

Bi Monthly Newsletter



Norfolk industries for Disabled People

03/08/2021 Edition 20

Summer Time



Still Coronavirus!!



All of our Covid systems remain in place. We continue to wear masks when moving around the factory, regularly cleaning hands and sanitising areas after use.

Quote of the Month

Knowledge is knowing that a tomato is a fruit. Wisdom is not putting it in a fruit salad.
Unknown Author



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The following lyrics have been taken from which song title –

**'Maybe I'm foolish, maybe I'm blind
Thinking I can see through this and
see what's behind'**

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Answer at bottom of the next page...

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Covid 19 Update

Following on from the lifting of restrictions we are continuing with all of our Covid procedures here at Norfolk Industries. All of our staff team and current volunteers have been double vaccinated and we have been successful with no outbreaks within this work environment.

Masks are still required when away from your work station and moving around the factory, morning and afternoon checklists continue, with hand cleansing and area sanitising still taking place. We also have a one way walkway in place around the factory.

In August we hope to welcome back another 2 volunteers and then another 2 in October.

As a business we continue our work as normal and as we have done throughout the pandemic.



Trade show 2021



Work has started on our preparation for the PATS Telford Trade Show and we are excited to be able to get to see both current and potential customers face to face.

We have a new product to bring to the show and this will be unveiled in the New Product Showcase. We are just working on the final marketing imagery and packaging.

Everyone's a winner – Norfolk Industries volunteer lands paid job at the factory

The team at Norfolk Industries is delighted that their long-term volunteer, Richard, has secured paid employment with local cleaning contractor Norse. We are equally pleased that he will be staying with us, as his new part time cleaning role is based at Norfolk Industries factory in Norwich!

It's another step on the road to greater independence for Richard, who started his work placement with Norfolk Industries back in September 2013. Over the years he has become a valued member of the team, he's also made some good friends and developed the confidence to move out of the house he shared with his parents and live more independently.



Colleagues describe him as dedicated, happy and a pleasure to work alongside. And while his work placement role covered a wide range of tasks, cleaning the factory floors he considered a particular strength and one he was often proud of saying: "You could even eat your dinner off these floors!". So, when the Norse cleaning role was advertised, he was very keen to apply.

The team assisted him with his application and following a successful interview Richard was offered the position. He started his paid employment on 4th May and is enjoying the opportunity to earn himself some money. Having been volunteering at the factory for almost eight years, he is "finding the job second nature". It is also a great confidence boost as he now says: "I feel like I have a purpose in life and I feel like a man".

The team at Norfolk Industries echoed this saying he does a really good job and is extremely thorough. General Manager, Sharon Tooke, said: "We supported Richard through the recruitment process and provided a glowing reference which he fully deserves. We cannot wait to see him develop and grow in his new position for Norse, whilst he also continues to volunteer at Norfolk Industries.



Recruitment Process



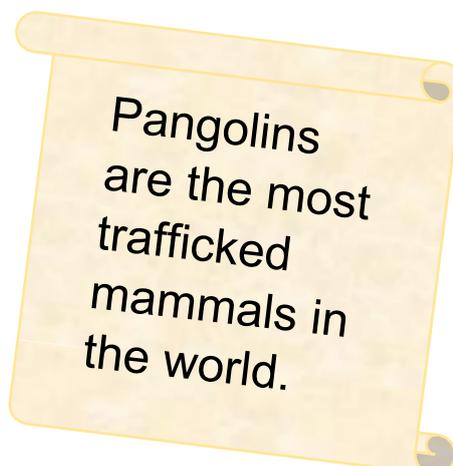
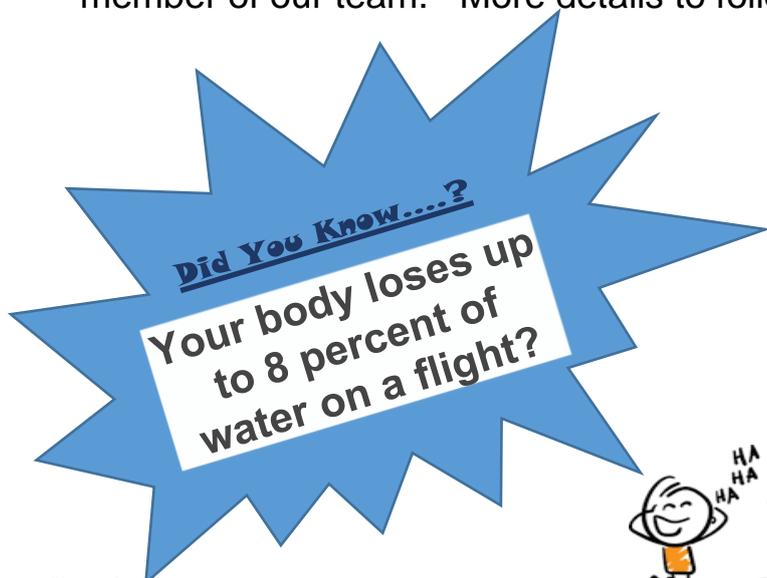
We have had the unusual opportunity of a full time paid vacancy available here at Norfolk Industries following the retirement of one of our long term employees.

During July we have adopted our Values Based Recruitment process which has 2 stages –

- 1) Group session with H&S identification, Safeguarding scenario, Quality Control exercise and a Production Trial. Each element is graded and comments from the team are also taken into consideration.
- 2) Formal interview with Values Based Questions such as
 - How would someone who knows you well describe you?
 - Name 3 qualities that are important to you in the people that you work with



This process has worked really well for us in the last 3 instances and again we feel that it has identified someone who will be a flexible and integrated member of our team. More details to follow!



Statistics

Current level of sales – financial YTD	£91,664
Disabled/Disadvantaged People assisted financial YTD in total (employed and volunteers)	12
Number of Agencies/Partners worked with financial YTD	4

Lyrics Answer – Rag N Bone Man - Human