

EDI BUBBLE

2022



Welcome from the group



Take a look at this welcome video from a member of our EDI steering group, explaining key updates and how you can get involved.

What is the group?

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

Latest updates

The latest decisions, and what has been discussed at the EDI group and minutes from each **meeting can be found here.**



What does FREDIE mean to us?



Check out our dedicated EDI page

Find out more on our accreditations, awards and memberships

Awards and accreditations



Equality, diversity and inclusion

Statement from our Board

We are fully committed to fairness, respect, equality, diversity, inclusion and engagement (FREDIE).

It is so important to us everyone has the right to fair and equal treatment, and we recognise people using our services and those working for us, come from diverse backgrounds.

The words we have used here are taken from our EDI policy - but we want to do much more than just have a set of words that you can read. We want to show you that we're truly committed to equality. After all, it's our actions that count and not our words.

Our Board has considered, debated and agreed a set of objectives and priorities that will help us to deliver our aims of equality and address inequalities.

So that we can make sure we're always improving, with FREDIE in the forefront of everything we do, we've put together a roadmap of where we are at the moment, and where we want to get to.

Read our EDI roadmap

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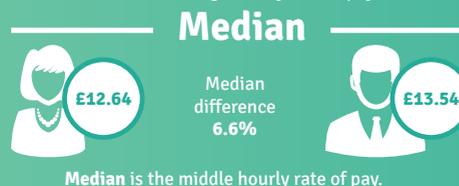
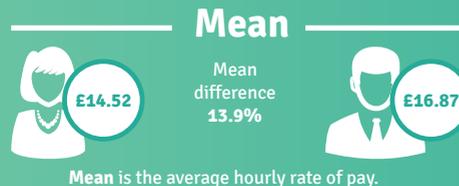
Our workforce

Gender pay gap

We publish our gender pay gap information every year. This is the average difference in pay received by the men and women employed by us.

This is different to equal pay, where men and women doing the same job are paid the same. Everyone doing the same job in Ongo receives the same pay and benefits.

Our mean gender pay gap is better than the national average of 15.4%.



[View our gender pay gap reports](#)

Increasing diversity

We have signed up to the Housing Diversity Network's (HDN) Board Diversity Programme, as part of our mission to increase diversity at Board level.

This programme supports aspiring Board members from underrepresented groups in achieving their aspirations by providing training and mentoring to develop their skills and knowledge to get there.

The programme also supports us in our search for diverse Board members and, once recruited, in the induction, ongoing mentoring and support to ensure they offer a good contribution and we are able to retain the standard.

Recruitment and workforce



Campaigns and events

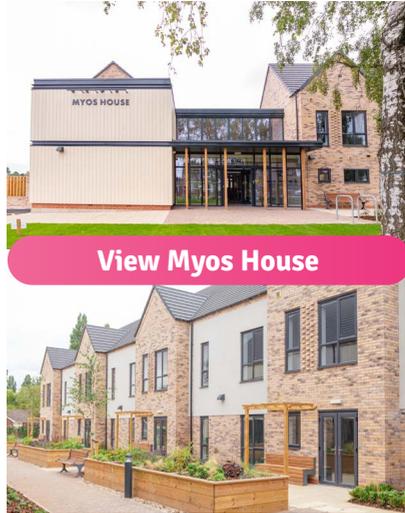
Myos House opening



Last year we opened Myos House, our extra care scheme which is the first of its kind in the area, bringing much needed support for those living with a dementia diagnosis.

Located on Warwick Road, Scunthorpe, it is made up of 25 two-bedroom apartments and specially designed communal spaces for residents to socialise and relax.

The building complies with the 'Housing our Ageing Population Panel for Innovation' (HAPPI) principles and has been created to allow those living with dementia to stay with their families for as long as possible. This will avoid the unsettling move to residential care.



[View Myos House](#)

Events and celebrations

January
16 | World Religion Day

February
16 | LGBT history month

March
8 | International Women's day
17 | Holi festival

April
2 | World Autism Awareness Day
2 | Ramadan

May
9 - 15 | Mental health awareness week

June - Pride Month
20 | World refugee day
25 | Armed forces day

July
9 | Eid al-Adha

August
7 | International day of friendship

September
10 | World suicide prevention day
24 | Macmillan coffee morning

October - Black History Month
1 | International day of older persons
25 | Diwali

November
11 | Armistice day
13 | World kindness day
19 | International Men's Day

December - Disability History Month
25 | Christmas



LBGT+ month

As part of national LGBT+ history month, our colleagues and tenants led on a campaign throughout February.

The month was created to promote equality and diversity for the benefit of the public. It aims to increase the visibility of members of the LGBT+ community, make educational and other institutions safe spaces and ensure that we recognise and enable LGBT+ people to achieve their full potential.

[Check out more](#)

Ongo Carnival

We're delighted to announce that our biggest event of the year is back! Keep an eye on social media and our website for more information.

Date: Wednesday 3 August
Location: Manor Park, Scunthorpe

