



Report to Policy Committee

Author/Lead Officer of Report:
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(Equality and Engagement Officer)

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Report of: James Henderson- Director of Policy and Democratic Engagement.
Report to: Strategy and Resources Committee
Date of Decision: 16th April 2023
Subject: Equality Awareness Days - Plan for 2023-2024.

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? 1506				
Has appropriate consultation taken place?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-				

Purpose of Report:
 This paper sets out Sheffield City Council's (SCC) proposed approach to celebrating, commemorating, and acknowledging Equality Awareness Days during 2023-2024.

The paper proposes a planned and strategic approach to awareness days so that we can plan and deliver quality campaigns whilst measuring impact. This will help us meet our Equality Duties and Objectives. It will also have an impact on our values, workplace culture and improve our dialogue and interactions with our diverse communities. A planned calendar would also prevent duplication of work across the Council.

The paper sets out the plan for agreed awareness days and will support SCC's commitment to protected characteristics and the communities it serves across the city.

This paper proposes a number of awareness days which will be prioritised over the coming year, and these will be reviewed annually. It will also identify which others the Council will support this year and how this will be achieved.

The paper sets out how nominated awareness days/months will be acknowledged (social media, campaigns, media coverage, etc) and how identified teams across the council will plan, deliver and measure impact on the series of days.

The approach will be monitored and kept under review by the Strategic Equality and Inclusion Board (SEIB).

Recommendations:

It is recommended that the Strategy and Resources Committee:

1. Agree SCC's proposed approach to Awareness Days and the calendar for 2023-2024.
2. Ask Members, Leadership Teams, Officers to work together and commit to promoting the identified days.
3. Agree to reviewing the annual calendar yearly.
4. Agree that James Henderson in consultation with the SEIB board will monitor and review the awareness day calendar on an annual basis, as not all awareness days can be acknowledged in the year, and different priorities may arise.

Background Papers:

(Insert details of any background papers used in the compilation of the report.)

Annual Equality Report 2021/22, SCC Race Equality Commission Response and the Equality Days Awareness Report (May 2022)

Lead Officer to complete:-		
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.	Finance: <i>Liz Gough, Finance and Commercial Services</i>
		Legal: <i>Nadine Wynter, Legal Services Manager</i>
		Equalities & Consultation: <i>Adele Robinson Equalities and Engagement Manager</i>
		Climate: <i>Jessica Rick</i>
	<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>	
2	SLB member who approved submission:	<i>Kate Josephs, Chief Executive</i>
3	Committee Chair consulted:	<i>Cllr Terry Fox, Chair of Strategy and Resources Committee</i>
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the SLB member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	Lead Officer Name: Homaira Ibrahim	Job Title: Equality and Engagement Officer
	Date: 27 th March 2023	

Equality Awareness Days Calendar March 2023-2024

1. Purpose

- 1.1 This paper sets out Sheffield City Council's (SCC) proposed approach to recognise Equality Awareness Days for 2023-2024.
- 1.2 It sets out the importance of awareness days and the impact that the marking of these can have in supporting our diverse communities and meeting our Public Sector Equality Duty. It explains the Council's current approach to recognising awareness days, describes the drawbacks to this approach and proposes an alternative, based upon an agreed calendar of core awareness days, with flexibility to mark a range of other days on a rotating basis.

2. What are Awareness Days?

- 2.1 There are a huge number of awareness days, with the number growing all the time. These range from the very well known (e.g. Black History Month or Holocaust Memorial Day) to the newer or lesser known. The annual calendar is full of days, dedicated to raising awareness. They are also different lengths of events some are marked by a day, some a week and some last a month and we need to consider this within any agreed programme. However, in this paper the term 'awareness day' is used regardless of the actual duration.
- 2.2 Many awareness days go far beyond simply drawing attention to them as some are days of national importance, whilst others lend themselves to fund raising opportunities and are used to publicly educate the population whilst bringing communities together.
- 2.3 All days carry significance, however due to individual differences, they will mean different things to people and people may choose to acknowledge them differently.
- 2.4 Awareness days can allow a space for people to contemplate, reflect and allow themselves to be who they want to be. They can be both serious in nature and great fun. It is often a space where people fighting for equality and representation can have their voice. Some are days where people are given the opportunity to thank those who have struggled in their quest for equity. Their purpose is to raise awareness of important humanitarian, cultural, social and political issues from around the world.

3.0 Why are awareness days important for Sheffield City Council?

- 3.1 SCC has a duty to foster good relationships between people who share protected characteristics under the Equality Act and those who do not. We therefore have a responsibility to our staff and residents to value our diverse communities, which should include recognising, celebrating and allowing opportunity to reflect on the history of our diverse city and its communities.
- 3.2 The city of Sheffield is home to approximately 565,000 people, comprising of many diverse communities. Sheffield City Council (SCC) serves all our communities which can differ in terms of background, ethnicity, age, spoken languages, household income, employment, disabilities and health conditions,

sexual orientation, gender identity, religion and belief and family makeups etc. SCC also employs around 8000 staff who also differ in terms of the above characteristics.

- 3.3 The Race Equality Commission and the SCC response to the REC report, agreed by the Strategy and Resources Committee in December 2022 noted the importance of cultural competency and literacy in helping us to meet our ambition to become an inclusive, anti-racist city and organisation.
- 3.4 Under the Equality Act 2010, Sheffield City Council is subject to the Public Sector Equality Duty (PSED) in relation to the 9 protected characteristics* to
- Eliminate discrimination, harassment, victimisation.
 - Advance equality of opportunity.
 - Foster good relations between groups of people.

Having due regard to the need to advance equality of opportunity involves:

Removing or minimising disadvantages suffered by persons, taking steps to meet the needs of persons that are different and encouraging people to participate in public life or other activity when participation is disproportionately low.

Having due regard to the need to foster good relations involves the need to tackle prejudice and promote understanding.

We also under the PSED have to set Equality Objectives and we have committed to the following five:

- Objective 1:** Strengthen knowledge and understanding of our communities.
- Objective 2:** Ensure our workforce reflects the people that we serve.
- Objective 3:** Lead the city in celebrating diversity and promoting inclusion.
- Objective 4:** Break the cycle of inequality and improve life chances.
- Objective 5:** An Anti-Racist Organisation and City.

- 3.5 Nationally there are many equalities related awareness days that may impact on our communities including all those that share protected characteristics. These days help raise the profile of issues of importance to people and help inform our citizens across a wide range of topics.
- 3.6 Acknowledging awareness days helps the Council to connect with communities, enables dialogue and conversations around topics which otherwise may be overlooked. This in turn helps us to promote understanding and tackle prejudice and meet our Duties and our Equality Objectives.
- 3.7 There are many benefits that celebrating a diversity of awareness days can capture, from public education, celebrations, pride, mourning and remembrance. As a public institution, Sheffield City Council has a commitment to equality and diversity to both its staff and the citizens of Sheffield.
- 3.8 Our values include putting people at the heart of what we do. Recognising awareness days can help bridge the gap between SCC and the citizens of Sheffield by acknowledging important issues which matter to a diverse range of people across the workplace and wider city.

3.9 Events linked to awareness days can also bring people into the city and increase tourism and can raise the profile of the city. These include Pride, St Patricks Day or Black History Month and can bring national recognition.

3.10 Awareness days are often a driver for partnership working with different organisations and charities coming together. A more structured approach to awareness days would prevent duplication of work, allow for effective planning time which would lead to better outcomes.

4.0 **What is our current approach?**

4.1 Sheffield City Council currently marks and supports a range of awareness days across the year. Although there are some core days that we have routinely supported through activity such as hosting and funding events, communications and campaigns activity, and work with partners and community groups, historically there hasn't been a clear basis and rationale for which awareness days we promote and which we don't.

4.2 Even amongst those days that we do promote, some receive more support (financial, officer time etc.) than others, and the reasons for this are not always as clear as they could be – this leads to inequity. Some days are promoted by particular parts of the council where there is a specific link (e.g. the carers' team will often promote carers' week).

4.3 We also often receive requests to promote particular days – these are often with little notice, which does not allow for effective planning and may divert capacity from other activity.

4.4 Because of the above, it is difficult to know what impact is being achieved through some of this activity, and by promoting so many different days, it can create a confused picture for the public and community.

4.5 The annual awareness day calendar remains full of days, and it is impossible to acknowledge them all. The calendar is forever growing given the many different ways people (many underrepresented) choose to identify. There is a lot of advance planning needed to organise awareness days and they often require many individuals to be involved and to have a budget attached to them.

5.0 **What is our proposed approach?**

5.1 Recognising the importance of awareness days as part of our overall work to improve equality, diversity and inclusion in the city, we propose to move to a new approach, with a clear, agreed calendar of awareness days, with an equitable balance across all protected characteristics, whilst allowing flexibility each year to celebrate or raise awareness about particular communities or characteristics.

6.0 **Proposed Core Awareness Day 2023-2024**

6.1 SCC cannot acknowledge all the awareness days, so it is suggested for the coming year 2023-2024, we prioritise the following:

6.2 **Highest Level of Involvement/ media/ cost/ campaign**

- Holocaust Memorial Day (January)

- Race Equality Matters Week (February)
- LGBT History Month (February)
- International Women's Day (March)
- IDAHOBIT (May)
- Windrush (75th anniversary) (June)
- Pinknic (July)
- Black History Month (October)
- Disability History Month (November)
- Interfaith Week (November)

6.3 We are trying to cover a range of protected characteristics and days that we have been approached to support by communities and organisations in the city, as they are important National or International days relevant to them. We will monitor this and feed it into an annual review.

6.4 In the past few years, we have also supported a number of days as part of the Equality Partnership work and this will continue for the next year as agreed with the partnership but we will monitor and feed this back into a review for next year. These have recently included Pinknic, Trans Day of Remembrance, Remembering Srebrenica, Gypsy and Roma Traveller Month, South Asian Heritage Month and International Day for Older Persons.

6.5 **Lower level involvement**

6.6 Please see pages 11-15 and associated key)

There are a number of other awareness days that we will also promote but at a lower level than the core group set out above. As well as awareness days this includes religious festivals and national Saints' days. These may be marked by flying the relevant flag or social media posts etc.

6.7 We will in the next year talk to our city partners to try and work together on key awareness events in the city to avoid duplication. We will also work with VCF partners to promote events when approached and when they fit into our wider approach.

7.0 **Accountability**

7.1 The Strategic Equality and Inclusion Board (SEIB) which has recently been refreshed has oversight of Equality related work in SCC. It is chaired by the Chief Executive, with the Executive Director of Operational Services being the Deputy Chair. It also has director, trade union and staff representatives and the three Members from the largest political parties also sit on the board. They will collectively be responsible for holding the organisation to account as required.

7.2 Feedback will be collected annually, and decisions made across teams for the following year with SEIB reviewing and making final recommendations for awareness days annually.

7.3 We recognise not all characteristics are covered in this list and especially in relation to disability and age. Also, there are some smaller but growing in size and visibility such as South Asian Heritage Month that are not promoted.

7.4 The SEIB will have responsibility for the Equality Awareness Day plan to track progress and impact and bring performance back on track as necessary, with Strategy and Resources maintaining a whole-organisation overview.

8. HAS THERE BEEN ANY CONSULTATION?

8.1 We will continue to discuss and agree days to promote with the Sheffield Equality Partnership and other VCF partners such as VAS and feed findings into the annual review.

8.2 The Equality Awareness Calendar (page 11-12) will be available on the intranet and internet for all to view.

9. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

Equality Implications

9.1 The Council as a public sector organisation is subject to the Public Sector Equality Duty (Section 149 of the Equality Act 2010). It also applies to services and functions that we contract to who are carrying functions on our behalf. The Equality Act 2010 does not give any one protected characteristic a greater weighting over another.

9.2 The Equality Act 2010 identifies the following groups as protected characteristics: age; disability; gender reassignment; marriage and civil partnership (discrimination only); pregnancy and maternity (employment only); race; religion or belief; sex and sexual orientation.

9.3 There are also other equality implications outside of the Equality Act protected characteristics that the Council commits to responding within our Equality Impact Assessment (EIA) process such as socio-economic disadvantage, armed forces and carers. A detailed Equality Impact Assessment (1506) accompanies this paper.

9.4 The paper proposes a planned and strategic approach to awareness days so that we can plan and deliver quality campaigns whilst measuring impact. This will help us meet our Equality Duties and Objectives under the Equality Act. It will also have an impact on our values, workplace culture and improve our dialogue and interactions with our diverse communities. A planned calendar would also prevent duplication of work across the council.

9.5 A structured calendar will help the Council plan well, co design events with our communities and deliver quality campaigns rather than performative tasks. A rolling annual calendar will allow awareness days to cover all protected characteristics in more detail, building on knowledge, education and a wider appreciation and understanding of each.

9.6 Our values aim to embrace equality and inform, educate, build community cohesion, promote inclusivity, and improve outcomes for all. Recognising awareness days can help bridge the gap between SCC and the citizens of Sheffield by acknowledging important issues which matter to a diverse range of people across the workplace and wider city.

Financial and Commercial Implications

- 9.8 This paper sets out an annual awareness calendar and the organisation needs to be aware that there will be financial implications involved when funding some of these days, however it should mainly be within agreed budgets.

Legal Implications

- 9.9 This report does not have any legal implications other than the ones that have already been set out in the report.

Climate Implications

- 9.10 This paper outlines SCC's plan for Awareness Days and as such does not have any specific climate implications.

10 ALTERNATIVE OPTIONS CONSIDERED

- 10.1 The do-nothing option was discounted when discussing this paper as it was decided that a strategic decision was needed to enhance this area of work so duplication, confusion, last minute requests could be prevented, and a concise structured calendar of events could be delivered.

11. REASONS FOR RECOMMENDATIONS

- 11.1 The recommendations are suggested so that quality messages, events, campaigns can be planned for a variety of awareness days which encompass all protected characteristics and help SCC meet its Equality Objectives.

12 Recommendations

- Agree SCC's proposed approach to Awareness Days and the calendar for 2023-2024.
- Ask Members. Leadership Teams, Officers to work together and commit to promoting the identified days.
- Agree to reviewing the annual calendar yearly.
- Agree that James Henderson in consultation with the SEIB board will monitor and review the awareness day calendar on an annual basis, as not all awareness days can be acknowledged in the year, and different priorities may arise.

2023-2024	January	February	March	April	May	June		
Religion and Belief	5. Birthday of Guru Gobind Singh (Sikhism) 6. Epiphany (Christian) 7. Christmas Day (Orthodox) 7. Mahayana New Year (Buddhism) 15. World Religion Day 26 Vasant Vanchami (Hinduism)	2. Candlemas (Christian) 3. St Blaise Day (Roman Catholic) 5-6. Tu B'shevat (Judaism) 14. St Valentines Day 15. Parinirvana (Buddhism) 18. Maha Shivaratri (Hinduism) 21. Shrove Tuesday 22 Ash Wednesday (Christian) 25-1 st Intercalary Days (Baha'i) 27 Lailat al Miraj (Islam)	6. Purim (Judaism) 8. Holi (Hinduism) 14. Nanakshani (Sikh New Year) 19. Mothering Sunday 20. Naw-Ruz (New Year, Baha'i) 22 Ramadhan Starts (Islam) 30. Ram Navami- Hinduism	5. Passover (Judaism) 6. Maundy Thursday (Christian) 7. Good Friday (Christian) 9. Easter Sunday (Christian) 14. Vaisakhi (New Year)- Sikhism) 18. Lailat al Qadr (Islam) 20. Festival of Ridvan (Baha'i) 21. Eid ul Fitr (Islam) 21 12 th Night of Ridvan (Baha'i)	5. Vesak (Buddhism) 8. Lag B'Omer begins (Judaism) 18 Ascension Day (Christian) 18. Ascension of the Lord (Orthodox) 23. Declaration of the Bab (Baha'i) 25 Shavuot (Pentacost- Judaism) 28. Ascension of the Bahu'u'llah (Baha'i) 28. Pentacost (Orthodox) 29. Whit Monday (Christian)	4. Trinity Sunday (Christian) 18 Father's Day 21. Summer Solstice (Wicca/ P) 28. Eid ul Adha (Islam)		
Disability	4. World Braille Day	4. World Cancer Day	1. Self Injury Aware Day (SIAD) 1. International Wheelchair Day 13. Neurodiversity Week	Autism Awareness Month 24. MS Awareness week	2-8. Deaf Awareness Week 12. ME Awareness Week 18. Global Accessibility Day	6. National Neuro Disability Day 19-25. Learning Disability Week		
Age		15. International Childhood Cancer Day	15. Young Carers Day 18. Stop Child Sexual Exploitation Awareness Day	24. Global Intergenerational Day	14. National Children's Day	5-11 Carers Week		
Race and Ethnicity	22. Chinese New Year 27. Holocaust Memorial Day	4. Lantern Festival- Chinese 7. UK Race Equality week	1. Zero Discrimination Day 21. International Day for the Elimination of Racial Discrimination	8. International Romani Day 22. Stephen Lawrence Day	21. Cultural Diversity for Dialogue and Development Day 25. George Floyd Anniversary 29. International United Peacekeepers Day	Gypsy, Roma and Traveller History Month 11. Race Unity Day 22. Windrush Day 20-26 World Refugee Week		
Sex			International Women's History Month 8. International Women's Day					
Sexual Orientation Gender Assignment		LGBTQ History Month	31. International Transgender Day of Visibility	6. International Asexuality Day	17. International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT)	Pinknic LGBTQ+ PRIDE Month		
Pregnancy and Maternity					2-8. Maternal Mental Health Week 4-10 National Weaning Support 15-28 Foster Carers Fortnight	SAND's Awareness Month 1-Global Day of Parents		
Marriage and Civil Partnership								
Other	Cervical Cancer Aware Month Dry January Thyroid Awareness Month 1-New Years Day (Bank Hol) 25 th . Burns Night (Scotland)	3. Unicef Day of Change? 2. Time to Talk Day 7. Safer Internet Day 20. World Day of Social Justice 24. STAND up to Bullying Day 27-13 March. Fairtrade Fortnight	Ovarian Prostrate Endometriosis Brain Tumour Awareness Month National Bed Month	8. National No Smoking Day 18. Global Recycle Day 22. World Water Day	Bowel Cancer Stress Parkinsons Autism IBS Caesarean Awareness M's	National Pet Month	Stroke Month Skin Cancer, Coeliac, Hepatitis Awareness Make May Purple National Walking Month Local Community and History Big Asthma Bake Sale Month	Motor Neurone Disease Awareness Month

2023-2024	July	August	September	October	November	December
Religion and Belief	9. Martyrdom of the Bab (Baha'i) 23. Birthday of Haile Selassie (Rastafarian) 24. Pioneer Day (Mormon) 27. Ashura (Islam)	15. Assumption of Blessed Mary (Christian) 17. Marcus Garvey Day (Rastafarians)	6-7. Krishna Janmashtami (Hinduism) 11-18. Paryushana Begins (Jain) 15-17. Rosh Hashanah (Judaism) 27. Elevation of the Holy Cross (Orthodox) 24. Yom Kippur (Judaism) 26. Mawlid Al Nabi (Islam) 28. Anant Chaturdashi (Hinduism, Jain) 29. Michaelmas- Christian 29-06. Sukkot (Judaism)	15-24 Navratri (Hinduism) 31. Halloween (Christian)	Islamophobic Awareness Month 1. All Saints Day (Christian) 2. All Souls Day (Christian) 12. Diwali (Hinduism, Jain) 12-19. UK Interfaith Week 27. Birthday of Guru Nanak (Sikhism)	3. Advent Sunday (Christian) 6. St Nicholas Day (Christian) 7-15 Hanukah (Judaism) 8. Feast of the immaculate Conception (Christian) 21. Yule (Wicca/ Pagan) 25. Christmas Day (Christian) 26. St Stephens Day (Christian)
Disability	25. National Schizophrenia Awareness Day		24. World Deaf Day 25-1st. UK Inclusion Week	ADHD Awareness Month Down Syndrome Awareness Month 6. World Cerebral Palsy Day 6. World Dyslexia Day 10-16. Dyspraxia Awareness Week 10th World Mental Health Day	16-16. UK Disability History Month Begins.	3. International Day for People with Disabilities
Age	15. World Youth Skills Day	12. International Youth Day	Older Person Month 19. Young Mental Health Day 11-15. Pension Awareness Day	1. International Day for Older People	6- 12 World Youth week 20. Universal Children's Day 25. Carers Rights Day	
Race and Ethnicity	11. Remembering Srebrenica 18. South Asian Heritage Month 18. Black Leaders Awareness Day 18. Nelson Mandela International Day	23. International Day of the Remembrance of the Slave Trade and Abolition		Black History Month		18. International Migrants Day
Sex			3. Every Women Day? 18. International Equal Pay Day	Menopause Awareness Month	Men's Health Awareness Month 25. White Ribbon Day (VAWG)	
Sexual Orientation Gender Assignment	14. International Non-Binary Peoples Day		23. Bi Visibility Day	11. National Coming Out Day 18. International Pronouns Day	13-19 Transgender Awareness Week	
Pregnancy and Maternity	3. International Bereaved Parents Day	National Breastfeeding Month	26. World Contraception Day	17-23 National Adoption Week		
Marriage and Civil Partnership						
Other	National Make a Difference for Children Month Talk to Us Month Plastic Free July National Picnic Month	Yorkshire Day Health and Safety Month National Road Victim Month	World Alzheimers Month Blood Cancer Awareness Month 10. Word Suicide Prevention Day 11-17. Sexual Health week	8-16. National Hate Crime Week Awareness Week 10. World Mental Health Day 17. International Day for the Eradication of Poverty	Lung Cancer Mouth Cancer Pancreatic Cancer, COPD 5, Bonfire Night 13. Remembrance Sunday	Universal Human Rights Month AIDS Awareness Month 31st New Years Eve

Awareness Days 2023- Theme Related and Associated Activity- Internal and External

Dark Green- highest level of involvement/ media/ cost/ campaign)

Light Green- lower levels of involvement/exposure

Religion and Belief

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
Ramadhan									
Eid x2									
Easter									
Halloween									
Christmas Day									
Passover									
Diwali									
Islamophobic Awareness Month									
Hanukah									
Holi									
Mothers and Father Day									

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Disability

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
UK Disability History Month									

Age

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
Carers Week									

Race and Ethnicity

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Codes
		Weekly Message	Intranet Page						
Holocaust Memorial Day									
Chinese/ Luna New Year									
Race Equality Matter Week									
Stephen Lawrence Day									
George Floyd Anniversary									
Eliminate Racial Discrimination Day									
Gypsy, Roma, Traveller Month		?							
Windrush									
Remembering Srebrenica									
South Asian Heritage Month									
Black History Month									

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Sex

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
International Women's Day									
Menopause Awareness									
White Ribbon Day									

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Sexual Orientation and Gender Reassignment

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
LGBT History									
IDAHOBIT									
PRIDE									
Trans Day of Remembrance									

Pregnancy and Maternity

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
National Adoption Week									
Foster Care Fortnight									

Marriage and Civil Partnership

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						

Other

Day	Social Media/ Gov Delivery Post	Internal		Event	Campaign	Media	Flag	Team Involved	Cost/ Budget Code
		Weekly Message	Intranet Page						
Eradication of Poverty									
Bonfire Night									
Remembrance Sunday									
New Year's Eve									
Yorkshire Day									

