

different
Calendar 2025
together

Diversity, Equity, Inclusion and Wellbeing Calendar

Introduction

“This year we’re moving into the third year of our ***Different Together*** campaign and it’s encouraging to see the progress we’ve made so far. With the help of our Customer Voices, our staff Community of Excellence and network groups, we are continuing to place equity, diversity, and inclusion at the heart of everything we do to make Wheatley and its communities a place where everyone can thrive and be themselves. By nurturing an inclusive culture that recognises, respects, and celebrates differences we’re developing a better understanding on how to support our customers. This will help us strengthen how we deliver personalised services to meet the diverse needs of our customers now and in the future.”

Joanne Laverty
Director of People Services

This diversity calendar has been developed to highlight notable, cultural and awareness dates throughout the year.

Dates included reflect the information we know about faiths, cultures and characteristics of our employees and customers following our diversity surveys.

The main faiths observed by our people and our customers who shared a religion or belief with us, and that are included in the calendar are: Christianity and Islam.

You can read more about our approach to Equity, Diversity, and Inclusion on our website [here](#).

This includes our published Annual Equalities Reports which detail all the EDI data we have collected over the previous year and what this has informed. You can access our most recent report [here](#).

This calendar covers January 2025 – December 2025 and was produced following analysis of our customer and staff diversity surveys as well as feedback from our Different Together CoE and staff networks.



January

Date	Name	
1	New Year's Day	●
4	World Braille Day	●
29	Lunar New Year / Chinese New Year	●

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27	28	● 29	30	31		

> Chinese New Year

29 January

Lunar New Year / Chinese New Year
 New Year's Day is the most important event in the traditional Chinese calendar and marks the beginning of the first lunar month. The festival is colourfully celebrated with fireworks, dances (such as the famous Lion Dance), and the giving of gifts, flowers, and sweets.



28 February

> *LGBT History month*

During the month of **Ramadan**, Muslims fast from dawn to sunset. Fasting (sawm) is the fourth of the five pillars of Islam, requiring self-discipline and giving everyone some experience of deprivation. Accommodations may need to be made for those who are fasting and praying. The period of Ramadan is based on the lunar calendar and the sighting of the moon, so dates can change.

6 February

Time to Talk Day is an annual campaign to help everyone to feel comfortable talking about mental health. It is estimated 1 in 4 of us will experience poor mental health in any year. Time to Talk Day encourages people to talk about mental health and break down the stigma.

28 February

Rare Disease Day. Held annually on the last day in February, Rare Disease Day raises awareness for rare diseases and seeks to generate change for those seeking to improve their access to medical treatment.

February

Date	Name					
3 - 9	February UK Race Equality Week	●				
6	Time to Talk Day	●				
28	Ramadan Begins (Until 30 March)	●				
28	Rare Disease Day	●				
February is LGBTQ+ History Month		●				
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March



> *Neurodiversity Celebration Week*

8 March

International Women's Day (IWD) celebrates the social, economic, cultural, and political achievements of women. It also marks a call to action for accelerating women's equality.

17 - 23 March

Neurodiversity Celebration Week is an annual initiative to challenge stereotypes and misconceptions about neurodivergence. Neurodiversity refers to different ways our brains are wired and process information covering alternative thinking styles such as Dyslexia, Dyspraxia, Dyscalculia, Autism and ADHD. Across the UK around 15-20% of people are believed to have a neurodiversity so growing understanding of this is important for our staff and customers.

30 March

Eid al Fitr (Ramadan ends). These celebrations mark the end of Ramadan, and end of a month of daytime fasting.

Date	Name	
3	National Day of Reflection for Covid-19	●
8	International Women's Day	●
21	World Down Syndrome Day	●
17 - 23	Neurodiversity Celebration Week	●
30	World Bipolar Day	●
30	Eid al-Fitr (Ramadan Ends)	☾
31	International Transgender Day of Visibility	●
March is Women's History Month		●

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24	25	26	27	28	29	☾ ● 30



April

2 - 8 April

World Autism Acceptance Week. This campaign week puts a spotlight on the hurdles that autistic people face, as well as the strengths and difficulties in raising awareness of creating positive changes in society.

9 April

Stress Awareness Month raises awareness of the negative impact of stress. Stress can show in a variety of ways: physical, mental or emotional strain. Remember Wheatley has wellbeing support in place to help you look after yourself. To find out more email employee.wellbeing@wheatley-group.com

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28	29	30				

Date	Name	Icon
2 - 8	World Autism Awareness Day / World Autism Acceptance Week	●
7	World Health Day	●
18	Good Friday	†
20	Easter Sunday	†
April is Stress Awareness Month		⦿

May



> Deaf Awareness Week

5 - 11 May

Deaf Awareness Week aims to raise awareness and challenge perceptions of hearing loss and deafness. It offers guidance on to how to be more inclusive for people with hearing loss.

10 - 16 May

Mental Health Awareness Week (part of Mental Health Month) is supported by the Mental Health Foundation. It aims to educate the public about mental health issues, understanding the signs of a mental health issue and promoting ways to improve mental health.

15 May

Global Accessibility Awareness Day focuses on digital access and inclusion for people with disabilities and impairments.

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Date	Name	Icon
5 - 9	Scottish Learning Disability Week	Green dot
5 - 11	Deaf Awareness Week	Light blue dot
10 - 16	Mental Health Awareness Week	Pink dot
15	Global Accessibility Awareness Day	Dark blue dot
21	World Cultural Diversity Day	Red dot
May is Mental Health Awareness Month		Yellow sun icon

June



> Carers Week

Date	Name	
4 - 9	Hajj (Islam)	●
6 - 10	Eid al-Adha	●
9 - 15	Carers Week	●
9 - 15	Men's Health Week	●
26	Al-hijra /Muharram (Islamic New Year)	●
June is Pride Month		○

1 - 30 June

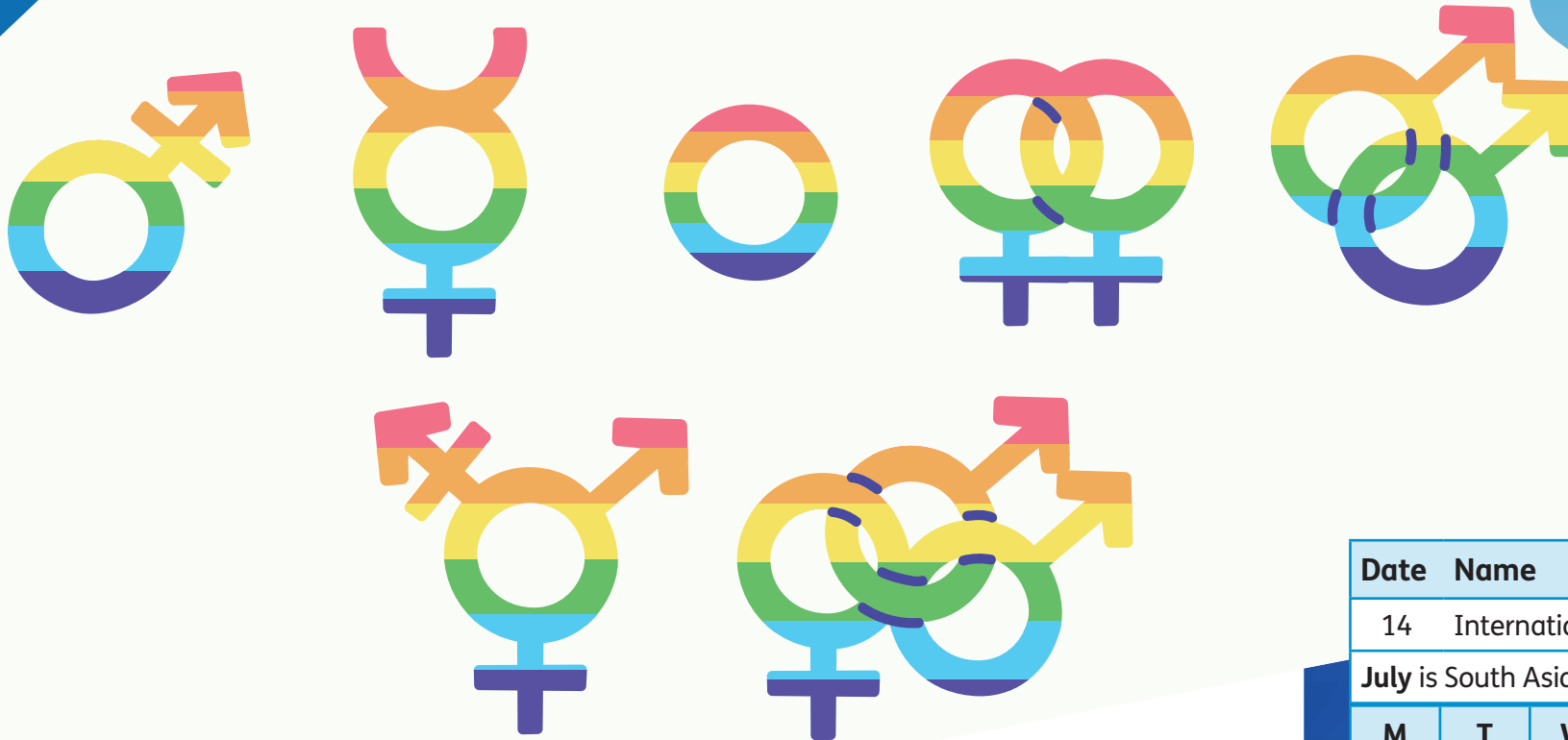
Pride Month: the LGBTQ+ community celebrate each year in June to honour the 1969 Stonewall Uprising in Manhattan. Pride month recognises the impact LGBTQ+ individuals have had locally, nationally, and internationally.

9 - 15 June

Carers Week highlights the challenges unpaid carers face, and recognises the contribution they make to families and communities.

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July



> *International Non-Binary People's Day*

14 July

International Non-Binary People's Day is aimed at raising awareness around the issues faced by non-binary people around the world. The day was first celebrated in 2012 and was chosen for being precisely between International Men's Day and International Women's Day.

Date		Name					
14		International Non-Binary People's day ●					
July is South Asian Heritage Month ●							
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28	29	30	31				

August

Date	Name					
7	Cycle to Work Day	●				
12	International Youth Day	●				
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12 August

International Youth Day is a UN observed day dedicated to the importance and value of the world's young people. It highlights the roles they play in modern society.

> *International Youth Day*



September

Date	Name	
1 - 30	East and South East Asian Heritage Month (annual)	🌞
10	World Suicide Prevention Day	🟡
15 - 21	UK National Inclusion Week	🟢
21	World Alzheimer's Day	🟠
23	Bi Visibility Day	🟣
September is World Alzheimer's Month		🟡

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22	🟣 23	24	25	26	27	28
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10 September

World Suicide Prevention Day is dedicated to doing everything possible to raise awareness of the causes of suicide and ways to prevent it.

15 - 21 September

National Inclusion Week is a week-long event to celebrate inclusion and taking action to create inclusive workplaces. Each year the event has a different theme to represent.

21 September

World Alzheimer's Day raises awareness and highlights issues faced by those affected by the disease. It's a chance to demonstrate how these issues can be overcome and to help people live their fullest life possible.



> National Inclusion Week

October



> Black History Month

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27	28	29	30	31		

Date	Name	
6 - 13	Dyslexia Awareness Week	●
6 - 10	Dyspraxia Awareness Week	●
10	World Mental Health Day	●
11	National Coming Out Day	●
15	International Pronouns Day	●
18	World Menopause Day	●
18	International Pronouns Day	●
20 - 26	Invisible Disabilities Week	●
October is Black History Month. Menopause Awareness Month and ADHD month		● ● ●

6 - 13 October

Dyslexia Awareness Week (DAW) is to raise awareness around dyslexia, a disability where somebody may have difficult reading, writing or spelling, and to champion the need for supportive tools to help. Dyslexia is estimated to affect one in every 10 people in the UK.

1 - 31 October

Black History Month is celebrated in the UK throughout the month of October and is intended to recognise the contribution and achievements of those with African or Caribbean heritage. It aims to give everyone the opportunity to share, celebrate and understand the impact of black heritage and culture across the UK.

18 October

World Menopause Day is to raise awareness on the menopause and options for improving health and wellbeing. Usually taking place for women aged 45-55, it can bring debilitating symptoms that affect everyday life.

18 October

International Pronouns Day celebrates how we refer to people by the pronouns they determine for themselves. The day seeks to make respecting, sharing, and educating about personal pronouns commonplace.

November

> Disability History Month



Date	Name	
11	Remembrance Day	●
13 - 19	Transgender Awareness Week	●
14 - 20 Dec	Disability History Month	●
19	International Men's Day	●
20	Transgender Day of Remembrance	●
November is Men's Health Awareness Month/Disability History Month		● ●

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24	25	26	27	28	29	30

13 - 19 November

Transgender Awareness Week is to raise awareness of transgender and gender non-confirming people. The week leads up to the Transgender Day of Remembrance, a day that memorialises victims of transphobic violence.

14 November - 20 December

In the UK around one in five people have a **disability** and the month creates a platform to focus on the history of equality and human rights for members of the disabled community.

19 November

International Men's Day is to promote men's and boys' health and safety, tackling society's tolerance of violence against men and boys, promoting gender equality and highlighting positive male role models.

December



Date	Name	
3	International Day of Persons with Disabilities	●
10	Human Rights Day	●
24	Christmas Eve	†
25	Christmas Day	†

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15	16	17	18	19	20	21
22	23	† 24	† 25	26	27	28
29	30	31				