



Reward
Gateway



Your HR Calendar 2026

A 2026 calendar packed with key dates, celebrations and top tips to boost the employee experience all year round.



January 2026

Resources to guide your strategy this month:

Report: Workplace Wellbeing: A Business Imperative

Blog: Strategies and practices to attract and retain talent in 2026

Podcast: The HR Issue: Becoming an Employer of Choice

Blog: What the Autumn Budget means for HR

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			01 Bank holiday: New Year's Day	02 Bank Holiday (Scotland only)	03	04 World Braille Day
05 Why not ask your employees to share holiday stories and compile a few for a company blog post to welcome people back to work?	06	07	08 Tip: Start planning your employee engagement campaign for Employee Appreciation Day - it's only two months away!	09	10	11
12	13 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.	14 58% of UK employees prioritise their wellbeing more now than they did six months ago. Are you providing your people with the tools they need?	15	16	17	18 World Religion Day How inclusive are you with the different religions observed at your company?
19 Blue Monday On this infamous day, ensure you're communicating your wellbeing programme effectively and your managers have all they need to signpost support.	20	21	22	23 The new year is a great time to reimagine your reward and recognition programme, consider how you can take it to the next level.	24 National Compliment Day - International Day of Education	25 Burns Night
26	27 With money often tight in January, why not introduce your people to a salary sacrifice programme as a great way to stretch the cost of large expenditures?	28	29 84% of UK employees would consider staying with an employer longer if they had more offerings for mental and physical wellbeing.	30	31	

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February

2026

Resources to guide your strategy this month:

eBook: 8 Signs You Need an Employee Experience Platform

Blog: The 18 best employee wellbeing initiatives to implement in 2026

Case Study: How Busy Bees Nurseries improved its eNPS by 34 points in under two years

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					LGBTQ+ History Month	01
02 One month in to 2025, be sure to recognise some of the highest achievers and great contributions from January.	03	04 World Cancer Day	05	06 Highlight your diversity, equity and inclusion programmes and invite new voices to contribute.	07	08
09	10 Use our Cost of Losing Talent Calculator to uncover how your employee turnover may be costing your business.	11	12	13 Show your employees some love by sending an Appreciation eCard today.	14 Valentine's Day	15 Chinese New Year kicks off!
16 Take the time to review your recruiting practices and explore any unconscious biases that may impact your team.	17 Lunar New Year - Shrove Tuesday - Pancake Day	18 Ash Wednesday - Ramadan begins	19	20	21	22
23 Ask your colleagues who observe Ramadan what you can do to support them during this time.	24	25	26 End of Financial Year prep Draw clear lines between your employee engagement and the business outcomes with our Business Case Blueprint	27	28	

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March

2026

Resources to guide your strategy this month:

eBook: 6 Steps to Boosting Employee Recognition ROI

Resource: How to celebrate Employee Appreciation Day in 2026

Case Study: How Copart drove a 37% improvement in employee turnover and more than £24,000 of employee savings

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					Women's History Month	01
02	03	04 Less than two in five (39%) of UK employees feel frequently appreciated or rewarded at work	05 World Book Day	06 Employee Appreciation Day! Don't let this important opportunity pass you by to celebrate your employees!	07	08 International Women's Day Shine a light on the amazing work the women in your company are doing!
09 The new financial year is just 4 weeks away! Have you set your final budgets yet?	10	11	12	13 World Sleep Day Share a blog post with your people on the importance of sleep on health and wellbeing.	14	15 Mother's Day - Lailat al-Qadr (Night of Power)
16	17 Saint Patrick's Day Bank Holiday (Northern Ireland only)	18	19	20 Eid-al-Fitr (End of Ramadan) - International Day of Happiness	21 International Day for the Elimination of Racial Discrimination	22
23	24 Only half (54%) of employees whose businesses advocate the use of AI have received training. Is it part of your L&D programme?	25	26 Build your Reward & Recognition business case by establishing your budget and projected ROI	27	28	29 Daylight Savings Time starts
30	31 International Transgender Day of Visibility					

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April

2026

Resources to guide your strategy this month:

Webinar: Balancing the Books & the Benefits: Combating the Rise in NI Contributions

Resource: Employee benefits survey template: The 10 questions to ask

eBook: How to repurpose a 3% annual pay rise to lower National Insurance contributions

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	Stress Awareness Month	01 Passover begins	02 World Autism Awareness Day	03 Bank holiday: Good Friday	04	05 Easter Sunday - End of Financial Year
06 Bank holiday: Easter Monday	07 World Health Day: Reflect on how you're supporting your people's health and wellbeing.	08	09 Passover ends	10	11	12
13	14 Did you know that salary sacrifice benefits save your employees money and also reduce your organisation's National Insurance contributions?	15	16 As the weather begins to warm, introducing a Cycle to Work programme can help to boost your employees' wellbeing and reduce their carbon footprint.	17	18	19
20	21 After a healthy work-life balance, employees consider feeling connected to their colleagues and part of a community the most significant driver of happiness at work.	22 Earth Day	23	24 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?	25	26 Lesbian Visibility Day
27	28 World Day for Safety and Health at Work	29	30 Including new joiners in the month's payroll, regardless of when they joined, can remove any financial blow as they navigate a big change.			

May 2026

Resources to guide your strategy this month:

eBook: 6 Employee Communication Strategies to Drive Engagement & Connection

Resource: International HR Day Hub

Webinar: Agile HR: How to Deliver with Impact

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			Mental Health Awareness Month	01	02	03
04 Early May Bank Holiday	05	06	07 Only 26% of UK employees feel comfortable talking about mental health at work.	08	09	10
11 42% of employees do not understand the changes to parental rights from the Employment Rights Bill	12 Examine and communicate your parental leave policies to let your employees know how you support and empower parents.	13	14 How does your organisation support employee mental health and psychological safety?	15	16	17 International Day Against Homophobia, Transphobia, and Biphobia
18	19	20 International Human Resources Day	21 Global Accessibility Awareness Day - World Day for Cultural Diversity for Dialogue and Development	22	23	24
25 Spring Bank Holiday	26	27 Eid-al-Adha (Feast of Sacrifice)	28 Planning away days and team outings in the summer months is a great way to build connections between dispersed teams without waiting for the festive party.	29	30	

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June

2026

Resources to guide your strategy this month:

eBook: Your Guide to Designing a Multigenerational EVP

Blog: How to measure employee recognition ROI

Video Case Studies: Watch our In Conversation With series for insight and inspiration for your people initiatives

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
01 International Pride Month	02	03 World Bicycle Day If you have a Cycle to Work programme, shine a light on how employees can participate and save on top bikes and equipment.	04	05 With the new 48-team World Cup around the corner, a £1 entry sweepstake in the office is a great way to drum up excitement.	06	07
08	09 Men's Health Week: Raising awareness of preventable health problems and encouraging early detection.	10	11 The FIFA World Cup kicks off!	12	13	14
15	16 Islamic New Year (Hijra)	17	18 Extend your employees' pay through discounts and cashback offers, putting money back in their pockets.	19	20 World Refugee Day	21 Father's Day
22 Less than half (44%) of UK employees feel comfortable using AI at work. Have you included AI within your L&D programme?	23	24	25 84% of UK employees consider work/life balance one of the most important factor when looking for a new role.	26 At the midway point in the year, have you offered your people the chance to buy or sell some of their annual leave?	27	28
29	30 More than one in five employees fear that AI could make their role completely redundant. Is your communication strategy helping to remedy this FOBO (Fear of Being Obsolete)?					

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July 2026

Resources to guide your strategy this month:

eBook: 6 Steps to Launch an Impactful Discounts Programme

Hub: Tools and ideas for managers to recognise their employees

Blog: The people management skills needed for effective leadership

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		01	02	03 A fresh start: Explore how you empower and support managers, and what needs to change.	04	05
06	07 40% of employees say their manager does not regularly check in on their wellbeing.	08	09	10	11	12
13 Bank Holiday (Northern Ireland only)	14	15 Take a look at how you upskill new managers, do you offer relevant training opportunities?	16	17 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.	18	19 FIFA World Cup Final
20	21 Encourage employees to take an hour for self-care this week, whatever that looks like to them.	22	23 Help your employees get the most out of the summer weather with a month-long step challenge!	24 International Self-Care Day	25	26
27 Is your business living its Corporate Social Responsibility? 39% of Gen Z have turned down employers that do not align with their values.	28	29 Only 38% of UK employees would go to their manager if they were having problems at work.	30			

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August

2026

Resources to guide your strategy this month:

eBook: Marketing-Led HR: Practical Steps to Drive Employee Benefits Uptake

Webinar: Supporting employees through the festive season

Resource: How to boost employee wellbeing

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					01	02
03	04	05	06	07 When was the last time you shared a shout-out? Public, peer-to-peer recognition can make a colleague's day.	08	09
10	11	12 Get your people involved in communications with guest blogs on timely topics.	13	14 Believe it or not, Christmas isn't far off. How is your end-of-year engagement strategy shaping up?	15	16
17 Are you listening to your people? Remember to send out pulse surveys regularly!	18	19 World Humanitarian Day	20 Ahead of Back to School season, employee discounts can be a great way to help your employees with children shoulder the costs.	21	22	23
24	25	26 Are you ready for the festive season? It's time to start planning!	27	28 Wear It Purple Day: Support and celebrate young LGBTIQA+ people.	29	30
31 Summer Bank Holiday						

September

2026

A collection of resources to drive your projects:

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

Blog: 5 tips to support employee financial wellness

Case Study: How Notting Hill Genesis drove platform engagement from 13% to 80% in just 18 months

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	01	02 Ask your people what ongoing initiatives would best support their mental health.	03	04 Are you supporting parents as they adjust to the new school year?	05	06
07	08 Get ready for Black History Month by encouraging your teams to get involved and contribute ideas on how to celebrate	09	10 World Suicide Prevention Day	11 Rosh Hashanah	12	13
14 Looking to boost connection and cut down on awkward silences in meetings? Here's some icebreakers...	15 What's the best holiday you've taken and why?	16 If you could have one superpower, what would it be?	17 What was your first job? What do you think you learned from it?	18 What's your go-to karaoke song?	19	20 Yom Kippur
21 International Day of Peace - World Alzheimer's Day	22	23 International Day of Sign Languages	24 It's almost Q4! Have you decided on your people goals for next year?	25 It's important to identify if you're providing leadership with the ROI they need from your people strategy?	26	27
28	29	30				

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October

2026

Resources to guide your strategy this month:

eBook: Bringing Appreciation to Life

Blog: How to build the business case for employee appreciation

Case Study: How Charles Tyrwhitt's culture of continuous recognition become one of the UK's Best 100 Large Companies to Work For

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		Black History Month	01 International Coffee Day Give your people the gift of a free coffee voucher to celebrate.	02 Less than 12 weeks until Christmas!	03	04
05	06	07 Worried about buying end-of-year gifts for your people? Automate rewards and avoid the admin!	08	09	10 World Mental Health Day	11
12	13 When planning your end-of-year party, be sure to make it inclusive and not built around alcohol.	14	15 The next few months can be hard on the wallet, consider how you can help ease the burden for your people.	16	17	18
19 Create some custom eCards with some fun Halloween messaging! Here's a few ideas...	20	21 "No Tricks, Just Teamwork!" You make teamwork look effortless. Thanks for always showing up and supporting others.	22	23 "Thanks for Banishing the Blockers!" Your problem-solving powers saved the day. You're the real office hero.	24	25 Daylight Savings Time ends
26	27 "Witch-ing You a Big Thank You!" Your creativity and teamwork are pure magic. Thanks for making the impossible possible!	28	29	30 Host a Monster Mash Meetup: A virtual or in-person celebration where people connect over costumes, treats and a quiz.	31 Halloween!	

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November

2026

Resources to guide your strategy this month:

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

Blog: 7 essential employee experience metrics to track

Case Study: How Welcome Break reduced employee turnover by 10% with an EVP for its multigenerational team

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						01
02 Make your end of year strategy inclusive of all celebrations and observances by designing special cards and eCards to mark each occasion.	03 International Stress Awareness Week Almost 2 in 5 UK employees feel frequently stressed or overwhelmed. What support have you got in place to prevent burnout?	04 International Stress Awareness Day	05 Bonfire Night	06	07	08 Diwali
09 Build connections across teams with shared interests, like a book club or running club.	10	11 Remembrance Day	12 Six weeks until Christmas!	13 Transgender Awareness Week	14	15
16	17 Create space for open, cross-generational conversations with a mentorship programme.	18	19 International Men's Day	20 International Transgender Day of Remembrance	21	22
23	24	25 Offer flexible benefits that adapt to different life stages.	26	27 Black Friday Employee discount programmes can help stretch your people's salaries and often run special promotions during events such as Black Friday.	28	29
Cyber Monday 30 - St. Andrew's Day						

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December

2026

Thank you to all the dedicated HR professionals and leaders who bring joy to their people each year! From the entire Reward Gateway | Edenred team, have a relaxing holiday break!

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	01	02	03 International Day of Persons with Disabilities	04 Hanukkah begins	05	06
07 Launch a fun and festive eCard campaign, here's some ideas...	08 "You made this year merry and bright for everyone!"	09 "Hope your holidays are full of joy and zero emails!"	10 "Your dedication deserves a holiday cheer — well done!"	11	12 Hanukkah ends	13
14	15 Celebrate milestones and wins from the past year with a fun recap for your team.	16	17 Do you host end-of-year awards? Celebrate those who have embodied your values this year!	18	19	20
21 Reflect on 2026: What lessons have you learned this year?	22	23 Create a holiday playlist to bring some cheer to the office before the holiday break!	24	25 Bank holiday: Christmas Day	26 Boxing Day	27 Kwanzaa: Honours African culture and customs, runs from 26 December - 1 January.
28	29	30	31 New Year's Eve			

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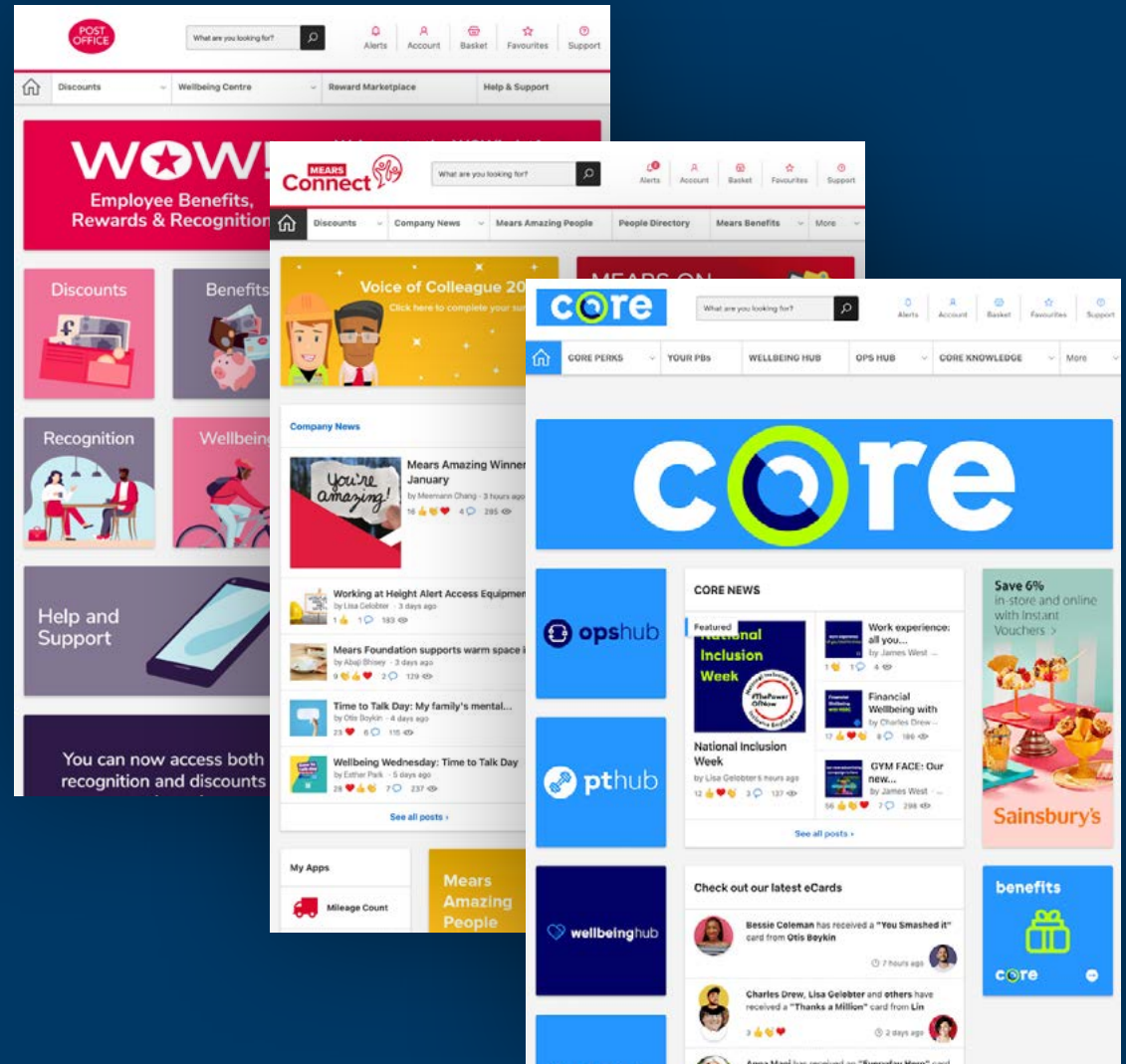


Interested in boosting the employee experience in 2026?

Reward Gateway | Edenred empowers more than 6,000 companies and 10 million employees with employee benefits, recognition, reward, surveys and wellbeing solutions that support talent acquisition, retention and business growth, ultimately helping to make the world a better place to work and enrich connections for good.

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Reward Gateway | Edenred delivers employee experience solutions to more than 6,000 clients worldwide.

