



Your People Planner 2025

A 2025 planner packed with key dates, celebrations and top tips to boost the employee experience all year round.



January 2025

Resources to guide your HR strategy this month:

Report: Minding the Appreciation Gap

Blog: The top HR trends of 2025

Case Study: How Defra are saving £500,000+ a year through employee discounts

Resource: Business Case Blueprint



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|---|---|--|--|---|--|
| | | 01 New Year's Day (Bank Holiday) | 02 Bank Holiday (Scotland only) | 03 Put connection back on the agenda with a back to work meeting or call to share holiday stories and motivate your people. | 04 World Braille Day | 05 |
| 06 It's time for an audit of your EVP With people often exploring new opportunities in January, delivering an industry-leading EVP is crucial to both attracting and retaining talent. | 07 Start planning for your Employee Appreciation Day celebration - it's only 2 months away! | 08 | 09 January is wellness month | 10 | 11 International Thank You Day 61% of UK employees say that their work wellbeing would improve if they were thanked more for often. | 12 |
| 13 | 14 | 15 End of Financial Year prep Draw clear lines between your employee engagement and the business outcomes with our Business Case Blueprint . | 16 | 17 Elevate your manager training Great managers are in high demand but short supply, with 41% of UK employees not wanting to recommend theirs. | 18 | 19 World Religion Day |
| 20 Blue Monday On the "most depressing day of the year", be sure to evaluate your wellbeing programme and identify any untapped opportunities to better support the needs of your people. | 21 | 22 Explore the integration of a mental health platform, such as RGER partner Unmind, into your employee benefits programme to support your people's mental wellbeing. | 23 | 24 International Day of Education National Compliment Day | 25 Burns Night | 26 |
| 27 Wellbeing can be tough to maintain in the winter - host a wellness challenge to gamify self-care for employees! | 28 | 29 Lunar New Year | 30 | 31 | | |

We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

February

2025

Useful resources to guide your planning:

Report: The Appreciation Index

Blog: Employee engagement ideas for Valentine's Day 2025

eBook: 15 Benefits to Truly Make a Difference in Your Employees' Lives



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|----------------------|--|----------|--|----------|--------|
| | LGBTQ+ History Month | | | | 01 | 02 |
| 03 One month in to 2025, be sure to recognise some of the highest achievers and great contributions from January. | 04 | 05 World Cancer Day | 06 | 07 A feeling of belonging is one of the top five drivers of appreciation. How are you forging connections within your remote, in-person and hybrid teams? | 08 | 09 |
| Check in on your new starters 10 January is a popular time of year for people to move jobs, make sure your onboarding is going seamlessly. | 11 | 12 | 13 | Valentine's Day 14 Send an eCard to a colleague ahead of V-Day to let them know you appreciate them for who they are, not just what they do! | 15 | 16 |
| 17 Random Acts of Kindness Day | 18 | 19 Highlight your diversity, equity and inclusion programmes and invite new voices to contribute. | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | | |

March 2025

Some handy resources to power your HR strategies this month:

Content hub: Resources and ideas to help you celebrate Employee Appreciation Day

Webinar: How to Build the Business Case for Appreciation

Blog: Guide to salary sacrifice schemes and how they work

Resource: Employee Discounts Savings Calculator



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|---|---|---|---|---|---|
| <p>Eid al-Fitr 31 - Ramadan ends - Transgender Day Of Visibility</p> | | <p>Women's History Month</p> | | | <p>01 Ramadan starts</p> | <p>02</p> |
| <p>03</p> | <p>Shrove Tuesday 04 - Pancake Day Host a pancake brunch in your office and encourage a day of collaboration!</p> | <p>Ash Wednesday 05 Analyse your people data to determine how many women are in leadership positions and if there is a gender pay gap.</p> | <p>06 World Book Day</p> | <p>Employee Appreciation Day 07 Make sure to mark the occasion and celebrate your workforce for who they are, not just what they do!</p> | <p>International Women's Day 08 Shine a light on the amazing work the women in your company are doing!</p> | <p>09 Daylight Savings Time starts</p> |
| <p>10 The new financial year is just 4 weeks away! Have you set your final budgets yet?</p> | <p>11</p> | <p>12</p> | <p>13</p> | <p>World Sleep Day 14 Host an internal event to highlight the importance of sleep in our lives!</p> | <p>15</p> | <p>16</p> |
| <p>17 St. Patrick's Day - Bank Holiday (Northern Ireland only)</p> | <p>18</p> | <p>19 Prepare your data for the Gender Pay Gap reporting deadline on 5th April.</p> | <p>International Day of Happiness 20 Send a moment of recognition to a coworker to brighten their day.</p> | <p>21</p> | <p>22</p> | <p>23</p> |
| <p>24 Use our Employee Discounts Savings Calculator to uncover how much your employees could save each year.</p> | <p>25</p> | <p>26 63% of appreciated employees receive benefits tailored to their needs, compared to just 26% of unappreciated employees.</p> | <p>27</p> | <p>28</p> | <p>29</p> | <p>Mother's Day 30 - Daylight Saving Time Starts - World Bipolar Day</p> |

We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

April 2025

A collection of resources to fuel your people projects:

Blog: What is “wholebeing”?

Blog: Key findings from our Economic Value Study

Case Study: Uncover the value of employee engagement: 8 client success stories to inspire



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|------------------------------------|---|--|-----------------------------------|----------------------------------|-----------------------------|---|
| Financial Literacy Month | 01 Stress Awareness Month | 02 World Autism Awareness Day | 03 | 04 | 05 End of Financial Year | 06 Start of new Financial Year Employers' National Insurance contributions will rise from 13.8% to 15%. |
| 07 | 08 National Library Workers' Day | 09 Encourage your managers to set L&D plans with their teams Are you investing in employee development? Empower your people to grow and learn. | 10 | 11 | 12 | 13 Passover starts |
| 14 | 15 This new financial year, offer your employees the education of an impartial financial wellbeing solution such as nudge to promote healthy money habits. | 16 | 17 | 18 Good Friday (Bank Holiday) | 19 | 20 Passover ends - Easter Sunday |
| 21 Easter Monday (Bank Holiday) | 22 Earth Day Use an employee challenge to gamify giving back to the environment this month! | 23 | 24 Take Your Child to Work Day | 25 | 26 | 27 |
| 28 | 29 | 30 55% of UK employees who frequently feel appreciated at work have seen their mental wellbeing improve in the last two years. | | | | |

We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

May 2025

Some helpful reading to guide your strategy:

Resource Hub: Establish your employee recognition and reward budget

Blog: How to launch an employee wellness programme

Blog: Does your benefits program support the total employee experience?



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------------------------------|--|---|---|--|---|--------|
| | Women's Health Month | Mental Health Awareness Month | 01 | 02 | 03 | 04 |
| 05 May Day (Bank Holiday) | 06 | 07 | 08 Spring clean your technology A typical large UK company uses 15-35 pieces of HR technology. Are there any ways you could consolidate your tools? | 09 | 10 | 11 |
| 12 International Nurses Day | 13 | 14 Send an eCard to make someone's day. | 15 Global Accessibility Awareness Day | 16 | 17 International Day Against Homophobia, Transphobia, and Biphobia | 18 |
| 19 | 20 Did you know that burnout is 53% more likely to occur in employees who do not feel appreciated at work compared to those who do? | 21 | 22 | 23 Step into spring with a fresh perspective. Visit our new and improved Wellbeing Centre for an updated range of healthy recipes, exercise videos, yoga classes and more. | 24 | 25 |
| 26 Spring Bank Holiday | 27 | 28 Don't forget your managers are people too Middle managers are most likely to suffer from burnout, with 33% experiencing it frequently. | 29 | 30 Explore a new channel of communication Shine a light on a comms blind spot and try a new format such as newsletters, physical posters and even postcards to speak to more of your people. | 31 | |

June 2025

A few resources to help your people projects:

Blog: 4 ways to celebrate Pride Month and members of the LGBTQIA+ community at work

Blog: How does a Cycle to Work scheme work?

eBook: Guide to designing a multigenerational EVP



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|--|---|-----------|--|---------------------------|---|
| | | | | International Pride Month Celebrate LGBTQIA+ with events and initiatives to drive diversity and equality. | Men's Health Month | 01 Global Day of Parents |
| 02 | 03 World Bicycle Day Mark the occasion by promoting your Cycle to Work scheme. | 04 Global Running Day | 05 | 06 | 07 | 08 World Oceans Day |
| 09 | 10 | 11 Help your employees get the most out of the summer weather with a month-long step challenge! | 12 | 13 An unlucky date for some, take the time to send some recognition to one of your colleagues and bring a smile to their face. | 14 | 15 Father's Day |
| 16 Is your business demonstrating its Corporate Social Responsibility? 39% of Gen Z have turned down employers that do not align with their values. | 17 | 18 | 19 | 20 World Refugee Day | 21 | 22 |
| 23 National Hydration Day | 24 | 25 54% of those who rarely or never felt appreciated at work reported their mental wellbeing had decreased in the last two years. | 26 | 27 | 28 | 29 Armed Forces Day |
| 30 | | | | | | |

July 2025

Strategic resources for this month:

Blog: 7 cost of living strategies for employers

Webinar: Uncovering the business impact of your benefits package

Resource Hub: Launch a Summer of Appreciation



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|---------|--|---|--|--|--------|
| Chronic Disease Month Educate and advocate for people who live with chronic health conditions every day. | 01 | 02 | 03 | Are you collecting all the data you need? Only 20% of HR managers say they have all the data they need to prove the ROI of their people initiatives. | 05 | 06 |
| 07 | 08 | Salary sacrifice can offer your people access to new technology and replacement whitegoods, removing the needs for interest loans or credit card spending. | 10 | 11 | Battle of the Boyne (Orangemen's Day) | 13 |
| Bank Holiday (Northern Ireland only) | 15 | 16 | World Emoji Day | 18 | 19 | 20 |
| Keep your comms simple Focus on the key messages and takeaways for your people. Don't get bogged down with too much detail. | 22 | 23 | It's almost Back to School time! Discounts programmes can save your employees money. If you've already got one, be sure you're communicating its value effectively. | 25 | 26 | 27 |
| Did you know that salary sacrifice benefits save your employees money and also reduces your organisation's National Insurance contributions? | 29 | International Day of Friendship | 31 | | | |

We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

August 2025

Some helpful tools to utilise this month:

Blog: [How to bridge the communication gap with your employees](#)

Blog: [The ultimate guide to employee value propositions \(EVPs\)](#)

Webinar: [Actionable end of year tips to appreciate your people](#)



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|--|--|---|--|----------|--------|
| | | | | Back to School Month 01 While parents are prepping their kids for the new school year, you can help them out with a discounts programme. | 02 | 03 |
| 04 | 05 74% of HR managers believe the cost of living crisis has negatively impacted the work of their employees. | 06 | 07 Establish a mentoring programme to help mentees develop their skills and mentors improve their leadership qualities. | 08 | 09 | 10 |
| 11 | 12 | 13 Left-Handers Day Did you know that only 10% of the world's population is left-handed? | 14 | 15 | 16 | 17 |
| 18 | 19 World Humanitarian Day | 20 | 21 Believe it or not, Christmas isn't far off. How is your end-of-year people appreciation strategy looking? | 22 | 23 | 24 |
| 25 Summer Bank Holiday | 26 Women's Equality Day | 27 Allowing your team to buy or sell annual leave through Holiday Trading is a great way to boost their work life balance and even reduce your NI contributions. | 28 | 29 | 30 | 31 |

September

2025

A collection of resources to drive your projects:

Blog: 10 non-monetary rewards to motivate your people

eBook: 12 Ways eCards Help Build an Amazing Culture of Recognition

Case Study: How Charles Tyrwhitt's culture of continuous recognition has seen employees spend over £100,000 in Rewards in just one year



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|---|------------------------------------|--|--|----------------------|--|
| 01 | 02 Get ready for Black History Month by encouraging your teams to get involved and contribute ideas on how to celebrate. | 03 | 04 | 05 International Day of Charity | 06 | 07 |
| 08 | 09 | 10 World Suicide Prevention Day | 11 Data is key, but don't overlook a good anecdote. Use your comms to share your employees' stories of how your initiatives have helped them. | 12 | 13 Roald Dahl Day | 14 |
| 15 | 16 Q4 and 2026 planning are right around the corner. What are the people goals you want to target next year? | 17 | 18 | 19 | 20 | 21 International Day of Peace - World Alzheimer's Day |
| 22 World Car Free Day Run a competition to see who can find the best car-free transportation to work today! | 23 Rosh Hashana - International Day of Sign Languages | 24 | 25 | 26 Employees who are appreciated and valued for who they are, are 43% more effective. | 27 | 28 |
| 29 World Heart Day | 30 | | | | | |

We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

October

2025

Some handy resources to power your HR strategies this month:

Blog: 6 no cost employee appreciation ideas

eBook: 6 steps to launch an impactful employee discounts programme

Case Study: How Notting Hill Genesis drove engagement with their employee benefits platform from 13% to 80% in 18 months



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|--|---|---|---|---|---------------------------------|
| | Black History Month | 01 International Coffee Day | 02 Yom Kippur | 03 World Smile Day - Mean Girls Day | 04 | 05 World Teachers' Day |
| 06 Diversity and celebrating Black History isn't just for one month of a year. Focus on education and raising awareness of your wider DEI strategy. | 07 | 08 | 09 Be mission-led Share stories of how employees have lived and celebrated your company mission in 2025 so far. | 10 | 11 | 12 |
| 13 | 14 Is your end of year strategy inclusive of all celebrations and observances? You could design special cards and eCards to mark each occasion. | 15 | 16 | 17 | 18 World Menopause Day Provide flexible working, a comfortable office and the education for managers and teams to talk about menopause. | 19 |
| 20 Diwali Organise a Diwali-themed lunch at your company, encouraging employees to bring in traditional dishes for a cultural celebration. | 21 | 22 With the weather getting colder, why not add some warmth to someone's day by recognising them for going the extra mile? | 23 | 24 | 25 | 26 Daylight Saving Time Ends |
| 27 | 28 | 29 | 30 | 31 Halloween Throw a costume party in the office or on video. Award the best dressed a prize! | | |

November 2025

Helpful tips and guidance for your HR initiatives:

Blog: [How to improve company culture](#)

Resource Hub: [Tips and ideas for and ideas for managers to recognise their employees](#)

eBook: [6 steps to boosting employee recognition ROI](#)



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|---|--|---|--|----------|---------------------------------|
| | | | | November Use this tongue-in-cheek celebration of mustaches for men's health awareness to promote wellbeing resources. | 01 | 02 |
| 03 | 04 | Bonfire Night - International Stress Awareness Day | 06 | Invest in DE&I 07 When was the last time your company did DE&I training? Make a list of consultants in your area that can run a workshop. | 08 | 09 Remembrance Sunday |
| 10 | 11 Look at R&R across your company What teams need to be recognised more? Highlight them in a blog post. | 12 | 13 Kindness Day - Only 6 weeks until Christmas! | 14 World Diabetes Day | 15 | 16 |
| 17 National Hiking Day Host a 1-day step challenge to see who can take the best hike - encourage photo sharing! | 18 | 19 International Men's Day | 20 Transgender Day of Remembrance | 21 | 22 | 23 |
| 24 This festive party season, offering staff an option to expense travel home allows them an easy way to remove themselves from any unsafe situations. | 25 | 26 | 27 | 28 Black Friday | 29 | 30 St Andrew's Day |

We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

December

2025

Some handy resources to power your HR strategies this month:

Blog: Employee benefit ideas for the festive season

Blog: How to help your employees save money at Christmas time

Case Study: How Clermont Hotel Group reduced employee turnover by 44%



| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|-----------|--|--|--|-----------|--------------------------------|
| 01 Cyber Monday - Bank Holiday (Scotland only) | 02 | 03 International Day of Persons with Disabilities | 04 | 05 International Volunteer Day Orchestrate a volunteer opportunity for employees to give back to their community! | 06 | 07 |
| 08 | 09 | 10 Human Rights Day | 11 Christmas Jumper Day Organise an office or virtual competition to encourage your employees to dress up in their most outrageous Christmas jumpers. | 12 | 13 | 14 Hanukkah starts |
| 15 Hand out some end- of-year awards this week as a great way to celebrate your people and their achievements in 2024. | 16 | 17 | 18 | 19 Take a moment to reflect on the past year What lessons will you take into 2026? What have you learned about employee appreciation? | 20 | 21 December Solstice |
| 22 | 23 | 24 Christmas Eve | 25 Christmas Day (Bank Holiday) | 26 Boxing Day (Bank Holiday) | 27 | 28 |
| 29 | 30 | 31 New Year's Eve | | | | |

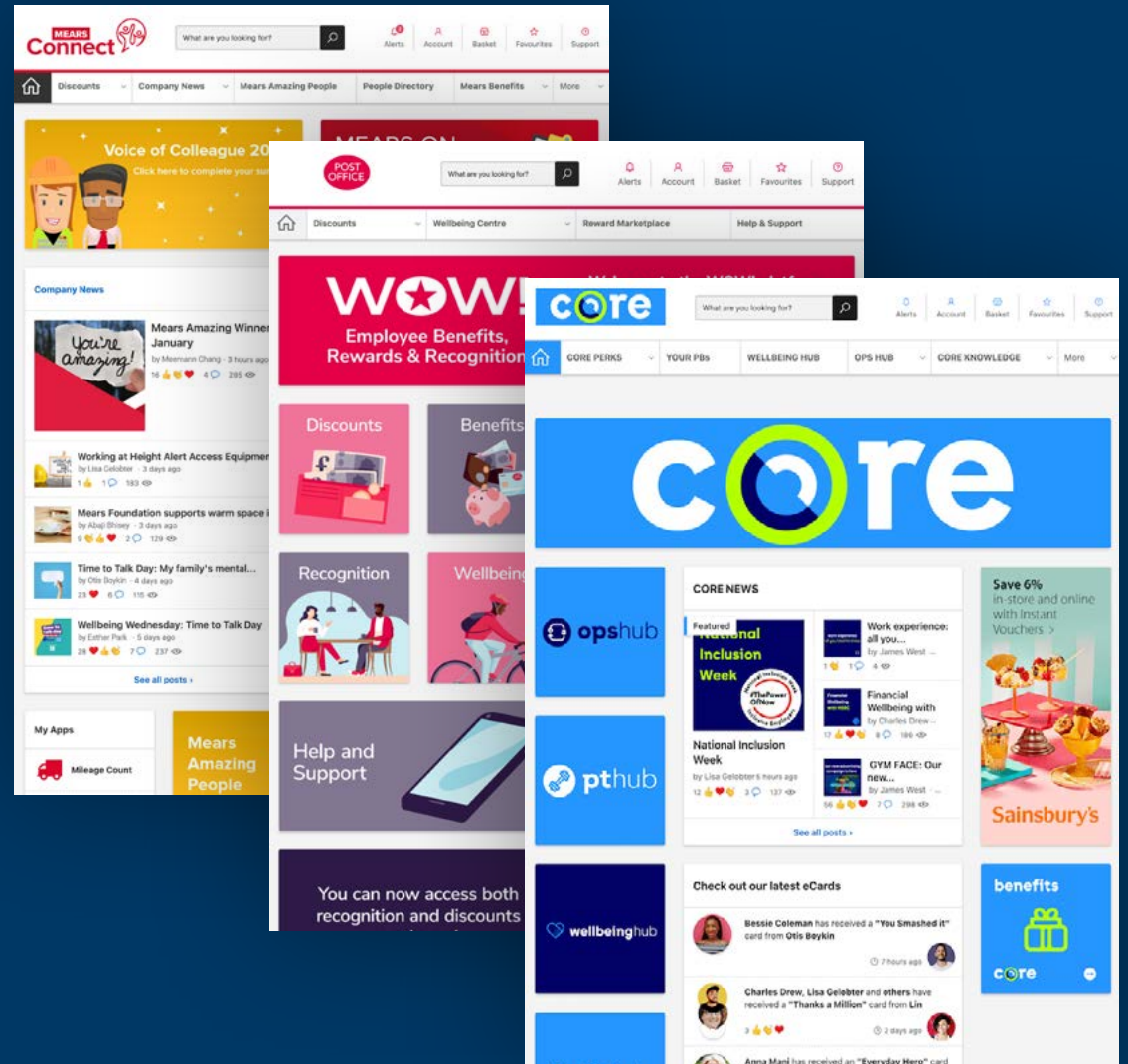
We're always here to support your employee experience journey, contact our friendly team at engage@rewardgateway.com.

Interested in boosting the employee experience in 2025?

Reward Gateway | Edenred empowers more than 8 million employees to connect, appreciate and support one another to make the world a better place to work. Our unified employee experience hub provides the best of recognition, reward, wellbeing, surveys, benefits and discounts that support talent acquisition, retention and values-driven growth.

info@rewardgateway.com

rewardgateway.com



Reward Gateway | Edenred delivers employee experience solutions to more than 4,500 clients worldwide.

