



# Mental Health Calendar 2026

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Wellbeing in Focus invites moments of awareness, reflection, and care throughout the year — supporting the mental health of the people behind the work. Each month highlights themes and moments that encourage understanding, conversation, and connection.



Poster



Video



Article

## January Foundations of Wellbeing

- ✓ A time to pause, reflect, and set gentle intentions for the year ahead.
- ✓ Focus on small, supportive habits that help wellbeing grow over time.

## February Everyday Inclusion & Care

- ✓ Connection often starts with simple moments.
- ✓ Create space for open conversation, kindness, and inclusion through Time to Talk Day, LGBTQ+ History Month, and Children's Mental Health Week.

## March Strength in Our Differences

- ✓ Our differences are part of what makes teams stronger.
- ✓ Recognise diverse voices and experiences through International Women's Day and Neurodiversity Celebration Week.

## April Taking Charge of Stress

- ✓ Stress shows up differently for everyone.
- ✓ Use Stress Awareness Month and Autism Acceptance Month to share practical tools and encourage healthier ways of working.

## May Supporting Parents & Caregivers

- ✓ Caring for others can be deeply meaningful — and deeply demanding.
- ✓ Acknowledge the mental load of parenting and caregiving during Maternal Mental Health Awareness Week and World Maternal Mental Health Day.

## June Pride in Who We Are

- ✓ Everyone deserves to feel seen and valued.
- ✓ Celebrate identity, pride, and belonging during Pride Month, Neurodiversity Pride Day, and Autistic Pride Day.

## July Human Connection Matters

- ✓ Listening can be one of the most powerful forms of support.
- ✓ Highlight empathy, openness, and understanding through Samaritans Awareness Day, Alcohol Awareness Week, and Schizophrenia Awareness Day.

## August Voices That Need to Be Heard

- ✓ Wellbeing includes every stage of life and every voice.
- ✓ Reflect on inclusion and care through National Wellness Month, International Youth Day, and World Humanitarian Day.

## September Together for Tomorrow

- ✓ Hope grows when we look out for one another.
- ✓ Focus on prevention, awareness, and support during Suicide Prevention Month and World Suicide Prevention Day.

## October Minds in Transition

- ✓ Change can affect our mental health in many ways.
- ✓ Build understanding through World Mental Health Day, World Menopause Month, and ADHD Awareness Month.

## November Care, Compassion & Conversation

- ✓ Talking openly can make a difference.
- ✓ Encourage reflection and connection through Movember, International Men's Day, and World Kindness Day.

## December Reflect, Reconnect & Reset

- ✓ The end of the year can carry many emotions.
- ✓ Acknowledge loss, disability, and seasonal challenges, while encouraging rest and connection during National Grief Awareness Week and the holiday season.



# January

## Foundations of Wellbeing

The new year offers a renewed opportunity to reset, refocus, and strengthen wellbeing in the workplace. After a busy holiday season, employees may feel both energised and overwhelmed — balancing optimism with the challenge of returning routines. This January, the focus is on building sustainable wellbeing habits that encourage balance, connection, and purpose for the months ahead.

Leaders and colleagues alike are encouraged to nurture everyday wellbeing through simple, consistent actions that inspire motivation and community. From mindful conversations over Brew Monday to healthy lifestyle initiatives like Dry January and Veganuary, use this month to re-engage your teams with empathy, reflection, and optimism for the year to come.

Start the year strong

Learn more about our tailored workshops

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1<sup>st</sup> - 31<sup>st</sup>

### Dry January

Take a mindful break from alcohol and explore the benefits of balance, energy, and improved focus to start the year strong.

1<sup>st</sup> - 31<sup>st</sup>

### Veganuary

Encourage staff to try new plant-based options and explore how nutrition supports both physical and emotional wellbeing.

2<sup>nd</sup>

### World Introvert Day

Recognise the creativity and depth that introverted employees bring; promote inclusive teamwork by creating space for all communication styles.

19<sup>th</sup>

### Brew Monday (Samaritans)

Reframe the so-called “saddest day of the year” into a time for genuine connection — start conversations that make a difference.

24<sup>th</sup>

### Global Belly Laugh Day

Embrace the wellbeing power of laughter; small moments of humour help boost morale, reduce stress, and strengthen social connection.



# February

## Everyday Inclusion & Care

February invites us to strengthen connection and compassion in the workplace — to truly listen, understand, and value every individual. As the year begins to take shape, it's a meaningful time to re-emphasise inclusivity and emotional openness as everyday practices, not just ideals. Small acts of care, gratitude, and understanding can transform workplace culture and strengthen team belonging.

Encouraging kindness through campaigns like Time to Talk Day and Random Acts of Kindness Day helps normalise open conversation about mental health. Alongside LGBT+ History Month and Children's Mental Health Week, February offers a chance to celebrate diversity, promote empathy, and remind teams that inclusion begins with awareness — and is sustained through daily action.

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1<sup>st</sup> - 28<sup>th</sup>

### LGBT+ History Month

Celebrate inclusion and diversity by recognising the contributions of LGBTQ+ individuals and promoting equality and allyship across all workplace settings.

5<sup>th</sup>

### Time to Talk Day (Mind & Rethink Mental Illness)

Create time and space for mental health conversations; encourage employees to share, listen, and build understanding across teams.

9<sup>th</sup> - 15<sup>th</sup>

### Children's Mental Health Week

Encourage awareness of young people's wellbeing — helping parents, carers, and educators support emotional growth and resilience both at home and in the workplace.

17<sup>th</sup>

### Random Acts of Kindness Day

Foster a culture of care and compassion — even small gestures of kindness can have a lasting impact on workplace morale and trust.

23<sup>rd</sup> - 1<sup>st</sup> March

### Eating Disorders Awareness Week

Increase understanding of eating disorders by sharing information, signposting support, and challenging stigma around body image and self-esteem.



# March

## Strength in Our Differences

March is a reminder of the power that diversity brings — to teams, workplaces, and communities. Every voice, perspective, and lived experience adds strength when it's truly heard and valued. By embracing differences and cultivating psychological safety, leaders can build workplaces that spark creativity, trust, and innovation.

This month's campaigns, including International Women's Day and Neurodiversity Celebration Week, highlight the importance of inclusion in action — not only through policy but through genuine human connection. March encourages us to champion equality, celebrate individuality, and ensure that every team member feels respected, supported, and empowered to thrive.

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1<sup>st</sup> - 31<sup>st</sup>

**1st-31st Sleep Awareness Month + 13th World Sleep Day**  
Promote healthy sleep habits as a foundation for productivity, mental clarity, and resilience at work.

1<sup>st</sup>

**Self-Injury Awareness Day**  
Raise awareness of self-harm and mental health support; promote compassionate responses and encourage early help-seeking within your organisation.

8<sup>th</sup>

**International Women's Day**  
Celebrate gender equality and inclusion by recognising women's achievements and encouraging conversations about balance, equity, and opportunity at work.

17<sup>th</sup> - 23<sup>rd</sup>

**Neurodiversity Celebration Week**  
Recognise and celebrate neurodivergent minds. Use this week to promote understanding, reduce stigma, and create environments that help everyone to flourish.

20<sup>th</sup>

**International Day of Happiness**  
Highlight the importance of wellbeing at work; encourage gratitude, positivity, and small, joyful actions that boost morale and connection.



# April

## Taking Charge of Stress

April is a time to pause, reset, and reflect on how pressure shows up at work and in everyday life. Stress can build quietly, but proactive support, healthy boundaries, and open conversations can make a meaningful difference to wellbeing and performance.

With Stress Awareness Month and Autism Acceptance Month, April encourages calmer, more inclusive workplaces. By pairing practical stress-management tools with awareness days such as World Health Day and Workplace Safety Day, organisations can reinforce wellbeing as a shared responsibility.

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1<sup>st</sup> -  
30<sup>th</sup>

### Stress Awareness Month

Raise awareness of the causes and impact of stress. Encourage open conversations and share strategies that support resilience and work-life balance.

1<sup>st</sup> -  
30<sup>th</sup>

### Autism Acceptance Month

Celebrate neurodiversity and promote understanding, acceptance, and inclusion for autistic individuals both inside and outside the workplace.

2<sup>nd</sup>

### World Autism Awareness Day

Highlight the strengths and perspectives of autistic people, reinforcing the importance of creating accessible and supportive environments.

7<sup>th</sup>

### World Health Day (World Health Organization)

Reinforce the connection between physical and mental health by encouraging healthy routines and workplace wellbeing initiatives.

28<sup>th</sup>

### World Day for Safety and Health at Work

Focus on safe, supportive workplaces by reviewing policies, practices, and environments that protect both physical and psychological wellbeing.



# May

## Supporting Parents & Caregivers

As May unfolds with brighter days and renewed energy, it's the ideal moment to recognise the emotional journeys of parents and caregivers balancing multiple responsibilities. Navigating family life while managing workplace demands can be rewarding yet challenging, and this month shines a light on creating environments that support both personal wellbeing and professional growth.

By focusing on Maternal Mental Health Awareness Week and World Maternal Mental Health Day, we acknowledge that supporting caregivers goes beyond flexibility — it's about fostering understanding, empathy, and genuine inclusion. Whether through open dialogue, family-friendly policies, or peer support networks, May is a time to uplift those who care for others, ensuring they feel seen, supported, and empowered to thrive.

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- 1<sup>st</sup> - 31<sup>st</sup>

**Mental Health Awareness Month**  
Encourage open dialogue around mental health. Reinforce awareness, support, and proactive wellbeing in every corner of the workplace.
- 4<sup>th</sup> - 10<sup>th</sup>

**Maternal Mental Health Awareness Week**  
Raise awareness of the emotional challenges surrounding pregnancy and parenting, and promote understanding for parents balancing work and family life.
- 6<sup>th</sup>

**World Maternal Mental Health Day**  
Support maternal wellbeing by sharing resources and promoting open, non-judgmental conversations around postnatal mental health.
- 11<sup>th</sup> - 17<sup>th</sup>

**Mental Health Awareness Week (Mental Health Foundation)**  
Use this national campaign to strengthen wellbeing engagement across teams through activities, reflection, and conversation.
- 15<sup>th</sup>

**International Day of Families**  
Recognise the value of families in all their forms. Encourage compassionate policies that support diverse family and caregiving roles.



# June

## Pride in Who We Are

June celebrates authenticity, identity, and belonging. It's a time to recognise the value of diverse experiences — from gender identity and sexuality to neurodiversity and disability — and to create workplaces where people feel safe to be themselves.

Through Pride Month, Neurodiversity Pride Day, and Autistic Pride Day, June highlights visibility and allyship. Alongside Loneliness Awareness Week and Learning Disability Week, the focus shifts from celebration to action — building inclusive cultures rooted in connection and understanding.

Start the year strong

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1<sup>st</sup> - 30<sup>th</sup>

### Pride Month

Celebrate LGBTQ+ communities by fostering visibility, equality, and allyship across all areas of the workplace.

8<sup>th</sup> - 14<sup>th</sup>

### Loneliness Awareness Week (Marmalade Trust)

Raise awareness of loneliness and its impact on wellbeing. Encourage connection and community through supportive initiatives.

15<sup>th</sup> - 21<sup>st</sup>

### Learning Disability Week (Mencap)

Champion understanding and inclusion for people with learning disabilities. Promote accessible communication and meaningful workplace participation.

16<sup>th</sup>

### Neurodiversity Pride Day

Recognise and celebrate neurodivergent pride. Promote understanding and challenge stereotypes that limit inclusion.

18<sup>th</sup>

### Autistic Pride Day

Highlight the strengths, creativity, and individuality of autistic people. Reinforce inclusive practices that help everyone feel seen and supported.



# July

## Human Connection Matters

July focuses on empathy, listening, and the power of human connection. Small, intentional moments — checking in, sharing openly, or offering support — can strengthen trust and wellbeing across teams.

With campaigns including Alcohol Awareness Week, Samaritans Awareness Day, and Schizophrenia Awareness Day, July encourages understanding and stigma reduction. Lighter moments such as International Joke Day and Non-Binary People's Day remind us that joy, visibility, and compassion all play a role in mental wellbeing.

Start the year strong

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1<sup>st</sup>

### International Joke Day

Remind teams that humour can boost mood, creativity, and connection. Laughter is a simple but powerful wellbeing tool.

6<sup>th</sup> -  
12<sup>th</sup>

### Alcohol Awareness Week

Raise awareness of alcohol's impact on health and relationships. Encourage mindful habits and open, stigma-free discussion.

14<sup>th</sup>

### International Non-Binary People's Day

Celebrate gender diversity by recognising and supporting non-binary individuals through inclusive language and policies.

24<sup>th</sup>

### Samaritans Awareness Day

Promote the importance of listening and empathy. Encourage conversations that remind colleagues they're never alone.

25<sup>th</sup>

### National Schizophrenia Awareness Day

Challenge stigma, share understanding, and promote compassion for those living with schizophrenia and related mental health challenges.



# August

## Voices That Need to Be Heard

August encourages us to listen deeply — to the people and stories that too often go unheard. Whether through diversity, wellbeing, or advocacy, every voice holds the potential to educate, connect, and inspire change. By championing inclusive communication and empathy, organisations can build cultures that value lived experience and authenticity.

This month, campaigns like National Wellness Month and World Breastfeeding Week highlight holistic wellbeing, while International Youth Day, Indigenous Peoples Day, and World Humanitarian Day remind us to honour diversity, equality, and care. It's a month for amplifying voices that enrich the workplace and beyond.

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1<sup>st</sup> -  
31<sup>st</sup>

### National Wellness Month

Encourage holistic wellbeing by promoting movement, mindfulness, and self-care as everyday priorities at work.

1<sup>st</sup> -  
7<sup>th</sup>

### World Breastfeeding Week (WHO & UNICEF)

Raise awareness of maternal and infant health, and support inclusive workplace policies for breastfeeding and returning parents.

9<sup>th</sup>

### International Day of the World's Indigenous Peoples

Celebrate Indigenous cultures and voices; promote understanding and inclusion across all communities.

12<sup>th</sup>

### International Youth Day

Empower young people by recognising their perspectives, potential, and contribution to workplace and societal change.

19<sup>th</sup>

### World Humanitarian Day

Recognise those making a difference in the lives of others and encourage a spirit of compassion and service in the workplace.



# September

## Together for Tomorrow

September calls us to unite around one of the most vital aspects of wellbeing — suicide prevention and mental health awareness. It’s a month to talk openly about the realities of mental health, challenge stigma, and take tangible action to support those who may be struggling. When workplaces lead with compassion, they become safe spaces for honesty, connection, and hope.

Through campaigns such as Suicide Prevention Month, World Suicide Prevention Day, and Youth Mental Health Day, September inspires early intervention and collective care. By also recognising World Alzheimer’s Month, we deepen understanding of memory and ageing, strengthening support for all generations. Together, we can turn awareness into meaningful action and help shape a culture of empathy and prevention.

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- 1<sup>st</sup> - 30<sup>th</sup>

**Sleeptember**  
Raise awareness of healthy sleep habits and their impact on focus, safety, and overall wellbeing. Encourage practices that help employees rest, reset, and maintain balance.
- 1<sup>st</sup> - 30<sup>th</sup>

**1st-30th Suicide Prevention Month + 10th World Suicide Prevention Day**  
Raise awareness, reduce stigma, and promote clear support pathways. Encourage connection, compassion, and life-saving conversations across your workplace.
- 1<sup>st</sup> - 30<sup>th</sup>

**1st-30th World Alzheimer’s Month + 21st World Alzheimer’s Day**  
Increase understanding of dementia and provide resources to support caregivers and those affected within your organisation.
- 20<sup>th</sup>

**Youth Mental Health Day (Stem4)**  
Highlight the importance of early mental health awareness and empower young employees and families to seek support.
- 21<sup>st</sup> - 25<sup>th</sup>

**Happiness at Work Week 2026**  
Celebrate positivity, recognition, and team connection. Encourage practices that boost morale, motivation, and a sense of belonging.



# October

## Minds in Transition

As autumn arrives, October offers a moment to reflect on change — both in our environments and within ourselves. Life transitions, whether personal or professional, can test resilience but also open space for growth and new perspectives. This month encourages workplaces to approach these shifts with empathy, adaptability, and thoughtful support.

Campaigns such as World Mental Health Day, World Menopause Month, Menopause Day, Breast Cancer Awareness Month, and ADHD Awareness Month highlight the importance of understanding diverse experiences and supporting colleagues through evolving life stages. By pairing education with flexible policies and inclusive practices, organisations can ensure every individual feels recognised, supported, and empowered during times of transition.

Start the year strong

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1<sup>st</sup> - 31<sup>st</sup>

### ADHD Awareness Month

Promote awareness of ADHD and its impact on daily life. Share tools and strategies that support focus, productivity, and wellbeing.

1<sup>st</sup> - 31<sup>st</sup>

### World Menopause Month + 18th World Menopause Day (WHO)

Encourage open dialogue and understanding of menopause in the workplace. Promote policies that support comfort, flexibility, and inclusion.

1<sup>st</sup> - 31<sup>st</sup>

### Breast Cancer Awareness Month

Raise awareness of breast cancer, encourage regular checks and early detection, and signpost support for anyone affected.

5<sup>th</sup> - 9<sup>th</sup>

### National Work Life Week (Working Families)

Encourage employees to balance professional and personal life by reviewing boundaries, flexibility, and workload expectations.

10<sup>th</sup>

### World Mental Health Day (WHO)

Join the global campaign to prioritise mental health as essential to overall wellbeing. Lead by example in creating mentally healthy workplaces.



# November

## Care, Compassion & Conversation

As the year winds toward its close, November reminds us of the power of empathy and understanding. It's a time to refocus on community, kindness, and mental strength — to create space for people to speak openly about their wellbeing and support one another. Through authentic connection, workplaces can nurture resilience and trust, even in the busiest months of the year.

This month brings together Movember, International Men's Day, and International Stress Awareness Week — each encouraging us to recognise vulnerability as strength. Combined with World Kindness Day and Tolerance Day, November is about leading with care and compassion, strengthening both individual wellbeing and collective culture.

Start the year strong

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1<sup>st</sup> - 30<sup>th</sup>

### Movember

Support men's mental and physical health by raising awareness, promoting help-seeking, and normalising open discussion.

2<sup>nd</sup> - 8<sup>th</sup>

### 2nd – 9th International Stress Awareness Week

Encourage stress management and self-care across teams through education, workshops, and open dialogue.

13<sup>th</sup>

### World Kindness Day

Celebrate the impact of everyday kindness; small gestures can transform connection, morale, and workplace culture.

16<sup>th</sup>

### International Day for Tolerance

Reinforce inclusion and respect; promote diversity of thought and experience as strengths within your organisation.

19<sup>th</sup>

### International Men's Day

Highlight men's wellbeing and positive role models, encouraging understanding and emotional awareness for all.



# December

## Reflect, Reconnect & Reset

December offers a natural moment to pause and reflect as the year comes to a close. While the festive season brings joy for some, it can also surface challenges such as fatigue, loneliness, or loss. Compassion and balance are essential at this time of year.

With Seasonal Affective Disorder Awareness Month, International Day of Persons with Disabilities, and National Grief Awareness Week, December encourages empathy, inclusion, and proactive support. Prioritising rest, reflection, and connection helps teams close the year feeling supported and valued.

Start the year strong

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- 1<sup>st</sup> - 31<sup>st</sup>

**Seasonal Affective Disorder (SAD) Awareness Month**  
 Raise awareness of the mental health effects of reduced sunlight and promote practical ways to support energy and mood.
- 2<sup>nd</sup> - 8<sup>th</sup>

**National Grief Awareness Week**  
 Encourage open discussion about loss and bereavement, ensuring compassion and flexibility for those experiencing grief.
- 3<sup>rd</sup>

**International Day of Persons with Disabilities**  
 Champion inclusivity and accessibility by celebrating diverse abilities and encouraging supportive workplace practices.
- 5<sup>th</sup>

**International Volunteer Day**  
 Recognise and celebrate those who give back through community action and workplace volunteering initiatives.
- 10<sup>th</sup>

**Human Rights Day**  
 Promote fairness, dignity, and equality across your organisation – values that form the foundation of inclusive wellbeing.