

◀ GOOD PRACTICE INFORMATION ▶



Ramadan

Ramadan commences 6th of June and lasts until the 5th of July.

During Ramadan, many Muslims fast during the hours of daylight, not eating or drinking until breaking their fast at sunset.

As Ramadan falls over the summer solstice, fasting Muslims in Britain avoid food and drink for up to 16 hours per day. As a result energy levels may drop and staff may have to make extra effort to remain alert as the day develops.



If you are aware of any employees or colleagues who are fasting, please reassure them and offer assistance and advice where you can.

Effects of fasting:

- The effects of fasting may be felt most strongly in the afternoon so it can help to use the morning for meetings and more challenging work.
- A shorter lunch may make it easier for workers to manage their workload if they wish to take time off to carry out additional prayer or worship.
- Colleagues should be considerate of those who are fasting and may want to avoid eating during meetings or offering food and drink to workers who are fasting.
- During Ramadan, fatigue can evolve due to the elements of fasting. It is important that anyone who is fasting gets enough rest during non-working hours.
- Dehydration is common during fasting; it is important that anyone who is fasting limit their physical activities and remain in cool areas during the day. Drink at least 3 litres of water between Iftar (sunset) and Sehri (sunrise). This is one of the best things you can do for your body to help avoid fatigue or feeling sick during the fast.

Workers who are fasting should be informed that they **MUST** stop work immediately and inform their supervisor/manager if they feel unwell or unable to carry out their work safely.