



January 2022

**FAIRNESS - The first of the principles which make up our EDI Vision: FREDIE**

**Fairness is the quality of being reasonable, right and just.**

**Here at CHCP you can expect to be treated fairly.**

**WELCOME TO THE FIRST FREDIE NEWSLETTER**

Put together with support from representatives of the three Staff Network Groups, this newsletter will bring you up to speed about all the Equality Diversity and Inclusion events we take part in and highlight key messages. We realise that there may be some events that slip through our net, so if you have any EDI topics you'd like to share please email the EDI inbox at the bottom of the page.

**Staff Network Groups**

We have three Staff Network Groups: BAME, LGBTQ+ and SD&W (Supporting Disability and Wellbeing). The groups are made up of colleagues who identify with a protected characteristic or are keen to support colleagues from a minority group. The groups get involved in organisation discussions and change and make a real difference within the company. Each group meets on Teams once a month at the moment. For more information on how you can get involved with any of the network groups visit: [www.chcpic.org.uk/pages/equality-diversity-inclusion](http://www.chcpic.org.uk/pages/equality-diversity-inclusion) or email Stuart at the email address below.

**16 January 2022: World Religion Day**

Christianity, Buddhism, Islam, Hinduism, Judaism and Sikhism are the main religions across the world. World Religion Day is celebrated every January on the third Sunday of the month to promote inter-faith understanding and peace between all religions. Through a variety of events it encourages people to learn about other faiths, their followers and the similarities between different faiths.

**Email:** [chcp.equalitydiversityandinclusion@nhs.net](mailto:chcp.equalitydiversityandinclusion@nhs.net)

## FEBRUARY LGBT+ History Month

LGBT History Month is an annual month-long celebration of lesbian, gay, bisexual and transgender history and the history of gay rights and related civil rights movements.



Throughout the month the LGBTQ+ staff network group will be looking at ways to encourage inclusion of colleagues and service users. [www.lgbthistorymonth.org.uk](http://www.lgbthistorymonth.org.uk)

## International Women's Day: 8 March 2022

Celebrating the social, economic, culture and political achievements of women and putting the spotlight on global action needed to accelerate gender parity.

The theme for International Women's Day 2022 is 'Break the Bias'.

For further information and resources visit

[www.internationalwomensday.com](http://www.internationalwomensday.com)

## International Day for the Elimination of Racial Discrimination: 21 March 2022

This annual event marks the day the police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid 'pass laws' in 1960. It aims to foster a global culture of tolerance, equality and anti-discrimination.

Discrimination against any of the nine protected characteristics is unlawful and CHCP has a zero policy towards such behaviour as laid out in the anti-bullying and harassment policy, which can be found on **My Compliance**

## 31 March (2022) International Transgender Day of Visibility

Celebrated annually on the 31 March and traditionally a time to celebrate transgender people around the world and the courage it takes to live openly and authentically, whilst also raising awareness of the discrimination trans people continue to face today.

The Trans Inclusive Policy found on **My Compliance** supports all colleagues to be responsive to the needs of trans colleagues, service users and partners.

**PROTECTED CHARACTERISTICS** – The Equality Act 2010 protects against discrimination in respect of nine characteristics:

Age, Disability, Gender reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sex, Sexual orientation