

# Guidance for Ramadan and Eid 2026

Equality, Diversity and Inclusion Team

(Last updated January 2026)

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# Guidance for Ramadan and Eid 2025/26



## Why provide these notes? (1)

These notes are intended for managers and teaching staff that supervise staff or teach students who are Muslim and will be fasting during the month of Ramadan. It is intended to increase understanding about the month of Ramadan and offers advice on how to be supportive of colleagues/students who are fasting.

## What and when is Ramadan?

- Ramadan is the ninth month of the Islamic Calendar. In the month of Ramadan observant Muslims will give up food or drink during the hours of daylight.
- Fasting is one of the five pillars of Islam. The fast is an act of worship and there are also many other spiritual benefits associated with the month. Individuals will endeavour to increase acts of charity, good deeds and community engagement.
- They will awake before dawn for a meal called Suhur. At sunset Muslims will open the fast with a meal called Iftar. It is customary to open the fast with dates and water followed by a normal meal.
- The exact dates of Ramadan change every year. This is because Islam uses a calendar based on the cycles of the Moon.

## Key Dates

### **Ramadan:**

- **18 February/19 March 2026**

### **Eid al-Fitr:**

- **20 March 2026**

### **Eid ul-Adha:**

- **27 – 29 May 2026**  
(depending on the sighting of the moon)

## General advice for managing staff and students that are fasting

Students should be aware that they are expected to attend and complete examinations as usual during Ramadan, so claims for extenuating circumstances on the grounds of observing Ramadan/fasting will not be accepted. The policy can be read in full here: [Extenuating Circumstances: a guide for students - Student Experience Directorate \(qmul.ac.uk\)](https://www.qmul.ac.uk/student-experience-directorate/extenuating-circumstances-a-guide-for-students)

Fasting, combined with changes to sleep patterns, can leave observers feeling more tired than usual, particularly towards the end of the day when they may also feel light-headed.

We would encourage line managers to work with Muslim staff who request slight adjustments to the working day during Ramadan. This could include changes to working hours such as coming in earlier and leaving early or vice versa. Line managers can contact the EDI Team or HR if they have any questions.

If line managers are holding events, such as staff meals, student welcome receptions, away days and social gatherings during Ramadan, Muslim staff/student members will be able to participate in such events but may refrain from refreshments. Not all Muslims will be fasting or observing Ramadan but it is important we take into consideration how we can make all Queens events and gatherings inclusive.

The Personnel Today has provided a useful best practice guide for employers during Ramadan: <https://www.personneltoday.com/hr/ramadan-workplace-top-tips-employers-3/>

Muslim staff might wish to offer prayers during the day. This will normally be 2-3 times a day, 5 – 15 minutes depending on individual pace. Staff and students can use the Multi-faith Centre prayer rooms or the Student Hub which is equipped with washing facilities:

[Faith \(qmsu.org\)](http://www.faith.qmul.ac.uk)

<http://www.faith.qmul.ac.uk/Faiths>

## What happens when Ramadan ends?

The end of Ramadan is marked by **Eid-al-Fitr**, which translated to the "**Festival of Breaking the Fast**". This is a special day marked with special morning prayers, feasts, charitable giving and a coming together of the community.

This year Eid-al-Fitr falls on a **Friday (20 March)**, some Muslim staff members may wish to take a day's annual leave from work, particularly as some schools close for Eid and so staff may have their children at home on that day. We encourage line managers to accommodate this request where possible.

The Islamic calendar is a lunar calendar so the actual day that Eid falls on will depend on when the new moon is sighted. For this reason, it might not be possible for the staff member to be very specific about the day they would like to take as leave.



## What is Eid ul-Adha?

The festival commemorates the Prophet Ibrahim's willingness to sacrifice his son when God ordered him to and shows his commitment to submit to God.

People celebrate this festival with an Eid prayer on the morning of the first day. An animal is also sacrificed as an act of worship and submission. The meat is shared with relatives and the poor.

It is a three-day festival that will start approximately on **27 - 29 May 2026**.

Muslim staff members may wish to take a day's annual leave from work. Muslim students celebrating Eid may not come into their lectures on that day.

## Further Information

The document and links below are a useful guide for Muslim staff who would like some guidance and tips for how to manage the working day during this month.

NHS Muslim Network Ramadan and Eid Guidelines 2024

<https://nhsmuslimnetwork.co.uk/wp-content/uploads/2024/02/National-NHS-Muslim-Network-Ramadan-and-Eid-Guidance-2024.pdf>

For further information please contact the EDI Team:

[hr-equality@qmul.ac.uk](mailto:hr-equality@qmul.ac.uk)

QMUL Websites – information on religion and belief

<https://www.qmul.ac.uk/human-resources/equality/protected-characteristics/equalityreligion/>

<http://www.faith.qmul.ac.uk/>

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We note that it may be appropriate to promote understanding of other faiths and will issue other notes if requests received illustrate that need.