



STREETGAMES
PEOPLE PLAN
Our People Story



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ABOUT THIS PLAN

The purpose of the StreetGames People Plan is to set out a clear strategic direction and ambition for our people, ensuring that the systems, policies and processes that we put in place to support people are attuned to their needs and aligned with StreetGames' strategic objectives. We have developed this People Plan in accordance with the Sport England People Plan for System Partners.

StreetGames' 'people' includes those we work with, who work for us and who we support. We have influence in many places, where people are key to achieving the End Game we set out in 2021.

For the purposes of this document, we are focussing on those people who work for StreetGames as staff or contractors and who support us as Trustees.

Our ambition and approach to developing people outside of this immediate sphere is set out in our Workforce Strategy and Stakeholder Strategy – see appendices.

STREETGAMES' MISSION AND VISION FOR OUR PEOPLE

At StreetGames, we are united by our mission: to transform the lives of young people living in low-income, underserved communities through sport and physical activity.

We know we have achieved this mission when the four criteria of our End Game are met:

- All young people from low-income, underserved communities can engage in life-enhancing Doorstep Sport.
- There is a year-round, multisport offer available in every low-income, underserved community.
- All young people from low-income underserved communities can access a pathway to become volunteers and future community leaders.
- All mainstream sports providers change their practice to meet the needs of young people from low-income, underserved communities.

The core commitments set out in our 10-year strategy, Active for Today and Tomorrow, highlight the importance of people in achieving our mission:

- We are the people beside the people who change lives and communities.
- Collaboration is in our DNA - we will play our part in the movement.
- We are committed to growing the reach of our proven methodology, Doorstep Sport, in more places, with more young people.
- We are frontline first – Locally Trusted Organisations and young people are at the heart of all that we do.

StreetGames is committed to being an organisation that attracts the very best talent and develops and helps to grow its people, enabling us to achieve our mission. We do this by creating a culture and environment where everyone feels supported, valued and inspired.

We hold a set of shared values, developed by the community of talented people who work for StreetGames. We hold each other accountable to these values and ensure that we live our values when working with external partners and/or young people.

OUR VALUES



People-centred
People are at the heart of everything we do.



Passionate
We are passionate about making a difference for children and young people living in low-income, underserved communities.



Positive
We are positive in our approach to every area of our work. We back ourselves to find solutions even when things are challenging.



Pragmatic
We are pragmatic about the approaches we need to take, to tackle the inequalities for young people living in low-income, underserved communities: the world is not perfectly designed and we find a way.



Courageous
We are courageous in our approach to creating change. We positively disrupt and challenge in the pursuit of our mission.

In 2024 we were assessed as being one of the top 200 employers in the Sunday Times Best Places to Work survey, achieving 'excellent' in every category.



Foreword FROM MARK LAWRIE CEO

At StreetGames, we recognise and celebrate our people as our most vital resource. Each and every one of our staff, contractors and trustees, whatever your role, plays a vital part in achieving our mission of transforming the lives of young people living in low-income, underserved communities through sport and physical activity. As a collective and as individuals, we are the people beside the people who change lives and communities – a mantra I refer to frequently and with immense pride.

We understand that to reach our goals as an organisation, it's crucial that each of you feels a strong sense of belonging, is truly valued, and has the tools and support needed for both personal and professional growth. In consultation with colleagues across the organisation, we have developed this People Plan to set out our commitment to understand and look after our people, helping us to grow a diverse team that loves what they do and are motivated and equipped to meet the changing needs of the people and communities that we work with.

I am proud to know that people enjoy working at StreetGames. The People Plan includes the results of surveys that highlight this, but I also see it personally on a daily basis in the way that our team lives by our values: by being people-centred, passionate, positive, pragmatic and courageous. We also know, however, that there is always more that can be done. We will not be complacent.

I am excited to share this Plan with you and look forward to working alongside each of you as we bring it to life and continue to create lasting, positive change.



Understanding Our People

Capturing, understanding and sharing knowledge of our people allows us to plan and make decisions in an evidence-led way, supporting us to achieve our mission.

2023 STAFF SURVEY

The health, wellbeing and happiness of StreetGames staff is a high priority. When staff are happy and healthy, it makes for a better working environment for everyone. Each November all StreetGames staff and contractors are invited to complete a survey to enable senior management to hear the views and opinions of all team members.

The staff survey is formed of a variety of statements in the following areas: Work environment, Relationships, Physical and Mental Wellbeing, Appraisal Development and Reward, and Recruitment (for staff with less than 1 year service). We also included sections related to financial wellbeing and integrate our annual Equality, Equity, Diversity, Inclusion and Belonging survey into the same survey. This enables us to grow our understanding of who our people are as well as how they are feeling.

The results are reviewed by the Executive Team and the Board of Trustees. On the back of this review an Annual Staff Improvement Plan is developed.

Our last survey (2023) was shared with 164 individuals (94 payroll, 70 contractors). 81 (inc 8 contractors) completed the 2023 staff survey. The results have helped us to understand a number of areas of feedback, from staff and contractors.

In the last 12 months we have also completed the Sunday Times Best Places to Work Survey which is assessed independently through anonymous survey and benchmarks against others in your sector (charities) and the wider working world in the UK.

OTHER VOICES THAT MATTER

Our planning and decision making is also driven by understanding the needs and expectations of our core audience of Locally Trusted Organisations (LTOs) and Young People: those for whom we exist. This plan isn't about those people and doesn't extend any jurisdiction for regulating the people in LTOs – but their voices shape how we as an organisation operate, that is what is demonstrated here.



LTO VOICE

We pride ourselves on being 'the people beside the people' – LTOs are doing the toughest job, often with limited resources and answering to multiple funding 'masters'. Our job is to help where we can, in whatever way suits the LTO best.

Our work is shaped by continuous contact between our LTOs and staff and contractors who work face to face with them; this is primarily through Area Teams but also includes project teams and those that lead consultations. This ongoing feedback loop is supplemented by our annual Network Survey from which we plan our core activity and develop a plan on how to improve what we do. The results of the Network Survey are shared across the organisation and our Operational Health Team designs and monitors the improvement plan (shared below) as a direct response to these results.

Importantly when we ask LTOs about their relationship with us they say:

94% of LTOs say that they 'trust StreetGames'

89% that they feel trusted by StreetGames

96% say that our team are approachable

DOORSTEP SPORT ADVISORY GROUP

In order to ensure StreetGames' connection with LTOs remains regular and authentic, StreetGames has a Doorstep Sport Advisory Group (DSAG). The DSAG membership is made up of LTO leaders and practitioners. The group meets on a quarterly basis with a view to:

1. To support an even stronger connection between StreetGames national innovation, Executive team decision-making and front-line neighbourhood delivery.
2. To provide a regular platform for StreetGames to listen to ideas and best practice from Locally Trusted Organisation leaders and young people.
3. To increase connectivity between front-line delivery and StreetGames' board members and trustee decision-making.
4. To check, challenge and validate areas of StreetGames' learning through the lived experiences of LTOs and young people.





YOUTH VOICE

Supporting and developing young people is part of our organisational strategy. One of our key End Game goals is that all young people from low-income underserved communities can access a pathway to become volunteers and future community leaders; this drives our approach to providing development opportunities for young people through funded activity as well as through our day to day operations.

Our Youth Voice working group collects and shares learning from within the organisation as well as challenging and supporting teams to increase the amount and quality of youth voice work they do.

We can always improve in this work but we are proud that young people have directly shaped our latest strategy Active for Today and Tomorrow, are part of the Doorstep Sport Advisory Group and the Youth Voice Working Group, and have the opportunity to volunteer with StreetGames as Young Advisors, a model which has evolved to enable circa 300+ young people per year be part of decision making at StreetGames in a way that suits them, develops them and genuinely changes our practice.

I wouldn't have had the confidence if it wasn't for StreetGames to go to university... the skills you learn are quite transferrable.

Kayleigh, aged 22, from Gateshead

PEOPLE AS OUR MOST VALUABLE RESOURCE

StreetGames' 'people beside the people' ethos highlights that we see people as our most important asset in helping us achieve the long-term change that we want to see for young people growing up in low-income, underserved communities. Identifying, recruiting, retaining and developing those people is crucial to our ability to grow and thrive, and to support LTOs to do the same.

To do this well, we think about the journey that people experience with StreetGames and identify how we could improve each stage:

Strategy

StreetGames sets the vision for attracting, developing and retaining a diverse, skilled and motivated workforce, who live our values and through working in a developmental, collaborative, inclusive and supportive working environment are empowered and engaged to deliver our vision and make a difference in the lives of others.

Recruitment

All StreetGames vacancies are approved and funded and candidates are drawn in a transparent process from a diverse and inclusive candidate pool. Individuals are only appointed who demonstrate the appropriate values, skills, and experiences and who are motivated to succeed and play a full role in delivering our vision.

Onboarding

All new StreetGames team members are warmly welcomed into StreetGames and provided with the information and resources to help them become fully integrated into their team and the wider StreetGames community in accordance with our values and our strategic aims and in doing so maximise their impact, potential and contribution.

Performance Management

All StreetGames colleagues have the opportunity and space to set clear goals; understand where they contribute to StreetGames' Business Plan and strategy; have the opportunity for regular 1-1's; and have the opportunity to review the difference they are making, in their role.

Skills Development

StreetGames develops a workplace where learning culture is fostered, building great teams by encouraging each other to continually observe, question, challenge, and learn new skills in order to improve personal and organisational effectiveness and growth.

Reward & Recognition

Everyone is rewarded in a fair and consistent way, recognising achievement of specific goals and behaviours and including a mix of financial and non-financial flexible and developmental rewards.

Wellbeing

People are valued and supported to lead healthy and fulfilling lives both in and out of work, and positive wellbeing is actively promoted to help individuals flourish and thrive and reach their full potential.

Compliance

Clarity and direction is provided to ensure everybody understands the regulatory and legal framework in which we operate and are aware of theirs and others responsibilities and the actions to take when mistakes happen.

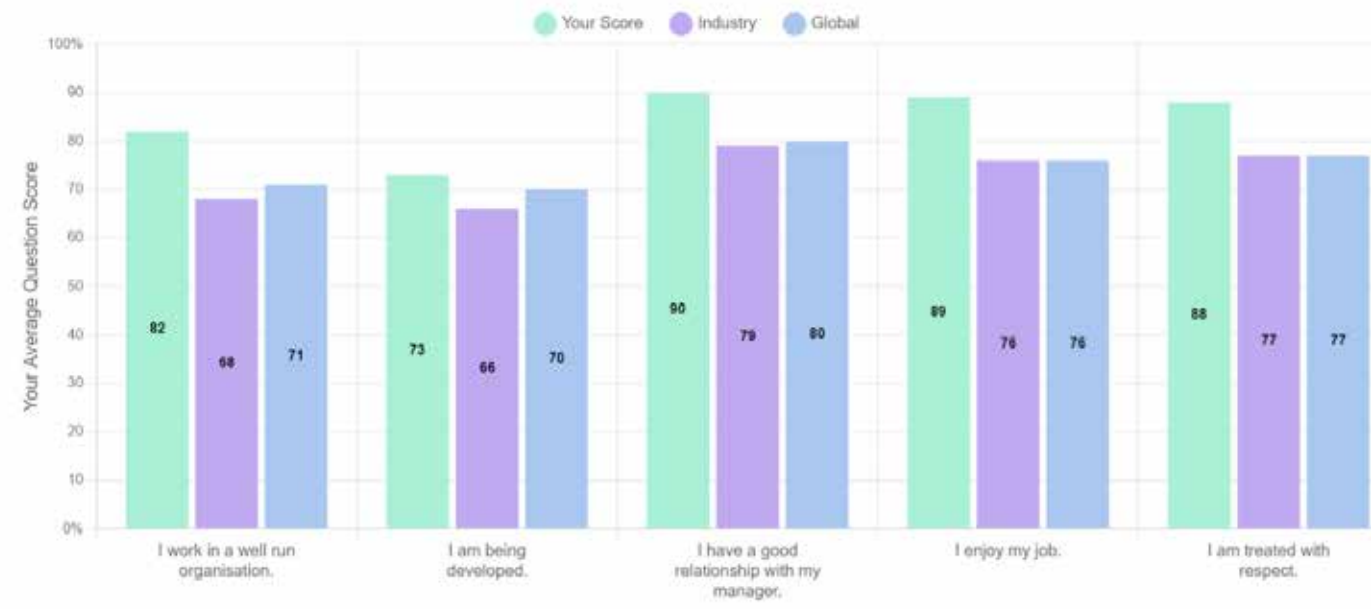
Leaving

The leaving process is a positive experience and ensures that leavers feel heard and proud of their contribution they made and become ambassadors for our vision and purpose and for the young people we support.

We are proud that our retention rates demonstrate that people want to work for StreetGames and have a positive experience while doing so. Through the Sunday Times Best Places to Work survey in April 2024 our team told us that their job satisfaction is above the average for the charity sector and globally across all businesses who undertook the survey.

Job Satisfaction - Industry & Global Comparison

To protect the anonymity of employees the data will appear as 0 if less than 5 people match this data selection



PEOPLE PLANNING FOR THE FUTURE FALLS INTO THREE KEY AREAS OF WORK FOR US: RESOURCE PLANNING, SUCCESSION PLANNING, AND CONTINUAL PROFESSIONAL DEVELOPMENT.

RESOURCE PLANNING

Resource planning enables effective development and deployment of existing capacity and identifies capacity needs in advance. This is led by our internal Operational Programme Board and supported by task and finish groups for recruitment as needed.

We are committed to tackling inequalities and to approaching our resource planning in an inclusive way, to make our workforce more representative.

A priority for us is being authentic and legitimate in our roles as experts and as those representing LTOs, young people and low-income communities. We do this by seeking to employ and work with those who have lived experience. Our most recent staff survey confirmed that 53% of our team, including 54% of our senior leadership team (OHT) grew up in a low-income community.

We recognise that we have more to do in our diversity ambition to be better reflective of the communities we serve. Our EEDIB Action Plan (DIAP) identifies ongoing work with a significant focus on increasing the ethnic diversity of our team. Our staff and contractors survey tells us that only 4% of the team are from ethnically diverse backgrounds, with no one in the OHT identified as belonging to this group, and only 8% of our Board of Trustees.

However, in terms of wider demographic measures we are very proud that our team is diverse and inclusive. Of our team:

- 51% identify as female
- 16% identify as gay, lesbian or bisexual
- 9% state they have a disability or special educational need
- 10% state that they are neurodiverse

We are also proud to be fostering a place where people feel they belong, 84% of the team tell us they feel this. When asked to describe what 'belonging' meant to them team members put the following comments into the survey:

Feeling respected, valued and wanted in a space.

Feeling valued.

That I feel welcome and that there are other people like me I connect with. That there is a space for me and people like me in the organisation.

Part of a team. Part of the family. All contributing to the same goal. Feeling loved and appreciated. Comfortable being in all environments at work.

A feeling of involvement and that your thoughts and feelings are considered.

In the same survey 92% of the team told us that they felt StreetGames promotes a culture where people are valued and respected.

SUCCESSION PLANNING

Succession planning at StreetGames is about ensuring that the organisation is well positioned to successfully continue its operations and deliver impact during any change in leadership. We have a Succession Planning Framework which is overseen by the Board of Trustees and highlights succession needs for the CEO, senior staff, business critical roles and Trustees.

This framework sets out actions for both development of leaders and Trustees within the organisation as well as what to do in a 'departure led succession planning' scenario.



Looking After & Developing Our People

Whilst much of the day-to-day support for our people happens at team or individual level through positive people management relationships, we also have organisational policies and practices in place to ensure that we are holistically looking after and developing our people.

We have an internal Continuous Learning Working Group focussed on collating identified development needs and interests as well as communicating opportunities.

We also have a Wellbeing Working Group focussed on identifying challenges and opportunities to improve the physical and mental wellbeing of the StreetGames Team.

CONTINUOUS LEARNING

Continuous Learning (CL) relates to how we continue to develop everyone at StreetGames to give their best in their current and future roles. Both our 2023 Staff Survey and the 2024 Sunday Times Best Places to Work results tell us that at present, not everyone understands or is happy with their development within StreetGames. This is major area of focus for us and the Continuous Learning Working Group has developed a new Continuous Learning Strategy and Action Plan in response to these results. 73% of the team said they were 'being developed' in the Sunday Times Best Places to Work survey 2024. However, our 2023 staff survey told us there is a mixed experience of ongoing learning opportunities. This is explored further in the next section.



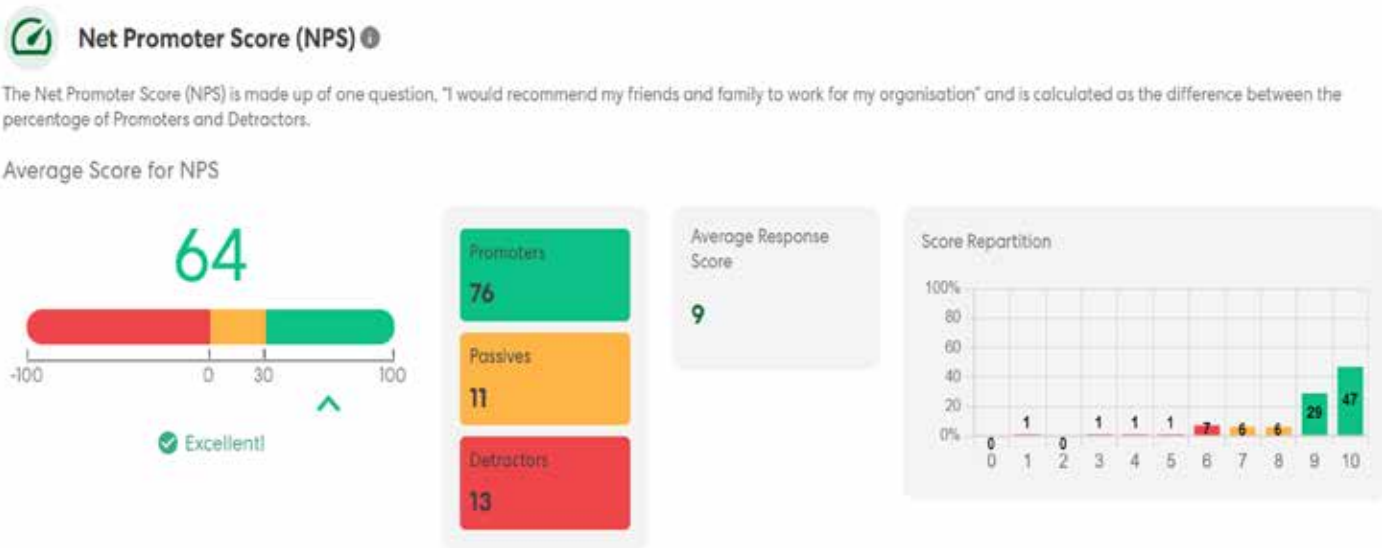
WHAT IS IT LIKE TO WORK FOR STREETGAMES?

Positive highlights from the last 3 years Staff Survey:

% of respondents...	2023	2022	2021
Who understand StreetGames' Mission and Values	100%	99%	100%
Who believe StreetGames promotes a culture where people are valued, respected and developed	92%	95%	81%
Feeling as though StreetGames proactively promotes the organisations values*	92%	n/a	n/a
Sharing that they have a good working relationship with their work colleagues	98%	100%	98%
Sharing they are satisfied working for StreetGames	93%	97%	82%
Saying that they add to StreetGames' culture	77%	84%	80%
Feeling valued by StreetGames	79%	84%	75%

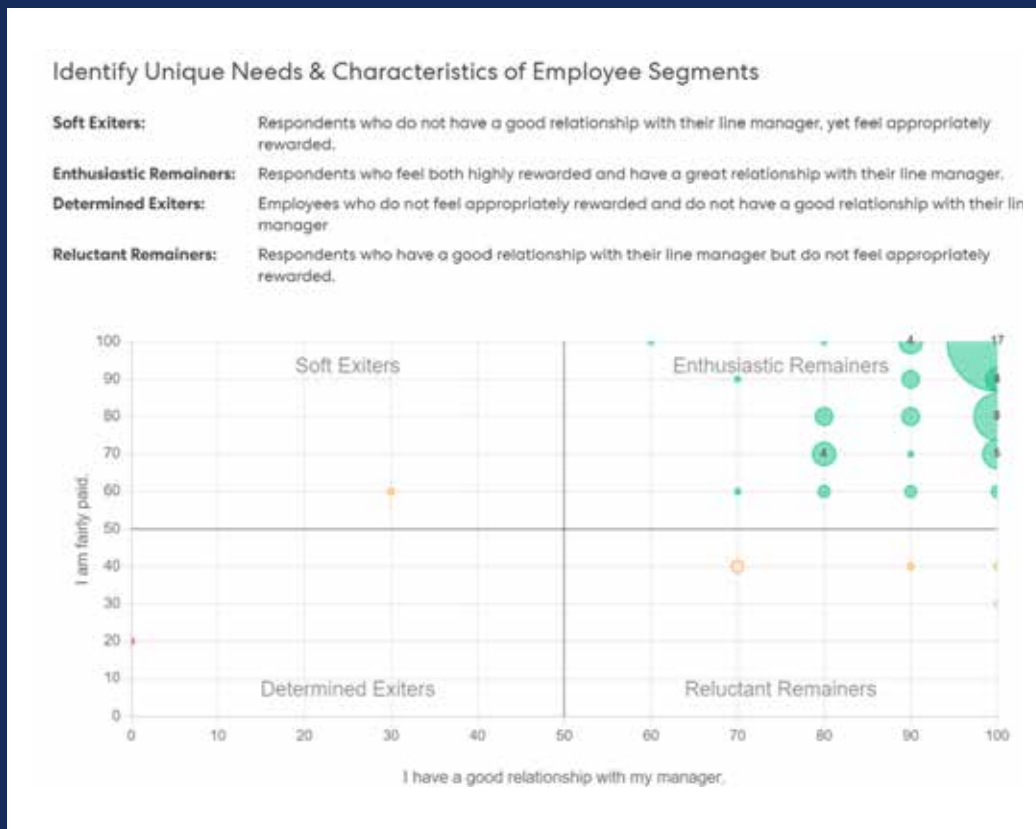
*New question to survey that year

And through the Sunday Times Best Places to Work survey 2024 we were told that StreetGames is a positive place to work. Our Net Promoter score is 64%:



Through an algorithm assessment of multiple questions 7% of the team are identified as a 'flight risk' which means likely to leave the organisation in the next 9 months. This is significantly below the average for the charity sector which is 42% identified through the Sunday Times Best Places to Work Survey 2024.

StreetGames is also providing high levels of job satisfaction. Job satisfaction is calculated through the Sunday Times Best Places to Work by what percentage of employees feel both rewarded and have a great relationship with their line manager (called 'Enthusiastic Remainers'), those who do not (called 'Determined Exiters') and those who are in between (called 'Soft Exiters' and 'Reluctant Remainers'). StreetGames has a high level of Enthusiastic Remainers.





TEAM MEMBER DEVELOPMENT

Based on our 2023 Staff Survey and the 2024 Sunday Times Best Places to Work results the Continuous Learning Working Group has developed an Action Plan which focuses on:

Improving communication about what CPD means at StreetGames and how to access opportunities

Although 73% of those who completed the Sunday Times Best Places to Work survey said they were being developed in the 2023 Staff Survey (7 months earlier) only 55% of the team said they were satisfied with the training opportunities they were offered. In the same survey there was a significant amount of feedback which suggested that some had a very clear understanding of what learning and development opportunities are and aren't available through StreetGames. In answer to questions about continuous learning 'what does StreetGames do well?' comments included:



“

Matching CPD to the mission of the organisation.

”

“

Think there is a really positive overall learning culture at StreetGames which enables staff to maximise learning opportunities at various points, in a wide variety of contexts and both in informal and formal situations.

”

“

Choice. Puts the emphasis on the individual to help co-create the opportunities based on need.

”

In answer to 'what would you like to see StreetGames to do more of, or differently?' comments included:

“

Have a CPD offer.

”

“

Share the opportunities. Develop opportunities based on consultation.

”

“

Not sure I'm fully aware of what the CPD offer is.

”

Supporting line managers to improve consistency of support and development offered to team members

In response to comments in the 2023 Staff Survey such as:

“

CPD opportunities open to all staff, therefore fully inclusive as opposed to certain opportunities offered only to selected people.

”

“

I have not access any CPD since starting except compulsory IT/ Safeguarding.

”

“

Whilst I think StreetGames is committed to its staff and aims to offer a comprehensive approach to general development opportunities. However, I think sometimes there is a lack of coordinated approach to individualised professional development.

”

Seeking further info on what individuals want from their development journey within StreetGames

In response to comments in the 2023 Staff Survey such as:

“

We are asked what we would like to do, but some times if you don't now what's on offer, then you don't know what you would like to do.

”

“

I'm very unsure on this. I have been offered one CPD opportunity this year but I don't know what else there is.

”

“

I would value support with more role specific CPD that will help develop my knowledge and depth of understanding within my work area.

”



Both sources of data quoted above confirm that those most senior in the organisation are most satisfied with their development, so action to directly understand and address this is built into the plan.

During the first Covid-19 lockdown of 2020 we formed a 'People Managers Group' to improve communication with and for managers of people within the organisation. This group continues to meet bi-monthly focussing on the needs of our employed people. The group looks both at improving process and practice as well as being a 'check-in' space on team wellbeing. It has been an effective addition to our communication and development structure. In 2023 we found that 100% of staff were happy with the relationship with their line manager.



TRUSTEE DEVELOPMENT

Our Trustee Induction Pack includes the following to aid trustees' understanding of what it means to be a Trustee as well as how StreetGames operates:

- Background on the Regulatory Environment in which StreetGames operates
- Guidance on Trustee duties, obligations and the Nolan Principles
- Key policies and procedures
- Key StreetGames terms and concepts
- Resources for support and development
- Opportunities to meet young people and LTOs to connect to our mission

We use a Skills Matrix to ensure that the board composition is optimal and enables the Board to collectively discharge their duties. This is reviewed annually as part of the annual board effectiveness self-assessment process and when preparing to recruit new trustees. The Board effectiveness survey gathers trustees' views on working relationships, running of meetings, board composition, decision making and the strengths and weaknesses of the Board as a whole.

The individual appraisal process is completed by our Chair of the Board which focuses on the training and development needs of the trustees individually and aims to support them in their role providing a forum for two-way constructive feedback. Objectives are agreed and implemented throughout the year to provide continued development opportunities and support where needed.

We are in the process of developing a formal development plan for Trustees in order to improve the support we provide to increase their effectiveness and impact for StreetGames.

We also have a mechanism for fostering a pipeline of future Board members through recruiting onto Board sub-groups and committees (Doorstep Sport Advisory Group, Audit & Risk Committee and Finance & Resource Committee) as development opportunities. Where talented individuals are identified as having the potential to make great contributions as Trustees, support is provided to



hone their skills to be better placed to contribute to the work of StreetGames, whilst providing benefits to them personally. A shadowing/ buddy system is being developed to support individuals with soft skills and increase confidence.

We also co-opt individuals onto Board sub-committees or to complete 'deep-dive' analysis for us where they are identified as having particular skills or knowledge that will improve our work.

WELLBEING

The wellbeing of the StreetGames Team is monitored in a number of ways. As well as regular check-ins within teams, the feedback from which is shared in OHT, with senior managers through 'Exec' meetings and the People Manager groups, we aim to foster a culture where anyone can seek support from another individual within the organisation with whom they feel comfortable. In addition, we ask wellbeing questions through our annual survey and have, this year, received additional data through the Sunday Times Best Places to Work survey.

Our 2023 Staff Survey told us:

61%

are satisfied with the opportunities they have to look after our physical health and wellbeing

66%

are satisfied with support available to support to help promote their mental wellbeing



When asked for further comments team members shared a range of thoughts:

I think it's great how we are encouraged to take breaks, go for walks, take time away from our laptops etc. I've never worked for a company that did so much to promote this and it is really appreciated.

As a sports charity it would be great if we could provide staff with more physical activity opportunities (the Wednesday badminton sessions in the Eccles office were brilliant). Appreciate this is a difficult offer to shape now given the size of SG and hybrid working.

The visibility of the priority of Staff Wellbeing feels like it has been lower this past year – perhaps needs to be talked about more.

In this survey we included some questions that are taken from the ONS Wellbeing survey and therefore allow us to benchmark some key wellbeing markers against national averages:

Question	StreetGames 2023 Staff Survey	National benchmarking
How satisfied are you with your life nowadays?	7.7	7.5
To what extent do you feel things in your life are worthwhile?	8.2	7.8
How happy did you feel yesterday?	7.4	7.3
How anxious did you feel yesterday?	4.1	3.2



Supporting the wellbeing of the StreetGames team requires a 'what you need when you need it' approach – different working practices, individual environments and varying personal situations all meaning that what wellbeing support means for one person necessarily differs from another.

We have focussed on developing a culture of flexibility and responsibility. Individuals are expected to use their own judgement about their wellbeing and to respond accordingly. We provide a framework which should promote positive choices and encourage open and supportive discussions.

Most members of the StreetGames Team now have hybrid working arrangements. We operate flexible working policies which enable individuals to manage their personal circumstances (e.g. school pick-ups) around their workload.

In addition, team members are encouraged to access targeted support as needed through a number of routes, which can be accessed with support from people managers or independently. The support on offer starts with the Employee Assistance Programme which enables individuals to seek support, advice and guidance linked to legal and financial worries as well as mental and physical health concerns.

In the 2023 Staff Survey the team told us that:

52% are worried about their finances in the next 12 months than last year.

44% think they are going to be worse off next year.

We also provide confidential free access to a counsellor who can discuss any mental health concerns related to work an individual's personal life. For those individuals who receive mental health disclosures through their work or experience difficult events at work we provide free support through mental health supervision. This is specifically designed to support those who are supporting others, for example our mental health tutors who receive a higher rate of disclosure due to the nature of their work. This continues to be important as we support our team members to embrace flexible working practices and, at times, manage sensitive matters.

Respondents to the 2023 Staff Survey told us:

83% said they felt they were able to speak to someone in confidence about any sensitive work related issues.

77% said they felt able to talk to someone in confidence regarding my mental health.

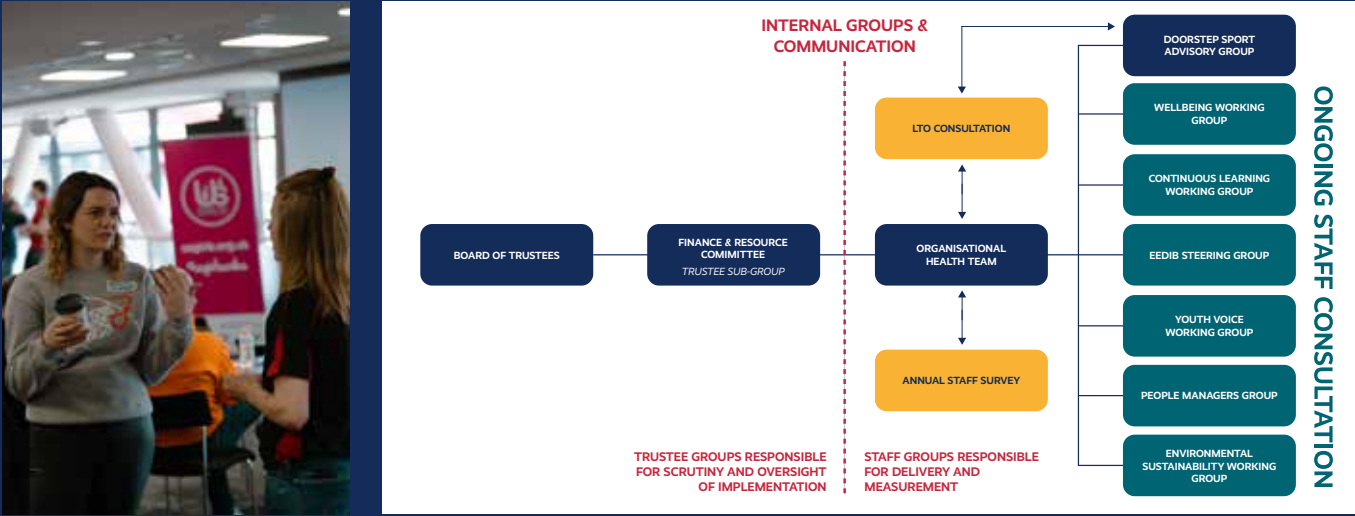
84% say they feel supported through demanding work situations.

Our people ethos in practice

StreetGames is a special place to work. Our workplace is a community of talented people, who work in innovative and co-productive ways. How we work together reflects a commitment we make to each other.

Supporting and providing challenge in our ambition to 'be the best organisation to work for and with' happens through our internal governance structures and our ongoing process of engagement and consultation.

Our governance structure for the work focussed on our staff, contractor and trustee 'people' is:



The Trustees receive assurance information as well as providing challenge and support to this work. Through the Finance & Resources Committee a small group of Trustees provide more detailed scrutiny of matters relating to resources, including finances, people and physical resources such as premises. The People Plan is reviewed and approved by the Finance & Resources Committee annually alongside the Appendix 1 which is the detailed action plan being monitored and delivered by the working groups shown above.

The Organisational Health Team (OHT), which functions as the senior leadership team for StreetGames, is the main decision-making group informed by advice and insight through stakeholder engagement and the groups which collate data and make recommendations for action.

Each working group includes representation from (and is often chaired by) a member of the Organisational Health Team. Each group works towards an action plan which forms a more detailed version of the Action Plan shared below. The progress against individual action plans is monitored and reported back through the layers of the structure shared above and contributes to the organisational risk register. All plans work to our RACI structure – identifying who is Responsible and Accountable for each action as well as who needs to be Consulted and/or Informed of actions and progress.

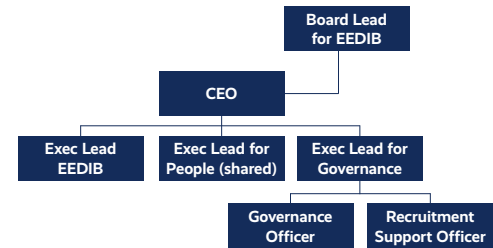
Other groups also ensure that people are at the heart of our thinking when managing work and planning for the organisation's future. This includes five sub-groups who report to the EEDIB Steering Group (recruitment, governance, LTO support, communication, and learning & development) as well as the Operational Programme Board who focus on planning by tracking activity and planned activity against people resources.

Our culture of continuous listening and learning is built into the structure. In our 2023 Staff Survey our team told us:

68% of respondents felt their voice was heard within StreetGames

93% of respondents have a good relationship with their line manager

Direct staff responsibility for staff management is structured as follows:

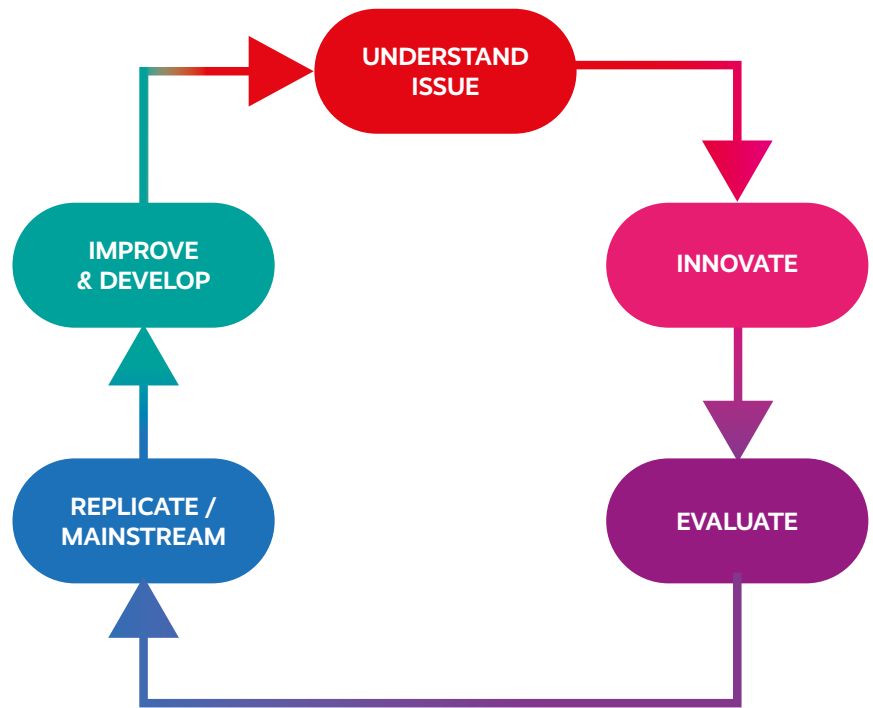


The Plan

The summation of our understanding is our People Action Plan. This pulls together the key areas of work that will be actioned and monitored for success. This Action Plan is focussed on the staff, contractors and Trustees that make our the StreetGames Team. It includes more detailed areas of work and action plans developed that focus on team member annual survey response, wellbeing, continuous learning, EEDIB, trustee development, succession planning etc. Here we have captured the key activity we will carry out and measure for the next 12 months to further this work.

Our broader focus on supporting and developing people through Locally Trusted Organisations and in the wider sector is detailed in our Workforce Strategy (appendix 2) and our Stakeholder Strategy (appendix 3).

This Plan document will be shared internally and published on our website to enable others to appreciate our approaches and to hold us to account for actions. We will follow our policy cycle:



Through this publication we commit to the following review and reporting timelines.

ACTION	DATE
Action Plan quarterly review at Organisational Health Team meeting	First in October 2024 then January 25 and rolling
Publish full People Plan and link to live Action Plan internally on intranet and promote through Scoop and Full Staff Briefing	November 2024
Publish on website and promote externally	January 2025
Report progress to Board of Trustees annually as part of reporting cycle	July 2025



APPENDICES

Key documents

- Appendix 1: People Action Plan
- Appendix 2: Sport England Guidance mapping
- Appendix 3: StreetGames Workforce Strategy
- Appendix 4: StreetGames Stakeholder Strategy
- Appendix 5: StreetGames 2023 Staff Survey results
- Appendix 6: StreetGames 2021-25 EDI Strategy
- Appendix 7: StreetGames Continuous Learning Strategy
- Appendix 8: StreetGames Wellbeing Strategy



www.streetgames.org



StreetGamesSportsCharity



StreetGames



StreetGamesUK