



Welcome to our

2024

EDI BUBBLE

WHAT IS THE EDI BUBBLE?

Each year we publish our EDI Bubble to celebrate key achievements, look back at what our fantastic EDI steering group has been up to, changes and improvements we've made and future plans we have.



WHAT IS THE EDI GROUP?

Our Equality, Diversity, and Inclusion (EDI) group consists of colleagues and customers who advocate improvements, help us put changes into practice and embed our values.

Find a round-up of the last EDI meeting [here](#)



Hear from Karen as she gives a round-up of the year and tells us the upcoming group changes.



KEY HIGHLIGHTS FROM THIS YEAR

- 1 We are working hard to retain our Level 2 Disability Confident accreditation
- 2 We have included EDI in all personal development reviews (PDR) templates for 2024
- 3 We will launch a campaign to make sure all tenants details are up to date to improve communications and preferences



Board EDI roadmap



Our Board members are 100% behind our **FREDIE*** values, and embedding these across our organisation. That's why they've published their own statement and have debated and agreed a set of objectives and priorities.

[Find the statement and roadmap here](#)

***FREDIE** stands for **F**airness, **R**espect, **E**quality, **D**iversity, **I**nclusion and **E**ngagement



OUR TRAINEE BOARD MEMBERS

Two candidates have been very successful and will be invited to attend an interview for our next Board vacancies.



PROMOTING DIGITAL ENGAGEMENT

After several planning meetings, we launched a new Digital Tenants group in November 2019. Successful applicants received a free tablet device in return for their commitment to take part in quarterly online feedback sessions over a two-year period.

Due to its popularity and significant positive impact on digital services, we began a new programme in January 2023 with five new members, taking overall membership to 19.

WHAT'S NEXT FOR THE DIGITAL TENANTS GROUP?

Recently, we began piloting a virtual assistance service. tenants using this system can show us a repair or issue through a live video or image-sharing feature, leading to increased first-time resolution and clearer diagnosis.

[Read more on this here](#)

BLOG POST

Regulators new Consumer Standards take Equality, Diversity and Inclusion seriously.

[Read the full set of standards by clicking here](#)

Improving

We ranked 24th in Most Inclusive Workspaces

The National Centre for Diversity's

No. **24**
2023 Most Inclusive UK Employers

The Top 100 list is a platform to highlight and celebrate the remarkable achievements of those who have committed themselves to building inclusive cultures.

Our results were based on our Leaders in Diversity accreditation score, benchmarked against over 300 multi-sector organisations that took part.

[Read more about this here](#)

Developing skills: A strategic approach to EDI

I was offered the opportunity to gain a Chartered Management Institute, Level 7 qualification, in Strategic Approaches to Equality, Diversity and Inclusion (EDI) and jumped at the chance. I've always had an interest in the area and understand the importance of creating an inclusive organisation at all levels.

One example of how it's helped me is ensuring that EDI isn't forgotten when developing our new Corporate Plan and underpinning strategies. And I feel I'm able to bring a broad understanding, so that our services are delivered in compliance with all legislation and good practice.

Erica, Business Assurance & Risk Manager



Blog posts

Change in action promoting digital engagement.

[Click here to read](#)

The importance of diverse and representative Boards.

[Click here to read](#)

Change in action involving tenants in decision making with Ongo community voice.

[Click here to read](#)

HOUSING DIVERSITY NETWORK

(HDN)

We've signed up to the HDN mentoring programme so our colleagues can access an external mentor, high quality training and gain confidence or offer themselves as a mentor to others in the industry.



We have a huge range of mental health support available for colleagues (including a team of ambassadors) and customers, from free counselling to social groups and activities. Find out more on the intranet or our website.

Our reports

[Diversity Protected Characteristics Profiling report](#)

[Gender Pay Gap report](#)

[Ethnicity Pay Gap report](#)

[Disability Pay Gap report](#)



[Visit our website for more information](#)



Proud to Care

a course for all

Christopher Wyer began working in care following a redundancy in 2015. He completed the Proud to Care course through Ongo in January 2024, and is already being matched to local positions by Ongo Recruitment experts.

Born profoundly deaf but supported with hearing aids, Christopher uses British Sign Language (BSL) when required.

Christopher is a big advocate in ensuring that people with disabilities have minimal obstacles in their daily lives.

He supports local and national organisations in making communications accessible to deaf people, including video editing with BSL translation and subtitles.



Read all of Christopher's story [here](#)

Community Grants 2024

The project, now in its thirteenth year, has provided vital funding to over 100 community-focused groups, totalling more than £130,000. This year 14 groups won their share of £25,000.

Read more on this [here](#)

Watch how the grant supported **Jens Special Place**



Watch how the grant supported **Lindsey Lodge**



Watch how the grant supported **Little Victories**



“ This grant will enable our group to reach out further and bring disability awareness to new groups of people. Thank you to Ongo for your support in our venture and it is truly appreciated more than words can say.

Chris Bycroft from Scunthorpe Steelers Wheelers Sports Club



EDI events calendar

Each year our EDI group decide on which events and campaigns to support over the year. Below are the ones they've chosen for 2024

JANUARY

Brew Monday

FEBRUARY

Random acts of kindness day



MARCH

Disability awareness month

Neurodiversity awareness week

APRIL



EID

MAY

Dementia awareness week

Deaf awareness week

Mental health awareness week



JUNE

Carers week

Pride month

Volunteers week

World refugee day

JULY

Thank You Day

Samaritans Awareness Day

AUGUST

Ongo Carnival

Scunthorpe Pride

SEPTEMBER

Macmillan coffee morning



OCTOBER

International day of older person

World mental health day

NOVEMBER

Diwali

Armistice day

DECEMBER



Christmas



Following the success and positive feedback in 2023, we are thrilled to announce our partnership with Scunthorpe Pride. With free entry featuring live entertainment, stalls, a food court, various activities, and much more.



Find out more about this [here](#)



Neurodiversity support group

Each month the group meet to bring people together, discuss key topics and issues, share experiences, pass on knowledge, and celebrate neurodiversity.

Find out more about this group [here](#)



open to all

Date:

The first Thursday of every month

Time:

10am – 12pm (two hours)

Place:

The Arc, Westcliff