

Quarter	Month	Date	2024 planner	EDI theme	Event, PM briefing or report	Audience	Recommendation to recognise Y/N	Lead	Status	Notes	Event delivered Y/N
Q4 2023-24	January	21 January 2024	World Religion Day	Religion and belief	Event	All colleagues	Y	EDI team	Completed	EDI talking point: Launch EDI calendar focus, link to other important events throughout year and focus on R&B events in Jan which is an important month for some religions eg Holocaust Memorial Day, Christmas for some. Invite people to contribute. Ask for people to share what they struggle on/pinch points.	
Q4 2023-24	January	TBC	Women's Network event placeholder	Sex	Event	All colleagues	TBC	Women's Network	?	Placeholder requested by Women's Network. XXX to chase up.	
Q4 2023-24	February	01 to 29 February 2024	LGBT History month	LGBT+	Event	All colleagues	Y	Proud Network	In progress	Proud (LGBT+) Network calendar event (confirmed)	
Q4 2023-24	February	01 February 2024	Time to talk day	Mental Health	Event	All colleagues	Y	Time to Change Champions	Completed	Time to Change Champions calendar event	
Q4 2023-24	February	08 February 2024	Chinese New Year	Cultural awareness	Event	All colleagues	Y	Me Network	Completed	Me (Minority Ethnic) Network calendar events (confirmed)	
Q4 2023-24	February	TBC	Let the Diversity Networks event	Staff Networks	Event	All colleagues	TBC	Diversity Networks / IC team	TBC	xx/xx action for xxx xxx to speak to events team to see if can build into conference	
Q4 2023-24	March	08 March 2024	International Women's Day	Sex	Event	All colleagues	Y	Women's Network	Completed	Women's Network calendar event. XX to follow up	Y
Q4 2023-24	March	10 March to 8 April 2024	Ramadan (Muslim)	Religion and belief	Event	All colleagues	Y	EDI team / Me Network	Completed	Me (Minority Ethnic) Network calendar events (confirmed) / To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Islamic faith. Ramadan is the 9th month of the Islamic calendar. It is considered one of the most spiritual times of the year for Muslims. It signifies the time during which the Qur'an was revealed and is the holy month of fasting. ME Network to confirm if they will recognise Eid.	Y

Q4 2023-24	March	18 March 2024	Neurodiversity Celebration Week	Neurodiversity	Event	All colleagues	Y*	Disability Network	In progress		Y
Q4 2023-24	March	21 March 2024	Single Parents Day	Family	Event	All colleagues	TBC	Balance Network	?	Balance: to pick this up instead of Mother's Day if they can find a person to support XXX to follow up	N
Q4 2023-24	March	31 March 2024	Easter Sunday (Christian)	Religion and belief	Event	All colleagues	Y	EDI team	Completed	Identified as a significant date to recognise the Christian religion	Y
		Key:	*Unplanned event								
			Event not recognised								

Quarter	Month	Date	Events from Inclusive Employers awareness days calendar 2024	EDI theme	Recommendation to recognise Y/N	Lead	Rationale
Q4 2023-24	January	01 January 2024	Red January	Mental Health	N	N/A	Time to Change Champions recognise MH events in Feb, May and October.
Q4 2023-24	January	04 January 2024	World Braille Day	Disability	N	N/A	Disability Network recognise IDODP in December 2023 and 2024. / Disability story telling campaign planned for 2024.
Q4 2023-24	January	06 January 2024	Orthodox Christmas	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	January	06 January 2024	Epiphany (Baptist)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	January	06 January 2024	Baptism of the Lord (Baptist)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	January	13 January 2024	Lohri Maghi (Sikh)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	January	15 January 2024	Brew Monday	Mental Health	N	N/A	Time to Change Champions recognise MH events in Feb, May and October.
Q4 2023-24	January	15 January 2024	Martin Luther King Day	Race	N	N/A	Me (Minority Ethnic) Network recognising 5 other race/cultural awareness/religion and belief focused events in 2024
Q4 2023-24	January	21 January 2024	World Religion Day	Religion and belief	Y	EDI team	EDI talking point: Launch EDI calendar focus, link to other important events throughout year and focus on R&B events in Jan which is an important month for some religions eg Holocaust Memorial Day, Christmas for some. Invite people to contribute. Ask for people to share what they struggle on/pinch points.
Q4 2023-24	January	25 January 2024	Mahayana New Year (Buddism)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	January	27 January 2024	Holocaust Memorial Day	Religion and belief / Race	N	EDI team	Light touch link in World Religion Day. Adrian Flasher presentation materials/lunch and learn on Judaism.
Q1 2024-25	TBC	TBC	Get to know the networks event	Staff Networks	TBC	N/A	
Q4 2023-24	January	TBC/01/2024	Women's Network event placeholder	Sex	TBC	Women's Network	Placeholder requested by Women's Network
Q4 2023-24	February	01 to 29 February 2024	LGBT History month	LGBT+	Y	Proud Network	Proud (LGBT+) Network calendar event (confirmed)
Q4 2023-24	February	01 February 2024	Time to talk day	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event
Q4 2023-24	February	01 February 2024	Imbolc (beginning of Spring - Pagan)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	01 February 2024	World Interfaith Harmony Week	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	01 February 2024	World Hijab Day	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	01 February 2024	Black History Month in USA and Germany	Race	N	N/A	Not relevant to TPR. TPR celebrate Black History Month for UK in October.

Q4 2023-24	February	02 February 2024	Candlemass (Baptist)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	04 February 2023	World Cancer Day	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q4 2023-24	February	05 February 2024	Race Equality Week	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q4 2023-24	February	05 February 2024	Children's Mental Health Week	Mental Health	N	Time to Change Champions	Combine messaging with Time to Talk day event rather than recognise as a separate event
Q4 2023-24	February	06 February 2024	Sexual abuse and sexual violence week	Sex	N	N/A	Not an EDI Strategic priority.
Q4 2023-24	February	07 February 2024	National Girls and Women in Sport Day	Sex	N	N/A	Not relevant to TPR.
Q4 2023-24	February	07 February 2024	Isra wal Miraj (Muslim)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	08 February 2024	Chinese New Year	Cultural awareness	Y	Me Network	Me (Minority Ethnic) Network calendar events (confirmed)
Q4 2023-24	February	14 February 2024	St Valentine's Day (Baptist)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	14 February 2024	Lent (Christian)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	15 February 2024	Nirvana Day (Buddism)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	February	26 February 2024	Eating Disorder Awareness Week	Mental Health	N	Time to Change Champions	Resources: Three events planned this month. / Time to Change Champions recognise MH events in Feb, May and October. Combine messaging with Time to Talk day event rather than recognise as a separate event
Q4 2023-24	February	20 February 2024	World Day of Social Justice	Other	N	N/A	Not an EDI Strategic priority.
Q4 2023-24	February	20 February 2024	Aromantic Spectrum Awareness Week	Neurodiversity	N	N/A	Resources: Three events planned for in February. / EDI calendar event in xx to promote autism.
Q4 2023-24	February	23 February 2024	International Standup to Bullying Day	ABHD	N	N/A	Resource: Three events planned this month. / Not an EDI Strategy priority.
Q4 2023-24	February	26 February 2024	Ayyam-i-Ha - The Intercalary Days (Baha'i)	Religion and belief	N	N/A	Resources: Three events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q4 2023-24	March	01 March 2024	Zero Discrimination Day	ABHD	N	N/A	Not an EDI Strategic priority.
Q4 2023-24	March	01 March 2024	Disability Day of Mourning	Disability	N	N/A	Resources: Four events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q4 2023-24	March	01 March 2024	Endometriosis Action Month	Wellbeing	N	N/A	Resources: Four events planned this month. / Not a EDI Strategy priority.
Q4 2023-24	March	01 March 2024	Brain Tumour Awareness Month	Wellbeing	N	N/A	Resources: Four events planned this month. / Not a EDI Strategy priority.

Q4 2023-24	March	01 March 2024	Bi-sexual Health Awareness Month	Wellbeing	N	N/A	Resources: Four events planned this month. / Not a EDI Strategy priority.
Q4 2023-24	March	01 March 2024	National Wheelchair User Day	Disability	N	N/A	Resources: Four events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q4 2023-24	March	01 March 2024	Nineteen Day Fast (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q4 2023-24	March	01 March 2024	Women's History Month	Sex	N	N/A	Resources: Four events planned this month. / Women's Network recognise IWD during March.
Q4 2023-24	March	01 March 2024	National Careers Week	Careers	N	N/A	Resources: Three events planned this month. / Not an EDI Strategy priority.
Q4 2023-24	March	01 March 2024	Self injury awareness day	Mental Health	N	Time to Change Champions	
Q4 2023-24	March	08 March 2024	International Women's Day	Sex	Y	Women's Network	Women's Network calendar event
Q4 2023-24	March	10 March to 8 April 2024	Ramadan (Muslim)	Religion and belief	Y	EDI team / Me Network	Me (Minority Ethnic) Network calendar events (confirmed) / To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Islamic faith. Ramadan is the 9th month of the Islamic calendar. It is considered one of the most spiritual times of the year for Muslims. It signifies the time during which the Qur'an was revealed and is the holy month of fasting.
Q4 2023-24	March	10 March 2024	Mother's Day	Family	N	Balance Network	Balance Family Network calendar event (tbc)
Q4 2023-24	March	13 March 2024	Sign Language Week	Disability	N	N/A	Resources: Four events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q4 2023-24	March	18 March 2024	Neurodiversity Celebration Week	Neurodiversity	N	Time to Change Champions	Resources: Four events planned this month. / EDI calendar event in April to promote autism and neurodiversity.
Q4 2023-24	March	14 March 2024	University Mental Health Day	Mental Health	N	Time to Change Champions	
Q4 2023-24	March	18 March 2024	Clean Monday, Start of Lent (Eastern Orthodox Christian)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q4 2023-24	March	20 March 2024	Ostara - Spring Equinox (Pagan)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q4 2023-24	March	20 March 2024	Norouz (Persian New Year)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q4 2023-24	March	20 March 2024	Naw-Ruz (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.

Q4 2023-24	March	21 March 2024	Single Parents Day	Family	TBC	Balance Network	Balance: happy to pick this up instead of Mother's Day as long as they can find a single parent colleague to support
Q4 2023-24	March	21 March 2024	World Down Syndrome Day	Disability	N	N/A	Resources: Four events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q4 2023-24	March	21 March 2024	International Day for the Elimination of Racial Discrimination	Race	N	N/A	Resources: Four events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q4 2023-24	March	21 March 2024	Palm Sunday (Christian)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q4 2023-24	March	21 March 2024	Holi (Hindu)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q4 2023-24	March	21 March 2024	Hola Mohalla (Sikh)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q4 2023-24	March	21 March 2024	Wear a hat day	Other	N	N/A	Not an EDI Strategic priority.
Q4 2023-24	March	21 March 2024	Good Friday (Catholic)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q4 2023-24	March	30 March 2024	World Bipolar Day	Neurodiversity	N	Time to Change Champions	Resources: Four events planned this month. / EDI calendar event in xx to promote autism and neurodiversity.
Q4 2023-24	March	31 March 2024	Trans Day of Visibility	LGBT+	N	N/A	Resources: Four events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q4 2023-24	March	31 March 2024	Easter Sunday (Christian)	Religion and belief	Y	EDI team	Identified as a significant date to recognise the Christian religion
Q4 2023-24	March	31 March 2024	Easter Sunday (Catholic)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Four events planned this month.
Q1 2024-25	April	01 to 30 April 2024	Autism awareness month	Neurodiversity	Y	EDI team / Internal comms / Time to Change Champions / Disability Network	To support the Year 3 EDI Strategy new area of focus for 2024-25 on neurodiversity. We will use this month to signpost to other areas of neurodiversity. Potential link to Neurodiversity Index. Work with TTC and Disability Network. Pick up on 'acceptance' in the month.
Q1 2024-25	April	01 April 2024	Stress awareness month	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q1 2024-25	April	02 April 2024	World Autism Awareness Day	Neurodiversity	N	Time to Change Champions	Recognising Autism Awareness month in April.

Q1 2024-25	April	02 April 2024	World Autism Acceptance week	Neurodiversity	N	Time to Change Champions	Recognising Autism Awareness month in April.
Q1 2024-25	April	07 April 2024	World Health Day	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q1 2024-25	April	10 April 2023	Eid al Fitr (Muslim)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	April	13 April 2024	Vaisakhi (Sikh)	Religion and belief	Y	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Sikh faith. Vaisaki is an ancient Sikh harvest festival marking the beginning of a new year and new harvest season. It is one of the most significant holidays in the Sikh calendar.
Q1 2024-25	April	21 April 2024	First Day of Ridvan (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	April	22 April 2024	Stephen Lawrence Day	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q1 2024-25	April	22 April 2024	National Work Experience Week	Careers	N	N/A	Resources: Three events planned this month. / Not an EDI Strategy priority.
Q1 2024-25	April	22 April 2024	Passover (Jewish)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	April	23 April 2024	St George's Day (Protestant)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	April	25 April 2024	Global Intergenerational Week	Age	N	N/A	Resources: Three events planned this month.
Q1 2024-25	April	28 April 2024	World Day for Safety & Health at Work	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q1 2024-25	April	28 April 2024	Palm Sunday (Eastern Orthodox Christian)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	April	28 April 2024	Ninth Day of Ridvan (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	01 May 2024	National Walking Week	Mental Health	N	Time to Change Champions	Combine with Mental Health Awareness Week in
Q1 2024-25	May	01 May 2024	Deaf Awareness Week	Disability	Y	EDI team	Resources: Three events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q1 2024-25	May	01 May 2024	Beltane - May Day (Pagan)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	02 May 2024	Twelfth Day of Ridvan (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.

Q1 2024-25	May	03 May 2024	Good Friday (Eastern Orthodox)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	04 May 2024	National Fitness Day	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q1 2024-25	May	05 May 2024	Yom HaShoah (Holocaust and Heroism Remembrance Day)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	05 May 2024	Pascha - Easter (Eastern Orthodox Christian)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	08 May 2024	National day for staff networks	Staff Networks	N	N/A	To recognise the Staff Networks. TBC
Q1 2024-25	May	09 May 2024	Ascension Day (Catholic)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	09 May 2024	Ascension of Jesus (Protestant)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	13 May 2024	Black Inclusion Week	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q1 2024-25	May	13 May 2024	Coeliac Disease Awareness Week	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q1 2024-25	May	13 May 2024	Learning at Work Week	Careers	N	N/A	Resources: Three events planned this month. / Not an EDI Strategy priority.
Q1 2024-25	May	13-19 May 2024	Mental Health awareness week	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q1 2024-25	May	15 May 2024	Tourettes Awareness Month	Neurodiversity	N	N/A	Resources: Three events planned this month. / Recognising Autism Awareness month in April.
Q1 2024-25	May	16 May 2024	Global Accessibility Awareness Day	Disability	N	N/A	Resources: Three events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q1 2024-25	May	17 May 2024	International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT)	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ TPR recognise Brighton Pride in August.
Q1 2024-25	May	15 May 2024	Wesak, Vesak or Visakah Puja (Buddha Day) (Buddist)	Religion and belief	Y	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Buddist. Promoting Buddha Day as this is recognised as the most important of the Buddhist festivals and incorporates the birth, enlightenment and death of the Buddha.
Q1 2024-25	May	20 May 2024	Dementia action awareness	Age	N	N/A	Replaced by menopause awareness
Q1 2024-25	May	21 May 2024	World Day for Cultural Diversity for Dialogue and Development	Cultural awareness	N	N/A	Resources: Three events planned this month.
Q1 2024-25	May	23 May 2024	Declaration of the Bab (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.

Q1 2024-25	May	25 May 2024	George Floyd's Anniversary	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q1 2024-25	May	26 May 2024	Trinity Sunday (Protestant)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	29 May 2024	Ascension of Baha'u'llah (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	May	TBC/05/2024	Women's Network event placeholder	Sex	TBC	Women's Network	Placeholder requested by Women's Network
Q1 2024-25	June	01 to 30 June 2024	Pride Month	LGBT+	Y	Proud Network	Proud (LGBT+) Network calendar event (confirmed). Link to intersectional Pride eg Disability Pride next month.
Q1 2024-25	June	01 June 2024	Gypsy, Roma and Traveller Month	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	01 June 2024	Volunteers Week	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	02 June 2024		Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	June	07 June 2024	1st Dhul Hijjah	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	June	08 June 2024	Global Wellness Day	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q1 2024-25	June	10 June 2024	Global Inclusion Week	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	10 June 2024	Loneliness Awareness Week	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q1 2024-25	June	10 June 2024	Men's Health Week	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority. / Women's Network recognise IMD in November (focus on men's wellbeing).
Q1 2024-25	June	10 to 16 June 2024	Carers Week	Carers	Y	EDI team	To promote TPR's Carer's UK membership resources to line managers. Focus on particular topics eg Dementia
Q1 2024-25	June	10 June 2024	World Blood Donor Day	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	15 June 2024	Social mobility awareness day	Social Mobility	Y	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Social Mobility. Potential to start collecting data.
Q1 2024-25	June	16 June 2024	Eid ul-Adha (Muslim)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q1 2024-25	June	17 June 2024	Learning Disability Week	Disability	N	N/A	Resources: Three events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q1 2024-25	June	18 June 2024	Austistic Pride Day	Neurodiversity	N	N/A	Recognising Autism Awareness month in April.
Q1 2024-25	June	19 June 2024	Juneteenth (US)	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	20 June 2024	World Refugee Day	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	20 June 2024	Midsummer - Summer Solstice (Pagan)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.

Q1 2024-25	June	20 June 2024	Refugee Week	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	21 June 2024	World Humanist Day	Other	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	21 June 2024	Flexible Working Day	Flexible working	N	N/A	Not an EDI Strategy priority.
Q1 2024-25	June	22 June 2024	Windrush Generation Arrival Anniversary	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q1 2024-25	June	24 June 2024	World Wellbeing Week	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q2 2024-25	July	01 July 2024	Disability Pride Month	Disability / LGBT+	Y	EDI Team	Resources: Focused on NIW planning. Recognise this intersectionality in Pride month.
Q2 2024-25	July	06 July 2024	Omnisexual Visibility Day	LGBT+	N	N/A	Proud Network recognise LGBT History Month in February and Pride Month in June/ TPR recognise Brighton Pride in August.
Q2 2024-25	July	07 July 2024	Muharram (Muslim)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Focused on NIW planning.
Q2 2024-25	July	09 July 2024	Martyrdom of the Bab (Baha'i)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Focused on NIW planning.
Q2 2024-25	July	13 July 2024	Holy Ascension (Eastern Orthodox Christian)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Focused on NIW planning.
Q2 2024-25	July	14 July 2024	International Non-binary Persons Day	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ TPR recognise Brighton Pride in August.
Q2 2024-25	July	15 July 2024	World Youth Skills Day	Age / Careers	N	N/A	Resources: Focused on NIW planning.
Q2 2024-25	July	16 July 2024	Ashura (Muslim)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Focused on NIW planning.
Q2 2024-25	July	17 July 2024	World Day for International Justice	Other	N	N/A	Not an EDI Strategic priority.
Q2 2024-25	July	18 July to 17 August	South Asian Heritage month	Race	Y	Me Network	Me (Minority Ethnic) Network calendar events (confirmed)
Q2 2024-25	July	18 July 2024	Nelson Mandela International Day	Race	N	N/A	Resources: Focused on NIW planning. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q2 2024-25	July	25 July 2024	National Schizophrenia Awareness Day	Mental Health	N	N/A	Resources: Focused on NIW planning. / Time to Change Champions recognise MH events in Feb, May and October.
Q2 2024-25	August	01 August 2024	World Breastfeeding Week	Family	N	N/A	Not an EDI Strategy priority.
Q2 2024-25	August	01 August 2024	Lughnasadh - beginning of the Harvest (Pagan)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Focus on Pride and NIW planning.
Q2 2024-25	July	TBC July	Balance Network placeholder	Family	TBC	Balance Network	Balance Network placeholder. Suggestion to do hints and tips for summer holidays with children.
Q2 2024-25	August	02 to 04 August 2024	Brighton Pride	LGBT+	Y	EDI team / Proud Network	Annual EDI calendar event / Supports EDI Strategy priorities.

Q2 2024-25	August	09 August 2024	International Day of the World's Indigenous Peoples	Race	N	N/A	Not an EDI Strategy priority / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q2 2024-25	August	12 August 2024	International Youth Day	Age	N	N/A	Resourcing: Focus on Pride and NIW preparations.
Q2 2024-25	August	30 August 2024	Grief Awareness Day	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q2 2024-25	September	01 September 2024	East and South East Asian Heritage Month	Race	N	N/A	Resources: Focus on NIW month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q2 2024-25	September	01 September 2024	World Alzheimer's Month	Age	N	N/A	Focus on NIW this month. / Recognising Dementia Action Awareness in May.
Q2 2024-25	September	05 September 2024	International Day of Charity	Other	N	N/A	Not an EDI Strategy priority.
Q2 2024-25	September	10 September 2024	World Suicide Prevention Day	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q2 2024-25	September	12 September 2024	End Digital Poverty Day	Other	N	N/A	Not an EDI Strategy priority.
Q2 2024-25	September	15 September 2024	Latin American Heritage Month	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q2 2024-25	September	15 September 2024	World Afro Day	Race	N	N/A	Resources: Focus on NIW month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q2 2024-25	September	16 to 22 September 2024	World Childless Week	Family	Y	Balance Network	Balance Family Network calendar event (tbc)
Q2 2024-25	September	16 September 2024	National Singles Week	Family	N	N/A	Not an EDI Strategy priority.
Q2 2024-25	September	18 September 2024	International Equal Pay Day	Equal pay	N	N/A	Resources: Focus on NIW month. / Communications on Diversity Pay Gap Report mention equal pay.
Q2 2024-25	September	21 September 2024	International Day of Peace	Other	N	N/A	Not an EDI Strategy priority.
Q2 2024-25	September	21 September 2024	Mabon - Autumn Equinox (Pagan)	Religion and belief	N	N/A	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q2 2024-25	September	23 September 2024	International Week of Happiness at Work	Mental Health	N	N/A	Resources: Focus on NIW month. / Time to Change Champions recognise MH events in Feb, May and October.
Q2 2024-25	September	23 September 2024	Bi-visibility Day	LGBT+	N	N/A	Resources: Focus on NIW month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August. .
Q2 2024-25	September	23 to 29 September 2024	National Inclusion Week	EDI Strategy	Y	EDI team	Annual EDI team calendar event to celebrate EDI and carry out diversity declaration campaign.
Q2 2024-25	September	27 September 2024	Rabi Al Awal (Muslim)	Religion and belief	N	N/A	Resources: Focus on NIW month. / Not identified as the most significant date to recognise the six main religions.
Q3 2024-25	October	01 October 2024	ADHD Awareness Month	Neurodiversity	N	Time to Change Champions	Resources: Five events planned this month. / Recognising Autism Awareness month in April. Recognise World Mental Health Day.
Q3 2024-25	October	01 October 2024	International Day of Older Persons	Age	N	N/A	Resources: Five events planned this month. / Recognising Dementia Action Awareness in May.
Q3 2024-25	October	01 to 31 October 2024	Black History Month	Race	Y	Me Network	Me (Minority Ethnic) Network calendar events (confirmed)

Q3 2024-25	October	01 October 2024	Go Sober for October	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q3 2024-25	October	01 October 2024	Dwarfism Awareness Month	Disability	N	N/A	Resources: Five events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	October	02 October 2024	Dyslexia Awareness Week	Disability	N	N/A	Resources: Five events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	October	02 to 04 October 2024	Rosh Hashanah (Jewish)	Religion and belief	Y	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Jewish faith. Rosh Hashanah is the Jewish New Year, and its literal translation is 'Head of the Year'. It marks the creation of the world and is one of the holiest days in the Jewish faith also known as the 'Day of Judgement'. Checked with Jewish community - xxxxxx said Rosh Hashanah the most significant Jewish religious event TPR should to upskill people on (rather than Hanukkah). RH is also linked to Yom Kippur (the Day of Atonement) 10 days later.
Q3 2024-25	October	07 October 2024	Dyspraxia Awareness Week	Disability	N	N/A	Resources: Five events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	October	07 October 2024	National Work Life Week	Wellbeing	N	N/A	Resources: Five events planned this month.. / Not a EDI Strategy priority.
Q3 2024-25	October	08 October 2024	World Dyslexia Awareness Day	Disability	N	N/A	Resources: Five events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	October	08 October 2024	International Lesbian Day	LGBT+	N	N/A	Resources: Five events planned this month./ Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	October	9 to 15 October 2024	Baby Loss Awareness Week	Family	Y	Balance Network	Balance Family Network calendar event (tbc)
Q3 2024-25	October	10 October 2024	World Sight Day	Disability	N	N/A	Resources: Five events planned this month./ Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	October	10 October 2024	OCD Awareness Week	Mental Health	N	N/A	Resources: Five events planned this month./ Time to Change Champions recognise MH events in Feb, May and October.
Q3 2024-25	October	10 October 2024	World Mental Health Day	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q3 2024-25	October	11 October 2024	National Coming Out Day	LGBT+	N	N/A	Resources: Five events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	October	11 October 2024	Yom Kipper (Jewish)	Religion and belief	N	N/A	Resources: Five events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q3 2024-25	October	14 October 2024	National Adoption Week	Family	N	N/A	Not an EDI Strategy priority.

Q3 2024-25	October	16 October 2024	Sukkot (Jewish)	Religion and belief	N	N/A	Resources: Five events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q3 2024-25	October	16 October 2024	International Pronoun Day	Other	N	N/A	Not an EDI Strategy priority.
Q3 2024-25	October	17 October 2024	Spirit Day	Religion and belief	N	N/A	Resources: Five events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q3 2024-25	October	18 October 2024	Anti-Slavery Day	Race	N	N/A	Resources: Five events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024
Q3 2024-25	October	18 October 2024	World Menopause Day	Age	Y	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Age.
Q3 2024-25	October	20 October 2024	Asexual Awareness Week (Ace Week)	LGBT+	N	N/A	Resources: Five events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	October	22 October 2024	International Stammering Awareness Day	Disability	N	N/A	Resources: Five events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	October	22 October 2024	Wear Red Day - Show Racism the red card	Race	N	N/A	Not relevant to TPR. TPR celebrate Black History Month for UK in October.
Q3 2024-25	October	23 October 2023	Shemini Atzeret (Jewish)	Religion and belief	N	N/A	Resources: Five events planned this month. / Not identified as the most significant date to recognise the six main religions
Q3 2024-25	October	24 October 2023	Simchat Torah (Jewish)	Religion and belief	N	N/A	Resources: Five events planned this month. / Not identified as the most significant date to recognise the six main religions.
Q3 2024-25	October	26 October 2023	Intersex Awareness Day	LGBT+	N	N/A	Resources: Five events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	October	27 October 2023	International Mentoring Day	Other	N	N/A	Not an EDI Strategy priority.
Q3 2024-25	November	01 November 2024	Movemeber	Wellbeing	N	N/A	Resources: Three events planned this month. / Not a EDI Strategy priority.
Q3 2024-25	November	01 November 2024	Transgender Awareness Month	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	November	01 November 2024	Islamophobia Awareness Month	Religion and belief	N	EDI Team	Not identified as the most significant date to recognise the six main religions / Resources: Three events planned this month.
Q3 2024-25	November	06 November 2024	National Stress Awareness Day	Mental Health	N	Time to Change Champions	Recognising National Self Care Day as a different focus on Stress and mental health
Q3 2024-25	November	11 November 2024	Remembrance Day	Age	Y	EDI Team	Supports EDI Strategy Year 3 focus on Age: Veterans
	November	12-19 November 2024	Interfaith Week	Religion and belief	N	N/A	Resources: Three events planned this month.

Q3 2024-25	November	13 November 2024	Transgender Awareness Week	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	November	13 November 2024	National Self Care Week	Mental Health	Y	Time to Change Champions	Time to Change Champions calendar event (confirmed)
Q3 2024-25	November	16 November 2024	UK Disability History Month	Disability	N	N/A	Resources: Three events planned this month. / Disability Network recognise IDODP in December. / Disability story telling campaign planned in 2024.
Q3 2024-25	November	18 November 2024	Intersex Day of Remembrance	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	November	19 November 2024	International Men's day	Sex	Y	Women's Network	Women's Network calendar event (tbc)
Q3 2024-25	November	19 November 2024	Transgender Day of Remembrance	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	November	19 November 2024	White Ribbon Day	Sex	N	N/A	Not an EDI Strategic priority.
Q3 2024-25	November	21 November 2024	Carers Rights Day	Carers	N	N/A	To promote TPR's Carer's UK membership resources to all staff.
Q3 2024-25	November	31 November 2024	Diwali (Hindu)	Religion and belief	Y	EDI team / Me Network	Me (Minority Ethnic) Network calendar events (confirmed) / To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Hindu faith. Diwali, Deepali, Deepavali, is the festival of lights. This ancient Hindu festival is one of the most important festivals in Hinduism.
Q3 2024-25	December	01 December 2024	World Aids Day	LGBT+	Y	Proud Network	Proud (LGBT+) Network calendar event (confirmed)
Q3 2024-25	December	02 December 2024	International Day for the Abolition of Slavery	Other	N	N/A	Not an EDI Strategy priority.
Q3 2024-25	December	03 December 2024	International Day of Persons with Disabilities	Disability	Y	Disability Network	Disability Network calendar of events. Ideas: https://diversity-inclusion-speakers.com/news/general-news/how-to-celebrate-international-day-of-disabled-persons/?utm_source=https%3a%2f%2fnews.dwp.gov.uk%2fdwplz%2f&utm_medium=email&utm_campaign=Disability+Confident+Newsletter+-+DEC+23&utm_term=Disability+Confident+Newsletter&utm_content=71796
Q3 2024-25	December	08 December 2024	Pansexual Pride Day	LGBT+	N	N/A	Resources: Three events planned this month. / Proud Network recognise LGBT History Month in February and Pride Month in June/ EDI recognise Brighton Pride in August.
Q3 2024-25	December	10 December 2024	Human Rights Day	Other	N	N/A	Not an EDI Strategy priority.
Q3 2024-25	December	18 December 2024	International Migrants Day	Other	N	N/A	Not an EDI Strategy priority.
Q3 2024-25	December	20 December 2024	International Human Solidarity Day	Other	N	N/A	Not an EDI Strategy priority.

Q3 2024-25	December	25 December 2024	Christmas (Catholic, Protestant, Baptist, Methodist & Eastern Orthodox Christian)	Religion and belief	N	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Catholic, Protestant, Baptist, Methodist & Eastern Orthodox Christian. Promoting Christmas as this is recognised as the most important event for this religion. Combine with Hanukkah. Request to recognise Easter instead of Christmas.
Q3 2024-25	December	25 December 2024	Hanukkah (Chanukah)	Religion and belief	N	EDI team	To support the Year 3 EDI Strategy new area of focus for 2024-25 on Religion and belief. Coverage: Catholic, Protestant, Baptist, Methodist & Eastern Orthodox Christian. Promoting Christmas as this is recognised as the most important event for this religion. Combine with Christmas. Action: xxxx xxx xxxxx 29.11.2023 - or Jewish New Year. xx confirmed Jewish New Year.
Q3 2024-25	December	26 December 2024	Kwanzaa (Pan-African)	Race	N	N/A	Resources: Three events planned this month. / Me (Minority Ethnic) Network delivering 5 other race/cultural awareness/religion and belief focused events in 2024