



IP Track Delivery



Ramadan May 2018

With Ramadan due to begin on 16 May do take some time to discuss the implications of fasting and fatigue with your teams...

Ramadan is the ninth month of the Islamic calendar and is considered the holiest month of the year



This year the holy month of Ramadan starts around **16 May** (dependent on the sighting of the new moon) when adult Muslims begin four weeks of contemplation and reflection. Key to this is fasting during daylight hours.

Most Muslims will eat a meal before dawn, then again when the sun sets, which at this time of year makes for a very long, and often hot, day, without any food or drink.

To support those colleagues who are fasting, take a look at this [handy guide](#) and make some time at your **team meetings** to discuss how **best** to **help** them, as everyone copes differently.

Fasting can have positive effects on an individual's health and wellbeing and is different for everybody. Be sensitive to what fasting means and **look out for each other** when out on track.

What can I do to help?

Encourage discussion so that a fasting colleague feels they can come to you if they need support. They will know how it may affect them and will be the best person to tell you about this. Don't make assumptions.

What adjustments can be made?

With the lack of food and drink during daylight hours, **fatigue** could be a potential effect of fasting, and risk assessments should take this into account.

For those planning to fast it is important to discuss this with your line manager – flexible working and other adjustments could be considered to make it easier:

- Work nightshifts to allow rest during the day
- Work through breaks to finish earlier
- Reschedule physically demanding tasks for earlier in the day
- Prevent, where possible, travel away from home/site

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Managing religion in the workplace



Read this [useful guide](#)

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