



Take a minute or two to reflect on your daily reminders and flick through the pages to access a wealth of useful tips, guidance and recommendations. December material includes:

- Could you give an accurate definition of 'disability'?
- The process of providing 'reasonable adjustments'
- Disability and disclosure – are you doing your bit?
- Disability statistics
- Supporting learners with learning difficulties and/or difficulties
- An organisational approach to disability equality
- Good practice example – 'More inclusive apprenticeships'
- Good practice project – 'Apprenticeships? Works for us!' (Twisting Ducks)

This is in addition to multi-faith, equality and health and wellbeing reminders.

International Day for Persons with Disabilities

Thursday 3rd December, 2015



Approximately 1 in 6 people has a disability and/or learning difficulty.

The International Day for Persons with Disabilities represents a united means of tackling disability equality on an international platform. A disability is defined as a "physical or mental impairment that has a substantial and long-term effect on the ability to carry out day-to-day activities".



World Aids Day

Tuesday 1st December, 2015

An opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died.

- Also this month:
- 1st 'Decembeard', National Anger Awareness Week (-7th)
 - 2nd International Day for the Abolition of Slavery
 - 10th Human Rights Day
 - 18th International Migrants Day
 - 31st World Spirituality Day



Multifaith Dates – December, 2015

6th (-13th) **Hanukkah (Jewish)**

A Jewish festival also known as the festival of lights.

8th **Bodhi Day (Buddhist)**

Buddhists from the Mahayana tradition celebrate the Buddha's attainment of enlightenment.

22nd **Yule (Pagan)**

Marks the Winter Solstice - the shortest day of the year - when Pagans celebrate the rebirth of the sun.

24th **Christmas Eve (Christian)**

The evening before Christmas Day.

25th **Christmas Day (Christian)**

Christians celebrate the birth of Jesus, whom they believe to be the son of God.

26th **Zarathosht Diso / Death of Zoroaster (Zoroastrian)**

Zoroastrians remember the death of their prophet, Zoroaster. It's a solemn occasion devoted to prayer and remembering his life.



Regional variations possible, based on the Western calendar, not an exhaustive list.

“Since when do you have to agree with people to defend them from injustice?”

Lillian Hellman, *Dramatist and Screenwriter (1905-1984)*

December

- Equality & Diversity Planner, 2015 -

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

1st

2nd

3rd

4th

5th

6th

7th

8th

9th

10th

11th

12th

13th

14th

15th

16th

17th

18th

19th

20th

21st

22nd

23rd

24th

25th Bank Holiday

26th

27th

28th Bank Holiday

29th

30th

31st

- Driving diversity, embedding equality -

Saturday, 12th December 2015

Sunday, 13th December 2015

Saturday, 26th December 2015

Multifaith today: **Zarathosht Diso / Death of Zoroaster (Zoroastrian)**

Zoroastrians remember the death of their prophet, Zoroaster. It's a solemn occasion devoted to prayer and remembering his life

Sunday, 27th December 2015

