Get Involved Guide
for NHS Workplaces

HOLOCAUST MEMORIAL DAY TRUST

Holocaust Memorial Day (HMD) takes place on 27 January. It is a national day to commemorate the 6 million Jewish men, women and children murdered during the Holocaust, and the millions more murdered under the Nazi persecution of other communities. It was also founded to support learning and remembrance of where persecution led in Cambodia, Rwanda, Bosnia and Darfur. What will your NHS Workplace do to commemorate the day?

Your NHS Workplace and Holocaust Memorial Day

Holocaust Memorial Day is a dedicated time for reflection, encouraging us to work towards a safer, more compassionate, and inclusive future.

In healthcare, values of empathy, human dignity, and equal care for all are central to daily practice. Through education and reflection, HMD can bring healthcare teams together, strengthen unity across departments, and help overcome prejudice by reinforcing the importance of respecting difference. Commemorating the Holocaust gives NHS staff the opportunity to learn lessons from the past and stand against antisemitism (anti-Jewish hatred), discrimination, intolerance, and racism in the present.



How to get started: A step-by-step guide

Planning an activity for your workplace or Trust is simple. Follow these steps to build your activity:

1. **Choose your activity level:** Adapt your event to fit team capacity and shift patterns. Decide what scale of activity works best for your setting, ranging from a 5-minute team huddle reflection to a 1-hour commemorative service.
2. **Involve key departments & networks:** Reach out to colleagues across your Trust to collaborate on planning and delivery.
3. **Access free HMDT resources:** Download life stories, flyers, virtual banners, and theme guidance from **hmd.org.uk/resources**
4. **Promote across your workplace:** Share details through internal channels, staff intranets, digital screens, and team meetings.
5. **Let us know:** Log your event with HMDT to be part of the national picture of remembrance.

Suggested Planning Timeline

- **October – November:** Agree on your activity and invite internal partners.
- **December:** Finalise your programme, order free booklets, and schedule digital communications.
- **January:** Promote your activity across staff networks, host your event, and share your activity with HMDT.

Who to involve across your NHS workplace

NHS organisations are diverse, and people across every department can take part. Consider involving:

- Equality, Diversity, and Inclusion (EDI) teams & staff networks
- Chaplaincy & Spiritual Care staff
- Communications & Digital Teams
- Patient Experience & Volunteer Services
- Estates, Facilities, & Security Staff
- Clinical Teams (doctors, nurses, healthcare assistants, allied health professionals)

Example activities for NHS workplaces

To help you plan, here is a suggested step-by-stepathway for local authorities:

Create a display in staff or public areas: Set up an information board or display HMD Flyers (free to download) in staff rooms, canteens, hospital foyers, or main concourses.

Light up your building: Join hospitals and civic buildings across the UK by lighting up your healthcare facility in purple at 8pm on 27 January to 'light the darkness'.

Share life stories: Read a survivor testimony during team huddles, handover meetings, or feature them on your Trust's intranet pages.

Host a minute of reflection or commemorative event: Hold a short service or moment of silence for staff, patients, and visitors, incorporating readings, survivor accounts, or poetry.

Digital communications: Share virtual HMD banners, intranet articles, or short films on screens in staff breakrooms or waiting areas.

Distribute free booklets: Order or download our free 'About HMD' booklets for staff rest areas or information hubs to give colleagues an accessible way to reflect .



HMD theme reflection

Incorporate the national HMD theme into your discussions or communications:

- Where can assumptions affect people's sense of belonging in our workplace and care delivery?
- What can healthcare workplaces do to ensure there is no place for prejudice, antisemitism, or discrimination?

Case Study: Mildmay Hospital

Mildmay Hospital's Chaplaincy hosted an in-person commemorative talk in the hospital chapel to mark Holocaust Memorial Day 2026. They welcomed guest speaker Gerry Hahlo, who shared his father Dieter's history of escaping Nazi Germany on the Kindertransport.

Gerry's talk offered a deeply human perspective on persecution, survival, and the responsibility each generation holds to remember. The chapel provided a quiet, reflective space for staff, patients, and visitors to step away from clinical routines and align with the national messages of HMD.



Ideas and resources

Life stories: Use our life story resources to learn about people targeted during the Holocaust and more recent genocides: **hmd.org.uk/resources**

Handouts: Distribute our 'About HMD' flyers – these handouts provide a simple way for staff to find out more: **hmd.org.uk/handouts**

Light the Darkness: Light up your building in purple on 27 January: **hmd.org.uk/lightthedarkness**

Poetry & readings: Read personal testimonies or poems written by people affected by genocide during staff gatherings: **hmd.org.uk/poems**

Films & audio: Play a podcast episode or show a film of a survivor speaking during team learning sessions: **hmd.org.uk/films**

Organising your event

Clarifying your event audience:

HMD activities can be designed internally for NHS staff (e.g., team huddles, intranet articles, staff room displays) or opened externally to patients, visitors, and the wider community (e.g., main concourse displays, hospital chapel services, lighting up buildings). Decide which format works best for your facility.

Organising an online or hybrid event:

Online and hybrid events provide a great opportunity to include staff across multiple sites, shift patterns, or hospital trusts.

- Download a virtual platform that suits your Trust's IT system and ensure speakers are familiar with it.
- If your event is hybrid, check equipment so online attendees can hear and see clearly.
- Use audience participation tools like Q&A or chat functions, assigning a moderator to oversee them.

For more guidance, explore our virtual resources (**hmd.org.uk/resources**).

Sensitivity guidance

Events and activities exploring the Holocaust and other genocides can be complex and may cause distress unless handled sensitively. Please remember:

- **Do** ensure your content is appropriate for your audience
- **Do not** use graphic images to shock audiences
- **Do not** ask audiences to imagine themselves in the shoes of victims or perpetrators
- **Do** put relevant personal testimonies at the heart of your activities

For further guidance, visit **hmd.org.uk/sensitive-content** and **hmd.org.uk/educationguidelines**

Remember the past. Protect the future.

Find out more...

hmd.org.uk

enquiries@hmd.org.uk

Explore free resources and materials: **hmd.org.uk/resources**
Get your free handout materials: **hmd.org.uk/handouts**
Let us know about your HMD activity: **hmd.org.uk/letusknow**

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