



DIVERSITY CALENDAR 2014

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

“ *It is never too late to give up your prejudices.* ”
Henry David Thoreau

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 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 is not to say that there are not 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.



The Equality and Diversity Team

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

thinkdifferently equality and diversity

Nominated Charity: The Neuro Foundation

Registered charity in England and Wales (1078790)

The Neurofibromatosis Association was established in 1981 by families with a diagnosis of neurofibromatosis to help others. It is of particular significance to The University of Manchester for two reasons: Stuart Casley – a former student who suffered with the disease and sadly lost his battle in autumn 2010 – he was posthumously awarded Student of the Year in 2011. Additionally, one of the leading doctors in neurofibromatosis is an honorary professor at Manchester.



This year we're proud to support The Neuro Foundation and there will be events throughout the year to help raise funds including Jeans For Genes Day in September.

Messages from Champions



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 and diversity 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 2014.'

Professor Dame Nancy Rothwell
President and Vice-Chancellor



'The University attaches great value to creating an environment where students and staff are respected regardless of their values or beliefs. This calendar is a small but important contribution towards acknowledging the diversity of our institution by highlighting cultural and religious events that may be important to many of our colleagues.'

Professor Aneez Esmail
Associate Vice-President
for Social Responsibility
and Equality and Diversity



Recruitment and Promotion

The University is one of the top employers in the North West with more than 11,000 people working here in a wide range of different roles. The University has always been a source of great minds and we continue to be committed to attracting the best staff and ensuring the best opportunities are available to all. Offering appropriate support during key career transition stages and having a workplace culture which is inclusive is critical as our staff develop and progress in their chosen career.

We have chosen to highlight the promotions process in January as promotion is a long term plan and it's never too early to start familiarising yourself with the promotions procedure and criteria. Academic Masterclasses are held at different times of the year depending on your Faculty and offer you hints and tips, as well providing you with the appropriate support network for moving forward with your application submission later in the year (Oct/Nov/Dec). Engaging with others is essential to submitting a successful case.

www.staffnet.manchester.ac.uk/employment/academic-promotions/

All appointments and successful promotions at the University are made on merit. Our commitment to equality and diversity ensures all our staff have the same opportunities, with additional encouragement made to staff from under-represented groups.



JANUARY 2014



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email equalityanddiversity@manchester.ac.uk



Recruitment and Promotion:
The University is one of the top employers in the North West with more than 11,000 people working here in a wide range of different roles.



JANUARY 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 1			1. Bank Holiday	2.	3.	4.	5.
WEEK 2	6.	7.	8.	9.	10.	11.	12.
WEEK 3	13.	14.	15.	16.	17.	18.	19.
WEEK 4	20.	21.	22.	23.	24.	25.	26.
WEEK 5	27.	28.	29.	30.	31. Chinese New Year Year of the Horse		



Buddhism:

- 16-19 Mahayana New Year
- 21 Shinran Memorial Day
- 25 Honen Memorial Day



Christianity:

- 6 Epiphany
- 18 Week of Prayer for Christian Unity begins



Sikhism:

- 5 Birthday of Guru Gobind Singh
- 31 Birthday of Guru Har Rai



Hinduism:

- 14 Makar Sankranti



Unilife publication date



Unilife deadline date (Midday)



Student Vacation



FEBRUARY 2014

LGBT History Month

2014 sees LGBT History Month focus on music and will be a celebration of what LGBT people have contributed and continue to contribute to the world of music.

Music breaks down barriers and no-one would give a second thought to the sexual orientation of the musician, performer or composer of a piece of music they enjoyed. This is just one way how we can demonstrate why sexual orientation should play no part in how we treat others.

Everyone working and studying at the University makes a valuable contribution and sexual orientation should not be a determining factor when assessing people's ability or contribution – this is why we are proud to be an institution that does not discriminate when it comes to an individual's choice of partner or lifestyle.

The University has very active staff and student LGBT networks and you can find out more here:

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

www.manchesterstudentsunion.com/groups/lgbtq--2



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email equalityanddiversity@manchester.ac.uk



“ *The University of Manchester is an inclusive place to work, study and visit. Despite great advances, some sections of society still experience discrimination. This is one of the reasons I am proud to work closely with the LGBT Staff Network Group as their Diversity Champion.* ”

Karen Heaton - Director of HR



FEBRUARY 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 5						1.	2. ✚
WEEK 6	3. ✚	4. ॐ	5.	6.	7.	8. ❄	9.
WEEK 7	10.	11. ॐ	12. ✚	13. ॐ	14. ✚	15. ❄	16.
WEEK 8	17.	18.	19.	20.	21.	22.	23.
WEEK 9	24.	25.	26. 📖	27.	28. ॐ		



Buddhism:

- 8 Parinirvana/Nirvana Day
- 15 Nirvana day alternative date



Christianity:

- 2 Candlemas
- 14 Saint Valentine's Day



Hinduism:

- 4 Vasant Panchami
- 11 Varaha Dvadasi
- 13 Kumbha Sankranti
- 28 Shivaratri



Unilife publication date



Unilife deadline date



Student
Vacation



Guided
Training
Session



MARCH 2014

International Women's Day - 8 March

Much progress has been made to protect and promote women's rights in recent times. However, nowhere in the world can women claim to have all the same rights and opportunities as men, according to the UN. The majority of the world's 1.3 billion absolute poor are women. On average, women receive between 30 and 40 percent less pay than men earn for the same work.

International Women's Day is a public holiday in some countries such as Azerbaijan, Armenia, Belarus, Kazakhstan, Moldova, Russia and Ukraine. The University will mark the day with events on Wednesday, 5 March.

In the UK this gives us the opportunity to recognise women's rights and strive for gender equality. The Athena SWAN Charter recognises commitment to advancing women's careers in STEM (Science, Technology, Engineering, Mathematics and Medicine) academia. The University of Manchester has held a Bronze Athena SWAN Award since 2008 which demonstrates the on-going institutional commitment to the recruitment, retention and progression of women.

www.manchester.ac.uk/athenaswan



Sharing good practice between our Schools, Institutes and Faculties helps to embed an inclusive and diverse culture. Furthermore our cross-institutional mentoring with the University of Liverpool provides a fantastic opportunity for our staff as it supports a wide range of development needs and helps broaden professional networks.

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International Women's Day

“ *Embedding a real culture change takes both time and commitment. Our eight* Athena SWAN Awards across our STEM Schools are a marvellous achievement. The awards demonstrate the University's commitment to a gender equal culture where good practice benefits all.* ”

*As of December 2013
(Five additional awards applied for in Nov 2013)

**Dr Helen Dutton,
Athena SWAN Coordinator**



MARCH 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 9						1. ✚	2.
WEEK 10	3. ✚	4. ✚	5. ✚	6.	7.	8. International Women's Day	9.
WEEK 11	10.	11.	12.	13. ✚	14.	15.	16. ✚ ✚ ✚ ✚
WEEK 12	17. ✚ ✚	18.	19. ✚	20.	21.	22.	23.
WEEK 13	24.	25.	26.	27.	28.	29.	30. ✚
WEEK 14	31.						



Buddhism:
16 Maja Puja



Christianity:
1 St David's Day
4 Shrove Tuesday
5 Ash Wednesday



17 St Patrick's Day
30 Mothering Sunday

Hinduism:
16 Gaura Purnima
16 Holi



Judaism:
13 Fast of Esther
16 Purim



Sikhism:
17 Hola Mohalla



Unilife publication date



Unilife deadline date



Student
Vacation

Vaisakhi

Vaisakhi (also known as Baisakhi, Vaishakhi, or Vasakhi) is a festival celebrated across the northern Indian subcontinent, especially in the Punjab region by the Sikh community.

More recently, this festival is also celebrated around the world by Sikh diaspora. For the Sikh community this festival commemorates the establishment of the Khalsa. It is also celebrated by Hindus and Buddhists for different reasons including the start of a new year.



The festival bears a great significance for the Sikhs due to the fact that on the Vaisakhi Day in the year 1699, the tenth Guru of the Sikhs, Guru Gobind Singh laid down the foundation of the Panth Khalsa, that is the Order of the Pure Ones. This day is also observed as the 'Thanksgiving Day' by the farmers whereby the farmers pay their tribute, thanking God for the abundant harvest and also praying for future prosperity. Vaisakhi is one of the important festivals celebrated with fun and fervor by people of other religions too.

Manchester has a vibrant population of Sikh families with over 15,000 living in the city centre alone. Look out for our factsheet on Sikhism which will be published this month.



APRIL 2014





14 April
Find out more about Vaishaki and other Sikh traditions and celebrations in our Factsheet this month.



APRIL 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 14		1.	2.	3.	4.	5.	6.
WEEK 15	7. ✨	8. ॐ	9.	10.	11.	12.	13. ✕
WEEK 16	14. ✨ ✕	15. ✨ ✕	16. ✨	17.	18. Good Friday ✕	19.	20. Easter Sunday ✕
WEEK 17	21. Easter Monday ✕	22. ✨	23. ✕	24.	25.	26.	27. ✨
WEEK 18	28.	29.	30. Athena SWAN Submission				

 **Buddhism:**
15 Theravada New Year

 **Christianity:**
13 Palm Sunday
18 Good Friday
20 Easter Sunday
21 Easter Monday
23 St George's Day

 **Hinduism:**
8 Rama Navami
15 Hanuman Jayanti

 **Judaism:**
14 Fast of the Firstborn
15 Passover (1st Day)
22 Passover (last day)
27 Yom Hashoah

 **Sikhism:**
14 Vaisakhi
18 Birthday of Guru Teg Bahadur
18 Birthday of Guru Angad

 Unilife publication date

 Unilife deadline date

 Student
Vacation

Mental Health Awareness

May is the time to think about something we cannot see, yet can all relate to - our mental health. There are very few things in life more important, yet this issue is often hidden, unexplored and stigmatised. The truth is we all have mental health - so it's important to take this opportunity to evaluate what we do to look after our mind.

One in four people will have a mental health problem in any one year and nine out of ten will face discrimination as a result. It is important for us to all understand that just because mental health problems are hidden, this doesn't mean they are not real. By understanding that some people have non-physical disabilities we can become more aware and make sure that people are not isolated and excluded from activities.

6 June sees the first UK conference of 'hidden disabilities' at The University of Manchester.

To find out more, please visit

www.meeting.co.uk/confercare/DSNConference2014

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MAY 2014



thinkdifferently equality and diversity



“ It was a great pleasure to be invited to sign the Time to Change Pledge on behalf of The University of Manchester in 2013. As an organisation, pledging to support Time to Change is a display of our drive to be active in tackling mental health stigma and discrimination in the workplace. Importantly, it shows that this commitment has support from 'the top' and helps me as the Disabled Staff Network (DSN) Champion. ”

Professor Clive Agnew, Vice-President Teaching, Learning and Students and DSN Champion



MAY 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 18				1.	2.  	3.	4.
WEEK 19	5. Early May Bank Holiday 	6. 	7.	8.	9.	10.	11.
WEEK 20	12.	13. 	14.  	15.	16.	17. IDAHO	18. 
WEEK 21	19.	20.	21. 	22.	23. 	24.	25.
WEEK 22	26. Spring Bank Holiday	27.	28.	29. 	30.	31.	



Buddhism:
14 Wesak or Buddha Day



Christianity:
29 Ascension Day



Hinduism:
2 Aksaya Tritya
13 Nrsimha Caturdasi



Judaism:
5 Yom Hazikaron
18 Lag B'Omer



Sikhism:
2 Birthday of Guru Arjan Dev
23 Birthday of Guru Amar Das

Other:
17 IDAHO - International Day Against Homophobia



Unifile publication date



Unifile deadline date



Men's Health

June gives us two opportunities to recognise the role of men in our society whilst also bringing to the forefront some more serious health issues.

Men's Health Awareness Week aims to change the way men look at their health and activity levels. Men's Health Awareness week has been in action for several years now and it's a great way to inspire males to take a good look at both their physical and mental health whilst recognising that small lifestyle changes can lead to a more active and longer life.

Despite sport being an important part of everyday life for many, men still find it difficult to talk about health related issues. So celebrate life by participating in one of the events organised this month! More details can be found by following these links:

www.menshealthforum.org.uk/mhw

www.sport.manchester.ac.uk



JUNE 2014





Men's Health Awareness Week aims to change the way men look at their health and activity levels.



JUNE 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 22							1.
WEEK 23	2. ✨	3.	4. ⚡	5. ⚡	6.	7.	8. ✚
WEEK 24	9. ॐ	10.	11.	12.	13. ॐ	14.	15.
WEEK 25	16.	17.	18.	19. ✚	20.	21.	22.
WEEK 26	23.	24.	25.	26.	27.	28. 🌙	29. ⚡
WEEK 27	30.						

✚ **Christianity:**
8 Pentecost
19 Corpus Christi

ॐ **Hinduism:**
9 Pandava Nirjali Ekadasi
13 Snana Yatra

🌙 **Islam:**
28 Ramadan (start)

⚡ **Judaism:**
4/5 Shavout
29 Ratha Yatra (Puri)

🌟 Unilife publication date

🌟 Unilife deadline date

☐ Student
Vacation

International Staff

Making the decision to move to the UK and to work in UK higher education can be a complex process with many things to consider – some of which many UK residents take for granted.

The University of Manchester has designed an International Staff Orientation Guide to help staff to adjust to living in the UK, and Manchester in particular. The University guide is intended to give a general overview as well as answering some of the more practical questions asked before coming to the UK. Furthermore there are links to other sources of information about University facilities and services.

In addition, the International Staff Network group provides a forum when international staff can meet informally to discuss issues that may impact on them and future international staff.

For further information visit on both resources visit:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/international-staff-network-group



JULY 2014





International Staff

The University of Manchester has designed an International Staff Orientation Guide to help staff to adjust to living in the UK.



JULY 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 27		1.	2.	3.	4.	5. 	6.
WEEK 28	7.	8.	9.	10.	11.	12.  	13.
WEEK 29	14.	15. 	16.	17.	18.	19.	20.
WEEK 30	21.	22.	23. 	24.	25.	26.	27.
WEEK 31	28. 	29.	30.	31.			



Buddhism:

12 Asala-Dharma Day



Hinduism:

12 Guru (Vyasa) Purnima



Islam:

28 Eid ul Fitr (end of Ramadan)



Judaism:

15 Fast of Tammuz



Sikhism:

5 Birthday of Guru Hargobind
23 Birthday of Guru Har Krishan



Unilife publication date



Unilife deadline date



Student Vacation

Diversity in Manchester

The city of Manchester is one of the most diverse cities in the UK and we are proud of the fact that the multi-cultural make-up of the city is further reflected in the make-up of our staff and student population. With a staff and student community from over 180 different countries The University of Manchester can be classed as truly international.



But it is not only the overseas contingent who give the University its diversity – staff and students from all religious, backgrounds and regions ensure that we can embrace everyone’s difference and recognise everyone’s lifestyle choice.

During the month of August take the time to see how diverse your immediate area is – is there something you could learn from a fellow colleague or student? Or is there something new you could try which is right on your doorstep?

Embracing diversity may take some people out of their comfort zone, but we’re fortunate to be in an environment where there is a wealth of enjoyable learning opportunities for every person and every interest level.

One way to become diversity aware is to complete the online training. Both student and staff modules exist and they can be accessed using these links:

Students:

www.studentnet.manchester.ac.uk/equality-and-diversity/training/

Staff:

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





Diversity in Manchester
With a staff and student community from over 180 different countries The University of Manchester can be classed as truly international.



AUGUST 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 31					1.	2.	3.
WEEK 32	4.	5. 	6.  +	7. 	8.	9.	10. 
WEEK 33	11.	12.	13.	14.	15. +	16.	17. 
WEEK 34	18. 	19.	20.	21.	22.	23.	24.
WEEK 35	25. Summer Bank Holiday	26.	27.	28.	29. 	30.	31.

+ Christianity:
6 Transfiguration of the Lord
15 Assumption of Blessed Virgin Mary

ॐ Hinduism:
7 Radha Govinda Jhulana Yatra begins
10 Raska Bandhan
10 Sri Balarama (Appearance)
10 Jhulana Yatra ends
17 Sri Krishna Janmashtami

☆ Judaism:
5 Tisha B'Av

18 Nandotsava
29 Ganesh Chaturthi

 Unilife publication date

 Unilife deadline date

 Student Vacation
 Guided Training Session

Welcome Week



15 - 19 September

Every year the University welcomes over 10,000 new students to Manchester – they join the existing 20,000 plus who are here to gain an education before moving into the world of work. Traditionally we have always looked at ageism for the older generations and whilst this is still an issue, people at the opposite end of the spectrum are facing similar barriers, especially when it comes to entering the employment market.

The problems such as rising unemployment, increased numbers of graduates and international applicants have seen competition for graduate jobs become extremely fierce. The University supports students by offering services such as careers advice, mentoring schemes and graduate internships – these all assist students in securing employment.

SEPTEMBER 2014

tel +44 (0) 161 306 5857

email equalityanddiversity@manchester.ac.uk

More information can be found at:
www.careers.manchester.ac.uk



Welcome Week
15-19 September
Every year the University
welcomes over 10,000 new
students to Manchester.



SEPTEMBER 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 36	1. 	2. 	3.	4.	5.	6. 	7.
WEEK 37	8. 	9. 	10.	11.	12.	13.	14.
WEEK 38	15.	16.	17. 	18.	19.	20.	21.
WEEK 39	22.	23. Bisexual Visibility Day	24.	25. 	26. 	27.	28.
WEEK 40	29.	30.					

Christianity:
8 Nativity of the
'Blessed Virgin Mary'

Hinduism:
2 Radhastami
6 Sri Vamana Dvadasi

Judaism:
25 Rosh Hashanah (1st day)
26 Rosh Hashanah (2nd day)
28 Fast of Gedaliah

9 Shraadh (Pitri Paksha) begins
25 Navarati (start)

Sikhism:
1 Anniversary of
the Installation
of Guru Granth
Sahib

Unilife publication date

Unilife deadline date

Student
Vacation Welcome
Week

Black History Month

Black History Month was first celebrated in Britain in October 1987 as part of African Jubilee year and has grown to now include thousands of events that annually recognise and embrace the contributions of Black and Minority Ethnic Communities (BME) across the country.

The aims are to:

- Promote knowledge of BME history, culture and heritage
- Disseminate information on the many positive contributions of BME communities to British society
- Promote cross-cultural engagement and learning

At The University of Manchester we have an active BME staff network group that enables colleagues to promote race equality through active

involvement and consultation on the University's strategy, policies and guidance and to provide the opportunity to share experiences about working at the University. The University also has high level key performance indicators relating to different equality groups. For BME staff by 2020 we will strive to ensure that:

- the total number of BME academics at Senior Lecturer level and above will be representative of our BME lecturer pool which is currently 16%
- the total number of Professional Support Services BME staff at grade 6 and above will be representative of the BME staff employed in professional occupations in the UK which is currently 11%



To find out more visit:

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

"I am delighted to serve as Champion for the BME Staff Network Group. This is an area where the University and the sector still has a lot of work to do. In Manchester, we are determined to tackle inequality of all types, and improving the experience of BME staff is a priority and one of our five Equality Objectives."

Professor Martin Humphries,
Vice-President and Dean, Faculty of Life Sciences
and BME Champion



OCTOBER 2014





OCTOBER 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 40			1. 	2. 	3. 	4. 	5.
WEEK 41	6. 	7.	8. 	9. 	10. 	11. 	12.
WEEK 42	13. 	14. 	15. 	16. 	17. 	18.	19.
WEEK 43	20.	21.	22.	23. 	24. 	25. 	26.
WEEK 44	27.	28.	29. 	30.	31. Halloween		



Buddhism:

24 Pavarana



Hinduism:

- 1 Durga Pooja
- 3 Dusshera (Ramachandra Vijayotsava)
- 8 Laksmi Puja, Sri Krsna Saradiya Rasayatra
- 23 Diwali



Islam:

- 1-6 Hajj (Pilgrimage)
- 4 Eid Ul Adha (Festival of Sacrifice)
- 25 Al-Hijira (Islamic New Year)

- 24 Go Puja, Govardhana Puja, Annakuta



Judaism

- 4 Yom Kippur
- 9-15 Sukkot (9th & 10th being absolute holy days)
- 15 Hoshanah Atzeret
- 16 Shemini Atzeret
- 17 Simchat Torah



Sikhism:

- 9 Birthday of Guru Ram Das
- 23 Diwali/Bandi Chhor Divas



Unilife publication date



Unilife deadline date



Student
Vacation



Guided
Training
Session

Anti-Bullying

Discrimination, bullying and harassment take many forms. When we think of bullying we often think about physical or verbal attacks, however increasingly people are also bullied via communications such as instant messaging or SMS text messaging.

It is important that we create a civilised working and learning environment and to do this any bullying or harassment is unacceptable to the University - no matter how communicated.

If you think you are being bullied or harassed or are accused of such an act you can contact one of the University's trained harassment advisors who will be able to explain the options available to you.

Throughout 2013 we made significant improvements to the Dignity at Work and Study Policy and Procedures to ensure a better environment for the whole university population. More information about the University's Dignity at Work and Study policy and harassment advisors is available here:

www.manchester.ac.uk/staffdignity

www.manchester.ac.uk/studentdignity



NOVEMBER 2014





Anti Bullying

Discrimination, bullying and harassment come in many guises, all of which are unacceptable to the University and which have no place in a civilised working and learning environment.



NOVEMBER 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 44						1. ✚	2. ✚
WEEK 45	3. ✚	4.	5.	6. ॐ	7.	8.	9.
WEEK 46	10.	11.	12. ✚	13.	14.	15.	16.
WEEK 47	17.	18.	19.	20. Trans Day of Remembrance	21.	22.	23.
WEEK 48	24. ॐ	25.	26.	27.	28. Athena SWAN Submission	29.	30. ✚

✚ **Christianity:**

- 1 All Saints Day
- 2 All Souls Day
- 30 St Andrews Day
- 30 Advent Sunday

ॐ **Hinduism:**

- 6 Last Day of Damodara Masa (Kartik)

☾ **Islam:**

- 3 Ahura

ॐ **Sikhism:**

- 6 Birthday of Guru Nank
- 24 Martyrdom of Guru Tegh Bahadur



Unilife publication date

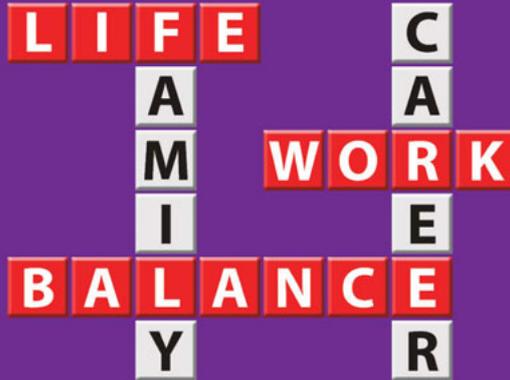


Unilife deadline date



Student Vacation

Flexible Working



The University understands that we all have competing demands on our time and that there are circumstances where it might help you to be able to change your working hours, or your working pattern.

Flexible working options are about employers and employees working together to explore how they can both gain from a more imaginative approach to working practices and encourage organisational success by helping people to manage the demands of work with their personal life, and through this enhance satisfaction with both.

Working flexibly could mean any number of things some of which include:

- Part time working
- Job share
- Term time working
- Flexi time
- Compressed working week
- Annualised hours
- Home working

Requests often come from staff with caring responsibilities, but the policy is not limited to this and for example, may be used to support staff

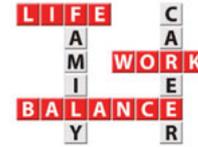
wishing to undertake voluntary work as part of the University's social responsibility activities. Some staff with caring responsibilities have a legal right to request flexible working, the University recognises that other staff may also wish to make such requests. The University's ability to provide an effective service is paramount so requests need thorough consideration to try and find an arrangement that will meet everyone's needs.

For further information on eligibility and how to apply visit: www.staffnet.manchester.ac.uk/services/equality-and-diversity/policies-and-guidance/flexibleworking



DECEMBER 2014





Flexible Working
Flexible working options
are about employers
and employees working
together.



DECEMBER 2014

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 49	1.	2.	3.	4.	5.	6.	7.
WEEK 50	8.	9.	10.	11.	12.	13.	14.
WEEK 51	15.	16.	17.	18.	19.	20.	21.
WEEK 52	22.	23.	24. 	25. Christmas Day 	26. Boxing Day	27.	28.
WEEK 53	29. University Closure Day	30. University Closure Day	31. University Closure Day				



Buddhism:
8 Bodhi Day (Rohatsu)



Christianity:
24 Christmas Eve
25 Christmas Day



Hinduism:
2 Moksada Ekadasi,
Advent of Srimad
Bhagavad-gita



Judaism:
13 Fast Of Tevet
17-24 Chanukah



Unilife publication date



Unilife deadline date



Student
Vacation



Guided
Training
Session



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 and to know your responsibilities and rights as a member of staff or a student of the University.

The training will take approximately one hour and can be stopped and restarted back at the same point at any stage. 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/training

In 2014 there are a number of dedicated training days where you can complete the session in one sitting. These are indicated on the calendar by the  symbol. Please contact equalityanddiversity@manchester.ac.uk to reserve your space.

Training Dates:

- Wed, 26 February
- Wed, 21 May
- Wed, 6 August
- Wed, 29 October
- Wed, 3 December

Awards and Recognitions

Athena SWAN

The Athena SWAN Charter is a scheme that recognises commitment to the advancement and promotion of the careers of women in science, technology, engineering, mathematics and medicine (STEMM) in higher education and research.



Disability Two Ticks

The University of Manchester has been awarded the Disability Two Ticks Symbol by Jobcentre Plus. The symbol identifies those employers who have agreed to meet five commitments regarding the recruitment, employment, retention and career development of disabled people.



Time to Change

Time to Change is England's biggest programme to challenge mental health stigma and discrimination. The University signed the Time to Change pledge in June 2013, signalling our commitment to help raise awareness and to tackle the stigma around mental health for our staff and students. As part of the pledge, we have put together an action plan that includes a campaign to raise awareness for staff and students, and training for line managers and frontline staff.



Stonewall

The University has joined Britain's good practice employers' forum on sexual orientation, run by Stonewall, the charity that works for equality and justice for lesbians, gay men and bisexuals. The Diversity Champion programme provides us with access to a wide range of support and resources to ensure that we are an inclusive/supportive place to work, study or visit.



Find out more about all of these awards here:

www.manchester.ac.uk/aboutus/jobs/equalityanddiversity/awards



Religion & Belief



Christianity

Seventy percent in the UK consider themselves Christian. Christians believe in one eternal triune God - Father, Son and Holy Spirit. The Father sent His Son Jesus to be born a man, die on the cross to pay the price for our sins, thus reconciling us with God. Jesus rose from the dead, ascended into heaven, reigns with His Father, and will return to judge the world. The Holy Spirit leads people to repentance and helps Christians to follow Jesus. 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 14 May in 2014.



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. There are a number of significant festivals for the religion throughout the year, the most individual of them is Holi when coloured powder or water is thrown to mark the arrival of spring.



Islam

With 1.4 billion followers worldwide and over 1.6 million 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 ninth month of the Islamic calendar and will start on June 28 in 2014.



Judaism

There are over a quarter of a million practicing Jews in the UK making it the fifth largest religion. Jews believe they have a covenant with God and that 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. As the day of rest (Shabbat) begins at sunset on each Friday, this may have some impact for staff and students at the University.



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 14 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 antitheism, apatheism, atheism, freethought, ignosticism, nontheism secular humanism, and religious skepticism. Just because someone chooses not to follow a religion does not mean that their beliefs and ideals should not be taken into account.

The Equality and Diversity Team

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