



UNIVERSITY OF LEEDS

## Equality Policy Unit

# Religious Festivals & Events Calendar 2016



Hindu



Jewish



Christian



Sikh



Islam



Buddhist



Shinto



Baha'i



Jain

*The University community is made up of a wide range of people with diverse backgrounds and circumstances, which we regard as a great asset. We strive to create an environment where everyone can reach their full potential and have a real opportunity to participate in and contribute to our activities* — University of Leeds Equality and Inclusion Policy Statement

**This Religious Festivals & Events Calendar is produced as a guide to support timetabling, work scheduling & wider event planning to help ensure that we provide an inclusive environment which enables participation from all our students, staff & visitors.**

The calendar can be used in addition to guidance on [responding to students or staff for flexibility on the grounds of religion or belief](#).

This calendar focuses on 9 key faiths: Hinduism, Judaism, Christianity, Sikhism, Islam, Buddhism, Shinto, Jainism and Bahai. This does not mean other religions, beliefs or non-belief are not equally valued. The calendar highlights key diversity days; main faith days observed or celebrated, academic term dates, awareness raising dates and public holidays.

Sources of information used include: external faith bodies, diversity organisations and national faith calendars. This calendar has been produced accurately at the time of publication. Some dates may vary regionally as they are determined by the lunar calendar. Holy days begin at sunset the day before the date shown.

Should you require any further information, or would like to provide feedback, please contact: [equality@leeds.ac.uk](mailto:equality@leeds.ac.uk)

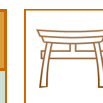


# Equality Policy Unit

## Religious Festivals & Events Calendar

# January 2016

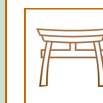
Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1 University closed	2	3
4 World Braille Day	5	6	7	8	9	10
11 Term starts Examinations period	12 Examinations period	13 Examinations period	14 Examinations period	15 Examinations period	16	17 World Religion Day
18 Examinations period	19 Examinations period	20 Examinations period	21 Examinations period	22 Examinations period	23	24
25 Teaching starts	26	27 (UN) International Holocaust Remembrance Day	28	29	30	31



**1st** Shinto - Oshogatsu/New Year



**5th** Sikh - Birthday of Guru Gobindh Singh



**11th** Shinto - Seijin Shiki / Adults Day



**14th** Hindu - Makar Sankranti



**25th** Jewish - Tu B'Shvat



everyone included, everyone involved

### January Awareness Month:

National Blood Donor month  
National Mentoring month

### January Awareness Week:

Cervical Cancer Awareness 24 - 30



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## Brief overview of Christianity

### Belief

Christianity is the most popular religion in the world with over 2 billion adherents. 42 million Britons see themselves as nominally Christian, there are 6 million who are actively practising. Christians believe that Jesus was the Messiah promised in the Old Testament, that Jesus Christ is the Son of God and that God sent his Son to earth to save humanity from the consequences of its sins. One of the most important concepts in Christianity is that of Jesus giving his life on the Cross (the Crucifixion) and rising from the dead on the third day (the Resurrection). Christians believe that there is only one God, but that there are three elements to this one God:

- **God the Father, God the Son and God the Holy Spirit**

Christianity is divided into four principal families: Orthodox, Protestant, Roman Catholics and Independent or Pentecostal. Christians believe that there is a life after earthly death. While the actual nature of this life is not known, Christians believe that many spiritual experiences in this life help to give them some idea of what eternal life will be like.

### Texts

The Christian holy book is the Bible, which contains the 39 books of the Old Testament and the 27 books of the New Testament. Whilst Christians, Jews and Muslims share belief in the Old Testament, the New Testament is exclusive to Christians as the teachings of Jesus and a history of the early Christian Church.

### Symbols

The main Christian symbol is the cross, in memory of the crucifixion of Christ. The symbols of the Pentecost are those of the Holy Spirit consisting of flames, wind, the breath of God and a dove.

### Food, drink and fasting

Some Christians do not eat meat on Fridays and some will abstain from food and drink before taking Holy Communion. Many people observe some form of fasting during Lent (the 40 days preparation for Easter).

### Places of worship and pilgrimage

Christians worship in a church. The word church comes from the Greek Ekklesia in the New Testament; this means an assembly, where Jesus' followers come together to worship. The Church is sometimes called the 'body of Christ' - this means that the people are the church, not the building where they meet. The spiritual leaders are called priests or ministers. Christian worship involves praising God in music and speech, readings from scripture, prayers of various sorts, a sermon, and various holy ceremonies (often called sacraments) such as the Eucharist. Places which are special for Christians are linked with the life of Jesus or the Saints and Christians will often journey to them on pilgrimages. Christian pilgrims still journey to the Holy Land and walk along the Via Dolorosa: the route Jesus walked to the cross. Christians also pray in the Church of the Holy Sepulchre, the site of the tomb where Jesus' body was placed. To Christians, pilgrimages are adventures involving a journey to places where God's presence has been particularly sensed. Pilgrimages can be occasions where there is a party spirit: a sense of celebration and joy as well as more serious moments.













### Festivals and days of worship

Easter, not Christmas is the most important part of the Christian year and the holiest of all days is Good Friday when Jesus' death is commemorated and Easter Sunday when his resurrection from the dead is celebrated. The day before Good Friday is Holy Thursday when Jesus' Last Supper with his twelve Apostles is remembered. Pentecost is a celebration of the sending of the Holy Spirit to the Church. It is celebrated on the Sunday 50 days after Easter. This event is regarded as the birthday of the Christian Church and the start of the church's mission to the world. December 25<sup>th</sup> celebrates the birth of Jesus in Bethlehem and is the most widely known and celebrated Christian feast.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# February 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun	
1 	2	3	4 World Cancer Day (UN)	5	6	7	 <b>1st</b> Shinto - Setsebun sai - (Spring festival)
8 Chinese New Year - (Daoist Confucian, Buddhist).	9 	10 	11	12	13	14	 <b>9th</b> Christian - Shrove Tuesday
15 	16	17	18	19	20	21 International Mother Language Day (UNESCO)	 <b>10th</b> Christian - Ash Wednesday Lent - 10th to 24th March
22 	23	24	25	26 National Wear Red Day (BHF) (UK) 	27	28	 <b>15th</b> Buddhist - Nirvana Day
29							 <b>22nd</b> Buddhist - Magha Puja Day
							 <b>26th</b> Baha'i - Intercalary days



everyone included, everyone involved

### February Awareness Month:

LGBT History Month  
Raynaud's Awareness month

### February Awareness Weeks:

Tinnitus 8 –14  
National Eating Disorders 22 - 28  
Fairtrade Fortnight 29 Feb - 13 Mar



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## Brief overview of Buddhism

Buddhism is the fourth largest religion in the world; it was founded in the area that is now northeast India and southern Nepal around 535 BCE by Siddharta Gautama, who was given the title Buddha (meaning 'He who is fully Awake') after his attainment of the state of spiritual insight known as Enlightenment or Nirvana.

Buddhism is very diverse and has many different forms, however, key themes throughout being that it is possible to break through one's limitations and develop to a level of unlimited awareness, resourcefulness, kindness, wisdom and compassion called 'Enlightenment' in parallel with the Buddha. Because Buddhism does not include the idea of worshipping a creator god, some people do not see it as a religion in the normal, Western sense. The basic tenets of Buddhist teaching are straightforward and practical: nothing is fixed or permanent; actions have consequences; change is possible. So Buddhism addresses itself to all people irrespective of race, nationality, caste, sexuality, or gender. It teaches practical methods which enable people to realise and use its teachings in order to transform their experience, to be fully responsible for their lives.

### Key beliefs

Buddhists generally believe that the nature of existence is a cycle of life, death and re-incarnation; that life inevitably involves suffering and that the only way to break out of this cycle is to achieve enlightenment.

### Ethics

The two key Buddhist ethical principals are:

- Avoiding causing harm and seeking to develop greater kindness.
- Seeking to avoid confusion, delusion and intoxication and developing clear awareness.

These principals are applied to:

- possessions, by avoiding taking that which is not freely given and developing generosity
- relationships and sexuality, by avoiding any form of manipulation
- developing stillness, simplicity and contentment
- communications by avoiding lying, slander, negative and meaningless speech. Seeking to become more kind and honest and helpful through speech

### Denominations

**Theravada Buddhism** recognises only the Pali Canon as the definitive teaching of the Buddha. Practicing countries include Sri Lanka, Cambodia, Laos, Myanmar and Thailand.

**Mahayana Buddhism** accepts the Pali Canon and subsequent texts (Sutras) and has many different schools and philosophical perspectives. Mainly practiced in China, Japan, Taiwan, Korea and Vietnam.

**Vajrayana (Tibetan) Buddhism** accepts the Pali Canon, Mahayana Sutras and a huge range of Tantras and commentaries. There are four main Tibetan schools: Nyingma, Kagyu, Sakya and Geluk.

**Zen Buddhism** is a Japanese Mahayana school focusing on meditation derived from the Ch'an school of Chinese Buddhism.

**Soka Gakkai** is a lay form of Nichiren Buddhism originating in Japan and is very popular in the West and has an emphasis on cultivation of faith and teaches individual empowerment and inner transformation which at the same time contributes to global peace, enabling people to develop themselves.

**Western Buddhist Order** was founded by an English monk in the late 1960's seeks to apply the principles of all schools of Buddhism to contemporary life.

**Worship elements** - Although Buddhists do not believe in an interventionist God, worship and prayer are still important. This normally takes place in a shrine room and includes meditations, chanting of texts or mantras and making offerings to the shrine of flowers, lamps and incense.

### Places of worship

**Temples** these may be purpose built or adaptations of previous buildings, containing teaching and meditation halls and a statue of Buddha meditating. Visitors are expected to remove their shoes on entering a temple;

**Stupas** a symbolic stone structure, usually reliquary or built over ancient texts of Buddha's teachings;

**Monasteries** built in secluded, peaceful locations to house monks and their activities.



















### Food and drink

Many Buddhists are vegetarians as an expression of the key principle non-harm. There are different practices with regard to eating meat, for example, many Tibetan Buddhists eat meat and Chinese Zen is strictly vegetarian. Theravada Buddhist monks and nuns are allowed to eat meat if, to the best of their knowledge, the animal has not been specifically killed for them. Meat is never served in monasteries. Chinese forms of Buddhism avoid garlic and onion as this is said to create heat in the body and cause difficulties in meditation. Fasting is not common in Buddhism; however, Theravadin monks do not eat after midday.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# March 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun	
	<b>1</b>	<b>2</b>	3	4	5	6 Mother's Day	 <b>1st</b> Baha'i - Intercalary days end
							 <b>2nd-20th</b> Baha'i - Nineteen day fast
<b>7</b>	<b>8</b> International Women's Day (UN)	9	10	11	12	13	 <b>7th</b> Hindu - Maha Shivarati
14	15	16	17	18 Term ends	19	20	 <b>20th</b> Christian - Palm Sunday
<b>21</b> World Down Syndrome Day (UN)	22	<b>23</b>	<b>24</b> University closed half day	<b>25</b> University closed	26 University closed	<b>27</b> University closed	 <b>21st</b> Baha'i - Naw Ruz (New Year)
			 				 <b>23rd</b> Hindu - Holi
28 University closed	29 University closed	30	31				 <b>24th</b> Christian - Maundy Thurs-
							 <b>24th</b> Jewish - Purim
							 <b>27th</b> Christian - Easter
							 <b>25th</b> Christian - Good Friday



everyone included, everyone involved

### March Awareness Month:

Ovarian Cancer Awareness  
Prostate Cancer Awareness

### March Awareness Weeks:

National MS week 3 - 9  
Down's Syndrome week 16 - 22



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## Brief overview of the Baha'i faith



The Baha'i faith was founded by Baha'u'llah in 1863 in Iran. It is the youngest of the world's major religions. According to scripture, the faith "upholds the unity of God recognises the unity of His Prophets, and inculcates the principle of the oneness and wholeness of the entire human race. The coming of Baha'u'llah, was proclaimed in Iran by a young merchant, who called himself The Bab, meaning 'The Gate' in Arabic. Baha'u'llah was to follow on from the traditions of Moses, Mohammed and Jesus. The Baha'i faith considers three concepts of unity as its central tenet, that there is one God, that all the religions are one in essence, and that the one human race must work together for the betterment of the world. The worldwide population of the Baha'i community is just over 6 million.

### **Key beliefs**

In common with many faiths, Baha'is believe in the concept that each human being has an eternal and immortal soul. Baha'is believe in the equality of all humanity, including racial, religious, class and gender equality, but recognise and celebrate the value of diversity and difference. For Baha'is, the concepts of Heaven and Hell are not physical incarnations but are representations of the nearness and remoteness from God respectively. Baha'is regard themselves as having a particular mission in the world, which is centred upon the promotion of unity and spiritual and social harmony.

### **Worship and places of Worship**

Bahai's believe in the value of profound and deep meditation. They also believe that any work that is undertaken in the spirit of service to humanity may be regarded as a form of worship. There are no liturgies, clergy or sacraments within the Baha'i faith. There is also a distinct lack of reliance upon ritual. Adherents to the faith emphasise prayer, fasting and social action. The three rituals within the faith are:

- The recital of a daily obligatory prayer
- Recitation of a special funeral prayer upon death
- A simple marriage ceremony

Baha'u'llah called for temples of great beauty to be built in every locality where Baha'is reside, each to be surrounded by institutions of social service. These temples are places for personal prayer and meditation as well as collective worship, where sacred scriptures are recited and sung. Baha'is are encouraged to come together in communal worship but there are no set congregational prayers. As there is no clergy, people in turn recite prayers.

### **Festivals and Days of Worship**

The Baha'i faith has 11 Holy Days, 9 of these are major Holy Days on which work is suspended. The principal festival and Holy Days include:

- Feast of the Ascension of Baha'u'llah
- Feast of the Birth of the Bab
- Feast of the Declaration of the Bab
- Feast of the Martyrdom of the Bab
- Naw-Ruz (New Year)
- Nineteen Day Fast
- Nineteen Day Feasts
- Rivdan

### **Texts**

The Most Holy Book of the Baha'i faith is the Kitab-i-Aqdas, the book of laws written by Baha'u'llah. It is part of a large body of scriptures authored by him. Comprising an estimated 100 volumes, these writings cover topics of a wide range, including laws and principles for personal conduct and the governance of society, as well as mystical writings dealing with the progress of the soul and its journey towards God.

### **Gender Equality**

The Baha'i writings clearly indicate that from the spiritual point of view, there is no difference between women and men and no basis - moral, biological, or social - for discrimination on grounds of gender.



# Equality Policy Unit

## Religious Festivals & Events Calendar

# April 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2 World Autism Awareness Day (UN)	3
4	5	6	7 World Health Day (WHO)	8	9	10
11 World Parkinson's Day	12	13	14	15	16	17
18 Term starts	19	20	21	22	23	24
25	26	27	28	29	30	



**14th** Sikh -  
Vaisakhi / New Year



**15th** Hindu -  
Festival of Rama Navami



**19th** Jain -  
Mahavir Jayanti



**21st** Baha'i -  
1st day of Rivdan



**22nd** Hindu -  
Hanuman Jayanti Festival



**22-23rd** Buddhist  
Theravada New Year



**22nd-30th**  
Jewish -  
Passover



**29th** Baha'i -  
9th day of Rivdan

❖ Begins sunset 22nd —  
ends nightfall 30th

first 2 and last 2 days are  
non working days



everyone included, everyone involved

### April Awareness Month:

IBS Awareness month

### April Awareness Weeks:

Parkinson's week 18 - 24

Allergy awareness week 25 Apr - 1 May



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## Brief overview of Judaism



Judaism originated in the Middle East over 3500 years ago. It was founded by Moses, but Jews, like Christians and Muslims trace back their religious lineage to the Prophet Abraham. It is believed that he started the religion of Judaism by establishing a covenant with God.

### Key beliefs

Jewish people believe that there is a single God who not only created the universe, but with whom every Jew can have an individual and personal relationship. They believe that God continues to work in the world, affecting everything that people do. Judaism is a faith of action and Jews believe people should be judged not so much by the intellectual content of their beliefs, but by the way they live their faith - by how much they contribute to the overall holiness of the world. Almost everything a Jewish person does can become an act of worship. Because Jews have made a bargain with God to keep his laws, keeping that bargain and doing things in the way that pleases God is an act of worship.

### Places of worship

**Synagogue** - the synagogue is a place of worship and study. There are a number of separate rooms for prayer, study and educational use. Most synagogues contain the following features: an ark where the Torah scrolls are kept, a platform from which the Torah is read and a lamp which is always lit - an eternal light. Other places which are significant in the Jewish faith are the Mikvahs (ritual baths) and the Yeshivas (place for Jewish learning).

### Food and drink

In Judaism there are strict dietary laws called Kashrut. Food which is permissible is called Kosher; foods that are not are called Treifah. These laws state that it is impure and forbidden to consume animals that eat other animals or roam the sea floor eating excretions of other animals. Animals that have split hooves and ruminants which chew the cud, like sheep, cows and deer are permitted as are certain fowl and birds. Eggs with blood spots may not be eaten. Fish with both fins and scales are permitted and fruit and vegetables are acceptable as long as they are free of insects. Cooking utensils previously used to make non kosher food is not acceptable. For meat to be Kosher it must be humanely slaughtered by a shochet (religiously qualified slaughterer). Mixing meat and milk is not allowed. Separate utensils are kept for cooking the two types of food and a time lapse is observed between one type of food being consumed followed by another.

### Festivals and days of worship

There are a number of holy days within the Jewish faith and these days centre on the relationship between the history of the Jews and God. The main festivals are:

- **Shabat** (Sabbath) this commemorates creation. It is the weekly day of rest lasting from shortly before sundown on Friday to shortly after nightfall on Saturday night. Every week religious Jews observe the Sabbath, the Jewish holy day, and keep its laws and customs.
- **Passover** (Pesach) one of the most religious festivals in the Jewish calendar, it commemorates the Exodus from Egypt by Moses. The celebrations last for seven or eight days depending where you live, the first two and last two days are observed as full days of rest.
- **Sukkot** ("Tabernacles" or "Festival of booths") commemorates the years the Jews spent in the desert on their way to the Promised Land. It coincides with the fruit harvest and marks the end of the agricultural cycle, Jews must create their own Sukkah, a simple hut which they eat and sleep in for 7-8 days and nights.
- **Rosh Hashanah** (Jewish New Year) this celebrates the day that the world was created; it also marks the beginning of the atonement period that ends ten days later with Yom Kippur. This is God's time for judgement. Jews believe God balances a person's good deeds over the last year against their bad deeds and decides their fate accordingly.
- **Yom Kippur** – The Day of Atonement is regarded as a sacred and solemn occasion, on which synagogue attendance is particularly important. On Yom Kippur Jews believe God makes the final decision on who will live, die, prosper and fail during the next year, and seals his judgement in the Book of Life. It is a day of fasting. Worship includes the confession of sins and asking for forgiveness, which is done aloud by the entire congregation.
- **Hanukkah** – (Chanukah) is the Jewish Festival of Lights or Festival of Dedication. It is an eight day holiday. Hanukkah commemorates the 'Miracle of the Oil' - according to the Talmud, at the rededication of the Temple in Jerusalem following the victory of the Maccabees over the Seleucid Empire, there was only enough consecrated olive oil to fuel the Menorah candelabrum in the Temple for one day. Miraculously, the oil burned for eight days - which was the length of time it took to press, prepare and consecrate new oil.

### Texts










**The Talmud** - is the comprehensive written version of Jewish oral law and the subsequent commentaries on it. It is the source from which the code of Jewish Halakhah (law) is derived. The word Talmud is derived from the Hebrew verb 'to teach'.

**The Torah** - is the first part of the Jewish bible. It is the central and most important document of Judaism and has been used by Jews through the ages. Torah refers to the five books of Moses which are known in Hebrew as Chameesha Choomshey Torah. These are: Bresheit (Genesis), Shemot (Exodus), Vayicra (Leviticus), Bamidbar (Numbers), and Devarim (Deuteronomy). Jews believe that God dictated the Torah to Moses on Mount Sinai 50 days after their exodus from Egypt.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# May 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1 May Day
2 World Asthma Day (WAF) 	3 	4	5 	6 Teaching Ends	7	8
9	10	11	12	13	14	15  
16 Examinations period	17 Examinations period	18 Examinations period	19 Examinations period	20 Examinations period	21 	22 
23 Examinations period	24 Examinations period 	25 Examinations period	26 Examinations period	27 Examinations period	28	29 
30 University closed	31 University closed					



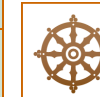
**2nd** Baha'i -  
12th day of  
Rivdan



**3rd** Islam -  
Lailat al Miraj



**5th** Christian -  
Ascension Day



**15th** Buddhist -  
Vesak / Buddha  
Day



**15th** Christian -  
Pentecost



**21st** Islam -  
Lailat al Bara'ah



**22nd** Christian -  
Trinity Sunday



**24th** Baha'i -  
Declaration of  
the Bab



**29th** Baha'i -  
Ascension of  
Baha'u'llah



everyone included, everyone involved

**May Awareness Month:**  
Cystic Fibrosis Awareness  
Lyme Disease Awareness

**May Awareness Weeks:**  
Deaf Awareness week 2 - 8  
Coeliac week 9 - 15  
M.E week 11-17

**May Awareness Weeks  
cont:**  
Arthritis Care week 14 - 21  
Mental Health awareness 16 -  
22  
Dementia week 18 - 24



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## Brief overview of Islam



### Key beliefs

Islam is the second largest religion in the world with an estimated 1.4 billion followers worldwide and over 1.6 million in the UK. Muslims believe that there is only One God, the Arabic word for God is Allah and followers of Islam are called Muslims. The word Islam means 'submission to the will of God' and derives from 'salam' meaning 'peace'. A Muslim is therefore "one who submits himself to, and enters into peace with God." According to Muslims, God sent a number of prophets to mankind to teach them how to live according to His law. Jesus, Moses and Abraham are respected as prophets of God. Muslims believe that the final Prophet was Muhammad (peace and blessings of Allah be upon him). Muhammad was born in Mecca in Saudi Arabia in 570. Muslims believe that Islam has always existed, but for practical purposes, date their religion from the time of the migration of Muhammad. Muslims base their laws on their holy book the Qur'an, and the Sunnah. Muslims believe the Sunnah is the practical example of Prophet Muhammad. Muslims have 6 main beliefs that define the fundamental theology of Islam and form the core of other practices, they are:

■ **Belief in Allah as the one and only God.** ■ **Belief in angels.** ■ **Belief in the holy books.** ■ **Belief in the Prophets, Adam, Ibrahim (Abraham), Musa (Moses), Dawud (David), Isa (Jesus). Muhammad (peace be upon him) is the final prophet.** ■ **Belief in the Day of Judgement.**

The **Five Pillars of Islam** are the most important practices in Islam to which all Muslims wishing to live a responsible life adhere. The five Pillars consist of:

**Shahadah** - declaration of faith. **Salah** – ritual prayer five times a day. **Zakah** – giving yearly alms to the poor and needy. **Sawm** – fasting during the month of Ramadan. **Hajj** – pilgrimage to Mecca at least once in a lifetime.

### Texts

**The Qur'an** - the Qur'an is the holy book for Muslims, revealed in stages to the Prophet Muhammad over 23 years. The Qur'an is treated with immense respect by Muslims because it is the sacred word of God. Translations of the Qur'an exist in over 40 languages but Muslims are still taught to learn and recite it in Arabic, even if this is not their native language.

### Places of worship and pilgrimage

**The Mosque** – the mosque plays a central role in a Muslims individual and community life. Prayer in Islam is not restricted to the Mosque, when prayer time comes many Muslims pray where they are.

**Hajj** - Once a year, Muslims of every ethnic group, colour, social status, and culture gather together in Mecca and stand before the Kaaba praising Allah together. It is a ritual that is designed to promote the bonds of Islamic brotherhood and sisterhood by showing that everyone is equal in the eyes of Allah. The Hajj makes Muslims feel real importance of life here on earth, and the afterlife, by stripping away all markers of social status, wealth, and pride. In the Hajj all are truly equal. The Hajjis or pilgrims wear simple white clothes called Ihram. During the Hajj the Pilgrims perform acts of worship and they renew their sense of purpose in the world. Mecca is a place that is holy to all Muslims. It is so holy that no non-Muslim is allowed to enter.

### Festivals and days of worship

There are only two Muslim festivals set down in Islamic law: **Eid-ul-Fitr** and **Eid- ul-Adha** (Eid is a word meaning festival). But there are several other special days which Muslims celebrate.

**Al-Hijra (1 Muharram)** – this festival commemorates the Hijra (or Hegira) in 622 when the Prophet Muhammad moved from Mecca to Medina. **Lailat-ul-Bara'h (15 Shabaan)** - the Night of forgiveness takes place two weeks before Ramadan. Many Muslims believe that a person's destiny is fixed for the coming year by God on this night. **Lailat al Qadr (27 Ramadan)** – the Night of Power marks the night in which the Qur'an was first revealed to the Prophet Muhammad by Allah. No-one knows the exact date, but the Prophet said that it falls in the last 10 nights of Ramadan, and is most likely on the 27<sup>th</sup> night. **Eid al-Fitr (1 Shawwal)** – this marks the end of Ramadan, the month of fasting, and is a festival of great celebration. In Islamic countries it is a public holiday. **Eid al-Adha (10 Dhul-Hijja)** – this festival marks the end of the Hajj or holy pilgrimage, which is one of the five pillars of Islam. It celebrates and commemorates the Prophet Abraham and his willingness to sacrifice his son for God.




### Fasting

**Ramadan** - is one of the most important months of the Islamic calendar, the ninth month when Muslims fast during daylight hours, during this time Muslims cannot eat, drink, smoke or chew gum. One of the reasons behind fasting is to increase a Muslim's level of self-control and the ability to abstain. Many Muslims like to use Ramadan to gain a greater understanding of their faith, to build a connection with Allah, to become a better person and a better Muslim.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# June 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
		1 Examinations period	2 Examinations period	3 Examinations period	4	5
6 	7	8	9	10	11 	12
13	14 World Blood Donor Day (WHO)	15	16 	17 Term ends	18	19
20	21	22	23 National Women in Engineering Day	24	25	26
27	28	29	30			



**6th June - 5th July**  
Islam - Ramadan



**11th-13th** Jewish  
Shavuot



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



everyone included, everyone involved

### June Awareness Month:

Motor Neurone Disease  
National Osteoporosis Month

### June Awareness Weeks:

Carers Week 6 - 12  
British Heart week 7 - 15  
Healthy Eating week 13 - 17  
Men's Health week 13 - 19

### June Awareness Weeks

cont:

Diabetes week 14 - 20  
Deafblind Awareness week  
24 - 30



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## Brief overview of Sikhism



### Beliefs

Sikhism originated in the state of Punjab in India about 500 years ago. The main religions of the area at the time were Hinduism and Islam. The Sikh faith began when **Guru Nanak** started teaching a faith that was quite different. Sikhs believe there is only one God, God is without form or gender, everyone has direct access to God, and everyone is equal before God, a good life is lived as part of a community, empty religious rituals and superstitions have no value. Sikhs believe that human beings spend their time in a cycle of birth, life, and rebirth. The quality of each particular life depends on the law of Karma. Karma sets the quality of a life according to how well or badly a person behaved in their previous life. Guru Nanak was succeeded in his mission by nine other Gurus (Angad Dev, Amar Das, Ram Das, Arjan, Hargobind, Har Rai, Har Krishan, Teg Bahadur and Gobind Singh). These Gurus sought to develop and nurture the faith. The Sikh faith was consolidated by Guru Arjan (under whose leadership the Golden Temple at Amritsar was built). The final Guru Gobind Singh decreed that the holy book, the Guru Granth Sahib, would become the teacher of the people and the last Guru. There are approximately 25 million Sikhs in the world today.

### Texts

Guru Granth Sahib is the holy book of the Sikh faith. For Sikhs the Granth Sahib is the focal point of a Sikh temple (Gurdwara) and the ultimate source of religious authority.

### Places of worship

**Gurdwara** - is the place where Sikhs come together for congregational worship. A Gurdwara is any building for public worship that has a complete copy of the Guru Granth Sahib inside. It is a place for divine knowledge, bliss and tranquillity. The focal point is the Guru Granth Sahib (the Sikh holy book) which is placed on a platform under a canopy and is treated with the respect that would be given to a human Guru. Dwara means 'door' or 'gate', there are four doors into a Gurdwara, known as the **Door of Peace**, the **Door of Livelihood**, the **Door of Learning** and the **Door of Grace**. These doors are a symbol that people from all four points of the compass are welcome, and that members of all four castes are equally welcome. There's always a light on in a Gurdwara, to show that the Guru's Light is always visible and is accessible to everyone at any time. Sikh public worship can be led by any Sikh, male or female, who is competent to do so. The Langar or community kitchen is an important part of the Gurdwara. Food is donated and prepared by volunteers who then serve the vegetarian food to everyone who visits.

**The five K's were introduced during the time of Guru Gobind Singh to identify and bond together members of the Khalsa (the pure ones) all initiated or 'baptised' Sikhs; vow to wear five items of dress, which all begin with the letter 'K'. The five K's are:**

**Kesh** – the practice of keeping the hair uncut which is the distinctive sign of Sikh identity. Cutting or removing hair is seen as going against God's will.

**Kara** – this is a steel or iron bangle, worn on the right wrist. Kara is seen as a reminder of the universality of God and a symbol of allegiance to the brotherhood and the Guru.

**Kanga** – a small comb, which is worn in the hair at all times. It is used to keep the hair organised and clean, and symbolises orderliness.

**Kachehra** – a special type of underwear garment (shorts made from cotton) which are knee length. It is a symbol of readiness, modesty and moral restraint.

**Kirpan** – A short sword which symbolises the readiness to protect the weak and oppressed.

### Festivals and days of worship

**Vaisakhi** - is one of the most important dates in the Sikh calendar. It is the Sikh New Year festival and is celebrated on April 13 or 14. It also commemorates 1699, the year Sikhism was born as a collective faith. Parades, dancing and singing happen throughout the day. Many Sikhs choose to be baptised into the Khalsa brotherhood on this day.

**Diwali for Sikhs** - Diwali is particularly important because it celebrates the release from prison of the sixth guru, Guru Hargobind, and 52 other princes with him, in 1619. Sikhs celebrated the return of Guru Hargobind by lighting the **Golden Temple** and this tradition continues today. Diwali is known as the 'festival of lights' because houses, shops and public places are decorated with small earthenware oil lamps called Diyas. Diwali is very much a time for buying and exchanging gifts.

**Hola Mahalla** – Sikhs also celebrate Hola Mahalla. This is a festival initiated by Guru Gobind Singh. Sikhs often compete in the Sikh martial arts, Gatka and other sports followed by poetry readings and music.

**Gurpurbs** - are festivals that are associated with the lives of the Gurus. They are happy occasions which are celebrated most enthusiastically by Sikhs. The most important Gurpurbs are: The birthday of **Guru Nanak**, founder of Sikhism (April or November). The birthday of **Guru Gobind Singh**, founder of the Khalsa (January). The martyrdom of **Guru Arjan** (June). The martyrdom of **Guru Tegh Bahadur** (November/December). Sikhs celebrate Gurpurbs with an *akhand path*. This is a complete and continuous reading of Sikh scripture, the Guru Granth Sahib, which takes 48 hours and finishes on the day of the festival.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# July 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2	3
4	5	6	7	8	9	10 Disability Awareness Day DAD (UK)
11 Degree Ceremonies	12 Degree Ceremonies	13 Degree Ceremonies	14 Degree Ceremonies	15 Degree Ceremonies	16	17
18 International Nelson Mandela Day Degree Ceremonies	19 Degree Ceremonies	20 Degree Ceremonies	21 Degree Ceremonies	22 Degree Ceremonies	23	24
25	26	27	28	29	30	31



**6th** Islam - Eid-al-Fitr



**6th** Hindu - Ratha Yatra Festival



**10th** Baha'i - Martyrdom of the Bab



**13th** Shinto - Obon - Dance Festival



**19th** Buddhist - Dharma Day



everyone included, everyone involved



UNIVERSITY OF LEEDS

## Brief Overview of Hinduism



### Beliefs

Hinduism is known to be one of the oldest religions in the world today, over 5,000 years old, but it has no known date or Founder. The term 'Hinduism' is used to describe the ancient religious culture of India which is practiced by countless millions. It is an amalgamation of several faith traditions and is the third largest religion after Islam and Christianity. Hindus themselves use various terms such as sanatana-dharma (loosely translated as 'eternal religion') to describe their faith: the word Hindu is originally a geographic designation (those who live east of the Indus river) and is not found in any of the scriptures.

Hindus fully support the notion of reincarnation and that behaviour in this life determines your moral status in the next (Law of Karma). There is a caste system which was introduced by the supreme deity, Brahman. The caste system is intended to create a just hierarchical society in which different groups have different hereditary rights.

### Texts

The main Hindu texts are the Vedas and their supplements (books based on the Vedas). Veda is a Sanskrit word meaning 'knowledge'. These scriptures do not mention the word 'Hindu' but many scriptures discuss dharma, which can be rendered as 'code of conduct', 'law', or 'duty'. The Vedas relate to the spiritual experiences of the Rishis and are considered to have a higher authority. The other set of scriptures consisting of the narratives of Hinduism are considered to have lower authority. These include historic narratives like the Ramayana.

### Symbols

Aum/Om is the sound considered to be the greatest of all mantras. The sound of the Aum has a threefold nature and represents three worlds (earth, air and heaven), three Gods (Brahma, Vishnu and Shiva) and three sacred Vedic scriptures (Rig, Yajur and Sama). It is believed that the Aum sound is the root of the universe and continues to hold the universe together.

### Food, drink and fasting

Many Hindus are vegetarian and most tend not to eat meat, fish or eggs. Those Hindus who have chosen to eat meat will nonetheless refuse to eat beef, since the cow holds a sacred and honoured place in Hindu society. Some Hindus take on the vow of fasting. Fasting is used as a method of expressing devotion to a particular deity. Hindus also fast for the well-being of themselves and their family.

### Places of worship and pilgrimage

Hindus worship at a temple or mandir. Each temple is generally dedicated to a particular deity. When visiting a temple, shoes are taken off at the entrance as a sign of respect. Offerings of fruit, flowers and incense can also be made. Most Hindu homes have a specific room set aside for worship called a 'pooja'.

Pilgrimage is an important aspect of Hinduism. It's an undertaking to see and be seen by the deity.

Popular pilgrimage places are rivers (especially the Ganges river), but temples, mountains, and other sacred sites in India are also destinations for pilgrimages.

### Festivals and days of worship

Hindu festivals celebrate various occasions, from the change of the seasons to an historic or mythological event. Amongst the most popular are:

- **Diwali** the Hindu festival of lights, is the most popular of all the festivals, it celebrates the victory of good over evil, light over darkness and knowledge over ignorance. Diwali extends over five days, because of the lights, fireworks and sweets involved, it's a great favourite. It is also an occasion for celebration by Jains and Sikhs. It usually falls in October or November.
- **Holi** was originally a spring festival of fertility and harvest, it is a colourful festival, with dancing, singing, and throwing of powder paint and coloured water, the festival is usually held in February/ March.
- **Navaratri** (nine nights) is one of the greatest Hindu festivals. It symbolises the triumph of good over evil. Navratri takes place at the beginning of October around harvest time and, as the name implies, this festival is celebrated for nine days.
- **Rama Navami** this festival celebrates the birth of the Lord Rama and occurs in April.
- **Krishna Javanti** celebrates the birth of Lord Krishna in August / September



# Equality Policy Unit

## Religious Festivals & Events Calendar

# August 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	2	3	4	5	6	7
8	9	10	11	12	13 International Left Handers Day	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29 University closed	30 University closed	31				



**18th** Hindu - Raksha Bandhan Festival



**25th** Hindu - Janmashtami Festival



**29th - 5th Sept** Jain - Paryushan Festival



everyone included, everyone involved

**August Awareness Month**  
Psoriasis Awareness

**August Awareness Weeks:**  
World Breast feeding week  
(1 - 7)



UNIVERSITY OF LEEDS

## Brief overview of Shintoism



Shinto is often referred to as the 'Japanese Religion' and has an influential impact on Japanese culture, values and traditions for over 2000 years, and reflects the Japanese way of looking at the world – hence the claim: 'more than just a religion'. Shinto is based around rituals rather than any concrete beliefs. Although Shintoism has been part of Japanese life and culture throughout its history, it has also shared its ethical, spiritual and cultural vision with Buddhism and Confucianism. The origins of Shinto belief are unknown but legends and folk beliefs points to its beginnings from the imperial emperors of Japan.

### Beliefs

**Kami** – Shinto is the 'way of the Gods' - not necessarily Gods in the traditional sense, they can be 'spiritual beings' or 'enlightened humans' They can also be symbols of nature, that is why it is sometimes translated as 'The Way of the Awesome'. Honouring the Kami is said to bring good fortune. Worshippers honour the Kami by putting a small offering in a collection box – and then bow and recite a short prayer at the Shrine of the Kami.

**Shinto Prayer** – Shinto prayers are deeply personal. Community worship takes place at a shrine in villages and towns.

### Texts

The holy books of Shinto are the Kojiki – The records of Ancient Matters (712 CE) and the Nihon-gi – Chronicals of Japan (720 CE). These books are collections and anthologies of ancient myths and tradition learning that were previously passed down orally.

### Holy days and festivals

Shinto festivals are celebrated at shrines and are a combination of quiet rituals and loud celebrations. The key Shinto festivals are:

**Matsuri** – anytime for giving thanks and praise to a deity at a shrine.

**Oshogatsu** (New Year) – This is a huge festival, where people come to thank the Kami and make New year resolutions.

**Seijin Shiki** (Adults Day) – This is a coming of Age ceremony, for people who have just reached their 20<sup>th</sup> birthday.

**Haru Matsuri** (Spring festivals) - this is a time for many festivals, mostly involving the planting of crops.

**Aki Matsuri** (Autumn festivals) – a time for thanking God for a good harvest.

**Shichigosan** – a festival where parents give thanks for their children's lives and pray for their future.

**Rei-sai** (Annual festival) – this is celebrated at a date which is relevant to the shrine where it occurs. It involves a procession with musicians and dancers.

### Ethics

The Shinto faith revolves around ideas of purity of the body. That is way followers are opposed to organ donations and organ transplants. They believe that the relationship between the dead person and those bereaving will be spoiled.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# September 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1 	2	3	4
5 	6	7	8	9	10 World Suicide Prevention Day (WHO)	11 National Dementia Carers Day 
12	13	14	15	16	17	18
19	20	21 World Alzheimers Day	22	23	24	25
26 Teaching starts	27	28	29	30	31	



**1st** Sikh -  
Guru Granth  
Sahib Installation  
of Sikh scripture



**5th** Hindu -  
Ganesh  
Charurthi (Birth  
of Ganesh)



**11th** Islam -  
Eid-al-Adha



everyone included, everyone involved

### Sept Awareness Month:

National Sickle Cell month  
National Blood Cancer month  
World Alzheimers month

### Sept Awareness Weeks:

Migraine awareness 4 - 10  
Sexual Health week 12 - 18  
National Eczema week 13 - 21  
National Work-Life week tbc



UNIVERSITY OF LEEDS

## Brief overview of Jainism



### Key beliefs

Jainism places great importance on the spiritual independence and equality of all life with a particular emphasis on non-violence. Jains seek to attain Moksha, through Vrata or restraint. Through this they realise Keval Gnan, or the true nature of the soul. There are no Gods in the received sense in Jainism, rather exemplary teachers, who help humans achieve liberation, through their example. The three guiding principles of Jainism, (the three jewels), are:

- Right belief
- Right knowledge
- Right conduct

The supreme principle of Jain living is non-violence (ahimsa). Jainism is one of the world's oldest religions and originated in India, where the majority of its followers still live today. Jainism believes that all living things (animals and plants) have souls and are of equal value.

### Places of worship

Jain temples range from the immense and elaborate to the very plainest of worship rooms. Monks and nuns in the Jain religion are key figures and role models, as the religion does not have formal priests or intermediaries. Jain prayers tend to recall the great qualities of the tirthankaras and remind the individual of various teachings. Every day most Jains bow and say their universal prayer, the Namokar Mantra.

### Food and drink

Jains are strict vegetarians; it is unacceptable to harm a living thing. For this reason, some Jains are not just vegetarians but also “fruitarians” they eat only fruit, nuts and milk. These foods are acceptable because they are only the by-products of the living beings and not the living beings themselves.

### Festivals and days of worship

Jains do not engage in traditionally conceived worship, as they do not embrace the concept of the Creator God. However they do celebrate specific events and festivals.

**Mahavira Jayanti** - A celebration of the birth of Mahavira (the founder of Jainism). Celebrations include community worship, processions, and other devotional and spiritual activities.

**Paryushana** – signifies a time of reflection and repentance for the Jain devotee. This festival consists of eight days of intensive fasting, repentance and puga's. It is also a festival of forgiveness.

**Diwali** – This festival is celebrated throughout all of India. In Jainism it has special significance, as on this day in 537 BCE, (according to Svetambara tradition) that Mahavira gave his last teachings and attained ultimate liberation. The day after Diwali marks the beginning of the New Year in their calendar.

**Kartak Purnima** – Is an important festival. This is considered to be an auspicious time for pilgrimage to sacred sites associated with the Jain religion.

**Mauna Agyaras** - This is a daylong observance of fasting and silence.

### Texts and denominations

The sacred texts of the Jains are called Agamas. The two main branches of Jainism share many of the same sacred texts but since their split in the fifth century C.E, they have developed different traditions. The most ancient texts derive from Mahavira and were handed down orally in the monastic communities. The sacred literature was not written down until about 500 C.E.

The Jain faith is divided into two major sects, the Digambaras (sky clad) and the Shvetambaras (white clad). The sacred texts of Jainism are principally the teachings of Mahavira in various sources. The two main sects, agree on the basics of Jainism, with philosophical differences principally effecting monks and nuns. They disagree on:





















details of the life of Mahavira, the spiritual status of women, whether monks should wear clothes, rituals, which texts should be accepted as scripture.

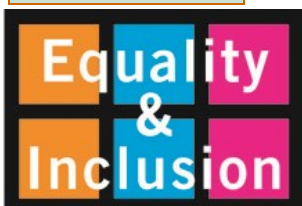
The Digambara sect is more traditional in outlook, reflecting more closely Jain Dharma at the time of Mahavira.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# October 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun	
					1	2	 <b>1st - 11th</b> Hindu Navaratri Festival
						 	 <b>2nd</b> Islam - Al-Hijra (New Year)
3	4	5	6	7	8	9	 <b>2nd - 4th</b> Jewish Rosh Hashanah (New Year)
10 World Mental Health Day (WHO)	<b>11</b> National Ada Lovelace Day (UK) 	<b>12</b> 	13 World Sight Day (WHO)	14	15	<b>16</b> 	 <b>11th</b> Islam - Ashura  <b>12th</b> Jewish - Yom Kippur
17	18	19	20	21	22	<b>23</b> 	 <b>16th - 23rd</b> Jewish - Sukkot
24	25	26	27	28	29	<b>30</b>   	 <b>23rd - 25th</b> Jewish Shemini Atzeret
31							   <b>30th</b> Hindu, Jain & Sikh - Diwali (festival of lights)



everyone included, everyone involved

### October Awareness Month:

Black History Month  
Breast Cancer Awareness  
National Depression Awareness month

### October Awareness Weeks:

Dyslexia Awareness week 3 - 9

## Recognising Excellence

The University is committed to supporting all staff and students to deliver their personal individual best, achieve excellence in a diverse range of areas, and progress in their careers and studies. To be a world leading University we must attract, retain, support and develop the best staff and students; this includes ensuring we represent the diverse nature of the wider community within the University.

## Responding to requests for flexibility from students and staff on grounds of religion

Requests for flexibility that you receive may relate to a clash with a particular religious festival or holy day. Staff or students' may, for example, request a change to teaching scheduling or exam timetabling, or ask for a short break for prayer or breaking a fast at a particular point during the day. Alternatively, a student may request permission to be absent from a particular teaching session or a staff member may ask to take annual leave on a particular day. The Equality Policy Unit have produced guidelines which are available on the website, [www.equality.leeds.ac.uk/for\\_staff/](http://www.equality.leeds.ac.uk/for_staff/), we recommend that this is read in conjunction with the information provided in the University's Religious Festivals and Events Calendar. Students wishing to request special consideration due to religious commitments during university examination periods must inform the Examinations Office no later than the last Friday in October in each academic year of their programme of study.

## Prayer and quiet contemplation facilities on campus

- **The Claire Chapel in the Emmanuel Centre** is dedicated for worship in the Christian tradition and is also available for silent personal prayer, contemplation or reflection. **Opening hours:** Monday to Friday 8:30 am to 6:00 pm.
- **Cemetery Lodge and the Green Room** are Islamic facilities, which provide ablution and washroom facilities and separate prayer rooms for men and women. A code is required for access to these spaces, which is available from: [equality@leeds.ac.uk](mailto:equality@leeds.ac.uk). The prayer facilities are normally open between 8:00 am and 8:00 pm, with extended hours during Ramadan.
- **The Edward Boyle library** has a small prayer room (13.08). A key is held at the reception desk, should the room be locked.
- It may be possible to use a vacant **classroom, meeting room or private study area for prayer or contemplation**. If you wish to do so, please consult with reception or security staff first. This will minimise disruption to you and other users of these spaces. Please do not use corridors and stairwells, which constitute a hazard to you and to other building users.

## The space for prayer close to campus

- The Catholic Chaplaincy is located at 5 St Marks Avenue, opposite the Mechanical Engineering Building, on Woodhouse Lane. **Opening hours:** University term-time on Sundays for Mass at 10:00 am and 5:00 pm; Tuesdays and Thursdays for Mass at 1:15 pm; Wednesdays for Holy hour 5:30—6:30 pm and then Mass at 6:30 pm. For access to the chapel at other times please contact the Catholic chaplain for details: [www.uilcc.org](http://www.uilcc.org).
- The Jewish Chaplaincy can be found within the Hillel Student Centre, 2 Springfield Mount. The Hillel House Synagogue has regular Morning Prayer services and offers Orthodox and Egalitarian Friday night services. **Opening hours:** every day from 8:00 am until 8:00 pm.

## The time for prayer

We recognise that there is a requirement for regular prayer within some belief systems. For example, Muslim men are normally expected to read their Friday lunchtime prayers in congregation. Whilst we respect this requirement, it is your responsibility to make necessary arrangements for your absence and to catch up on any work you have missed.

## Observance of Ramadan 2016

Our students and staff from a Muslim faith will be observing the month of **Ramadan** (a period of fasting) this year over the period **6<sup>th</sup> June – 6/7<sup>th</sup> July 2016**. The exact date depends on the moon sightings based on the lunar calendar. Muslims abstain from taking any food or drinks from Dawn to Sunset on each individual day over this month. During this time, Muslims try to follow a normal work/study routine as far as possible but generally have responsibilities for devotion to extra prayers and readings to their otherwise daily religious commitments. Ramadan's purpose and significance is:













- To attain nearness and closeness to God through devotion and commitment to fasting and prayers.
- To experience and appreciate those who are less fortunate than them.
- To give particular emphasis to charity and generosity - this is especially encouraged during this month.

Ramadan is also a time for significant community and family spirit and providing support. Many individuals and families will pray and eat together and support each other in many ways throughout. At the end of Ramadan, all Muslims observe the festival of Eid ul Fitr with their families and communities.

# Equality Policy Unit

## Religious Festivals & Events Calendar

# November 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun	
	<b>1</b>	2	3	4 National Stress Awareness Day	5	6	 <b>1st</b> Baha'i - Birth of the Bab
							 <b>14th</b> Baha'i - Birth of Baha'u'llah
7	8	9	10	11 Armistice Day	12	13	 <b>14th</b> Sikh - Birthday of Guru Nanak
<b>14</b> World Diabetes Day  	<b>15</b> 	16	17	18	19	20	 <b>15th</b> Shinto - Schichigosan 7-3-5 festival
21	22	23	<b>24</b> 	25	26	<b>27</b> 	 <b>24th</b> Sikh - Martyrdom of Guru Tegh Bahadur
28	29	30					 <b>27th</b> Christian - Advent Sunday



everyone included, everyone involved

### November Awareness Month:

Men's Health Awareness  
Epilepsy Awareness  
UK Disability History month 22 Nov to 22 Dec



### November Awareness Week:

Interfaith week 13 -19



UNIVERSITY OF LEEDS

## Equality and Inclusion Strategy – The Vision for Leeds

THE EQUALITY VISION	As a research-intensive international University we will attract and retain excellent people from across the world to enable the University and the people within it to fulfill their potential.
THE EQUALITY MISSION	To be a beacon of excellence in the sector, promoting a culture of inclusion, respect and equality of opportunity for all.
VALUES & PRINCIPLES	<p><b>In pursuit of this mission we will:</b></p> <ul style="list-style-type: none"> <li>• Demonstrate visible leadership and accountability at all levels</li> <li>• Embed equality into all aspects of University life</li> <li>• Provide a sustainable environment which enables all staff and students to thrive</li> <li>• Work in partnership with our staff, students, Unions and wider stakeholders</li> </ul>
PRIORITIES & OBJECTIVES	<p><b>1. Develop a University-wide culture which promotes equality and inclusion</b></p> <p>1.1 Develop and implement a sustainable One University<sup>1</sup> approach to equality.</p> <p>1.2 Create an environment that is better for all through promoting personal responsibility for equality.</p>
	<p><b>2. Integrate and embed equality into all aspects of University business</b></p> <p>2.1 Identify and address equality gaps in our governance structures and management processes.</p> <p>2.2 Incorporate equality into day-to-day business activity.</p>
	<p><b>3. Attract, retain, support and develop an excellent workforce from across the world</b></p> <p>3.1 Build a diverse and representative sustainable community which reflects our values.</p> <p>3.2 Become a national and international sector leader in promoting good equality practice.</p>
	<p><b>4. Ensure a world-class student experience through inclusion and academic excellence</b></p> <p>4.1 Provide fair and equal access<sup>2</sup> to recruitment, progression and attainment opportunities.</p> <p>4.2 Recognise the range of needs of our diverse student population and integrate these into the governance and practice of student education.</p>

<sup>1</sup> 'One University' is the provision of universal, fit-for-purpose University-wide processes and systems that create a better and joined up experience for our staff and students.


<sup>2</sup> Fairness and equality of access is central to 'The Partnership' agreement that has been developed with students and staff and describes the mutual expectations of us all as members of the University community.



# Equality Policy Unit

## Religious Festivals & Events Calendar

# December 2016

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1 World Aids Day (UN)	2	3 International Disabled People's Day (UN)	4
5	6	7	8 	9 Term ends/ Teaching ends	10	11
12 Degree ceremonies	13 Degree ceremonies	14 Degree ceremonies	15 Degree ceremonies	16	17	18
19	20	21	22	23 University Buildings closed	24  	25 
26 University Buildings closed	27 University Buildings closed	28 University Buildings closed	29 University Buildings closed	30 University Buildings closed	31	



**8th** Buddhist -  
Bodhi Day



**24th - 31st**  
Jewish Hanukkah  
Festival of Lights



**24th** Christian -  
Christmas Eve



**25th** Christian -  
Christmas Day



everyone included, everyone involved

### December Awareness Month:

UK Disability History month  
22 Nov to 22 Dec



UNIVERSITY OF LEEDS

# Equality Policy Unit

## Contact details:

Maria Ayaz - E&I Manager

0113 34 37546

Sabiha Patel - E&I Manager

0113 34 33964

Ian Turnpenny - E&I Officer

0113 34 37539

Kay Messenger - E&I Coordinator

0113 34 36973

[equality@leeds.ac.uk](mailto:equality@leeds.ac.uk)

<http://www.equality.leeds.ac.uk>



**everyone** included, **everyone** involved

