



Equal Opportunities and Diversity Statement

Norwich Housing Society is committed to promoting equal opportunities and diversity throughout its workforce and in the service offering it gives to tenants and the wider public. The purpose of this policy is to provide fairness and equality to all members of staff, tenants and the wider public in all business operations regardless of background and personal characteristics.

To us, 'equal opportunities' means ensuring that all stakeholders including but not limited to tenants and staff are given a level playing field to access our services and fulfil their potential. 'Diversity' for Norwich Housing Society means embracing and celebrating the differences between individuals and maintaining an environment where everyone can thrive using their skills and drawing on their own experiences to create a unique and special community.

At the core of a successful organisation, we believe, is a diverse workforce that creates equal opportunities for its stakeholders including its staff and tenants. This is why we continually aim to provide our employees with a working environment that allows each and every individual feel valued and respected; an environment that encourages all staff to contribute and allows us, along with each individual member of staff, to unlock their full potential. In turn this means that the services that we provide to tenants and the wider public is fair and free from discrimination.

Members of staff will be selected for promotion or other benefits based on their ability and contribution to our business. We endeavour to allow all of our staff equal exposure to training and progression opportunities as we seek to ensure equality and diversity is maintained in every aspect of our workforce.

A diverse combination of talents and capabilities allows Norwich Housing Society to continue to succeed. We strive to capture the unique qualities and characteristics of our current and future employees to allow us to build a workforce that combines such diversity and understand this is key to our success.

We pride ourselves in creating an inclusive environment that promotes respect and, as such, we will not tolerate any form discrimination in our workplace or in the delivery of our services.