

Ramadan 2026 (1447 Hijri)

# A Guide for Communities and Institutions



TM

# A Guide for Communities and Institutions

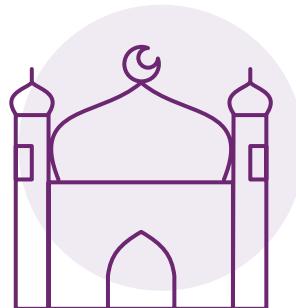


The blessed month of Ramadan is a momentous time for Muslim communities across the UK and beyond. To celebrate, Tell MAMA is refreshing its information guide to provide practical advice for workplaces and educational establishments.

This guide aims to encourage support for those fasting, promote religious dialogue, and provide essential safety advice for staff and the wider community.

Included are safety tips for Muslim communities when using public transport and travelling to and from the mosque for prayers.

It is our lasting hope that the principles of Ramadan – reflection, charity, forgiveness, and togetherness – guide us in the spirit of community and kindness.



## What is the Religious Significance of Ramadan?

**The Holy Quran states: "Whoever sights [the new moon of] the month, let him fast it; and whoever is ill or on a journey - then an equal number of other days." (Quran 2:185).**

For Muslims, Ramadan marks the time when the Angel Gabriel first revealed the Quran to the Prophet Muhammad (PBUH). This revelation began on a night known as Laylat al-Qadr (the Night of Power), which falls within the final ten days of the month (often observed on the 27th night).

During this month of intense spiritual reflection:

- Recitation:** Many strive to recite the entire Quran, often completing one-thirtieth each night during Taraweeh prayers.
- Piety:** Fasting helps achieve piety (taqwā) and purification of the soul (tazkiyah al-nafs).
- I'tikaf:** During the final ten days, some may perform I'tikaf, staying in the mosque for extended periods of deep worship.

Not all Muslim can fast during the month, fasting is not required for children under twelve, those who are ill, travellers, pregnant or breastfeeding women, or those experiencing menstruation or postnatal bleeding.

## What is Ramadan?

**Ramadan is the ninth month of the Islamic lunar calendar.** Muslims abstain from food and drink from dawn until sunset. By focusing on spiritual needs over physical ones, believers refocus on the presence of God and the necessity of charity (Zakat – one of the five pillars of Islam).

The month concludes with Eid al-Fitr (the Festival of Breaking the Fast). This is distinct from Eid al-Adha (the Feast of Sacrifice), which occurs during the sacred month of Dhu al-Hijjah—one of the four sacred months (Ashhur Al-Hurum) alongside Rajab, Dhu al-Qi'dah, and Muharram.



# General Safety Tips



## Stay Alert

Remain aware of your surroundings at all times.



## Plan Your Route

Stick to busy, well-lit routes, especially for evening prayers (Maghrib), night prayers (Isha), and morning prayers (Fajr) prayers.



## Stay Connected

Message loved ones your departure and arrival times.



## Personal Safety

Consider carrying a personal alarm.



## Evidence

If safe to do so, photograph or video perpetrators of harassment and note physical descriptions (clothing, tattoos, etc.).

## Safety at the Mosque



### Unwanted Visitors

If someone suspicious enters, do not engage directly. Maintain a safe distance.

*Dial 999 if you feel that they pose a safety risk.*

### Security

Ensure CCTV is operational and entrances/exits are well-lit.

### Hate Mail

If the mosque receives hate mail, handle it minimally. Place it in a clean, sealable plastic bag to preserve DNA or fingerprint evidence for the police.

## Travel Tips (Trains & Buses)



### Note Your Location

On trains, remember your carriage number or position (front/middle/rear). On the London Underground, carriage numbers are located near emergency exits.

### Trust Your Instincts

Move away from aggressive or intoxicated individuals. If on the Underground, exit at the next stop if you feel unsafe.

### Reporting

Text the **British Transport Police (BTP) on 61016** or **call 0800 40 50 40**.

### Bus Safety

Use apps like Google Maps or Citymapper to track live arrivals. Try to sit near the driver.

## Don't Be a Bystander

We all have a responsibility to stand against bigotry. If you witness hate:

### 1 Create Distance

If safe, stand between the perpetrator and the target.

### 2 Distract

Interrupt the situation by striking up an unrelated conversation with the victim.

### 3 Support

Check if the victim is okay after the incident and offer to contact the police.

### 4 Report to Tell MAMA

Email screenshots of online hate or reports of physical incidents to:

[info@tellmamauk.org](mailto:info@tellmamauk.org)

**WhatsApp: 07341 846 086**

**Or call us: 0800 456 1226**

## Ramadan in Schools

As with other faith groups, we urge schools to make Ramadan a calendar highlight to foster empathy and understanding.

### Open Dialogue

Create space for students to share what their faith means to them beyond RE classes.

### Accommodations

Consider extra breaks and dedicated indoor prayer spaces.

### PE & Exams

Be mindful of students' energy levels during PE and ask how they feel comfortable participating.

### Resources

Utilise BBC Bitesize Ramadan and the helpful [resources](#) to help students learn about Ramadan.

**Teacher-specific platforms** also have resources for staff wanting to help Muslim students during Ramadan.



## Health Support During Ramadan

For those with pre-existing conditions, several health bodies provide specialized guidance on fasting safely:

### Diabetes Support

Diabetes UK offers multilingual guides in English, Arabic, Bengali, and Urdu.

### Medical Compendium

The British Islamic Medical Association (BIMA) provides comprehensive resources for patients with various health conditions.

### Clinical Guidance

Healthcare practitioners can access CPD modules via the Royal College of General Practitioners (RCGP).

### National Health Resources

Free guides are available from NHS England, My Diabetes My Way (NHS Scotland), and NHS Wales.

## Advice for Employers

# Cultivating an Inclusive Workplace

Open dialogue between Management, HR, and Muslim staff is essential.

### Practical Accommodations

#### Flexible Scheduling

Consider allowing staff to start earlier to finish earlier, or work through lunch breaks to facilitate Friday prayers or an earlier departure.

#### Meeting Times

Schedule important meetings earlier in the day when energy levels are highest. Avoid evening workshops or mandatory late-night social events.

#### Work Environment

Be mindful of communal eating areas. Some staff may prefer to work in a different space to avoid being around food, while others may appreciate being asked their preference to ensure they don't feel excluded.

#### Iftar Logistics

For staff on late shifts, ensure they have access to private space and appropriate food to break their fast at sunset.

#### Annual Leave

Anticipate a high volume of leave requests for the end of Ramadan and Eid al-Fitr. Since the Islamic calendar is lunar, dates may shift by a day; maintain flexibility for these changes.

### Building Community

#### Solidarity Fasting

Encourage team-building through inclusive Iftar events or "solidarity fasts" to promote cultural understanding.

#### Interfaith Calendars

Use this month to update workplace calendars to include Passover, Easter, Mahavir Jayanti, Vaisakhi, and the Solar New Year.

#### Training

Tell MAMA offers virtual and in-person training on tackling anti-Muslim hatred and improving workplace inclusivity.

### Advice for Employees

#### Proactive Communication

Make reasonable requests for flexibility or prayer breaks with as much notice as possible.

#### Company Policy

Familiarise yourself with your HR handbook regarding religious observance and annual leave for Eid.

#### Knowing Your Rights

The Equality and Human Rights Commission (EHRC) defines discrimination in two ways:

- **Direct Discrimination:** Treating someone less favourably specifically because of their religion.
- **Indirect Discrimination:** When a universal policy (e.g., "no breaks between 1 PM and 3 PM") disproportionately disadvantages a religious group without a valid business justification.

**Resource:** Download our Anti-Discrimination Toolkit on the Tell MAMA website for further workplace assistance.



## Ramadan 2026

# HR & Management Checklist



### 1. Initiate Open Dialogue

Send a company-wide memo acknowledging the start of Ramadan.

Check in with Muslim staff individually to ask: *“How can we best support your schedule this month?”*



### 2. Review Flexible Working

#### Early Starts

Allow staff to begin work earlier to facilitate an earlier finish.

#### Prayer Breaks

Identify a quiet, private space for daily prayers.

#### Meeting Hygiene

Avoid scheduling “Lunch & Learns” or mandatory evening social events during this month.



### 3. Health & Safety

#### Energy Levels

Prioritise cognitively demanding tasks for the morning hours.

#### Late Shifts

For evening staff, ensure they have a designated time and space to break their fast (Iftar) at sunset.

#### Temperature & Environment

If the role is physically demanding, consider cooler working areas or reduced physical loads.



### 4. Eid Planning & Leave

#### Lunar Flexibility

Be prepared for Eid leave requests to shift by +/- 24 hours based on moon sightings.

#### Fairness

Balance Eid requests with existing annual leave policies while showing “due consideration” for religious significance.



### 5. Building an Inclusive Culture

#### The “Food” Question

Don’t assume – ask fasting staff if they prefer to skip communal lunches or if they are happy to attend.

#### Education

Share resources from [Tell MAMA](#) to help non-Muslim staff understand how to support their colleagues.

#### Combatting Bias

Ensure all staff are aware of the EHRC definitions of direct and indirect discrimination. workplace inclusivity.

