

# Diversity, Inclusion and Wellbeing



Stand up to Bullying - February



LGBTQIA+ Pride Month - June



Black History Month - October



# Introduction

## Making the most of Our Calendar

### Key Dates to Note

Our calendar has been designed to include a wide range of diversity, inclusion and wellbeing events, with the purpose of raising awareness of dates, which may be of relevance to you and your team/student group. We welcome recommendations of dates/themes from our staff and student community that we might recognise in future calendar years. Please email [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk) with any suggestions.



### Religious dates

The calendar has given a special focus to religious dates as a feature of the calendar. We have tried to ensure that the dates included are representative of dates celebrated by our staff and student community. The aim is to recognise religious festivals and raise awareness of these to our community. If there are any specific religious festivals/dates that you consider are missing, please email [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk)

### Community members participating in Religious Festivals

If you are a staff member wishing to observe a religious festival or holy day during working hours, please speak with your line manager in advance. Line Managers are encouraged to consider sympathetically, requests for annual leave or flexible working arrangements as long as it does not cause undue disruption.

## Introduction

### A warm welcome to QMU's Diversity, Inclusion and Wellbeing (DIW) Calendar for 2024!

This calendar has been designed with our full staff and student community in mind. Each month considers a different Diversity, Inclusion and Wellbeing theme, which has been chosen given its relevance and links to QMU's commitment to social justice, wellbeing and supporting our local community.

Each month we will send out a communication on the chosen theme to raise awareness, provide information on support services available, and highlight planned activity happening on campus or remotely that you may wish to participate in.

We welcome your feedback on the calendar, such as key dates not included this year or recommendations for future monthly themes – please get in touch at [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk)

\*If you are a member of staff at QMU who is interested in joining a Working Group to support the delivery of the DIW Calendar and its related communications, please email [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk) to express your interest.

### Quick links

Our calendar has a monthly theme. To support each of these themes we have provided a number of quick links to outside support charities, relevant awareness websites and key internal/external support services available to both staff and students.

# January

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## Celebrating Religious Diversity and Tolerance

World Religion Day is celebrated each year on the third Sunday of January. First observed in 1950, this day of reflection is a chance to celebrate the global and religious diversity of our QMU community and promote an understanding and union of different religions and beliefs. Whether you are part of a religion or not, each and every one of us at QMU has a part to play in achieving the ultimate goal of World Religion Day; to help promote peace, understanding, and mutual respect amongst our different communities.

At QMU, we are proud to welcome staff and students from all faiths, spiritualities, beliefs or none. This calendar has given a special focus to religious dates as a feature, and although every effort has been made to ensure that the dates included are representative of our staff and student community, if you feel that there are significant dates missing that should be included in future calendars, please email [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk) to let us know. On Campus, we have a quiet Contemplation Room on Level 1 for personal prayer, reflection and contemplation, which is available to staff and students of all faiths and none. Although there isn't a chaplaincy on the QMU campus, QMU works closely with the St Albert's Catholic Chaplaincy at the University of Edinburgh, which has chaplains for all faiths and beliefs.

### The Origins of World Religion Day

Initially a Bahá'í observance, World Religion Day was inspired by the Bahá'í principles of the oneness of religion and of progressive revelation, which describe religion as evolving continuously throughout the history of humanity. The purpose of this day was to highlight the ideas that the spiritual principles underlying world's religions are harmonious and each religion plays a significant role in unifying humanity. 'See the truth in all religions, for truth is in all and truth is one' - Baha'i Holy Writings.

January 2024

### Key Dates to Note

- New Years Day** - 1st
- World Braille Day** - 4th
- Martin Luther King Jr Day** - 14th
- World Religion Day** - 21st
- Baby Loss Awareness Week** - 9th–15th
- International Day of Education** - 24th
- Burns Supper** - 25th
- Holocaust Memorial Day** - 27th
- Data Privacy Day** - 28th

### Religious dates

- Epiphany** (Christian) - 6th 
- Feast of the Nativity** (Orthodox Christian) - 7th 
- Maghi** (Sikh) - 15th 
- Makar Sankranti** (Hindu) - 15th 
- Birthday of Guru Gobind Singh** (Sikh) - 17th 
- Mahayana New Year** (Buddhist) - 25th 
- Tu BiShvat** (Judaism) - 25th 

### Quick links

[St Albert's Chaplaincy](#) – The University of Edinburgh, 0131 650 0900

[Religious Venues in Edinburgh](#)

[QMU Student Christian Society](#)

[QMU Student Muslim Society](#)

[Report & Support](#)

# February

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

## Quick links

[Report and Support](#)

[What is Bullying and Harassment?](#)

[Anti-Bullying and Harassment Policy](#)

[Anti-Bullying & Harassment and Procedure for Students](#)

[QMU Dignity at Work Policy and Procedure](#)

## External Support

[National Bullying Helpline](#)

[Bullying UK \(part of Family Lives includes Helpline support\)](#)

[Citizens Advice Scotland - Harassment Support](#)

## Stand Up to Bullying

International Stand Up to Bullying Day is a semi-annual event that takes place in both February and November. Its aim is to reduce bullying by celebrating diversity in all its forms and supporting workplaces, communities, and schools to be safe, supportive, welcoming, and inclusive of all people. It emerged from the acts of two Nova Scotian 12 graders in 2007. Travis Price and David Shepherd stood up and protested when a fellow student was picked on for wearing a pink shirt. They bought 50 pink shirts at a discount store and emailed their classmates asking them to wear the pink shirts that they had bought the following day, to create a “sea of pink” to support the bullied student. Many students wore the shirts while the rest came to school in their own pink clothes.

## Report and Support Tool

At QMU, we are committed to promoting a culture where bullying and harassment are acknowledged to be unacceptable and are not tolerated under any circumstances. We use the online platform Report and Support to support both students and staff wanting to report and/or seek support for various forms of harassment and violence they have experienced. There are two ways you can report something: anonymously or reporting with contact details. The platform also provides information and advice to students and staff as well as links to one to one professional support and routes to reporting.

We promote Report and Support in partnership with the Students’ Union, as part of QMU’s commitment to provide a safe and supportive environment for all students and staff, free from any form of discrimination or harassment. Report and Support is used by many higher education institutes across the UK. Whether or not you choose to make a report, you will also find a wide variety of useful information, support and signposting: <https://reportandsupport.qmu.ac.uk>

## February 2024

### Key Dates to Note

**LGBT+ History Month** - 1st–29th

**World Interfaith Harmony Week** - 1st–7th

**Time to Talk Day** - 1st

**World Cancer Day** - 4th

**UK Race Equality Week** - 5th–11th

**Chinese New Year (Dragon)** - 10th

**International Day of Women and Girls in Science** - 11th

**World Day of Social Justice** - 20th

**International Stand Up to Bullying Day** - 24th

### Religious dates

**Imbolc/Candlemas** (Wicca/Pagan) - 1st–2nd 

**Setsubun-sai** (Shinto) - 3rd 

**Lailat al-Miraj\*** (Islam) - 8th 

**Shrove Tuesday** (Christian) - 13th 

**Vasant Panchami\*** (Hindu) - 14th 

**Ash Wednesday** (Christian) - 14th 

**Parinirvana/Nirvana Day** (Buddhist) - 15th 

**Magha Puja/Sangha day** (Buddhist) - 24th 

**Lailat al Bara’ah** (Islam) - 25th 

# March

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

BOX  
Office

## Gender Equality

Coinciding with International Women's Day (IWD) on the 8th, the theme of Gender Equality has been chosen for March. International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women, and it also marks a call to action for accelerating gender parity. In 2024, the theme for IWD is #InspireInclusion.

QMU has a long and proud history of advancing gender parity and inclusion since its establishment. Founded in 1875, the institution that has now become Queen Margaret University provided education for working class women at a time when society made that challenging. Society, and the institution, have evolved significantly but this original commitment to making education open to all still inspires us. Today, we remain committed to driving our gender equality work as a proud member of the Athena Swan Charter, a framework used across the globe to support and transform gender equality.

## QMU's Beginnings

In 1875, the School was established as a voluntary effort to address two key problems facing society at the time:

(1) To provide educational opportunities for women. The institution's founders were part of the U.K.-wide mid Victorian "Women's Movement", which was a campaign for better education and improved career opportunities for females. A main element of this campaign was directed at securing equality of opportunity for school girls, but another purpose was to open up post-school education at both university and technical levels. To this point young women had been excluded from higher and technical education, with an inevitable consequence being widespread female poverty.

(2) The need to bring about an improvement in diets, particularly the diets of working class families.

## Quick links

[QMU History](#)

[Athena SWAN at QMU](#)

[Futures for Women](#)

[Engender Scotland](#)

[International Women's Day](#)

[Equate Scotland](#)

March 2024

## Key Dates to Note

**International Wheelchair day** - 1st

**Zero Discrimination Day** - 1st

**World Hearing Day** - 3rd

**International Women's Day** - 8th

**Deaf History Month** - 13th March–15th April

**International Day to Combat Islamophobia** - 15th

**Young Carers Action Day** - 15th

**Global Recycling Day** - 18th

**Sign Language Week** - 18th–24th

**International Day for the Elimination of Racial Discrimination** - 21st

**World Down Syndrome Day** - 21st

**Epilepsy Awareness - Purple Day** - 26th

**International Transgender Day of Visibility** - 31st

**World Bipolar Day** - 30th

## Religious dates

**Maha Shivratri\*** (Hindu) - 8th



**Ramadan begins\*** (Islam) - 11th



**Nanakshahi/New Year** (Sikh) - 14th



**Saint Patrick's Day** (Christian) - 17th



**Spring Equinox/Ostara** (Wicca/Pagan) - 20th



**Naw-Rúz** (Bahá'í)- 20th



**Palm Sunday** (Christian) - 24th



**Holika Dahan** (Hindu) - 24th



**Purim** (Judaism) - 24th



**Hola Mohalla** (Sikh) - 25th–27th



**Maundy Thursday** (Christian) - 28th



**Good Friday** (Christian) - 29th



**Easter Sunday** (Christian) - 31st



# April

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## Quick links

### Staff:

We encourage staff to talk your line manager, trade union representative, HR partner or [Employee Assistance Programme – MCL Medics](#)

[QMU Stress Risk Assessment and Action Plan](#)

[Managing Stress at Work Policy](#)

### Students:

[Don't panic: guide to being a QMU student: Stress](#)

[Together All](#)

[Student Services, Wellbeing Support Page](#)

Louise Gill, Wellbeing Adviser - [wellbeing@qmu.ac.uk](mailto:wellbeing@qmu.ac.uk)

Dona Smith, Wellbeing Adviser for Paramedic Science Students - [CWS@qmu.ac.uk](mailto:CWS@qmu.ac.uk)



## Stress Awareness Month

April is Stress Awareness Month; its aim is to remind us of the importance of taking time to pause and understand what the purpose of stress is, our triggers, how it affects us physically and mentally, and the impact it has in our day-to-day lives. It is designed to open up conversations about stress in our lives and remove some of the stigmas around talking about stress. We all experience periods of pressure in our personal and working lives, and short periods of pressure are not necessarily of concern. However, when demands and pressures ('stresses and stressors') become too great, they can induce, in anyone, the harmful or potentially harmful mental and physical feelings and reactions commonly known as "stress". Stress is not an illness, but exposure to excessive and prolonged stress can lead to mental and physical ill health.

The earlier a problem is tackled, the less impact it will have. If you think that you are having problems with stress at work or with your studies, we encourage you to talk to someone. Whether you are a staff or student, we encourage you to explore the support systems available to you in the quick links section to the left.

April 2024

## Key Dates to Note

**Stress Awareness Month** - 1st–30th

**World Autism Day** - 2nd

**Autism Acceptance Week** - 2nd–8th

**International Asexuality Day** - 6th

**World Health Day** - 7th

**International Romani Day** - 8th

**Earth Day** - 22nd

**International Lesbian Visibility Day** - 26th

**World Day for Health & Safety at Work** - 28th

**National British Sign Language (BSL) Day** - 28th

## Religious dates

**Easter Monday** (Christian) - 1st

**Laylat al-Qadr** (Islam) - 6th

**Chaitra Navratri begins, Ramayana begins, Ugadi New Year** (Hindu) - 9th

**Eid al-Fitr\*** (Islam) - 10th

**Songkran/Thai New Year** (Buddhist) - 13th

**Vaisakhi** (Sikh) - 14th

**Rama Navami** (Hindu) - 17th

**First Day of Ridván** (Bahá'í) - 20th

**Mahavir Jayanti** (Jainism) - 21st

**Passover** (Judaism) - 22nd–30th

**Ninth Day of Ridván** (Bahá'í) - 29th



# May

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## Quick links

[QMU Outcome Agreement 2022-23](#)

[Healthfest at QMU](#)

[‘Nursing at QMU can take you anywhere’](#)

[Occupational Therapy Student Society](#)

[Physiotherapy Student Society](#)

[Speech and Language Therapy Student Society](#)



## Celebrating Our Allied Health Professions

At QMU, we are proud to offer the broadest range of allied health professional degrees in Scotland including nursing, dietetics, occupational therapy, physiotherapy, podiatry, radiography, audiology, art psychotherapy, music therapy, and speech and language therapy. 12th May is International Nurses' Day, and Allied Health Professions Day falls later in the year on 14th October: both of these dates mark opportunities to celebrate the contribution and dedication of those who devote themselves to the care of others.

As set out in our Outcome Agreement, we are committed to widening participation of men in disciplines and professions where they are underrepresented due to social, economic or cultural reasons, particularly Nursing and Allied Health Professions. In acknowledgement that the underrepresentation of men within these disciplines extends beyond QMU and the HE sector, to the professions and society as a whole, our work to actively address this area is focused within our outreach and widening participation strategies. We understand the need to work with a range of partners, including schools, colleges, community groups, third sector and voluntary agencies, and local authorities to encourage male access to these professions.

May 2024

## Key Dates to Note

**Deaf Awareness Week** - 1st–7th

**UK National Day for Staff Networks** - 8th

**International Nurses Day** - 12th May

**Mental Health Awareness Week** - 15th–21st

**Dementia Action Week** - 13th–19th

**Global Accessibility Awareness Day** - 16th

**International Day Against Homophobia, Biphobia and Transphobia** - 17th

**World Day for Cultural Diversity for Dialogue and Development** - 21st

**Pansexual & Panromantic Visibility Day** - 24th

## Religious dates

**Beltane/May Eve** (Wicca/Pagan) - 1st



**Twelfth Day of Ridván** (Bahá'í) - 2nd



**Pascha/Easter** (Orthodox Christian) - 5th



**Ascension Day** (Christian) - 9th



**Akshaya Tritiya** (Jainism/Hindu) - 10th



**Pentecost** (Christian) - 19th



**Second Passover** (Judaism) - 22nd



**Vesak/Visakha Puja** (Buddhist) - 23rd



**Declaration of the Báb** (Bahá'í) - 23rd–24th



**Lag B'Omer** (Judaism) - 24th–26th



**Ascension of Bahá'u'lláh** (Bahá'í) - 28th–29th



# June

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## LGBTQIA+ Pride Month

Pride Month is about LGBTQIA+ communities and allies coming together in celebration and solidarity, and to continue to raise awareness of the inequalities and discrimination faced by LGBTQIA+ communities around the world and to campaign for equal rights and freedoms for all. The importance of Pride Month extends beyond just celebrating our differences - it's also about spreading love and acceptance worldwide. Pride allows us to come together as one united community under one common goal: creating a world where everyone can live without fear or discrimination based on their sexual orientation or gender identity.

QMU prides itself on its welcoming community and creating a place where people feel recognised and heard. This June, as well as throughout the year, we recognise the experiences and achievements of the LGBTQIA+ community, celebrate the great diversity of our communities, and support the right of every individual to live authentically.

## The Origins of Pride Month

Pride month started as a riot against police brutality at a small dive bar in New York City called the Stonewall Inn in 1969. At the time there existed outdated "masquerade" or "cross-dressing" laws that suggested a "man" or a "woman" must be wearing a certain number of clothing items that matched the gender on their state-issued ID. The police took advantage of these laws to raid drinking establishments and arrest transgender and gender non-conforming individuals. Just after midnight on June 28, 1969, the police raided the Stonewall Inn like they had many times before. Only, this time, something unusual happened: Stonewall patrons fought back. On 1 July 1972, the UK's first Pride march was held in London. The date was chosen as the closest Saturday to the anniversary of the Stonewall riots of 1969.

June 2024

## Key Dates to Note

**LGBTQ+ Pride Month** - 1st-30th

**Gypsy, Roma and Traveller History Month** - 1st-30th

**Volunteers week** - 1st-7th June

**World Environment Day** - 5th

**Omni sexual visibility day** - 6th

**Race Unity Day** - 9th

**Carers Awareness Week** - 10th-16th

**Mens Health Week** - 12th-18th

**Clean Air Day** - 15th

**Autistic Pride Day** - 18th

**Learning Disability Awareness Week** - 17th-23rd

**World Refugee Day** - 20th

## Religious dates

**Shavuot (Judaism)** - 11th-13th



**Guru Arjan Martyrdom (Sikh)** - 16th



**Eid ul-Adha (Islam)** - 16th - 19th



**Summer Solstice/Litha (Wicca/Pagan)** - 20th



**Pentecost (Orthodox Christian)** - 23rd



**Eid al-Adha (Islam)** - 28th - 2nd



## Quick links

[Pride Edinburgh](#)

[Stonewall Scotland](#)

[Equality Network](#)

[Scottish Trans Alliance](#)

[LGBTQIA+ Student Society](#)

[LGBTQ+ Staff Network](#)

[LGBTQ+ Help and Support](#)



# July

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## Quick links

[Inclusion Scotland](#)

## Support for Students:

[Student Disability Service](#)

[How To Use the Library – Support for Students with disabilities](#)

[Lead Scotland Downloadable Guides](#)

## Support for Staff:

[Access to Work](#)

[Able Futures](#)

[Employee Assistance Programme: MCL Medics](#)

[QMU Flexible Working Policy](#)

[QMU Special Leave Policy](#)



## Disability Pride Month

Disability Pride Month takes place each July. It's a time when disabled people and allies celebrate disability as a positive identity and culture, and also challenge systemic ableism, discrimination and marginalisation.

Disability is complex, so disability pride will mean something different to each disabled person. Accepting a disability, neurodivergence or chronic illness is an ongoing journey, and everyone will be at different points. In a general sense, Disability Pride Month is a time for disabled people to celebrate whatever stage they're at, and non-disabled people to reflect on the fact that disability isn't an inherently negative thing, but rather simply a fact of life.

## Support at QMU

At QMU, we are proud of our diverse community and are committed to creating an inclusive and accessible environment. Disability Pride Month may be one month on the DIW calendar, but throughout the year we continue to work together to make the University a welcoming, accessible, and inclusive place for staff and students with disabilities. If you are a student with a disability, we have a dedicated disability team on campus made up of advisers who can provide specialist support. Likewise, if you are a member of staff with a disability or you have caring responsibilities for someone with a disability, we encourage you to contact your HR Partner to find out about the reasonable adjustments and flexible working arrangements that may be available to you.

July 2024

## Key Dates to Note

**Disability Pride Month** - 1st–31st

**International Non Binary Day** - 14th

**South Asian Heritage Month** - 18th July to August 17

**World Hepatitis Day** - 28th

**International Friendship Day** - 30th

## Religious dates

**Muharram - New Year** (Islam) - 7th

**Martyrdom of the Báb** (Bahá'í) - 9th

**Asalha Puja/Dharma Day** (Buddhist) - 21st

**The Three Weeks begin** (Judaism) - 23rd

**St James the Great Day** (Christian) 25th



# August

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## Environmental Awareness and Sustainability at QMU

This August, we have chosen 'Environmental Awareness and Sustainability' as our monthly theme. The concept of sustainability is widely contested across cultures, disciplines, historical and political contexts. At its most basic level, it is about the capacity to preserve ways of doing and being, but emphasis is also placed on the interactions of human, economic, social, and environmental concerns.

At QMU, we have placed sustainability at the very core of our vision, taking a joined-up approach to the social, environmental and economic dimensions of sustainable development. Our holistic approach not only takes account of our immediate campus environment and everyday behaviour but also extends to curriculum development and the impact of our teaching and research across the world. Sustainability requires us all to be participants by urgently reducing inequality, eradicating poverty, improving health and education, tackling climate change, and preserving our environment.

### QMU Net-Zero Strategy

In 2023, we launched our '[QMU Net-Zero Strategy 2023-2028](#)', which sets out challenging but deliverable targets for emissions reductions and ensures we build capacity, capability and maturity in our climate change knowledge. This strategy has been driven by our value in individual and collective contributions and this reflects that sustainability is a personal, collective and corporate and ultimately political commitment.

### Quick links

[United Nations Sustainable Development](#)

['Can Creative Practice Influence How We Relate to Our Environment?'](#)

[QMU Sustainability](#)

[QMU Net-Zero Strategy 2023-2028](#)

[University Bike Hire Scheme – Open to Staff and Students](#)

[Bike to Work Scheme](#)

August 2024

### Key Dates to Note

**World Breastfeeding Week** - 1st–7th

**Cycle to Work Day** - 1st

**International Day of the World's Indigenous Peoples** - 9th

**International Youth Day** - 12th

**International Day Commemorating the Victims of Acts of Violence based on Religion or Belief** - 22nd

**International Day for the Remembrance of the Slave Trade and its Abolition** - 23rd

### Religious dates

**Lughnassadh/Lammas** (Wicca/Pagan) - 1st ☉☿

**Feast of the Transfiguration** (Christian) - 6th ✝

**Tu B'Av** (Judaism) - 13th ✡

**Obon** (Buddhist) - 13th–15th ☸

**Raksha Bandhan** (Hindu) - 19th ॐ

**Krishna Janmashtami** (Hindu) - 26th ॐ

# September

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						



September 2024

## Key Dates to Note

- World Literacy Day** - 8th
- World Suicide Prevention day** - 10th
- International Equal Pay Day** - 18th
- Alzheimers Day** - 21st
- International Day of Peace** - 21st
- International Day of Sign Languages** - 23rd
- Bi Visibility Day** - 23rd
- National Inclusion Week** - 23rd–29th
- World Deaf Day** - 29th

## Religious dates

- Samvatsari** (Jainism) - 7th
- Ganesh Chaturth** (Hindu) - 7th
- Milad-un-Nabi** (Islam) - 15th
- Anant Chaturdashi** (Hindu) - 17th
- Autumn Equinox/Mabon** (Wicca/Pagan) - 22nd



## Quick links

If you find yourself or someone you know experiencing a Mental Health Crisis or emergency, please know that support is available:

Call 999 if you or someone you know experiences an acute life-threatening medical or mental health emergency.

Contact NHS 24 – Free phone: 111

[Edinburgh Crisis Centre](#) to discuss a mental health crisis

NHS Emergency Mental Health Assessment Service - 0131 537 6000

[Contact a Samaritan](#) – 116 123

[Breathing Space Scotland](#) - 0800 83 85 87

Edinburgh Night Line - Confidential Support for Students

8pm-8am term-time - 0131 557 4444

## Staff Wellbeing Support Links:

[Together All](#) – An online mental health support service

[MCL Medics Employee Assistance Programme](#) – offers a personal support service, including access to counselling and health and wellbeing support – Helpline: 0808 196 1441

[Able Futures](#) - Confidential ongoing support from a qualified mental health professional

## Student Wellbeing Support Links:

[Together All](#) – An online mental health support service

[Student Services, Wellbeing Support Page](#)

Louise Gill, Wellbeing Adviser - [wellbeing@qmu.ac.uk](mailto:wellbeing@qmu.ac.uk)

Dona Smith, Wellbeing Adviser for Paramedic Science Students - [CWS@qmu.ac.uk](mailto:CWS@qmu.ac.uk)

## External Support for all:

[How to Improve Your Mental Health \(Mind Org\)](#)

[Self Help Support for Anxiety \(NHS\)](#)

[Mental Health Support around Edinburgh \(iThrive\)](#)

[Mental Health Support in East Lothian \(East Space\)](#)

## Mental Health & Wellbeing

September is often a month of transition for our university community, and whilst the new opportunities that the month brings can be exciting, for many it can also present daunting or unknown challenges that can impact our wellbeing. With that in mind, the theme for September has been chosen as 'Mental Health and Wellbeing', to raise awareness of the wellbeing support available to our university community whenever they may need it. We know that between induction activities and the beginning of teaching, this month can be a busy time for many, but we recommend taking the time to familiarise yourself with the variety of wellbeing support available to you by exploring the links provided on this page. Whether you need it now or later down the line, QMU is here to support you.

## Suicide Awareness Day – 10th September

This month on 10th September, we recognise Suicide Awareness Day, providing an opportunity to raise awareness of suicide and encourage conversations to check in with each other. We support not just World Suicide Prevention Day itself, but we encourage all members of our QMU Community to talk to one another all year round because conversations can make a real difference and save lives. There are a number of local support charities and services available to all our community. We draw attention to these in the links section on the left, and more importantly, you can find information on what to do if you or someone you know is faced with a mental health emergency.

# October

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## Quick links

- [Black History Month Scotland](#)
- [Black History Month Online Events](#)
- [Decolonising QMU Sharepoint](#)
- [Scotland Black History Map](#)
- [EDI Culture Review – Professor Paul Miller and QMU](#)
- [Equality, Diversity and Inclusion Culture Review](#)



## Black History Month

Each year throughout October, QMU recognises Black History Month: a time to celebrate the achievements, contributions and histories of Black people in the UK and around the world, and to raise awareness and campaign against present-day racism. It is important to recognise that Black history should be part of how we look at history in general and not just siloed into a month– but we recognise that, in a structurally racist society, there is a need to focus awareness in this way.

QMU is on a long and deep journey to tackle racial inequalities. Building on equality, diversity and inclusion (EDI) work at the University, Professor Paul Miller, Dr Leroi Henry and Dr Kenisha Linton-Williams have carried out an in-depth EDI culture review of the experiences and outcomes of ethnic minority staff and students. The findings from this review have enabled QMU to strengthen and develop a meaningful EDI anti-racism strategy and action plan. Amongst the commitments made as part of our EDI Culture Review, QMU has committed to hosting an annual Black History Month Lecture, open to all staff and students. Look out for further information coming later in the year to find out more information about 2024's lecture!

## Black History in Scotland

“Black history is Scotland’s history. It is as crucial as ever that Black history is celebrated in Scotland. This only happens with a change in our history and heritage sectors and our education system. Black history needs to be more integrated into the ways in which we teach and tell stories about Scotland. This encompasses the history of African, Caribbean and Asian people in this country; people who often have a direct link with Scotland through slavery, colonialism and migration. Black History Month focuses on people whose sacrifices, contributions and achievements against a backdrop of racism, inequality and injustice are often forgotten about.” - Coalition for Racial Equality and Rights (CRER)

## October 2024

### Key Dates to Note

- Black History Month** - 1st–31st
- Vegetarian Day** - 1st
- International Day of Older Persons** - 1st
- Dyslexia Awareness Week** - 2nd–8th
- Baby Loss Awareness Week** - 9th–15th
- World Mental Health Day** - 10th
- Dyspraxia Week** - 13th–19th
- Allied Health Professions Day** - 14th
- World Food Day** - 16th
- International Day for the Eradication of Poverty** - 17th
- International Pronouns Day** - 18th
- Menopause Awareness Day** - 18th
- Care Experience Week** - October TBC
- Intersex Awareness Day** - 26th

### Religious dates

- Sharad Navratri** (Hindu) - 3rd–12th 
- Yom Kippur** (Judaism) - 12th 
- Dussehra** (Hindu) - 12th 
- Sukkot** (Judaism) - 16th–23rd 
- Birthday of Guru Granth** (Sikh) - 20th 
- Shemini Atzeret** (Judaism) - 24th 
- Simchat Torah** (Judaism) - 25th 
- All Hallow's Eve** (Christian) - 31st 
- Samhain/Hallowe'en** (Wicca/Pagan) - 31st 

# November

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## Quick Links – Staff & Student Groups

[LGBT+ Staff Network](#)

[QMU Student LGBTQIA+ society](#)

## External Support

[Scottish Trans Alliance](#)

[Stonewall Scotland](#)

[LGBT Health & Wellbeing](#)

[LGBT Youth Scotland](#)

[Mindout](#)



## Trans Inclusivity

Transgender Day of Remembrance (TDOR) is an annual observance on 20 November honouring the memory of the transgender people whose lives have been lost in acts of anti-transgender violence. Additionally, the week before TDOR, people and organisations around the country participate in Transgender Awareness Week to raise visibility for transgender and non-binary people and address issues the community faces.

At QMU, we join others around the world in thinking about those who have lost their lives as well as those who have suffered from gender-identity based violence. While this is a day for remembrance, this is also an occasion to recognise the diversity and resilience of the trans community at QMU and around the world.

All trans and non-binary staff and students have a place and a community to support them at QMU. As we mark Trans Awareness Week, it is important for us to continue to reflect on the work that still needs to be done and how we, as an institution, can improve to ensure that all students and staff feel safe and welcome at QMU. We continue to strive for everyone in our community to be safe and valued whatever their gender identity and to have full freedom in their gender expression.

## The History of Transgender Day of Remembrance

Transgender Day of Remembrance was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honour the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death and began an important tradition that has become the annual Transgender Day of Remembrance.

November 2024

## Key Dates to Note

**National Fertility Awareness Week TBC** - 4th–8th

**National Stress Awareness day** - 1st

**Intersex Day of Solidarity** - 8th

**Remembrance Sunday** - 10th

**World Kindness Day** - 13th

**Trans Awareness Week** - 13th–19th

**International Day for Tolerance** - 16th

**International Student's Day** - 17th

**International Men's Day** - 19th

**Transgender Day of Remembrance, World Children's Day** - 20th

**Carers Rights Day** - 21st

**International Day for the Elimination of Violence against Women** - 25th

**16 Days of Activism against Gender Based Violence** - 25th November–10th December

**St Andrews Day** - 30th

## Religious dates

**Diwali\*** (Hindu, Jain, Sikh) - 1st



**All Saints' Day** (Christian) - 1st



**All Souls' Day** (Christian) - 2nd



**Birth of the Báb** (Bahá'í)\* - 2nd



**Birth of Bahá'u'lláh** (Bahá'í)\* - 3rd



**Chhath Puja** (Hindu) - 7th–10th



**Kartik Purnima** (Hindu, Jain, Sikh) - 15th



**Guru Nanak Dev Sahib Birthday** (Sikh) - 15th



**Nativity Fast Begins** (Orthodox Christian) - 15th



**Day of the Covenant** (Bahá'í) - 25th



**Ascension of 'Abdu'l-Bahá** (Bahá'í) - 27th–28th



# December

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## Quick links

[Information for International Students](#)

[Online Events and Drop In Sessions for International Students](#)

[QMU Teaching Partnerships](#)

[Visas and Immigration](#)

## Staff:

If you are an international staff member with questions about the immigration rules or visas, please reach out to your [HR Partner](#) who will be able to provide further guidance and support as to what steps you can take next.



December 2024

## Key Dates to Note

**Worlds AIDs Day** - 1st

**International Day for the Abolition of Slavery** - 2nd

**International Day of Persons with Disabilities** - 3rd

**Pansexual Pride Day** - 8th

**Human Rights Day** - 10th

**International Migrants Day** - 18th

**International Human Solidarity Day** - 20th

## Religious dates

**Advent Sunday** (Christian) - 1st

**Bodhi Day** (Buddhist) - 8th

**Gita Jayanti** (Hindu) - 11th

**Dhanu Sankranti** (Hindu) - 15th

**Winter Solstice/Yule** (Wicca/Pagan) - 21st

**Christmas Eve** (Christian) - 24th

**Christmas Day** (Christian) - 25th

## Global QMU

In 2000, the United Nations General Assembly declared 18 December as International Migrants Day, marking a day every year to reflect on the role of migrants in our societies, celebrate their resilience and positive contributions and highlight the increasingly complex challenges they face. This December, to recognise International Migrants Day, we have chosen the theme of 'Global QMU' to honour and celebrate our international staff and student community here at QMU.

Undoubtedly, the multiculturalism and diversity of perspectives that our international staff and students bring to QMU enrich our campus, programmes and local communities. We are also proud of our teaching partnerships overseas, that allow students to achieve a QMU degree while studying in their own country. The students and graduates of QMU programmes overseas are an important part of the University community.

When reflecting on the experiences of our international staff and students, it is important to recognise that 'migration' is often not just a matter of relocating from one place to another. It is a deeply human story interwoven with hopes, aspirations, challenges, and resilience. Whatever the challenges our international community face, QMU is here to welcome and support you, and there are a variety of services available to you.

