

different Calendar 2024 together

Diversity, Inclusion and Wellbeing Calendar

Introduction

*“At Wheatley we are committed to placing equity, diversity and inclusion at the heart of everything we do, and under our **Different Together** banner we visibly celebrate inclusion for all of our people. We recognise the value of diversity in both our employees and communities, along with the benefits this can bring. A culture of inclusion has always been key to our Group values, and we will continue to strengthen this as we create a diverse workforce environment that aspires to reflect and represent the communities we serve.”*

Joanne Laverty
Director of People Services

This diversity calendar has been developed to highlight notable, cultural and awareness dates throughout the year.

Dates included reflect the information we know about faiths and cultures celebrated by our employees and customers following our diversity monitoring surveys.

The main faiths observed by our people and included in the calendar are: Christianity, Islam and Paganism.

However this does not mean other religions, beliefs or non-belief are not of equal value.

This calendar covers March 2024 – December 2024 and was produced following analysis of our customer and staff diversity surveys as well as feedback from our Different Together CoE and staff networks.

March

Date	Name	
8	International Women's Day	●
10	Ramadan begins (Islam)(until 9 April)	☾
18-24	Neurodiversity Celebration Week	●
20	Spring / Vernal Equinox (Paganism)	☼
21	World Down Syndrome Day	●
23	National Day of Reflection for Covid-19	●
29	Good Friday (Christianity)	●
30	World Bipolar Day	●
31	Easter Sunday (Christianity)	●
31	International Transgender Day of Visibility	●
March is Women's History Month		

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● 18	19	☼ 20	● 21	22	● 23	● 24
25	26	27	28	● 29	● 30	● 31

8 March

> *International Women's Day*

International Women's Day (IWD) celebrates the social, economic, cultural, and political achievements of women. It also marks a call to action for accelerating women's equality.

10 March

During the month of **Ramadan**, Muslims fast from dawn to sunset. Fasting (sawm) is the fourth of the five pillars of Islam, requiring self-discipline and giving everyone some experience of deprivation. Accommodations may need to be made for those who are fasting and praying. The period of Ramadan is based on the lunar calendar and the sighting of the moon, so dates can change.



27 March - 2 April

World Autism Acceptance Week. This campaign week puts a spotlight on the hurdles that autistic people face, as well as the strengths and difficulties in raising awareness of creating positive changes in society.

9 April

Stress Awareness Month raises awareness of the negative impact of stress. Stress can show in a variety of ways: physical, mental or emotional strain. Remember Wheatley has wellbeing support in place to help you look after yourself.

9-10 April

Eid al Fitr (Ramadan ends). These celebrations mark the end of Ramadan, and end of a month of daytime fasting.

> Eid al Fitr

April

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29	30					

Date	Name	
27 Mar - 2	World Autism Acceptance Week	●
7	World Health Day	●
9	Eid al Fitr / Ramadan ends (Islam)	☾★
April is Stress Awareness Month		

May

> Deaf Awareness Week

6 - 12 May

Deaf Awareness Week aims to raise awareness and challenge perceptions of hearing loss and deafness. It offers guidance on to how to be more inclusive for people with hearing loss.

13 - 19 May

Mental Health Awareness Week (part of Mental Health Month) is supported by the Mental Health Foundation. It aims to educate the public about mental health issues, understanding the signs of a mental health issue and promoting ways to improve mental health.

16 May

Global Accessibility Awareness Day focuses on digital access and inclusion for people with disabilities and impairments.

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Date	Name	
1	Beltane (Paganism)	
6 - 10	Scottish Learning Disability Week	
6 - 12	Deaf Awareness Week	
13 - 19	Mental Health Awareness Week	
16	Global Accessibility Awareness Day	
21	World Cultural Diversity Day	

May is Mental Health Awareness Month

June

Date	Name	
1-30	Pride Month	🌈
10 - 16	Carers Week	👤
10 - 16	Men's Health Week	👤
14 - 19	Hajj (Islam)	🌙
16 - 19	Eid Al Adha (Islam)	🌙
19 - 25	Refugee Week	🌍
20	Summer Solstice (Paganism)	☼
22	Windrush Day	👤
June is Pride Month		

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1 - 30 June

Pride Month: the LGBTQ+ community celebrate each year in June to honour the 1969 Stonewall Uprising in Manhattan. Pride month recognises the impact LGBTQ+ individuals have had locally, nationally, and internationally.

7 - 13 June

Carers Week highlights the challenges unpaid carers face, and recognises the contribution they make to families and communities.

19 - 25 June

Refugee Week celebrates the contributions, creativity and resilience of refugees and people seeking sanctuary. It gives them the chance to share their personal experiences.

21 June

Summer Solstice is the longest day and one of eight Pagan holidays celebrated annually. It marks the beginning of summer and deities manifesting as Mother Earth and the Sun King.



> Carers Week

July

> International Non-Binary People's Day

14 July

International Non-Binary People's Day is aimed at raising awareness around the issues faced by non-binary people around the world. The day was first celebrated in 2012 and was chosen for being precisely between International Men's Day and International Women's Day.

Date	Name					
7	Al-hijra / Muharram (Islam) Islamic New Year					
14	International Non-Binary People’s day					
July is South Asian Heritage Month						
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August

Date	Name					
6	Cycle to Work Day					
12	International Youth Day					
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12 August

International Youth Day is a UN observed day dedicated to the importance and value of the world's young people. It highlights the roles they play in modern society.



September

Date	Name					
10	World Suicide Prevention Day	🟡				
21	World Alzheimer's Day	🟣				
22	Autumnal Equinox (Paganism)	🜛				
23	Bi Visibility Day	🟢				
23	International Day of Sign Languages	🟡				
25 - 1	UK National Inclusion Week	🟣				
September is World Alzheimer's Month						
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🟢 23	24	🟣 25	26	27	28	29

10 September

World Suicide Prevention Day is dedicated to doing everything possible to raise awareness of the causes of suicide and ways to prevent it.

21 September

World Alzheimer's Day raises awareness and highlights issues faced by those affected by the disease. It's a chance to demonstrate how to these issues can be overcome and to help people live their fullest life possible.

25 - 1 October

National Inclusion Week is a week-long event to celebrate inclusion and taking action to create inclusive workplaces. Each year the event has a different theme to represent.

> World Alzheimer's Day



October

> World mental health day

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Date	Name	
2 - 8	Dyslexia Awareness Week	●
10	World Mental Health Day	●
11	National Coming Out Day	●
13 - 19	Dyspraxia Awareness Week	●
15 - 21	Invisible Disabilities Week	●
16	International Pronouns Day	●
18	World Menopause Day	●
18	International Pronouns Day	●
20 - 26	Invisible Disabilities Week	●
22	International Stuttering Awareness Day	●
October is Black History Month / Menopause Awareness Month and ADHD month		

2 - 8 October

Dyslexia Awareness Week (DAW) is to raise awareness around dyslexia, a disability where somebody may have difficult reading, writing or spelling, and to champion the need for supportive tools to help. Dyslexia is estimated to affect one in every 10 people in the UK.

10 October

World Mental Health Day is to increase public awareness around the importance of mental health and services available as well as acknowledge mental health workers worldwide.

18 October

World Menopause Day is to raise awareness on the menopause and options for improving health and wellbeing. Usually taking place for women aged 45-55, it can bring debilitating symptoms that affect everyday life.

18 October

International Pronouns Day celebrates how we refer to people by the pronouns they determine for themselves. The day seeks to make respecting, sharing, and educating about personal pronouns commonplace.

November



> *International Men's Day*

Date	Name	
13 - 19	Transgender Awareness Week	●
16 - 16	Disability History Month	○
19	International Men's Day	●
20	Transgender Day of Remembrance	●
November is Men's Health Awareness Month/ Disability History Month		

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13 - 19 November

Transgender Awareness Week is to raise awareness of transgender and gender non-confirming people. The week leads up to the Transgender Day of Remembrance, a day that memorialises victims of transphobic violence.

16 November - 16 December

In the UK around one in five people have a **disability** and the month creates a platform to focus on the history of equality and human rights for members of the disabled community.

19 November

International Men's Day is to promote men's and boys' health and safety, tackling society's tolerance of violence against men and boys, promoting gender equality and highlighting positive male role models.

December

Date	Name					
3	International Day of Persons with Disabilities					
10	Human Rights Day					
21	Winter Solstice (Paganism)					
24	Christmas Eve					
25	Christmas Day					
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