

# ELECTRICAL WORKSHOP 1



## FIRST FLOOR

- ↖ THOMAS EDISON
- ↖ GARRETT MORGAN
- ↖ ALICE H PARKER
- ↖ JAMES PRESCOTT JOULE
- ↖ VERENA HOLMES
- ↖ ALEXANDER GRAHAM BELL
- ↖ MARGARET PARTRIDGE
- ↖ MICHAEL FARADAY
- ↖ HEDY LaMARR (IT suite)

## GROUND FLOOR

- ← ELECTRICAL WORKSHOP 1
- ← ELECTRICAL WORKSHOP 2
- ← PLUMBING WORKSHOP
- ← GAS TRAINING CENTRE



# JTL INCLUSION & SAFEGUARDING CALENDAR 2022/2023







# September 2022

The World Summit for Social Development established the concept of social inclusion to create an inclusive society, "a society for all" where every individual, each with rights and responsibilities, has an active role to play in an environment that is stable, safe, just and tolerant, respects diversity, culture and equality of opportunity.

As we continue to deal with one of the greatest challenges for generations, it is a pivotal moment to help and support one another and to be actively inclusive. In difficult times people get anxious so inclusion can create opportunities for a sense of belonging, strength, encouragement, consideration, kindness and support with wellbeing at the core.

In this year's calendar we look to key actions to drive equality, diversity and inclusion and help mitigate the adverse impact challenging times can have on our family, friends, colleagues and entire community.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 35.				1	2	3	4
Week 36.	5	6	7	8	9	10	11
Week 37.	12	13	14	15	16	17	18
Week 38.	19	20	21	22	23	24	25
Week 39.	26	27	28	29	30		

September is Sickle Cell Awareness Month | Childhood Cancer Awareness Month | Blood Cancer Awareness Month | World Alzheimer's Month | World Dementia Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 5th International Day of Charity.
- 6th Colour Blind Awareness Day.
- 8th Nativity of Virgin Mary – Christian, Nativity of the Theotokos – Orthodox Christian, International Literacy Day.
- 9th Anant Chaturdashi – Hindu.
- 10th World Suicide Prevention Day.
- 12th Sexual Health Week begins.
- 14th Triumph of the Cross – Christian, Exaltation of the Cross – Orthodox Christian.
- 15th International Day of Democracy.
- 18th International Equal Pay Day.
- 21st Feast of Saint Matthew – Christian, International Day of Peace, World Alzheimer's Day.
- 23rd Autumn Equinox, Mabon – Ostara – Wicca/Pagan Northern and Southern hemispheres, Bi Visibility Day, International Day of Sign Languages.
- 25th World Deaf Day.
- 26th Rosh Hashanah – Judaism, Navaratri begins – Hindu, UK National Inclusion Week begins.
- 27th Meskel – Ethiopian Orthodox Christian.
- 28th Fast of Gedaliah – Judaism, International Right to Know Day.
- 29th Michaelmas – Saint Michael and All Angels – Christian, World Heart Day.

All Jewish holidays begin at sundown on the evening before.



# October 2022

## Ageism.

**“Aging is not lost youth but a new stage of opportunity and strength.”**

Betty Friedan.

The daily routines of our older generation have dramatically changed over the past couple of years. The care and support they received, their ability to stay socially connected and they were challenged by requirements to stay at home, temporary cessation of employment and other activities. They experienced anxiety and fear of illness and death – their own and others.

It is easy for organisations to overlook the older employee demographic and it is important mature workers are being considered in any strategic or operational decisions. There is a particular fear that ageism will worsen post pandemic as businesses continue to cut labour costs, their senior workers will be easy targets.



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

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Week 44.

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October is Breast Cancer Awareness Month | Down Syndrome Awareness Month |  
Black History Month (UK) | Lupus Awareness Month | Global Diversity Awareness Month |  
Menopause Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st International Day of Older Persons.
- 2nd Feast of the Guardian Angels – Christian, International Day of Non-Violence.
- 4th Blessing of the Animals – Christian, Saint Francis' Day – Christian.
- 5th Yom Kippur – Judaism, Dussehra – Dasara – Hindu.
- 6th World Cerebral Palsy Day.
- 8th Mawlid al-Nabi – Islam.
- 9th Birthday of Guru Ram Das – Sikh.
- 10th Sukkot begins – Judaism, World Homeless Day, World Mental Health Day.
- 11th International Day of the Girl Child.
- 13th World Sight Day.
- 15th International Day of Rural Women.
- 16th World Food Day.
- 17th Shemini Atzeret – Judaism, International Day for the Eradication of Poverty.
- 18th Feast of Saint Luke – Christian, Simchat Torah – Judaism, World Menopause Day.
- 19th International Pronouns Day.
- 24th Diwali – Deepavali – Hindu, Sikh, Jain, Bandi Chhor Divas – Sikh, United Nations Day.
- 26th Birth of the Báb – Baha'i, Intersex Awareness Day.
- 27th Birth of Baha'u'llah – Baha'i,
- 28th Feast of Saints Simon and Jude – Christian.
- 29th World Stroke Day.
- 30th British Summer Time ends.
- 31st All Hallows' Eve – Christian, Reformation Day – Protestant Christian, Samhain (Halloween) – Beltane – Wicca/Pagan Northern and Southern hemispheres, Bank Holiday – ROI.

All Jewish holidays begin at sundown on the evening before.





# November 2022

## Inclusive Leadership.

**"Diversity is a fact, but inclusion is a choice we make every day. As leaders, we have to put out the message that we embrace and not just tolerate diversity."**

Nellie Borrero.

During a transitional period, it is vital that leaders are inclusive and harness the power of diverse teams. Leaders who consciously practice inclusive leadership and actively develop their capability will see the results in the superior performance of their diverse teams.

An accessible and inclusive workforce thrives when leaders set the standard and ensure that inclusion is prioritised throughout the business. Key traits for an inclusive leader include visible commitment, awareness of bias, curiosity about others, humility, cultural intelligence and effective collaboration.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 44.		1	2	3	4	5	6
Week 45.	7	8	9	10	11	12	13
Week 46.	14	15	16	17	18	19	20
Week 47.	21	22	23	24	25	26	27
Week 48.	28	29	30				

November is Lung Cancer Awareness Month | Pancreatic Cancer Awareness Month | Mouth Cancer Action Month | COPD Awareness Month | Movember Men's Health Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st All Saints' Day – Christian.
- 2nd All Souls' Day – Christian, Coronation of Emperor Haile Selassie I – Rastafari.
- 8th Birthday of Guru Nanak Dev – Sikh, Intersex Day of Solidarity.
- 9th Dedication of the Lateran Basilica – Catholic Christian.
- 11th Armistice Day.
- 13th Remembrance Sunday, World Kindness Day, UK Interfaith Week begins.
- 14th World Diabetes Day.
- 15th Nativity Fast begins – Orthodox Christian.
- 16th International Day for Tolerance.
- 17th International Students' Day.
- 18th International STAND UP to Bullying Day, UK Disability History Month begins.
- 19th International Men's Day.
- 20th Feast of Christ the King – Christian, Transgender Day of Remembrance, Universal Children's Day.
- 21st Presentation of the Theotokos – Orthodox Christian.
- 24th Martyrdom of Guru Tegh Bahadur – Sikh, US Thanksgiving.
- 25th International Day for the Elimination of Violence against Women.
- 26th Day of the Covenant – Baha'i.
- 27th Advent Sunday – Christian.
- 28th Ascension of Abdu'l-Bahá – Baha'i.
- 30th Saint Andrew's Day – Christian, Bank Holiday – Scotland.

All Jewish holidays begin at sundown on the evening before.







# December 2022

## Disability Champions.

**“So many of our dreams at first seem impossible, then they seem improbable, and then, when we summon the will, they soon become inevitable.”**

*Christopher Reeve.*

People living with disabilities continue to face many barriers and challenges in this period of change and transition.

The appointment of Disability Champions can be a key strategy towards achieving disability inclusion. They can ensure that the inclusion of people with disability always remains on the agenda, particularly during challenging transitional periods. Developing an accessibility action plan can be proactive in understanding the baseline and also where the organisation wants to be.



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Week 48.

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Week 49.

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Week 51.

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Week 52.

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December is Universal Month for Human Rights | Decembeard | Spiritual Literacy Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st World AIDS Day.
- 2nd International Day for the Abolition of Slavery.
- 3rd International Day of Persons with Disabilities.
- 5th International Volunteer Day.
- 8th Rohatsu (Bodhi Day) – Buddhist, Feast of the Immaculate Conception – Christian.
- 10th Human Rights Day.
- 12th International Universal Health Coverage Day.
- 18th International Migrants Day.
- 19th Chanukah begins – Judaism.
- 20th International Human Solidarity Day.
- 21st Winter Solstice, Yule – Litha – Wicca/Pagan Northern and Southern hemispheres.
- 24th Christmas Eve – Christian.
- 25th Christmas Day – Christian, Feast of the Nativity – Orthodox Christian.
- 26th Saint Stephen's Day – Christian, Zarathosht Diso (Death of Prophet Zarathushtra) – Zoroastrian, Boxing Day, Kwanzaa begins, Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI.
- 27th Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI.
- 28th Holy Innocents – Christian.
- 30th Feast of the Holy Family – Catholic Christian.
- 31st Watch Night – Christian, New Year's Eve/Hogmanay.

All Jewish holidays begin at sundown on the evening before.





# January 2023

**Acknowledge holidays of all religions and cultures.**

**"The essence of all religions is one. Only their approaches are different."**  
Mahatma Gandhi.

As events to mark important religious festivals and celebrations all over the world start to return to some sort of normality, holidays usually spent gathering with families, friends and community are celebrated in a very different way. With staff now returning to work, organisations can begin to mark or acknowledge any important religious celebrations or holidays.

One way for organisations to build awareness of diversity and foster greater inclusivity is to highlight and acknowledge the variety of upcoming religious festivals and cultural holidays. This can be done in a number of ways such as through an inclusion calendar, company intranet or website, staff networks, training, celebration events and so forth.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 52.							1
Week 1.	2	3	4	5	6	7	8
Week 2.	9	10	11	12	13	14	15
Week 3.	16	17	18	19	20	21	22
Week 4.	23	24	25	26	27	28	29
Week 5.	30	31					

January is Cervical Health Awareness Month | Celebration of Life Month |  
Alcohol Concern Dry January | Thyroid Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st **Mary, Mother of God** – Catholic Christian, **Gantan-sai (New Year)** – Shinto, **Global Family Day**, **New Year's Day/Hogmanay**.
- 2nd **Bank Holiday** – England, Wales, Scotland, Northern Ireland and ROI.
- 3rd **Bank Holiday** – Scotland.
- 4th **World Braille Day**.
- 5th **Twelfth Night** – Christian, **Birthday of Guru Gobind Singh** – Sikh.
- 6th **Epiphany** – Christian, **Feast of the Theophany** – Orthodox Christian.
- 7th **3 day Mahayana New Year begins** – Buddhist, **Feast of the Nativity** – Orthodox Christian.
- 8th **Baptism of the Lord Jesus** – Christian.
- 9th **Seijin no hi (Coming of Age Day)** – Shinto.
- 13th **Lohri/Maghi** – Hindu, Sikh.
- 14th **Makar Sankranti** – Hindu, **Old New Year** – Orthodox Christian.
- 15th **Pongal** – Hindu, **World Religion Day**.
- 16th **Blue Monday**, **Martin Luther King Jr. Day**.
- 18th **Week of Prayer for Christian Unity begins** – Christian.
- 19th **Timkat** – Ethiopian Orthodox Christian.
- 22nd **Chinese New Year** – Confucian, Daoist, Buddhist.
- 24th **International Day of Education**.
- 25th **Conversion of Saint Paul** – Christian, **Robert Burns Night (Burns Night)**.
- 26th **Vasant Panchami** – Hindu.
- 27th **Holocaust Memorial Day**.
- 28th **Data Privacy Day**.
- 29th **Zaccheus Sunday** – Orthodox Christian.
- 31st **Birthday of Guru Har Rai** – Sikh.

All Jewish holidays begin at sundown on the evening before.





# February 2023

## Race Equality.

**"The ultimate measure of a person is not where one stands in moments of comfort and convenience, but where one stands in times of challenge and controversy."**

*Martin Luther King.*

The last couple of years have been challenging for Black, Asian and Minority Ethnic (BAME) people as it has highlighted and exacerbated the continuing inequalities in education, health, incomes, employment and housing.

Now more than ever it is vital for organisations to review and strengthen their Race Equality Strategy and ensure this is supported by a comprehensive Action Plan. It is important to act decisively around race equality and inclusion.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 5.			1	2	3	4	5
Week 6.	6	7	8	9	10	11	12
Week 7.	13	14	15	16	17	18	19
Week 8.	20	21	22	23	24	25	26
Week 9.	27	28					

February is UK National Heart Month | Lesbian Gay Bisexual Trans History Month |  
Raynaud's and Scleroderma Awareness Month | Youth Leadership Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st World Hijab Day,  
World Interfaith Harmony Week begins,  
Imbolc – Lughnassadh – Wicca/Pagan  
Northern and Southern hemispheres.
- 2nd Candlemas (Presentation of Christ in the  
Temple) – Christian.
- 3rd Setsubun-sai – Shinto.
- 4th World Cancer Day.
- 5th Thaipusam – Hindu,  
Triodion begins – Orthodox Christian.
- 6th Tu B'Shvat – Judaism,  
Bank Holiday – ROI,  
UK Race Equality Week begins,  
National Apprenticeship Week begins.
- 11th International Day of Women and Girls in  
Science,  
World Day of the Sick.
- 12th Sunday of the Prodigal Son – Orthodox  
Christian,  
Autism Sunday,  
Red Hand Day for Child Soldiers.
- 14th Saint Valentine's Day.
- 15th International Childhood Cancer Day,  
Parinirvana Day/Nirvana Day – Buddhist.
- 17th World Human Spirit Day.
- 18th Maha Shivaratri – Hindu,  
Lailat al Miraj – Islam.
- 19th Meatfare Sunday – Orthodox Christian.
- 20th World Day of Social Justice.
- 21st Shrove Tuesday – Christian,  
Ramakrishna Jayanti – Hindu.
- 22nd Ash Wednesday – Christian.
- 24th International STAND UP to Bullying Day.
- 26th Intercalary Days begin – Baha'i,  
Cheesefare Sunday – Orthodox Christian.
- 27th Great Lent begins – Clean Monday  
– Orthodox Christian,  
Eating Disorders Awareness Week  
begins.

All Jewish holidays begin at sundown  
on the evening before.





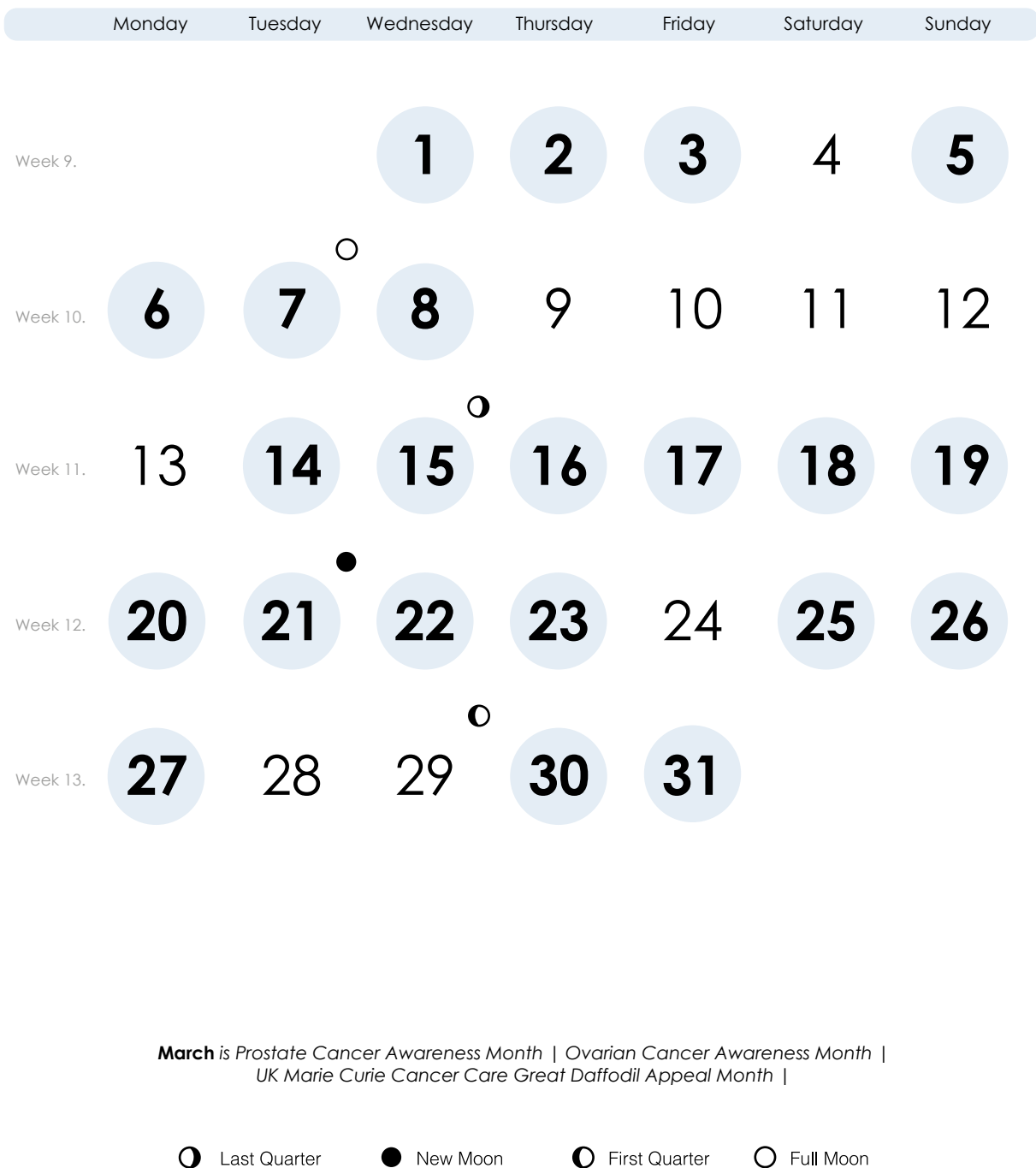
# March 2023

## Gender Equality.

**“We need to do a better job of putting ourselves higher on our own ‘to do’ list.” Michelle Obama.**

It has been likened to a shadow pandemic; the rapidly unravelling precious progress that has been made towards gender equality. Women's jobs are more vulnerable in this crisis. This together with the spike in domestic violence, rapid increase in unpaid domestic and care work and the risk shouldered by the world's nurses, who are predominately women, means the social and economic toll will be paid disproportionately by girls and women.

We cannot underestimate the extraordinary and indispensable contributions of women across all sectors, particularly in areas crucial to response and recovery efforts. Women need to be given equal opportunities in leadership and decision-making roles and efforts must be made to reduce gender inequality.



## Special Days

- 1st Intercalary Days (end) – Baha'i, Saint David's Day – Christian, International Wheelchair Day, Self Injury Awareness Day, Zero Discrimination Day.
- 2nd Nineteen Day Fast begins – Baha'i.
- 3rd World Hearing Day.
- 5th Sunday of Orthodoxy – Orthodox Christian.
- 6th Magha Puja (Sangha Day) – Buddhist.
- 7th Holika Dahan – Hindu, Lailat al Bara'ah – Islam, Purim – Judaism.
- 8th Holi – Hindu, International Women's Day.
- 14th Nanakshahi (New Year) – Sikh.
- 15th International Day to Combat Islamophobia.
- 16th Young Carers' Action Day.
- 17th Saint Patrick's Day – Christian, Bank Holiday – Northern Ireland and ROI.
- 18th Global Recycling Day, CSE National Awareness Day.
- 19th Saint Joseph's Day – Christian, Mothering Sunday.
- 20th Ostara – Mabon – Wicca/Pagan Northern and Southern hemispheres, International Day of Happiness, Spring Equinox.
- 21st Naw-Rúz (New Year) – Baha'i, Norooz (New Year) – Persian/Zoroastrian, International Day for the Elimination of Racial Discrimination, World Down Syndrome Day.
- 22nd Ramayana begins – Hindu, Ugadi New Year – Hindu.
- 23rd Ramadan begins – Islam.
- 25th The Annunciation of the Virgin Mary – Christian, Annunciation to the Theotokos – Orthodox Christian.
- 26th Khordad Sal (Birth of Prophet Zarathushtra) – Zoroastrian, British Summer Time begins.
- 27th World Autism Acceptance Week begins.
- 30th Rama Navami – Hindu, World Bipolar Day.
- 31st International Transgender Day of Visibility.

All Jewish holidays begin at sundown on the evening before.







# April 2023

## Use of Inclusive Language.

**"Language changes... But we need to be aware that as our language changes, so does our theology change...This is what is happening with our attempts at inclusive language, which thus far have been inconclusive and unsuccessful."**  
Madeline L'Engle.

It is important to recognise that language has the ability to build relationships and forge connections, but it's equally liable for creating barriers and impacting on someone's sense of belonging.

Inclusive language avoids jargon, acronyms, biases, slang, or expressions that discriminate against groups of people based on race, gender, or socioeconomic status. Inclusive language allows you to connect with more audiences by speaking and writing in more impartial ways.



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April is Autism Awareness Month | Stress Awareness Month | Bowel Cancer Awareness Month |  
Parkinson's Awareness Month | Alcohol Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st April Fool's Day.
- 2nd Palm Sunday – Christian,  
World Autism Awareness Day.
- 4th Mahavir Jayanti – Jain,  
Lord's Evening Meal – Jehovah's Witness.
- 6th Theravada New Year – Buddhist,  
Maundy Thursday – Christian,  
Hanuman Jayanti – Hindu,  
Passover – Judaism,  
International Asexuality Day.
- 7th Good Friday – Christian,  
World Health Day,  
Bank Holiday – England, Wales, Scotland  
and Northern Ireland.
- 8th Lazarus Saturday – Orthodox Christian,  
International Romani Day.
- 9th Easter Sunday – Christian,  
Palm Sunday – Orthodox Christian.
- 10th Easter Monday – Christian,  
Bank Holiday – England, Wales, Northern  
Ireland and ROI.
- 13th Songkran (Thai New Year) – Buddhist.
- 14th Holy Friday – Orthodox Christian,  
Birth of the Khalsa (Vaisakhi) – Sikh,  
Tamil New Year.
- 16th Pascha (Easter) – Orthodox Christian.
- 18th Lailat al-Qadr – Islam,  
Yom HaShoah – Judaism,  
Birthday of Guru Angad Dev – Sikh,  
Birthday of Guru Tegh Bahadur – Sikh.
- 21st First Day of Ridvan – Baha'i,  
Eid al Fitr – Islam.
- 22nd Akshaya Tritiya – Hindu, Jain,  
Earth Day.
- 23rd Saint George's Day – Christian.
- 25th Feast of Saint Mark the Evangelist  
– Christian,  
Yom HaZikaron – Judaism.
- 26th Yom Ha'Atzmaut – Judaism,  
Lesbian Visibility Day.
- 28th World Day for Health & Safety at Work.
- 29th Ninth Day of Ridvan – Baha'i.

All Jewish holidays begin at sundown  
on the evening before.





# May 2023

## Wellbeing.

**“Your well-being must never become an afterthought. It must be your first act.”**

*Rasheed Ongunlaru.*

Good mental health and well-being is an asset, however more recently there has been a significant impact to mental health through increased exposure to all kinds of stressors. Job and financial losses, cost of living crisis, reduced access to health services, working on the front-line, housing insecurity and quality and loss of coping mechanisms has increased levels of anxiety, stress and fear.

Workplace well-being has taken on a whole new meaning and managers will need to be compassionate and understanding that people need time for self-care during their working life. Organisations will need to be empathetic, supportive and show flexibility with the appropriate well-being support in place and engage regularly with staff.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 17.	1	2	3	4	5	6	7
Week 18.	8	9	10	11	12	13	14
Week 19.	15	16	17	18	19	20	21
Week 20.	22	23	24	25	26	27	28
Week 21.	29	30	31				

May is Action on Stroke Month | Mental Health Awareness Month | Hepatitis Awareness Month | UK National Walking Month | Celiac Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st **Beltane – Samhain** – Wicca/Pagan Northern and Southern hemispheres, **Bank Holiday** – England, Wales, Scotland, Northern Ireland and ROI.
- 2nd **Twelfth Day of Ridvan** – Baha’i, **Birthday of Guru Arjan Dev** – Sikh.
- 3rd **Feast of Saints Philip and James** – Catholic Christian, **World Press Freedom Day.**
- 4th **International Firefighters Day.**
- 5th **Vesak/Visakha Puja** – Buddhist.
- 8th **World Red Cross and Red Crescent Day, Mental Health Awareness Week begins.**
- 9th **Lag BaOmer** – Judaism.
- 12th **International Nurses Day.**
- 14th **National Children’s Day.**
- 15th **International Day of Families.**
- 17th **International Day Against Homophobia, Transphobia and Biphobia.**
- 18th **Ascension Day** – Christian, **Global Accessibility Awareness Day.**
- 19th **Yom Yerushalayim** – Judaism.
- 21st **World Day for Cultural Diversity for Dialogue and Development.**
- 22nd **International Day for Biological Diversity.**
- 23rd **Birthday of Guru Amar Das** – Sikh.
- 24th **Declaration of the Báb** – Baha’i.
- 25th **Ascension of the Lord** – Orthodox Christian.
- 26th **Shavuot** – Judaism.
- 27th **Shavuot** – Judaism.
- 28th **Pentecost** – Christian.
- 29th **Ascension of Baha’u’llah** – Baha’i, **International Day of United Nations Peacekeepers, Bank Holiday** – England, Wales, Scotland and Northern Ireland.
- 31st **Visitation of the Blessed Virgin Mary** – Catholic Christian, **World No Tobacco Day.**

All Jewish holidays begin at sundown on the evening before.





# June 2023

## LGBTQ+.

**“Never be bullied into silence. Never allow yourself to be made a victim. Accept no one’s definition of your life; define yourself.”**  
Harvey Fierstein.

Although the past couple of years has been a challenging time for everyone, some LGBTQ+ people experienced substantial stress, anxiety and worry. Abuse and non-acceptance whist stuck living with their families and a loss of friends, support networks, as well as susceptibility to mental health issues due to discrimination have resulted in a more challenging and traumatic experience.

Organisations should continue their efforts to advance LGBTQ+ inclusion and play a pivotal role in shaping the lives and well-being of LGBTQ+ employees and their families. LGBTQ+ inclusive policies and practices should be robust ensuring the safety and security of LGBTQ+ staff and their representatives.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 21.				1	2	3	4
Week 22.	5	6	7	8	9	10	11
Week 23.	12	13	14	15	16	17	18
Week 24.	19	20	21	22	23	24	25
Week 25.	26	27	28	29	30		

June is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | LGBTQ Pride Month | Men's Health Awareness Month | Gypsy, Roma and Traveller History Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st Global Day of Parents, International Children’s Day.
- 4th Trinity Sunday – Christian, Pentecost – Orthodox Christian, International Day of Innocent Children, Victims of Aggression.
- 5th World Environment Day, Bank Holiday – ROI.
- 8th Corpus Christi – Catholic Christian.
- 10th Global Wellness Day.
- 11th Race Unity Day – Baha’i, All Saints Day – Orthodox Christian.
- 12th The Fast of the Holy Apostles – Orthodox Christian, World Day against Child Labour, Men’s Health Week begins.
- 14th World Blood Donor Day.
- 15th World Elder Abuse Awareness Day.
- 16th Sacred Heart of Jesus – Catholic Christian, Martyrdom of Guru Arjan Dev – Sikh.
- 17th World Day to Combat Desertification and Drought.
- 18th Autistic Pride Day, Father’s Day.
- 20th World Refugee Day.
- 21st Summer Solstice, Litha – Yule – Wicca/Pagan Northern and Southern hemispheres, World Humanist Day.
- 22nd UK Windrush Day.
- 24th Nativity of Saint John the Baptist – Christian.
- 26th Hajj – Islam.
- 27th Waqf al Arafah – Islam.
- 28th Eid al Adha – Islam.
- 29th Feast of Saints Peter and Paul – Christian.

All Jewish holidays begin at sundown on the evening before.





# July 2023

## Religion and Belief.

**"We may have different religions, different languages, different coloured skin, but we all belong to one human race."** Kofi Annan.

The past couple of years has become an exploratory time with people developing new interests, hobbies and pastimes. It's been a period of reflection, finding new ways of living in the world. Many faith groups have found innovative ways of connecting with people and unlocking new audiences.

Religious coping is positively associated with mental health outcomes in terms of quality of life, sense of meaning, source of comfort, acceptance and hope. Organisations should continue promoting a work environment where religion, belief and spirituality is embraced and differences are treated with respect and inclusion.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 25.						1	2
Week 26.	3	4	5	6	7	8	9
Week 27.	10	11	12	13	14	15	16
Week 28.	17	18	19	20	21	22	23
Week 29.	24	25	26	27	28	29	30
Week 30.	31						

July is UV Safety Month | Make a Difference to Children Month |  
International Women with Alopecia Month | Group B Strep Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 3rd Asalha Puja (Dharma Day) – Buddhist.
- 4th US Independence Day.
- 5th Birthday of Guru Hargobind – Sikh.
- 10th Martyrdom of the Báb – Baha'i.
- 11th World Population Day.
- 12th Orangemen's Day,  
Bank Holiday – Northern Ireland.
- 14th International Non Binary People's Day.
- 15th Saint Vladimir the Great Day – Orthodox  
Christian,  
World Youth Skills Day.
- 17th World Day for International Justice.
- 18th Nelson Mandela International Day,  
South Asian Heritage Month begins.
- 19th Al-Hijra/Muharram – New Year – Islam.
- 22nd Feast of Saint Mary Magdalene  
– Christian.
- 23rd Birthday of Emperor Haile Selassie  
– Rastafari,  
Birthday of Guru Har Krishan – Sikh.
- 24th Pioneer Day – Mormonism,  
24/7 Samaritans Awareness Day (The Big Listen).
- 25th Saint James the Great Day – Christian.
- 27th Tish'a B'av – Judaism.
- 28th Ashura – Islam,  
World Hepatitis Day.
- 30th International Day of Friendship,  
World Day against Trafficking Persons.

All Jewish holidays begin at sundown  
on the evening before.





# August 2023

## Hybrid Working.

**“Remote work is this incredible invitation to really get good at building inclusive cultures.”**

Shane Metcalfe.

The working world is now in a transitional period as many organisations have moved to a hybrid work model with the challenge of adapting to new work norms.

Inclusion, trust and fairness must be at the core of any transition to a hybrid work model and requires involvement from as many diverse groups as possible as different groups will have different challenges and all should be included and considered. Moving forward it is important to consider the potential inequity between those working remotely and those in the office. As organisations develop hybrid work models, they must ensure equal development and advancement opportunities for all employees.



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 30.		1	2	3	4	5	6
Week 31.	7	8	9	10	11	12	13
Week 32.	14	15	16	17	18	19	20
Week 33.	21	22	23	24	25	26	27
Week 34.	28	29	30	31			

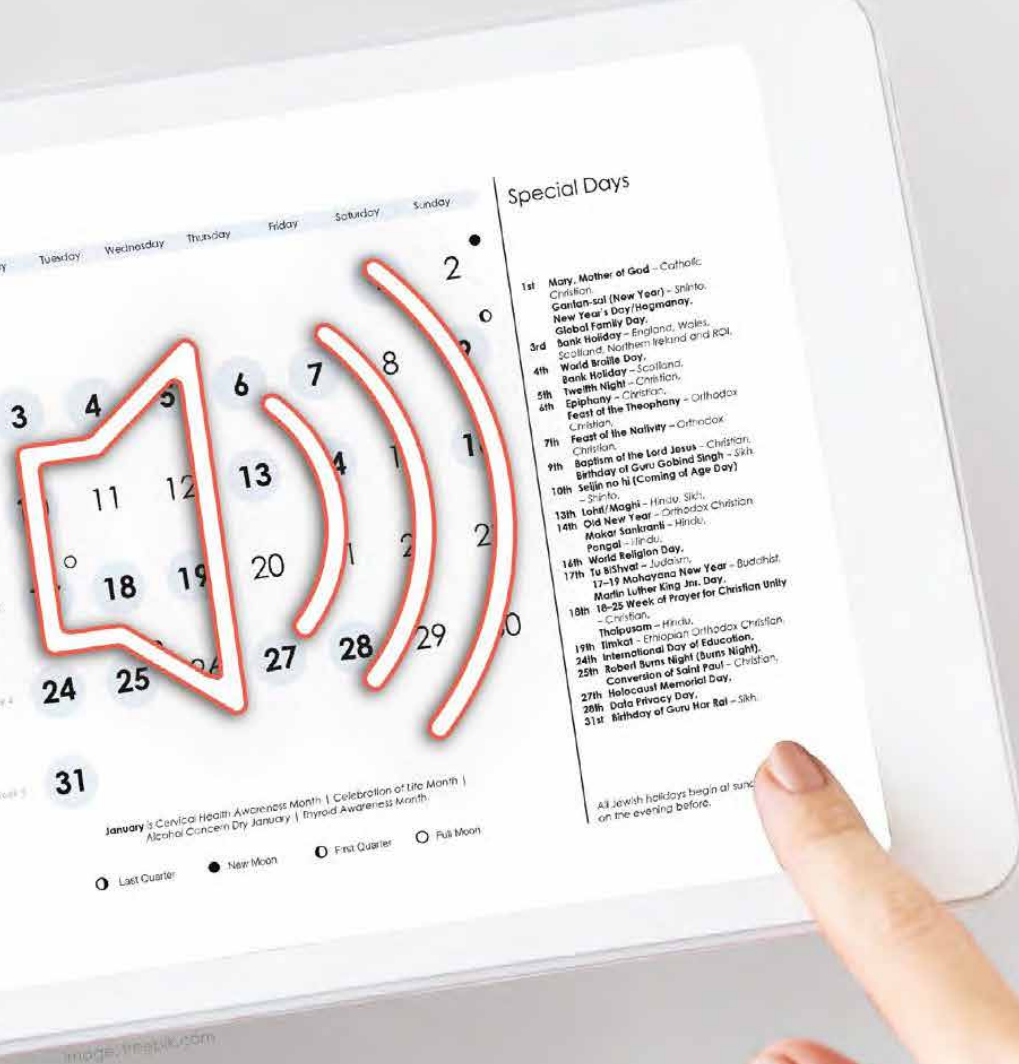
August is Health & Safety Month | Psoriasis Awareness Month | Black Business Month (US) | Children's Eye Health & Safety Month | MedicAlert Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st **Lammas** – Christian, Fast in honour of Holy Mother of Lord Jesus – Orthodox Christian, Lughnasadh – Imbolc – Wicca/Pagan Northern and Southern hemispheres.
- 6th **Feast of Transfiguration of Our Lord** – Christian, Transfiguration of the Lord – Orthodox Christian.
- 7th **Summer Bank Holiday** – Scotland and ROI.
- 9th **International Day of the World's Indigenous Peoples.**
- 10th **Feast of Saint Lawrence** – Christian.
- 12th **International Youth Day.**
- 15th **Assumption of Blessed Virgin Mary** – Catholic Christian, Dormition of the Theotokos – Orthodox Christian.
- 19th **World Humanitarian Day.**
- 22nd **Queenship of Mary** – Catholic Christian, International Day Commemorating the Victims of Acts of Violence based on Religion or Belief.
- 23rd **International Day for the Remembrance of the Slave Trade and its Abolition.**
- 24th **Feast of Saint Bartholomew the Apostle** – Christian.
- 28th **Summer Bank Holiday** – England, Wales and Northern Ireland.
- 29th **Beheading of Saint John the Baptist** – Christian.
- 30th **Raksha Bandhan** – Hindu.

All Jewish holidays begin at sundown on the evening before.



Our standard online PDF calendar is now designed and produced in a format which allows universal access so that content can be used by as many people as possible including people with disabilities or vision impairment. It makes it easier for people with disabilities to access the calendar with the aid of assistive technology software and devices like screen magnifiers, screen readers, speech-recognition software, text-to-speech software, alternative input devices and refreshable Braille displays.

This is also offered as an option in our Bespoke online PDF calendars as well.

The main benefits of an accessible calendar include:

- Reaching a wider audience,
- Increased inclusion,
- Improved organisational image and profile,
- Better engagement,
- Increased usability,
- Provides greater participation and sense of belonging for many staff,
- Complements and brings greater value to overall equality, diversity and inclusion activities.



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# Inclusion Partners 2022/2023





# JTL INCLUSION & SAFEGUARDING CALENDAR 2022/2023

