



NHS
MUSLIM
NETWORK

Ramadan and Eid Guidance

2024



Guidance for NHS Muslim staff, managers, allies and colleagues

With hardship comes ease...

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Co-Chairs foreword

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

In the name of God, the Most Gracious, the Most Merciful

We are so pleased and honoured to be releasing our Ramadan and Eid guidance for 2024.

This is the official Ramadan and Eid guidance developed by the National NHS Muslim Network to provide colleagues, line managers and senior leaders across the NHS an understanding of Ramadan and Eid. The purpose of this guide is to:

Support Muslim colleagues

Educate
Managers and colleagues

Provide a
reference point for allies

As Ramadan draws near, Muslims across our beloved NHS and around the world are once again blessed with an opportunity to reflect on their spirituality and their faith.

Ramadan is an incredibly important time for Muslims - as a month which symbolises dedication, reflection and discipline, Ramadan allows us to shield ourselves from sin through fasting. In addition to fasting, extra attention is also given to more acts of worship. Through performing such actions which are pleasing to Allah (God), we become closer to our Creator and are given more rewards during this blessed month.

This guide and everything we do aligns to the NHS People Promise.

We encourage our NHS colleagues to read and discuss the contents of this guidance within teams, share this more widely to improve understanding, be an ally, and act as a reminder to create an inclusive working environment.

Within the guidance you will see the support and events that we are holding to support Muslim colleagues, allies and friends.

We wish you a blessed Ramadan, and a very happy Eid.



Shohail Shaikh



Halima Dagia



Riyaz Patel

Co-Chairs of the National NHS Muslim Network

Glossary

Ramadan

This refers to the 9th month of the Islamic Calendar where Muslims are expected to fast from dawn until sunset for one month if able to do so.

Eid Al Fitr

The festival for Muslims at the end of the month of Ramadan and is the first day of the following month of the Islamic calendar.

Suhur

The meal taken just before dawn (before the Fajr prayer start time), which marks the beginning of the fast.

Iftar

The meal eaten at sunset (start of Magrib prayer) to open the fast.

Tarawih

A night prayer (after the Isha prayer) which is prayed every night during the month of Ramadan. The prayers are lengthier with the Qur'an recited in them throughout the month.

Itikhaf

An act of worship where a person will stay at a mosque for a certain number of days and nights devoting oneself to worshipping Allah, generally done during the last ten days of Ramadan.

Zakat Al Fitr

A charity given by all Muslims of all ages who can afford to do so before the Eid prayer is offered.

Allah

Arabic for God.

Taqwa

God consciousness

5 daily prayers (Salah)

1. Fajr: dawn, before sunrise.
2. Zuhr: midday, after the sun passes its highest peak.
3. Asr: the late part of the afternoon.
4. Maghrib: just after sunset.
5. Isha: night, after Maghrib time has ended until the time for Fajr sets in.

Fidya

A religious donation to help those in need. It is only paid when someone is unable to fast during Ramadan, and will not be able to make up the fast.

Laylatul-Qadr

The night of power, when Muslims believe the Quran was first revealed. Believed to be in the last 10 days of Ramadan on the odd nights.

Quran

The Holy book for Muslims.

Zakat

One of the five pillars of Islam, where those who are able to should donate 2.5% of one's wealth each year to benefit the poor. Usually Muslims will donate during Ramadan as the rewards are increased during the holy month.

Ramadan explained

What is Ramadan?

Ramadan is the ninth month of the Islamic (lunar) calendar and is one of the holiest months of the year for Muslims. Ramadan is observed by Muslims worldwide as a month of fasting, prayer, reflection and community. It also marks the first revelation of the holy Quran to the Prophet Muhammad (Peace be upon him). The annual observance of Ramadan is one of the five pillars of Islam and lasts twenty-nine to thirty days, from one sighting of the crescent moon to the next.

When is Ramadan?

The start and end of Ramadan is dependent on the sighting of the crescent of the new moon.

Therefore, there are different scenarios for the start and end dates of Ramadan and when Eid Al-Fitr will be celebrated, as shown below:

Start of Ramadan*	First day of fasting	Last day of fasting (and date of Eid Al-Fitr)
Evening of Sunday, 10 March 2024	Monday, 11 March 2024	29 days: Monday, 8 April 2024 (Eid Al-Fitr: 9 April 2024) 30 days: Tuesday, 9 April 2024 (Eid Al-Fitr: 10 April 2024)
Evening of Monday, 11 March 2024	Tuesday, 12 March 2024	29 days: Tuesday, 9 April 2024 (Eid Al-Fitr: 10 April 2024) 30 days: Wednesday, 10 April 2024 (Eid Al-Fitr: 11 April 2024)

Please note: some Muslims follow local sightings or closest Muslim country for the new moon, however some Muslims follow the Kingdom of Saudi Arabia. Therefore, Muslims in the same team may be starting and finishing Ramadan on different days. This also means Muslims may celebrate Eid Al-Fitr on different days too.

*The Islamic day starts at sunset (Magrib).

How long does Ramadan last?

Ramadan lasts between 29 or 30 days, dependent on sighting the new moon (different scenarios illustrated above).

Why does the start and end of Ramadan change each year?

The Islamic calendar is based on the lunar cycle, which is around 11 days shorter than the solar Gregorian calendar and therefore starts earlier each successive year. The month starts on the night the new moon is sighted.

Ramadan explained

Why do Muslims fast in Ramadan?

The primary purpose of this month is to improve God consciousness, or Taqwa, when transliterated from Arabic.

The Quran mentions this (Surah al-Baqarah, verse 183):

“O you who believe, fasting is prescribed to you as it was prescribed to those before you, that you may learn God-consciousness and self-restraining fear (taqwa)”.

The simple translation of the verse above highlights that fasting is made obligatory for the believers in Islam and that fasting was prescribed to the nations of the previous Prophets i.e. David, Moses, Jesus (peace be upon them) to become more conscious of God.

It is a time of spiritual reflection, self-improvement and worship when Muslims draw closer to God. Taqwa is achieved through an increase in prayers, reading the Qur'an and giving charity, amongst other actions. Muslims aim to continue positive values such as generosity, patience and forgiveness, with the intention that they strive to maintain these model values throughout the year.

The act of fasting allows the individual to understand the pain and suffering of millions around the world who live their lives in poverty and famine, leaving the participant feeling more grounded and grateful for all that Allah (God) has given them.

The most known and recognised action in this month is fasting, which is an obligatory act for all Muslims, if they are able to fast.

What times do Muslims fast each day during Ramadan?

Muslims fast from the break of dawn (Fajr) to sunset (Magrib). At the start of Ramadan this means from approximately 4.43am to 6.02pm (12+ hours). However as the month progresses the time span increases for the fast due to the increase in daylight hours. By the end of the month the fast will take place approximately from 4.44am to 7.49pm (15+ hours).

Please note: timings will vary dependent on where you live within the UK.

What does fasting involve?

During fasting hours, Muslims abstain from food, drink (including water), smoking/vaping, chewing gum, and sexual activity between the break of dawn and sunset. Muslims at all times should already be avoiding inappropriate behaviour i.e. swearing, lying, bad intentions, etc.

Ramadan explained

When can Muslims eat and drink during Ramadan?

Muslims eat a prefast meal known as suhur. This meal often resembles breakfast, but in some cultures it may include more dinner-like foods. After sunset, Muslims break their fast with iftar, a meal which usually starts with dates and water or milk, followed by dinner. Muslims are permitted to snack at night between those two meals, and hydration is encouraged, especially when Ramadan falls during summer.

Do all Muslims need to fast?

All Muslims post-puberty have to fast. Fasting is only prescribed for those able to do so. Many Muslims who are unable to fast will engage in the other forms of worship. Those listed below, amongst others, are exempt from fasting:

Young children (pre-puberty)	Elderly	Sickness or those with serious or long-term illnesses	Pregnant or breast-feeding Women if they're unable to	Menstruating Women or those experiencing lochia	Travellers
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For some individuals i.e. those who missed a fast due to short-term sickness and menstruating women have to make up their lost days of fasting before the next Ramadan. Those who can fast, but have to break their fast due to ill health, and those who are exempt from fasting are required to offer a specific type of charity, known as 'fidya' in Arabic, in lieu of their fast. This charity is used to feed the hungry.

What are the other factors to be mindful of during Ramadan?

In addition to regular obligatory prayers, Ramadan brings additional voluntary acts of worship, which are encouraged:

- Tarawih prayers: These are congregational prayers performed in Mosques each night during Ramadan in addition to the five daily prayers. The Imam (person who leads the prayer) will usually recite the entire Qur'an over the month, and prayers can last between one to two hours each night.
- Itikhaf: The last ten days of Ramadan are the holiest, so some Muslims spend them in seclusion, known as Itikhaf, where they dedicate the entire period to worshipping Allah, devoid of any distraction.
- Laylatul-Qadr: The 'Night of Power', takes place during the last ten nights, and is when the Qur'an was revealed. Muslims are encouraged to increase their worship on this night, and some do so throughout the night. Most Muslims will also increase the amount of charity (for some this may include Zakat) during this period.
- Quran: Muslims are encouraged to read, study and reflect upon the Quran throughout Ramadan.

Ramadan explained

How does a fast become void/broken?

When food or drink reaches the throat, stomach, and/or intestines, which settles results in the fast being broken. This includes:

- Eating or drinking intentionally
- Intercourse
- Masturbation
- Cupping (intentionally letting blood)
- Deliberately vomiting
- Menstruation
- Child birth
- Oral and nasal medication
- Smoking or vaping
- Rectal suppository
- Food/medication administered via gastrostomy or jejunostomy

What does not break the fast?

- Accidentally eating or drinking
- Injections (intravenous, intramuscular, intracardiac, intraosseous, intradermal and subcutaneous) - this also includes the various Covid-19 vaccines
- Bloods taken (thumb prick or intravenous)
- Eye or ear drops (unless tympanic membrane is perforated)
- Vaginal pessaries, urethral infusion, transdermal patch (i.e. nicotine patches), concentrate oxygen, epidural analgesia and haemodialysis

Information sourced from Muslim Council of Britain

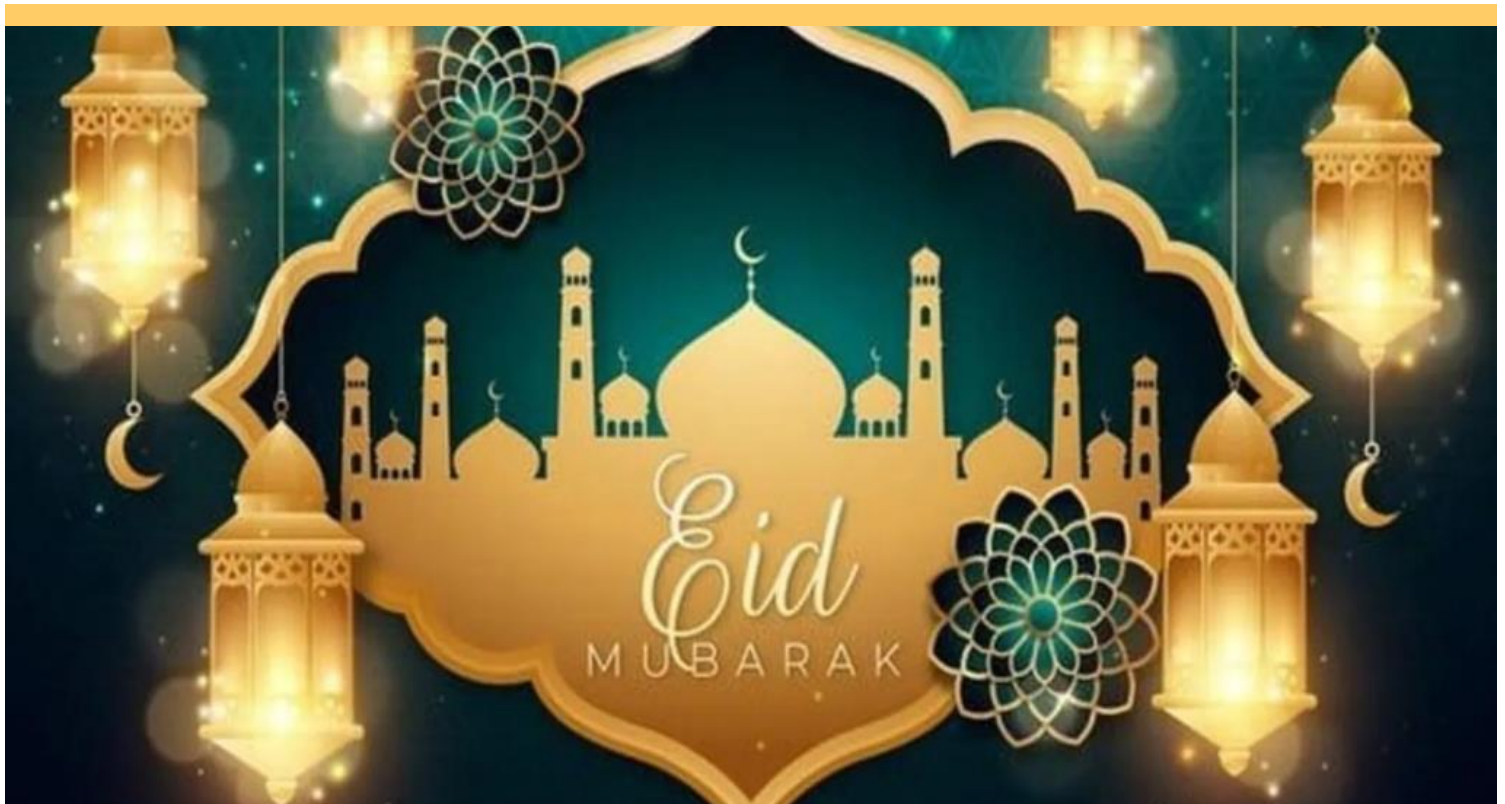
What is the biggest impact on Muslims during Ramadan?

Most Muslims will have lower levels of energy during Ramadan, as they will be fasting from the break of dawn to sunset. They may also be sleep deprived as some Muslims will choose to worship a significant proportion of the night. This is especially the case in the last 10 days of Ramadan. Ramadan only comes once a year so most Muslims will want to make the most of this holy month and engage with additional worship, which is highly encouraged.

Eid Al-Fitr explained

Eid Al-Fitr

- Muslims Celebrate Eid Al-Fitr at the end of Ramadan.
- The celebration is also a form of thanking Allah for the help and strength provided throughout Ramadan to help them practise self-control.
- Eid is announced at the sight of the new moon that is seen in the sky. Muslims in most countries rely on news of an official sighting, rather than looking for the moon themselves.
- The celebratory atmosphere is increased by everyone wearing their best or new clothes, and decorating their homes.
- Muslims celebrate Eid Al-Fitr by attending special morning prayers outdoors or in mosques, and subsequently gather with loved ones for a special celebratory meal.
- Eid is also a time of forgiveness, and making amends.
- Eid Al-Fitr is celebrated for up to 3 days.



Guidance for line managers

The NHS has a diverse workforce. Line managers should be aware of key advice relating to Muslim staff who may be observing/fasting during the month of Ramadan. We recommend the following tips for supporting NHS Muslim staff and colleagues throughout the month of Ramadan:

- Do not make assumptions about who may or may not be observing Ramadan – Islam is a faith that welcomes people of all races and backgrounds. Therefore, please create the space and opportunity for colleagues to discuss whether they are observing Ramadan.
- Remember that some Muslim staff may be exempt from fasting (discussed earlier) so managers are asked to be mindful/sensitive and advised not to ask why a Muslim colleague is eating and/or drinking, etc.
- Observing Ramadan may not be noticeable so make it easy for your team members to let you know if they are fasting. For example, by increasing awareness around fasting and Ramadan through prompting the discussions within team meetings and communications such as newsletters.
- If you manage a member of staff who will be observing Ramadan, ensure that you have some one-to-one time to discuss any workplace adjustments that can be considered. For example, staff may prefer to take their breaks at irregular times or split them throughout the day.
- Flexibility is key. Therefore, if you are managing a member of staff that is fasting, please discuss working arrangements, which may include earlier/later start and finish times, and working from home arrangements, as long as this does not cause a detrimental impact on patient care and service delivery. Managers are encouraged to provide as much flexibility as possible.
- If members of the team observing Ramadan feel comfortable doing so, encourage them to give short presentations and have discussions about Ramadan and how the team can best support them.
- Fasting can affect people in different ways (for example, some people may understandably become a little quieter or slightly tired at times).
- Dignity and respect from managers/colleagues are helpful and expected behaviours. Since colleagues that are fasting will not be drinking any fluid (including water) throughout the day, they may feel less energetic and prefer more non-verbal means of communication on occasions – this should not be taken personally and instead a variety of communication methods should be made possible e.g. chat function rather than talking in meetings.
- Colleagues who are fasting will not expect others, who are not observing Ramadan to do the same, so please do not feel anxious about making a cup of tea or eating your lunch. However, please be sensitive by not continually offering them a piece of cake!

Guidance for line managers (continued)

- You may find that some staff request leave during Ramadan, specifically towards the end of Ramadan to help them focus on and increase their acts of worship. This should be treated as any other annual leave request; therefore, managers should use their judgment to ensure that any negative impact on the team and delivery outcomes (including direct patient care) is mitigated against whilst also trying to accommodate as fully as possible. Similarly, managers are encouraged to be as accommodating as possible to paid and unpaid leave (where viable). When Ramadan falls in the summer months it can be particularly challenging, as the days are longer.
- Act reasonable and fairly. It may not be possible to accommodate everyone due to the needs of the organisation, but employers should act reasonably and have a fair system in place for granting leave requests.
- Avoid arranging any meetings/events that would normally involve food or beverages (for example breakfast briefings).
- Avoid arranging meetings at prayer times where possible.
- Schedule meetings/training sessions/events earlier in the day/morning.
- Depending on the role and business requirements, it might be possible to amend workplace duties to help reduce physical strain and fatigue.
- There is uncertainty around what day Eid Al-Fitr will fall on (discussed previously) as it depends on the sighting of the moon which is only known on the last day of Ramadan. Staff may ask to take annual leave on either day, managers should therefore try and be flexible to accommodate for this. Please note, we encourage Muslim colleagues to pre-book Eid off as per the different scenarios (outlined on page 5).
- Eid Al-Fitr is celebrated for up to 3 days, therefore please try to be as accommodating as possible for Muslim colleagues who request leave during this period.
- Please ensure staff have reasonable time during the day to complete prayers, and an appropriate space for prayer within the working environment is allocated.
- Hold regular wellbeing check-ins with Muslim colleagues who are fasting for Ramadan (keeping in mind their preference of communication).
- Please remember that Religion is a protected characteristic under the Equality Act 2010, and therefore please do all you can to ensure flexibility, inclusion and compassion is shown to Muslim colleagues that are fasting during the holy month of Ramadan.

Guidance for colleagues who work with Muslim staff

For colleagues working with Muslim staff who may be observing/fasting during the month of Ramadan, we recommend the following tips:

- It is ok to ask questions about Ramadan and why Muslims fast. Check with your colleague how comfortable they feel speaking about their faith.
- Do not be afraid to eat or drink around Muslim colleagues. The vast majority have been fasting since they were young and are used to it.
- Please be kind and compassionate. Ramadan is a beautiful time of the year for Muslims, however it is physically tiring, so do try to check-in with your Muslim colleagues and show them empathy and kindness.
- Muslim colleagues may be working different hours than usual, please do what you can to support Muslim colleagues during Ramadan.
- Use this opportunity to learn more about Ramadan – be curious and educate yourself, so you can support your Muslim colleagues.
- Do not make assumptions about who may or may not be observing Ramadan – Islam is a faith that welcomes people of all races and backgrounds. Therefore, please create the space and opportunity for colleagues to discuss whether they are observing Ramadan.
- Remember that some Muslim staff may be exempt from fasting (discussed earlier) so please be mindful and sensitive and do not ask why a Muslim colleague is eating and/or drinking, etc.
- Please remember that Religion is a protected characteristic under the Equality Act 2010, and therefore please do all you can to ensure flexibility, inclusion and compassion is shown to Muslim colleagues that are fasting during the holy month of Ramadan.
- Your Muslim colleague may become different/quieter during Ramadan, please do not take this personally!

Guidance for Muslim colleagues

For Muslim colleagues observing/fasting during the month of Ramadan, we recommend the following tips:

Planning

- Plan ahead - speak to your line manager about workplace arrangements you will need.
- Request leave early in advance of Ramadan if possible, so your line manager can plan accordingly.
- Request leave for Eid Al-Fitr, and book both possible days off, and explain to your manager that Eid Al-Fitr is dependent on sighting of the new moon.
- Take personal responsibility for ensuring that neither business needs, nor your own needs, are unnecessarily impacted, including working from home.
- If you are fasting for Ramadan, please let others know of your needs and share your experience with colleagues, if you feel comfortable.
- When considering flexible working arrangements, think about times and environments at/in which you work best.
- Please be mindful of other Muslim colleagues within the team who may need time off as well.
- Remember the benefits and blessings that Ramadan bring - think positively! Use the examples listed in this guide or look online for tips and information on how you can make the most of your Ramadan!

Guidance for Muslim colleagues *(continued)*

Food

Complex carbohydrates are foods that will help release energy slowly during the long hours of fasting. Complex carbohydrates are found in grains and seeds, like barley, wheat, oats, millets, semolina, beans, lentils, wholemeal flour, basmati rice, etc.

Fibre-rich foods are also digested slowly and include bran, cereals, whole wheat, grains and seeds, potatoes with the skin, vegetables such as green beans and almost all fruit, including apricots, prunes, figs, etc.

Foods to avoid

Deep-fried foods, e.g. pakoras, samosas, fried dumplings.

High-sugar/high-fat foods, e.g. sweets such as Gulab Jamun, Rasgulla, Balushahi, Baklava.

High-fat cooked foods, e.g. parathas, oily curries, greasy pastries.

Fast food.

Healthy alternative foods

Whole grains, e.g. chickpeas (plain, or with potato), samosas baked instead of fried, and boiled dumplings.

Milk-based sweets and puddings, e.g. Rasmalai, Barfee.

Alternate with chapattis made without oil, and baked or grilled meat and chicken. Try to make pastry at home and use a single layer.

Use this time to make healthy home-made meals that have nutritious value.

Cooking methods to avoid

Deep frying.

Frying.

Curries with excessive oil.

Alternative cooking methods

Air fry or shallow frying – usually there is very little difference in taste.

Grilling or baking is healthier and helps retain the taste and original flavour of the food, especially chicken and fish.

Start with measuring the oil used in curry and try to bring the oil content down gradually. A useful tip is to use more onions and tomatoes in the bulk of the curry.

Potential health complications:

- Heartburn: Eat in moderation and avoid oily/deep fried food.
- Poor control of diabetes: Visit your GP prior to Ramadan and get advice.
- Headache: A common symptom, moderate and balanced diet, do not miss pre-dawn meal and have enough fluids.
- Dehydration: Common, drink plenty of fluids in pre-dawn meal and when opening fast.
- Complications from common chronic diseases, this includes high blood pressure, asthma and so on: Consult your doctor prior to Ramadan.
- Constipation: Maintain good hydration outside of fasting, eat healthy – include lots of fruit and veg.
- Stress: Lack of food and water, changes of routine and shorter periods of sleep can all collude to increase stress levels, avoid taking on extra work and/or activities.

Guidance for Muslim colleagues *(continued)*

Sleep

Getting enough sleep is important in maintaining our everyday health, wellbeing and general ability to function well throughout the day. During Ramadan, our normal sleep schedule can be disrupted by worship activities and social gatherings, which often run late into the night - altering our sleeping and eating habits. This can upset our biological clocks and affect our general health in a number of ways.

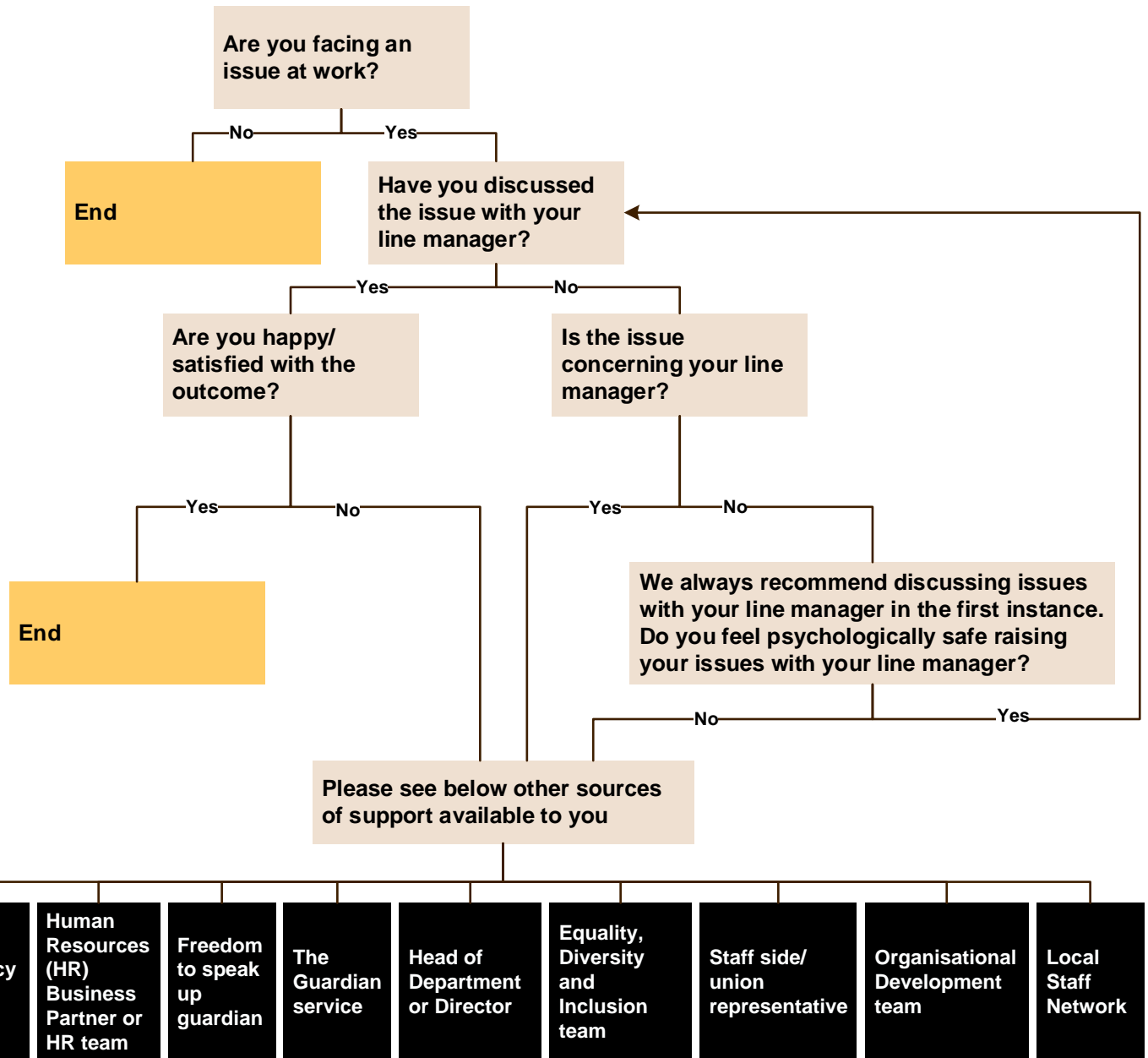
Some of the most common effects of lack of sleep are as follows:

- **Headaches and mood swings** - our body maintains a circadian rhythm – an internal 24-hour clock that plays a critical role when we fall asleep and wake up. Any changes in our sleeping pattern can disrupt this rhythm, often resulting in mood swings, short-temperedness, headaches and migraines.
- **Impact on cognitive function** - getting proper rest helps us to think clearly, retain and recall information, and aids our decision-making. When we don't get enough sleep, it becomes more difficult to concentrate and pay full attention, our reaction times slow down, and even our creative and problems-solving abilities can be impacted.
- **Weight gain** - sleep deprivation causes changes to the hormones that control appetite/hunger. In addition to hunger pangs, lack of sleep can affect your decision-making when it comes to what to eat, often leading to giving in to cravings for fatty, sugary junk food, and making weight gain more likely.

Tips for better sleep during Ramadan

- Try to get consolidated sleep - longer blocks of sleep are more beneficial than multiple short naps for getting sufficient rest. Try to sleep for at least 4 hours at night after Iftar, before waking for Suhoor and Fajr – and return to sleep for a couple of hours before getting up for the day ahead.
- Try to regulate your sleep pattern - try planning an adjusted sleep routine for Ramadan so that you're sleeping and waking at around the same time every day. This will help your body get into a rhythm.
- Grab a power nap - a 20-minute power nap in the afternoon can revive flagging energy and focus levels. Set an alarm as over-sleeping can make you feel groggy/sleepier than before your nap.
- Watch what you eat and drink - avoid eating heavy, fatty or sugary foods at Iftar – your sleep can be disrupted as your body works overtime to digest your meal. Very spicy foods can also be bad for restful sleep as they can cause gas and heartburn. Avoid caffeine for several hours before bedtime.
- The right sleep environment - A quiet and dark space is ideal for falling and staying asleep. Avoid using electronic devices such as your mobile phone, laptop and TV close to bedtime as studies suggest that the blue light from screens can interfere with quality sleep.
- Avoid the temptation to sleep all the time. Ramadan is a spiritual month and it is critical we do not waste the month away by sleeping at every opportunity.

Guidance for staff experiencing issues at work



If you have explored the above and still remain dissatisfied, or to feedback any learning from your issue, please contact the National NHS Muslim Network - england.muslim1@nhs.net

NHS Ramadan Challenge!

The National NHS Muslim Network are excited to launch our **#NHSRamadanChallenge 2024!**



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NHS Ramadan Challenge!

2024

What is the NHS Ramadan challenge?

As Muslims across the world prepare and begin their spiritual journey for the holy month of Ramadan, we invite all of our NHS allies and friends to join us for a day of fasting.

When is Ramadan?

Approximately from 11 March to 10 April (to be confirmed dependent on moon sighting).

Why should you take part in the challenge?

To understand and experience how Muslim colleagues feel when they are fasting for Ramadan. It is a great way to show allyship, gratitude, and to experience what the less fortunate go through.

How can I take part in the challenge?

Let us know that you are planning to fast by using the hashtag **#NHSRamadanChallenge** on social media and tag the NHS Muslim Network. It would be great if you can vlog/blog your experience and share it with us via social media!

What do you need to do for the challenge?

Fast (no food or drink) on a day of your choice during Ramadan from the break of dawn to sunset. You could even partner with a Muslim colleague in your organisation to understand why Muslims fast. We also encourage you to donate (any amount) to a charity of your choice.

Who can take part in the challenge?

We are inviting everyone to take part. Please note that for health reasons, fasting is not recommended for those with ill-health. If you are taking part but start to feel faint/ill in any way, please break your fast.



#NHSRamadanChallenge



Chris Hopson, Chief Strategy Officer, Executive Sponsor of the NHS Muslim Network, NHS England

"I am pleased to be taking part in the **#NHSRamadanChallenge**, to show my allyship to all our Muslim colleagues within the NHS.

I am doing so to create awareness of this holy month for Muslims and to thank our Muslim colleagues in the NHS for all their efforts and hard work.

Please join me in showing allyship to our Muslim colleagues – one idea would be for you to fast for a day of your choice in Ramadan. **Ramadan Mubarak to you all.**"

Checklist - NHS Ramadan Challenge

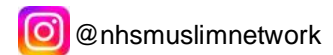
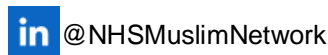
Preparation

- Decide what day you will fast. The break of dawn and sunset will vary depending on where you live in England. As a guide, please see below timetable from the London Central Mosque Trust & The Islamic Cultural Centre:

Date	Start of fast	End of fast
Mon, 11 March	4.43am	6.02pm
Tues, 12 March	4.41am	6.04pm
Wed, 13 March	4.38am	6.06pm
Thurs, 14 March	4.36am	6.07pm
Fri, 15 March	4.34am	6.09pm
Sat, 16 March	4.32am	6.11pm
Sun, 17 March	4.29am	6.12pm
Mon, 18 March	4.27am	6.14pm
Tues, 19 March	4.25am	6.16pm
Wed, 20 March	4.23am	6.18pm
Thurs, 21 March	4.21am	6.19pm
Fri, 22 March	4.20am	6.21pm
Sat, 23 March	4.18am	6.23pm
Sun, 24 March	4.15am	6.24pm
Mon, 25 March	4.13am	6.26pm
Tues, 26 March	4.12am	6.28pm

Date	Start of fast	End of fast
Wed, 27 March	4.09am	6.29pm
Thurs, 28 March	4.08am	6.31pm
Fri, 29 March	4.06am	6.33pm
Sat, 30 March	4.04am	6.34pm
Sun, 31 March	5.02am	7.36pm
Mon, 1 April	5.00am	7.38pm
Tues, 2 April	4.58am	7.39pm
Wed, 3 April	4.56am	7.41pm
Thurs, 4 April	4.53am	7.43pm
Fri, 5 April	4.51am	7.44pm
Sat, 6 April	4.49am	7.46pm
Sun, 7 April	4.47am	7.48pm
Mon, 8 April	4.44am	7.49pm
Tues, 9 April	4.42am	7.51pm
Wed, 10 April	4.40am	7.53pm

- Let us know what date you are planning on fasting by using the **#NHSRamadanChallenge** and tag the NHS Muslim network on social media (don't forget to follow us, and become a member of our network – see description):



- Partner with a Muslim colleague/friend (or contact **england.muslim1@nhs.net**) to understand their reasons for fasting.
- If you are planning on fasting on a work day, please do let your line manager know.
- Set your alarm and prepare your early morning meal the night before.

On the day

- Before starting your fast, please drink as much water as you can to stay hydrated throughout the day. Try to eat complex carbohydrates and fibre rich food that will help release energy slowly during the long hours of fasting.
- Please remember to vlog/blog your experience.
- Take regular breaks, and time out during the day to reflect - count all the things you are grateful for.
- If for any reason you feel faint or ill, please break your fast.

Breaking your fast

- Before breaking your fast, take some time to appreciate all that you have to be grateful for.
- If possible, break your fast with family and/or friends, and enjoy your meal!
- We also encourage you to donate (any amount) to a charity of your choice.
- Upload your vlog/blog using your social media by using the **#NHSRamadanChallenge** and tag the NHS Muslim network on social media.

For further support, please contact england.muslim1@nhs.net.

#NHSRamadanChallenge

Support offered by the National NHS Muslim Network during Ramadan and Eid

Webinars (MS Teams)

Ramadan awareness session	Healthy eating and exercise in Ramadan	Zakaat workshop	Ramadan reflections
Date: 5 March 2024 Time: 5-6pm	Date: 14 March 2024 Time: 5-6pm	Date: 19 March 2024 Time: 5-6pm	Date: 3 April 2024 Time: 5-6pm

To attend, please join our network and you will receive an invite - [click here to become a member](#).

In-person Iftar (breaking of fast) during Ramadan

By popular demand from our members, come along and break your fast with the Co-Chairs and Executive Team of the National NHS Muslim Network - allies are welcome!

London	Manchester
Date: 16 March 2024 Time: Iftar time (To be confirmed) Location: To be confirmed	Date: 23 March 2024 Time: Iftar time (To be confirmed) Location: To be confirmed
Leeds	Birmingham
Date: 30 March 2024 Time: Iftar time (To be confirmed) Location: To be confirmed	Date: 6 April 2024 Time: Iftar time (To be confirmed) Location: To be confirmed



To attend the above, [click here to register to interest](#) or scan the QR Code.

In-person Eid Al-Fitr Celebration Event

Date: 25 April 2024
Time: 6-9pm
Location: London



More details will be confirmed closer to the event.

More information will be provided directly to our members - [click here to become a member](#).

#NHSRamadanChallenge

Building on the success of last year's #NHSRamadanChallenge, we are excited to re-launch this initiative for 2024!

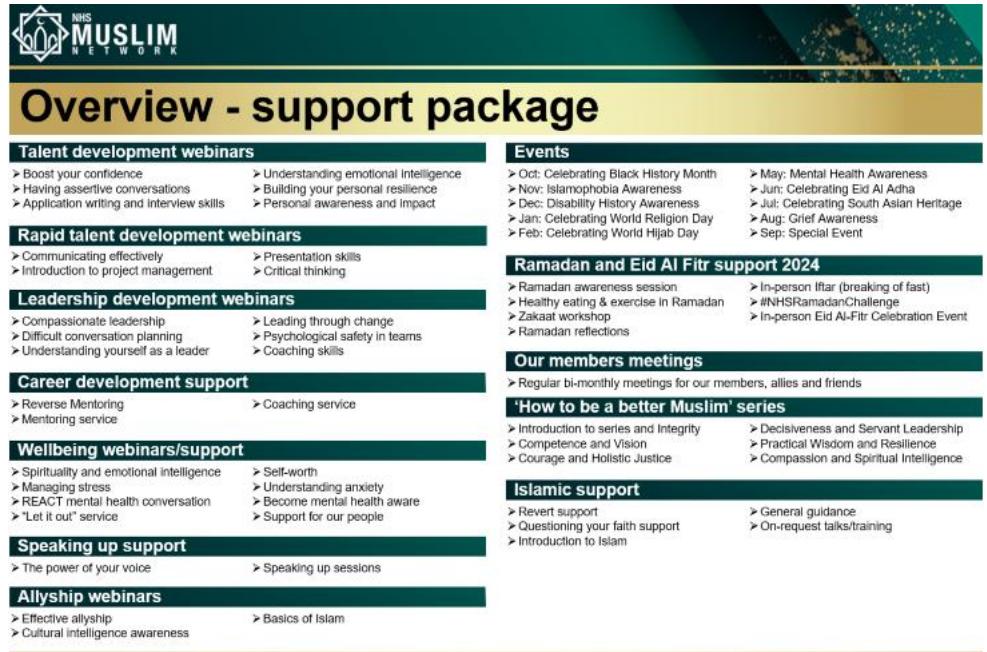


NHS Ramadan Challenge!
2024

#NHSRamadanChallenge

Our support package

We want to take this opportunity to remind all our members of our award-winning support package, as shown below:

Overview - support package

Talent development webinars

- Boost your confidence
- Having assertive conversations
- Application writing and interview skills
- Understanding emotional intelligence
- Building your personal resilience
- Personal awareness and impact

Rapid talent development webinars

- Communicating effectively
- Introduction to project management
- Presentation skills
- Critical thinking

Leadership development webinars

- Compassionate leadership
- Difficult conversation planning
- Understanding yourself as a leader
- Leading through change
- Psychological safety in teams
- Coaching skills

Career development support

- Reverse Mentoring
- Mentoring service
- Coaching service

Wellbeing webinars/support

- Spirituality and emotional intelligence
- Managing stress
- REACT mental health conversation
- "Let it out" service
- Self-worth
- Understanding anxiety
- Become mental health aware
- Support for our people

Speaking up support

- The power of your voice
- Speaking up sessions

Allyship webinars

- Effective allyship
- Cultural intelligence awareness
- Basics of Islam

Events

- Oct: Celebrating Black History Month
- Nov: Islamophobia Awareness
- Dec: Disability History Awareness
- Jan: Celebrating World Religion Day
- Feb: Celebrating World Hijab Day
- May: Mental Health Awareness
- Jun: Celebrating Eid Al Adha
- Jul: Celebrating South Asian Heritage
- Aug: Grief Awareness
- Sep: Special Event

Ramadan and Eid Al Fitr support 2024

- Ramadan awareness session
- Healthy eating & exercise in Ramadan
- Zakaat workshop
- Ramadan reflections
- In-person Iftar (breaking of fast)
- #NHSRamadanChallenge
- In-person Eid Al-Fitr Celebration Event

Our members meetings

- Regular bi-monthly meetings for our members, allies and friends

'How to be a better Muslim' series

- Introduction to series and Integrity
- Competence and Vision
- Courage and Holistic Justice
- Decisiveness and Servant Leadership
- Practical Wisdom and Resilience
- Compassion and Spiritual Intelligence

Islamic support

- Revert support
- Questioning your faith support
- Introduction to Islam
- General guidance
- On-request talks/training

[Click here to view our award-winning support package.](#)

Join our Network

Do not miss out on any of the fantastic offerings we have in store for our Muslim colleagues, allies and friends, join our network today!

SCAN ME



or 1. Go to our webpage - nhsmuslimnetwork.co.uk

2. Click on 'Become a member'

3. Enter your name and email address

4. Click on subscribe!

or [Click here to become a member.](#)



Thank you

For more information please visit our website:

nhsmuslimnetwork.co.uk

For further support, please contact the National NHS Muslim Network via email:

england.muslim1@nhs.net



With hardship comes ease...