



Unite Equality Calendar 2026

www.unitetheunion.org/equalities • equality@unitetheunion.org

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BAEM Bargaining for Race Equality

From providing essential services and working in skilled industries, BAEM workers shape the UK every day. Unite demands equality, dignity and workplaces free from discrimination and harassment. Unite activists are using collective bargaining to close pay gaps, challenge bias, and demand real race equality at every level. Fair work means fair treatment for all.

January 2026

SUNDAY	●	4	11	18	25
MONDAY	●	5	12	19	26
TUESDAY	●	6	13	20	 27
WEDNESDAY	●	7	14	21	28
THURSDAY	1	8	15	22	29
FRIDAY	2	9	16	23	30
SATURDAY	3	10	17	24	31

Tuesday 27th January 2026 -
Holocaust Memorial Day.



LGBT+ History Month

Unite celebrates LGBT+ workers, we honour the history and contributions of LGBT+ workers. Unite negotiates for workplaces where everyone can be safe, respected and themselves.

February 2026

SUNDAY	1	8	15	22	●
MONDAY	2	9	16	23	●
TUESDAY	3	10	● 17	24	●
WEDNESDAY	4	11	18	25	●
THURSDAY	5	12	19	26	●
FRIDAY	6	13	20	27	●
SATURDAY	7	14	21	28	●

LGBT+ History Month

Monday 2nd to Sunday 8th February 2026
Race Equality week.

Tuesday 10th to Saturday 14th February 2026 -
Apprenticeship week.

Tuesday 10th to Thursday 12th February 2026 -
Chinese Lunar New Year
(year of the horse).

Tuesday 17th February 2026 -
Ramadan starts.



Women Leading Change

From the shop floor to the negotiating table, women in Unite are driving progress. By tackling unequal pay, caring responsibilities, and workplace safety, women's reproductive health in the workplace, we're bargaining for equality that benefits everyone.

March 2026

SUNDAY	1	8	15	22	29
MONDAY	2	9	16	23	30
TUESDAY	3	10	17	24	31
WEDNESDAY	4	11	18	25	●
THURSDAY	5	12	19	26	●
FRIDAY	6	13	20	27	●
SATURDAY	7	14	21	28	●

Sunday 8th March 2026 -
International Women's Day -
Global day to celebrate women's
achievements.

Monday 16th March 2026 -
Young Carers Action Day.

Wednesday 18th March 2026 -
Ramadan ends.

Saturday 21st March 2026 -
International Day for the
Elimination of Racial
Discrimination.
UN day commemorating the
Sharpeville victims and
promoting anti-racism action.

**Monday 23rd to
Thursday 26th March 2026 -**
Young Workers Week.

Tuesday 31st March -
International Transgender Day of
Visibility (TDOV). A day dedicated
to celebrating transgender and
non-binary people and raising
awareness of the discrimination
they face worldwide.



Neurodiversity at Work

Neurodivergent workers deserve understanding, flexibility, and respect. Unite campaigns for inclusive agreements that recognise different ways of thinking and working. Equality thrives when every mind counts.

April 2026

SUNDAY	●	5	12	19	26
MONDAY	●	6	13	20	27
TUESDAY	●	7	14	21	28
WEDNESDAY	1	8	15	22	29
THURSDAY	2	9	16	23	30
FRIDAY	3	10	17	24	●
SATURDAY	4	11	18	25	●

Thursday 2nd April 2026 -
World Autism Awareness Day.
UN designated day to raise
awareness and inclusion.

Monday 6 to
Sunday 12th April 2026 -
Jewish Passover (Pesach).

Saturday 18th April 2026 -
National stalking awareness day.

Wednesday 20th to
Sunday 26th April 2026 -
Lesbian visibility day. A week
to celebrate lesbians and show
solidarity with all LGBT+ women
and non-binary people.

Wednesday 22nd April 2026 -
Stephen Lawrence day UK.

Tuesday 28th April 2026 -
International workers memorial day.

INTERNATIONAL WORKERS' DAY



International Workers Day (May Day) – We also celebrate the contributions of migrant workers in the UK

Migrant workers are vital to our workplaces and communities. This May Day, Unite stands for fair treatment, dignity, and equality for all – across every sector.

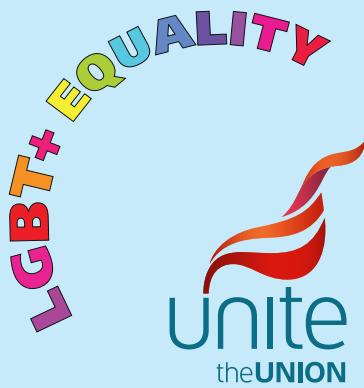
May 2026

SUNDAY	31	3	10	17	24
MONDAY	●	4	11	18	25
TUESDAY	●	5	12	19	26
WEDNESDAY	●	6	13	20	27
THURSDAY	●	7	14	21	28
FRIDAY	1	8	15	22	29
SATURDAY	2	9	16	23	30

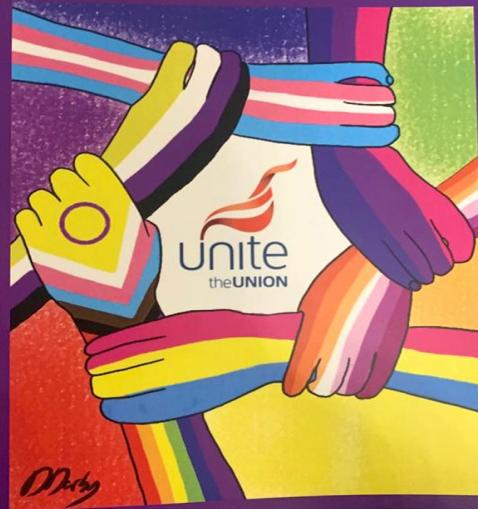
Monday 4th to Sunday 10th May 2026 -
Deaf awareness week.

Monday 11th to Sunday 17th May 2026 -
Mental health awareness week.

Sunday 17th May 2026 -
International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT).
Global day to raise awareness of violence and Discrimination against all for LGBT+ people.



Speak to your Unite rep if you are a member of the LGBT+ Community and find out what support is available to you in the workplace



Your Unite rep can be contacted at:

LGBT+ Pride in Our Union

Pride is more than a celebration — it's a demand for equality at work. Unite negotiates for inclusive policies on benefits, parental leave, and dignity at work, so every member can bring their whole self to work.

June 2026

SUNDAY		7	14	21	28
MONDAY	1	8	15	22	29
TUESDAY	2	9	16	23	30
WEDNESDAY	3	10	17	24	
THURSDAY	4	11	18	25	
FRIDAY	5	12	19	26	
SATURDAY	6	13	20	27	

Gypsy/Roma/Traveller History Month

Monday 1st June to Tuesday 30th June 2026 -

Pride Month. A month dedicated to celebrating LGBT+ culture, history, and rights, often marked by Pride parades and events (local Pride events may take place outside of June).

Monday 8th to Sunday 14th June 2026 -
Carers week.

Saturday 20th June 2026 -
World Refugee Day. A day to focus on people who are forced to flee conflict and persecution.

Monday 22nd June 2026 -
Windrush day. Recognising the vital role Caribbean workers played in rebuilding post-war Britain and laying the foundations of our modern workplaces.



Disability Pride Month – Disability rights are workers' rights

Accessibility, adjustments, and respect are not special requests — they're rights. Unite reps are ensuring disability inclusion is written into bargaining agreements, not left to chance.

July 2026

SUNDAY	●	5	12	19	26
MONDAY	●	6	13	20	27
TUESDAY	●	7	14	21	28
WEDNESDAY	1	8	15	22	29
THURSDAY	2	9	16	23	30
FRIDAY	3	10	17	24	31
SATURDAY	4	11	18	25	●

Disability Pride month

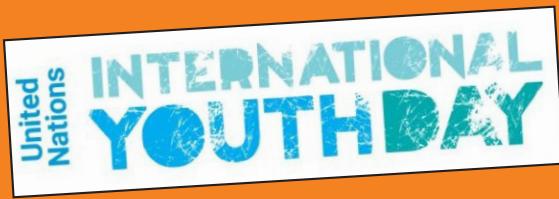
LGBT+ Month

Monday 6th to Friday 10th July 2026 - Youth Employment Week.

Tuesday 14th July 2026 - International Non-Binary People's Day: A day to celebrate non-binary people and raise awareness of the issues non-binary people face.

Wednesday 15th July 2026 - World Youth Skills Day.

Thursday 30th July 2026 - World Day Against Trafficking in Persons - raising awareness on migrant exploitation and human trafficking.



Age Equality Matters

Young workers deserve fair pay and equal treatment. Unite stands against age bias in pay and progression and fights to scrap age-banded minimum wage rates. Contact YoungMembers@unitetheunion.org for how to get more involved.

August 2026

SUNDAY	30	2	9	16	23
MONDAY	31	3	10	17	24
TUESDAY	●	4	11	18	25
WEDNESDAY	●	5	12	19	26
THURSDAY	●	6	13	20	27
FRIDAY	●	7	14	21	28
SATURDAY	1	8	15	22	29

Wednesday 12th August 2026 -
International Youth Day -
UN day to highlight youth issues
and participation.

Sunday 23rd August 2026 -
International Day for the
Remembrance of the Slave Trade.

Monday 31st August 2026 -
International Day for People of
African Descent. UN observance
to recognise contributions and
rights of people of African descent.



Inclusion for young workers and apprentices

Unite fights for fair, inclusive workplaces where young workers and apprentices have real opportunities. Strong bargaining helps remove barriers and ensure equal rights for future generations.

September 2026

SUNDAY	●	6	13	20	27
MONDAY	●	7	14	21	28
TUESDAY	1	8	15	22	29
WEDNESDAY	2	9	16	23	30
THURSDAY	3	10	17	24	●
FRIDAY	4	11	18	25	●
SATURDAY	5	12	19	26	●

Pain management month

Friday 18th September 2026 -
International Equal pay date.

Wednesday 23rd September 2026 -
Bisexual visibility day.
A day to recognise and celebrate
the bisexual community, its history,
and culture.



Black History, Union Future

Black History Month reminds us that the struggle for racial justice is ongoing. Unite continues to bargain for equality in hiring, promotion, and pay — because anti-racism is core union work.

October 2026

SUNDAY	●	4	11	18	25
MONDAY	●	5	12	19	26
TUESDAY	●	6	13	20	27
WEDNESDAY	●	7	14	21	28
THURSDAY	1	8	15	22	29
FRIDAY	2	9	16	23	30
SATURDAY	3	10	17	24	31

Black history month

Saturday 10th October 2026 -
World Mental Health day.

Friday 16th October 2026 -
Wear Red Day for Show Racism the Red Card.

Sunday 18th October 2026 -
World Menopause day.

Wednesday 21st October 2026 -
International Pronouns Day.
A day to make respecting, sharing, and educating about personal pronouns commonplace.

Monday 26th to Friday 30th October 2026 -
Asexuality Awareness Week - A week dedicated to celebrating the asexual community and educating the public about asexual, aromantic, demisexual, and gray-A identities.

Monday 26th 2026 -
Intersex Awareness Day. A day to recognise intersex people, challenge stigma, and promote equality and inclusion.



End Gender-Based Violence

Everyone deserves to feel safe at work. Unite campaigns for workplace policies that protect against harassment and gender-based violence, ensuring safety and respect through strong union agreements.

November 2026

SUNDAY	1	 8	15	22	29
MONDAY	2	9	16	23	30
TUESDAY	3	10	17	24	
WEDNESDAY	4	11	18	25	
THURSDAY	5	12	19	26	
FRIDAY	6	13	20	27	
SATURDAY	7	14	21	28	

Disability History Month

Young Workers Month

Sunday 8th November 2026 -
Diwali. An interfaith awareness celebration of victory of light over darkness, celebrated by Hindus, Sikhs, Jains and Buddhists.

Friday 13th to Thursday 18th November 2026 -
Transgender Awareness week.

November 19th to December 20th 2026 -
Start of disability history month.

Friday 20th November 2026 -
Transgender Day of Remembrance (TDoR) Memorial for transgender people killed by transphobic violence.

Wednesday 25th November 2026 -
White ribbon day.
International Day for the Elimination of Violence Against Women - starts the UN 16 Days of Activism.



Solidarity in Action

Equality is not just a goal — it's a practice. As we look to the year ahead, Unite members reaffirm our shared commitment: to bargain, campaign, and stand together for fairness and justice for all.

December 2026

SUNDAY	●	6	13	20	27
MONDAY	●	7	14	21	28
TUESDAY	1	8	15	22	29
WEDNESDAY	2	9	16	23	30
THURSDAY	3	10	17	24	31
FRIDAY	4	11	18	25	●
SATURDAY	5	12	19	26	●

Tuesday 1st December 2026 -
World HIV/AIDS day.
An international day dedicated to raising awareness of the AIDS pandemic caused by the spread of HIV infection and mourning those who have died.

Wednesday 2nd December 2026 -
International Day for the Abolition of Slavery.

Thursday 3rd December 2026 -
International day of disabled people.
UN day to promote the rights and wellbeing of disabled people.

Friday 18th December 2026 -
International migrants day.
UN day to recognise migrants' contributions and rights.

Regional Women's and Equalities Officers

North West	Alison Treacher	0151 559 2004
North East Yorkshire & Humberside	Heather Blakey	0113 236 4830
West Midlands	Zoe Mayou (Acting)	0121 553 6051
East Midlands	Neelam Verma	0116 253 2020
London & Eastern	Aisha Malik-Smith	0208 800 4281
South East	Jesika Pamar (Acting)	01753 313 820
South West	Lorraine Gibbs	0117 923 0555
Scotland	Lorna Glen	0141 404 5424
Ireland	Collette O'Hagan	Belfast 028 90 232 381 Dublin +353 (0)1873 4577
Wales	Jo Galazka	02920 394521

National

Alison Spencer-Scragg, Director of Equalities & National Officer for Women

Sharon Harding: National Officer for Equalities – BAEM and Disabled Members

Maureen Scott-Douglas: Acting National Officer for LGBT+

Frazer Lake: National Co-ordinator for Young Members

Irina Do Carmo: National Equality Research Officer





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