



## **What Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) means to us**

FREDIE ensures fair treatment and opportunity for all. It aims to eradicate prejudice and discrimination on the basis of an individual or group of individual's protected characteristics. Helen & Douglas House celebrates the diversity of the children, young people, and families that use the palliative care services that we deliver. We believe that embedding fairness, respect, equality, diversity and inclusion in all that we do is essential to understanding and supporting our families, staff and volunteers.

### **Our vision**

We will acknowledge, understand and tackle inequalities to achieve a more equitable, diverse and inclusive organisation by ensuring FREDIE is reflected in all that we do and how we do it.

### **Our commitment**

Our commitment to FREDIE should underpin all that we do at Helen & Douglas House – from delivering a world-class service to families with diverse needs, to recruiting and retaining key people. FREDIE as a core value is increasingly important to the way in which we work, to our stakeholders, and to our ability to make real and measurable progress. Helen & Douglas House will comply with the Equality Act 2010 and will ensure that employees understand their duties under it.

### **How we will meet our commitments**

- We are working with the National Centre for Diversity and we aspire to gain level 1 accreditation in Investors in Diversity <https://nationalcentrefordiversity.com/>
- We will meet the Investors in Diversity Standards
- We will collect accurate and relevant data and measure our progress
- We have a governance framework around FREDIE which includes a steering group and an engagement group
- We have a Trustee who is a FREDIE Champion
- We have set targets to recruit a more diverse work force
- We have an action plan and we are working through this
- We will deliver FREDIE training to all our staff
- When reviewing policies, we will ensure that FREDIE is reflected in them

### **Approval**

This FREDIE statement is approved by:

Lord Ian Blair of Boughton QPM  
Chair of Trustees

Tanya Baldwin  
FREDIE Trustee Champion