

## Equality, Diversity and Inclusion Statement



Norwich Housing Society is committed to promoting equal opportunities and diversity in our employment practises and in the provision of services. The purpose of this policy is to ensure fair treatment to all members of staff, tenants and the wider communities regardless of age, sex, race disability, HIV status, gender reassignment, marriage and civil partnership, sexual orientation pregnancy and maternity, religion or belief.

To us, equality 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 equality of opportunity for its stakeholders. This is why we continually aim to provide our employees with a working environment that allows each and every individual to 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 service that we provide to tenants and the wider public are fair and free from discrimination.

Members of staff will be selected for promotion or other benefits based on their ability, skills and contribution to the business. We endeavour to allow all of our staff equal access 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 the key to our success.

We pride ourselves in creating an inclusive environment that promotes respect and as such, we will not tolerate any form of discrimination in our workplace or in the delivery of our services. We will ensure that our policies and procedures and are in keeping with the Equality Act 2010.