



The Queen Elizabeth  
Hospital King's Lynn

NHS Foundation Trust

# Inclusion Calendar

2023



# Purpose of the calendar

At the Queen Elizabeth Hospital everyone is welcome. Understanding more about each other, and the dates in the calendar that matter most, is a brilliant way to celebrate our diversity and start some great conversations.

In the pages to follow you'll find key dates that we'll be observing at QEH, with some helpful links to find out more about the event or date.

This supports building knowledge, encouraging curiosity and forming allies.

This resource was built in partnership with our Staff Networks, Chaplaincy, Staff Engagement and Culture Forum.

We know that there is more we can do to become a truly inclusive workplace, and to be able to improve, we need a deeper understanding of our colleagues, to help us do this its really important we hold accurate data for our staff, please ensure that your ESR is up to date.

If there is a date we haven't acknowledged that you would like to include, or for any other feedback please contact:

✉ [chelsea.kirk@qehkl.nhs.uk](mailto:chelsea.kirk@qehkl.nhs.uk)



# Event Summary

We know that all the dates and events included in this calendar are very important to us all within QEH.

To continue our development on making the QEH an inclusive place to work and where everyone is welcome, we have chosen to spotlight dates each monthly to create awareness, celebrate the day and share resources and content across the Trust.

Each month we will spotlight an event to share more resource and information across the Trust to raise awareness and support education.



*\*the dates celebrated are subject to change each year*

## Staff Networks



**LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer)** : creating a safe, inclusive and diverse working environment for everyone, that encourages respect and equality for all working at Team QEH, while valuing and recognising the differences between sexual orientation and gender identity.



**Armed Forces Network:** QEH staff members whom are spouses, members of a forces family, service leavers, veterans, reservist or cadet forces adult volunteer all working together to support our local armed forces.



**Disability:** creating a safe, inclusive and diverse working environment that encourages respect and equality for all. For every individual to reach their full potential, there must be no fear of discrimination or disrespect and there must be an aim of positive understanding between all staff networks.



**REACH (Race, Ethnicity and Cultural Heritage):** providing support and advice help us better understand each other's **culture** and identity to ensure that their views and needs are recognised.



## How to navigate the calendar

- Each event is colour coded that links to the following Network and support group
- Click the links provided in the calendar to find out more about important dates for our staff and patients

LGBTQ+

REACH

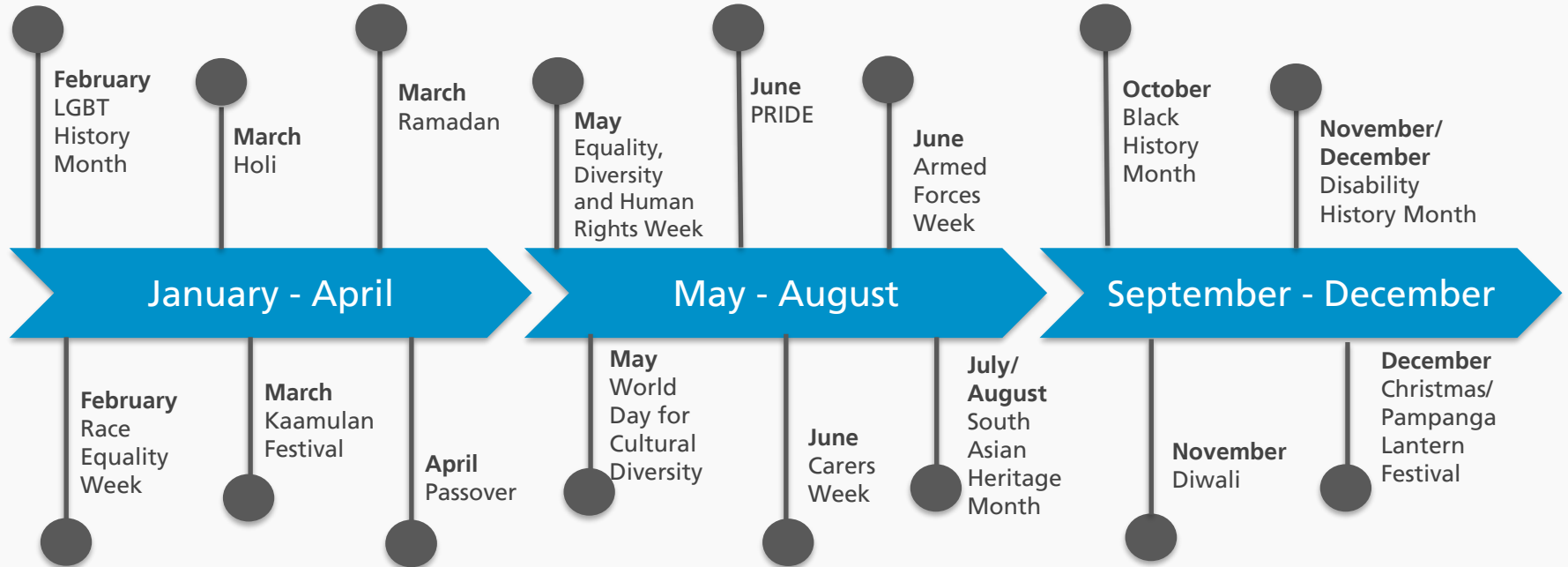
Armed  
Forces

Disability

Staff  
Awareness

Wellbeing

## Spotlight Events

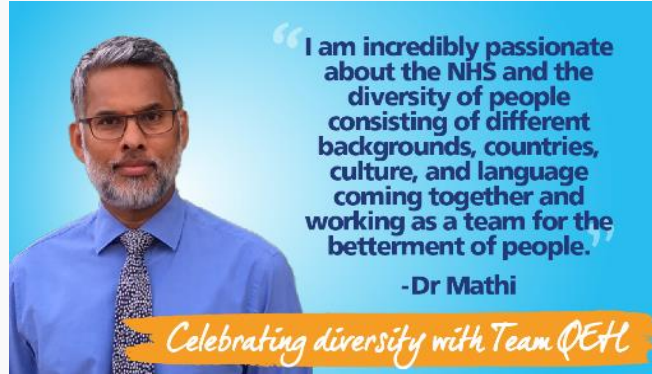


## Past Spotlight Events





## Past Spotlight Events



JANUARY

The Queen Elizabeth Hospital   
King's Lynn  
NHS Foundation Trust

**The Macmillan Care  
& Treatment Centre**



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

January

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
Dry January	Weight Loss Month					1 New Years Day
2	3	4 World Braille Day	5	6	7	8
9	10 Obesity Awareness Week	11	12	13	14	15 World Religion Day
16 Blue Monday	17	18	19	20	21 National Hug Day	22 Chinese New Year
23 Cervical Cancer Prevention Week	24	25	26	27 Holocaust Memorial Day	28	29
30	31					



## Awareness Month/ Week

- Dry January
- Obesity Awareness Week
- Cervical Cancer Prevention week

# FEBRUARY



↑ Main Hospital  
↑ Macmillan Care & Treatment Centre  
← Day Case Surgery  
Breast Care Unit ↑  
Roxburgh Children's Outpatients →  
The Sandringham Hospital →

LGBTQ+	REACH	Armed Forces	Wellbeing	Disability	Awareness
--------	-------	--------------	-----------	------------	-----------

# February

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<a href="#">LGBTQ+ History Month</a>	<a href="#">HSJ Values Awards TBC</a>	1 <a href="#">World Hijab Day</a>	2 <a href="#">Time to talk</a>	3	4 <a href="#">World Cancer Day</a>	5 <a href="#">Tu BiShvat</a>
6 <a href="#">UK Race Equality Week</a> <a href="#">National Apprenticeship Week</a>	7 <a href="#">Children's Mental Health Week</a>	8	9	10	11 <a href="#">International Day of Women and Girls in Science</a>	12
13	14 <a href="#">Valentine's Day</a>	15 <a href="#">International Childhood Cancer Day</a>	16	17 <a href="#">Random Acts of Kindness Day</a>	18	19
20 <a href="#">National Eating Disorder Week</a>	21 <a href="#">Mental Health Nurses Day</a>	22 <a href="#">Ash Wednesday</a>	23	24	25	26
27	28					



## Awareness Month/ Week

- [HSJ Value's Awards TBC](#)
- UK Race Equality week
- Children's Mental Health Week
- National Apprentice Week
- Eating Disorder Awareness Week



MARCH



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

March

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<u>Bisexual Health Awareness Month</u>	<u>Ovarian Cancer Awareness Month</u>	1 <u>Zero Discrimination Day</u> <u>International Wheelchair Day</u>	2	3 <u>Employee Appreciation Day</u>	4	5 <u>Overseas NHS Workers Day</u>
6 <u>National Careers Week</u> <u>Purim</u>	7	8 <u>International Women's Day</u> <u>Holi</u>	9 <u>World Kidney Day</u>	10	11	12
13 <u>Nutrition &amp; Hydration Week</u>	14 <u>Sign Language Week</u>	15	16 <u>Young Carers Day</u> <u>Social Prescribing Day</u>	17 <u>World Sleep Day</u> <u>St Patrick's Day</u>	18	19 <u>Mothering Sunday</u>
20 <u>International Day of Happiness</u> <u>World Oral Health Day</u>	21 <u>World Down Syndrome Day</u> <u>International Day for Elimination of Racial Discrimination</u>	22 <u>Ramadan</u>	23 <u>National Day of Reflection</u>	24	25	26 <u>Epilepsy Day</u>
27 <u>Muslim Women's Day</u>	28	29	30 <u>World Bipolar Day</u> <u>Doctors Day</u>	31 <u>Trans Day of Visibility</u>		



## Awareness Month/ Week

- Ovarian Cancer Awareness Month
- No Smoking Day
- Sign language Week
- Nutrition & Hydration Week
- Neurodiversity celebration Week  
March 21 – March 27
- Aromatic Spectrum Awareness Week



APRIL



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

April

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<a href="#">Bowel Cancer Awareness Month</a>	<a href="#">Stress Awareness Month</a>	<a href="#">Autism Awareness Month</a>			1 <a href="#">April Fools</a>	2 <a href="#">World Autism Day</a> <a href="#">Palm Sunday</a>
3	4	5 <a href="#">Passover</a>	6 <a href="#">Asexuality Day</a>	7 <a href="#">World Health Day</a> <a href="#">Good Friday</a>	8 <a href="#">International Romani Day</a>	9 <a href="#">Easter Sunday</a>
10 <a href="#">Easter Monday</a>	11 <a href="#">World Parkinson's Day</a>	12	13	14	15	16
17	18	19	20 <a href="#">Volunteer Recognition Day</a>	21 <a href="#">Eid-al-fitr</a>	22 <a href="#">Earth Day</a>	23
24	25	26 <a href="#">Lesbian Visibility Day</a> <a href="#">Admin Day</a>	27	28	29	30



## Awareness Month/ Week

- [On Your Feet Britain](#)
- World Immunisation Week 24 – 30
- [Student Nursing Times Awards – April](#) TBC



# MAY



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

May

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Deaf Awareness Week	2	3 Sun Awareness Week	4	5 International Midwives Day Global Hand Hygiene Day	6	7
8 VE Day World Ovarian Cancer Day	9 Mental Health Awareness Week	10 National Day of Staff Networks	11	12 International Nurses Day	13	14
15 Equality, Diversity & Human Rights Week	16	17 International Day against Homophobia, Transphobia & Biphobia	18 Global Accessibility Day	19 Agender Pride Day	20 International Human Resources Day	21 World Day for Cultural Diversity World Meditation Day
22 Harvey Milk Day	23	24	25	26 Buddha's Day	27	28
29	30	31 International No Tobacco Day	Mental Health Awareness Month	Better Sleep Month	Maternal Mental Health Month	National Walking Month



## Awareness Month/ Week

- Skin Cancer Awareness Month
- Learning at Work Week 15 – 21 May
- National Numeracy Day
- Dementia Action Week



**JUNE**

**PROUD**  
*to be at*  
**PRIDE**



**LGBTQ+**  
NETWORK

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<div>1</div> <div>LGBTQ+ Pride Month</div>	<div>2</div> <div>Men's Health Awareness Month</div>	<div>3</div> <div>Gypsy, Roma and Traveller History Month</div>	<div>4</div> <div>Volunteers Week</div>	<div>5</div>	<div>6</div> <div>Child Safety Week</div>	<div>7</div> <div>HIV Long Term Survivors Awareness Day</div>
<div>8</div> <div>Carers Week</div> <div>Jerusalem Day</div>	<div>9</div>	<div>10</div>	<div>11</div> <div>Bike Week</div>	<div>12</div>	<div>13</div> <div>Global Wellness Day</div>	<div>14</div>
<div>15</div> <div>Diabetes Awareness Week</div> <div>Pulse Remembrance Day</div>	<div>16</div>	<div>17</div> <div>World Blood Donor Day</div>	<div>18</div>	<div>19</div>	<div>20</div> <div>Autistic Pride Day</div> <div>Father's Day</div>	<div>21</div>
<div>22</div> <div>Learning Disability Week</div> <div>Cervical Screening Awareness Week</div>	<div>23</div> <div>World Refugee Day</div>	<div>24</div> <div>Armed Forces Reserves Day</div>	<div>25</div> <div>Windrush</div>	<div>26</div> <div>Public Service Day</div>	<div>27</div> <div>Armed Forces Day</div>	<div>28</div>
<div>29</div>	<div>30</div> <div>Waqf al Arafah</div>	<div>31</div> <div>Stonewall Riots Anniversary</div> <div>Eid-al-Adha</div>	<div>32</div>	<div>33</div>	<div>34</div> <div>Stillbirth and Neonatal Awareness Month</div>	<div>35</div>



### Awareness Days

- [International Children’s Day](#)
- [Cancer Survivors Day 4 June](#)
- [BNF Healthy Eating Week](#)
- [World Wellbeing Week](#)
- [Armed Forces Week](#)



JULY



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

July

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<a href="#">South Asian Heritage Month</a>	<a href="#">National Carers Week TBC</a>				1 <a href="#">Black Pride</a> <a href="#">World Breastfeeding Awareness Week</a>	2
3 <a href="#">Alcohol Awareness Week</a>	4	5	6	7	8	9
10	11	12	13	14 <a href="#">International Non-Binary Persons Day</a>	15	16
17	18 <a href="#">Islamic New Year</a>	19	20	21	22	23
24	25 <a href="#">National Schizophrenia Awareness Day</a>	26	27	28	29 <a href="#">Norwich Pride</a>	30



## Awareness Month/ Week

- National Hygiene Week 5 – 11 July



AUGUST



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

August

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 <a href="#">World Breastfeeding Week</a>	2	3	4	5	6 <a href="#">Cycle to Work Day</a>
7	8	9	10	11	12 <a href="#">International Youth Day</a>	13
14 <a href="#">Carers Rights Day</a>	15	16	17 <a href="#">A Level Results Day</a> TBC	18	19 Kings Lynn PRIDE	20
21	22	23	24 <a href="#">GCSE Results Day</a> TBC	25	26	27
28	29	30 <a href="#">Grief Awareness Day</a>	31			



## Awareness Month/ Week

- World Breastfeeding Week 1 – 7 August

**King's Lynn Pride 2023 – Saturday 19<sup>th</sup> August**



# SEPTEMBER



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

September

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
Urology Awareness Month	Childhood Cancer Awareness Month	Vascular Disease Awareness Month		1	2 VJ Day	3
4 Know Your Numbers Week Air Ambulance Week TBC	5	6	7 Prosthetists and Orthotists Day TBC	8	9 999 Day	10 World Suicide Prevention Day
11	12	13 Sepsis World Day	14 Pension Awareness Day	15 Rosh Hashanah	16 World Patient Safety Day	17
18 International Week of Happiness at Work Youth Mental Health Day	19 National Eye Health Week TBC	20 National Fitness Day	21	22	23 Bi Visibility Day International Day of Sign Language	24 Yom Kippur
25 World Pharmacists Day National Inclusion Week	26	27	28 World Heart Day	29	30	



## Awareness Month/ Week

- Organ Donation Week TBC
- National Eye Health Week – TBC
- International Week of Happiness at Work 19 – 25 September
- National Inclusion Week 25<sup>th</sup> September – 1<sup>st</sup> October
- Macmillan Worlds Biggest Coffee Morning



OCTOBER



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

October

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<a href="#">Black History Month</a> <a href="#">Speak Up Month</a>	<a href="#">ADHD Awareness Month</a> <a href="#">Stoptober</a>	<a href="#">Breast Cancer Awareness Month</a>	<a href="#">Global Diversity Awareness Month</a>	<a href="#">National Cholesterol Month</a>		1 <a href="#">International Day of Older Persons</a>
2 <a href="#">Dyspraxia Awareness week</a>	3	4	5	6	7	8 <a href="#">World Dyslexia Day</a>
9	10 <a href="#">World Mental Health Day</a> <a href="#">National Work Life Week</a>	11 <a href="#">National Coming Out Day</a>	12 <a href="#">World Sight Day</a>	13 <a href="#">AHP Day TBC</a>	14 <a href="#">Pregnancy and Infant Loss Remembrance Day</a>	15
16 <a href="#">Infection Prevention Control Week</a>	17	18 <a href="#">World Menopause Day</a>	19 <a href="#">International Pronouns Day</a> <a href="#">Thank you Cleaner Day</a>	20	21	22 <a href="#">International Stammering Awareness Day</a>
23 <a href="#">Ace Awareness Week</a>	24	25	26 <a href="#">Intersex Awareness Day</a>	27	28	29 <a href="#">World Stroke Day</a>
30	31					



## Awareness Month/ Week

- [Back Care Awareness Week](#)
- [Baby Loss Awareness Week 9 – 15 October.](#)
- [UK Malnutrition Awareness Week 11 – 17 October](#)
- [Patient Safety Awards TBC](#)



# NOVEMBER



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

November

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
Lung Cancer Awareness Month	National Pathology Week Movember	1	2 National Stress Awareness Day	3	4	5
6	7	8 International Day of Radiology Intersex Day of Remembrance	9 World Freedom Day	10	11 Remembrance Day	12 Diwali Remembrance Sunday
13 Trans Awareness Week	14 World Diabetes Day	15	16	17	18 Disability History Month	19 International Men's Day
20 International Trans Day of Remembrance	21	22	23 Thanks Giving	24	25	26
27	28	29	30			



## Awareness Month/ Week

- World Kindness Day 13 November
- Interfaith Week – 13 – 19 November
- Anti Bullying Week 13 – 19 November
- Self Care Week 14 – 20 November TBC
- Disability History Month 18 November – 18 December

# DECEMBER



LGBTQ+

REACH

Armed Forces

Wellbeing

Disability

Awareness

December

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
Digital Communication Awards TBC				1 <u>Worlds AIDS Day</u>	2 <u>National Grief Awareness Week</u>	3 <u>International Day of Persons with Disability</u>
4 International Volunteers Day	5	6	7 <u>Hanukkah</u>	8 <u>Pansexual Pride Day</u>	9 Christmas Jumper Day TBC	10 Human Rights Day
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25 <u>Christmas</u>	26 Boxing Day	27	28	29	30	31 New Years Eve



### Awareness Month/ Week

- National Grief Awareness Week 2 – 8 (TBC)



## Dry January

- Dry January started in 2013 with 4,000 people. It's come a long way since then, with over 100,000 signing up and 4 million taking part in 2020.
- In 2020 saw the - biggest Dry January yet saw over 100,000 people sign up for the campaign.
- The cost of alcohol to the NHS each year in England alone stands at 3.5 billion.

## Why it is important for staff and patients

- Every day, 20 people die as a result of their drinking. But alcohol harm is not inevitable.
- To find out more about Dry January [click here](#).



### Did you know?

200,000 children in England live with an alcohol dependant parent.

[Click here to go back to January](#)

## Braille Day

- World Braille Day is on 4 January and is a day to raise awareness of the importance of braille in helping blind and partially sighted people communicate.
- Braille was invented nearly 200 years ago in 1824 by Frenchman Louis Braille. Louis became blind as a child, he mastered his way of living, when he was 15 he created the system we know today as braille
- Braille is a system of raised dots which enables a blind person or someone with a visual impairment to read and write.
- They use their fingers to feel the shape of the dots, which tells them what the words are.
- It is based on six dots, like the design on a domino. It consists of 63 symbols, made up of all the possible combinations of these dots.

## Why it is important for staff and patients

- Braille Day is a reminder of the importance of accessibility and independence for those who are blind or visually-impaired.

[Click here to go back to January](#)



### Did you know?

Globally the number of people of all ages visually impaired is estimated to be 285 million, of whom 39 million are blind.

Braille can be used for most of the world's languages.

## Blue Monday

- Every year, the third Monday of January is dubbed 'Blue Monday'. The theory goes that this is the time of the year when we're all cold, broke and riddle with guilt for our New Year's resolutions to get fit, drink less alcohol and be a better human being have fallen by the wayside.
- However, many mental health charities feel its important that Blue Monday doesn't make people feel there's just one day that people are more likely to struggle with their mental health than others. Anyone can struggle with their mental health 365 days a year. So instead we are included to make ourselves a brew and go and check in with someone and talk about mental health.

## Why it is important for staff and patients

- With many difficulties faced since COVID-19 pandemic and the accumulation of fear and uncertainty, the world feels different for many.
- We want to encourage you to have conversations all year round on mental health.

[Click here to go back to January](#)



### Did you know?

We have an additional occupational therapists in place for you if you need to talk to someone.

We also have Mental Health First Aiders across the Trust who can also support you.

More information is available on our intranet page.

## Chinese New Year

- This is the most important holiday in China and is a time to bring families together. It is celebrated all over the world in many ways - eating lots of food, fireworks, wearing special clothes and the hanging of red lanterns.
- It is different to our New Year which always falls on the 1<sup>st</sup> January, The Chinese New Year marks the start of the lunar New Year which is when there is the start of a new moon therefore the days change from year to year.
- Each year is represented by one of the 12 zodiac animals – Rat, Ox, Tiger, Rabbit, Dragon, Snake, Horse, Sheep, Monkey, Rooster, Dog and Pig. 2023 is the year of the Rabbit.
- The animal sign is believed to dominate the year and influence the character and destiny of people born in this year.

### Why it is important for staff and patients

- The importance of Chinese New Year in the UK has increased with the rise of Chinese communities and it is now not just focused in London but all over the UK.



#### Did you know?

Two of the most common food symbols of the Chinese New Year are tangerines and oranges.

Tangerines represent wealth whereas oranges are a symbol of good luck.

[Click here to go back to January](#)



## LGBTQ+ History Month

- LGBTQ+ History Month happens each year and exists to raise awareness of the issues that have impacted and continue to affect the LGBTQ+ community, whilst celebrating LGBTQ+ achievements and increasing visibility. It is observed during February in the UK which coincides with the abolition of Section 28 in 2003.
- On 28<sup>th</sup> June 1969, police raided Stonewall Inn in New York. At the time, police raids on gay bars were common, but on that night, members of the city's LGBTQ+ community fought back, in a series of riots that played a key role within the wider liberation movement. This night birthed the Gay Liberation Front, who went on to organise the first ever Pride march.
- We have come a long way in terms of civil rights for LGBTQ+ people since then but there is still further to go and there remains countries around the world where people are killed for being themselves.

### Why it is important for staff and patients

- LGBTQ+ History Month means different things to different people. For some, it is an opportunity to celebrate the positive steps forward countries around the world have taken to improve rights for LGBTQ+ people. For others, it's a time to reflect and remember what more can be done to ensure everyone can be accepted for who they are.
- If you are interested in joining our LGBTQ+ Network please follow the link here.
- To find out more about LGBTQ+ History Month please explore [here](#).

[Click here to go back to February](#)



### Did you know?

The first week after Valentine's Day is known as Aromatic Spectrum Awareness Week.

Aromatic people are people of any gender or sexual orientation who don't experience romantic attraction (this is not the same as asexual). Though they don't experience romantic attraction, aromatic people may still form relationships with others.

## World Hijab Day

- World Hijab Day, held each year on the 1st of February, is a day that encourages Muslims and non-Muslims across the world to experience and learn more about the hijab.
- In Islam, Hijab includes the way a person walks, talks, looks, acts and thinks. All of this should be done modestly and is applicable to both men and women. This statement defines hijab in the simplest way, however there are still many misconceptions about the hijab and what role it plays.
- The duty of the hijab is not to imprison nor oppress men and women, rather to preserve modesty and morality. It serves not only as an effort to subdue one's ego but also centre's on the tendency towards asceticism and an increase of one's dignity.
- Although the philosophy of hijab might be seen as quite complex to others, an attempt at simplifying it can be done by sharing personal experiences.

### Why it is important for staff and patients

- The hijab, once worn as a scarf covering one's hair and covering the body, can only be taken off in front of family members or women. A Muslim woman wearing the hijab will therefore usually refrain from showing her hair to any man not related to her by blood. When treating a patient its important to understand their needs and making adjustments where required.



### Did you know?

By wearing the physical scarf, it is one way of expressing one's love for Islam. In this way, hijab can also be the way one acts, thinks, and treats others, aside from wearing the physical scarf.

[Click here to go back to February](#)

## Time to Talk

- We know that the more conversations we have, the more myths we can bust and barriers we can break down, helping to end the isolation, shame and worthlessness that too many of us with mental health problems are made to feel.
- A small conversation about mental health has the power to make a big difference to someone.
- Mental health problems affect one in four of us, yet too many people are made to feel isolated, ashamed and worthless because of this.
- Time to Talk Day encourages everyone to be more open about mental health – to talk, to listen, to change lives. We know that talking about mental health can feel awkward, but it doesn't have to.

## Why it is important for staff and patients

- Time to Talk Day is the day we get the nation talking about mental health. Together we can end mental health stigma.
- Find out more about Time to Talk and to access some of their resources available please click [here](#).

[Click here to go back to February](#)



### Did you know?

- Mental Health affects 1 in 4 people.
- 1 in 6 adults experiences a common mental health problem, such as anxiety or depression.
- 1 in 5 adults has considered taking their own life at some point.



## World Cancer Day

- World Cancer Day every 4 February is the global uniting initiative led by the Union for International Cancer Control (UICC).
- Cancer is a critical health and human issue. Today, 9.6 million people each year will die from cancer. Making it the second-most deadly disease. Yet, at least one third of cancers can be prevented.

### Why it is important for staff and patients

- During the pandemic, fewer people are going to their doctor with signs or symptoms that could be cancer and screening services have been delayed. But cancer doesn't stop just because we're in a coronavirus pandemic, and early diagnosis is as important as its every been. For every week that passes, over 2,300 cancer cases are likely to go undiagnosed across the UK.
- The good news is that you can do something about most risk factors so its worth taking the time to have a read: Signs and Symptoms [here](#).

[Click here to go back to February](#)



### Did you know?

1 in 2 people will develop some form of cancer during their lifetime.

In the UK, the 4 most common types of cancer are:

- Breast cancer
- Lung cancer
- Prostate cancer
- Bowel cancer

## Tu BiShvat

- Tu BiShvat is a Jewish holiday occurring on the 15<sup>th</sup> day of the Hebrew month of Shvat. It is also called Rosh HaShanah La'Ilanot, literally 'New Year of the Trees'. In contemporary Israel, the day is celebrated as an ecological awareness day, and trees are planted in celebration.
- Jews eat plenty of fruit on Tu B'Shvat, particularly the kinds associated with Israel. The Torah praises seven 'fruits' in particular: wheat, barley, grapes, figs, pomegranates, olives and dates.
- Some Jews will plant trees on this day, or collect money towards planting trees in Israel.
- It takes approximately four months for the rains for the new year to saturate the soil and trees, and produce fruit.

### Why it is important for staff and patients

- Trees are a big deal in Judaism. The land of Israel is a desert, so planting and maintaining trees there is essential for people to be able to live there.

[Click here to go back to February](#)



### Did you know?

Jewish schools often hold outdoor parades; students wear white and make baskets overflowing with fruit.

## UK Race Equality Week

- Race Equality Week is a UK-wide initiative uniting thousands of organisations and individuals to address race equality barriers in the workplace.
- The events of 2020, including the Black Lives Matter movement and the disproportionate impact of COVID-19 on ethnic minority communities, has heightened public consciousness of race inequality.
- Now there is a need to galvanise and maximise impact through a nationwide collaboration for real change.

### Why it is important for staff and patients

- More than 2000 organisations took part in the first Race Equality Week in February 2021. Race Equality will only be achieved when we all play a part.



#### Did you know?

The theme for 2023 is #ItsEveryonesBusiness because tackling race inequality is everyone's business.

#ActionDrivesChange



## Random Act of Kindness Day

- One can never go wrong with kindness, and there can never be too much of it.
- The idea behind Random Act of Kindness Day is to cultivate feelings of kindness and brighten up someone's day, which is why 'Kindness' is part of our values.
- Random Acts of Kindness Day may not have been around for a very long time, but kindness has existed throughout human history. There are great examples of prominent figures in history who have made an impact through their selfless acts of kindness — Princess Diana, the Dalai Lama, and Mother Teresa, to name a few.

## Why it is important for staff and patients

- A common saying known to most 'Treat people the way you want to be treated' is so important and if we were to all follow this, we would create an environment inclusive to all staff and patients.



### Did you know?

The idea behind Random Act of Kindness Day is to cultivate feelings of kindness and brighten up someone's day.

## Mental Health Nurses Day

- Mental Health Nurses Day is on Sunday 21 February, and this year we want to take this opportunity for you to get to know some of our mental health nurses a little better.
- Working in the community, spending the morning visiting people's homes, helping them have a good quality of life and manage their mental health problems.
- This day is to celebrate, describe and promote the profession.

### Why it is important for staff and patients

- The aim is to work with all professionals, organisations and groups to celebrate mental health nursing in the UK – no single group owns this profession but together we can move it forward for the benefit of all in our care.



### Did you know?

The first ever UK Mental Health Nurses Day was on 21 February. Founded by the mental health nurses from across the UK.

## National Eating Disorder Week

- Around 1.25 million people in the UK suffer from these illnesses, many in secret. They are of all ages, genders and backgrounds – eating disorders do not discriminate. Eating disorders include bulimia, binge eating disorder, avoidant/restrictive food intake disorder (ARFID), other specified feeding or eating disorder (OSFED), and anorexia, which tragically has the highest mortality rate of any mental illness, though all eating disorders can be deadly.

### Why it is important for staff and patients

- As we know many people suffer from an eating disorder so its key to ensure we can signpost support when needed.
- Beat National Helpline exists to encourage and empower people to get help quickly, because they know the sooner someone starts treatment, the greater their chance of recovery. People can contact them online or by phone 365 days a year.



### Did you know?

There are 10 helpful things to say to someone with an eating disorder, to find out what those 10 things are please visit [here](#).



## Zero Discrimination Day

- On Zero Discrimination Day, 1 March, we celebrate the right of everyone to live a full and productive life – and live it with dignity.
- Zero Discrimination Day highlights how people can become informed about and promote inclusion, compassion, peace and, above all a movement for change.

### Why it is important for staff and patients

- The QEH takes discrimination very seriously and have Zero Tolerance posters displayed in departments and functions across the Trust.
- We have a blended Freedom to Speak Up (FTSU) approach where we have an internal FTSU guardian, deputy guardian and an independent guardian.



[Click here to go back to March](#)



A poster with a dark blue background. At the top, the text "See Me First" is written in a large, white, cursive font. Below it is a circular NHS logo with a rainbow-colored border. At the bottom, a blue banner contains the text "Did you know?" followed by a paragraph: "The emblem for zero-discrimination day highlights this. The movement uses a butterfly, which is suggested to represent a message of transformation and trying to encourage people to share their stories."

## International Wheelchair Day

- Founder of International Wheelchair Day and Embryonyx brand manager Steve Wilkinson, has been named as one of the world's most influential wheelchair users.
- International Wheelchair Day is always 1st March and is an annual day of events and activities which take place around the World when wheelchair users celebrate the positive impact a wheelchair has on their lives.
- To enable wheelchair users to celebrate the positive impact a wheelchair has in their lives.
- To celebrate the great work of the many millions of people who provide wheelchairs, who provide support and care for wheelchair users and who make the World a better and more accessible place for people with mobility issues.

## Why it is important for staff and patients

- To acknowledge and react constructively to the fact there are many tens of millions of people in the World who need a wheelchair, but are unable to acquire one.



### Did you know?

According to the World Health Organisation, there could be as many as 100 million people in the world who need a wheelchair, but only 5 – 15% of them have access to one. Raising funds and awareness helps to support these people and can fund a suitable wheelchair to enhance their lives.

[Click here to go back to March](#)

## Employee Appreciation Day

- Employee Appreciation Day is held on the first Friday in March allowing leaders and staff to show thanks and reward their workers for their hard work throughout the year.
- Organisations and businesses that promote a positive culture through awarding and recognizing its employees have found that it leads to a happier more productive work place environment.
- The day was created to strengthen the bond between employees and employers.

## Why it is important for staff and patients

- The appreciation that we get makes us feel joyful, and it will boost our self-confidence.
- Our staff put their efforts into looking after our patients, and in turn, they also contribute to the Trusts strategic objectives of the QEH as a whole. The hard work they do deserves appreciation.



### Did you know?

All the employees, irrespective of the work they do, deserve appreciation.



## Purim

- Purim is one of the most entertaining Jewish holidays.
- Purim commemorates the time when the Jewish people living in Persia were saved from extermination by the courage of a young Jewish woman called Esther.
- At Purim Jews read the story of Esther in the synagogue. It's usually an entertaining and rowdy occasion.
- It is customary to hold carnival-like celebrations on Purim, to perform plays and parodies, and to hold beauty contests.
- People march in parades in different cities around the world. During Purim people eat different kinds of seeds - sunflower, pumpkin, nuts is also popular and commemorates Esther eating only seeds while she lived in the King's palace.

### Why it is important for staff and patients

- In the UK, we have the 5<sup>th</sup> largest Jewish population in the world with just under 300,000 people. We see celebrations in London, Manchester and Leeds.
- It's a mitzvah that Jewish people should eat, drink and be merry at Purim.

[Click here to go back to March](#)



#### Did you know?

Children in particular enjoy dressing up as the characters found in the Book of Esther, including King Xerxes, Vashti, Queen Esther, Mordecai and Haman.

## International Women's Day

- International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.
- International Women's Day has occurred for well over a century with the first gathering held in 1911. Learn more about the day's [timeline](#).
- To get involved or to find out more about International Women's Day, [explore here](#).

### Why it is important for staff and patients

- The purpose of the International Women's Day is to raise awareness, and in doing so it provides a platform to help forge positive change for women.
- The graph below shares the four key principles that support International Women's Day.



### Did you know?

Purple, green and white are the colours of International Women's Day. Purple signifies justice and dignity. Green symbolizes hope. White represents purity, albeit a controversial concept. The colours originated from the Women's Social and Political Union (WSPU) in the UK in 1908.

[Click here to go back to March](#)

## Holi

- Holi is a Hindu festival that celebrates spring, love and new life.
- Some families hold religious ceremonies, but for many Holi is more a time for fun. It's a colourful festival, with dancing, singing and throwing of powder paint and coloured water.
- Holi is also known as the 'festival of colours'.
- Holi marks the arrival of spring and the end of winter. It is usually celebrated in March.
- On the first night of Holi, people light bonfires and throw roasting grains, popcorn, coconut and chickpeas onto them. The next day, people of all ages go into the streets for fun and paint-throwing. Everyone gets involved.

### Why it is important for staff and patients

- It signifies the victory of good over evil and is celebrated as a day of spreading happiness and love.

[Click here to go back to March](#)



#### Did you know?

Gulal powder comes in many colours and some are thought to signify specific things:

Red – Love

Blue – Krishna

Yellow – Turmeric (a spice used in lots of Indian food)

Green – Spring

Pink – caring and compassion

Purple – magic and mystery

## No Smoking Day

- National No Smoking Day, is held every second Wednesday of March. The day is designed as a time to reach out to friends or family members who suffer from nicotine addiction.
- Now, the National No Smoking campaign is organized by the British Heart Foundation, whose members come up with a marketing phrase every year.
- Medical reports linking smoking to cancer first appeared in the 1920s. During the 1950s and 1960s, extensive research confirmed tobacco could cause a range of serious diseases. Smoking then became less popular due to a rapid increase in knowledge of the health effects of both active and passive smoking.

### Why it is important for staff and patients

- The World Health Organization states tobacco kills up to half of its users, with more than 8 million people dying each year.
- More than 7 million of those deaths are the result of direct tobacco use, while around 1.2 million deaths are the result of exposure to second-hand smoke.
- Find your local [NHS Stop smoking service](#).

[Click here to go back to March](#)



### Did you know?

Research shows the number of people around the world who still smoke cigarettes — and are not actively trying to quit — is severely dwindling.



## Nutrition and Hydration Week

- The week was created by Caroline Lecko as an education event to promote good nutrition and hydration in the NHS.
- Nutrition and Hydration Week has taken place every March since 2012. From 2021, due to the global pandemic, Nutrition and Hydration Week will move to June in recognition of the pressures that health and social care systems are under at this time.
- Its purpose is to bring people together to create energy, focus and fun in order to highlight and educate people on the value of food and drink in maintaining health and well being in health and social care.

### Why it is important for staff and patients

- Not only does it show your commitment to nutritional care, and help to people improve nutritional intake for your patients and staff.
- Find out more [here](#).



### Did you know?

The highlight of every Nutrition and Hydration is the Global Tea Party which takes place on Wednesday.

Communities come together to hold tea parties in their organisation.



## St Patrick's Day

- Millions of people around the world celebrate St Patrick's Day on 17 March every year.
- It is a celebration of Irish history and culture, and is a national holiday in the Republic of Ireland and Northern Ireland.
- Saint Patrick's Day started as a religious feast to celebrate the work of Saint Patrick, but it has grown to be an international festival celebrating all things Irish.
- St Patrick is the patron saint of Ireland.
- The day is also famous around the world for people wearing shamrocks, dressing up as bearded Irish fairies called leprechauns, and wearing all green.

## Why it is important for staff and patients

- People take part in parades and dancing, eat Irish food, and enjoy huge firework displays.

[Click here to go back to March](#)



### Did you know?

The three-leaved plant, symbolic of Ireland and of St Patrick's Day has an important meaning for Christians.

It is said to represent the Holy Trinity of the Father, Son and Holy Spirit. The three leaves of a shamrock are also said to stand for faith, hope and love.

## World Sleep Day

- World Sleep Day is an annual event, intended to be a celebration of sleep and a call to action on important issues related to sleep, including medicine, education, social aspects and driving.
- It is organized by the World Sleep Day Committee of World Sleep Society and aims to lessen the burden of sleep problems on society through better prevention and management of sleep disorders. World Sleep Day is held the Friday before Spring Vernal Equinox of each year.

### Why it is important for staff and patients

- Time and time again, sleep medicine professionals and researchers came up against the belief that sleep was not important enough in personal health and well-being to be a priority. That coupled with society's 24/7 flow, the founders of this awareness event aim to celebrate the importance of healthy sleep.



#### Did you know?

More than 88 countries around the world have participated in World Sleep Day.

## Mothering Sunday

- Each year on the fourth Sunday of Lent, countries around the world celebrate Mothering Sunday. This typically involves lavishing Mums with gifts and attention and celebrating the women who have nurtured us throughout our lives.
- Mothering Sunday was also known as Refreshment Sunday because the fasting rules for Lent were relaxed that day.
- The food item specially associated with Mothering Sunday is the Simnel cake.

### Why it is important for staff and patients

- Recognising this date is significant to many of our staff and patients who on this day will be celebrating with loved ones.



### Did you know?

On this day, churches around the country will be sharing their own traditions, celebrating and giving thanks to the huge impact mothers have on each of our lives. The main service on Mothering Sunday in churches across the country is central to the life of the church.

[Click here to go back to March](#)



## World Down Syndrome Day

- World Down Syndrome Day (WDSD), 21 March, is a global awareness day which has been officially observed by the United Nations since 2012.
- Down syndrome (or Trisomy 21) is a naturally occurring chromosomal arrangement that has always been a part of the human condition, being universally present across racial, gender or socioeconomic lines in approximately 1 in 800 live births, although there is considerable variation worldwide. Down syndrome usually causes varying degrees of intellectual and physical disability and associated medical issues.
- The #LotsOfSocks campaign exists to raise awareness of Down syndrome.

## Why it is important for staff and patients

- Each year the voice of people with Down syndrome, and those who live and work with them, grows louder.

[Click here to go back to March](#)



### Did you know?

The date for WDSD being the 21st day of the 3rd month, was selected to signify the uniqueness of the triplication (trisomy) of the 21st chromosome which causes Down syndrome.



## International Day of Elimination of Racism

- The International Day of Elimination of Racism is observed annually on 21 March.
- On this day in 1960, police opened fire and killed 69 people at a peaceful demonstration in Sharpeville, South Africa, against the apartheid pass laws.
- There are around 200 million people identifying themselves as being of African descent living in the Americas. Many millions live in other parts of the world, outside of the African continent.
- The UN General Assembly confirmed 21 March as the International Day for the Elimination of Racial Discrimination. This day signifies the struggle to end the policy of apartheid in South Africa.

## Why it is important for staff and patients

- Here at QEH we encourage everyone to be themselves at work, we do not condone any racial discrimination. If you or you know of racial discrimination we encourage you to speak up. We have FTSU champions and guardians across the Trust that can help with this. More details can be found on our intranet page.
- Watch this YouTube video to find out more on 'How to be an Anti-Racist'.

[Click here to go back to March](#)



### Did you know?

There are four main types of discrimination within the protected characteristic of Race under the Equality Act 2010. They are: Direct discrimination, Indirect discrimination, Harassment and Victimisation.

## Ramadan

- During the month of Ramadan, Muslims won't eat or drink during the hours of daylight. This is called fasting. Children are not expected to fast until they reach puberty, usually around the age of 14.
- Ramadan remembers the month the Qur'an (the Muslim holy book) was first revealed to the Prophet Muhammad. The actual night that the Qur'an was revealed is a night known as Lailut ul-Qadr ('The Night of Power').

### Why it is important for staff and patients

- Most Muslims fast between dawn and sunset. Fasting allows Muslims to devote themselves to their faith.
- It is thought to teach self-discipline and reminds them of the suffering of the poor.
- However, children, pregnant women, elderly people and those who are ill or travelling don't have to fast.



#### Did you know?

Almost all Muslims try to give up bad habits during Ramadan. It is a time for prayer and good deeds. They will try to spend time with family and friends and help people in need.

## Epilepsy Day

- Epilepsy Day also known as Purple Day, started in 2008, with a goal to get people talking about epilepsy in an effort to dispel myths and inform those with seizures they are not alone.
- Supporters are encouraged to wear purple coloured item of clothing. Lavender is the international colour for epilepsy and is also a colour that symbolizes solitude.
- Epilepsy is a common condition that affects the brain and causes frequent seizures. Seizures are bursts of electrical activity in the brain that temporarily affect how it works, and they can start at any age.

## Why it is important for staff and patients

- Understanding the impact it can have emotionally on the people who look after the person with epilepsy.

[Click here to go back to March](#)

A purple banner for World Epilepsy Day. On the left, the text "MARCH 26" is in small white letters, followed by "WORLD EPILEPSY DAY" in large, bold, white letters. On the right is a large, stylized purple ribbon. Below the banner, on a darker purple background, is the text "Did you know?" in white, followed by "Common triggers for Epilepsy include:" and a bulleted list of triggers.

MARCH 26  
**WORLD EPILEPSY DAY**

**Did you know?**  
Common triggers for Epilepsy include:

- Lack of sleep
- Missing meals
- Stress, excitement, emotional upset
- Missing or stopping medication
- Flashing lights



## Muslim Women's Day

- For some, **March 27** is just like any other spring day. Yet, for millions of Muslim women around the world, this day is for joyous celebration and justifiable pride. For decades, Muslim women have defied expectations and challenged the archaic perceptions many in the West still have of their faith and their lifestyle.
- Each year, activists, allies, and media come together on March 27 to celebrate Muslim women and share stories and shout out empowering Muslim women, which can help fight back against hurtful stereotypes and hateful rhetoric.

### Why it is important for staff and patients

- Muslim Women's Day it's important to acknowledge. and to make plans to fight against Islamophobia.
- A major part of this is through listening to and understanding Muslim women's stories.



**Did you know?**  
The theme for 2022

[Click here to go back to March](#)

## World Bipolar Day

- World Bipolar Day is an initiative by the International Society for Bipolar Disorders (ISBD) who partnered with the International Bipolar Foundation (IBPF) and the Asian Network of Bipolar Disorders (AND).
- Bipolar disorder isn't a modern issue, and its diagnosis dates back to ancient Greece. The earliest mention of the mental disorder can be found in the medical literature of the physician Hippocrates, who has often been referred to as "the father of medicine." He documented his findings on two polar opposite moods — what is known now as depression and mania.

## Why it is important for staff and patients

- Living with bipolar disorder is not easy but, in the words of Van Gogh himself, "The beginning is perhaps more difficult than anything else, but keep heart, it will turn out all right."
- To learn more you can visit the [Bipolar UK Website](#).



### Did you know?

1.3 million people in the UK have bipolar. That is one in fifty people.

[Click here to go back to March](#)

## International Trans Day of Visibility

- International Trans Day of Visibility (TDOV) is an event occurring on March 31st each year.
- The day is dedicated to celebrating trans people and raising awareness of discrimination faced by trans people worldwide. International Transgender Day of Visibility was founded back in 2009 by Rachel Crandall as a reaction to the lack LGBT recognition with Transgender people.
- Trans Day of Visibility is a great chance for allies to reach out – make yourself available to trans staff and friends and show love to the community.

### Why it is important for staff and patients

- Some of our staff and patients will be trans and its important as a Trust to show our support for trans rights. Some of our staff may need additional support – whether that is ordering uniform or time off for transitioning. As a Trust we are here to support everyone and will do anything we can to ensure everyone is welcome.
- LGBT foundation offer support for Trans people [here](#) or our LGBTQ+ Network can also provide support [here](#).

[Click here to go back to March](#)



### Did you know?

We have had the pleasure of two guest speakers share their experience through transitioning with us at QEH. One of those session was recorded which can be found on our intranet page [here](#).

## Stress Awareness Month

- Stress is something that everyone feels at times. Specifically, work-related stress is defined by the Health and Safety Executive (HSE) as 'the adverse reaction people have to excessive pressures or other types of demand placed on them'. It is more prevalent in public service occupations, such as health and social care.
- The 2020 NHS annual survey results revealed that 44 per cent of staff report feeling unwell as the result of work-related stress (up from 40 per cent in 2019). The NHS has been identified as having a higher-than-average level of stress-related sickness absence of all job sectors across the country, and so it is integral to address how stress experienced both in and outside of work can be damaging to our NHS people and their organisation, so that we can best support colleagues to be happy, healthy and offer excellent patient care.

### Why it is important for staff and patients

- The We Are the NHS: People Plan for 2020/2021 focuses on 'looking after our people' to ensure people are safe and healthy at work, prioritising the wellbeing of NHS staff to deliver safe and high-quality patient care.
- To find out more about stress and resources to support yourself and/or your staff, take a look [here](#).

[Click here to go back to April](#)



### Did you know?

Stress, alongside anxiety and other psychiatric illnesses, is consistently the most reported reason for sickness absence in the NHS, accounting for over 511,000 full time equivalent days lost, ([NHS Digital Statistics, 2020](#)) and so it is essential that NHS provider organisations are well informed and equipped to support those experiencing stress.



## Autism Awareness

- Being autistic does not mean you have an illness or disease. It means your brain works in a different way from other people.
- Being autistic does not have to stop you having a good life.
- Autism is a spectrum. This means everybody with autism is different
- Nobody knows what causes autism, or if it has a cause.

## Why it is important for staff and patients

- Its important to ensure the person completes an autism assessment which is done by autism specialists.
- This NHS guide provides more information about [Autism](#).

[Click here to go back to April](#)



### Did you know?

Autistic people often have other conditions, like:

- attention deficit hyperactivity disorder (ADHD) or dyslexia
- anxiety or depression
- epilepsy

## Palm Sunday

- Palm Sunday is a special day for lots of Christians. It marks the start of something called Holy Week and it always falls on the Sunday before Good Friday and Easter Sunday.
- It also marks the last week of Lent, which is a time when lots of people give up something they love for 40 days.
- Palm Sunday celebrates Jesus' arrival in Jerusalem just days before his death. The Bible, which is the book Christians read, says that Jesus rode into the city on a donkey. People waved palm leaves and cheered him.

### Why it is important for staff and patients

- Palm Sunday also gives Christians the chance to reflect on the final week of Jesus' life before they celebrate Easter.



#### Did you know?

There are lots of different things Christians do on Palm Sunday to celebrate. One of the most common traditions is for worshippers to be given small crosses made out of palm leaves. This serves as an important reminder of Jesus' arrival in Jerusalem and his death soon after.

## Passover

- Passover is a celebration of the story of Exodus. During Passover, Jews remember how their ancestors left slavery behind them when they were led out of Egypt by Moses. Passover is celebrated with a series of rituals. Each ritual symbolises a different part of the story.
- Passover (or Pesach in Hebrew) is one of the most important festivals in the Jewish year.

### Why it is important for staff and patients

- Passover is an occasion for fun, songs, games and other creative ways to re-tell this special story, especially to a young audience. It can sometimes run late into the night, often with children falling asleep on the couch along the way.



### Did you know?

On the evening before Passover starts, Jews have a special service called a **Seder** (Order). This takes place over a meal with family and friends at home.

## Easter Sunday

- Easter commemorates the resurrection of Jesus Christ. It is the most important Christian festival, and the one celebrated with the greatest joy.
- Many Christians worldwide celebrate Easter with special church services, music, candlelight, flowers and the ringing of church bells.
- Easter eggs and the Easter Bunny are both fertility symbols. Other symbolic parallels include the pagan joy in the rising sun of spring, which coincides with Christians' joy in the rising Son of God, and the lighting of candles in churches, which corresponds to the pagan bonfires.

### Why it is important for staff and patients

- Since Easter represents the fulfilment of God's promises to mankind, it is the most important holiday on the Christian calendar.



#### Did you know?

Many Christians celebrate Easter Sunday as the day of Jesus Christ's resurrection, which is written in the New Testament of the Christian bible.



## Eid-al-Fitr

- The end of Ramadan is marked by a big celebration called 'Eid ul-Fitr' (the Festival of the Breaking of the Fast).
- Muslims are not only celebrating the end of fasting, but thanking Allah for the strength he gave them throughout the previous month.
- Mosques hold special services and a special meal is eaten during daytime (the first daytime meal for a month).
- During Eid ul-Fitr Muslims dress in their finest clothes, give gifts to children and spend time with their friends and family. Muslims will also give money to charity at Eid.
- Eid al-Fitr is sometimes referred to as the Sugar Feast, a nod to the fact that a large constituent part of the meal one eats at the festival is desserts. But different countries around the world have different favourites.

## Why it is important for staff and patients

- To understand that our staff and patients may be celebrating Eid or fasting during the month of Ramadan and how you can support the. It is also a time of celebration after accomplishing one of the most important religious duties.

[Click here to go back to April](#)



### Did you know?

Eid marks the end of a month of fasting from dawn to sunset, as well as spiritual reflection and prayer.

## Lesbian Visibility Day

- Lesbian Visibility Day is an important opportunity to showcase the wonderful diversity in our community, celebrate amazing LGBTQ+ women, and break some common misconceptions and stereotypes.
- Each year on the 26th April we celebrate Lesbian Visibility Day which is an annual event to celebrate and bring further visibility to lesbians within the LGBTQ+ community. Lesbian Visibility Day was first observed back in 2008 with the core focus to ensure there is more visibility of the lesbian community and still remains very prominent within current LGBTQ+ key dates of importance.

### Why it is important for staff and patients

- At QEH everyone is treated fairly, and we are here to support our lesbian colleagues so they can be the best they can be. This is an important date on our calendar, both for breaking down harmful stereotypes and showing that we are more than just our sexuality, but also to highlight amazing lesbian role models – both within the Trust and externally.
- It's so important to feel that you are part of a community. Feeling alone, like you are the only one, can be draining. Today is a day to show young people (particularly women) discovering their own identity that they are not alone.

[Click here to go back to April](#)



### Did you know?

No single design for the lesbian flag has yet been adopted.

## Admin Day

- People who work in administrative functions play a great part in the NHS, more importantly within QEH. From handling appointments, speaking with our patients, or managing the paperwork.
- The position of secretaries has been around ever since the industrial revolution. However, the inspiration to show the appreciation for the administrators is tied back to World War II. The reason being the boom in the business post-war, the National Secretaries Association was discovered in 1942 to attract potential workers to this field.

## Why it is important for staff and patients

- The Administrative Professionals Day is celebrated to thank the administrative assistants who work as assistants, secretaries, and other employees who give their best at whatever they do for our Trust.



### Did you know?

Administrative Professionals Day, also known as secretaries day, is a day that is celebrated on the Wednesday in the last week of April. Not surprisingly, the last week of April is known as Administrative Professionals Week.

## Better Sleep Month

- The month of May is designated as 'Better Sleep Month'. Sleep is incredibly important for mental and physical well-being. Sleep deprivation can result in a variety of physical illnesses such as high blood pressure, diabetes, and heart problems. In addition, there is a decline cognition, memory, and social behaviour.
- There are many physical and psychological factors which can cause poor sleep; stress is a common cause.

### Why it is important for staff and patients

- Worries such as elder care, childcare, family conflicts, problems with personal relationships, financial concerns & other anxieties can all interrupt healthy sleep patterns. Physical factors which can affect sleep include pain, excess sweating, need to urinate, noise (including snoring by a bed partner) & light levels.
- QEH launched HUSH campaign to help patients have a better night's sleep while they are in the hospital.



#### Did you know?

Many experts believe that between 7.5 and 8.5 hours of sleep a night is optimal. However, better sleep does not refer to just the length of time we sleep.



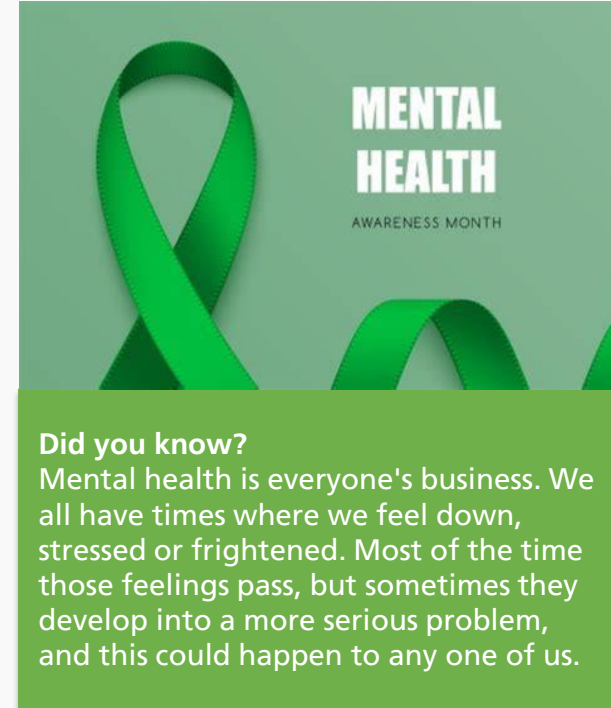
## Mental Health Awareness Month

- We all have mental health, just like physical health. And like physical health, it can be good, bad and everything in between, it can change throughout our lives and we can take steps to protect it:
  - a) Here are some tips to help you look after your mental health:
  - b) Talk about feelings
  - c) Keep active
  - d) Eat well
  - e) Keep in touch
  - f) Ask for help
  - g) Take a break
  - h) Do something you are good at
  - i) Accept who you are

## Why it is important for staff and patient

- Its important to remember and think of our values kindness, wellness, fairness. You never know what people are experiencing.

[Click here to go back to May](#)



## Maternal Mental Health Month

- World Maternal Mental Health Month draws attention to essential mental health concerns for mothers and families. Life changes around pregnancy make women more vulnerable to mental illness.
- The negative cycle of poverty and mental illness impact on a woman's ability to function and thrive. This may also directly affect her foetus or child, with long-lasting physical, cognitive and emotional outcomes.
- Mental health care provides the necessary support to empower women to identify resources and personal capabilities. This can enhance their resilience to difficult life circumstances and support them to nurture their children optimally. Caring for mothers is a positive intervention for long-term social development.

### Why it is important for staff and patients

- Raising awareness of maternal mental health issues so that more women will get treatment and fewer will suffer.



#### Did you know?

Worldwide, as many as 1 in 5 women experience some type of perinatal mood and anxiety disorder (PMAD). Statistics vary by country, but this is a worldwide concern. PMADs include postpartum depression, postpartum anxiety, postpartum obsessive compulsive disorder, postpartum bipolar, and postpartum psychosis.

[Click here to go back to May](#)

## Deaf Awareness Week

- 1 in 5 adults in the UK are deaf or have hearing loss.
- In the UK alone, there are over 10 million people living with some form of hearing loss, whether it is mild or profound.
- Deaf Awareness Week is all about promoting the positive aspects of living with deafness. This event aims to raise awareness of the isolation that deaf people can occasionally experience, and promote the importance of social inclusion around the deaf community.

## Why it is important for staff and patients

- As many patients are deaf, its important for us to be deaf aware, some things to be aware of:
  - a) Make sure you have the person's attention before you start speaking.
  - b) Stand or sit in a place with good lighting, so that you can be lip-read. Body positioning is important. Use simple body language and visual cues.
  - c) Try to find a quiet place to communicate with little background noise as this can be distracting.
  - d) Use your usual voice level. If a deaf person uses a hearing aid it can be very uncomfortable for them and can seem as though you are shouting.
  - e) You can write to communicate.

[Click here to go back to May](#)



## Did you know?

Not all deaf children use sign language to communicate. Its essential to find out their preferred method of communication. Some will use speech, some will use BSL (British Sign Language), and some may use writing, or a mixture of all these methods.

## VE Day

- VE Day – which stands for ‘Victory in Europe’ Day – is the day in 1945 when the German armed forces signed an unconditional surrender, and the Second World War in Europe finally came to an end.
- On the afternoon of 8 May 1945, the British prime minister Winston Churchill made the radio announcement that the world had long been waiting for, the celebrations began almost immediately.

## Why it is important for staff and patients

- Most nations in Europe still celebrate the anniversary of the end of the Second World War in one way or another. The war was probably the most destructive event in European history. It involved the devastation of hundreds of cities, and the deaths of at least 35 million people, most of them civilians. The end of this conflict, and the dawn of a new era of peace, are universally considered events worth celebrating.



### Did you know?

During the big celebrations and street parties huge crowds gathered with lots of people dressed in red, white and blue.



## Equality, Diversity and Human Rights Week

- The annual Equality, Diversity and Human Rights Week is now in it's eleventh year.
- The week is a national platform for organisations to highlight their work to create a fairer and more inclusive NHS for patients and staff.
- During the week, health and care organisations from across the country supported the campaign and hosted activities to promote and celebrate the great work taking place around equality, diversity, and inclusion.
- Each day is themed around one of the pledges from the NHS People Promise which is a cornerstone of the NHS People Plan.

### Why it is important for staff and patients

- Equality and Diversity affects us all. At any point in our lives, any one of us could experience discrimination on the grounds of our age, race, gender, ability, sexual orientation, religion or belief.



### Did you know?

We all play our part in ensuring everyone is treated fairly. We have a zero tolerance approach and do not condone such behaviour from staff and/or patients.



## National Day for Staff Networks

- We recognise that the people who work for us are our greatest asset and when they feel supported and happy in work this positivity reaches those very people we are here for – patients. We are committed to creating a more diverse and inclusive organisation and ensuring that we harness the talents of all our staff fully.
- One of the ways we wish to support this is through the development of specific staff networks that contribute to addressing and solving problems for all under-represented and disadvantaged groups and individuals within our organisation.
- We have 4 staff networks:
  - i. LGBTQ+ & Allies
  - ii. REACH & Allies
  - iii. Armed Forces
  - iv. Disability

## Why it is important for staff and patients

- We believe our staff networks offer a place for staff to come together, share experiences and facilitate learning and development. Networks assist in the shaping and delivery of organisational strategy and policy, working with us to improve staff experience on specific issues relating to each network.



NATIONAL DAY FOR  
**STAFF**NETWORKS

### Did you know?

All of our Networks hold monthly meetings, virtually and face to face. During these meetings you can join in discussion, be a voice and become an allies for staff.

[Click here to go back to May](#)

## International Nurses Day

- Organised annually by the International Council of Nurses, International Nurses Day celebrates the contribution that nurses make to societies around the world.
- In 1974, May 12th was chosen to celebrate the International Nurses Day, as it marks the birth anniversary of Florence Nightingale, who was known as the founder of modern nursing. She fought to lay the foundations and laws to protect the nursing profession and worked on developing it.
- Alongside the encouragement of a fully deserved congratulations owed to nurses, the organisation also produces an International Nurses Day Kit to educate and assist health workers around the world, with a different theme each year. Past publications have focused on working with the poor, fighting AIDS, equal access to care, and sustainable development.

### Why it is important for staff and patients

- The theme for 2022 is 'nursing the world back to health'. Its important to recognise this day for our international nurses within the QEH for the incredible care they continue to provide.

[Click here to go back to May](#)



#### Did you know?

Nightingale was called the "The Lady with the Lamp" because she used to go out in the dark heading to the battlefields, while holding a lamp in her hand in order to search for the wounded and injured to help them, during the Crimean War in 1854. Her distinguished role at that time helped in reducing mortality rates among soldiers from 40 to 2%.

## International Day Against Homophobia, Biphobia and Transphobia

- Observed on the 17th May each year, the International Day Against Homophobia, Biphobia and Transphobia aims to coordinate international events around the world to raise further important awareness of LGBTQ+ rights violations and to stimulate interest in LGBT rights work worldwide.
- Since the concept was first conceived in 2004, the commemorations have taken place in 132 countries across the globe.
- The date was specifically chosen to commemorate the World Health Organisation's decision in 1990 to declassify homosexuality as a mental disorder.

### Why it is important for staff and patients

- At QEH we stand against all forms of discrimination and harassment, and we want to make sure that as a Trust where everyone is treated fairly. Homo-, trans- and bi-phobia are not tolerated within the Trust and if you witness or experience any of these, please speak to your manager, HR, or one of our FTSU champions or guardians.

[Click here to go back to May](#)



### Did you know?

One in ten LGBT people have experienced anti-LGBT abuse online directed towards them personally in the last month. This increases to one in four for trans people directly experiencing homophobic abuse online in the last month.

## Global Accessibility Day

- Global Accessibility Awareness Day (GAAD) is an awareness day focusing on digital access and inclusion.
- Global Accessibility Awareness Day aims to get you talking, thinking and learning about digital access/inclusion and people with different abilities and talents.
- It is marked annually on the third Thursday of May.
- One billion people worldwide have disabilities, common disabilities and impairments include:
  - a) Visual
  - b) Hearing
  - c) Moto
  - d) Cognitive

## Why it is important for staff and patients

- As a service user with many patients its important to ensure their time spent here, its important to ensure we accommodate their needs. To find out more on what you can do to care for our patients and staff here are some [resources](#) to support you.

[Click here to go back to May](#)



### Did you know?

Accessibility is about everyone. Create environments that also work for those impaired by their situation, circumstance, body or mind.



## Harvey Milk Day

- Celebrated each year on the 22nd May, Harvey Milk Day is organised by the Harvey Milk Foundation in memory of the gay rights activist Harvey Milk who was assassinated in 1978.
- During the twentieth century, Harvey Milk was a prominent gay activist and ran for office three times before becoming the first openly gay person to be elected into California public office.
- Harvey Milk day was created as a day to both remember Harvey Milk and to teach others about his work and life to help stop discrimination against LGBT people.

### Why it is important for staff and patients

- Harvey served less than a year in public office before his brutal assassination but his life profoundly changed a city, state, nation and a global community. His courage, passion and sense of justice rocked a country and stirred the very core of a put down and pushed out community, bringing forward new hope and a new vision of freedom.

[Click here to go back to May](#)



### Did you know?

There is also a great biographical film about his Harvey Milk's life called 'Milk'.

## Jerusalem Day

- On 12 May 1968, the government proclaimed a new holiday – Jerusalem Day – to be celebrated on the 28th of Iyar, the Hebrew date on which the divided city of Jerusalem became one. On 23 March 1998, the Knesset passed the Jerusalem Day Law, making the day a national holiday.
- The observance of Yom Yerushalayim outside of the city cannot compare to its celebration in reunited Jerusalem. In Jerusalem, thousands of people march around the city and walk through the liberated Old City, where Jews were denied access from 1948 to 1967 while it was under Jordanian control.

### Why it is important for staff and patients

- As there are 34,830 Jewish people in East of England its essential to know the importance of this date to many staff and service users.



#### Did you know?

The Israeli government decreed in 2004 that each year on Jerusalem day a national memorial ceremony would be held to commemorate and acknowledge the desires and contributions of the Ethiopian Jewish community.

## Pride

- On 28<sup>th</sup> June 1969, police raided the Stonewall Inn in New York. At the time, police raised on pay bars were common, but on that night, members of the city's LGBTQ+ community fought back, in a series of riots that played a key role within the wider liberation movement. This night birthed the Gay Liberation, who went on to organise the first ever Pride march.
- One of the most celebrated times within the LGBTQ+ Pride calendar, Pride month is a time for the entire LGBTQ+ community to come together globally and celebrate Pride in a full spectrum of activities, pride events, campaigns and much more.
- The flag has a different meaning to each colour:
  - a) Red represents life.
  - b) Orange represents healing.
  - c) Yellow represents sunlight.
  - d) Green represents nature.
  - e) Indigo represents serenity and harmony
  - f) Violet represents spirit.

## Why it is important for staff and patients

- It's a chance to publicly show how far the community has come and a protest to further the cause for LGBTQ+ equality.

[Click here to go back to June](#)



### Did you know?

Brenda Howard, a bisexual woman and lifelong militant activist, was known as the "Mother of Pride" for her work in organizing the Christopher Street Liberation Day March.



## Carers Week

- Carers week is an annual awareness campaign to celebrate and recognise the contributions made by UK's 6.5 million carers.
- A carer is someone who provides unpaid care and support to a family member or friend who has a disability, illness, mental health condition, or who needs extra help as they grow older. It isn't someone who volunteers or is employed to provide support.
- Since the COVID-19 pandemic, carers are continuing to face new challenges across the country, its important to raise awareness.

## Why it is important for staff and patients

- One in three of staff members are an unpaid carer, raising awareness supports conversations with our staff across the Trust.



### Did you know?

In 2021 we were kindly provided 200 carer packages from Norfolk County Council which we shared with patients and staff.



[Click here to go back to June](#)

## Men's Health Month

- Celebrated each year during June, Men's Health Month is an annual awareness period designed to heighten the awareness of preventable health problems (mental and physical) and encourage early detection and treatment of disease among men and boys.
- Men's Health Network (MHN) was founded in 1992 by a group of men's activists, therapists, and writers interested in improving the health and well-being of men, boys and families.

### Why it is important for staff and patients

- Husbands, fathers, brothers, uncles, partners, friends, co-workers, sons. We can all relate in different ways and share a common goal to raise awareness. To find out more please visit [Men's Health Month](#).



#### Did you know?

To recognise this important event, the creators of MHM encourage a 'Wear BLUE Day'.



## Global Wellness Day

- Global Wellness Day is a journey of self discovery, where you find that you can change your whole life.
- The day brings exercise, healthy eating and spiritual teaching.
- Wellness is the conscious development of the whole self – an active process of becoming aware of and making choices towards a healthy and fulfilling life.

### Why it is important for staff and patients

- We often hear how smiling is good for you and it's true. No matter how you feel, when you smile (go on – try it now as you're reading this – just a gentle little smile) something happens to make you feel good. If you combine this with being aware of your own breathing you are making a big impact to yourself and others.



#### Did you know?

If you practice mindfulness on a regular basis, you may also begin to discover that happiness is an inside job.

## Pulse Remembrance Day

- Each year on the 12th of June we remember the 49 lives lost and 50 injured in the public shooting inside the Pulse nightclub in Orlando, Florida.
- The deadly shooting against the LGBTQ+ community sparked national outrage and conversations about gun laws throughout the United States and the Remembrance Day is now observed internationally.

### Why it is important for staff and patients

- Many of our staff and patients will represent themselves from the LGBTQ+ community its important to ensure we treat everyone fairly.



### Did you know?

The Pulse nightclub shooting is the second-deadliest mass shooting by a single gunman in the American history, the deadliest terrorist attack in the United States since 9/11, and the deadliest act of violence against LGBTQ+ people in the United States.

## Healthy Eating Week

- BNF's vision is 'Everyone can access healthy, sustainable diets' and it is contributing towards this through its Mission 'Translating evidence-based nutrition science in an engaging and actionable ways'.
- Healthy Eating Week is an annual event run by the British Nutrition Foundation to highlight the importance of healthy, active lifestyles.
- Each year, the British Nutrition Foundation puts together a suit of free resources to help different settings and organisations, across the UK, deliver healthy lifestyle messages through engaging activities.
- There is a theme for the Week, as well as daily challenges, such as 5 A DAY, and drink plenty.

## Why it is important for staff and patients

- Its key to ensure you look after yourself, as we know many of our roles in the hospital are patient facing and for you to provide the best care, you must ensure looking after yourself is a priority.



### Did you know?

In 2021, there were over 6,400 registrations for the Week, representing over 1.5 million participants.

## Autistic Pride Day

- Every year, organisations from across the globe celebrate Autistic Pride Day on June 18 with a variety of events. The aim of this day is to raise awareness amongst those who are not on the autistic spectrum disorder so they do not see autistic people as requiring treatment, but as unique individuals.
- This annual event was first celebrated by Aspies for Freedom in 2005 and they modelled Autistic Pride Day on the gay pride movement. One of the most significant aspects of the day is that it is not run by charities; it is run by autistic people themselves.
- According to representatives of Autistic Pride Day, people with autism have unique characteristics that provide them with both rewards and challenges. Although many of the difficulties they face are because of their neurodiversity, another factor is issues in society. For example, society's attitude towards autism is often one of pity or a belief that it is a condition requiring treatment.



### Why it is important for staff and patients

- There is still a great deal of stigma associated with Autism. It is hard to get a diagnosis, especially if you are a female.
- Data suggests approximately 22% of autistic adults are in employment.

[Click here to go back to June](#)



### Did you know?

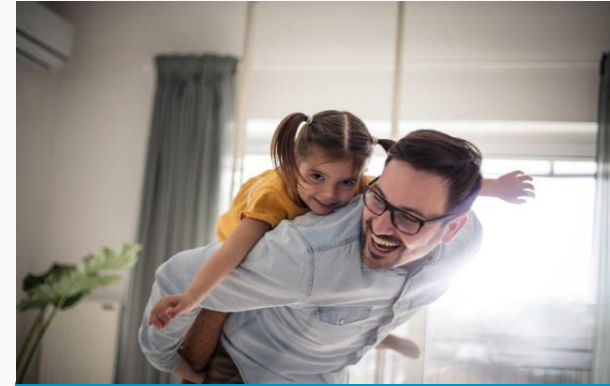
Autistic Pride Day is represented by the rainbow infinity symbol. This symbol is intended to represent the diversity of autistic people and the infinite possibilities and variations within the autistic community.

## Fathers Day

- Father's Day is held on the third Sunday of June in the United Kingdom. It is a day to honour fathers and father figures, such as grandfathers and father-in-law.
- Many People make a special effort to visit their fathers or to send a card of gifts.

## Why it is important for staff and patients

- With hundreds of men within our Trust, its important to recognise those who work for us on this special day.



### Did you know?

There are 1.5bn fathers worldwide. Each year, 122m children are born worldwide.



## World Wellbeing Week

- Now in its fourth year, World Wellbeing Week runs in the last week of June.
- The campaign is co-ordinated by Wellbeing World and aims to raise awareness of wellbeing, its importance in society and workplace wellbeing.
- The pandemic has also revealed a capacity for change, never before thought possible, with people adapting mentally and physically. It has brought with it new ways of thinking and resilience, and one word on everyone's lips has been 'wellbeing'.

## Why it is important for staff and patients

- The pandemic has of course been a major catalyst for workplace burnout. There are some simple tips that can help you prevent burnout in your daily life:
  - a) Remember to take regular, short breaks to stretch and to give your eyes and your brain a rest. Go outside, if and where you can.
  - b) Ask for help and assistance when needed.
  - c) Practice mindfulness if things become stressful. Being in the present, increases awareness and clarity, which directly enhances wellbeing.
  - d) The 4-7-8 breathing technique is also known to bring instant calm (breathe in to a count of 4, hold for 7, and exhale to a count of 8).
  - e) And, remember to segregate work and home life, and introduce a more healthful work/life balance.

[Click here to go back to June](#)



### Did you know?

Research conducted by the New Economics Foundation gives us five ways to wellbeing: Connect, Be active, Take notice, Keep learning and Give. These are certainly important.

This series of events for World Wellbeing Week is the most diverse, and polycentric global happiness forum, reaching over 10M people in 2021 in over 76 countries.

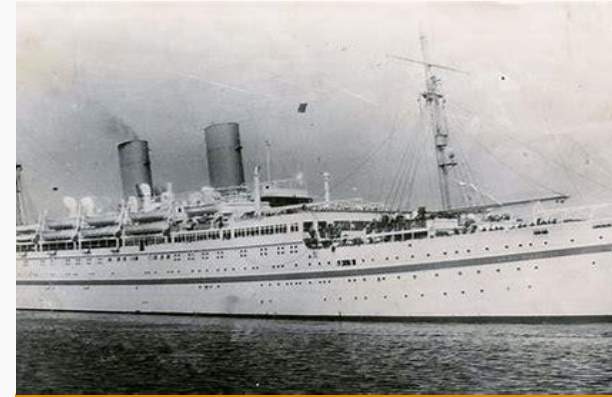
## Windrush

- Windrush Day takes place on 22 June, a key date to remember the day when around 500 migrants from the Caribbean arrived at Tilbury Docks in Essex in 1948.
- Britain was just starting to recover from World War Two. Between 1948 and 1971, Britain encouraged citizens from Commonwealth countries in the Caribbean, such as Jamaica, Trinidad and Tobago, St Lucia and Dominica, to live and work in the United Kingdom and help rebuild the country following World War Two. They were known as the 'Windrush Generation'.
- Thousands of buildings had been bombed, lots of houses had been destroyed and it all needed to be rebuilt.
- It is over 70 years since the Empire Windrush sailed to Britain from the Caribbean. An estimated 500,000 people now living in the UK arrived between 1948 and 1971 from Caribbean countries have been called the Windrush generation.

### Why it is important for staff and patients

- If you would like to learn more, BBC One recently aired 'Sitting in Limbo' a drama inspired by the Windrush scandal – you can watch via BBC iPlayer.

[Click here to go back to June](#)



#### Did you know?

On 21<sup>st</sup> August 2018, the then-Home Secretary Sajid Javid announced that – after a review of 11,800 cases – 18 members of the Windrush generation who could have been wrongfully removed or detained would get a formal apology from the government.

## Armed Forces Week

- Armed Forces Week 2022 begins on Monday 20 June 2022 and supportive employers across the UK are gearing up to show the whole of the Armed Forces community some much deserved recognition.
- Armed Forces Week 2022 begins on Monday 20 June, culminating with Armed Forces Day on 25 June and each day of the week has a specific theme:

Monday - Cadets and Cadet Force Adult Volunteers

Wednesday - Reserves

Thursday - Supportive Employers

Friday - Veterans

Saturday - Armed Forces Day, featuring stories and videos from across the Armed Forces community.

## Why it is important for staff and patients

- Armed Forces week presents an excellent opportunity to make a public demonstration of our support of the Armed Forces community.



### Did you know?

Most Armed Forces Week events will be happening virtually again this year and there are lots of different ways you can show your support from your own home or workplace.

[Click here to go back to June](#)

## Armed Forces Reverses Day

- Reservists are currently supporting operations worldwide, as such Reserves Day was created to highlight and recognise the valuable contribution Reservists make to our Armed Forces.
- Reservists give up their spare time to serve in the Reserve Forces, balancing their civilian life with a military career to ensure that should their country require them, they would be ready to serve as part of the military.

## Why it is important for staff and patients

- We want to show appreciation and recognition to our reservists for their dedication and commitment to serving our country.



### Did you know?

The Queen Elizabeth Hospital King's Lynn, has been named a 'Veteran Aware' Trust in recognition of its commitment to improving NHS care for veterans, reservists, members of the armed forces and their families.

## Armed Forces Day

- Armed Forces Day takes place on the last Saturday in June, this year will be 24 June.
- Armed Forces Day is a chance to show your support for those who make up the Armed Forces community: from currently serving troops to Service families, veterans and cadets.
- Our Armed Forces couldn't do their job without the incredible support of their family and friends.

## Why it is important for staff and patients

- Showing support for the Armed Forces provides a much valued morale boost for the troops and their families. Many of those who work at QEH or our service users.



### Did you know?

If you would like to get involved, you can find your local events [here](#).

[Click here to go back to June](#)



## South Asian Heritage Month

- South Asian Heritage Month runs from 18th July to 17th August every year.
- The national awareness month promotes British South Asian heritage and history through education, arts, culture and commemoration, with the goal of helping people to better understand the diversity of present-day Britain.
- South Asian Heritage Month came about as a culmination of several grassroots initiatives and projects over the last 15 years, including most recently the various projects and documentaries in 2017 which marked the 70<sup>th</sup> anniversary of the independence of India, the birth of Pakistan, and the Partition of Punjab and Bengal.

### Why it is important for staff and patients

- South Asian influences can be found everywhere in Britain, from our food and clothes to our music and even our words. The streets of our towns and cities are rich with the colours, sights and sounds of proud South Asian identity. Its culture permeates all parts of British life and adds to the diversity of the nation.

[Click here to go back to July](#)



### Did you know?

For more education and media content please take a [look here](#).

South Asian Heritage Month do have a twitter and Instagram account where you can follow for further updates:  
Twitter - @SAHM\_UK  
Instagram –  
SOUTHASIANHERITAGEMONTH\_UK

## Black Pride

- Today UK Black Pride, Europe's largest celebration for African, Asian, Middle Eastern, Latin American and Caribbean heritage LGBTQ people, and Stonewall, the lesbian, gay, bi and trans equality.
- UK Black Pride promotes unity, solidarity and co-operation among all LGBTQ people of African, Asian, Caribbean, Middle Eastern and Latin American descent, as well as their friends and families.

## Why it is important for staff and patients

- We know that BAME LGBT people are disproportionately affected by homophobic, biphobic and transphobic discrimination. We also know that they experience racism and discrimination from within the wider LGBT community – in fact Stonewall's research shows that half of BAME LGBT people (51 per cent) face discrimination from within the LGBT community.



### Did you know?

UK Black Pride was founded by Phyll Gyimah-Opoku back in 2005.

## Waqf al Arafa

- Hajj, which is the fifth pillar of Islam, is the pilgrimage to Mecca, occurring on the 7th-12th days of the month of Dhu al-Hajja in the Islamic calendar.
- This is the largest annual pilgrimage in the world, and all able-bodied Muslims are required to participate at least once in their lifetimes.
- Several rituals are performed during this pilgrimage, including walking counter-clockwise seven times around the Kaaba, a cube-shaped building representing the Muslim direction of prayer, and drinking from the Zamzam well.

### Why it is important for staff and patients

- This is the most memorable of the days of Allah.



#### Did you know?

Waqf al Arafa is the Islamic observance day during Hajj when pilgrims pray for forgiveness and mercy. Pilgrims stay awake at night to pray on the hill of Arafat, the site where Muhammad delivered his last sermon.

## Eid-al-Adha

- Eid al-Adha - which means 'feast of the sacrifice' - is celebrated just over two months later, at the same time when many Muslims perform the Hajj pilgrimage.
- Eid al-Adha coincides with the end of Hajj - the annual Islamic pilgrimage to Mecca in Saudi Arabia, and is generally considered the holier of the two.
- The word 'Eid' means 'feast' or 'festival'. Each year Muslims celebrate both Eid al-Fitr and Eid al-Adha - but the names often get shortened to just 'Eid', which is why it can be confusing.
- On Eid-al-Adha, many Muslims will go to special prayers at their local mosque and have a day of celebrations with family and friends.

### Why it is important for staff and patients

- Eid is celebrated, meals with family and friends are a big part of the celebrations. As many staff and patients are muslim, its important to know our staff and show understanding.



#### Did you know?

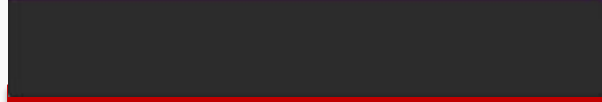
Every year, approximately 3 million Muslims travel to Saudi Arabia for the Hajj.

## Non-Binary Person's Day

- Non-Binary is an umbrella term for people who's gender identity doesn't fit within the binary identities of being a 'man' or a 'women'. Non-Binary people can identify with some aspects of those binary identities, while others do not identify with either.
- Gender identity and gender expression/experience are two different things.

### Why it is important for staff and patients

- Not everyone identifies as a male or female, but everyone is welcome here at QEH.
- Whilst it may seem like a small thing, using the right pronouns for someone shows that you respect who they are and how they identify. Similarly, there are additional challenges that many non-binary people face in everyday life which others may take for granted – e.g. which bathroom to use, what to wear etc.



#### Did you know?

The date was chosen for falling exactly between International Women's Day in March and International Men's Day in November.

Take time to look into 10 ways to step up as an ally to non-binary people [here](#).

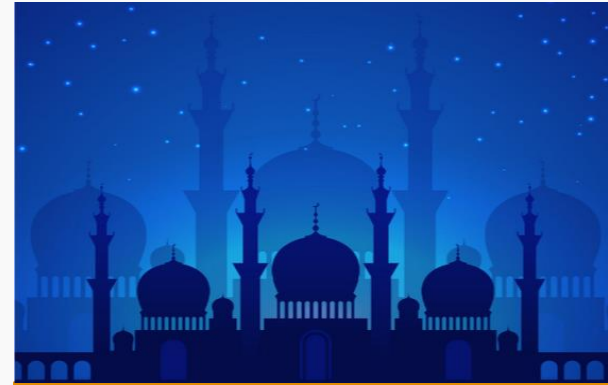


## Islamic New Year

- This year, Islamic New Year 2022 will begin on the evening of 29 July and ends on the evening of 20 August.
- Islam has a calendar based on the revolutions of the Moon rather than the sun. Thus, it is only 354 days long. Islamic New Year is celebrated on the first day of Muharram, the first Islamic month.
- Islamic New Year represents the starting point of the Muslim era as it coincides with the Hijrah, the Prophet's journey from Mecca to Medina on the first of Muharram in 622 CE.

### Why it is important for staff and patients

- Muharram is the second most holy month of the Islamic year, after Ramadan.



#### Did you know?

The New Year itself is known to Muslims as Maal Hijra

## Grief Awareness Day

- Grief Awareness Day on August 30 is dedicated to raising awareness of the numerous ways in which individuals cope with loss. It offers resources to those going through personal losses and reminds us to support people we know who are grieving.
- Grief awareness day is important as it raises awareness, saves lives and offers resources.
- You can get involved on the day with using the hashtag #NationalGriefAwarenessDay.

## Why it is important for staff and patients

- We know grief affects many people in different ways, its key to open conversations and normalise grief.

A graphic for Grief Awareness Day featuring the word "Grief" in large, white, 3D block letters against a dark background.

Grief

### Did you know?

National Grief Awareness Day, founded by Angie Cartwright in 2014, hopes to encourage open communication on loss and bereavement and better inform the public on the facts of grief.

## World Suicide Prevention Day

- Observed on the 10 September each year, World Suicide Prevention day is a time for organisations and communities around the world to come together and raise important awareness on ways in which we can all create a world where fewer people, unfortunately, lose their lives to suicide.
- Although not directly a LGBTQ+ awareness day, there is an unfortunate large number of LGBTQ+ youth and even adults who feel there is no other option and struggle to find a fit within 'normal society'.
- It's a time to remind (and support) anybody who is struggling with mental health, that they are not alone and there is help available.

### Why it is important for staff and patients

The rates of deaths by suicide are climbing across the world.

- Over 800,000 people die by suicide every year across the world – that's one person every 40 seconds.
- It is estimated for each suicide, around 135 people suffer.
- Suicide is one of the three most common causes of death in young people.

For additional resources to support staff and patients please take a look [here](#).

[Click here to go back to September](#)



### Did you know?

Suicide does not discriminate and affects our NHS staff:

- Doctors are twice as likely to kill themselves compared with people working in other professions.
- Nurses are four times as likely to their own lives than people working in any other profession in the UK.
- Female nurses are more likely to commit suicide than their male counterparts.

## Rosh Hashanah

- Rosh Hashanah for the year 2023 starts on the evening of Friday, September 15th ending the two day celebration at sundown on Sunday, September 17<sup>th</sup>. For the Jewish calendar night begins before day, thus the holiday or festival begins on the sunset of the previous day.
- During Rosh Hashanah, Jews may take one or two days off from work, attending High Holy Day Services, gathering with family and friends, and preparing special meals. Symbolic foods include apples, honey, challah (egg bread), fish, couscous, and dates.
- The High Holy Days conclude 10 days later with the Jewish calendar's most sacred day, Yom Kippur.

### Why it is important for staff and patients

- It is a time for people to reflect on the past year and to ask for forgiveness for anything wrong they feel they have done. They can also think about their priorities in life and what is important to them.

[Click here to go back to September](#)



### Did you know?

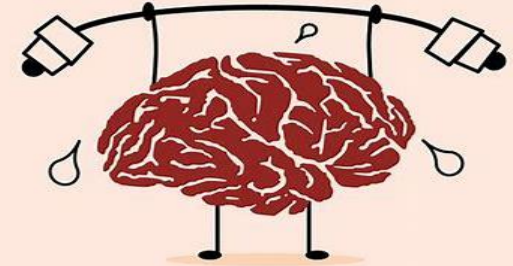
This Shofar horn is full of flesh and blood before it is made into an instrument of praise, worship, and warfare called a Shofar. Over the years, there have been many tried methods of removing the smell of the Shofar.

## Youth Mental Health Day

- Youth Mental Health Day encourages understanding and discussion of mental health in young people, enabling them to live happy and healthy lives all year round. Each year, the day aims to get young people, and those who support them, talking about how to improve mental health.
- Mental health concerns for young people have multiplied in recent times, this being before the COVID-19 pandemic crisis.
- One in six young people aged 5-16-year olds had a mental disorder. Though times may be hard, Youth Mental Health Day is here to provide hope.
- By getting young people engaged in discussions and activities about how to improve their mental health, YMHD goes beyond awareness and breaking the stigma surrounding mental health, into tackling the heart of the issue.

## Why it is important for staff and patients

- Addressing mental health problems early in life can lead to decreases in emotional and behavioural problems, functional impairment, and contact with all forms of law enforcement. It can also lead to improvements in social and behavioural adjustment, learning outcomes, and school performance.



### Did you know?

50% of adults report their mental ill-health issues started at age 14.

[Click here to go back to September](#)



## Bi Visibility Day

- Bi Visibility Day is an annual event occurring on 23 September each year.
- The day celebrates and promotes cultural acceptance of the Bisexual community whilst aiming to create a platform for advocating Bisexual rights.
- Co-founded by GLAAD, Bisexual+ Awareness Day seeks to accelerate acceptance of the bi+ (bisexual, pansexual, fluid, no label, queer, etc.) community. The day draws attention to the experiences, while also celebrating the resiliency of, the bisexual+ community.

### Why it is important for staff and patients

- Everyone has a role to play in tackling biphobia in the workplace. We would encourage everyone to learn about bi experiences and the challenges faced by our staff and patients.
- The bi flag brings visibility to the bisexual community, showing overlap of the stereotypical colours for boys and girls. The flag was inspired by an older symbol of bisexuality: the 'biangles', two overlapping pink and dark blue triangles.



[Click here to go back to September](#)



### Did you know?

Bi is an inclusive term which includes any people with attraction to more than one gender.

This includes bisexual/biromantic, pansexual/panromantic, polysexual/polyromantic, omnisexual/omniromantic, fluid, queer, and any other identities that experience attraction to multiple genders.

## International Day of Sign Language

- The International Day of Sign Languages is a unique opportunity to support and protect the linguistic identity and cultural diversity of all deaf people and other sign language users.
- There are over 300 different sign languages and over 70,000 deaf people in the UK have British Sign Language as their first language.
- The United Nations want to encourage schools to teach sign language as part of the curriculum in order to make sure nobody is left out.

## Why it is important for staff and patients

- Everyone wants to be heard and feel included. Raising awareness of international Sign Language Day gives us all an opportunity to look at how we communicate with our community. You could look at learning some basic sign language, just to say hello to someone can make such a difference to someone.



### Did you know?

According to the World Federation of the Deaf there are roughly 72 million deaf people around the world. Collectively they use more than 300 different sign languages.

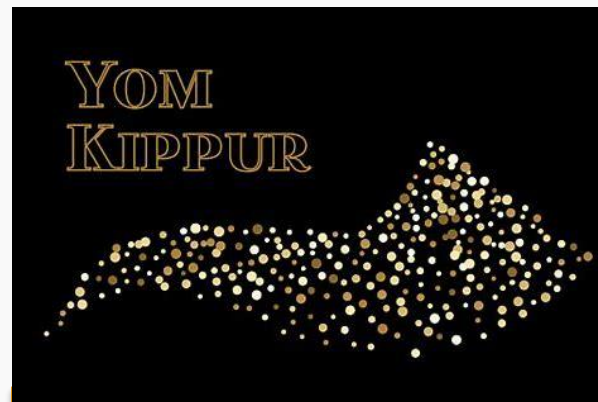
[Click here to go back to September](#)

## Yom Kippur

- Yom Kippur means Day of Atonement. It is the most sacred and solemn day in the Jewish calendar.
- Yom Kippur is celebrated in September or October in the UK.
- The most important part of Yom Kippur is the time spent in the synagogue. Even Jews who do not go to the synagogue very much will go on Yom Kippur. The day is spent in continuous prayer.

### Why it is important for staff and patients

- Yom Kippur is a day to reflect on the past year and ask God's forgiveness for any sins. Jews do not work or go to school on this day.
- As Jews do not work or attend school it's important to ensure staff members have planned to take time off for this sacred day.



#### Did you know?

Jews mark the day of Yom Kippur by fasting for 25 hours. They also wear white and they don't wear make-up, perfume, or leather shoes.



## National Fitness Day

- National Fitness Day 2022 will take place on Wednesday 28 September and is a chance to highlight the role physical activity plays across the UK, helping us raise awareness of its importance in helping us lead healthier lifestyles through being physical active.
- National Fitness Day sees a huge range of activity options enjoyed by participants of all ages, such as 'plank offs', yoga and pilates classes, treadmill challenges, high-street HIIT classes, dance-offs, mass walks, virtual workouts and many more.'

### Why it is important for staff and patients

- We have a health and wellbeing programme led by our staff engagement team, to find out more visit our [intranet page](#).



[Click here to go back to September](#)

## Black History Month

- Black History Month originated from the work of Cater G Woodson known as 'the father of black history' who in 1926 proposed a national week intended to showcase everything students had learned about black history throughout the year, and has become one of the most celebrated cultural heritage months of the calendar.
- In the UK the events are celebrated throughout the month of October and recognise the contribution and achievements of those with African and Caribbean heritage which community places such as museums and workplaces and covers topics such as Britain's colonial past, migration and music with government funding available to support these activities.

### Why it is important for staff and patients

- It provides an opportunity for people to learn about the important roles black people have played throughout British history and the many contributions they have made to society today. It allows us to be more inclusive through understanding more about the effects of racism and how to challenge negative stereotypes.
- During October for Black History Month we launched 'See ME First' campaign in collaboration with our BAME network. To find out more visit our intranet page under Equality, Diversity and Inclusion.



### Did you know?

The NHS is the fifth largest employer in the world, with one in five workers of BME heritage.

[Click here to go back to October](#)



## Stoptober

- Giving up smoking is one of the best things you'll ever do for your health. There are lots of other benefits too, and they start almost immediately. It's never too late to quit, so join the thousands of people stopping smoking this October.

### Why it is important for staff and patients

- The sooner you quit, the sooner you'll notice changes to your body and health. Look at what happens when you quit for good:
  - a) After 20 minutes – check your pulse rate, it will already be starting to return to normal
  - b) After 8 hours – your oxygen levels are recovering, and the harmful carbon monoxide level in your blood will have reduced by half
  - c) After 48 hours – all carbon monoxide is flushed out. Your lungs are clearing out mucus and your senses of taste and smell are improving
  - d) After 72 hours – if you notice that breathing feels easier, its because your bronchial tubes have started to relax. Also your energy will be increasing
  - e) After 2 to 12 weeks – bloody will be pumping through to your heart and muscles much better because your circulation will have improved
  - f) After 3 to 9 months – any coughs, wheezing or breathing problems will be improving as your lung function increases by up to 10%.



#### Did you know?

If you can make it to 28 days smoke-free, you're 5 times more likely to quit for good.

## Global Diversity Awareness Month

- This October, celebrates Global Diversity Awareness Month and pay tribute to the diverse minds and beliefs held by all cultures around the world.
- We live and work in a multicultural society and embracing the values of various cultures only strengthens our understanding and appreciation of the world. Open your mind to new views and ideas, appreciate cultural differences, and enjoy a fresh perspective you may have been missing.
- To celebrate and recognise Diversity Awareness Month, you can learn about another culture, connect with different people across the Trust or make time to educate yourself on diversity.

### Why it is important for staff and patients

- Listening is a key component of learning. You likely live in a town, city, or area with people who don't share exactly the same cultural, religious, political, or general world views that you do. Asking questions and listening to different perspectives makes us all more well-rounded humans. In doing so, you never know how your personal perspectives may change.



#### Did you know?

We have 66 different staff nationalities who make up Team QEH.

\*information gathered on Nov 2021

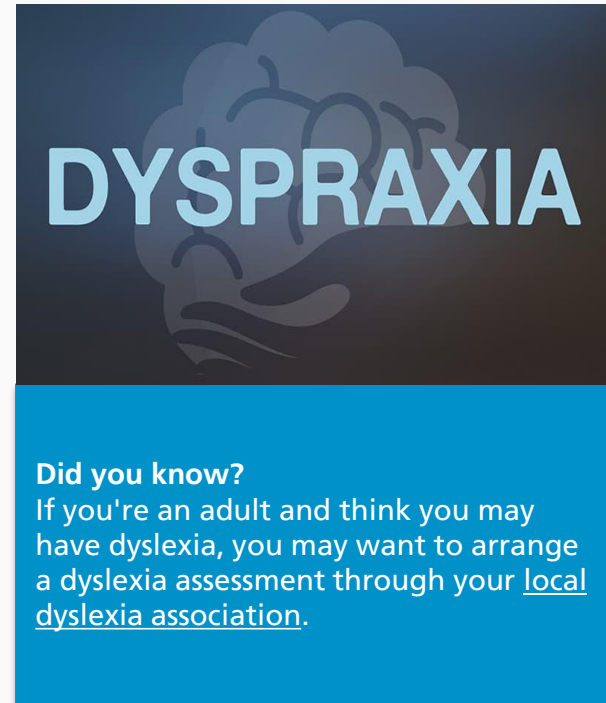
[Click here to go back to October](#)

## Dyspraxia Awareness Week

- Developmental Coordination Disorder (DCD), also known as Dyspraxia, is a common disorder affecting fine and/or gross motor coordination in children and adults.
- It is a life-long neurological condition people with it will never grow out of it. In simple terms, their brains work differently from the majority of people.
- Dyspraxia can affect everyone differently, some people may have most symptoms while others may have only a few.

### Why it is important for staff and patients

- It does not affect a person's intelligence, they are as intellectually capable as anyone else. The condition suffers from a lack of awareness, recognition and research which means people with it can often feel lost and alone. It is rarely diagnosed before the age of 5 and often overlooked into adulthood. Frequently misdiagnosed as dyslexia or even just clumsiness.



**DYSPRAXIA**

**Did you know?**  
If you're an adult and think you may have dyslexia, you may want to arrange a dyslexia assessment through your [local dyslexia association](#).

## Dyslexia Day

- The signs and symptoms of dyslexia differ from person to person. Each individual with the condition will have a unique pattern of strengths and weaknesses.
- It's a specific learning difficulty, which means it causes problems with certain abilities used for learning, such as reading and writing.
- Unlike a learning disability, intelligence isn't affected.
- It's estimated up to 1 in every 10 people in the UK has some degree of dyslexia.

## Why it is important for staff and patients

- Dyslexia is a lifelong problem that can present challenges on a daily basis, but support is available to improve reading and writing skills and help those with the problem be successful at school and work.



### Did you know?

If you're an adult and think you may have dyslexia, you may want to arrange a dyslexia assessment through your [local dyslexia association](#).

## Did you know?

- The mental health charity Mind found:
  - 30 per cent of staff disagreed with the statement 'I would feel able to talk openly with my line manager if I was feeling stressed'
  - 56 per cent of employers said they would like to do more to improve staff wellbeing but don't feel they have the right training or guidance.

[Click here to go back to October](#)



## National Coming Out Day

- First celebrated in the United States back in 1988, National Coming Out Day is observed each year on the 11th October. The annual event was created to help support LGBTQ+ people to 'come out of the closet'.
- The idea behind National Coming Out Day is that, Homophobia thrives on an atmosphere of silence and ignorance, and that once people know that they have loved ones who are LGBTQ+, they are far less likely to maintain homophobic or oppressive views.
- This is most definitely not a day to out people or force people to come out. But to show support and understanding for those who might be struggling to "come out".

### Why it is important for staff and patients

- Coming out can be life-changing for many, truly genuine, and not hiding any aspects of your identity – is a huge step for many people.
- Being an ally of the LGBTQ+ community is not just about showing up at a pride, its not about posting a picture – its about speaking up and spealing out. Speaking up changes more hearts and mind and creates new advocates for equality.

[Click here to go back to October](#)



11 Oct



### Did you know?

LGBTQ+ has grown to encompass bisexual, transgender, and many more sexual identities – so more and more people are able to participate in National Coming Out Day.

## World Menopause Day

- Menopause is not just a gender or age issue, as it can impact on colleagues both directly or indirectly, and it should therefore be considered as an organisational issue. All managers need to know about it, and how they can support their staff. Managers should also be aware of the indirect effects of the menopause on people such as spouses, significant others, and close family members/friends of individuals going through the menopause.
- The transition can put additional pressures and changes on relationships, it is therefore important managers signpost to appropriate support channels.

### Why it is important for staff and patients

Why do we need to know about the menopause?

- i. There are 3.5 million women over 50 in the workplace in the UK.
- ii. Women make up 77 per cent of the 1.3 million people of the NHS workforce.
- iii. In the UK, the average age for a person to go through menopause is 51.
- iv. Symptoms of the menopause can last up to 10 years.
- v. Symptoms range from cognitive, physical and psychological symptoms (for example hot flushes, muscular aches, poor concentration, anxiety and headaches).
- vi. Around one in 100 women experience menopause before age 40.
- vii. Three out of four women experience symptoms, one in four can experience severe symptoms, which impact on their day-to-day life.

[Click here to go back to October](#)



### Did you know?

The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age as oestrogen levels decline. Studies have shown that menopause symptoms can have a significant impact on attendance and performance in the workplace.

To support our staff we launched a new Menopause policy, you can find this on the intranet.

## International Pronouns Day

- International Pronouns Day was founded by Shige Sakurai, and is co-chaired by them and by Genny Beemyn, and steered by a board of a dozen leaders, primarily higher education professionals.
- A pronoun is a word that is used to reference a person, people or yourself. Examples can include: He, Him, She, Her, They and Them.
- International Pronouns Day seeks to make respecting, sharing and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity.
- You may be unfamiliar with the word 'pronoun', however we use them all the time instead of using someone's name.

### Why it is important for staff and patients

- Sharing your pronouns is important, even if you are cisgender because, it creates a safe space for other people to share their pronouns, it normalises the pronouns for those wishing to share their pronouns and allows us to dismantle the idea that one's gender is defined by their appearance.
- Find out more [here](#) about pronouns.

[Click here to go back to October](#)



### Did you know?

This year we introduced pronouns within our Trust email signature, to enable yours find the template on the intranet under Trust.

## Thank You Cleaners Day

- Be part of the Thank Your Cleaner Day and say "Thank You!" to the hard working people responsible for your safe and clean workplace.
- Cleaners work day, night and weekends to keep environments clean, safe and hygienic.
- The Thank Your Cleaner Day is a special day once a year dedicated to all cleaners.

## Why it is important for staff and patients

- In the time of the current corona crisis, the central role professional cleaners play in our society is more evident than ever. They ensure safety and hygiene on a daily basis - for example equipment, surfaces, workspaces.



### Did you know?

Every day, hundreds of skilled, hard-working cleaning staff are working 24/7 across our hospital. Our Domestic Teams work day, night and weekends to keep our hospital and work areas clean, safe and hygienic.

## Diwali

- Diwali is a five-day festival known as the Festival of Lights and is one of the main festivals celebrated by Hindus, Jains, Sikhs and some Buddhists.
- The word Diwali means 'rows of lighted lamps'.
- The exact dates of Diwali changes each year and are determined by the position of the moon but usually falls between October and November.
- Diwali symbolises the spiritual victory of good over evil, light over dark and knowledge over ignorance.
- For many people this five day festival honours Lakshmi, the goddess of wealth. Lamps are lit and windows and doors are left open to help Lakshmi find her way into people's homes.

### Why it is important for staff and patients

- Staff celebrate Diwali by spending time with their friends and family – making sweets, sharing food and illuminating lots of lights.
- Another great activity is bursting crackers with children. Crackers are traditionally burst to ward off the evil spirits, as it is believed that the sound scares them away.

[Click here to go back to November](#)



### Did you know?

Other ways that Hindus celebrate the festival include:

- Spring-cleaning the home
- Wearing new clothes
- Exchanging gifts (often sweets and dried fruits) and preparing festive meals
- Decorating buildings with fancy lights
- Huge fireworks displays



## Ace Awareness Week

- Ace week, formerly Asexual Awareness Week, is an international campaign, dedicated to raising awareness and expanding education of asexuality. This week was founded in 2010 and gives all of us an opportunity to celebrate how far our community has come and to dream about the future we will create together.
- Asexuality is a sexual orientation where a person experiences little to no sexual attraction to anyone and/or does not experience desire for sexual contact. Ace encompasses anyone who fits within the spectrum of asexuality. An asexual person may also identify with another sexual orientation (e.g. gay and asexual).
- Graysexual is another ace identity which covers experiencing sexual attraction rarely, only under specific circumstances, or fluctuating between periods of experiencing sexual attraction and periods of not.
- Demisexual describes an orientation where a person can only experience sexual attraction if a strong emotional bond is present; although this bond is required for attraction, it is not a guarantee that attraction will occur.

### Why it is important for staff and patients

- We aim to ensure everyone is welcome and treated fairly at QEH – Ace Week is here to promote visibility of the asexual community and a chance for us to become allies and tackle challenges faced.

[Click here to go back to October](#)



### Did you know?

Ace is an umbrella term used to describe a variation in levels of romantic and/or sexual attraction, including a lack of attraction. Ace people may describe themselves using one or more of a wide variety of terms, including but not limited to, asexual, demis and grey-As.

## Intersex Awareness Day

- Not everybody is born male or female. There are millions of people around the world who do not fit usual notions of male or female bodies, and these people may identify as intersex. Intersex is an umbrella term which is used to describe people who are born with sex characteristic that do not fit typical binary notions of male or female.
- Sometimes these characteristics are visible at birth, sometimes they appear at puberty and sometimes they are not physically apparent at all and the person may not even be aware they are intersex. Unfortunately the term intersex is still widely misunderstood, and intersex people are massively underrepresented and thus face discrimination.

### Why it is important for staff and patients

- A lot of the issues faced by the intersex community is based on lack of understanding, and part of intersex awareness day is raising the profile of issues faced.

[Click here to go back to October](#)



**INTERSEX  
AWARENESS  
DAY**



### Did you know?

About 2% of the population is intersex which makes it just as common as being ginger.

An intersex person may be straight, gay, lesbian, bisexual or asexual, and may identify as female, male, both or neither.

## Disability History Month

- UK Disability History Month (UKDHM) is an annual event creating a platform to focus on the history of our struggle for equality and human rights.
- Disability History Month is a time of reflection, recognition, and celebration.
- 2023 will be the 14<sup>th</sup> year for Disability History Month.
- Currently the Equality Act 2010 defines disability as “if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.”
  - i. ‘substantial’ is more than minor or trivial,
  - ii. ‘long-term’ means 12 months or more or likely to last 12 months or more
  - iii. a physical or mental impairment impacts on ability to do normal day to day activities and must be judged without the impact of assistive devices, medication or treatment.

## Why it is important for staff and patients

- As we know many disabilities are not visible, its important to treat everyone fairly with kindness and compassion.
- In the UK, 1 in 5 people have a disability, 80 per cent of which have a hidden disability.

[Click here to go back to November](#)



## Did you know?

As per the guidance from NHS we have to submit our Workforce Disability Equality Standard (WDES) annually. Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff.



## Remembrance Day

- Armistice Day is on 11 November and is also known as Remembrance Day. It marks the day World War One ended, at 11am on the 11<sup>th</sup> day of the 11<sup>th</sup> month in 1918.
- Remembrance Day is an observance and not a public holiday in the UK. Many organisations temporarily pause activity at 11am for 2 minutes silence on November 11.

## Why it is important for staff and patients

- The two minute moment of silence is very important during the Armistice Day at 11 am.
- The first minute is used to respect the 20 million people killed in World War I. The second minute is used to commemorate the persons who are left behind such as the families, wives and children.



**Did you know?**  
'Armistice' means to stop fighting.

## Remembrance Sunday

- Remembrance Sunday is marked each year, this falls on the second Sunday in November, in the United Kingdom, holiday held on the second Sunday if November that commemorates British service members who have died in wars and other military conflicts since the onset of World War One.
- Remembrance Sunday is the Sunday nearest to 11<sup>th</sup> November – Remembrance Day, which is the anniversary of the end of hostilities in the First World War, in 1918 at 1100 hours. The national ceremony is held at the Cenotaph on Whitehall, London.

### Why it is important for staff and patients

- A two minute silence is held at 1100 hours. This silence is marked by the firing of a field gun on Horse Guards Parade to begin and end the silence, followed by buglers sounding The Lost Post.



#### Did you know?

Our red poppy is a symbol of both remembrance and hope for a peaceful future. Poppies are worn as a show of support for the Armed Forces community. The poppy is a well-known and well-established symbol, one that carries a wealth of history and meaning with it.



## Trans Awareness Week

- Trans Awareness Week occurs annually in the second week of November, leading up to TDOR. The purpose of the week is to raise awareness about trans and gender diverse people, through education, events, and celebration.
- The purpose of Transgender Awareness Week is to educate the wider community about transgender and gender non-conforming people and the issues associated with their transition or identity.
- The term 'transgender', or more commonly now 'trans', is an umbrella term used to describe a person whose gender identity is not the same as the sex they were assigned at birth.

### Why it is important for staff and patients

- Being transgender does not imply any specific sexual orientation. A trans person can be gay, straight, bisexual, lesbian or any other sexual orientation. You cannot tell if a person is trans just by looking at them; trans people do not look a certain way or come from any one background.



#### Did you know?

The T&Coffee Trans Network is peer to peer networking project, supporting you to be you.

[Click here to go back to November](#)

## International Men's Day

- On November 19 International Men's Day celebrates worldwide the positive value men bring to the world, their families and communities. We highlight positive role models and raise awareness of men's well-being.
- One of the six pillars of International Men's Day is to improve gender relations and promote gender equality not only for men but for women too.

## Why it is important for staff and patients

- Men face a series of health challenges that need to be address in order to have our communities function to their fullest potential.
- Current research tells us that:
  - i. men have a suicide rate 3 times higher than women
  - ii. 1 in 3 men have been the victims of domestic violence
  - iii. men on average die 4-5 years before women
  - iv. men are nearly twice as likely to suffer from lung cancer than women
  - v. men are nearly twice as likely to suffer from heart disease than women



[Click here to go back to November](#)



### Did you know?

The proposed objectives of international Men's Day include a focus on men's and boy's health, improving gender relations, promoting gender equality, and highlighting positive male role models. It is also suggested as an occasion whereby men may highlight discrimination against them and celebrate their positive achievements and contributions to communities, places of work, friendships, families, marriages, and child care.



## International Trans Day of Remembrance

- Trans Awareness Week occurs annually in the second week of November, leading up to TDOR. The purpose of the week is to raise awareness about trans and gender diverse people, through education, events, and celebration.
- Whilst society is making progress on trans rights, it is still very sad that many people are killed each year as a result of their identity. As a community, we condemn the violence against these people and will remember them as we continue to fight for equality for all.

### Why it is important for staff and patients

- Some of our staff and patients will be trans and its important as a Trust to show our support for trans rights.



### Did you know?

Transgender is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth.

## World AIDS Day

- World AIDS day is a day for people across the globe to unite in the fight against HIV, show support for people living with HIV, and commemorate those who have died from an AID-related illness. Founded in 1988, World AIDS Day was the first ever global health day.
- Over 103,800 people are living with HIV in the UK. Globally, there are an estimated 38 million people who have the virus. Despite the virus only being identified in 1984, more than 35 million people have died of HIV or AIDS, making it one of the most destructive pandemics in history.

### Why it is important for staff and patients

- World AIDS Day is important because it reminds the public and government that HIV has not gone away – there is still a vital need to raise money, increase awareness, fight prejudice and improve education.
- To show support and find out more about AIDS and the red ribbon importance click [here](#).

[Click here to go back to December](#)



### Did you know?

The red ribbon is the universal symbol of awareness and support for people living with HIV. Wearing a ribbon is a great way to raise awareness on and during the run up to World AIDS Day.

## International Day of Persons with a Disability

- On December 3 this year, during the annual celebration of people with disabilities, focuses on spreading awareness and understanding of disabilities that are not immediately apparent, such as mental illness, chronic pain or fatigue, sight or hearing impairments, diabetes, brain injuries, neurological disorders, learning differences and cognitive dysfunctions, among others.
- According to the WHO World Report on Disability, 15 per cent of the world's population, or more than 1 billion people, are living with disability. Of this number, it's estimated 450 million are living with a mental or neurological condition— and two-thirds of these people will not seek professional medical help, largely due to stigma, discrimination and neglect.

### Why it is important for staff and patients

- During the COVID-19 pandemic, isolation, disconnect, disrupted routines and diminished services have greatly impacted the lives and mental well-being of people with disabilities right around the world.
- Spreading awareness of invisible disabilities, as well as these potentially detrimental— and not always immediately apparent— impacts to mental health, is crucial as the world continues to fight against the virus.

[Click here to go back to December](#)



### Did you know?

In 1960 was when the first official Paralympic Games was held.

To find out more about #PurpleLightUp and what other organisations click [here](#).



## Hanukkah

- Hanukkah is the Jewish Festival of Lights. The word 'Hanukkah' means 'Dedication' in Hebrew. It celebrates a miracle that happened in Jerusalem over 2,000 years ago.
- Hanukkah (or Chanukah in Hebrew) is celebrated in November or December every year. It lasts for eight days.
- Hanukkah is a fun time for children, as they will receive gifts and Hanukkah money.
- Some families give each other a small present on each of the eight nights of Hanukkah.

### Why it is important for staff and patients

- Hanukkah is a joyous holiday and a time to celebrate with family and loved ones. Since the Hanukkah miracle involved oil, it is customary to eat food fried in oil. Popular foods such as potato pancakes (known as latkes) and jam-filled doughnuts are enjoyed during the festival. Other Hanukkah customs include playing with four-sided spinning tops called dreidels and exchanging gifts.

[Click here to go back to December](#)



### Did you know?

Potato pancakes and deep-fried doughnuts are traditional Hanukkah treats.

Fried food in particular reminds Jews of the miracle of the oil and the candles that burned for eight days after the Maccabees won back the temple in Jerusalem.