



FREDIE Strategy
April 2022 – March 2023



City Health Care Partnership CIC is a co-owned, 'for better profit' health and care organisation, providing high quality, safe services to people in Hull, the East Riding of Yorkshire, Knowsley and St Helens. Our committed and compassionate colleagues help people to stay out of hospital by caring for them in their communities.

If you would like this document in your preferred language or an alternative format, such as large print, easy read please contact us, using the details below.

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1. Introduction

City Health Care Partnership CIC is committed to providing a holistic approach to addressing the principles of FREDIE throughout the organisation and beyond. In supporting a culture shift the FREDIE vision was introduced to provide staff with assurance that they will be treated as per the principles of FREDIE, equally there is an expectation that colleagues will adhere to these principles when communicating with each other and our service users.

FREDIE stands for:

Fairness, the quality of being reasonable, right and just

Respect, having due regard for the feelings, wishes or rights of others

Equality, making sure people are treated fairly and given fair chances whilst recognising they may have different needs to meet.

Diversity, a commitment to recognising and respecting differences between people while valuing the contribution individuals can make to the organisation.

Inclusion, encouraging innovation within the workplace, allowing people to contribute to the way things can be done for the better.

Engagement, based on trust, integrity, two-way commitment and communication between an organisation, its workforce and partners.

The vision and its principles now form our strategy and confirms City Health Care Partnership CIC's commitment to promote equality in accordance to the Equality act 2010 and the public sector equality duty. The strategy takes into consideration the organisations strategic objectives and values, whilst also identifying the aim to deliver equity and fairness to all in our care and employment.

We are an inclusive employer committed to developing, supporting and sustaining a diverse workforce that is representative of the communities it serves. Equally, we are committed to providing health and care services that respects and responds to the diversity of the local population, recognising the link between the quality of care and equality for staff.

We recognise that equity is not about treating everyone the same but treating people according to their needs and making appropriate adjustment to ensure equal opportunities for all.



2. Vision, Mission and Values

Vision

To lead and inspire through excellence, compassion and expertise in all that we do

Mission

Delivering high quality, safe health and care services that are personally responsive, caring, respectful and inclusive of all.

Through colleagues who are competent and motivated in their roles to deliver the above with compassion and in an effective, productive and adaptable way

Supported by an organisation that is both commercially and socially responsible in its intent and which is seen externally as a valuable partner in improving wider community outcomes.

Values

Service and excellence

Equality Diversity and Inclusion

Creativity and innovation

Co-operation and partnership

The FREDIE strategy aligns to CHCP's People Plan 2020 forming one of its five clearly defined themes. The CHCP People plan links strategically to the NHS People Plan and ensures the organisation is well positioned to deliver on its objectives, the five clear themes include: Equality and Diversity, Leadership and Organisational Development, Learning and Development, Recruitment and Retention and Health and Wellbeing.

3. Purpose of the Strategy

The strategy is developed to provide a holistic approach to the principles of FREDIE and embedding its vision both with the workforce and service users whilst considering the principles of individual human rights. The aim is to ensure that no individual is discriminated against or treated less favourable by reason of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation as per the Equality act 2010.

The strategy will explain the organisations duty to promote equality in line with the Equality Act 2010 and have due regard to the public sector equality duty, whilst ensuring compliance with national standards.

4. Implementing the strategy

This one-year strategy will be shared across the organisation through core meetings and by using the local networking site 'Connect'. The strategy and any subsequent action plan will be agreed by the FREDIE steering group after which it will be uploaded to the organisations website making it available for all stakeholders to access.



5. Monitoring of the strategy

The FREDIE steering group will be responsible for the strategy and will review it and the progress of the action plan on a quarterly basis. Feedback to the Board will be via the Chair of the Steering Group.

6. FREDIE Objectives for 2022 - 23

CHCP CIC will promote the principles of FREDIE widely, weaving them through to the core of the organisation through the following developed objectives:

- Encourage commitment of leadership, weaving the principles of FREDIE throughout the business.
- Promote a FREDIE culture in all CHCP activities ensuring functions and policies meet the requirements of the Equality Act 2010 and the Public Sector Equality Duty.
- Work collaboratively with external partners to address existing and deep-rooted inequalities and contribute to reducing or removing these inequalities to support vulnerable groups within the local communities including those with protected characteristics.
- Incorporate Health Inequalities as a strategic priority developing a communication and oversight approach whilst aligning Core 20 plus 5 approaches operationally.
- Improve service user access and experience through developing stakeholder/service user networks.
- Comply with National Equality Frameworks and monitor progress against any action plans
- Meet the Equality requirements as set within the NHS standard contract
- Continue to develop a performance management framework to monitor compliance to the principles of FREDIE
- Become a more inclusive employer, encouraging participation and engagement across the workforce introducing and promoting staff network forums to support colleagues from protected and vulnerable groups.
- Ensure that all policies, procedures, and service developments are underpinned by a robust Equality Impact Assessment
- Ensure FREDIE is championed across the company and at Executive Director and Board level.

An annual report will be presented to the Board by the Executive Lead for Equality in which there will be reference to the progress of these objectives.

Associated Documentation

- CQC Equally Outstanding
- NHS Long Term Plan
- Equality Act 2010
- Public Sector Equality Duty
- NHS The People Plan
- NHS The People Promise



- FREDIE Vision Charter
- https://www.hull.gov.uk/sites/hull/files/media/JSNASummary_2019.pdf
- Core twentyplusfive
- CHCP Managing Health Inequalities Strategy

