

SpE EEDIB Action Plan 2023-25

Diversity of Voice - ensuring our internal and external programmes and interventions have diversity of voice at the heart of the design process

Objective	Action	KPI or measure	Responsible/ accountable	Deadline completion / review	RAG	Progress
Increase diversity of voice in teams planning	Evaluate the impact and process of SG EEDIB Framework completion in two teams and agree next steps	Programme of review and improvement in place across teams who have taken part	Chair of Governance sub-group	Mar – 26		

Recruitment – increase the diversity of those applying, being offered and accepting roles at StreetGames – staff, contractors and Trustees

Objective	Action	KPI or measure	Responsible/ accountable	Deadline completion / review	RAG	Progress
Increase diversity of applicants for roles	Assess data from applicants now collected and collated – identify trends and consult on possible next steps for improvement of recruitment process	Revised action plan for continued improvement to diversity of applicants	Chair of Recruitment sub-group	Jun - 25		
Increase diversity of applicants for roles	Revise recruitment pages on the website to give greater prominence to: - What to expect at your interview – where/ what to wear/ who will be there/ what we'll ask you do/ etc - Ways we can support applicants with additional needs through the process - Diversity partners and schemes we support e.g. Disability Confident	Revised recruitment pages on website.	Business Support Manager	Oct-25		

Increase diversity of applicants for roles	External recruitment to Trustee Board: - Identify and work with external organisations who can help with the recruitment process where appropriate - Review adverts to make sure they appeal to most diverse talent pool eg - Highlight flexibility of location/ timing for Committee and Board meetings	Separate EDI Trustee EDI monitoring undertaken of existing Board. Revised recruitment process in place in time for next Board recruitment round.	Governance & Compliance Manager	Next Board Recruitment Round		
Increase diversity of applicants for roles	Work with the new Network Reps and develop & implement a Trustee shadowing/ mentoring programme to support progress to Board membership	Trustee shadowing/ mentoring programme (incl through Practice Development Group) in place.	Director of Finance & Resources/ Governance & Compliance Manager	Dec-25		
Increase diversity of applicants for roles	Identify and adopt EDI Impact Assessment tool for policy writing and review. Update policies in line with policy review schedule	Policies which have been checked and improved by EDI Impact	Director of Finance	Oct-25		

Grow your own - plan for the long term of increase of movement from grassroots community sport into the StreetGames workforce and the wider sector

Objective	Action	KPI or measure	Responsible/ accountable	Deadline completion / review	RAG	Progress
Understand SG role in EEDIB for wider workforce	Explore and agree how to understand what, if any, EEDIB support LTOs want from StreetGames.	Discuss and agree process	Chair LTO Support Group	Mar-26		

Inclusive Environment - provide a working environment where everyone feels able to be their whole selves

Objective	Action	KPI or measure	Responsible/ accountable	Deadline completion / review	RAG	Progress

Monitor data to inform planning	Review and complete annual staff survey	Annual team survey includes EEDIB section	Director of Internal Development	Winter 2025		
Engage wider team in activity	Share responses and progress against data and insight from staff surveys and consultations	Annual team survey results and EEDIB progress is reported	Director of Internal Development	Spring 2026		
Learning and development - create a learning culture which enables all trustees, staff and contractors to develop their knowledge and understanding in a way that they choose						
Objective	Action	KPI or measure	Responsible or accountable	Deadline for completion / review	RAG	Progress
Embed EEDIB as part of learning activity	Create EEDIB section of the SG Comms Toolkit for resources and training links	Completed section of the Comms Toolkit	Comms team/ comms lead	Winter 2025		
Improve skills and confidence of team	Annual staff EEDIB training offer to be developed & implemented based on Training Needs - to include EEDIB induction training for all new staff within first 6 months	Redeveloped training added to staff induction process	Director of Internal Development	Nov-25		
Improve skills and confidence of team	EEDIB training to be offered in regional teams to include training together with LTOs & YP to understand EDI needs/challenges/good practice within our network	1 training delivered per year, per region for staff	Director of Internal Development	Mar-26		
Improve diversity of team	Pilot structured GYO programmes in at least 2 areas	Contracts exist for programmes	Head of Volunteering and Youth Voice	Mar-26		

			/ Training Services Manager			
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