TPAS Young Voices How we Involve Young People

Nov 2026

one STONEWATER

Everybody’s Welcome



We make Stonewater feel like home...

... and you're what makes us one STONEWATER

EDI in Stonewater

- Stonewater is one of the largest social housing providers in the UK, owning and managing around 37,500 homes for more than 80,000 customers.
- Driven by our Vision of everyone having the opportunity to have a place that they can call home
- We aim to become a truly EDI focused, customer-driven organisation by building a relationship built on respect, honesty, transparency, and a commitment to equality, diversity and inclusion.
- An “Investing in Ethnicity” top ten employer



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Recruitment and Attraction -

Getting the Best Diverse Talent into Stonewater

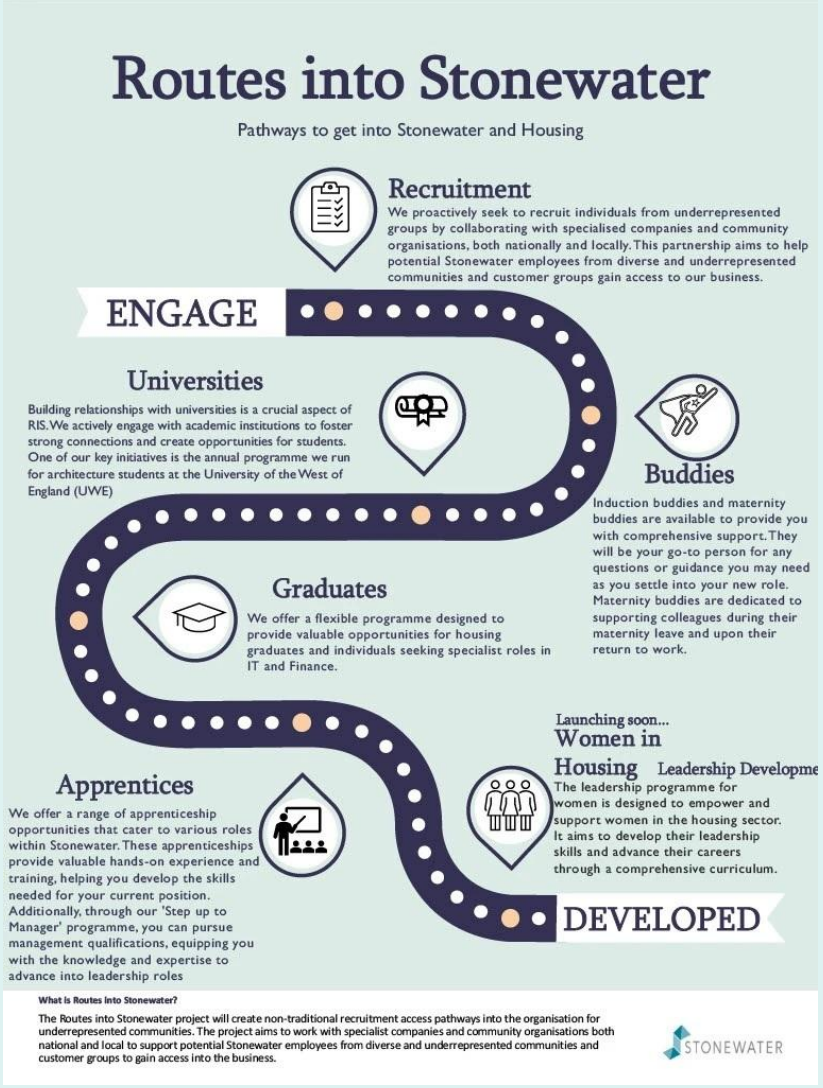
- Routes into Stonewater
- University Partnerships
- Contractor Partnerships
- Direct Recruitment
- Apprenticeships
- Grow Your Own
- Visibility on Our Channels



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Routes into Stonewater



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Routes into Stonewater (RiS)

What is it?

- Routes into Stonewater (RiS) is an EDI initiative to create non-traditional recruitment access pathways into the organisation for underrepresented communities.
- Routes into Stonewater aims to work with specialist companies and community organisations both national and local to support potential Stonewater employees from diverse and underrepresented communities and customer groups to gain access into the business. How we shape colleague and customer experiences
- It will allow for creative ways to engage customers and people from underrepresented groups who may not know or possibly consider Stonewater as a potential employer.

Routes into Stonewater

RiS Initiatives:

- **RiS Initiatives:**
- Graduate Programme
- Apprenticeships
- EDI Architects Programme
- Universities/Schools Partnership Programme

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Routes into Stonewater

RiS Initiatives:



- Graduate Programme
- Apprenticeships
- EDI Architects Programmes
- Universities/Schools Partnership Programme
- The Sheila Collins Scholarship.
- Women in Housing Leadership Development Programme
- Circl Reciprocal Coaching Project
- Hands on Housing
- Grow OurOwn

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Questions?



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Contact Me

Cordelia Johnney

Head of EDI

Stonewater

Email: Cordelia.Johnney@stonewater.org







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Introduction to Spotlight…

Nahim Ahmed MBE
Head of Strategic Engagement, Youth & Community

November 2026

Our Story...

- **Our residents voted us into existence almost 30 years ago.** We are led by the needs and aspirations of the community we serve. They are at the heart of every decision we make and hold us to account
- **We are leading a £2.5bn place-shaping programme** including new homes, education, healthcare, faith buildings, business and community spaces
- **We invest around £4m each year in community regeneration.** That means helping people into work and training, providing state of the art creative spaces for young people, initiatives to improve health and wellbeing, events, networking and affordable workspace
- **We have strong and enduring partnerships** with like-minded people and organisations. They support our ambitions and help us achieve so much more than we could alone
- **We are a proud reflection of our East London community** and will always do our best to do them proud







Who We Are…

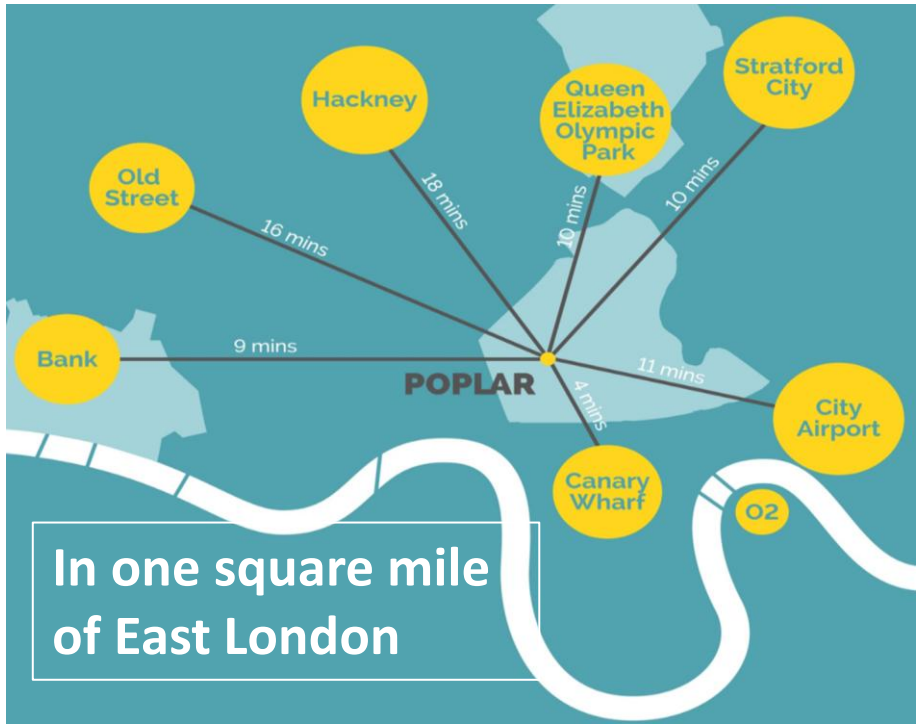
We own and manage over **10,000 HOMES**

85%

OVERALL RESIDENT SATISFACTION

We invest around **£4m** each year in community regeneration

OVER **1/3** of staff live locally



Leading a **£2.5bn** place-shaping programme

Est. 1998

by residents vote

Where We Are: Tower Hamlets Context



60% BAME - ethnically diverse



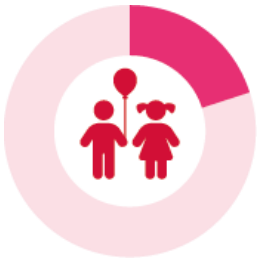
44% older people income-deprived



40% households <£30k income



27% children in income-deprived families



20% <18 years of age



15.8% households overcrowded

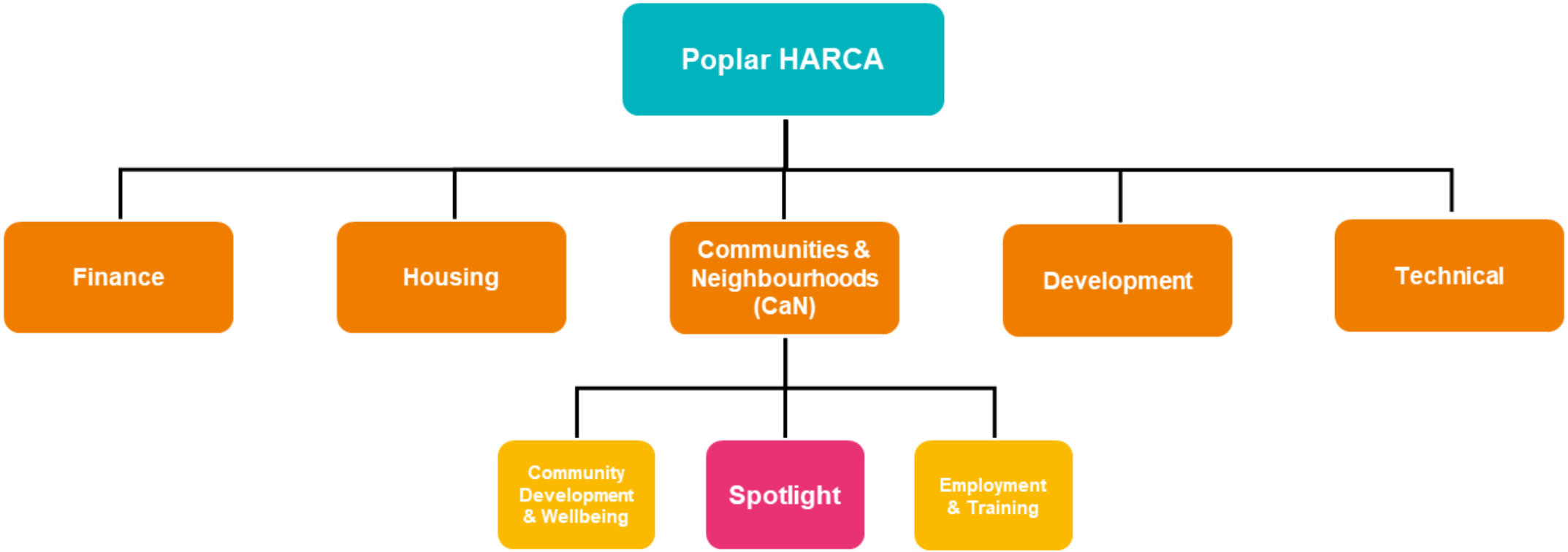


12.9% with a disability



4.6% unemployed

Poplar HARCA Overview…



Our Purpose - Strategic Aim…

Creating more opportunities together…

…that realise **community potential**

…through **exceptional homes** and **thriving places**

…with **social justice** at our core









Leading a community-driven approach reshaping…



HOMES



EDUCATION



HEALTHCARE



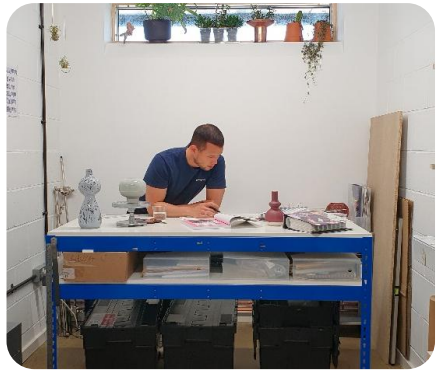
FAITH



CONNECTIVITY



BUSINESS



WORKSPACE



COMMUNITY



Open to Inspire…

Spotlight Introduction…

Spotlight is a multi-million-pound creative youth service. Est 2013.

4 key strands to our work:

#GetActive **#GetCreative** **#GetInspired** **#GetSupported**

Engage with over 3k young people on average per year

We deliver a range of youth work activities across the borough via Universal Youth Services (UYS), Detached Street-work, Creative Arts and Specialist Interventions


Spotlight.
POPLAR HARCA


MUSIC STUDIO


MEDIA SUITE


ART & FASHION


RECORDING STUDIO


ON AIR
PODCAST STUDIO


TRAINING ROOM


BOXING GYM


LEARNING ROOMS

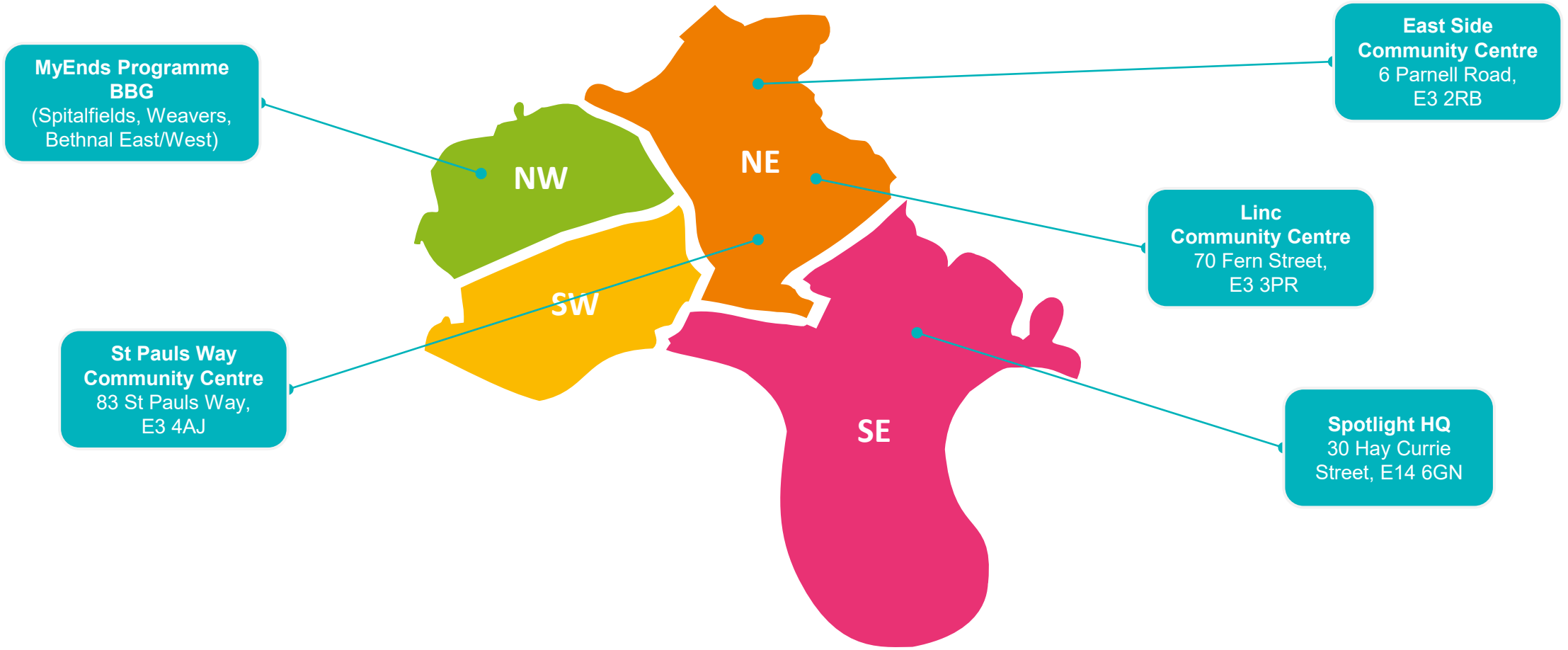

PERFORMANCE SPACE


GP SERVICE


GAMES ROOM


SPOTLIGHT CAFE

Spotlight Youth Offer Overview…





Thank You!