

CANARY WHARF MULTIFAITH CHAPLAINCY

EID AL-ADHA 2026 – BRIEFING PACK: By Shaykha Saleha Islam Bukhari

Purpose of This Briefing

This document supports HR teams, senior leaders and line managers in fostering an informed, inclusive and professionally responsive environment during the days leading up to and including Eid al-Adha.

It outlines key dates and observances, operational considerations, inclusion, guidance, and practical leadership recommendations.

It is not intended as a comprehensive theological guide. Observance varies across cultures, communities, and levels of religious practice.

Muslims observe two major festivals each year - **Eid al-Fitr** (celebrated at the end of fasting in Ramadan) and **Eid al-Adha** (celebrated at the end of the Annual Pilgrimage – Hajj, marking the end of the first 10 blessed days of Dhul Hijjah): this briefing relates specifically to **Eid al-Adha**. Unlike **Eid al-Fitr** of Ramadan, **Eid al-Adha** is not associated with fasting.

Key Dates

Eid al-Adha 2026:

The 3 days of celebrations begin on Wednesday 27 May 2026.

The 10 blessed days of Dhul Hijjah:

The 10 days of religious observances begin on Monday 18 May 2026 to 27 May 2026.

The above dates are dependent on the lunar calendar and confirmed by moon sighting, typically 24-48 hours in advance. Dates may therefore vary slightly between countries and communities.

Overview of Eid al-Adha

Eid al-Adha (Festival of Sacrifice) is one of the two principal Islamic festivals. It commemorates the willingness of Prophet Ibrahim (Abraham) to sacrifice his son in obedience to God, and God provided a ram in his place. The Eid al-Adha festival takes place during the sacred month of Dhul Hijjah, on the tenth day and coincides with the completion of the major rites of Hajj rituals - the Annual Pilgrimage to Makkah, which is one of the five pillars of Islam. Hajj is a religious obligation for adult Muslims who are physically and financially able to undertake the journey at least once in their lifetime. While required once, some choose to return as part of ongoing spiritual renewal.

Eid begins with a special congregational prayer, typically held in mosques, community centers, parks or larger public venues followed by family gatherings, hospitality and charitable giving. A central element of the festival is Qurbani (Udhiyah) - the ritual sacrifice

of livestock carried out in accordance with Islamic ethical and legal principles. The meat is traditionally distributed in three parts: one third for the household, one third for extended family and friends, and one third for those in need. Some Muslims in the UK choose to fulfil this practice through accredited international charities.

What Employees May Require

- Annual Leave – Many Muslim employees will request leave on the day of Eid. Some may also take additional days due to the religious significance of the ten blessed days leading up to and including Eid al-Adha. Others may choose to travel, including those who will commit to performing the Annual Pilgrimage to Makkah (Hajj).
- Later Start Times – The day of Eid begins with early congregational prayer, typically between 7:00–10:00am. Flexible start times may be appropriate where operationally feasible.
- Reduced Availability – Clients, partners or colleagues observing Eid may be out of office and not responsive.

Workplace Guidance

Recommended Workplace Practices

- Plan Scheduling Thoughtfully – Avoid major presentations, performance reviews, mandatory training or key deadlines on Eid where possible.
- Respect Religious Leave – Avoid informal expectations of responsiveness unless pre-agreed.
- Offer Operational Flexibility – A modest adjustment of start time may meaningfully support observance without disrupting business continuity.
- Acknowledge the Festival Appropriately – A simple greeting of “Eid Mubarak” or “Happy Eid” is professional and appreciated.
- Ensure Catering Awareness – Where food is provided, ensure halal options are clearly labelled and appropriately sourced.
- Include Eid in EDI Calendars – Visibility in corporate communications fosters organisational religious literacy.

Practices to Be Mindful Of

- Avoid assumptions about levels of observance.
- Avoid positioning individuals as representatives of their faith unless they volunteer.
- Avoid conflating Eid al-Adha with Ramadan.
- Avoid framing accommodation as exceptional or burdensome.

Strategic Considerations for HR & Leadership

- The Lunar Calendar – Islamic dates shift approximately 10–11 days earlier each Gregorian calendar year.
- Midweek Impact – When Eid falls midweek, annual leave demand may increase.
- Global Context Sensitivity – While Eid is celebratory, global events may affect how individuals experience the period.
- Bereavement & First Festivals – Employees experiencing recent bereavement may find the occasion emotionally complex.

Leadership Signal

Religious literacy is not solely a compliance matter - it is a leadership indicator.

Thoughtful accommodation during major festivals communicates psychological safety, cultural intelligence, equity in practice, and organisational maturity.

About Canary Wharf Multifaith Chaplaincy

We are dedicated to supporting the spiritual, pastoral and inclusion needs of those working across the Canary Wharf Estate.

We offer confidential 1-to-1 pastoral support, faith literacy consultancy for leadership and HR, guidance on religious accommodation, support during times of global or community concern, and facilitated conversations on belief, identity and workplace inclusion.

NOTE: We are here, in confidence, to support you and your teams with any questions, concerns, or engagement relating to the Muslim community.

To contact our Muslim chaplains, Shaykha Saleha Islam Bukhari and Shaykh Ibrahim Mogra - please email:

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