

DIVERSITY CALENDAR

2017



The University's Calendar has been developed to celebrate the diverse nature of its community, promoting respect and understanding between different groups.

*"Everyone is kneaded out
of the same dough but not
baked in the same oven"*
Yiddish Proverb

By understanding and embracing difference we can help to create an environment based on the principles of dignity, fairness, equality and respect.

INTRODUCTION

The University's award winning diversity calendar is a practical resource that includes details of all the main religious festivals and major national and international days of celebration or memorial. It can help us to ensure that meetings and events are not planned when key sections of the workforce, student population or customer base may not be able to participate. We have focused on the six major world faiths currently represented within our community - Buddhism, Christianity, Hinduism, Islam, Judaism and Sikhism. This does not mean we do not recognise that there are many more faiths equally as important. We also recognise that a large proportion of our University community may have no religion or belief.

We are continually trying to improve the information we provide, therefore if you have any constructive feedback or suggestions, please don't hesitate to contact us.

Thank you.

Nominated Charity: The Proud Trust

Throughout 2017 we will be supporting a local charity which supports young LGBT people. The Proud Trust is based just off Oxford Road on Sidney Street and their centre includes a café, the Jaye Bloomfield Resource LGBT Library and also hosts a number of different groups throughout the week as well as important fund-raisers year-round.



You can find out more and donate here: www.theproudst.org

We have a number of diversity champions across campus. Without their support and commitment to equality and diversity a lot of our activities could go unnoticed.



'Personally, I am deeply committed to the principles of Equality, Diversity and Inclusion and I am proud to be President and Vice-Chancellor of a University that champions these principles as part of its approach to every aspect of its work. Many areas throughout the University have been doing great work leading us forward in this area and I look forward to us building on this in 2017.'

Professor Dame Nancy Rothwell
President & Vice Chancellor

'I'm proud to belong to a university that champions Equality, Diversity & Inclusion. Together, we are actively striving to ensure that the organisation is a place where we all feel a sense of belonging – wherever we come from!'

Dr Dawn Edge - Senior Lecturer & Winston Churchill Fellow | University Academic Lead for Equality & Diversity



'The Diversity Calendar offers wonderful week by week highlights of cultural and religious events important to staff across the institution. It is a great reminder of the diversity of the University and the value we attach to an environment where all colleagues are respected regardless of their values or beliefs. Please use it - and

display with pride.'

James Thompson - Professor of Applied and Social Theatre
Associate Vice President - Social Responsibility

'Reach for the top of the tree and you may get to the first branch. Reach for the stars and you may get to the top of the tree'



Lemn Sissay - Chancellor

STAFF NETWORK GROUPS

The University has a number of staff network groups which all members of staff can join and participate in the various awareness raising activities they arrange throughout the year.

These important networks are viewed as a vital and pivotal part of your employment and the input and activity of these groups is highly valued by the University.

As a member of staff you can attend up to three staff network group meetings per year during your working hours. Meetings take place at different times of the day to allow as many people as possible to attend at least one per year. Arranged activities can take place during or outside of work hours, but cover important subjects and topics that may have an impact on a particular (or several) areas of our staff population.

They are a fantastic way to network with people from all over the University, build contacts, share experiences, arrange events and socialise. Many of the groups also offer confidential support and advisory services from their members to any member of staff. Every member of staff is invited to join any of the staff network groups and although you may not fall into any of the 'categories' represented in the current staff network groups, you may have an interest or simply wish to offer support or find out more about how the groups work.

You can find out more about individual groups, their activities and influence by visiting:

www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network/





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January - STAFF NETWORK GROUPS

Christmas Break - December 16th - January 16th

JANUARY 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
26 Boxing Day	27 Bank Holiday	28	29	30	31	1 New Year's Day
2 'New Year's Day' observed New Year's Day Holiday	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

BUDDHISM



16th - Shinran Memorial Day
25th - Honen Memorial Day
12th - 15th - Mahayana New Year

CHRISTIANITY



6th - Epiphany
18th - 25th - Week of Prayer for Christian Unity

HINDUISM



14th - Makar Sankranti

JUDAISM



1st - Hanukkah (final day)
8th - Fast of 10th Tevet

SIKHISM



5th - Guru Gobindh Singh birthday
31st - Birthday of Guru Har Rai



NEXT MONTH: LGBT HISTORY MONTH

FEBRUARY 2017

LGBT HISTORY MONTH – PSHE, CITIZENSHIP AND LAW

The 2017 theme for LGBT History Month is PSHE (Personal Social and Health Education), Citizenship and Law. LGBT History Month and the events that surround it are an opportunity for us to look back to a time when Lesbian, Gay, Bisexual or Trans* people had a very different experience of their identities. This is a time when people were unable to live freely in a society that condemned their relationships and identities under the law. Whilst it is no longer illegal to be gay in the UK, this has not always been the case and is still true for some countries around the world. Under some systems of law, homosexuality is even punishable by death.

There is a long history of activism within the LGBT community, particularly in the UK, which has helped to create a fairer and more equal justice system for LGBT people. There have also been many incidents in the media of those who are unable to gain citizenship in certain countries because of their sexual or gender identity. This is particularly evident in debates around reforming laws which do not allow those in same-sex relationships to file for citizenship for their partners due to their sexuality.

As it is 50 years since the decriminalisation of homosexuality, during February we hope to raise awareness of the LGBT past in relation to citizenship and law, and also look to the future to see what work can still be done to make the world and its laws more accepting of LGBT people, their relationships and their identities.

Areli Jacobs designed this year's logo and said 'The logo represents identity, and how every person is different and unique (just as their finger prints) and why it is a motive for pride, since it is the seal of who we are.'



Find out more about the work of ALLOUT – The University LGBT Staff Network Group by visiting:

www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network/lgbt-staff-network-group/

February - LGBT History Month

FEBRUARY 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
30	31	1	2	3	4	5
			ॐ	+		
6	7	8	9	10	11	12
					✡	ॐ
13	14	15	16	17	18	19
		+	✪			
20	21	22	23	24	25	26
27	28	1	2	3	4	5
	✪	+				

BUDDHISM ✪

15th - Parivarinirvana Day
27th - Losar (Tibetan)

CHRISTIANITY +

2nd - Candlemas
14th - St Valentine's Day
28th - Shrove Tuesday

HINDUISM ॐ

1st - Vasant Panchami - Saraswati Puja
12th - Kumbha Sankranti

JUDAISM ✡

11th - Tu BiShvat



International
Women's Day

NEXT MONTH: INTERNATIONAL WOMEN'S DAY

MARCH 2017

INTERNATIONAL WOMEN'S DAY (IWD) MARCH 8

International Women's Day has celebrated the social, economic, cultural and political achievement of women since it was first observed in North America in the early 1900s. Activities have also been directed at challenging practices which discriminate against women. Alarmingly, the progress to achieving gender parity worldwide is slowing. The World Economic Forum predicted in 2015 that the gender gap wouldn't close entirely until 2133 – 38 years later than predicted only the previous year. The University will be hosting events across the Schools and Institutes as part of our #PledgeForParity.



The University of Manchester is an institute committed to gender equality; we encourage positive action for advancing and supporting women and are proud to be a member of the Athena SWAN Charter for gender equality. The Athena SWAN Charter expanded in May 2015 to include Schools working in the Arts, Humanities, Social Sciences, Business and Law (AHSSBL), staff in professional and support roles, and for Trans* staff and students. This year, the University will apply to upgrade its Athena SWAN award status from Bronze to Silver under the new criteria, recognising the impact of gender equality actions and initiatives over the last three years.

Whilst we have lots to celebrate, we also acknowledge that there is still much work to be done at the University. To explore ways in which you can support Athena SWAN actions, join a Self-Assessment Team, find out more about Athena SWAN at The University of Manchester and read applications, visit:

www.manchester.ac.uk/athenaswan



International
Women's Day



March - International Women's Day

■ Easter Break - Mar 31st - April 24th

MARCH 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
27	28	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

BUDDHISM



12th - Magha Puja

CHRISTIANITY +



- 1st - Ash Wednesday
- 1st - St. David's Day
- 1st - Lent Begins
- 17th - St. Patrick's Day

HINDUISM



12th - Gaura Purnima
13th - Holi
24th - Shivaratri

28th - 5th April - Ramayana
28th - Hindu New Year
31st - Hanuman Jayanti

JUDAISM



9th - Fast of Esther
12th - Purim

SIKHISM 



13th - Hola Mohalla



NEXT MONTH: WELL-BEING AND MENTAL HEALTH

APRIL 2017

WELLBEING AND MENTAL HEALTH

Mental Health Awareness Week 2017 will take place from 8-14 May, with the theme of 'living with change'. It provides an opportunity to start a national debate on the importance of supporting good mental health.

www.mentalhealth.org.uk/tags/mental-health-awareness-week

Innately all of us seek some form of comfort in structure and routine. Change - although often positive in the long term - disrupts this and can impact on our mental health. By focusing on change we will be looking at life's pressure points: the crucial times of transition from one life stage to another when we can all experience adversity, from becoming a parent, the pressures of University life, dealing with change in the workplace, how we cope with living in an uncertain world and how we can protect our mental health when things look beyond our control.

While you are likely to have heard that at any one time 1 in 4 of us will be experiencing a mental health problem, it is easy to forget that 4 in 4 of us have mental health. When we think about mental health, we usually think about people living with mental health problems, but good mental health isn't simply the absence of a diagnosable problem.



One of the ways we are addressing mental health issues is through 'Manchester's Six Ways to Wellbeing'. So think about how you can Connect, Learn & Discover; Be Active; Take Notice; Give and Be Healthy – and see how they impact on your own mental health.

You can find out more about Manchester's Six Ways to Wellbeing here:

www.sport.manchester.ac.uk/fitness/wellb/

or here: www.counsellingservice.manchester.ac.uk/wellbeing/

April - WELLBEING AND MENTAL HEALTH

Easter Break - Mar 31st - April 24th

APRIL 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14 Good Friday	15	16
17 Easter Monday (Many regions)	18	19	20	21	22	23
24	25	26	27	28	29	30

BUDDHISM

11th - 14th - Theravadin New Year

CHRISTIANITY

9th - Palm Sunday
13th - Maundy Thursday
14th - Good Friday
16th - Easter Day
23rd - St. George's Day

HINDUISM

4th - Ramanavami
9th - Mahavir Jayanti
28th - Aksaya Tritiya

ISLAM

24th - Isra and Mi'raj

JUDAISM

10th - 18th - Passover
23rd - Yom HaShoah

SIKHISM

14th - Baisakhi (Vaisakhi)



NEXT MONTH: THE LIBRARY



THE LIBRARY

The University of Manchester Library's Special Collections are astonishingly rich and diverse. They encompass an extraordinary range of cultures and all of the world's major faiths, from ancient Sumeria and Babylon to post-colonial Africa and contemporary Britain. The indigenous cultures of the Middle East, and of South and East Asia speak to us in manuscripts of breathtaking beauty, written on everything from bamboo to papyrus.

Many of the collections carry traces of Britain's colonial past. For example, you can enter Joseph Conrad's 'Heart of Darkness' in the archive of the 'Tanganyika and Northern Kenya Syndicate' (TANKS), an Anglo-Belgian conglomerate that exploited the mineral wealth of Africa. Likewise, the stain of slavery permeates the archives of sugar plantations on the West Indies, while the diaries and letters of anti-slavery campaigners and missionaries speak eloquently of their efforts to suppress the slave trade.

The archive of the Guardian newspaper, which is currently being catalogued, bears witness to many of the great social and political issues of the late nineteenth and early twentieth centuries including: the women's suffrage movement; the LGBT movement; the spread of socialism and the trades union movement; and the rise of fascism in the thirties.

Disability issues and changing attitudes towards disability are highlighted in our medical collections, both printed and archival; they include important sources for studies of mental health, visual and auditory impairments and the treatment of physical conditions, such as Sir John Charnley's pioneering work on hip replacement.

These remarkable collections are open to scholars of all ages, from primary school children to emeritus professors. Thanks to the Library's Audience Development Plan and to the John Rylands Research Institute (founded in 2013), we are attracting visitors and researchers from all over the world in ever increasing numbers. To find out more visit: www.library.manchester.ac.uk/special-collections





May - THE LIBRARY

MAY 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1 Early May Bank Holiday	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29 Spring Bank Holiday	30	31	1	2	3	4



BUDDHISM



10th - Visakha Puja
10th - Vesak/Buddha Day

CHRISTIANITY



25th - Ascension Day

ISLAM



12th - Lailat al Bara'ah
21st - Lailat al Kadr
27th - Ramadan begins

JUDAISM



1st - Yom Hazikaron
2nd - Yom HaAtzmaut
14th - Lag O'Omer
30th - 1st June - Shavuot



NEXT MONTH: ISLAM AND RAMADAN



ISLAM AND RAMADAN

Ramadan is the ninth month of the Islamic calendar. It is a holy month in which participating Muslims abstain from eating, drinking and any other physical needs during the daylight hours (from dawn until sunset). It is much more than just not eating and drinking.

The most prominent event of this month is fasting. The fast is intended to be an exacting act of deep personal worship in which Muslims seek a raised awareness of closeness to Allah. Fasting is meant to teach the Muslim patience, modesty and spirituality. In addition to fasting, Muslims are encouraged to read the entire Qur'an and to slow down from worldly affairs, focusing on self-reformation, spiritual cleansing and enlightenment. Fasting is mandatory on every Muslim who is sane, adult, able and resident.

The Islamic holiday of Eid ul-Fitr (Festival of Breaking the Fast) marks the end of the fasting period of Ramadan. This is a great time of celebration for Muslims and their communities. This day also focuses on giving to charity.

This year is a particularly challenging Ramadan period for many of our students as it will coincide with exam times. To support this we have created a factsheet entitled 'Ramadan 2015 and Beyond'. This and many other useful resources can be accessed from our webpages here:

www.staffnet.manchester.ac.uk/equality-and-diversity/equality/equality-groups/religion-or-belief-including-lack-of-belief/



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June - Islam and Ramadan

Summer Break - June 10th - September 18th

JUNE 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
29 Spring Bank Holiday	30	31	1	2	3	4
						+
5	6	7	8	9	10	11
	+					+
12	13	14	15	16	17	18
				☞+		
19	20	21	22	23	24	25
						Father's Day
26	27	28	29	30	1	2
	☾					

CHRISTIANITY +

4th - Pentecost
5th - Whit Monday
11th - Trinity Sunday
15th - Corpus Christi

ISLAM ☾

26th - 28th - Eid al Fitr

SIKHISM ☞

16th - Guru Arjan Martyrdom



CARING & CARERS

When people need help with their day-to-day living they often turn to their family and friends. Looking after each other is something that we do.

Up and down the UK there are six million people caring unpaid for an ill, frail or disabled family member or friend. These people are called carers but they would probably say “I’m just being a husband, a wife, a mum, a dad, a son, a daughter, a friend or a good neighbour.”

Carers help with many personal things that we take for granted on an everyday basis. The reasons people might need help can vary. But what doesn’t vary is that they need help, and if you look after someone - for whatever reason - caring is part of life.

Caring can be a rich source of satisfaction in people’s lives. It can be life-affirming. It can help deepen and strengthen relationships. It can teach you a multitude of skills and help you realise potential you never thought you had.

But without the right support caring can have a devastating impact. Evidence shows that caring can cause ill health, poverty and social isolation.

We are lucky to work for an institution that recognises the role of those with caring responsibilities through a peer support network group as well as robust family friendly policies and procedures. You can learn more about them here:

www.staffnet.manchester.ac.uk/personalsupport

Some external links:

www.carersuk.org

www.manchestercarersforum.org.uk





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July - Caring & Carers

Summer Graduation - 10th - 21st

Summer Break - June 10th - September 18th

JULY 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6



BUDDHISM 

9th - Asala Dharma Day
13th - 15th - Obon (Ulamana)

HINDUISM 

9th - Guru Purnima

JUDAISM 

11th - Fast of Tammuz



NEXT MONTH: DATA COLLECTION



AUGUST 2017

DATA COLLECTION / MY VIEW

Every year the Equality, Diversity and Inclusion team contribute to the University's Annual Performance Review (APR) by collecting and analysing data from around the University. By analysing anonymous data from applications, short listing, appointments and promotions we are able to identify areas that might require particular action.

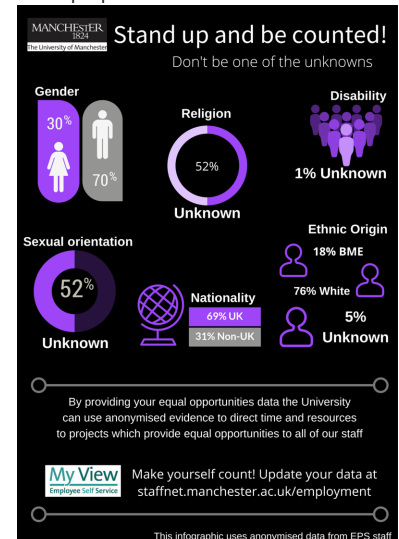
It is important that we hold the most current and complete data to facilitate analysis, ensure equality of opportunity, provide an inclusive culture & benefit from a workforce with a diverse population.

Once at the University, everyone has the option to update their equality data through the MyView portal (where you collect your salary information).

Make it a task to check and update your data in August – every piece of information is anonymous, but vital to us to ensure resources and campaigns are directed appropriately.

Data campaigns such as the one in this image (FSE 2016) highlight how important accurate data is so we have a true picture of our staff makeup. More information can be found at:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/equalityinformation/equalityreports





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August - Data Collection/MyView

Summer Break - June 10th - September 18th

AUGUST 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
31	1	2	3	4	5	6
		✡	ॐ			✝
7	8	9	10	11	12	13
	ॐ					
14	15	16	17	18	19	20
		ॐ✝				
21	22	23	24	25	26	27
					ॐ	
28 Summer Bank Holiday (Many regions)	29	30	31	1	2	3
	ॐ		☾			

CHRISTIANITY ✝

6th - Transfiguration of the Lord
15th - Assumption of the Blessed Virgin Mary

HINDUISM ॐ

3rd - Radha Govinda Jhulana Yatra begins
7th - Jhulana Yatra ends
7th - Raksha Bandhan
7th - Sri Balarama (Appearance)

15th - Krishna Janmashtami
15th - Nandotsava
25th - Ganesh Chaturthi
29th - Radhashtami

ISLAM ☾

31st - Waqf al Arafah - Hajj Day
31st Aug - 1st Sept - Eid al Adha'

JUDAISM ✡

1st - Tish'a B'av



NEXT MONTH: INTERNATIONAL WELCOME

SEPTEMBER 2017

INTERNATIONAL WELCOME

September sees the arrival of our new students – many of them from overseas. In 2016 our student population stood at 38,950 with over 10,000 from outside of the UK. Most students come from countries such as China and Malaysia and at Manchester we can see students from every corner of the globe.

To this number we can add over 1,500 staff from overseas, making us a truly international institution.

Working or studying in another country brings a whole host of challenges. From the everyday issues of our unusual climate to the more complex issues of opening a bank account or adhering to visa conditions. Fortunately we have great support from teams such as International Development and Student Recruitment; Human Resources and Equality and Diversity. They ensure our international population have the support and tools required to make coming to and living in Manchester a truly fulfilling experience. For example, international staff can ask to be matched with a 'buddy' from their home country to help with practical issues of living in the city and working at the University.



Additionally the International Society welcomes everyone to participate in their exciting year round programme of activities. Find out more about them here:

<http://internationalsociety.org.uk/>

September - International Welcome

Welcome Week - 14th - 22nd Summer Break - June 10th - September 18th

SEPTEMBER 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
28 Summer Bank Holiday (Many regions)	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

CHRISTIANITY +

8th - Nativity of the
Blessed Virgin Mary

HINDUISM ॐ

3rd - Sri Vamana Dvadasi
21st - 29th - Navaratri
30th - Dasara

ISLAM ☾

31st Aug - 1st Sept - Eid al Adha

JUDAISM ☆

20th - 22nd - Rosh Hashanah
24th - Fast of Gedalliah
30th - Yom Kippur



NEXT MONTH: THE RACE RELATIONS CENTRE



THE RACE RELATIONS CENTRE

The Race Relations Resource Centre (part of the University) is one of Europe's leading specialist open access libraries on migration, race and ethnicity. The Centre is based at the city's central library and engages directly with the community. Its collection includes over 8,000 resources available for use by students, practitioners and the general public.



The aim of the Centre is to:

- Enable academic and independent research into racial and ethnic history and experience.
- Support teachers in educating young people growing up in multicultural Britain.
- Encourage confidence and pride in Black and ethnic minority people.
- Equip all communities with the information and knowledge they need to promote an anti-racist world.

The work of the Resource Centre helps to demonstrate the commitment of the University in support of race equality. In April 2015, the University successfully applied for the Equality Challenge Unit's (ECU) Race Equality Charter Mark and is one of only nine institutions in the UK to hold this award.

The Charter Mark is about improving the representation, progression and success of minority ethnic staff and students within higher education. It provides a framework through which we work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic staff and students.

To find out more visit: www.staffnet.manchester.ac.uk/equality-and-diversity/race-charter-mark/

OCTOBER 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	World Mental Health Day	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

HINDUISM



19th - Diwali

ISLAM



1st - Ashura

JUDAISM



4th - 11th - Sukkot
12th - Shemini Atzeret
13th - Simchat Torah

SIKHISM



19th - Bandi Chhor Divas (Diwali)

NOVEMBER 2017

ANTI-BULLYING

We believe that bullying, harassment, sexual harassment and discrimination are never OK. No-one on our campus or in our surrounding communities should be treated badly. 'We Get It' is a joint campaign, organised by the University and the Students Union, in support of our zero tolerance approach to any form of bullying, harassment, and discrimination.

But we are all responsible for ending bullying, harassment and discrimination in our community. Whether you're a member of staff, a student, or a visitor to the University, we're asking you to Think, Talk, and Report and Get Support:

THINK

One person's "harmless banter" could be deeply offensive and have a negative impact on the work and lives of others. No one should have to feel uncomfortable for the sake of a joke.

TALK

Take a look at our where do you draw the line activity and talk with your colleagues and friends about where you draw the line on bullying harassment and discrimination.

www.manchester.ac.uk/where-do-you=draw-the-line

Use the Report and Support button to report bullying, harassment, or discrimination. If you like, your report can be passed to a trained advisor, who can get you the right advice and support. You can also report something anonymously.

www.manchester.ac.uk/reportandsupport

NOVEMBER 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
30	31	1	2	3	4	5
			+	+		
6	7	8	9	10	11	12
13	14	15	16	17	18	19
						Remembrance Sunday
20	21	22	23	24	25	26
Trans Day of Remembrance						
27	28	29	30	1	2	3
				+		

CHRISTIANITY +

1st - All Saints Day
2nd - All Souls Day
30th - St. Andrews Day

SIKHISM ☴

4th - Birthday of Guru Nanak Dev
Sahib
24th - Martyrdom of Guru Tegh Bahdur





DECEMBER 2017

INTERNATIONAL DAY OF PEOPLE WITH DISABILITY (IDPD)

IDPD (December 3) is a worldwide observance day promoted by the United Nations since 1992. The aim of the day is to involve groups of people from all sections of society in upholding the rights of persons with disabilities and to celebrate their contribution to society.

We are fortunate to work for an organisation that can provide support to many audiences - current staff and students, potential staff and students and visitors - through the Disability Advisory and Support Service (DASS). Any disabled staff member or student can register with DASS and receive support from their specially trained advisors. More information can be found here:

www.staffnet.manchester.ac.uk/personalsupport/disabled-staff/

We should also recognise that disability extends beyond a physical or mobility related impairment. Mental Illness will impact on a quarter of us all and therefore it's important for the university to be an active member of Time to Change - the charter that aims to end mental health discrimination.

You can find out more about all services available here:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/disability/





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December - International Day of People With Disability

■ Winter Graduation - 11th - 15th

■ Christmas Break Starts - 15th

DECEMBER 2017

Mon	Tue	Wed	Thu	Fri	Sat	Sun
27	28	29	30	1	2	3
				World AIDS Day		+
4	5	6	7	8	9	10
11	12	13	14	15	16	17
			✳			
18	19	20	21	22	23	24
						+
25 Christmas Day	26 Boxing Day	27	28	29	30	31
+						
		University Closure Day	University Closure Day	University Closure Day		New Years Eve

CHRISTIANITY +

3rd - Advent begins
24th - Christmas Eve
25th - Christmas Day

JUDAISM ✳

13th - First Day of Hanukkah

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TRAINING

We have a bespoke on-line training resource for both staff and students which can be completed at any time. This online module intends to support you to become familiar with equalities legislation; gain an understanding of the broader issues of equality and diversity; to know your responsibilities and rights as a member of staff or a student of the University.

The training will take approximately one hour. Full details can be found using the links below:

Staff: www.staffnet.manchester.ac.uk/services/equality-and-diversity/training/

Students: www.studentnet.manchester.ac.uk/equality-and-diversity/

There are other training resources available including an online module on Unconscious Bias, DVD's, books and case studies. Please contact equalityanddiversity@manchester.ac.uk to discuss other training requirements.

STAFF NETWORK GROUPS

The Equality and Diversity Team facilitates a number of staff network groups. As a member of staff you can participate in any of the network group activities – ranging from meetings, to social events, to awareness raising on campus. The university offers a generous 8 hours per year for staff members to participate in network group activities.

KEY

*Trans is an umbrella term encompassing all those who do not identify with the sex they were assigned at birth, including but not limited to those who are transgender, transsexual, and non-binary.



RELIGION & BELIEF

Christianity

Christianity is the largest religion in the UK. There are many Christian denominations, such as the Church of England, Roman Catholic, Evangelical and Pentecostal churches. The three main Christian festivals are Christmas (Jesus' birth), Easter (Jesus' death and resurrection), and Pentecost (descent of the Holy Spirit).

Buddhism

Buddhism is the fourth largest religion in the world. At the last census there were around 152,000 Buddhists in the UK. It is an atheistic religion and its extensive collection of ethical and spiritual teaching and practices are known as the Dharma. For the majority of Buddhists the most important festival is Wesak or Buddha Day – this will be celebrated on May 5 in 2012.

Hindu

Hinduism is most widely practised in India and it is the third largest religion in the UK with over half a million followers and close to 900 million worldwide. It is a 'pluralistic' religion and emphasises that as we are all different, the way we think and approach reality will be ultimately different. Hindus believe in the law of 'karma', which is the law of actions and consequences. The most distinct festival of the year is Holi where coloured powder or water is thrown to mark the arrival of spring.

Islam

With 1.4 billion followers worldwide and over 1.6m in the UK, Islam is the second largest religion. Followers of this religion are 'Muslims' and this translates as 'one who submits himself to, and enters into peace with God'. Muslims live a responsible Islamic life by following Five Pillars which are interwoven into their daily lives. One of the most important months for Muslims is Ramadan – this 30 day period of fasting and prayers takes place in the 9th month of the Islamic calendar.

RELIGION & BELIEF

Judaism

There are over a quarter of a million practicing Jews in the UK making it the 5th largest religion. Jews believe they have a covenant with God and these laws and commandments are revealed in their Holy Book – the Torah. Much like other beliefs, there are different branches of Judaism all with different interpretations of the faith. Their day of rest (Shabbat) begins at sunset on each Friday.

Sikh

With just over 350,000 practising Sikhs in the UK, this is considered the fourth largest religion in the country. Sikhs believe in one God and they respect the equality of all people regardless of colour, creed or gender. All initiated Sikhs vow to wear five items of dress all beginning with the letter 'K' – they are commonly referred to as 'the Five K's'. The most important festival in the calendar is Vaisaki which falls on 14th April.

No belief

Approximately 15% of the UK population state they have 'no belief or religion'. This makes it the second largest group in the country. Not having a religion or belief can come in many formats – agnosticism, anticlericalism, anti religion antiatheism, apatheism, atheism, freethought, ignosticism, nontheism secular humanism, and religious scepticism. Just because someone chooses not to follow a religion does not mean that their beliefs and ideals should not be taken into account. We have listed the major festivals for the six largest religions - a list of other important festivals can be found on our intranet pages.