



Introducing FREDIE

**Fairness, Respect, Equality
Diversity, Inclusion & Engagement**

Fairness

Being reasonable, right and just

Respect

Having due regard for the feelings, wishes and rights of others

Equality

Where every person has equal rights and every person has a fair chance

Diversity

Diverse means different so diversity includes us all. The concept of diversity encompasses understanding acceptance and respect.

Inclusion

Where every person feels respected, valued and that they fit in with the organisational culture

Engagement

Two-way commitment and communication between an organisation and its employees

THE NATIONAL CENTRE FOR DIVERSITY'S

INVESTORS IN DIVERSITY STANDARDS

www.nationalcentrefordiversity.com



**PROUD TO BE
FREDiE** NATIONAL
CENTRE FOR
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1. YOUR ORGANISATION IS EFFECTIVE IN ADVANCING FREDIE.

- > Your organisation is effective in advancing equality of opportunity for all.
- > There is an effective steering group that proactively works towards closing gaps, it rallies people, engages colleagues and consistently sends out strong positive messages of your organisation's commitment to fairness, respect, equality, diversity, inclusion and engagement (FREDIE).
- > It works on a smart basis and is successful in achieving its objectives.
- > Your organisation provides inclusive and accessible social ENVIRONMENTS.
- > You have carried out an effective 360-degree culture/ equality/engagement audit and you have evaluated the attitudes, behaviours, customs, practices, habits, beliefs and values prevalent in your organisation.
- > The people that work in your organisation are well trained, knowledgeable and understand their own responsibilities to in relation to FREDIE.
- > There is a good understanding amongst the people in and around your organisation of the impact of cognitive biases on their attitudes, beliefs, habits.

2. YOUR CULTURE MAKES PEOPLE OF ANY BACKGROUND FEEL SAFE, VALUED, AND INCLUDED.

- > Leaders show their commitment to creating, developing or maintaining an inclusive culture. Leaders model positive behaviours around FREDIE and they support FREDIE initiatives.
- > Your people can describe how your culture and your organisation's values positively influence their behaviours.
- > You are effective in your aim of proactively working towards eliminating unlawful discrimination, harassment, bullying and victimisation.
- > You have taken appropriate steps to create any culture shifts needed. Your culture influences positive practices and behaviours around FREDIE.
- > You have the correct policies, procedures and behavioural codes.
- > Your written documents are up-to-date and relevant. They are accessible and widely understood and they have a positive influence on colleagues at all levels in terms of practices, behaviours and conduct.

3. FREDIE IS CORE TO YOUR ORGANISATION'S STRATEGY OR BUSINESS PLAN.

- > Strategic leaders understand the connection between inclusion, engagement and productivity.
- > Your organisation effectively uses data and research to improve its FREDIE performance.
- > You are measuring the impact of FREDIE on employee engagement levels and your overall business performance. There is good awareness of the business case for FREDIE amongst staff at all levels.
- > You have plans and strategies, which aim to ensure fairness and engagement of all.
- > Your organisation has mechanisms to capture the number, nature and value of new business opportunities, new approaches or cost savings that accrue from improving FREDIE practices.
- > You are closing gaps and you are committed to continuously improve. You have a FREDIE action plan or strategy, which pays due regard to all nine protected characteristics as a minimum. This dovetails with your mainstream business, improvement or organisational plan.

4. GOOD MENTAL HEALTH AND WELL-BEING ARE REGARDED AS IMPORTANT IN YOUR ORGANISATION.

- > Your organisation promotes good mental health at work
- > Managers have been trained in mental health at work and are aware of the signs of mental health problems in themselves and in others so they can deal with them appropriately.



Investors
in Diversity

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START YOUR JOURNEY TODAY

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