

Diversity and Inclusion Awareness Calendar

Raising Awareness and Fostering a Culture of Inclusion

To encourage inclusion and understanding throughout the year, we will be updating our diversity and inclusion calendar with national awareness days and cultural days along with signposting to information and support. The aim is to provide an easy-to-use resource for all colleagues with quick links to inspire and find out more.

We welcome colleagues' insight, as we can all help by [learning from each other](#). If you have a lived experience or would like to share something about your history that can help to raise awareness, please contact the HR Team.

February

23 February - International Stand Up to Bullying Day

'Wellbeing' and 'Concerns' form part of the '[Realising our Potential](#)' [framework](#), make sure you take time to discuss these with your CDM. We recognise that from time-to-time inappropriate behaviour in the workplace does occur, which can have a significant impact on people and lead to a poor workplace culture. We all have a responsibility to step in and step up against bullying and harassment. So if it does happen, we want you to have the [confidence to speak up and solve any problems with the appropriate support in place](#), to ensure the best possible outcome is achieved.

We would like to take to day to remind colleagues about the support available through our [Bullying and Harassment \(B&H\) policy](#), a clear statement of our commitment that bullying and harassment will not be tolerated in ONR. In line with our [code of conduct](#), the policy supports our [People Strategy 2020-25](#) and [Values](#), and clearly states that any allegation of bullying or harassment will be taken seriously, investigated and dealt with appropriately.

The [Anti-bullying and Harassment Toolkit](#) provides practical steps that can be taken by all of us; as individuals, CDMs and leaders, to call out inappropriate behaviour, and create the [fully inclusive and respectful culture](#) we all deserve. We acknowledge that staff must have total confidence to enable the right support, from the right place and at the right time to address any concerns relating to bullying and harassment in our place of work. In addition to our [internal support networks](#), ONR also has an [external employee assistance helpline](#) 0800 028 0199, which offers colleagues an additional layer of confidential support.

Mandatory training that incorporates the legal aspects of your obligations in the workplace is available, see details below for the next available course dates.

D8 Equality and the Law: Your role in preventing bullying, harassment or discrimination in the workplace

To sign up to this visit the [Online Academy](#) enter **D8** into the search box and book on the next available online workshop [in advance](#): Upcoming dates for 2024 to include:

- **Thursday 18th April between 10:00 am and 12:30pm**
- **Tuesday 10th September between 10:00 am and 12:30pm**

- **Tuesday 8th October between 10:00 am and 12:30pm**

For any booking queries please email ONRAcademy@onr.gov.uk.

This mandatory training offers all colleagues the opportunity to build their knowledge with an introduction to workplace diversity and inclusion and an overview of their legal responsibilities in relation to their workplace interactions with others as outlined in the [Equality Act 2010](#) and [Public Sector Equality Duty](#). All new starters need to be complete this within 3 months of joining.

Colleagues will then need to undertake a refresher course every 3 years.

After completing the course in 2023 here is what a colleague had to say

'Feel that I following the course, I have a much clearer understanding of what the Equality Act means in practice on a day-to-day basis. I also think that I gained a clearer understanding of equality considerations, which is beneficial in allowing me to understand the needs/perspective of others and build up good working relationships.'

Other related highly recommended development opportunities open to all colleagues include:

D100 Psychological Safety

To sign up to this visit the [Online Academy](#) enter **D100 into the search box and book on the next available course in advance.** Upcoming dates for 2024 include:

- Thursday 28th March between 09:15 am and 11:45am – face to face in the Academy Room, Bootle.
- Tuesday 9th April between 09:30 am and 12:30 pm – online.

For any booking queries please email ONRAcademy@onr.gov.uk.

Find out what psychological safety is and how this can help you foster a welcoming environment where colleagues irrespective of their background can bring their whole selves to work and feel comfortable in their day to day workplace interactions.

D95 'Being a Good Ally' online workshop

To sign up to this visit the [Online Academy](#) enter **D95 into the search box and book on the next available course in advance.** Upcoming dates for 2024 include:

- Thursday 7th March between 10:00 am and 12.30pm
- Wednesday 24th April between 10:00 am and 12.30pm
- Thursday 10th October between 10:00 am and 12:30 pm

For any booking queries please email ONRAcademy@onr.gov.uk.

Don't forget check out our ['Being a Good Ally' Toolkit](#).

This **recommended training** helps build confidence in supporting an inclusive working environment. Colleagues are able to develop their skills in cultivating micro-inclusions plus tackle micro-aggressions through being able to take safe and appropriate action as an active bystander. Helping to stop a wide range of behaviours that otherwise could cause some form of harm.

After completing the course in 2023 here is what a colleague had to say:

'Much better awareness, I wasn't unconfident before, but I feel clearer on ONRs position and that makes me feel more confident to apply these tools/ techniques in this environment'

March

1 March - St David's Day

St David is the patron saint of Wales. March 1 is a [day of celebration](#) of both St David's life and of the Welsh culture. The Daffodil flowers early in the year and makes it an emblem for St. David as it is usually in full bloom by 1 March. Find out [more](#) or try one of these [Welsh recipes](#).

If you are celebrating with family and friends find out more about how you can save with your [MyLifestyles discounts](#) as part of your [ONR benefits](#) sign into your [account](#) to check out the latest savings on food shopping, eating out and much more.

1 March - Zero Discrimination Day

Zero Discrimination Day is a global movement celebrated on 1 March each year by the United Nations and other organisations. Everyone has the right to live a full life with dignity regardless of age, gender, sexuality, nationality, ethnicity, skin colour, height, weight, profession, education, and beliefs.

Take our highly recommended 'Being a Good Ally' training (D95) which offers practical tips on how you can support an inclusive environment for yourself and others. After completing the course in 2023 here is what a colleague had to say:

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Mandatory training that incorporates the legal aspects of your obligations in the workplace is also available to enable all colleagues to support and welcoming workplace culture, see details below for the next available course dates.

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After completing the course in 2023 here is what a colleague had to say

'Feel that I following the course, I have a much clearer understanding of what the Equality Act means in practice on a day-to-day basis. I also think that I gained a clearer understanding of equality considerations, which is beneficial in allowing me to understand the needs/perspective of others and build up good working relationships.'

We can all play our part in this by [treating those around us](#) with kindness and respect in line with the [professional standards](#) required as a public servant.. One way we can do this is to learn more about [others lived experiences](#) and perspectives.

'Wellbeing' and 'Concerns form part of the ['Realising our Potential' framework](#), make sure you take time to discuss these with your CDM. The [Anti-bullying and Harassment Toolkit](#) provides practical steps that can be taken by all of us; as individuals, CDMs and leaders, to call out inappropriate behaviour, and create the [fully inclusive and respectful culture](#) we all deserve. We acknowledge that staff must have total confidence to enable the right support, from the right place and at the right time to address any concerns relating to bullying and harassment in our place of work. In addition to our **internal support networks**, ONR also has an [external employee assistance helpline](#) 0800 028 0199, which offers colleagues an additional layer of confidential support.

8 March - International Women's Day

International Women's Day (IWD) is a [global day](#) celebrating the social, economic, cultural, and political achievements of women. The theme this year is 'Let's Inspire for Inclusion', find out more:

- About ONR colleagues who have taken part in [sector wide mentoring schemes](#) and [share their knowledge](#) of these experiences to benefit others. Women in Nuclear currently have an expression of interest [form](#) for their sector mentors/mentee programme.
- About [Siân](#) chosen as Business Administration Apprentice of the Year as part of DBC Training's Annual Apprenticeship Awards 2024.
- From colleagues who have done this by taking time to share their reflections on their personal career journeys in the sector so far read [\[REDACTED\]](#), [\[REDACTED\]](#), [\[REDACTED\]](#), [\[REDACTED\]](#), [\[REDACTED\]](#) and [\[REDACTED\]](#) stories.
- From the '[Women who lead](#)' poster campaign which inspired colleague conversations as part of Black History Month.
- About the [wide range of learning opportunities](#) to enable all colleagues to support and inclusive workplace culture.
- About [women's wellbeing](#). Colleagues have previously share their stories to help raise awareness read [\[REDACTED\]](#) and [\[REDACTED\]](#) stories
- On how we can all be [good allies](#) by working together to [support this](#).
- Or about ONR's GEN Network. Launched in February 2022 to promote gender equality and chaired by fault studies inspector [\[REDACTED\]](#). The network welcomes new members of all genders, email ONRgendernetwork@onr.gov.uk for more information.

10 March - Mother's Day

Originally a time that those children who lived a way were allowed to travel back to their Mother Church and family around for Lent, today it's now a time when we honour mothers, grandmothers, and great grandmother or some special in your life who was a maternal figure to you. There are lots of different ways to celebrate. If you are celebrating with family and friends find out more about how you can save with your [MyLifestyles discounts](#) as part of your [ONR benefits](#) sign into your [account](#) to check out the latest savings on food shopping, eating out and much more.

Mother's Day can also be a difficult time for some including [single parents](#), or those who have [lost](#) their mum or someone close to them through [bereavement](#). Similarly, those who have experienced [baby loss through miscarriage](#) may find Mother's Day difficult. The Miscarriage Association Guide has some [practical tips](#) to help you support someone you may know who has experienced this.

LGBT+ parents may also feel that their circumstances are not always reflected in Mother's Day or Father's Day celebrations and [adapt these to better meet their personal situation](#) or use this time to share their lived experiences with others to help broaden perspectives around the many types of parenthood. Families come in all shapes and sizes; and Global Parent's Day which takes place on 1 June also gives everyone an opportunity to celebrate parenthood.

Whatever your circumstances we would like to wish you well on Mother's Day.

10 March - Ramadan starts (Dates may vary)

Ramadan is the first major event in the Muslim calendar for 2024, quickly followed by the Eid al-Fitr celebrations. You can hear more about Ramadan from a colleague's perspective in this previous Let's Chat podcast 'Islam and Me: [REDACTED]'. Ramadan is expected to begin in the evening on **Sunday, March 10, 2024** and end on **Tuesday, April 9, 2024**. The Islamic Calendar follows a lunar cycle, and while these are the calculated expected dates of Ramadan, they can differ from place to place based on moon-sightings or lack thereof. Although Ramadan takes place on the ninth month of the Islamic calendar, the dates Ramadan starts varies across the world as it starts once the new crescent moon appears in the sky, and ends after 29 or 30 days, depending on the moon cycle. It is anticipated that Ramadan in the UK this year begins on the evening 10 March, depending on the first sighting of the new crescent moon.

During Ramadan, most Muslims fast between dawn and sunset. Fasting allows Muslims to devote themselves to their faith. Often people observing Ramadan will wake up before sunrise each day and eat a large meal to help counteract fasting along with another meal after sunset.

Some Muslims may not be fasting for either some part or the whole month and may be exempt examples of exemptions are:

- travelling long distances;
- pregnancy or breastfeeding;
- menstruating;
- ill health or
- having a medical condition like diabetes for example.

Key workplace considerations during Ramadan

Observing Ramadan may not be noticeable so make it easy for your team members to let you know if they are fasting. For example, by increasing awareness around fasting and Ramadan through prompting the discussions within team meetings perhaps in reference to this update.

Do not make assumptions about who may or may not be observing Ramadan – Islam is a faith that welcomes people of all races and backgrounds.

Remember that some Muslim colleagues may be exempt from fasting (due to a medical condition) so managers and colleagues are asked to be mindful and are advised not to ask why a Muslim colleague may or may not be eating and/or drinking.

Fasting can affect people in different ways (for example, some people may understandably become a little quieter or slightly tired at times). This year fasting during daylight hours will be longer (up to 17 hours a day) due to the lengthening days as spring progresses; and energy levels, or concentration may be impacted for some colleagues who are fasting at this time. If you manage a colleague who will be observing Ramadan, ensure that you have some [one-to-one time](#) to discuss additional [well-being](#) support can be offered to colleagues who are observing Ramadan.

Muslim colleagues may wish to pray more during Ramadan, and it would be appropriate for you to consider allowing them greater flexibility during this period. Where possible, do consider allowing them the option to start and finish work at different times so that they have the time needed to devote themselves to prayer.

We'd also like to remind everyone who may be working alongside colleagues who are observing Ramadan to be mindful when arranging face to face meetings or meetings by Teams as it may clash with the individual's prayer time.

Not all Muslim colleagues will be fasting during Ramadan - some colleagues may opt to fast later; in which case the same considerations should be given at that time.

We wish all our Muslim colleagues a blessed Ramadan.

17 March - St Patrick's Day

St Patrick is one of the patron saints of Ireland. [St Patrick's Day](#) was originally a religious occasion to mark the life and work of St Patrick. In 1903 it became a public holiday in the whole of Ireland. Although not a public holiday here in Great Britain it is widely celebrated across the cities and towns with strong links to Irish heritage. The shamrock is a plant synonymous with Ireland, its people and, of course - St Patrick's Day. Find out [more](#) or try one of these [Irish recipes](#). If you are celebrating with family and friends find out more about how you can save with your [MyLifestyles discounts](#) as part of your [ONR benefits](#) sign into your [account](#) to check out the latest savings on food shopping, eating out and much more. Happy St Patrick's day to all colleagues celebrating.

18 March - Neurodiversity Celebration Week Starts

A range of free events focused on educators, parents and workplaces are available throughout the week via the [Neurodiversity Celebration Week website](#).

Neurodiversity describes the concept that all of us experience and interact with the world around us in many different ways; there is no one "right" way of thinking, learning, and behaving, and differences or neurodivergence in the context of autism spectrum disorder, dyslexia, dyscalculia, attention deficit disorder or other neurodivergent processing differences are just that differences. These can offer many strengths to situations including creativity, seeing the big picture, verbal comprehension, hyper-focus and memory, determination, and empathy.

It is important to remember that each person's experiences neurodivergence is individual and unique to them.

Increasingly, people in the public eye are coming forward to raise awareness and celebrate neurodiversity. Conservationist Chris Packham, has spoken opening about his experiences of Asperger's Syndrome. And Richard Branson has campaigned often about dyslexia and the strengths it has given him.

As part of Neurodiversity Celebration Week, ONR will be also hosting a hidden disabilities webinar which you can register for in advance.

Register in advance for a ' Hidden Disabilities' webinar with our disability partners 'Purple'

18 March between 10:00 pm and 12:30 pm -Purple - Hidden Disabilities online event

As part of Neurodiversity Celebration Week, ONR will be hosting a hidden disabilities webinar facilitated by external partners Purple, who will be covering:

- The world of hidden disabilities and the challenges people with hidden disabilities encounter daily
- The nuances of language and etiquette when interacting with disabled colleagues and how best to communicate respectfully and inclusively.
- Showcasing how inclusivity enhances the overall experience for everyone involved.

BOOK IN ADVANCE. To sign up to this visit the Online Academy enter 'Hidden Disabilities' into the search box.

For any booking queries please email ONRAcademy@onr.gov.uk.

For more about the support available check out our Accessibility Hub, Wellbeing Hub or EDI Hub.

Learn from others personal stories. ONR colleagues have previously shared their lived experiences of a hidden condition:

- ADHD Awareness Month - [REDACTED]
- Neurodiversity and Me - [REDACTED]
- [REDACTED]
- A [REDACTED]

A wealth of information is available including:

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- Our [Accessibility Hub](#) also has some helpful resources.
- Microsoft with some useful tips [on neurodiversity- related accessibility tools](#); and,
- Our [Wellbeing Hub](#) with a specific [section](#) dedicated to neurodiversity;

21 March - International Day for the Elimination of Racial Discrimination

- The [International Day for the Elimination of Racial Discrimination](#) is observed annually on the day the police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960. Racism and intolerance are problems prevalent in all societies. But every day, each and every one of us can stand up against racial prejudice and intolerant attitudes.

We can all play our part in this by being 'supportive of each other' [this guide](#) is a useful tips for anti-racism in the workplace.

A range of [training](#) is available to all colleagues including:

- **D100 Psychological Safety face to face workshop on Thursday 28th March between** between 09:15 am and 11:45 am in the Academy Room, Redgrave Court Bootle. (Book 'D100' in advance via the [online academy](#). For any booking queries please email ONRAcademy@onr.gov.uk.

21 March - Single Parents Day

Being a parent in any circumstances is often challenging, being a single parent perhaps even more so if dealing with extra practical and emotional concerns around going it alone or arranging things with your ex-partner. The [Gingerbread charity](#) set up to support single parents is a great place to start, to find out more about how to navigate any challenges you may facing. Remember, internal and external [support](#) is also available.

23 March - Purim

[Purim](#) is a festival when Jews remember Esther, who was the Queen of Persia more than 2,000 years ago. She was Jewish but her husband, the King, didn't know this. Anyone who went to see the King without permission was put to death, but Esther was brave enough to tell her husband about her religion and she stood up for her people. You can find out [more about the celebrations and history](#) behind them.

25 and 26 March – Holi

The communities that surround our ONR offices in Merseyside, Gloucestershire and London are home to over 417,000 Hindus (Census 2011) who will be observing [Holi](#). Holi is a celebration spring, love, and new life and one of the most important festivals celebrated by the Hindu community. This year Holi begins on the 25 March. Some families hold religious ceremonies, but for many Holi is more a time for fun as it's also known as the Holi is also known as the "festival of colours". Find out [more](#) or try one of these [Holi recipes](#).

If you are celebrating with family and friends find out more about how you can save with your [MyLifestyles discounts](#) as part of your [ONR benefits](#) sign into your [account](#) to check out the latest savings on food shopping, eating out and much more.

29 March - Good Friday/ 31 March - Easter Sunday

Following [Holy Week](#) and [Good Friday](#), the date of [Easter Sunday](#) varies from year to year because it's celebrated on the first Sunday after the full moon, on or after 21 March. Traditionally for Christians, Easter eggs are often used as a symbol for the resurrection of Jesus marked by Easter Sunday.

[Easter](#) eggs represent a symbol of new life, chicken eggs would be hard boiled and then decorated by hand. Traditional Easter egg hunts remain popular with many as well as many other treats such hot cross buns and simnel cake. There are also some regional variations to the egg hunt include egg jarping in the North East and egg rolling in Lancashire.

If you're looking for inspiration, take a look at these [traditional Easter recipes](#).

If you are celebrating with family and friends find out more about how you can save with your [MyLifestyles discounts](#) as part of your [ONR benefits](#) sign into your [account](#) to check out the latest savings on food shopping, eating out and much more.

Happy Easter to all colleagues celebrating.

31 March - International Transgender Day of Visibility

The first International Transgender Day of Visibility was held on 31 March 2009. International TDOV was created in 2010 by trans advocate Rachel Crandall. Crandall, the head of Transgender Michigan, created TDOV in response to most media stories about transgender people being focused on violence. As we can see from [recent events](#) this is still needed. Here in the UK, there have been many challenges for trans people, including:

- **April Ashley** who was 'born a boy' in 1935, and grew up in Liverpool, on Pitt Street and then the Norris Green estate. After surgery in 1960, she built a modelling career was photographed for British Vogue. However, her career came to end when she was outed in by 'The Sunday People' newspaper in 1961. April was later [made an MBE in 2012](#) for her campaigning work for the transgender community; and,
- **Caroline Paige** born in Wallasey who transitioned in the armed forces. Caroline was publicly outed on the front page of a national newspaper in August 2000, military and public opinions quickly declared her 'unfit to be in the Armed Forces', and 'a danger and liability to my colleagues'. She talks about her experiences in an [interview](#).

ONR is committed to equality of opportunity for transgender people through recruitment and employment, including supporting transgender employees through any transitioning process. You find out more about this in our [Transitioning at work policy statement](#). [Inclusive language](#), living the [ONR values](#), fair, supportive, open-minded, and accountable, as well as showing kindness and respect are all steps towards building creating an inclusive environment.

A range of inclusivity [training](#) is available to all colleagues including:

- **D100 Psychological Safety online workshop on Tuesday 9th April between 09:30 am and 12:30 am (Book 'D100' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.

Support is also in place should anyone need to address a concern about bullying harassment in the workplace, in addition to [our internal support networks](#), ONR has an [external employee assistance helpline](#) 0800 028 0199, which offers colleagues an additional layer of confidential support. In collaboration with ONR's Health, Safety and Wellbeing Committee we have recently refreshed our anti-bullying and harassment [policy](#) and [toolkit](#) which offers practical steps to counteract inappropriate behaviour in the workplace.

Coming Soon

We will be updating this calendar monthly throughout 2024 with more information on the dates listed below.

April

- [1 April - Easter Monday](#)
- 2 April [World Autism Acceptance Week Starts](#)
- [4 April– Tomb Sweeping Day](#)
- [9 April - Ramadan Ends and - Eid al-Fitr starts](#)
- **D100 Psychological Safety online workshop on Tuesday 9th April between** between 09:30 am and 12:30 am (**Book 'D100' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- [13 - April Vaisakhi](#)
- **'D8 Equality and the Law'**online workshop on Thursday 18th April **between** 10:00 am and 12.30pm. (**Book 'D8' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- [22 April - Passover Starts](#)
- [April - Stress Awareness Month](#)
- [22 April - Stephen Lawrence Day](#)
- [23 April - St George's Day](#)
- [29 April - Maternal Mental Health Week Starts](#)

May

- [Mental Health Awareness](#) webinar on Wednesday 8 May between 3:00 pm and 3:30 pm (Register in advance.)
- [17 May International Day Against Homophobia, Transphobia and Biphobia](#)
- [25 May – Anniversary of the Death of George Floyd](#)

June

- [1 June The Global Day of Parents](#)
- [16 June Father's Day](#)
- [16 June -Eid Al Adha](#)
- [Mental Health and Men](#) webinar on Monday 17 June between 1:00 pm and 1:30 pm (Register in advance.)
- [20 June - Summer Solstice](#)
- [21 June – World Humanist Day](#)
- [Pride Month](#)

July

- [14 July - International Non-Binary People's Day](#)
- [17 July - Muharram](#)
- [Liverpool Pride TBC](#)

August

- [Supporting Young People](#) webinar on Friday 16 August between 10:00 am and 10:30 am (Register in advance)
- [30 August - Grief Awareness Day](#)

September

- [10 September - World Suicide Prevention Day](#)
- ['D8 Equality and the Law'](#) online workshop on **Tuesday 10th September between** between 10:00 am and 12.30pm. (**Book 'D8' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- ['D8 Equality and the Law'](#) online workshop on **Wednesday 11th September between** between 10:00 am and 12.30pm. (**Book 'D8' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- [Suicide Awareness and Prevention](#) webinar on Tuesday 10 September between 2:00pm and 2:30pm (Register in advance)
- [17 September - Mid-Autumn Festival](#)
- [18 September – International Equal Pay Day](#)
- [23 September - National Inclusion Week](#)

October

- [2 October - Dyslexia Awareness Week Starts](#)
- [Menopause Awareness](#) webinar on Wednesday 9 October between 11:00 am and 11:30 am (Register in advance)
- ['D8 Equality and the Law'](#) online workshop on **Tuesday 8th October between** between 10:00 am and 12.30pm. (**Book 'D8' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
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- ['D8 Equality and the Law'](#) online workshop on **Wednesday 9th October between** between 10:00 am and 12.30pm. (**Book 'D8' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- [10 October-World Mental Health Day](#)
- ['D95 Being a Good Ally'](#) online workshop on **Thursday 10th October between** between 10:00 am and 12.30pm. (**Book 'D95' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- [11 October-National Coming Out Day](#)
- [18 October-World Menopause Day](#)
- [ADHD Awareness Month](#)
- [Black History Month](#)
- [31 October- Halloween](#)

November

- [1 November - International stress awareness week](#)
- [1 November-Diwali](#)
- [November-Islamophobia Awareness Month Starts](#)
- [5 November- Guy Fawkes Night](#)
- [7 November - Purple Tuesday](#)
- [10 November Remembrance Sunday](#)
- [11 November - Armistice Day](#)
- [Mental Health Awareness](#) webinar on Monday 11 November between 3:00 pm and 3:30 pm (Register in advance)
- [19 November -International Men's Day](#)
- ['D8 Equality and the Law'](#) online workshop on **Wednesday 19th November between** between 10:00 am and 12.30pm. (**Book 'D8' in advance via the [online academy](#)**. For any booking queries please email ONRAcademy@onr.gov.uk.)
- [22 Nov – Equal Pay day](#)
- [25 November -International Day for Elimination of Violence Towards Women and Girls](#)
- [30 November-St Andrew's Day](#)

December

- [1 Dec – World Aids Day.](#)
- [2 December-National Grief Awareness Week starts](#)
- [3 December-International Day of People with Disabilities](#)
- [Neurodiversity Awareness](#) webinar on Tuesday 3 December between 10:30 am and 11:00 am (Register in advance)
- [22 December - Winter Solstice](#)
- [24/25/26 December-Christmas/Boxing Day Celebrations](#)
- [25 December-Hanukkah](#)

- [31 December – Hogmanay/New Year's Celebrations](#)

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