ network on what they want. Pair any events with action, such as reviewing inclusive policies (for example, parental leave and trans inclusion) and your monitoring data.
1st – 7th Mon – Sun DATE TBC EQUALITY / AWARENESS	**Race Equality Week** DATE TO BE CONFIRMED	Ethnic minority communities; Everyone	A UK-wide campaign led by Race Equality Matters, a not-for-profit community interest company, bringing organisations together to tackle the barriers to race equality at work. Focuses on practical, evidence-based actions rather than awareness alone. **Expected date:** Usually the first full week of February (2025: 3–9 Feb; 2026: 2–8 Feb), so expected Mon 1 to Sun 7 Feb. Race Equality Matters will confirm the 2027 dates. **How organisations can engage:** Commit publicly to one practical change, such as reviewing who receives stretch assignments and promotions by ethnicity, and report back on progress the following year.
4th Thu EQUALITY / AWARENESS	**World Cancer Day**	People affected by cancer	Raises awareness of cancer prevention, detection, treatment and care worldwide. Encourages early diagnosis, research and support for people affected by cancer, and promotes equity in healthcare access and the reduction of stigma. **How organisations can engage:** Review support for staff with cancer and for carers: phased returns, reasonable adjustments, time off for appointments and line manager guidance. Signpost Macmillan resources.
6th Sat CHINESE & EAST ASIAN	**Lunar New Year**	East & South-East Asian communities	Celebrates the start of the new year in the lunisolar calendar, including Chinese New Year (Spring Festival), Korean Seollal and Vietnamese Tết. A time for family reunion, honouring ancestors and wishing good fortune for the year ahead. 2027 is the Year of the Goat (also translated as Sheep). ***Note:*** *Celebrations run for 15 days and end with the Lantern Festival on Saturday 20 February, marked with lanterns, family gatherings and tangyuan (sweet rice balls).* **How organisations can engage:** Support leave requests, as many colleagues travel to reunite with family. Avoid key deadlines that week, and use the correct festival name (Tết and Seollal are not 'Chinese New Year').
8th Feb – 9th Mar Mon – Tue DATE TBC ISLAM	**Ramadan** DATE TO BE CONFIRMED	Islam/Muslim	The ninth month of the Islamic calendar, in which Muslims believe the Quran was first revealed. Fasting (sawm) during Ramadan is one of the Five Pillars of Islam. Many Muslims abstain from food and drink, including water, from dawn to sunset, alongside extra prayer, Quran recitation and charity. People who are ill, pregnant or travelling, among others, are exempt. Its last ten nights include Laylat al-Qadr (the 'Night of Power'), commemorating the first revelation of the Quran. Its exact night is unknown; many Muslims give special attention to the 27th night, expected on the evening of Fri 5 or Sat 6 March. **Expected date:** Expected to begin Mon 8 Feb (first night prayers Sun 7 Feb), or Tue 9 Feb depending on moon sighting. Mosques following Saudi announcements are likely to start on 8 Feb; some following local UK sighting may start on 9 Feb. It ends with Eid al-Fitr. **How organisations can engage:** Offer flexible hours and breaks for fasting colleagues, and later starts in the last ten nights (from about 27 February). Avoid lunch meetings and late-afternoon deadlines, provide a prayer or quiet space, and don't assume who is fasting.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
11th Thu **EQUALITY / AWARENESS**	**International Day of Women & Girls in Science**	Women & Girls	Raises awareness of the underrepresentation of women and girls in science, technology, engineering, and mathematics (STEM). Encourages equal access to education and careers in STEM, highlights women's contributions to science, and promotes policies and practices that support gender equality, empowerment, and innovation. **How organisations can engage:** Review gender representation and progression data in your technical roles, and commit to one concrete change, such as structured interviews or returner schemes. Don't just post a social campaign.
28th Sun **EQUALITY / AWARENESS**	**Rare Disease Day**	People with rare diseases	Raises awareness of rare diseases and the challenges faced by people living with them and their families. Encourages research, access to treatments, public awareness, and social inclusion. Highlights the importance of support networks, advocacy, and reducing the isolation often experienced by those affected by rare conditions. **How organisations can engage:** Make sure your sickness absence and adjustments policies cope with long-term, fluctuating or poorly understood conditions, and that people don't have to 'prove' a diagnosis.

March 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
2nd – 20th Tue – Sat **OTHER FAITHS & HERITAGE**	**Bahá'í Fast**	Bahá'í	A 19-day period of fasting and prayer before Naw-Rúz, the Bahá'í New Year. Bahá'ís aged 15 to 70 abstain from food and drink from sunrise to sunset, with exemptions for illness, travel, pregnancy, heavy physical work and some other circumstances. ***Note:*** *Dates confirmed by the Bahá'í World Centre (bahai.org).* **How organisations can engage:** Offer the same flexibility as for fasting colleagues during Ramadan, which overlaps until early March: adjusted breaks and hours, no assumptions about lunch meetings, and understanding of tiredness.
6th Sat **HINDUISM**	**Maha Shivaratri**	Hinduism/Hindu	The 'Great Night of Shiva', one of the most important Hindu festivals, honouring Lord Shiva. Many devotees fast and keep an all-night vigil of prayer, chanting and temple worship, with the most important worship around midnight. ***Note:*** *Saturday 6 March in both the UK and India; the main midnight worship runs into Sunday 7 March.* **How organisations can engage:** In 2027 it falls on a Saturday night, so most impact is on weekend and shift workers. Support leave requests and expect some colleagues to be tired after an all-night vigil.
8th Mon **EQUALITY / AWARENESS**	**International Women's Day**	Women	Celebrates women's achievements and raises awareness of gender inequality and women's rights. Rooted in the labour and suffrage movements of the early 1900s and recognised by the UN since 1977. **How organisations can engage:** Mark it with action, not just panels: publish your gender pay gap actions, review menopause, maternity-return and flexible-working support, and pay women speakers fairly.
9th – 10th Tue – Wed **DATE TBC** **ISLAM**	**Eid al-Fitr** **DATE TO BE CONFIRMED**	Islam/Muslim	Marks the end of Ramadan, the Islamic holy month of fasting. A joyful festival celebrated with communal prayers, feasting, charity (zakat al-fitr), and family gatherings. Highlights themes of gratitude, generosity, community, and spiritual renewal. **Expected date:** Tuesday 9 or Wednesday 10 March. Mosques following Saudi announcements are likely to celebrate on Tue 9 Mar; those following local UK moon sighting are likely to celebrate on Wed 10 Mar. Many colleagues will only know the night before. **How organisations can engage:** Expect leave requests at short notice, since the date depends on moon sighting. Approve them flexibly, avoid key events on the likely days, and send Eid greetings if colleagues welcome them.
15th – 21st Mon – Sun **DATE TBC** **EQUALITY / AWARENESS**	**Neurodiversity Celebration Week** **DATE TO BE CONFIRMED**	Neurodivergent people	Founded in 2018 by Siena Castellon, then a neurodivergent student, to challenge stereotypes and misconceptions about neurological differences such as autism, ADHD, dyslexia, dyspraxia and Tourette's. Celebrates the strengths of neurodivergent people and promotes inclusive schools and workplaces. **Expected date:** Usually held in mid-March (2026: week beginning 16 March), so expected from Mon 15 March. Dates are confirmed by the organisers each year. **How organisations can engage:** Make adjustments easy to request without a formal diagnosis, and train managers in common ones (clear written briefs, quiet space, flexible hours). Let neurodivergent colleagues lead any events.
21st Sun **OTHER FAITHS & HERITAGE**	**Naw-Rúz**	Bahá'í; Persian and Central Asian heritage	For Bahá'ís, Naw-Rúz is the first day of the Bahá'í year and follows the 19-day Fast. It is one of nine holy days on which Bahá'ís suspend work. As Nowruz, it is also the Persian New Year, marked at the spring equinox by Iranian, Kurdish, Afghan, Central Asian and Zoroastrian communities, among others. It symbolises renewal and hope. **How organisations can engage:** Approve leave for Bahá'í colleagues, for whom work is suspended, and for Nowruz celebrants. Use the right greeting ('Nowruz Mobarak') only if colleagues welcome it.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
21st Sun **EQUALITY / AWARENESS**	**International Day for the Elimination of Racial Discrimination**	Everyone; people affected by racism	A UN day marking the Sharpeville massacre of 21 March 1960, when police in South Africa killed 69 people protesting apartheid pass laws. Calls for action to end racism, prejudice and racial inequality, and promotes anti-racism education and systemic change. **How organisations can engage:** Review your ethnicity pay gap, recruitment and progression data and your race-related grievance outcomes. Agree actions with your race equality network.
21st Sun **EQUALITY / AWARENESS**	**World Down Syndrome Day**	People with Down's syndrome	Raises awareness of Down's syndrome and promotes the inclusion, rights and wellbeing of people with Down's syndrome. The date (21/3) reflects the third copy of chromosome 21. Encourages support for participation in education, employment and community life. **How organisations can engage:** Look at whether your recruitment process (application forms, assessments, interviews) is accessible, and consider supported internships with groups such as the Down's Syndrome Association's WorkFit.
21st – 22nd Sun – Mon **HINDUISM**	**Holika Dahan & Holi**	Hinduism/Hindu	A Hindu festival marking the arrival of spring on the full moon of Phalguna, celebrating the divine love of Krishna and Radha and the triumph of good over evil. It begins on the evening of 21 March with Holika Dahan: bonfires and prayers recalling how the devotee Prahlad was protected by Lord Vishnu while the demoness Holika was consumed by fire. On 22 March, Holi is marked with prayers, the playful throwing of coloured powders, visiting family and friends, and forgiving past quarrels. **How organisations can engage:** Allow an early finish on the 21st for evening bonfires and prayers, support leave on the 22nd, and avoid key events. Don't stage 'colour powder' team events unless Hindu colleagues have asked for and are leading them.
22nd – 23rd Mon – Tue **JUDAISM**	**Purim**	Judaism/Jewish	Celebrates the saving of the Jewish people from Haman, as told in the Book of Esther. Observed with reading of the Megillah (Book of Esther), wearing costumes, feasting, giving gifts of food (mishloach manot), and charity to those in need. Symbolises courage, community, survival, and the joy of Jewish cultural and religious heritage. **How organisations can engage:** Usually a working day for most Jewish staff, but be flexible for those attending Megillah readings in the evening and morning. Don't run 'Purim costume' events yourselves.
31st Wed **EQUALITY / AWARENESS**	**Transgender Day of Visibility**	Trans and non-binary people	Celebrates transgender and non-binary people and raises awareness of discrimination they face. Promotes acceptance, visibility, inclusion, and advocacy for trans rights and equality in society and the workplace. **How organisations can engage:** Check your trans-inclusion policy, the transitioning-at-work guidance and that HR systems handle name and title changes. Avoid asking trans staff to speak publicly.

April 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
2nd Fri **EQUALITY / AWARENESS**	**World Autism Awareness Day**	Autistic people	A UN-recognised day promoting understanding and acceptance of autistic people (many autistic-led groups call it World Autism Acceptance Day). Highlights the need for inclusion, the right support, and the value of neurodiversity. **How organisations can engage:** Review recruitment and workplace adjustments for autistic people: share interview questions in advance, offer quiet spaces and give clear written instructions. Involve autistic colleagues in the review.
7th – 14th Wed – Wed **HINDUISM**	**Chaitra Navratri & Rama Navami**	Hinduism/Hindu	A nine-night spring festival honouring Goddess Durga in her nine forms. In some regions it coincides with the Hindu new year (such as Ugadi and Gudi Padwa). It ends with Rama Navami, celebrating the birth of Lord Rama, an avatar of Vishnu and a central figure in the Ramayana, with prayer, fasting and readings of the Ramayana. ***Note:*** *Rama Navami is Wednesday 14 April in the UK and Thursday 15 April in India; some Vaishnava temples may also mark the 15th.* **How organisations can engage:** Some colleagues will fast for up to nine days, and on Rama Navami until midday or all day. Be flexible with breaks and catered events, and support leave for Rama Navami.
13th – 15th Tue – Thu **BUDDHISM**	**Theravāda New Year**	Buddhism/Buddhist; Sri Lankan and South-East Asian heritage	The traditional new year in Theravāda Buddhist countries, including Sri Lanka (Aluth Avurudda), Thailand (Songkran), Myanmar (Thingyan), Laos (Pi Mai) and Cambodia (Choul Chnam Thmey). Observed with temple visits, merit-making, respectful water-pouring for elders and family gatherings. In Sri Lanka, Tamil communities celebrate the same new year. **How organisations can engage:** Support leave requests for family and temple visits. Avoid scheduling key events across the three days, and avoid 'water fight' gimmicks.
14th Wed **SIKHISM**	**Vaisakhi**	Sikhism/Sikh, Punjabi heritage	A key Sikh festival marking the founding of the Khalsa in 1699 by Guru Gobind Singh. Also celebrated as a harvest festival in parts of India. For Sikhs, it symbolises community identity, service and spiritual renewal. **How organisations can engage:** Support leave for gurdwara attendance and Nagar Kirtan processions, which are often held at weekends nearby. Check with Sikh colleagues before planning anything.
18th – 19th Sun – Mon **OTHER FAITHS & HERITAGE**	**Mahavir Jayanti**	Jainism/Jain	Celebrates the birth of Lord Mahavira, the 24th Tirthankara of Jainism. Observed with prayers, meditation, processions, and acts of charity. Highlights Jain values of non-violence (ahimsa), truth, compassion, and self-discipline, and encourages reflection on ethical living and spiritual growth. ***Note:*** *UK calendars give Sunday 18 April; most Indian calendars give Monday 19 April. Jain communities may mark either, so check with your local derasar or Jain centre.* **How organisations can engage:** Support leave for temple visits. If catering any event that week, make sure Jain dietary needs are met (no root vegetables, meat, eggs or honey).
21st – 29th Wed – Thu **JUDAISM**	**Passover**	Judaism/Jewish	Pesach (Passover) commemorates the liberation of the Israelites from slavery in Egypt. It begins with the Seder meal and the retelling of the Exodus from the Haggadah, and leavened food is avoided for eight days. On the first two and last two days, many observant Jews refrain from work. **How organisations can engage:** Avoid scheduling key meetings or exams on the first two and last two days. Approve leave, and remember no-leaven dietary needs at catered events.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
21st Apr – 2nd May Wed – Sun **OTHER FAITHS & HERITAGE**	**Ridván**	Bahá'í	A twelve-day festival commemorating Bahá'u'lláh's declaration in 1863, in the Garden of Ridván ('Paradise') in Baghdad, that he was the Messenger of God foretold by the Báb. Known as the 'King of Festivals'. The 1st, 9th and 12th days are holy days on which Bahá'ís suspend work. **How organisations can engage:** Approve leave for the 1st, 9th and 12th days (21 April, 29 April and 2 May), when Bahá'í colleagues suspend work. Ask before marking it in any other way.
22nd Thu **EQUALITY / AWARENESS**	**Stephen Lawrence Day**	Everyone; Black communities	Honours Stephen Lawrence, an 18-year-old Black student murdered in a racist attack in Eltham, south-east London, in 1993. The 1999 Macpherson Inquiry into his case found the Metropolitan Police to be institutionally racist. A national day of reflection on racial justice. The Stephen Lawrence Day Foundation also uses it to inspire young people to 'live their best life'. **How organisations can engage:** Use the Foundation's resources and ask: what have we done about institutional racism in our own organisation since last year? Review race-related policies and data.
26th Apr – 2nd May Mon – Sun **DATE TBC** **EQUALITY / AWARENESS**	**Lesbian Visibility Week** **DATE TO BE CONFIRMED**	Lesbian, bi and queer women and non-binary people	First marked in the US in 1990 and relaunched in 2020 by Linda Riley, then publisher of DIVA magazine, it celebrates lesbian, bi and queer women and non-binary people, and stands in solidarity with all women. Highlights the double discrimination many face at work, as women and as LGBTQ+ people. **Expected date:** Runs Monday to Sunday in late April (2026: 20–26 April), so expected Mon 26 April to Sun 2 May. Lesbian Visibility Day itself is 26 April. **How organisations can engage:** Check whether your LGBTQ+ network, role models and speakers reflect lesbian and bi women, and look at how they experience both your gender and LGBTQ+ inclusion work.

May 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
2nd Sun **CHRISTIANITY**	**Orthodox Easter (Pascha)**	Orthodox Christian	The most important festival in the Orthodox Christian year, celebrating the resurrection of Jesus Christ. Calculated using the Julian calendar, so it often falls later than Western Easter. Preceded by Holy Week (Orthodox Good Friday is 30 April 2027) and marked with a midnight service, the breaking of the Lenten fast and family celebrations. **How organisations can engage:** Approve leave for Orthodox Good Friday and Easter Monday, which are not UK bank holidays, and avoid key deadlines that week.
3rd – 9th Mon – Sun **DATE TBC** **EQUALITY / AWARENESS**	**Deaf Awareness Week** **DATE TO BE CONFIRMED**	Deaf, deafened and hard of hearing people	A UK-wide week, coordinated by the UK Council on Deafness, raising awareness of the experiences of Deaf, deafened and hard of hearing people and people with tinnitus. Promotes accessible communication, including British Sign Language (BSL), legally recognised as a language in Great Britain by the BSL Act 2022. **Expected date:** Usually the first full week of May (2025: 5–11 May; 2026: 4–10 May), so expected Mon 3 to Sun 9 May. **How organisations can engage:** Check that meetings, events and videos are accessible (captions, BSL interpreters on request, good lighting and acoustics), and offer deaf awareness or basic BSL training.
10th – 16th Mon – Sun **EQUALITY / AWARENESS**	**Mental Health Awareness Week**	Everyone; people experiencing mental health problems	Hosted by the Mental Health Foundation since 2001, with a different theme each year. Aims to increase understanding of mental health, reduce stigma and encourage action that protects good mental health. ***Note:*** *Dates confirmed by the Mental Health Foundation; the theme will be announced nearer the time.* **How organisations can engage:** Look beyond awareness: review workloads, how mental-health-related absence and adjustments are handled, and whether support is equally accessible to staff from all backgrounds.
14th – 19th Fri – Wed **DATE TBC** **ISLAM**	**Hajj** **DATE TO BE CONFIRMED**	Islam/Muslim	One of the Five Pillars of Islam: the pilgrimage to Mecca that every adult Muslim who is physically and financially able should make at least once. The rites include wearing simple pilgrim dress (ihram), circling the Kaaba, standing in prayer at Arafah and the symbolic stoning at Mina. Many Muslims not on Hajj fast on the Day of Arafah. **Expected date:** Expected Fri 14 to Wed 19 May, with the Day of Arafah on Sat 15 May. Dates may shift by a day. **How organisations can engage:** Plan for extended leave of two to three weeks for colleagues going on Hajj, which is often a once-in-a-lifetime trip. Consider fasting colleagues on the Day of Arafah.
16th – 19th Sun – Wed **DATE TBC** **ISLAM**	**Eid al-Adha** **DATE TO BE CONFIRMED**	Islam/Muslim	Commemorates the willingness of Prophet Ibrahim (Abraham) to sacrifice his son Ismail (Ishmael) in obedience to God. It falls during the Hajj pilgrimage. Observed with Eid prayers and qurbani (sacrifice of an animal), with the meat shared with family, neighbours and people in need. **Expected date:** Most likely Sunday 16 May (following Saudi announcements) or Monday 17 May (local UK sighting). Celebrations usually continue for three to four days. **How organisations can engage:** Expect last-minute leave requests because of moon sighting, and approve them flexibly. Avoid key events on the likely days, and send Eid greetings if colleagues welcome them.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
17th Mon **EQUALITY / AWARENESS**	**International Day Against Homophobia, Biphobia & Transphobia (IDAHOBIT)**	LGBTQ+	Marks the anniversary of the World Health Organization removing homosexuality from its classification of diseases in 1990. Raises awareness of the discrimination and violence faced by LGBTQ+ people worldwide, and promotes equality, safety and human rights. **How organisations can engage:** Check that your bullying and harassment process names homophobia, biphobia and transphobia explicitly, and tell staff how to report it safely.
20th Thu **BUDDHISM**	**Vesak**	Buddhism/Buddhist	Also known as Buddha Day, it marks the birth, enlightenment and passing (parinirvana) of the Buddha. Some Mahāyāna traditions mark these events on separate days. Observed with temple visits, meditation, offerings and acts of generosity, and reflection on the Buddha's teachings of compassion and wisdom. ***Note:*** *Thursday 20 May follows Thailand and most Theravāda communities. Sri Lankan communities may mark 19 May, and Chinese and Korean Mahāyāna traditions celebrate the Buddha's birthday on 13 May.* **How organisations can engage:** Support leave for temple visits and avoid key events. If catering that week, offer vegetarian options, as many Buddhists keep extra precepts on Vesak.

June 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
All month 1st – 30th Jun EQUALITY / AWARENESS	**Pride Month**	LGBTQ+	Celebrates LGBTQ+ identities, culture and history, and honours the activism that followed the 1969 Stonewall uprising in New York. The first UK Pride march took place in London in 1972. Today Pride events run across the UK from June to September. **How organisations can engage:** Avoid rainbow logos without action: fund your LGBTQ+ network, check your benefits are inclusive, and support staff attending local Pride on work time.
All month 1st – 30th Jun EQUALITY / AWARENESS	**Gypsy, Roma & Traveller History Month**	Gypsy, Roma and Traveller communities	Since 2008, recognises the histories, cultures and contributions of Gypsy, Roma and Traveller communities in the UK. These include Romany Gypsies, Irish Travellers, Scottish and Welsh Travellers, and Roma. Challenges prejudice and improves understanding of their distinct heritage and rights. **How organisations can engage:** Check whether your ethnicity monitoring includes Gypsy, Roma and Irish Traveller categories, and challenge 'acceptable' anti-Traveller prejudice in workplace language.
6th Sun DATE TBC ISLAM	**Islamic New Year** DATE TO BE CONFIRMED	Islam/Muslim	Marks 1 Muharram, the start of the Islamic (Hijri) year, which is dated from the Prophet Muhammad's migration (Hijra) from Mecca to Medina in 622 CE. A time of reflection rather than celebration. For many Shia Muslims, it begins a period of mourning leading to Ashura. **Expected date:** Most likely Sunday 6 June, or Monday 7 June depending on moon sighting. As with all Islamic dates, it begins at sunset the evening before. **How organisations can engage:** Keep it low-key: a respectful greeting if welcomed. Be aware that Shia colleagues may be in mourning in the days leading to Ashura, so avoid celebrations aimed at them.
7th – 13th Mon – Sun EQUALITY / AWARENESS	**Carers Week**	Unpaid carers	An annual campaign, led by Carers UK with partner charities, recognising the millions of people who provide unpaid care for an older, disabled or seriously ill family member or friend. Caring responsibilities fall disproportionately on women and can force people to reduce their hours or leave work. **How organisations can engage:** Employees in Great Britain have had a right to up to one week's unpaid carer's leave a year since April 2024. Check whether your policy can go further, and consider a carers' network.
8th Tue DATE TBC SIKHISM	**Martyrdom of Guru Arjan Dev Ji** DATE TO BE CONFIRMED	Sikhism/Sikh	Honours Guru Arjan Dev Ji, the fifth Sikh Guru and compiler of the Adi Granth, who in 1606 became the first Sikh martyr, executed in Lahore under the Mughal emperor Jahangir. A day of remembrance, often marked with prayer and by serving cool drinks (chhabeel) to passers-by as selfless service (seva). **Expected date:** Most UK gurdwaras follow the SGPC (lunar) calendar, which is expected to fall on Tuesday 8 June; the SGPC has not yet published its 2027 calendar. In the original Nanakshahi calendar it is fixed on 16 June. Check with your local gurdwara. **How organisations can engage:** A solemn day of remembrance: no celebrations. Support leave for gurdwara attendance, and check with colleagues which calendar date their gurdwara uses.
10th – 12th Thu – Sat JUDAISM	**Shavuot**	Judaism/Jewish	Commemorates the giving of the Torah at Mount Sinai and is also the festival of the wheat harvest and first fruits. Observed with prayer, all-night Torah study, the reading of the Book of Ruth and dairy foods. On its two days, many observant Jews refrain from work. **How organisations can engage:** Avoid scheduling exams, deadlines or key meetings on both days, and approve leave. Observant colleagues may be unreachable by phone or email.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
10th Thu **DATE TBC** EQUALITY / AWARENESS	**Social Mobility Day** **DATE TO BE CONFIRMED**	People from lower socio-economic backgrounds	A UK day highlighting the barriers that people from lower socio-economic backgrounds face in education and work. Socio-economic background is not a protected characteristic under the Equality Act 2010, but it strongly influences who gets into, and gets on in, many professions. In Wales, specified public bodies must also consider socio-economic disadvantage in strategic decisions under the Socio-economic Duty (since 2021). **Expected date:** Usually a Thursday in mid-June (2025: 12 June; 2026: 11 June), so expected Thursday 10 June, though it could fall on 17 June. **How organisations can engage:** Start collecting socio-economic background data (the Social Mobility Commission recommends asking the occupation of your main household earner when you were about 14), and review unpaid internships and "polish"-based hiring criteria.
14th – 20th Mon – Sun **DATE TBC** EQUALITY / AWARENESS	**Refugee Week** **DATE TO BE CONFIRMED**	Refugees and people seeking asylum	A UK-wide festival, coordinated by Counterpoints Arts, celebrating the contributions, creativity and resilience of refugees and people seeking asylum. Held each year in the week around World Refugee Day (20 June), the UN day honouring people forced to flee their homes. **Expected date:** Runs Monday to Sunday in the week around World Refugee Day (2025: 16–22 June; 2026: 15–21 June), so expected Mon 14 to Sun 20 June. World Refugee Day is Sunday 20 June. **How organisations can engage:** Explore refugee employment schemes (e.g. Breaking Barriers, Refugee Council). Check that right-to-work checks don't wrongly exclude eligible refugees, and recognise overseas qualifications and experience (for example using UK ENIC comparisons).
15th Tue **DATE TBC** ISLAM	**Ashura** **DATE TO BE CONFIRMED**	Islam/Muslim	The 10th day of Muharram, marked in different ways across Islam. For Shia Muslims it is a day of deep mourning for the martyrdom of Imam Husayn, grandson of the Prophet Muhammad, at Karbala in 680 CE, observed with gatherings, recitations and processions. Many Sunni Muslims fast on this day, remembering Moses and the Israelites' deliverance from Pharaoh. **Expected date:** Most likely Tuesday 15 June, or Wednesday 16 June depending on moon sighting. **How organisations can engage:** Be aware that Shia colleagues may be in mourning and attending evening gatherings during the first ten days of Muharram. Avoid celebratory events aimed at them, and support leave requests.
21st – 27th Mon – Sun **DATE TBC** EQUALITY / AWARENESS	**Learning Disability Week** **DATE TO BE CONFIRMED**	People with a learning disability	Led by the charity Mencap, it celebrates people with a learning disability and raises awareness of the barriers they face. Only around a quarter of adults with a learning disability are in paid work, yet most of those who are not want a job (Mencap). **Expected date:** Held in the third week of June, Monday to Sunday (2025: 16–22 June; 2026: 15–21 June), so expected Mon 21 to Sun 27 June. **How organisations can engage:** Offer easy-read versions of job adverts and key policies, consider supported internships, and allow work trials in place of traditional interviews.
22nd Tue EQUALITY / AWARENESS	**Windrush Day**	Caribbean heritage communities	Marks the arrival of HMT Empire Windrush at Tilbury on 22 June 1948 and honours the Windrush Generation: people from the Caribbean who came to Britain as British citizens between 1948 and 1971. Celebrates their contribution to modern Britain, and remembers the Windrush scandal, in which many were wrongly denied their rights, detained or deported. **How organisations can engage:** Apply for or share Windrush Day grants, support local community-led events, and check that your right-to-work processes don't repeat the 'hostile environment' errors.

July 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
14th Wed **EQUALITY / AWARENESS**	**Non-Binary People's Day**	Non-binary people	Celebrates non-binary people and recognises their identities, experiences and contributions. The date falls between International Men's Day and International Women's Day. Raises awareness of non-binary visibility, challenges misconceptions and discrimination, and promotes inclusion and respect. **How organisations can engage:** Check that forms, HR systems and email signatures allow non-binary titles (Mx) and pronouns, and that dress codes and facilities aren't needlessly gendered.
18th Jul – 17th Aug Sun – Tue **EQUALITY / AWARENESS**	**South Asian Heritage Month**	South Asian heritage communities	Celebrates the histories, cultures and contributions of people with heritage from Afghanistan, Bangladesh, Bhutan, India, the Maldives, Nepal, Pakistan and Sri Lanka. The dates mark royal assent to the Indian Independence Act (18 July 1947) and the publication of the Radcliffe Line (17 August 1947), which set the borders of India and Pakistan (including East Pakistan, now Bangladesh) at Partition. **How organisations can engage:** Look at the representation and progression of South Asian colleagues, recognising the very different experiences within this group, and pay any external speakers rather than relying on staff.

August 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
11th – 12th Wed – Thu **JUDAISM**	**Tisha B'Av**	Judaism/Jewish	A solemn day of mourning in Judaism. Commemorates the destruction of the First and Second Temples in Jerusalem and other tragic events in Jewish history. Observed with fasting, lamentations, and reflection on resilience and collective memory. **How organisations can engage:** A 25-hour fast and day of mourning: support leave or reduced duties, avoid scheduling celebrations or catered events, and don't send greetings like 'Happy…'.
12th Thu **EQUALITY / AWARENESS**	**International Youth Day**	Young People	A United Nations day recognising the importance of young people in shaping societies. Raises awareness of youth issues such as employment, education, climate action, mental health and equality, and encourages youth participation. **How organisations can engage:** Look at your apprenticeship, work experience and entry-level routes. Pay interns, and widen access beyond personal networks.
16th Mon **HINDUISM**	**Raksha Bandhan**	Hinduism/Hindu (also some Sikhs and Jains)	Celebrates the bond between siblings. Traditionally a sister ties a protective thread (rakhi) on her brother's wrist, and he pledges to protect her; many families now include all siblings. Held on the full moon of Shravan, it highlights love, duty and family unity. ***Note:*** *Monday 16 August in the UK; Tuesday 17 August in India. Hindu festival dates are calculated for local sunrise, so UK and Indian dates can differ.* **How organisations can engage:** Be flexible for colleagues travelling to see siblings. Don't stage 'rakhi-tying' at work unless colleagues initiate it.
25th Wed **HINDUISM**	**Janmashtami**	Hinduism/Hindu	Celebrates the birth of Lord Krishna, the eighth avatar of Vishnu and, for many Hindus, the Supreme Lord. Observed with fasting until midnight, when his birth is celebrated, along with devotional singing, temple visits and retelling stories of his life and teachings. ***Note:*** *Wednesday 25 August in the UK and India. Some traditions mark it a day earlier, so check with local temples.* **How organisations can engage:** Expect late-night temple attendance and fasting. Offer a later start or flexibility the next morning, and support leave requests.
28th Aug – 5th Sep Sat – Sun **DATE TBC** **OTHER FAITHS & HERITAGE**	**Paryushana** **DATE TO BE CONFIRMED**	Jainism/Jain	The most important festival of the Jain year: a time of fasting, prayer, study and reflection. Shvetambara Jains observe eight days ending with Samvatsari, the day of forgiveness, when Jains ask forgiveness of all living beings ('Micchami Dukkadam'). Digambara Jains then observe the ten-day Das Lakshana. **Expected date:** Shvetambara Paryushana is expected to run 28 August–4 September or 29 August–5 September (ending with Samvatsari), depending on the community. Digambara Das Lakshana follows, around 5–15 September. Check with Jain colleagues or your local Jain centre. **How organisations can engage:** Some colleagues may fast for several days, taking only boiled water. Be flexible with hours and breaks, avoid catered events, and support leave for Samvatsari.

September 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
All month 1st – 30th Sep EQUALITY / AWARENESS	**East and South East Asian Heritage Month**	East and South East Asian communities	Celebrates the histories, cultures and contributions of people with East and South East Asian (ESEA) heritage in the UK, and raises awareness of the challenges they face. First held in 2021 and organised by the grassroots network besea.n, following a sharp rise in anti-ESEA racism during the COVID-19 pandemic. **How organisations can engage:** Check that your ethnicity monitoring doesn't hide ESEA colleagues in an 'other' category, and take reports of anti-ESEA racism, including so-called 'jokes', seriously.
Mid–late Sep Mon – Sun (est.) DATE TBC EQUALITY / AWARENESS	**UK National Inclusion Week** DATE TO BE CONFIRMED	Everyone	A UK-wide campaign promoting workplace inclusion and belonging. Encourages organisations to engage staff in discussions, activities, and actions that support equality and inclusive culture. **Expected date:** Usually a Monday-to-Sunday week in the second half of September (2026: 14–20 Sep; 2025: 29 Sep–5 Oct). Inclusive Employers will announce the 2027 dates. **How organisations can engage:** Use the week to report back on progress against your EDI action plan, not just to run events. Ask staff networks what they want, and pay or recognise their time.
3rd Fri HINDUISM	**Ganesh Chaturthi**	Hinduism/Hindu	Celebrates the birth of Lord Ganesha, the remover of obstacles and the deity of wisdom and new beginnings. Observed with prayers and offerings and the installation of Ganesha murtis (sacred images), which, after up to ten days, are immersed in water (visarjan). ***Note:*** *Friday 3 September in the UK; Saturday 4 September in India. Ganesh Visarjan (immersion) follows on Anant Chaturdashi, 14 September in India.* **How organisations can engage:** Support leave for the first day and for visarjan, and avoid scheduling launches or deadlines that day. A greeting is welcome where colleagues mark it.
10th Fri EQUALITY / AWARENESS	**World Suicide Prevention Day**	Everyone	An international day dedicated to raising awareness of suicide prevention. Promotes global commitment to supporting mental health, reducing stigma, encouraging conversations, and preventing suicide through education and support. **How organisations can engage:** Publicise mental health first aiders, the EAP and Samaritans (116 123). Train managers in safe conversations, and review your postvention plan for supporting staff after a suicide.
18th Sat EQUALITY / AWARENESS	**International Equal Pay Day**	Everyone; Women	A UN day, first marked in 2020, calling for equal pay for work of equal value and an end to all forms of pay discrimination. Highlights the persistence of gender pay gaps, and how they widen for women who are also disabled, from ethnic minority backgrounds or working part-time. **How organisations can engage:** Go beyond your statutory gender pay gap report: break the data down by ethnicity, disability and part-time work, and publish an action plan with dates.
23rd Thu EQUALITY / AWARENESS	**Bisexual Visibility Day**	LGBTQ+	Celebrates people who are bisexual, their identities, experiences, and contributions to society. Raises awareness of the unique challenges faced by bisexual individuals, combats stereotypes and erasure, and promotes inclusion, acceptance, and equality within LGBTQ+ communities and beyond. **How organisations can engage:** Bi people are less likely to be out at work. Check your LGBTQ+ network actively includes bi+ members, and challenge bi-erasure in training content.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
30th Sep – 9th Oct Thu – Sat **HINDUISM**	**Sharad Navratri & Dussehra**	Hinduism/Hindu	A nine-night festival celebrating the divine feminine, particularly Goddess Durga, observed with prayer, fasting, dance (Garba and Dandiya) and community gatherings. It is followed on 9 October by Dussehra (Vijayadashami), marking Lord Rama's victory over Ravana and Durga's victory over Mahishasura: the triumph of good over evil. **How organisations can engage:** Expect evening events and fasting, so be flexible with finish times, and support leave for Dussehra. Ask colleagues before hosting a Garba night, and let them lead.

October 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
All month 1st – 31st Oct **EQUALITY / AWARENESS**	**Black History Month**	Black communities; Everyone	A month recognising and celebrating the history, culture and contributions of Black people in the UK, first marked in London in 1987. Promotes education and action against racism, while amplifying Black voices and stories, all year round. **How organisations can engage:** Pay Black speakers and creators; don't ask Black staff to organise unpaid. Pair events with published action on ethnicity pay gap and progression data.
1st – 3rd Fri – Sun **JUDAISM**	**Rosh Hashanah**	Judaism/Jewish	The Jewish New Year, beginning the Ten Days of Repentance that lead to Yom Kippur. Marked with synagogue services, the sounding of the shofar (ram's horn), and apples dipped in honey for a sweet new year. On both days, many observant Jews refrain from work. **How organisations can engage:** Avoid exams, deadlines and key meetings on both days, and approve leave. 'Shana Tova' is a welcome greeting if colleagues mark it.
1st Fri **EQUALITY / AWARENESS**	**International Day of Older Persons**	Older People	A United Nations observance raising awareness of the rights, wellbeing and contributions of older people. Highlights issues such as age discrimination, elder care, and intergenerational inclusion. **How organisations can engage:** Check for age bias in recruitment (e.g. 'digital native', 'energetic' language) and make sure flexible working and menopause and carer support help older workers stay.
9th – 15th Sat – Fri **EQUALITY / AWARENESS**	**Baby Loss Awareness Week**	Bereaved parents and families	Run by a coalition of UK charities to raise awareness of pregnancy and baby loss and to support bereaved parents and families. Ends on 15 October with the Wave of Light, when candles are lit at 7pm in memory of babies who have died. **How organisations can engage:** Check your bereavement policy covers pregnancy and baby loss, including statutory Parental Bereavement Leave and the new unpaid bereavement leave for pregnancy loss before 24 weeks, expected from April 2027. Consider offering paid leave, and brief managers on compassionate responses.
10th – 11th Sun – Mon **JUDAISM**	**Yom Kippur**	Judaism/Jewish	The holiest day in the Jewish calendar, known as the Day of Atonement. Focused on fasting, prayer, forgiveness, and reflection. Emphasises repentance, reconciliation and spiritual cleansing. **How organisations can engage:** The most solemn day of the Jewish year (a 25-hour fast): never schedule work, exams or events, approve leave, and avoid 'Happy Yom Kippur'. If greeting, say 'Have an easy fast'.
10th Sun **EQUALITY / AWARENESS**	**World Mental Health Day**	Everyone	A global day for raising awareness of mental health issues and advocating for better mental health support. Encourages open conversations, reduces stigma, and supports wellbeing in workplaces and communities. **How organisations can engage:** Go beyond awareness: review workloads, sickness absence trends and EAP take-up by group, and ensure people from all communities find support culturally appropriate.
15th – 22nd Fri – Fri **JUDAISM**	**Sukkot**	Judaism/Jewish	A seven-day festival recalling the Israelites' years in the desert and celebrating the harvest. Marked by eating in a sukkah (temporary hut) and blessing the four species (lulav and etrog). It is followed by Shemini Atzeret and Simchat Torah, and the first and final days are ones when many observant Jews refrain from work. ***Note:*** *Followed by Shemini Atzeret (23 October) and Simchat Torah (24 October).* **How organisations can engage:** Avoid key meetings on the opening days and on Shemini Atzeret and Simchat Torah, and approve leave. This comes straight after Rosh Hashanah and Yom Kippur, so expect several absences.

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
18th Mon **EQUALITY / AWARENESS**	**World Menopause Day**	Women and people experiencing menopause	Established by the International Menopause Society to raise awareness of the menopause and the support available. Symptoms can significantly affect working life, and a lack of support contributes to some people reducing their hours or leaving work. **How organisations can engage:** Introduce or review a menopause policy with practical adjustments (temperature control, flexible hours, uniform options), and train line managers to have supportive conversations.
26th Tue **EQUALITY / AWARENESS**	**Intersex Awareness Day**	Intersex	Raises awareness of intersex people, their rights, and the challenges they face, including medical, legal, and social issues. Promotes visibility, respect, and protection from discrimination. Encourages organisations and communities to support bodily autonomy, inclusion, and equality for intersex individuals. **How organisations can engage:** Educate yourselves using intersex-led resources (e.g. intersex-led UK groups). Make sure sex and gender data fields and policies don't erase intersex people.
28th Thu **HINDUISM**	**Diwali**	Hinduism/Hindu, Sikhism/Sikh (Bandi Chhor Divas), Jainism/Jain	The Festival of Lights, celebrating the victory of light over darkness, and marked with lamps (diyas), prayer, family gatherings and sweets. For Hindus, it marks Lord Rama's return to Ayodhya and honours Lakshmi. Sikhs celebrate Bandi Chhor Divas, the release of Guru Hargobind Ji from prison, and Jains mark Lord Mahavira's attainment of moksha. ***Note:*** *Thursday 28 October is the main day (Lakshmi Puja) in the UK. The five-day festival runs from Dhanteras (Wed 27 Oct) to Bhai Dooj (Sat 30 Oct). In India, and for many Sikh and Jain communities, the main day is Friday 29 October.* **How organisations can engage:** Avoid key events on the main day and support leave across the five-day festival. Use 'Happy Diwali' or 'Happy Bandi Chhor Divas' as colleagues prefer.
30th – 31st Sat – Sun **OTHER FAITHS & HERITAGE**	**Twin Holy Birthdays**	Bahá'í	Two consecutive holy days celebrating the births of the Báb (1819) and Bahá'u'lláh (1817), the twin founders of the Bahá'í Faith. Bahá'ís suspend work on both days. The dates follow a lunar calculation, so they move each year. ***Note:*** *Each holy day begins at sunset the evening before. Dates as published by the Bahá'í Community of Canada and other Bahá'í sources.* **How organisations can engage:** In 2027 they fall on a weekend, so the impact is mainly on weekend and shift workers. Approve leave requests and avoid scheduling key events.

November 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
All month 1st – 30th Nov EQUALITY / AWARENESS	**Islamophobia Awareness Month**	Muslim communities	Founded in 2012 by Muslim organisations to raise awareness of Islamophobia (anti-Muslim hatred) and to showcase the contributions of Muslims in the UK. Muslims are the group most often targeted, by number of offences, in religious hate crimes recorded by police in England and Wales (Home Office, 2026). **How organisations can engage:** Check that your harassment policy explicitly covers anti-Muslim abuse, review prayer space and dress-code provision, and listen to Muslim colleagues before planning any activity.
13th – 19th Sat – Fri EQUALITY / AWARENESS	**Trans Awareness Week**	Trans and non-binary people	A week raising the visibility of trans and non-binary people and the issues they face. Leads up to Transgender Day of Remembrance on 20 November. **How organisations can engage:** Make sure your trans inclusion policy and guidance reflect current law and are applied consistently, and consult trans and non-binary staff on any changes.
14th Sun SIKHISM	**Guru Nanak Gurpurab**	Sikhism/Sikh	Celebrates the birth anniversary of Guru Nanak Dev Ji, the founder of Sikhism. Highlights values of equality, service, compassion, and devotion to God. Observed with prayer, hymns, community meals (langar) and processions. **How organisations can engage:** Support leave for gurdwara attendance, which often includes a 48-hour continuous reading (Akhand Path). Many UK gurdwaras celebrate on the nearest weekend.
14th – 21st Sun – Sun DATE TBC EQUALITY / AWARENESS	**Inter Faith Week** DATE TO BE CONFIRMED	All faith and belief communities	A week bringing people of different faiths and beliefs, including non-religious beliefs, together to build understanding and cooperation across England, Wales and Northern Ireland. First held in 2009 and now run by a coalition of national inter-faith organisations; Scotland holds its own Scottish Interfaith Week on the same dates. **Expected date:** Runs from Remembrance Sunday to the following Sunday (2025: 9–16 November; 2026: 8–15 November), so expected Sun 14 to Sun 21 November. **How organisations can engage:** Review whether your faith and belief provision (leave, prayer and quiet space, dietary needs, dress) works in practice, and support a faith and belief network that includes non-religious staff.
16th Nov – 16th Dec Tue – Thu EQUALITY / AWARENESS	**UK Disability History Month**	Disabled people	An annual month exploring the history of disabled people's struggle for equality and human rights, with a different theme each year. Supported by trade unions, educators and disability organisations across the UK. **How organisations can engage:** Review your disability pay gap and progression data, and ask disabled colleagues what still gets in the way at work.
20th Sat EQUALITY / AWARENESS	**Transgender Day of Remembrance**	Trans and non-binary people	A day honouring the memory of transgender people whose lives have been lost to anti-trans violence, founded in 1999 in memory of Rita Hester. Raises awareness of discrimination and supports efforts to build safer environments for trans and non-binary people. **How organisations can engage:** A day of mourning, not celebration. Offer a quiet space or support attendance at vigils, and make sure anti-harassment protections for trans staff are enforced.
25th Thu EQUALITY / AWARENESS	**International Day for the Elimination of Violence Against Women**	Women & Girls	A UN day raising awareness of violence against women and girls, and the start of the 16 Days of Activism against Gender-Based Violence, which run until Human Rights Day. In the UK it is also White Ribbon Day. Promotes prevention, survivor support and policy action to end gender-based violence. **How organisations can engage:** Introduce or review a domestic abuse policy (paid safe leave, a named contact, safety planning), and check your sexual harassment prevention duty is being met.

December 2027

DATE	OBSERVANCE	FAITH / COMMUNITY	PURPOSE & SIGNIFICANCE
1st Wed **EQUALITY / AWARENESS**	**World AIDS Day**	People living with HIV	A global day, held since 1988, supporting people living with HIV and remembering those who have died of AIDS-related illnesses. Promotes education, testing, access to treatment and the end of HIV stigma. People on effective treatment cannot pass HIV on (U=U). **How organisations can engage:** Make sure HIV is covered in your disability and confidentiality policies (it's a disability from diagnosis under the Equality Act), and tackle stigma with accurate U=U information.
2nd Thu **EQUALITY / AWARENESS**	**International Day for the Abolition of Slavery**	Survivors of modern slavery; Everyone	A UN day marking the 1949 Convention for the Suppression of the Traffic in Persons, and raising awareness of modern slavery: human trafficking, forced labour, child labour and forced marriage. Encourages governments, organisations and communities to protect people and uphold human rights. **How organisations can engage:** Review your supply chains and Modern Slavery Act statement for real due diligence, especially in cleaning, catering and agency labour, and train staff to spot signs.
3rd Fri **EQUALITY / AWARENESS**	**International Day of Persons with Disabilities**	Disabled people	A United Nations day promoting the rights, dignity and inclusion of disabled people. Raises awareness of accessibility and of the barriers, created by society, that disabled people face at work and in daily life. **How organisations can engage:** Commission or update an accessibility audit, review how quickly reasonable adjustments are made, and look at your disability pay and progression data. Involve disabled staff.
24th Dec – 1st Jan 2028 Fri – Sat **JUDAISM**	**Hanukkah**	Judaism/Jewish	Commemorates the rededication of the Second Temple in Jerusalem and the miracle of the oil that lasted eight days. Observed with the lighting of the menorah, prayers, songs, games, and sharing of traditional foods. Represents faith, resilience, hope, and the celebration of Jewish culture and heritage. **How organisations can engage:** Work isn't restricted, but be flexible for colleagues lighting candles at sunset (early in December). Include Hanukkah in seasonal greetings rather than making it 'Jewish Christmas'.

Every Voice
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How Every Voice can help

A calendar can tell you when to act. Lasting inclusion comes from what organisations do every day. Every Voice Consulting is an equity, diversity and inclusion consultancy based in Newport, supporting organisations across Wales and the UK to turn good intentions into everyday practice.

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