



EDI BUBBLE

2023



Welcome from the group

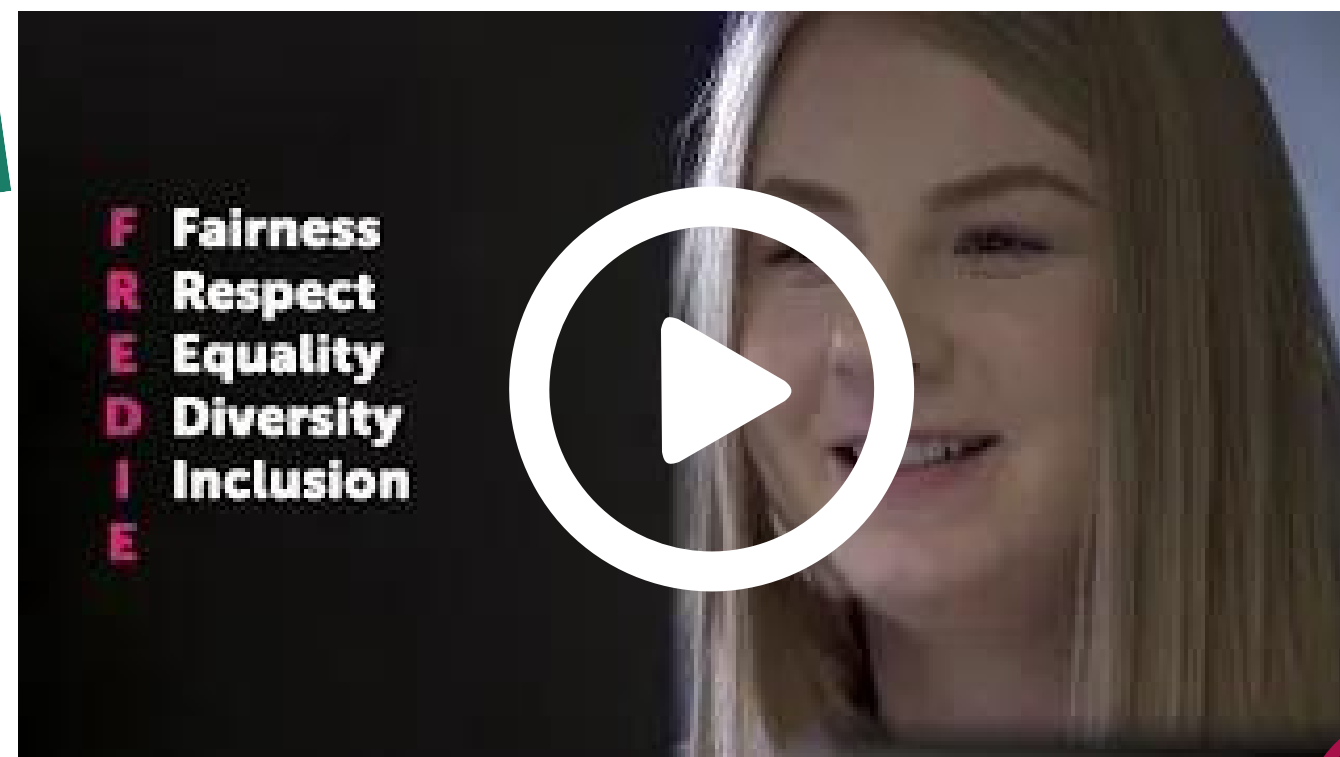
Find out what's been going on

To find out the latest from our EDI steering group, check out the minutes from each meeting [here](#).

What FREDIE means to us

What is the group?

We have an equality, diversity and inclusion (EDI) group made up of colleagues and customers, who advocate improvements, help to put changes into practice and embed our values.



Hear from Erica Sanderson, Strategy & Policy Manager explaining what the group is, how they've made an impact in the last 12 months, and how you can get involved.

Take a look at this video to find out what FREDIE means to us.



Our EDI journey

Board statement

Our Board is 100% behind our FREDIE values, and embedding these. That's why they've published their own statement and agreed a set of objectives.

Diversity profiling

We completed a full review in March 2023, of the diversity profiles of our Board, colleagues and tenants.

Taking all protected characteristics into consideration, we identified an improvement has been made in the ethnicity of our Board trainees, and identified under-representation of disability.

Of our colleagues, the main focus is currently on creating more diversity in leadership positions. These are actions we are taking forward to improve.



Watch Karen Cowan, Head of Governance and Corporate, updating on the roadmap and thanking everyone for playing their part.

Read more on the Board statement and the EDI roadmap here

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Ensuring all of our employees are rewarded fairly and equally for the work they do is of the utmost importance to us.

That's why we undertake regular pay reviews and share the following on our website:

- [Gender pay gap report](#)
- [Diversity pay gap report](#)
- [Race pay gap report](#)



Our Team

Watch our why work for us video here

Hear from Fiona Ruddick, Governance Manager, about the Board Diversity Programme so far.



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Campaign and events



ONGOO CARNIVAL



DINE AND DANCE



CUSTOMER CONFERENCE



WEAR IT PINK DAY

Upcoming events

Throughout 2023 we have another fun-filled year of events and campaigns. The ones we're focussing on were chosen by the EDI steering group.

Check out the calendar on the next page to find out more.

Awards and accreditations



Reflection on 2022 events

Last year we took part in a huge number of events, inviting thousands of people to join in. From the Ongo Carnival, charity fundraisers, and awareness campaigns, there was something for everyone.

Our Customer Conference was a key highlight for us, with the most diverse representation from tenants we've ever had, 80% of which hadn't been involved in activities previously.



EMPLOYABILITY DAY



ONGOO CARNIVAL

JANUARY

16 | Brew Monday



FEBRUARY

LGBT History month

MARCH

7 | Holi Festival
8 | International Women's day

APRIL

2 | World Autism Awareness day
9 | Easter



MAY

13-20 | Mental Health Awareness week

JUNE

1-30 | Pride Month
24 | Armed Forces day



JULY

2 | Eid al-Adha
30 | International Day of Friendship

AUGUST

2 | Ongo Carnival
30 | North Lincs Pride



SEPTEMBER

29 | Macmillan coffee morning

OCTOBER

1 | International day of Older Persons
Black History Month
Cancer Awareness Month

NOVEMBER

11 | Armistice Day
12 | Diwali
13 | World Kindness Day

DECEMBER

25 | Christmas
Dine and Dance



2023 events and celebrations