

FREDIE the EDI VISION

Here at CHCP we are committed to providing a holistic approach to addressing equality, diversity and inclusion and as such our vision is to embed the principles of FREDIE in everything we do; Fairness, Respect, Equality, Diversity, Inclusion, Engagement.

F - Fairness

R - Respect

E - Equality

D - Diversity

I - Inclusion

E - Engagement

At CHCP CIC you can expect:

- To be treated with fairness and respect provided with equal opportunity and encouraged to have a voice regardless of your personal characteristic or role within the organisation.
- Be engaged with on an individual basis through regular supervision sessions and or ad hoc meetings as required.
- Your managers to have an understanding of diversity and recognise that your needs may not be the same as theirs or other colleagues.
- Provide you with a safe environment where you are able to have a voice and be included in decision making.
- **That should you need to raise a concern, you feel safe in doing so and assured that it will be acted upon.**

CHCP expects you:

- To have respect for and be inclusive towards your colleagues and patients, treating everyone with dignity and respect regardless of their personal characteristics or role within the organisation eliminating any form of discrimination and or bullying and harassment.
- Act with honesty and integrity and demonstrate openness at all times whilst working for the organisation.
- Take every opportunity to engage and have a voice within the business.
- We want to showcase best practice linked to FREDIE so if you have an idea about how we might do this please contact

chcp.equalitydiversityandinclusion@nhs.net

