

2023

HR

CALENDAR

UK workplace holidays, important
deadlines, and monthly HR advice



Introduction

The road to 2023 has been a challenging one, but it's shaping up to be a pivotal year for People professionals. Navigating the choppy waters of a cost of living crisis, a looming recession, a change in government, and a global pandemic that's carrying on, HR teams are up against a lot — and that's not even accounting for their own burnout.

Just like you, we're eager for the new year to bring positive changes.

From global awareness days to lighthearted holidays (National Biscuit Day, anyone?), we've collected all the dates you need to enrich your culture and empower your people to make a difference in the broader world.

And because no HR calendar would be complete without compliance deadlines, we've included some of the most important tax filing and reporting dates to be aware of. Not as sweet as the biscuits, but still worth chewing on.

Lastly, you'll find helpful People strategy tips for every month, complemented by data-driven insights from [Lattice's advisory services](#), a group of HR experts that advise our clients on best practices, industry benchmarks, and more.

From our team to yours, have a happy, safe, and productive 2023.

Lattice 

January

THIS MONTH:

National Mentoring Month

REMINDER:

Don't forget to share your organisation's holidays and observances for the new year with employees. Be sure it's easily accessible so they can plan time off and team celebrations



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1 New Year's Day
2 New Year's Day observed (Bank Holiday)	3	4	5	6	7	8
9	10	11	12	13	14	15
National Obesity Awareness Week						
16 World Religion Day	17	18	19	20	21	22 Lunar New Year (Year of the Rabbit)
23	24 International Day of Education	25 Burns Night (Scotland)	26	27	28	29
30	31	HR ADVICE No matter where you are in your career, mentorship fosters growth and connectivity in the workplace and beyond. Employees have as much to gain as they've got to give, so anyone can participate as mentors or mentees. For inspiration, read how Taplytics used Lattice to start its mentorship program.				

February

THIS MONTH:
LGBT History Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2 Time to Talk Day	3	4 World Cancer Day	5
6	7	8	9	10	11	12
13	14 Valentine's Day	15	16	17 Random Act of Kindness Day	18	19
20 World Day of Social Justice	21 Shrove Tuesday (Pancake Day)	22 Lent begins	23	24	25	26
27	28					

HR ADVICE

Employee recognition matters more than you think — feeling overworked and underappreciated was one of the [top 5 reasons UK employees switched jobs last year](#). Keep employees feeling valued by [having managers recognise their teams for going above and beyond](#).

March

THIS MONTH:
Women's History Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 St. David's Day Zero Discrimination Day	2	3	4	5
6	7	8 Holi International Women's Day	9	10	11	12 Daylight Saving Time begins
13	14 Pi Day	15	16	17 St. Patrick's Day World Sleep Day	18	19 Mother's Day
20 Spring begins	21	22 Ramadan begins (tentative)	23	24	25	26
27	28	29	30	31 International Day of Transgender Visibility		

HR ADVICE

Employee resource groups (ERGs) give a voice and a safe space to workers from underrepresented identities. Along with unconscious bias training, widened recruiting pools, and inclusive benefits, rolling out ERGs can drive your diversity and inclusion efforts forward.

April

THIS MONTH:
Stress Awareness Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1 April Fool's Day	2
3	4	5 2022/2023 tax year ends	6 2023/2024 tax year begins	7 World Health Day Walk to Work Day	8	9 Easter
			Passover			
10	11 National Pet Day	12	13	14	15	16
Passover						
17 Laylatul Qadr (Night of Power)	18	19	20	21 Eid al Fitr (tentative)	22 Earth Day	23 St. George's Day
24	25	26 On Your Feet Britain Administrative Professionals Day	27	28 World Day for Safety and Health at Work	29	30

HR ADVICE

As the new tax year begins, it's a great time to think about your compensation strategy. According to [Lattice's 2023 State of People Strategy Report](#), tying compensation to performance is linked to higher levels of engagement. Plus, HR teams who use pay-for-performance were more likely to say they were meeting or exceeding their goals.

May

THIS MONTH:
National Walking Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 Early May (Bank Holiday)	2 National Fitness Day	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17 World Baking Day	18 National Numeracy Day	19	20 International Human Resources Day	21
Mental Health Awareness Week						
22	23	24	25	26	27	28
29 Spring Bank Holiday National Biscuit Day	30	31 Deadline for sending P60s to employees (excluding any leavers during the tax year)				
		HR ADVICE With multiple health and wellness observances this month, it's a good time to remind employees to disconnect. Try getting creative with your <u>time off policy</u> (such as <u>volunteer time off</u>) to get more teams involved. And don't forget to take time for yourself, too.				

June

THIS MONTH:
LGBTQ Pride Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1 Global Day of Parents	2 National Fish and Chip Day	3	4
National Volunteers' Week						
5 World Environment Day	6	7	8	9	10	11
Carers Week						
National Volunteers' Week						
12 King's Birthday (tentative)	13	14 World Blood Donor Day	15	16 National Clean Air Day	17	18 Father's Day
Carers Week						
British Nutritional Foundation Healthy Eating Week						
19	20 World Refugee Day	21 Summer begins	22 Windrush Day	23	24 Armed Forces Day	25
26	27	28 International Pride Day	29	30		
Eid al-Adha (tentative)						

HR ADVICE

Preparing for your mid-year appraisal cycle? Have managers take a moment to reflect on their team's goals and evaluate performance and progress at this halfway point. Provide them with a list of meaningful questions to ask during appraisals to help employees recalibrate their goals and sense of purpose.

July

THIS MONTH:

Disability Pride Month

South Asian Heritage Month (18/07 - 17/08)



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	6 Deadline for P11D forms to HMRC	7 Global Forgiveness Day	8	9
10	11	12	13	14	15	16
17	18	19 Al-Hijra (Islamic New Year) (tentative)	20	21	22	23
24 International Self-Care Day	25	26	27	28 Ashura	29	30 International Friendship Day
31	<p>HR ADVICE</p> <p>Don't let employees' goals end up like their New Years' resolutions. Remind your team to continue setting and updating goals year-round, and <u>take a quarterly approach to setting goals</u> to make them feel more achievable.</p>					

August

THIS MONTH:

South Asian Heritage Month (18/07 - 17/08)



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6 Cycle to Work Day
World Breastfeeding Week						
7 Summer Bank Holiday (Scotland)	8 International Cat Day	9 Book Lovers Day	10	11	12	13 Left-Handers Day
14	15	16	17	18	19 World Humanitarian Day World Photography Day	20
21	22	23	24	25	26 International Dog Day	27
28 Summer bank holiday	29	30	31			

HR ADVICE

If you're planning to implement new HR software, there's a good chance you have your eyes set on January 1. Start your search in late August so you have ample time to review your options, get budget approval, and go through implementation. Here's a checklist to get you started on evaluating and purchasing new HR tech.

September

THIS MONTH:
National Organic Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4	5	6	7	8	9	10 World Suicide Prevention Day
11	12	13	14	15	16	17
				Rosh Hashanah		
18	19	20	21 World Gratitude Day	22 Autumn begins	23 International Day of Sign Languages	24 Yom Kippur
25	26	27	28	29	30	
Yom Kippur						
National Inclusion Week						

HR ADVICE

If you're looking to build your professional network, HR communities are a great place to turn. Join [Resources for Humans](#), Lattice's free Slack community of 18,000 HR leaders. RfH is designed to help HR professionals connect, share advice, and ask questions.

October

THIS MONTH:

Black History Month
Mental Health Month



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1 Grandparents' Day International Coffee Day
National Inclusion Week						
2	3	4	5 World Teachers' Day	6	7	8
9	10 World Mental Health Day	11 National Coming Out Day	12	13	14	15
National Work Life Week						
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 Halloween	<div style="background-color: #4a3b5d; color: white; padding: 5px; border-radius: 10px; display: inline-block;">HR ADVICE</div> <u>Belonging plays a critical role in your employees' mental health</u> , and October's month-long observances make it a poignant time to revisit how employees feel when they show up to work. Add questions about belonging to your <u>diversity and inclusion surveys</u> to learn more about employees' experiences.				

November

THIS MONTH:

Men's Health Awareness Month

Disability History Month (16/11 - 15/12)



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 All Saints Day World Vegan Day	2 All Souls Day	3	4	5 Daylight Saving Time ends Guy Fawkes (Bonfire) Night
6	7	8	9 World Freedom Day	10	11 Remembrance Day	12 Remembrance Day (observed) Diwali
13	14	15	16	17	18	19
Anti-Bullying Week						
Diwali						
20	21	22	23	24	25	26
27	28	29	30 St Andrew's Day (Scotland Bank Holiday)			

HR ADVICE

With festivities just around the corner, be sure to include remote workers in your celebratory plans. Virtual gift exchanges, gingerbread bake-offs, and charity initiatives are great ways to spread cheer wherever employees are. For more inspiration, check out these [creative virtual team-building activities](#).

December

THIS MONTH:

Universal Human Rights Month

Disability History Month (16/11 - 15/12)



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1 World Aids Day	2	3 International Day of People with Disabilities
4	5	6	7	8	9	10
			Hanukkah			
11	12	13	14	15	16	17
Hanukkah						
18 International Migrants Day	19	20	21 Winter begins	22	23	24 Christmas Eve
25 Christmas Day (Bank Holiday)	26 Boxing Day	27	28	29	30	31 New Year's Eve

HR ADVICE

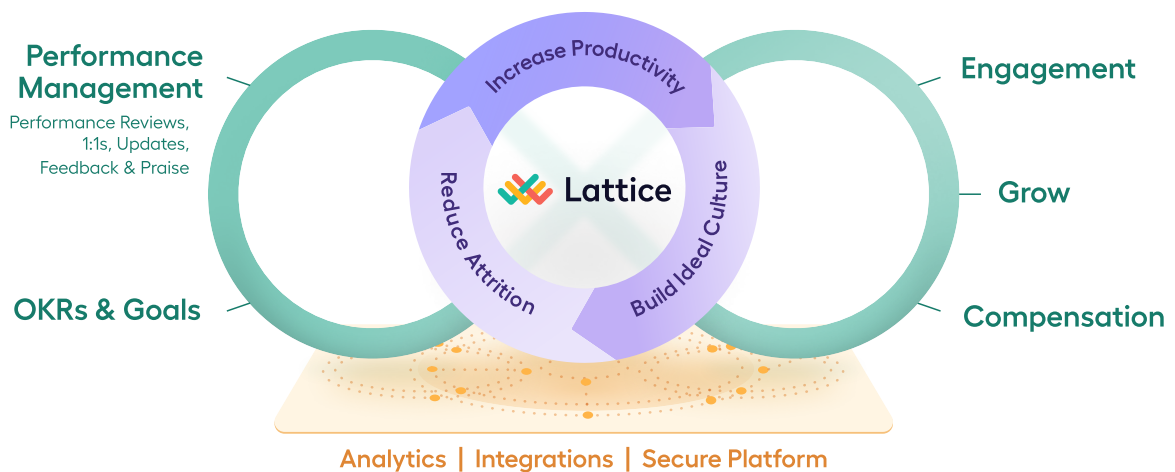
With the year nearly over, December is a great time for employees to reflect on the progress of their growth plans. Did they accomplish what they set out to do? Encourage managers and direct reports to discuss their development and growth plans in an upcoming one-to-one.

About Lattice

Lattice is the people success platform that enables HR leaders to develop engaged, high-performing teams. By combining continuous performance management, employee engagement, development, compensation, and growth in one solution, organisations get powerful, real-time analytics that lead to actionable insights turning managers into leaders, employees into high performers, and companies into the best places to work.

Lattice works with companies that aspire to put people first. Whether redefining the beauty industry or building self-driving cars, all of our customers have one thing in common: They value their employees and want to invest in the development and success of their people. To see Lattice's platform in action, schedule a product tour.

The Lattice People Success Platform



Trusted by the best places to work

Discover how Lattice empowers thousands of companies to build award-winning cultures.

[Request a demo](#)