

Equality, Diversity and Inclusion Calendar

2025



*Members of the BME Staff Network
Support for Internationally Educated Nurses*



Introduction

The calendar has been developed as a resource for NHSGGC staff to demonstrate a visible and supportive role which is committed to respecting and celebrating diverse communities, cultures, and faiths. This calendar provides details of all the main religious festivals*, major national and international days of celebration or memorial which reflect the diverse population of our staff and our community.

Calendar Key:



Dates with a circle symbol indicate a national or an inclusion related event/day



Buddhist Event/Observance



Christian Event/Observance



Hindu Event/Observance



Islamic Event/Observance



Jewish Event/Observance *All Jewish holidays begin at sundown on the evening before



Sikh Event/Observance



Dates with a square symbol indicate a NHSGGC public holiday

We focus further on the six major world faiths - 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 NHSGGC community may have no religion or belief.












Roddy, Consultant Neurologist

Special Days:

1st	New Years' Day NHSGGC Public Holiday
2nd	NHSGGC Public Holiday
4th	World Braille Day
6th	Guru Gobind Singh's Birthday (Sikhism)
7th	Christmas Day (Orthodox Christian)
13th	Maghi (Sikhism)
14th	Mahayana New Year (Buddhism)
19th	World Religion Day
27th	Holocaust Memorial Day
29th	Lunar New Year (Buddhism)

JANUARY is Braille Literacy Month •
Cervical Health Awareness Month • Alcohol Concern
Dry January • Thyroid Awareness Month • National Blood
Donor Month

January 2025

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

February 2025

Special Days:






1st	World Hijab Day LGBTQ+ History Month begins
2nd	Vasant Panchami (Hinduism)
3rd	3rd- 7th Sexual Abuse & Sexual Violence Awareness Week
4th	World Cancer Day
8th	Maha Shivaratri (Hinduism)
11th	International Day of Women & Girls in Science Thaipusam (Hinduism)
13th	Tu Bishvat (Judaism)
15th	Nirvana Day (Buddhism)
17th	Care Day
20th	World Day of Social Justice
28th	International STAND UP to Bullying Day Ramadan begins (Islam)

FEBRUARY is Lesbian Gay Bisexual Trans + History Month • UK National Heart Month • Raynaud's Awareness Month



Oudwin, Senior Charge Nurse

February 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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Board Members and Director of Human Resources and Organisational Development (2nd right) pledge support to the Stand Against Racism Campaign.

Special Days:

1st	Zero Discrimination Day Self Injury Awareness Day International Wheelchair Day
3rd	World Hearing Day
5th	Ash Wednesday (Christianity)
8th	International Women's Day
12th	World Delirium Day
13th	13th-15th Purim (Judaism) Holi, Festival of Colour (Hinduism)
14th	Hola Mahalla (Sikhism)
17th	17th - 23rd Neurodiversity Celebration Week
18th	18th - 24th Sign Language Week
21st	World Down Syndrome Day International Day for the Elimination of Racial Discrimination
29th	Hindi New Year / Ramayana (Hinduism)
30th	World Bipolar Day Eid ul Fitr/Ramadan Ends (Islam)
31st	International Transgender Day Of Visibility

MARCH is International Women's History Month • Ovarian Cancer Awareness Month • Prostate Cancer Awareness Month • Developmental Disabilities Awareness Month

March 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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24	25	26	27	28	29	30
31	1	2	3	4	5	6

April 2025

Special Days:

2nd	World Autism Awareness Day
5th	Rama Navami (Hinduism)
7th	World Health Day
8th	International Romani Day
10th	Mahavir Jayanti (Hinduism)
12th	12th – 20th Passover (Judaism)
14th	Vaisakhi (Sikhism)
18th	Good Friday (Christianity) NHSGGC Public Holiday
20th	Easter Sunday (Christianity)
21st	NHSGGC Public Holiday 21st – 27th National Stalking Awareness Week
28th	World Day for Health & Safety at Work National British Sign Language Day



Alison, Facilities Assistant

APRIL is Autism Awareness Month • Stress Awareness Month • National Deaf History Month • Parkinson's Awareness Month

April 2025

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Ishaku, James, Deanna and Drew, Chaplains to the QEUH and RHC campus

Special Days:

5th	International Day of the Midwife
6th	6th – 12th Deaf Awareness Week
10th	10th – 16th Mental Health Awareness Week
12th	Chronic Fatigue Syndrome Day International Nurses' Day Buddha Day (Buddhism)
17th	International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT)
19th	19th – 25th Dementia Awareness Week
30th	World Multiple Sclerosis Day

“Learning about equality, diversity and inclusion issues has transformed my understanding of the need for authentic inclusion at work. If we are not consciously including everyone, we are almost certainly excluding someone.”

NHSGGC Staff Member

May is Mental Health Awareness Month • Hepatitis Awareness Month • Celiac Awareness Month

May 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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June 2025















Special Days:	
1st	1st – 3rd Shavuot (Judaism)
5th	World Environment Day
6th	Eid ul Adha (Islam) Waqf al Arafa (Islam)
8th	Pentecost/Whit Sunday (Christianity)
9th	9th – 15th Carers Week
14th	World Blood Donor Day
16th	16th – 22nd Refugee Week Martyrdom of Guru Arjan (Sikhism)
17th	17th – 23rd Learning Disability Awareness Week
20th	World Refugee Day
23rd	23rd – 28th Armed Forces Week
25th	Reserves Day Islamic New Year
28th	National Armed Forces Day



Members and allies of the NHSGGC LGBTQ+ Forum Marching at Pride 2024.

June is LGBTQ Pride Month • Gypsy, Roma and Traveller History Month

June 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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30						



An evening of South Asian food, music and stories from external speakers was enjoyed by members of the BME Network to celebrate South Asian Heritage Month.

Special Days:







6th	Ashura (Islam)
10th	Asalha Puja Day (Buddhism)
14th	International Non-Binary People's Day
17th	World Day for International Justice
18th	18th - 17th Aug South Asian Heritage Month
30th	World Day Against Trafficking in Persons

"Because a diverse team brings different ideas, perspectives, and insights, all of which helps us to develop and innovate to provide a more equal and inclusive service. It also makes for a more interesting team to work in!"

NHSGGC Staff Member

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

July 2025

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28	29	30 	31	1	2	3
4	5	6	7	8	9	10

August 2025

Special Days:

8th	Rakhsha Bandhan (Hinduism)
12th	International Youth Day
13th	Obon (Ulambana) (Buddhism)
23rd	International Day for the Remembrance of the Slave Trade and its Abolition

“Equality, Diversity and Inclusion is fundamental to our team to allow us to lead and develop education resources that take cognisance and celebrate Equality, Diversity and Inclusion for our staff, ultimately this benefiting our service users.”

NHSGGC Staff Member



Caitlin, Health Care Support Worker

August is National Breastfeeding Month
• Psoriasis Awareness Month • Children’s Eye Health
& Safety Month

August 2025

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September 2025



Director of Human Resources and Organisational Development with Modern Apprentices

Special Days:

4th	Onam (Hinduism)
8th	International Literacy Day
10th	World Suicide Prevention Day
21st	International Day of Peace World Alzheimer's Day
22nd	22nd – 1st Sharad (Winter) Navaratri, fasting for 9 days (Hinduism)
23rd	Bi Visibility Day International Day of Sign Language
26th	European Day of Languages
29th	World Heart Day World Day of the Deaf NHSGGC Public Holiday

September is Older Persons' Month • Childhood Cancer Awareness Month • World Alzheimer's Month • World Dementia Awareness Month • Deaf Awareness Month

September 2025

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29 □○	30	1	2	3	4	5
6	7	8	9	10	11	12

October 2025

Special Days:

1st	Black History Month begins Yom Kippur (Judaism)
10th	World Mental Health Day
11th	National Coming Out Day
20th	World Osteoporosis Day
21st	Diwali - Festival of Lights (Hinduism)









Black History Month, Reclaiming Narratives

"It (Equality, Diversity and Inclusion) helps strengthen the team and helps us to make better decisions for our patients, delivering safe quality care."

NHSGGC Staff Member

October is Black History Month • Down Syndrome Awareness Month • Lupus Awareness Month • Breast Cancer Awareness Month • Global Diversity Awareness • Menopause Awareness Month

October 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30	1  	2	3	4	5
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20 	21 	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

November 2025











*Nancy, Marie, Sandra and Claire
Langlands Admin Team*

Special Days:

3rd	3rd - 8th Talk Money Week
5th	Birthday of Guru Nanak (Sikhism)
9th	Remembrance Sunday
11th	Armistice Day
13th	World Kindness Day 13th - 17th Anti-Bullying Week 13th - 19th Transgender Awareness Week
14th	World Diabetes Day
16th	UK Disability History Month begins
19th	International Men's Day
24th	Martyrdom of Guru Tegh Bahadur (Sikhism)
25th	International Day for the Elimination of Violence against Women

November is Men's Health Awareness Month •
Pancreatic Cancer Awareness Month •
Lung Cancer Awareness Month • Environmental
Awareness Month • Disability History Month

November 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
27	28	29	30	31	1	2
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December 2025

Special Days:













1st	World AIDS Day
3rd	International Day of Persons with Disabilities
5th	International Volunteer Day
10th	Human Rights Day
14th	Chanukah starts (Judaism)
18th	International Migrants Day
20th	International Human Solidarity Day
24th	Christmas Eve (Christianity)
25th	Christmas Day (Christianity) NHSGGC Public Holiday
26th	NHSGGC Public Holiday
31st	Hogmanay / New Year's Eve



Joanne, Chief Pharmacy Technician

December is Universal Human Rights Month • AIDS Awareness Month • Spiritual Literacy Month

December 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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22	23	24 	25  	26 	27	28
29	30	31 	1	2	3	4
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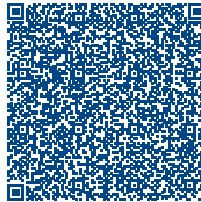
Suggestions

If you would like to suggest dates for inclusion on future calendars, please email:

✉ ggc.staffexperience@nhs.scot

Useful Links

A Fairer NHSGGC



LGBTQ+ Staff Forum – NHSGGC



BME Staff Network – NHSGGC



Staff Disability Forum – NHSGGC



