



UNIVERSITY OF PLYMOUTH

Diversity and Wellbeing Calendar Guidance
(2020/21 Version)

Table of Contents

1. Summary and Purpose	3
2. Guidance	3
2.1 – Using the calendar.....	3
2.2 – Significant dates for 2020/21	3
3. Additional Support	5
3.1 - Equality, Diversity and Inclusion.....	5
3.2 - Pastoral and Spiritual Support.....	5
4. Document Governance	6

1. Summary and Purpose

The University's Diversity and Wellbeing Calendar gives everyone within the University community easy access to information on important religious, cultural, international and health-related events throughout the academic year. Our University community is diverse and it is the responsibility of everyone to ensure that all staff, students, external contractors and visitors feel welcomed and respected.

The Diversity and Wellbeing Calendar is online-based and you can access it on the Equality, Diversity and Inclusion webpages at www.plymouth.ac.uk/equality. Printed copies are no longer provided.

2. Guidance

2.1 – Using the calendar

All dates on the calendar are important and you should be careful in planning activities around certain dates. However, section 3.2 shows the most significant religious festivals in the UK for 2020/21.

It is important to remember that failure to take into account religious festivals when planning work could seriously impact staff and students and could contravene the Equality Act 2010 by excluding minoritised groups.

2.2 – Significant dates for 2020/21

<p>Events in bold</p>	<p>Events in bold can have a major learning/working impact on our staff and students. It is essential that University activities are not scheduled on these dates wherever possible. This includes exams, conferences, committees and degree ceremonies. If an employee is scheduled to work on a red day then they must discuss this with their line manager with an option to opt-out.</p>
<p>Events not in bold</p>	<p>Events not in bold will sometimes require alternative arrangements for staff and students and you should only schedule working/learning activities if necessary. Muslim and Jewish staff and students are most likely to be affected by these dates and may not be able to work or study. Some events in this category are days of observance and staff and students may wish to attend memorial events.</p>

Please note:- Muslim and Jewish festivals/events start at sundown and continue until sundown the next day. Jewish staff/students may need to leave work earlier on Fridays for Shabbat. Some Jewish staff and students will be unable to use electronic devices during Shabbat.

It is expected that you will make reasonable adjustments or alternative arrangements where possible to support staff and students. There must be a genuine business/academic reason for refusal to grant leave for a religious festival.



Every Week

Every Friday sundown to Saturday sundown	Judaism	Shabbat (Sabbath)
Daily prayers	Judaism	Times vary each day
Daily prayers	Islam	Times vary each day

September 2020

19th – 20th September	Judaism	Rosh Hashanah (New Year)
28th September	Judaism	Yom Kippur (Day of Atonement)

October 2020

3rd – 4th October	Judaism	Sukkot (Tabernacles)
10 th October	Judaism	Shemini Atzeret
11 th October	Judaism	Simchat Torah
29 th October	Islam	Milad un-Nabi

November 2020

14 th November	Hindu	Diwali (Divali, Deepavali)
20 th November	LGBTQ+	Trans Day of Remembrance
24 th November	Sikh	Martyrdom of Guru Tegh Bahadar
30 th November	Sikh	Birthday of Guru Nanak

December 2020

25th December	Christianity	Christmas Day
---------------------------------	---------------------	----------------------

January 2021

5 th January	Sikh	Guru Gobind Singh's Birthday
27th January	International	International Holocaust Memorial Day

February 2021

12 th February	Chinese	Chinese New Year
---------------------------	---------	------------------

March 2021

27th March – 4th April	Judaism	Pesach (Passover)
---	----------------	--------------------------

April 2021

2nd April	Christianity	Good Friday
4th April	Christianity	Easter Sunday

13 th April	Sikh	Vaisakhi/Baisakhi
13 th April	Islam	Ramadan month begins

May 2021

13 th – 15 th May	Islam	Eid-ul-Fitr
17 th May	Judaism	Shavuot
26 th May	Buddhism	Wesak (Buddha Day)

June 2021

16 th June	Sikh	Martyrdom of Guru Arjan Dev
-----------------------	------	-----------------------------

July 2021

18 th July	Judaism	Tisha B'Av
20 th July	Islam	Eid-ul-Adha

August 2021

19 th August	Islam	Ashura
28 th August	Hindu	Krishna Janmashtami

3. Additional Support

University staff should use this guidance alongside the Diversity and Wellbeing Calendar 2020/21 to ensure they are not indirectly discriminating against staff or students in planning activities. For additional support or information, staff can contact one of the services below.

3.1 - Equality, Diversity and Inclusion

You can contact the EDI department confidentially for advice and support at any time via the following routes:

- Email: equality@plymouth.ac.uk
- Twitter: www.twitter.com/PlymUniEquality
- Facebook: www.facebook.com/PlymUniEquality

You can also access further information on independent support services, policy guidance and terminology used by visiting www.plymouth.ac.uk/equality

3.2 - Pastoral and Spiritual Support

All staff and students can access the University's Pastoral and Spiritual Support services for information and advice.

The team is led by the University's pastoral and spiritual support coordinator who is supported by faith advisors from the Jewish, Islamic, Catholic, Hindu, Humanist, Buddhist, Orthodox and Quaker communities.

The service can be contacted by email on spiritualsupport@plymouth.ac.uk

4. Document Governance

TITLE	Diversity and Wellbeing Calendar Guidance
DOCUMENT REF NUMBER	UOP/HR/G/2.29 Version 2
DOCUMENT PURPOSE AND DESCRIPTION	Guidance for University staff on key dates in religious calendars to aid them in planning work and learning activities.
AUTHOR	Andrew Grace
APPROVAL DATE	27/07/2020
APPROVAL COMMITTEE	N/A
PUBLICATION DATE	27/07/2020
REVIEW DATE	July 2021
FREQUENCY OF REVIEW	Annually
DOCUMENT OWNER	EDI Manager
CONSULTATION PROCESS	N/A
EQUALITY ANALYSIS	Y
REFERENCES	Equality Act (2010)
AUTHOR CONTACT DETAILS	Andrew.grace@plymouth.ac.uk

HR Document Review History

VERSION NO.	DATE OF CHANGE	ORIGINATOR OF CHANGE	DESCRIPTION OF CHANGE
1	August 2019	Andrew Grace	Creation of document
2	July 2020	Andrew Grace	Transfer onto new document template, dates amended to reflect 2020/21 academic year.