



Equalities Calendar  
2024



# Welcome



Equality is at the heart of everything we do as a union, and we want to make it as easy as possible for you to get involved.

We hope it will be useful for you in knowing when equality events and training which interest you are going on. The calendar will be continually updated throughout the year as more events and training opportunities are added, so click on the link regularly to find out what's going on.

At UNISON's LGBT+ conference in November, delegates welcomed the launch of the Year of LGBT+ Workers, which will take place throughout 2024.

This campaign follows UNISON's successful Year of Disabled Workers campaign in 2022 and the Year of Black Workers in 2023. It is an excellent opportunity to engage LGBT+ workers, grow the union's LGBT+ membership and embed LGBT+ rights in its organising, campaigning and bargaining strategies.

There are also some positive achievements to celebrate, including both national and local negotiated policies on discrimination and harassment against LGBT+ people.

However, most importantly, members of the LGBT+ committee feel that the Year of the LGBT+ worker could not come at a better time, as prejudice and discrimination against LGBT+ people is increasing, incited by government rhetoric and fuelled by the far right.



# The Equality Act

The Equality Act 2010 makes sure that people with particular characteristics are protected from discrimination. It is your right that you should not be treated differently based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination means unfair treatment of somebody based on a particular characteristic. Your rights are things you are born with that belong to you that nobody can take away.

If you are interested in learning more about any of our self organised groups (SOGs) please click below to find out more.







## JANUARY IS:

- Celebration of Life Month
- Alcohol Concern Dry January

# JAN '24

Click on any  
highlighted  
date for more  
information



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## KEY:

Age

Religion or Belief

Gender Reassignment

Pregnancy and Maternity

Race

Sex

Sexual Orientation

Disability (Inc Mental Health)

UNISON Events

All groups





FEBRUARY IS:  
• [LGBT+ History Month](#)

# FEB '24

Click on any highlighted date for more information



KEY:

- Age
- Religion or Belief
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Sex
- Sexual Orientation
- Disability (Inc Mental Health)
- UNISON Events
- All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
			1		3	
			8	9		
12			15	16	17	18
19		21		23		25
26		28	29			



# A WOMAN'S PLACE



**IS IN  
UNISON**



MARCH IS:

- [Women's History Month](#)
- [Ovarian Cancer Awareness Month](#)

MAR '24

Click on any highlighted date for more information



KEY:

- Age
- Religion or Belief
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Sex
- Sexual Orientation
- Disability (Inc Mental Health)
- UNISON Events
- All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
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4		6	7		9	10
11	12	13	14	15	16	17
18	19	20		22	23	24
		27	28	29		



Click on any highlighted date for more information



- KEY:
- Age
  - Religion or Belief
  - Gender Reassignment
  - Pregnancy and Maternity
  - Race
  - Sex
  - Sexual Orientation
  - Disability (Inc Mental Health)
  - UNISON Events
  - All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
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	23	24	25		27	28
29	30					



UNISON

EQUALITY



# MAY '24

Click on any  
highlighted  
date for more  
information



## KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
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27	28	29	30	31		





JUNE IS:

• [Pride Month](#)

• [Gypsy, Roma and Traveller History Month](#)

JUN '24

Click on any highlighted date for more information



- KEY:
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UNISON Events

All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
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24	25	26	27		29	30

\* Regional customs or moon sightings may cause a variation of the date for Islamic holidays, which begin at sundown the day before the date specified for the holiday



JULY IS:  
• Disability Pride Month

# JUL '24

Click on any highlighted date for more information




KEY:

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- UNISON Events
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MON	TUES	WED	THURS	FRI	SAT	SUN
1	2	3	4	5		
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		17		19		21
22	23	24	25	26		28
29	30	31				





DIVERSITY

EQUALITY

INCLUSION

# AUG '24

Click on any highlighted date for more information



## KEY:

Age
Religion or Belief
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Pregnancy and Maternity
Race
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Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
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5	6	7	8	9		11
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	13	14	15	16		
	20	21	22			
						25
26	27	28	29	30		

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SEPTEMBER IS:

- Blood cancer awareness month
- World Alzheimers month

SEPT '24

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MON	TUES	WED	THURS	FRI	SAT	SUN
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	17		19	20		22
	24	25	25	27		29
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**BLACK**  
**HISTORY**  
**MONTH**

OCTOBER IS:

- [Black History Month](#)
- [Breast Cancer Awareness Month](#)
- [Menopause Awareness month](#)

OCT '24

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NOVEMBER IS:

- Disability History Month\*
- Islamophobia Awareness Month
- Young Workers Month

NOV '24

	MON	TUES	WED	THURS	FRI	SAT	SUN
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KEY:	4	5	6	7	8	9	
Age							
Religion or Belief							
Gender Reassignment		12			15		17
Pregnancy and Maternity							
Race							
Sex							
Sexual Orientation	18			21	22	23	
Disability (Inc Mental Health)							
UNISON Events							
All groups	25	26		28	29	30	

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\* Disability History Month runs from 16 November–16 December.







# DEC '24

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