



Safeguarding newsletter
February 2025

LGBT+ Awareness Month and Ramadan (28/2-29/3)

Facts about LGBT+ History Month in the UK

LGBT+ people have a long history of making incredible contributions to the UK. From King James VI of Scotland and I of England, whose romantic feelings for men are well-documented, to the Ladies of Llangollen whose home became a cultural hotspot in Regency society to Justin Fashanu who broke boundaries as the first professional footballer to publicly share that he was gay – there is no shortage of fascinating and inspiring stories to be found if you know where to look.

However, those stories have often been missing from the history books, which could give the impression that LGBT+ people have only come along in recent years. Those who identify as LGBT+ might struggle to find historical figures they relate to, leading them to feel isolated and uncertain about their future. The truth is that LGBT+ people have always been here, in every society and time around the world. By telling the stories of LGBT+ figures from history, we hope to spread the message that these identities aren't going anywhere, and that LGBT+ people are valued and vital members of society

.LGBT+ History Month 2025 Theme: Activism and Social Change

It is a prompt to celebrate the work and life of LGBTQ+ people whose activism “helped shape and create social change, advancing society for everyone.”

How can I support LGBTQ+ colleagues during the month and beyond?

Here are a few ways to raise awareness during LGBT+ History Month and champion LGBT+ inclusion throughout the year:

- Listen to our [Podcast on Supporting LGBTQ+ Colleagues](#) and share it with your colleagues
- Arrange for [LGBTQ+ leadership training](#)

- Read our blog [The silent letters of LGBTQ+](#)
- Learn the [LGBTQ+ Glossary of Terms](#)
- Read our blog [An introduction to LGBTQ+ Flags](#)

Activism and Social Change

Throughout history LGBT+ people have been activists and helped shape and create social change, advancing society for everyone using many different approaches to activism:

Protests and rallies

Campaigns – letter writing and social media

Boycotts and direct action

Collaboration and education

Art and music

Literature and poetry

Theatre, film, comedy and dance

Crafts from banners to zines

Living openly

Each year SCHOOLS OUT choose five LGBT+ historical figures in line with the theme to highlight. This year we have chosen five LGBT+

people who have created social change from across the centuries in progressing change for women, the environment, housing, nuclear disarmament, preserving heritage, abolition of the slave trade, and immigration, among many other causes.

The 2025 LGBT+ Historical Figures are: Octavia Hill, Ivor Cummings, Annie Kenney, Charlie Kiss, and Olaudah Equiano.

1:45mins

https://open.spotify.com/embed/episode/6kCZxvpGWOm1mYRgeOzxNK?si=71nP_9IAQxWnJ2vQjM43LQ&utm_source=oembed

Support and thanks to Schools Out

<https://lgbtplushistorymonth.co.uk/>

In 2025, Ramadan is expected to begin on the evening of Friday 28 February 2025, and will conclude on the evening of Sunday 30 March 2025, with the exact dates' contingent upon the sighting of the moon.

Alhamdulillah! The blessed month of Ramadan is upon us once again! For Muslims across the globe, these few weeks are a sacred time for worshipping Allah (SWT). They offer an opportunity for devotion, reflection and celebration of the mercy and love of Allah (SWT).

As the Islamic calendar is based around the lunar cycle, the Holy month of Ramadan rotates by approximately ten days each year. This year, Ramadan is expected to begin on the evening of Friday 28th February 2025 or Saturday 1st March 2025, depending on the sighting of the moon.

Eid al-Fitr marks the end of the blessed month of Ramadan.

This year (2025) Eid al-Fitr is expected to be celebrated on Monday 31st March 2025. However, the exact date is subject to the sighting of the moon of Shawwal (the 10th month of the Islamic Calendar).

Ramadan is important to Muslims for a variety of reasons. The most significant of which is that it is one of the five pillars of Islam. It is required of every Muslim for every year of their lives if they are passed the age of puberty and are in good health.

During this period, due to its sanctity, Muslims aim to strengthen their relationship with their creator, read and reflect on the Qur'an, strive for betterment of their character, benefit those in need and the people around them and ask for forgiveness for their transgressions.

Muslims celebrate the arrival of the blessed month of Ramadan, which offers the opportunity for purification, a re-evaluation of one's life, and the chance to draw closer to Allah.

Many families decorate their homes in time for Ramadan with lights and banners, to create a special and celebratory atmosphere.

Friends and relatives reach out to one another to offer their congratulations in reaching the Holy month of Ramadan, with greetings of 'Ramadan Mubarak' and 'Ramadan Kareem'.

During the holy month, family and friends also gather at Iftar parties in which they break their fast together. At Iftar time, Allah (SWT) shows special mercy and love to those who have been fasting, and especially to those who have provided food for others at Iftar time.

How to support your colleagues during Ramadan

Flexibility

Managers to allow flexible working for your Muslim staff. Similarly, if a Muslim is not fasting there may be a reason. However, they may still want to work flexibly because of the night prayers as they may want to focus on their spiritual side.

Understanding

Muslim colleagues and stakeholders may be working shorter days, change their 'normal working hours' or may take annual leave. Everyone has different preference so please liaise with individuals first.

Awareness

Be conscious that energy levels of those who are fasting will vary throughout the day, so please liaise with your colleagues/stakeholders before placing any meetings. Understanding will generate positive energy and goodwill.

Consideration

Be mindful when you are in the office. Do you really need a working lunch meeting while your colleague or stakeholder is fasting?

Solidarity

Whilst Muslims will be fasting throughout the whole month, you may wish to voluntarily fast for one day from sunrise to sunset. This can help build solidarity as well as help understand the situation of millions of those who do not have multiple meals a day.

Sharing

Whilst sunset is relatively late in April (around 8pm), if you are with colleagues who are fasting (for example at an overnight event or conference), then you may wish to consider opening the fast together. Ramadan is about community and sharing – and so this is an opportunity to chat and eat together when the fast opens.

Ask

Feel free to ask a Muslim colleague how they are doing and how they are finding fasting – Ramadan encourages positivity, open dialogue and sharing.

<https://apprenticeships.blog.gov.uk/2023/03/29/how-to-support-others-during-ramadan/>