

### **RAMADAN 2025**



#### What is Ramadan?

The holy month of Ramadan mandates that Muslims abstain from food and water during daylight hours, which occurs on the ninth month of the Islamic lunar calendar. There are exceptions, however, for children, those who are ill or too elderly, women who have just given birth (or are breastfeeding) or are menstruating. Focusing on what the body needs helps Muslims focus on the presence of God and the necessities God provides in their daily lives. It is a time to be with loved ones, for religious reflection, and give to others and charity (zakat, a pillar of the Islamic faith that obligates donating a set proportion of one's wealth). Eid-al-Fitr, which concerns the breaking of the fast, occurs at the end of Ramadan. In contrast, Eid-al-Adha, the feast of the sacrifice, occurs months later, which adds more religious significance for those able to perform the pilgrimage to Mecca in Saudi Arabia.

The entire month of Dhu al-Hijjah is a blessed, sacred, and holy time for Muslims. The final month of the Islamic calendar is one of the four sacred months for Muslims, known as Ash-hur Al Hurom. The other holy months on the Islamic lunar calendar are Rajab (the 7th month), Dhu Al Qaeda (the 11th), Dhu Al Hijjah (12th), and Muharram (1st).

### What is the Religious Significance of Ramadan?

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

Ramadan is when the Quran was first revealed to the Prophet Muhammad (PBUH) by the angel Gabriel, who commanded him to recite. This day, which falls on the twentysixth or twenty-seventh day of Ramadan, is known as the Night of Power (Laylat al-Qadr).





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This month of intense spiritual and religious reflection means that many Muslims will attempt to recite as much of the Quran as possible- to recite one-thirtieth of the Quran during the Taraweeh prayers. Fasting allows Muslims to achieve piety and spiritual purification amid reflection, charity, forgiveness, togetherness, and cohesion. During the final ten days of Ramadan, some Muslims will practise a period of deep spiritual reflection. Some will live in a mosque or dedicate more hours there when not at home.

### **Health Tips and Support During Ramadan**

- For those with diabetes, the national charity Diabetes UK has multilingual guides in English, Arabic, Bengali and Urdu about. what to do and don't do during Ramadan.
- Those unable to fast find other ways to participate in the holy month - including donating food to people experiencing poverty locally and making other charitable donations.
- Healthcare practitioners can access guidance for assisting those with type one and type two diabetes during Ramadan in learning modules for continuous professional development by the UK's Royal College of General Practitioners (RCGP).
- The British Islamic Medical Association offers a compendium of resources to help those with pre-existing conditions about fasting during Ramadan.
- Free guides are available from NHS England, My Diabetes My Way (NHS Scotland), Ramadan advice, and NHS Wales. The British Medical Association provides help for those wanting to help their Muslim colleagues.

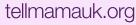














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### RAMADAN 2025 Safety Tips



#### **General Safety Tips**

- Remain alert and aware of your surroundings.
- Plan your journey to and from the mosque, stick to it, and leave with friends and relatives where possible.
- Only use public routes you know which are busy and well-lit - especially for Maghrib, Isha, and Fair prayers.
- If using public transport, note departure times and your nearest bus stops.
- Message loved ones about your departure and arrival times between prayers.
- If it is safe, photograph or video of the perpetrator(s) and note their description (e.g., their clothing, any tattoos, or physical features).



#### Safety Tips for Mosques



- If unwanted visitors enter the mosque, avoid engaging directly with them and maintain a safe distance.
- Dial 999 if you feel that they pose a safety risk.
- Ensure that CCTV in and around the mosque is working to help secure evidence.
- Ensure that entrances and exits of the mosque remain well-lit during prayer times.
- Mosques are open places but do not be afraid to speak with unfamiliar visitors to ensure they do not pose a risk.
- If it is safe, photograph any unwanted visitor or note their description.
- If the mosque receives hate mail, its contents and envelope must be kept and handled minimally to preserve evidence. It must also be placed in a clean, sealable plastic bag to prevent contamination.



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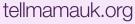


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# RAMADAN 2025 Safety Tips



#### **Tips When Using the Bus**





- Take care when planning your journey; apps like Google Maps and CityMapper allow you to see when the next bus arrives and when the last bus departs. Bus stops will also have signage, either printed or available online.
- If you can, try to sit closer to the driver, but if any passengers make you uncomfortable, try to find another seat or stand away where possible.
- Note the bus number and general directions, and tell loved ones about your route and its progress.

### Tips When Using the Train



- Note down where on the train you entered remember the carriage number or letter or if you entered at the front, middle or back of the train.
- If using the London Underground, remember the above information and note down the carriage number (located at the emergency exits of each carriage).
- Let loved ones know of your arrival and departure times when travelling for prayers, especially for evening prayers (Maghrib), night prayers (Isha), Taraweeh prayers and morning prayers (Fair).
- If attacked or abused, try to write down details like their appearance, clothing, and the time of the attack, and where possible and safe to do so, take a photograph or video to share with Tell MAMA or the BTP.
- Trust your judgement and move away from those who are aggressive or acting drunkenly - this could mean moving to a different section of the carriage or, if travelling on the London Underground, exiting the train at the next available stop and waiting for the next train, or informing staff or BTP officers of any concerns.

Text BTP on 61016 or call 0800 40 50 40





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# RAMADAN 2025 Safety Tips

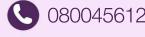


### Don't be a Bystander



- We all have a responsibility to look out for each other whether out in public or on social media, we can all show solidarity and safely stand up to all forms of racism, bigotry, and hate.
- Offer to contact the police on their behalf.
  - Note what you witnessed (as much as you can remember), including the location, time, day, and what the perpetrator(s) looked like.
- Alert staff to what happened, especially at train stations or in supermarkets.
- Take a screenshot of the material you found on social media, copy the URL link, and email it to info@tellmamauk.org so we can investigate it.

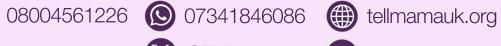


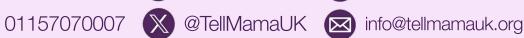
















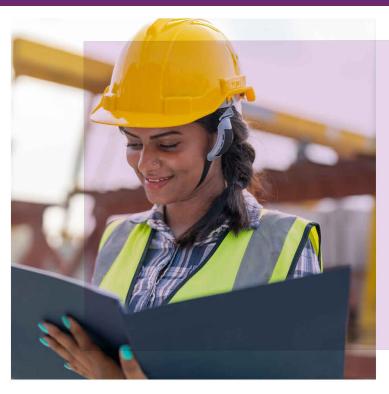
# **RAMADAN 2025** Workplace Guide



### **Guidence for Employers**

- Management and HR must have an open dialogue to fully understand the needs of Muslim colleagues. During the summer months, with fasts lasting up to 17 hours, approaching with empathy as a starting point and considering more flexibility especially around prayer times will help.
- Also, think about the energy levels of staff, and where possible, schedule meetings earlier in the day and avoid evening meetings or work events where possible.
- For staff who work unusual hours, management should consider what meal options are accessible for Muslim staff while meeting their dietary needs when it is time to break their fasts.
- Guidance from ACAS and the Equality and Human Rights Commission (EHRC) provides employers with various best practices during the holy month of Ramadan. For example, one way to accommodate the religious needs of Muslim staff on Fridays for Jummah prayers was to begin work earlier that day. In addition, ACAS provides an example of a Muslim teaching staff able to work elsewhere or work through their lunch hours and leave work earlier if needed. Management should also consider any external events during the month, especially during daylight hours, as staff will want to observe their fasts.





- By encouraging dialogue, you might consider having a work-inclusive iftar event, providing information about fasting and ways to check in on fasting staff. Some workplaces or individuals encourage solidarity fasting as it promotes dialogue and the means to learn about Ramadan's cultural and religious significance. If staff wish to do so, promote a healthy means to ensure everyone feels included.
- Requests for annual leave may vary, with staff understandably looking for days off to celebrate the end of Ramadan and Eid. So, we ask that due consideration be given alongside existing annual leave policies. We urge further understanding that due to the lunar calendar, it has no fixed date. It is equally vital that management and colleagues check on Muslim colleagues if staff need to leave work early to maintain flexibility.



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# **RAMADAN 2025** Workplace Guide



- Some may not want to be around food during the month. But, again, keep those lines of communication open between management, HR, and Muslim staff beyond fixed meeting times. It can be as simple as double-checking whether they want to be around food to avoid excluding Muslim staff from feeling part of the team (during Ramadan or beyond). Equally, in communal spaces, ask for consideration about the kinds of foods people prepare, or as suggested earlier, allow staff to work in other areas without disturbance.
- Tell MAMA runs in-person and virtual training sessions for public and private sector employers about understanding better anti-Muslim hatred and improving workplace inclusivity. Some of the feedback from beneficiaries has been great: "I'm so thankful for organisations like Tell MAMA, educating me and the world and contributing to a safer and more tolerant society" and "One of the takeaways from the session was, don't be a bystander and do your best to actively

- fight Islamophobia. Even if that is asking someone if they are okay or sitting next to someone who is a victim on public transport."
- Finally, see the month as an opportunity to learn about their Islamic faith. Consider creating space for staff to explain their faith to them to help cultivate empathy and understanding. Invite other faith groups to discuss important events in the same calendar month. For example, Jewish communities will celebrate Passover, and Jains will celebrate Mahavir Jayanti – the founder of their faith. Christians celebrate Easter, and Sikhs celebrate Vaisakhi as Mesha Sankranti ushers in the Solar New Year for Hindus and Buddhists.with some communities celebrating the new year following the first full moon in April. If not already, we encourage employees to update or create interfaith and multicultural calendars for staff to feed into and feel able to be their authentic selves when in the workplace.





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#### **Guidence for Employees**

- Asking and making reasonable requests at a good time and being flexible with your work patterns, especially around prayer times, never hurts. Familiarise yourself with the company's annual leave policies when requesting time off for Eid. Be sure to request additional breaks and chances to be flexible in the hours worked.
- What is discrimination? The EHRC defines direct discrimination as unfavourable treatment due to a protected characteristic (your ethnicity, religion or belief, sexual orientation, transgender identity, or disability), which "must be similar enough to the circumstances of the person being treated better for a valid comparison to be made".
- Whereas indirect discrimination concerns a broad policy for everyone but, in actuality, disadvantages those who share a protected characteristic, and, therefore, a person or employer must demonstrate a 'good reason' for it (known as objective justification).
- Mutuality and respect are critical in any workplace and working relationship. If you need assistance, we encourage you to download our anti-discrimination tool kit for the workplace – which you can find here.





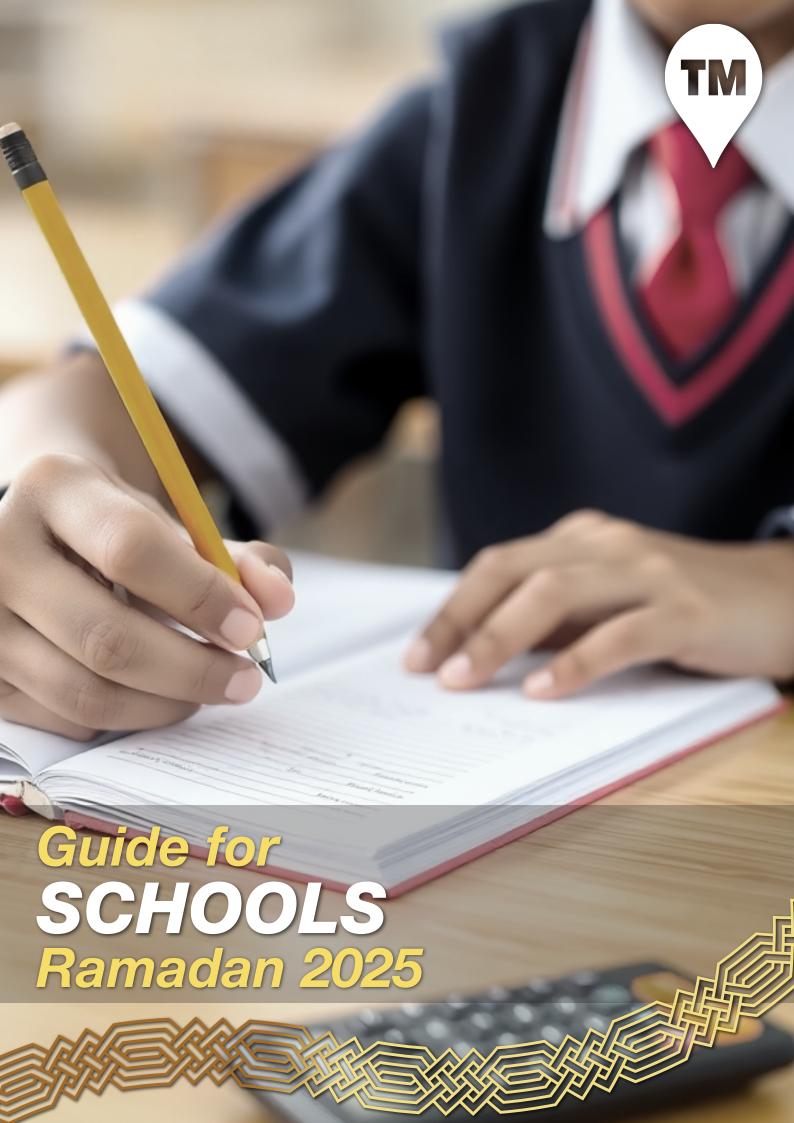












### **RAMADAN 2025** Schools Guide



#### Ramadan in Schools

- As with other faith groups, we encourage empathy and understanding, urging schools to make Ramadan a calendar highlight. It gives students a voice to share what their faith means to them.
- Students may need more time to adjust their schedules throughout Ramadan, so consider accommodating more breaks. Therefore, a dedicated space should be created for praying indoors and asking if students feel comfortable doing PE.
- The BBC has produced some handy resources to help children and young people learn about Ramadan - on their website and via NewsRound on YouTube.

- Learning about a fellow student or staff member's faith or belief should never occur justin RE class. Creating space for open dialogue helps foster understanding and empathy.
- Take time to engage Muslim parents and students about Ramadan and what staff can do to accommodate via online portals or surveys.
- Teacher-specific platforms also have resources for staff wanting to help Muslim students during Ramadan.



























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