



DIVERSITY CALENDAR

• 2 • 0 • 1 • 5 •

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

"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

Maya Angelou

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: Dementia Friends

What is a Dementia Friend?

A Dementia Friend learns a little bit more about what it's like to live with dementia and then turns that understanding into action. Anyone can be a Dementia Friend. From helping someone to find the right bus to spreading the word about dementia on social media, every action counts. Find out more at: www.socialresponsibility.manchester.ac.uk/strategic-priorities/responsible-processes/dementia-friends/ During 2015 there are a number of Dementia Friends training days – these are marked  on the calendar and can be booked via STDU.



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www.studentnet.manchester.ac.uk/equality-and-diversity
www.manchester.ac.uk/connect/jobs/equality-diversity

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 2015.'

Professor Dame Nancy Rothwell
President and Vice-Chancellor

'The Diversity Calendar offers wonderful week by week highlights of cultural and religious events important to staff and students 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

AWARDS AND ACCREDITATIONS



The University holds several awards and accreditations which fall under the equality and diversity umbrella. It is important for our institution to recognise that there is still work to be done in certain areas and by applying for certain accreditations we can ensure that these issues are on the University's agenda.

We can address issues of gender inequality through the Athena SWAN Charter - the University holds the bronze award with many schools already achieving silver. By signing up to the Disability Two Ticks Scheme we can ensure that both mentally and physically disabled candidates are encouraged to apply for University positions and once here they have the extra support offered by the University having signed the Time to Change pledge.

The Stonewall index recognises that there is still work to be done for LGBT equality in the workplace and the University gets closer to the Top 100 every year. We are currently piloting the newly-launched Race Charter Mark – ensuring our BME colleagues are not disadvantaged in any way.

In 2014 the Equality and Diversity Unit won two prestigious awards – one for this calendar as an inclusive communications tool and a second from Business in the Community, recognising our inclusive approach to the BME population.

By signing up to these accreditations and charter marks the University is showing its commitment to equality for everyone at the University – whether they be a member of staff, a student or a visitor.

Find out more about all of these awards here: www.manchester.ac.uk/aboutus/jobs/equalityanddiversity/awards/

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JANUARY 2015





Awards and Accreditation:
The University holds numerous awards and accreditations in respect of equality and diversity



JANUARY 2015

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



Buddhism:

- 5 Mahayana New Year
- 16 Shinran Memorial Day
- 25 Honen Memorial Day



Christianity:

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



Judaism:

- 1 Fast of Tevet



Sikhism:

- 31 Birthday of Guru Har Rai



Hinduism:

- 14 Makar Sankranti
- 31 Vasant Panchami



Unilife publication date



Unilife deadline date (Midday)



Student Vacation



"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

thinkdifferently equality and diversity

LGBT HISTORY MONTH - CODED LIVES

The theme for LGBT History Month in 2015 is 'Faces in History' Five faces: Anne Lister, Hugh Paddic, Kenneth Williams, Frida Kahlo and The Chevalier d'Eon de Beaumont. Each of these people have made a significant impact on the LGBT community throughout history.

As we are fortunate to work or study in an inclusive environment, some believe that LGBT equality has already been achieved – however, there is still a long way to go. Everyone can contribute to this agenda – whether it be supporting colleagues, volunteering for local organisations or even raising awareness of events happening around the world.

The people highlighted throughout this month all made a significant contribution in a time when being Lesbian, Gay, Bisexual or Trans was illegal – and unfortunately this still happens around the globe. Who knows, with your efforts you could be a face of LGBT History Month in 2115!

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

<http://manchesterstudentsunion.com/groups/the-lgbtq-society>

tel +44 (0) 161 306 5857

email equalityanddiversity@manchester.ac.uk





Report bullying and harassment online, anonymously or for support. More information available at:

www.manchester.ac.uk/we-get-it



LGBT History Month: 2015 sees LGBT History Month focus on coded lives.



FEBRUARY 2015

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



Buddhism:

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



Christianity:

- 2 Candlemas
- 14 Saint Valentine's Day
- 17 Shrove Tuesday
- 18 Ash Wednesday



Hinduism:

- 11 Varaha Dvadasi
- 13 Kumbha Sankranti
- 17 Shivaratri



Judaism:

- 4 Tu B'Shevat



Unilife publication date



Unilife deadline date



Student
Vacation



Guided
Training
Session

INTERNATIONAL WOMEN'S DAY - 8 MARCH



MARCH 2015



Half of the world's population is female and yet no country in the world can say they have achieved gender equality. The gender pay gap that exists means that we have not achieved equal pay for equal work; on average women receive 35% less pay than men. Feminism is the belief that men and women should have equal rights and opportunities. It is the theory of the political, economic and social equality of the sexes and each year women's achievements are celebrated through International Women's Day (IWD).

Make It Happen is the 2015 theme for IWD, encouraging effective action for advancing and recognising women. The University will be hosting events across our Schools and Institutes to reflect how women are changing perceptions about what they can do, challenging stereotypes and achieving in all areas of life.

The University monitors its progress towards an organisational culture where all can thrive, are equally valued and experience equality of opportunity for career progression. One of the ways this pledge is being honoured is through its commitment to the Athena SWAN Charter which has led to significant improvements in equality of opportunity for our students and academic and research staff.

The Athena SWAN Awards recognise commitment to the recruitment, retention and progression of women in STEM (Science, Technology, Engineering, Mathematics and Medicine) academia. Athena SWAN activities have been embedded with such success that we currently* hold four Silver and ten Bronze School Awards, alongside the University's Institutional Bronze Award. Much of the work we do to drive cultural change also has a positive impact for men, recognising that gender equality is a male issue too.

www.manchester.ac.uk/athenaswan

* As of December 2014. Further awards, including a University Silver Institutional Application, have been submitted in November 2014 and results are expected May 2015.





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.



MARCH 2015

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



Buddhism:

5 Magha Puja



Christianity:

1 St David's Day
15 Mothering Sunday
17 St Patrick's Day



Hinduism:

5 Gaura Purnima
6 Holi
28 Rama Navami

29 Palm Sunday



Judaism:

4 Fast of Esther
5 Purim



Sikhism:

6 Hola Mohalla



Unilife publication date



Unilife deadline date



Student
Vacation

WELLBEING/MENTAL HEALTH

As the days are now getting longer, it's an ideal opportunity to think about our Wellbeing. Considering our own and other's wellbeing might mean trying a new exercise class, or encouraging colleagues to come with you for some physical activity or even a lunchtime stroll.

Looking after our physical wellbeing also has a knock on effect to our mental wellbeing. 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 of them 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.

The University has not only signed the Time to Change Pledge, but has also adapted and adjusted the national 'Five Ways to Wellbeing'. You can see them here:

www.staffnet.manchester.ac.uk/personalsupport/counselling/wellbeing/fiveways

What will you do to have an impact on your wellbeing in April?

Wellbeing

It's time to talk. It's
time to change
let's end mental health discrimination





Zero tolerance to sexual harassment, disablism, racism, homophobia, biphobia and transphobia, sexism and religious discrimination.
www.manchester.ac.uk/we-get-it

it's time to talk it's
time to change
let's end mental health discrimination

The University signed the Time to Change Pledge in 2013 and continues to work closely with the organisation.



APRIL 2015

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



Buddhism:

4 Theravada New Year



Christianity:

3 Good Friday
5 Easter Sunday
23 St George's Day



Hinduism:

4 Hanuman Jayanti
21 Aksaya Tritiya



Judaism:

3 Fast of the Firstborn
4-11 Passover (Pesach)



Sikhism:

14 Vaisakhi
18 Birthday of Guru Teg Bahadur
18 Birthday of Guru Angad



Unilife publication date



Unilife deadline date



Student
Vacation

BUDDHISM



Buddhism originated in India around the notion of avoiding self-indulgence. There is no supreme God or Deity within the religion, rather Buddhism centres around refraining from five moral precepts that Buddha was enlightened to;

- Harming living things
- Lying
- Taking what is not offered
- Taking intoxicating substances
- Immersing in sexual misconduct

When Buddhists meditate, they focus on awakening the truth as Buddha did.

Wesak (also known as Buddha day) is one of the most important festivals in Buddhism. It is the celebration of Buddha's birth, enlightenment and death, generally observed on the full moon in May, except in Japan.

Look out for our Buddhism factsheet which will be published this month.



MAY 2015





May 25 Wesak or Buddha day – find out more this month from our Factsheet



MAY 2015

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



Buddhism:

25 Wesak or Buddha Day



Christianity:

14 Ascension Day
25 Pentecost



Hinduism:

3 Nrsimha Caturdasi
29 Pandava Nirjala Ekadasi



Judaism:

7 Lag B'Omer
24-25 Shavout



Sikhism:

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

Other:

17 IDAHO - International Day Against Homophobia



Unilife publication date



Unilife deadline date



Student Vacation



Guided Training Session

FATHER'S DAY AND SHARED PARENTAL LEAVE



Father's Day is a celebration which began in the early twentieth century to complement Mother's Day in celebrating fatherhood and male parenting, and to honour and commemorate fathers and forefathers. Father's Day is celebrated on a variety of dates in 52 countries worldwide. It typically involves gift-giving, special dinners to fathers, and family-orientated activities.

YouGov carried out a survey of

4,500 parents in England, Wales and Scotland and found the following results:

- Nearly six in ten fathers agreed with the statement that partners can share work/career and childcare equally
- Six in ten fathers said they worked more than 40 hours a week and five in ten of them felt they spent too much time at work
- Although flexible working was available to half of fathers, only 30 per cent were actually using it

Parents working at the University can access a range of support, with provisions for paid leave in excess of the statutory entitlements. Each parent can take 18 weeks unpaid parental leave for each child during the first 5 years of the child's life.

This means that both the mother and the father can take 18 weeks leave for each child. Fathers can take two weeks paternity leave on full pay after the birth or adoption of your child. You may also take Additional Paternity Leave. This is where the mother of your child returns to work enabling you to use a proportion of her maternity leave - up to a maximum of 26 weeks.

For more information about the University's family-friendly leave go to:

www.staffnet.manchester.ac.uk/employment/leave-work-arrangements/

For more information about flexible working visit:

www.staffnet.manchester.ac.uk/employment/leave-work-arrangements/flexible-working





Report bullying and harassment online, anonymously or for support. More information available at:
www.manchester.ac.uk/we-get-it



The University has a number of family friendly policies



JUNE 2015

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

Christianity:
4 Corpus Christi

Hinduism:
2 Snana Yatra

Islam:
18 Ramadan (start)

Sikhism:
16 Matyrdom of Guru Arjan Dev

Other:
21 World Humanist Day
23 National Women in Engineering Day

Unilife publication date

Unilife deadline date

Student Vacation

Graduation

Every year we bid farewell to a number of students at The University of Manchester. This July we will be celebrating along with our students and their families from all over the world as they come to the end of their Undergraduate degrees. This final event for our graduates marks the end of a trying year during which they will have pushed their academic abilities to their limits. Graduation days are not only a day of jubilation for students and their families, it provides us at the University the opportunity to acknowledge all their hard work and effort over the course of their degrees and thank them for the memories and brilliance they have left us with.

We are proud at The University of Manchester to boast excellent graduation records. 91% of our graduating students will head immediately into full-time careers or on to further study; therefore it won't be farewell to everyone as many will return to us on a postgraduate basis. Many



graduates will embark on travels as they visit many of the countries that provide us with such a varied student population. Whatever the future for our departing students the diversity of their paths will ensure that their education doesn't end with us as they step out into the world of work and adventure.











JULY 2015



The University is proud of its graduation record and international students make up 24% of our graduates.



JULY 2015

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



Buddhism:
12 Asala-Dharma Day



Hinduism:
31 Guru (Vyasa) Purnima



Islam:
17 Eid ul Fitr (end of Ramadan)



Judaism:
5 Fast of Tammuz
18 Raths Tayra (Puri)
26 Tisha B'Av



Sikhism:
5 Birthday of Guru Hargobind
23 Birthday of Guru Har Krishan



Unifile publication date



Unifile deadline date



Student Vacation



Guided Training Session

APR/DATA COLLECTION/MYVIEW

Every year the Equality and Diversity team contribute to the University's Annual Performance Review (APR) by collecting and analysing data from around the University. By collecting anonymous data from job applications, shortlisting, appointments and academic promotions we are able to identify areas that might require particular action to ensure a balanced and diverse workforce.

Once at the University everyone can complete their equality data through the MyView portal – this provides valuable anonymous data to ensure resources and awareness-raising campaigns are directed correctly and are an accurate reflection of not only the University's, but also the surrounding areas, population.

More information can be found at:

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



AUGUST 2015



tel +44 (0) 161 306 5857 email equalityanddiversity@manchester.ac.uk



Zero tolerance to sexual harassment, disablism, racism, homophobia, biphobia and transphobia, sexism and religious discrimination.
www.manchester.ac.uk/we-get-it



AUGUST 2015

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 31						1.	2.
WEEK 32	3.	4.	5.	6. ✝	7.	8.	9.
WEEK 33	10.	11.	12.	13.	14.	15. ✝	16.
WEEK 34	17.	18. ॐ	19.	20.	21.	22.	23.
WEEK 35	24.	25.	26. ॐ	27.	28.	29. ॐ	30.
WEEK 36	31. Summer Bank Holiday						

- ✝ **Christianity:**
6 Transfiguration of the Lord
15 Assumption of Blessed Virgin Mary

- ॐ **Hinduism:**
18 Nandotsava
26 Radha Govinda Jhulana Yatra begins
29 Raska Bandhan
29 Sri Balarama (Appearance)
29 Jhulana Yatra ends

✝ Unilife publication date

✝ Unilife deadline date

□ Student Vacation

UNCONSCIOUS BIAS

As human beings we are continually processing information to simplify and categorise the world around us. This includes categorising other people, and although it is an essential process, often we are not even aware of our unconscious bias and how this may be prejudicing our behaviour and the decisions we make when dealing with others.

At The University of Manchester we are taking a lead role in investigating how unconscious bias may affect recruitment and promotions decisions. During 2015 training will be rolled out to senior managers and then other areas on campus – this will help and guide people on how they can guard against unconscious bias when recruiting or promoting staff.



SEPTEMBER 2015



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Throughout 2015
we'll be rolling
out Unconscious
Bias training.



SEPTEMBER 2015

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

Christianity:
8 Nativity of the
'Blessed Virgin Mary'

Hinduism:
4 Sri Krishna Janmashtami
17 Ganesh Chaturthi
21 Radhashtami
25 Sri Vamana Dvadasi

Islam:
20-25 Hajj (Pilgrimage)
24 Eid Ul Adha (Festival of Sacrifice)

Judaism:
4 Hoshanah Rabbah
14-15 Rosh Hashanah (New Year)

16 Fast of Gedaliah
23 Yom Kippur
29-4 Oct Tabernacles (Sukkot)

Sikhism:
1 Anniversary of the Installation
of Guru Granth Sahib

Other:
23 Bisexual Visibility Day

Unilife publication date

Unilife deadline date

Student
Vacation Welcome
Week

BLACK HISTORY MONTH

Black History Month includes thousands of events that annually recognise and embrace the contributions of black and ethnic minority communities across the country.

The aims are to:

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

The University of Manchester is one of 32 institutions that trialled the Equality Challenge Unit's new Race Equality Charter Mark. The Charter Mark is about improving the representation, progression and success of black and minority ethnic (BME) staff and students within higher education.

It covers:

- Professional Support Services staff;
- Academic and Research staff;
- Student attainment, diversity of the curriculum and progression of students into academia.

As part of the scheme, we have undertaken a quantitative and qualitative assessment of BME staff and students to inform the development of a 3-year action plan.

**BLACK
HISTORY
MONTH**





Report bullying and harassment online, anonymously or for support. More information available at:
www.manchester.ac.uk/we-get-it

Black History Month (BHM) is held every October throughout Britain.

BLACK HISTORY MONTH



OCTOBER 2015

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



Buddhism:

24 Pavarana



Hinduism:

13-21 Navaratri (start)
20 Durga Puja (Saptami)
21 Durga Puja (Ashtami)
22 Durja Puja (Navami)
23 Dusshera (Ramachandra Vijayotsava)



Islam:

14 Al-Hijira (Islamic New Year)
23 Ashura



Judaism

29 Sep-4 Oct Tabernacles (Sukkot)



Sikhism:

9 Birthday of Guru Ram Das

Other:

13 Ada Lovelace Day

4 Hoshanah Rabbah
4-5 Shemini Atzeret
5-6 Simchat Torah



Unifile publication date



Unifile deadline date



Student Vacation



Guided Training Session

ANTI-BULLYING

We believe that bullying, harassment and discrimination are never ok.

The We Get It campaign has sent a clear message to staff, students and the wider community that we do not tolerate any form of bullying, harassment or discrimination.

This message has been supported by strong policies and improved services for staff and students.

We have been asking for all members of the University to think, talk, report and get support.

THINK

People can experience behaviours in different ways, one person's "harmless banter" could be deeply offensive to another and have a negative impact on their work and life. No one should have to feel uncomfortable for the sake of a joke.

Where we as individuals 'draw the line' on what we believe to be bullying behaviours or harassment may vary considerably. We ask that you consider and respect other people's views and feelings so that we can all work, study, and live in an inclusive and supportive environment.



TALK

Talk about bullying, harassment and discrimination, what does it mean to you, where do you draw the line?

If you think you or someone you know is being treated badly, talk to someone about it and, if you feel safe to do so, challenge it. Sometimes just explaining to someone how it makes you feel and asking them to stop is enough.

REPORT AND SUPPORT

Report bullying, harassment, or discrimination online. 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.

To find out more about the campaign and the resources available visit www.manchester.ac.uk/we-get-it



NOVEMBER 2015





You can report any form of bullying and harassment via our online 'Report and Support' button.



NOVEMBER 2015

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

✝ Christianity:

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

ॐ Hinduism:

- 6 Last Day of Damodara Masa (Kartik)
- 11 Diwali
- 12 Go Puja, Govardhana Puja, Annakuta

ॐ Sikhism:

- 11 Bandi Chhor Diva
- 24 Martyrdom of Guru Tegh Bahadur
- 25 Birthday of Guru Nank

Other:

- 20 Trans Day of Remembrance



Unilife publication date



Unilife deadline date



Student Vacation

INTERNATIONAL DAY OF PEOPLE WITH DISABILITY



3 December
**International Day of
People with Disability**

International Day of People with Disability (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.

In 2014 The University of Manchester and Manchester Metropolitan University celebrated the day with a showcase event highlighting the ability of disabled staff and students.

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 Support Office. This service offers vital support for our disabled staff and students as well as being able to provide guidance on a number of disability related topics and issues.

We also have an amazing resource from the people at 'Disabled Go'. This interactive map allows you to plan your journey and access to all our campus buildings down to the tiniest of details.

More information from:

www.disabledgo.com/organisations/the-university-of-manchester/main-2/maps



DECEMBER 2015



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Zero tolerance to sexual harassment, disablism, racism, homophobia, biphobia and transphobia, sexism and religious discrimination.
www.manchester.ac.uk/we-get-it



IDDP is held internationally on 3 December every year.



DECEMBER 2015

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 49		1. 	2.	3. International Day of People with Disability	4.	5.	6.
WEEK 50	7. 	8. 	9. 	10. 	11. 	12. 	13. 
WEEK 51	14. 	15.	16.	17.	18.	19.	20.
WEEK 52	21. 	22.	23.	24. University Closure Day 	25. Christmas Day 	26. Boxing Day	27.
WEEK 53	28. Bank Holiday	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:
21 Moksada Ekadasi,
Advent of Srimalad
Bhagavad-gita



Judaism:
7-14 Chanukah



Unilife publication date



Unilife deadline date



Student
Vacation



TRAINING

We have a bespoke online 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 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 2015 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 25 February
- Wed 29 July
- Thurs 21 May
- Wed 29 October



REPORT AND SUPPORT

All staff and students have the right to work and study in a safe and supportive environment. The University does not tolerate any form of bullying, harassment, discrimination or victimisation.

We have a number of trained harassment advisors and mediators at the University which provide a service for both staff and students.

Do you think you have been a victim of bullying and harassment? Reporting this and getting advice is now much easier by using our 'Report and Support' button. This will ensure that you are directed to the right service quickly and be able to **report** your concerns and get the right **support!**



RELIGION AND 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 25 May in 2015.



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 18 in 2015.



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.