



# Benenden Health's 2024 Health and Wellbeing Calendar

This calendar provides you with a template to effectively plan for a happy and engaged workforce, for the year ahead.

Key health and wellbeing dates have been highlighted throughout, with practical hints and tips on how to incorporate these into your workplace and include your workforce.

# January: Fresh Start

Let's start 2024 as we mean to go on. Plan some workshops or one-to-ones for employees to think about their priorities and make pledges for what they'd like to achieve this year.

1 Mon <b>Happy New Year!</b>	18 Thu
2 Tue	19 Fri
3 Wed	20 Sat
4 Thu	21 Sun
5 Fri	22 Mon
6 Sat	23 Tue
7 Sun	24 Wed
8 Mon	25 Thu
9 Tue	26 Fri
10 Wed	27 Sat
11 Thu	28 Sun
12 Fri	29 Mon
13 Sat	30 Tue
14 Sun	31 Wed
15 Mon <b>Brew Monday</b>	<p><b>Instead of Blue Monday, why not try Brew Monday?</b> It's a chance to pause, take a break and catch up with colleagues, to enjoy some much needed conversation.</p> <p><b>Dry January Month</b></p>
16 Tue	
17 Wed	

**22nd – 28th Cervical Cancer Prevention Week**

Notes:

# February: Open minds

Take time this month to talk to your employees, make them feel included; exploring new ways to connect with your team and revisiting inclusion policies to make sure they are relevant.

1 Thu <b>Time to Talk Day</b>	17 Sat <b>Random Acts of Kindness Day</b>
2 Fri	18 Sun
3 Sat	19 Mon
4 Sun	20 Tue
5 Mon	21 Wed
6 Tue	22 Thu
7 Wed	23 Fri
8 Thu	24 Sat
9 Fri	25 Sun
10 Sat	26 Mon
11 Sun	27 Tue
12 Mon	28 Wed
13 Tue	29 Thu
14 Wed	<p><b>Apprentices</b> can add so much value and much needed resource to organisations across the country. Take this week to identify where an apprentice could bolster your ranks.</p> <p><b>5th – 11th is also Children's Mental Health Awareness Week</b></p> <p><b>LGBT+ History Month</b></p>
15 Thu	
16 Fri	

**5th – 11th Race Equality Week**

**5th – 11th National Apprenticeships Week**

**26th – 3rd Eating Disorders Awareness Week**

Notes:

# March: Night watch

As the clocks go forward, use this month to reset your bedtime routine too and share resources on how employees can improve their own sleep hygiene for better physical and mental wellbeing.

1 Fri	19 Tue
2 Sat	20 Wed
3 Sun	21 Thu
4 Mon	22 Fri
5 Tue	23 Sat
6 Wed	24 Sun
7 Thu	25 Mon
8 Fri <b>International Women's Day</b>	26 Tue
9 Sat	27 Wed
10 Sun	28 Thu
11 Mon	29 Fri
12 Tue	30 Sat
13 Wed <b>No Smoking Day</b>	31 Sun
14 Thu	
15 Fri <b>World Sleep Day</b>	<p><b>11th – 15th is Nutrition and Hydration week</b></p> <p><b>World Bed Month</b></p>
16 Sat	
17 Sun	
18 Mon	

**3rd – 9th Endometriosis Awareness Week**

**18th – 24th Neurodiversity Celebration Week**

Notes:

## April: Positive steps

Take advantage of the brighter mornings and lighter days with walking activities such as walk-to-work incentives, walk-and-talk meetings and maybe even some healthy competition with step counter challenges.

1 Mon	19 Fri
2 Tue	20 Sat
3 Wed	21 Sun
4 Thu	22 Mon
5 Fri <b>Walk to Work Day</b>	23 Tue
6 Sat	24 Wed
7 Sun <b>World Health Day</b>	25 Thu
8 Mon	26 Fri <b>On Your Feet Britain</b>
9 Tue	27 Sat
10 Wed	28 Sun
11 Thu	29 Mon
12 Fri	30 Tue
13 Sat	
14 Sun	
15 Mon	
16 Tue	
17 Wed	
18 Thu	

24th – 30th  
**MS Awareness Week**

### World Health Day

2024 marks 75 years of the World Health Organization so why not get your team together with some world food, games and activities, and remind them of all the health and wellbeing incentives and benefits available to them as employees?

**On Your Feet Britain** – A "let's move" challenge between teams. Which team can cover the most steps over the month or a week to win the prize?

### Stress Awareness Month

Notes:

## May: Helping hands

Check in with employees this month to make sure they have everything they need at work to thrive. If they don't, work together to make work a more accessible and equitable environment.

1 Wed	18 Sat
2 Thu	19 Sun
3 Fri	20 Mon <b>International Human Resources Day</b>
4 Sat	21 Tue
5 Sun	22 Wed
6 Mon	23 Thu
7 Tue	24 Fri
8 Wed	25 Sat
9 Thu	26 Sun
10 Fri	27 Mon
11 Sat	28 Tue
12 Sun	29 Wed
13 Mon	30 Thu
14 Tue	31 Fri
15 Wed	
16 Thu <b>Global Accessibility Awareness Day</b>	
17 Fri	

15th – 21st  
**Mental Health Awareness Week**

### Mental Health Awareness Week

Set a cultural tone that helps to normalise conversations around mental health, by opening up and talking to your team about your own experiences.

### National Walking Month

Notes:

## June: Community spirit

This month, look for ways to support your wider community while strengthening the solidarity of your own workplace culture, through workplace volunteering and/or giving programmes.

1 Sat	18 Tue
2 Sun	19 Wed
3 Mon	20 Thu
4 Tue	21 Fri
5 Wed	22 Sat
6 Thu	23 Sun
7 Fri	24 Mon
8 Sat	25 Tue
9 Sun	26 Wed
10 Mon	27 Thu
11 Tue	28 Fri
12 Wed	29 Sat
13 Thu	30 Sun
14 Fri	
15 Sat	
16 Sun	
17 Mon	

1st – 7th  
**Volunteer Week**

12th – 18th  
**Men's Health Week**

### Pride Month

Notes:

## July: Good habits

Little changes make a big difference, so collaborate with your team to co-create new sustainability action points. Look at ways to make better food and drink habits too.

1 Mon	18 Thu
2 Tue	19 Fri
3 Wed	20 Sat
4 Thu	21 Sun
5 Fri	22 Mon
6 Sat	23 Tue
7 Sun	24 Wed
8 Mon	25 Thu
9 Tue	26 Fri
10 Wed	27 Sat
11 Thu	28 Sun
12 Fri	29 Mon
13 Sat	30 Tue <b>World Friendship Day</b>
14 Sun	31 Wed
15 Mon	
16 Tue	<b>Plastic-free Month</b> Gift your team with reusable coffee cups and run a competition to track how many disposable cups are saved during the month.
17 Wed	

Notes:

## August: Work family

Check in with working parents – and grandparents – over the holidays, and see if flexible working or shift swaps are suitable for the summer so everyone can enjoy a healthier work-life balance.

1 Thu <b>Cycle to Work Day</b>	19 Mon
2 Fri	20 Tue
3 Sat	21 Wed
4 Sun	22 Thu
5 Mon	23 Fri
6 Tue	24 Sat
7 Wed	25 Sun
8 Thu	26 Mon
9 Fri	27 Tue
10 Sat	28 Wed
11 Sun	29 Thu
12 Mon	30 Fri
13 Tue	31 Sat
14 Wed	
15 Thu	
16 Fri	
17 Sat	
18 Sun	

1st – 7th  
Breastfeeding  
Awareness  
Week

It's a known fact that cycling to work gets you fitter, reduces fuel costs and has all sorts of health and wellbeing benefits. It can be a great way of de-stressing, unwinding and feeling happier and healthier. **Cycle to Work Day** is there to recognise all the benefits cycling has and encourages people to grab their bikes and helmets (lycra optional!) and cycle to work!

Notes:

## September: Top-to-toe

With several different awareness events this month, it's a good time to encourage your team to head to their GP with anything they're concerned about.

1 Sun	19 Thu
2 Mon	20 Fri
3 Tue	21 Sat
4 Wed	22 Sun
5 Thu	23 Mon
6 Fri	24 Tue
7 Sat	25 Wed
8 Sun	26 Thu
9 Mon	27 Fri
10 Tue <b>World Suicide Prevention Day</b>	28 Sat
11 Wed	29 Sun <b>World Heart Day</b>
12 Thu	30 Mon
13 Fri	
14 Sat	
15 Sun	
16 Mon	
17 Tue	
18 Wed	

1st – 7th  
Migraine  
Awareness  
Week

23rd – 29th  
National  
Eye Week

**World Suicide Prevention Day**  
Invite a suicide prevention officer to your organisation to discuss the work they do and to offer your team advice on how they can support someone in distress to seek support.

September is:  
**Gynaecological Cancer Awareness Month**  
**Vascular Disease Awareness Month**  
**Urology Awareness Month**

Notes:

## October: Support system

Group effort is often the best way to boost better habits or beat bad ones. Professional toolkits are available online for your teams, so take a look, share them out and why not join in too?

1 Tue	17 Thu
2 Wed	18 Fri <b>World Menopause Day</b>
3 Thu	19 Sat
4 Fri	20 Sun
5 Sat	21 Mon
6 Sun	22 Tue
7 Mon	23 Wed
8 Tue	24 Thu
9 Wed	25 Fri
10 Thu <b>World Mental Health Day</b>	26 Sat
11 Fri	27 Sun
12 Sat	28 Mon
13 Sun	29 Tue
14 Mon	30 Wed
15 Tue	31 Thu
16 Wed <b>Restart a Heart Day</b> <b>International Pronouns Day</b>	<b>World Mental Health Day</b> Ask your team members to buddy up and take an additional break to check in on a colleague.

7th – 11th  
**National Work-Life Week**

**Stoptober** and **Black History Month**

Notes:

## November: Express yourself

Find out more about your employees and encourage them to find out more about each other with team-building activities and social mixers. Celebrate what makes us different and the joy of diversity.

1 Fri	18 Mon
2 Sat	19 Tue <b>International Men's Day</b>
3 Sun	20 Wed
4 Mon	21 Thu
5 Tue	22 Fri
6 Wed <b>National Stress Awareness Day</b>	23 Sat
7 Thu	24 Sun
8 Fri	25 Mon <b>International Day for the Elimination of Violence against Women</b>
9 Sat	26 Tue
10 Sun	27 Wed
11 Mon	28 Thu
12 Tue	29 Fri
13 Wed	30 Sat
14 Thu	
15 Fri	
16 Sat	<b>November Month</b> Raise awareness of men's health issues while having fun, and maybe some healthy competition around the longest, shapeliest or most luxuriant mo'!
17 Sun	

16th Nov – 16th Dec  
**Disability History Month**

13th – 19th  
**Trans Awareness Week**

Notes:

## December: Give & receive

Celebrate the year with your teams, making time to thank them for their hard work and taking a look at how you can spread joy inside the workplace and outside in your local community.

1 Sun	18 Wed
2 Mon	19 Thu
3 Tue <b>International Day of People with Disabilities</b>	20 Fri
4 Wed	21 Sat
5 Thu	22 Sun
6 Fri	23 Mon
7 Sat	24 Tue
8 Sun	25 Wed
9 Mon	26 Thu
10 Tue <b>Human Rights Day</b>	27 Fri
11 Wed	28 Sat
12 Thu	29 Sun
13 Fri	30 Mon
14 Sat	31 Tue
15 Sun	
16 Mon	
17 Tue	

**16th Nov – 16th Dec Disability History Month**  
Offer a Q&A forum with a disability advocate for your team to ask questions and understand the experience of those working in their organisation or similar organisations with a disability.

Notes:

# Key diary dates

**Bring 2024's key health and wellbeing dates to life in your workplace – engaging your people and motivating them to prioritise their health and wellbeing.**

## Time to Talk Day – 1 February

A nationwide initiative to get people talking and reduce the stigma surrounding mental health, Time to Talk Day can be a way to start important conversations. It doesn't have to be all about mental health either – encourage colleagues to make time for those social interactions and little natters that uplift the day.

## World Bed Month – March

We know sleep is vital – but we all struggle with it sometimes. Promote sleep hygiene tips for colleagues to act on at the end of the working day. You can find slumber hints and tips on the Benenden Health website and our 2024 Health and Wellbeing Trends Guide.

## Stress Awareness Month – April

Whether stress, worry or anxiety is triggered during office hours or when your team is off the clock, a safe and supportive culture can make all the difference. Encourage colleagues to come forward with any concerns about workload or other stressors, and make sure managers are role-modelling positive behaviours such as taking breaks.

## National Walking Month – May

Walk-to-work initiatives, lunchtime 'walk and talks', walking clubs and inter-departmental step-count competitions are all fun ways to clear your head and step outside from work stresses as the weather warms up this month.

## Pride Month – June

Let the rainbow flags fly this June! Ask your employees how they would like to celebrate Pride. From parties to marches, the ideas are endless. LGBT+ organisations offer plenty of advice online on the needs of LGBT+ employees, including tips on creating inclusive policies and practices all year round. You'll also discover advice on how to be a great ally.

## National Work-life Balance Week – October

A happy workforce is a healthy workforce! This week is the ideal opportunity to remind people of annual leave they have left to take and make sure everyone's aware of your flexible working initiatives. If colleagues haven't enjoyed social get-togethers for a while, why not organise a team lunch, quiz or other event?

## Physical health awareness days

**Check out the health awareness days on this calendar – they create great reasons to start conversations and signpost support.**

Understanding your own colleagues' unique concerns goes a long way towards building a healthy and happy workplace culture.

- If your workforce includes a lot of women in their 40s and 50s, consider a dedicated menopause hub or network to give year-round support.
- If appropriate to your workplace demographic, signpost awareness of conditions that tend to impact men, including prostate cancer, heart disease, suicide and depression, diabetes, liver disease and alcohol problems.
- Consider introducing specific strategies for conditions or issues that are likely to affect your teams.

## Mental health awareness days

**Use these days as prompts to check in with your employees and get teams talking to each other, to make health and wellbeing a top priority.**

- Make it clear you have an open door policy for any mental health issues that your employees are experiencing at work or home.
- Start a mental health first aider scheme – if you don't have one already – creating informed points of contact for employees seeking support.
- If you want to offer support but don't know how to, remember, there is guidance available online and through professional healthcare providers.

# Introducing Benenden Health

With over 115 years' experience and knowledge, we help businesses support the health and wellbeing of their people by providing high-quality, affordable private healthcare to every single one of your employees.

This includes round the clock care such as 24/7 GP and Mental Health helplines, as well as speedy access to services such as Physiotherapy and Medical Treatment.

Whoever you are Britain, it's time to join the 850,000+ people already enjoying affordable private healthcare. Benenden Health. Healthcare done different.

We work with well-established brands such as:



McCann



We're an award-winning company, rated 4.5 stars out of 5 by Trustpilot.com



Benenden Healthcare for Business offers employees access to the following benefits from day one of membership:



24/7 GP Helpline



24/7 Mental Health Helpline



Care Planning and Social Care Advice



Rewards and Discounts



Benenden Health App

After six months members also have access to:



Private Medical Diagnostics



Private Medical Treatment



Physiotherapy



Mental Health Support



Cancer Support



TB Treatment

Find out more about how we could help you to support your employees' health and wellbeing



[www.benenden.co.uk/healthcare-for-business](http://www.benenden.co.uk/healthcare-for-business)