

Statement of Equal Opportunity

Momentum (Norfolk) strives to be an equal opportunity employer, and expects its employees and volunteers to promote equal opportunities through their actions and the promotion of 'best practice'. We are committed to ensuring that nobody involved in our activities shall be disadvantaged on the grounds of age, disability, race, sex, religion or cultural beliefs, gender reassignment, marital status and civil partnership, sexual orientation, pregnancy or maternity.

Momentum (Norfolk):

- Accepts there is no ethical standard of universal applicability and seeks to appreciate and understand the values of all individuals and organisations.
- Promotes equal opportunities for all, seeking to challenge all discrimination, encouraging both tolerance and an appreciation of different cultures and lifestyles.
- Seeks to help people move forward at a pace consistent with the organisational expectations and their personal ability.
- Does not believe equal opportunities are an optional extra to the rest of its work. Momentum (Norfolk) commits to making sure that all its policies and procedures take full account of equal opportunity matters.
- Will seek to ensure access to all those who use our service, this will include, wherever practicable, making specific access arrangements for those with disabilities or learning difficulties, or any other protected characteristic which may apply. Momentum (Norfolk) will attempt to ensure that none of its policies discriminate directly or indirectly against any group or individual.

Members and Users of our Services

In every aspect of the planning, management, access, provision and monitoring of services Momentum shall seek to promote equality of opportunity in accordance with this policy, in particular by:

- Seeking to identify and respond to the needs of those groups experiencing discrimination, altering priorities and methods of service delivery where necessary;
- Seeking the views of members through an annual member's Feedback Questionnaire
- Delivering services and adopting practices that are free from stereotyped assumptions, images and language.
- Aiming to use clear and plain language and clear symbols in all publicity and communication.
- Ensuring that our information is widely accessible
- Encouraging member groups to consider and reflect the needs and diversity of the communities they serve and promote positive images of people from a variety of cultures and backgrounds.

Training and Events

We will ensure that for all training and other events we:

- Ask all delegates about their accessibility needs through a monitoring form and respond to identified needs
- Provide information in plain language relevant to the group / delegates.
- Providing information in a way that is accessible, for example, large print, community languages etc.;
- Only booking premises with facilities which are physically accessible to those participating;

- Monitoring feedback forms from delegates for any comments that indicate discriminatory practice
- Promote anti-discriminatory practice and challenge offensive language or behaviour.
- Ensure that those that provide training for us are provided with our “Statement of Equal Opportunity” and agree to it.

Momentum (Norfolk) shall review all its policies and procedures on a rolling programme to ensure that each is regularly monitored and updated, to take account of developments in thinking and practice on diversity and any changes in the law or the organisation.

The Trustee Board shall regularly monitor and evaluate the effectiveness of the Equal Opportunities Policy in achieving the stated aims. This process shall be undertaken at least annually, shall include the review of each component of the policy, and shall aim to seek the views of organisations representing the interests of those groups referred to in this policy.