

1. What is Ramadan?

Ramadan is the ninth month of the Islamic calendar. It's when Muslims all over the world spend 30 days fasting and taking part in additional prayer or worship to better themselves in principles of faith.



2. What is fasting?

Not eating or drinking anything including water during the hours of daylight.

3. What time of year does it happen?

Ramadan doesn't happen at the same date every year. It begins at the start of a new lunar cycle, according to the Islamic calendar. Dates are shown below for the next few years:



- 24 April – 23 May 2020
- 13 April – 12 May 2021
- 3 April – 2 May 2022
- 23 March – 21 April 2023
- 11 March – 9 April 2024

As the fast is during daylight hours the length will change depending on what time of year Ramadan happens. In Scotland we have longer fasts in summertime and shorter fasts nearer wintertime.

4. When does the fast begin and end?

The fast begins just before dawn with a light meal called suhoor this confirms the intention to fast for the day. The fast ends at sunset when the call to prayer called Adhan is announced. Eating a date or some water are the recommended and most popular methods of concluding the fast. The time when the fast ends is known as Iftar.

5. Considerations

Fasting will affect people in different ways; we should support employees whilst considering service delivery requirements.

Talk to your manager if you need any support during Ramadan.

Tell your colleagues about Ramadan and that you're fasting.

Consider leave requests, changes to working hours or break times. This will help physically during this time or give additional time to take part in prayer or worship.

The effects of fasting may be felt most strongly in the afternoon. Consider what types of work is best to be done in the morning and afternoon and consider if any changes can be accommodated if needed.

If a colleague is fasting be considerate when you're eating or drinking.