

Equality, Equity, Diversity, Inclusion & Belonging at StreetGames

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Our Equality Equity, Diversity, Inclusion & Belonging Story

Working towards our Action Plan

StreetGames has always been committed to the principles of equality, it is why we were founded. As we have grown as an organisation our understanding and insight into equality has grown too.

StreetGames has a unique role as an employer and as an 'equality' organisation.

As we have grown we acknowledge and accept our responsibility to do more and go further to meet the expectations of our team. When we wrote our EDI (we adopted EEDIB as a broader understanding of our work in 2023) Strategy in 2021 it was in response to the highest staff engagement we had had to date. This drive has galvanised activity across the organisation.

In 2020, when we reviewed our 2017 – 21 EDI Strategy ready for the next development the world was undergoing a significant shift in the focus on the challenges that societal and institutional racism posed to individuals and communities. Rightly, our staff asked us to approach this review differently. And, in turn we asked for more engagement through the consultation and an acceptance of responsibility on all sides for making StreetGames somewhere that was inclusive of all, diverse in its make-up and challenging in its position as a values based employer.

The consultation that drove the Strategy set out five clear focus areas for development:

- **Diversity of Voice** – ensuring our internal and external programmes and interventions have diversity of voice at the heart of the design process
- **Recruitment** – an increase in the diversity of those applying, being offered and accepting roles at StreetGames – staff, contractors and Trustees
- **Grow your own** – a plan over the long term to see an increase in the movement from grassroots community sport into the StreetGames workforce and the wider sector
- **Inclusive Environment** – provision of a working environment where everyone feels able to be their whole selves
- **Learning and development** – creation of a learning culture which enables all trustees, staff and contractors to develop their knowledge and understanding in a way that they choose.

These development areas continue to shape the actions plans that have followed. We are proud we have been able to do so much in the five years since we started on this journey with a renewed sense of who we want to be and how we want to demonstrate it.

Since 2020 we have had three action plans, supported and delivered by individuals across the organisation, championed by a lead in our senior leadership team and scrutinised by our Trustees. These plans have already seen improvements to our practice and to the experiences of our team.

This document is the next stage on our journey – we recognise that we must continue to listen and respond to the expectations of our staff and of those who might want to work for StreetGames. We also recognise our role in the wider sector – how do we use the influence we have to support others on their journey.

Things to be considered as we continue our journey

This Action Plan is one step in the work we are doing. There are many things we left out of the plan in order to make it achievable and impactful for the next 12 months. As we deliver against this plan we will capture ideas and thinking on an on-going basis to help shape the next iteration and continue to grow our ambition.

For example, our role as a supporter of Locally Trusted Organisations is only part of this plan – we want to grow our capacity and capability to do more work with partners. We also want to 'get our house in order' first. We will know more about how we can be useful to the wider sector and therefore more effective in our next plan.

In 2025 we will develop our next strategy for this work ready for 2026. We will embark on significant consultation and ask ourselves what we want to be as an employer and a sector body by 2030.

Strategic Fit

StreetGames believes that our genuine commitment to equality, diversity and inclusion is demonstrated through the behaviour and discussions of trustees, staff and contractors in their everyday work for the organisation. More than the development of an action plan, our work is every day and includes all who represent StreetGames.

As a charity which spans the sport and youth sectors we acknowledge a responsibility to advocate on behalf of those doing this well and influence those who aren't. We understand our role as a charity working on equality of access for young people from lower socio-economic groups to mean we have a responsibility not to be silent about any equality, diversity and inclusion injustice we see.

As an employer we strive to be a positive place for staff and contractors to be their whole selves. This requires us to proactively review our procedures, policies and activities to ensure we are doing all we can to provide positive space. In addition, we agree to a responsibility to be open and honest about our experiences as an employer – to share our successes and our challenges.

We equally recognise the benefit of the expectations contained within the governance documents of the sector which hold us to account for the positive action we will take to ensure diversity within our organisation and which provides one measure of our progress. We will set goals for our work, publish them and report



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against them. We expect to be held to account by our own staff and trustees as well as by critical friends and stakeholders.



Thoughts from our CEO, Mark Lawrie

StreetGames believes that access to appropriate sport and physical activity for low-income children and young people is a right, not a privilege. Children, young people and communities that experience multiple inequalities and disadvantages stand to gain the most from accessing the benefits that sport and being active provides. These statements are widely accepted and have been for decades. And yet, the entrenched inequalities in sports participation for under-represented groups remain. In common with many longstanding inequalities, the situation was further exacerbated by the global pandemic of 2020. It is not enough to keep repeating the mantra, we need to act.

Inclusion is, has always been and will always be at the heart of the StreetGames mission. We are an equity organisation, driven by the absolute belief that access to sport and physical activity that transforms the lives of the UK's most disadvantaged children and young people requires greater focus, effort and resources than for their more affluent peers.

Our team members, trustees and the partners with whom we collaborate, share a common commitment and passion for fairness and equal access to the manifold benefits of regular participation in sport and physical activity. The pillars of equality, diversity and inclusion are now more important than ever. Our role as a national charity and employer in 2021 charges us with responsibility for deepening our own understanding of the issues, doing more and doing better than before. We are a learning organisation. We listen to understand before planning and acting. If we get it right, we will never stop learning and improving our work in this area.

Our new EDI Strategy challenges us to go further in creating opportunities for inclusion both within our organisation and in the work we do with communities and young people across the UK. Our intentions and planned actions need to deliver real change and longer-term impact.

The StreetGames Board have reconfirmed their commitment to equality, diversity and inclusion across all aspects of our work. The StreetGames team are passionate and committed to delivering our shared vision. We are keen to work with any organisation that shares our commitment to inclusion and our focus on transforming lives and strengthening communities through sport. The words of Barack Obama, a global champion for equality, diversity and inclusion, reflect the nature of the journey we need to take and the focus and commitment required.

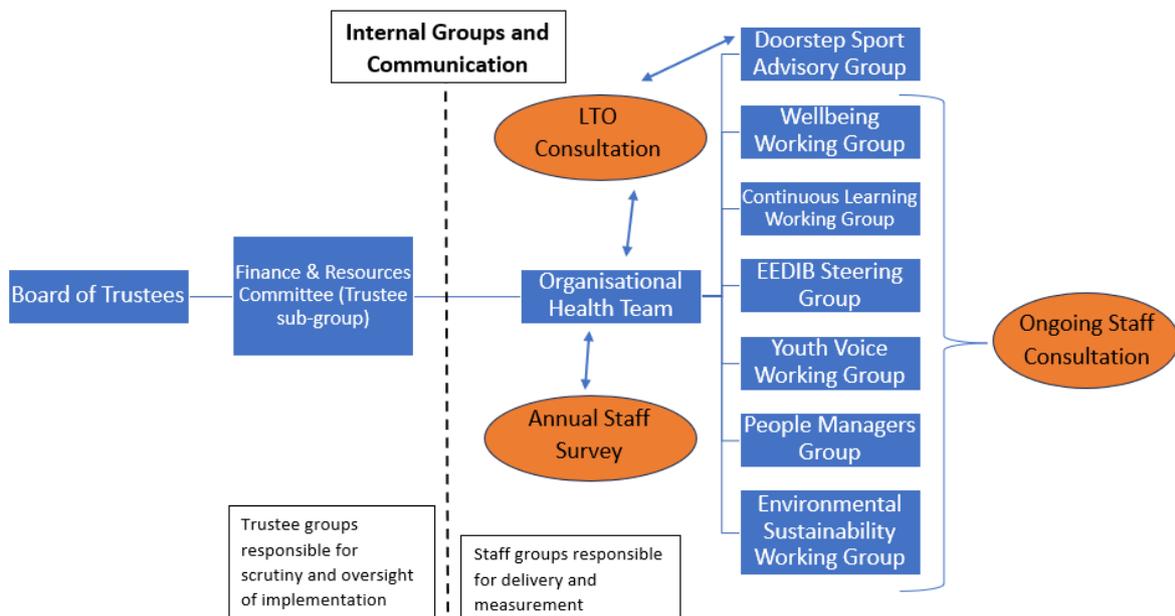
'Nothing in life that is worth anything is easy'.

Governance and Leadership

The StreetGames Board of Trustees hold responsibility for checking and challenging the work of the Executive Team against the targets and ambitions set out in the Action Plan.

The EEDIB Steering Group is one of several working groups across StreetGames that focus on areas relevant to the whole organisation and include representation from multiple teams. The aim of these groups is to progress areas of work using collective knowledge and to embed understanding throughout the organisation.

The EEDIB Steering Group reports directly to the Executive Team of StreetGames, and to the Trustee Board.



Our Action Plan

Data and information

In 2020 we reviewed what data we collected from our staff, contractors and Trustees. We have improved the quality and style of question we use and complete a fresh review of the questions annually before our Team Survey is launched. Through this ongoing improvement, today we have a much clearer understanding of the demographics of our staff, contractors and Trustees as well as a stronger insight to how they feel about being part of StreetGames.

Our Action Plan is based on understanding this data as compared with relevant population data as well as sector data from the sports, youth and charity sectors.

A priority for us is being authentic and legitimate in our roles as experts and as those representing Locally Trusted Organisations (LTOs), young people and low-income communities. We do this by seeking to employ and work with those who have lived experience. Data from our most recent Team Survey (December 2024) confirmed that 48% of our team, including 57% of our senior leadership team grew up in low-income communities.

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

- 57% identify as female
- 16% identify as gay, lesbian or bisexual
- 5% state they have a disability and/or special educational need
- 7% state that they are neurodiverse

We recognise that we have more to do in our diversity ambition to be better reflective of the communities we serve. Data from our 2024 Team Survey tells us that only 7% of the team are from global majority backgrounds, with no one in the OHT identified as belonging to this group, however 25% of those our Board of Trustees do. This improvement in representation at Board level has followed a period of focussed work to increase representation.

We are also proud to be fostering a place where people feel they belong, 87% 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 part of something'
- 'Being part of a team that supports each other'
- 'The organisation is respectful of the challenges I face.... And has been supporting and caring and this has made me feel safe and connected.'
- 'Feeling safe and being able to voice your own opinion without fear'
- 'Feeling that I'm equal no matter how different I maybe to others'

In the same survey 100% of the team told us that they felt StreetGames is committed to and values EEDIB.

We collect data annually and use it to monitor progress. Some of the key demographic data tracked since 2020 is shown below:

Figure 1 – 2020 – 2024 data collected in answer to the question ‘Which gender do you most closely identify with?’

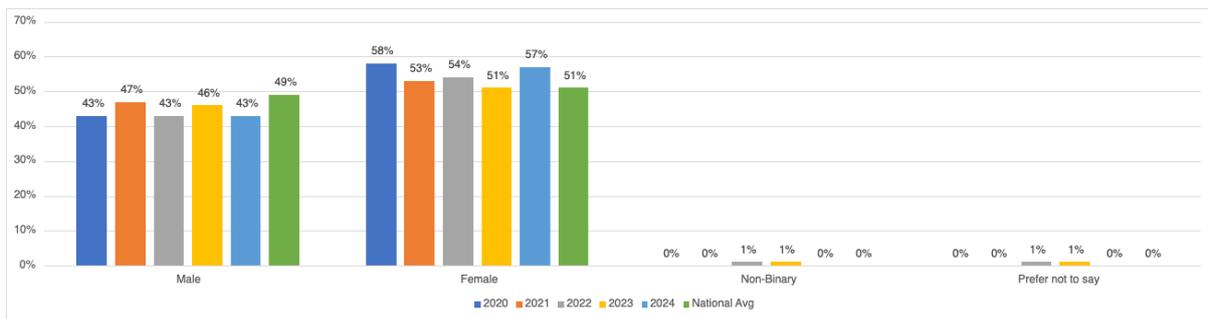


Figure 2 – 2020 – 2024 data collected in answer to the question ‘What is your age?’

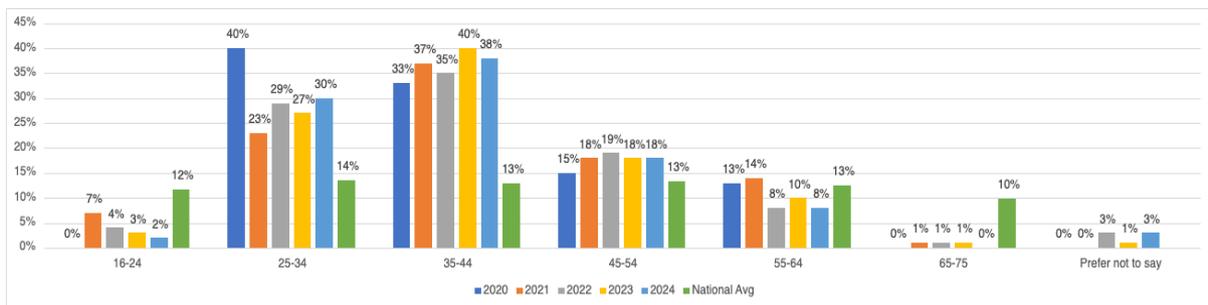


Figure 3 – 2020 – 2024 data collected in answer to the question ‘How would you describe your ethnicity?’

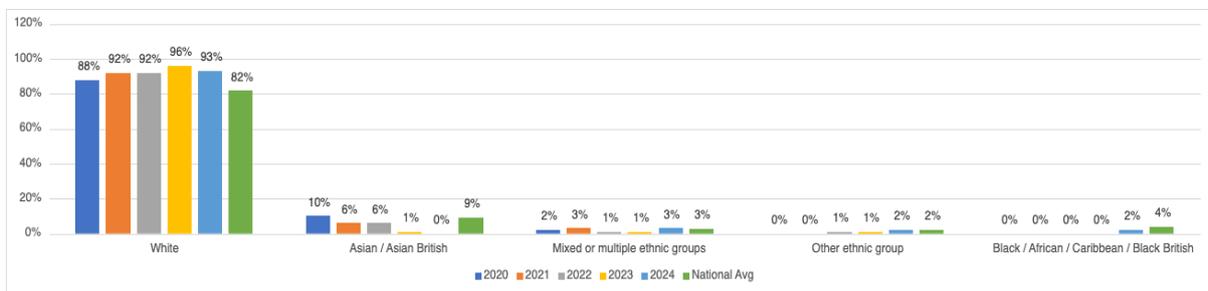
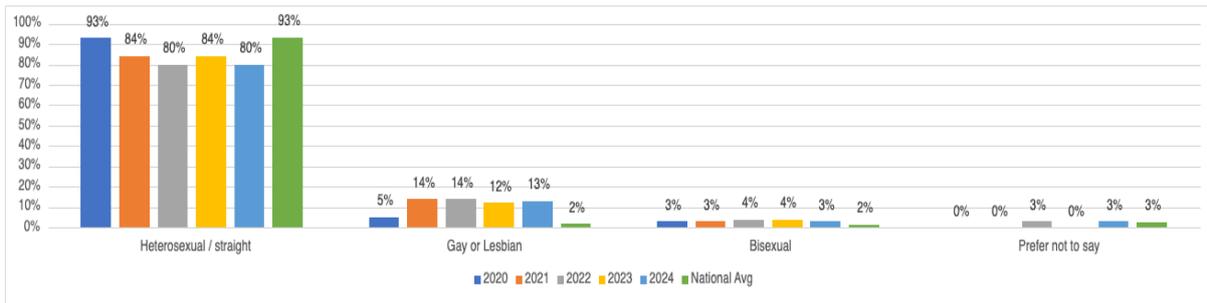


Figure 4 – 2020 – 2024 data collected in answer to the question ‘How would you describe your sexual orientation?’



However, changing demographics is only one measure of success and does not reflect improvements in processes, policies or experiences. Our Action Plan uses measures that enable us to monitor progress against activity intended to have a long-term impact on the diversity and sense of inclusion at StreetGames.

Monitoring, publication and accountability

We will publish our Action Plan, once the DIAP is approved, along with data sets that demonstrate our current position. The Action Plan will have measures that we can be held accountable for. We will update progress internally through our EEDIB Steering Group, our Executive Committee and to our Board of Trustees.

We will review and publish annually progress against activity, data about our staff and trustees and explanations of our work.

Priorities and rationale

We acknowledge that the demographics of our staff and trustee body do not reflect the population we serve. Our Action Plan is designed to improve this over the long term. In order to be most effective, we will focus on increasing diversity of our team with regard disability and ethnicity. We will also focus on not decreasing diversity in the gender or low-income backgrounds of our team.

We have chosen these areas because we acknowledge that doing a good job requires focus. We will not be able to increase diversity in all areas at the same time – so we have chosen to priorities first those that most align with the audience we seek to serve and that we believe we can work to improve in the coming years.

Our approach will be driven by inclusive practices at all levels – by doing this we hope to sew the seeds for wider diversity and increased experiences of inclusion across all underrepresented groups who are already part of or join StreetGames.

Stakeholders

Stakeholder engagement for our action plan has focussed on our primary stakeholders – our staff, contractors and trustees. The consultation and ongoing engagement has been detailed above. This focus was an explicit decision made when we reviewed our Strategy in 2021.

The decision reflected our awareness that we needed to ‘get our house in order’ before attempting to engage others. In particular, others (our Locally Trusted

Organisation partners and Young People) who may look to StreetGames as an expert partner in this field and to do better.

From 2023 we set up an LTO focussed sub group of the EEDIB Steering Group the focus of which is clear in our detailed Action Plan. This group spends time gathering insight about what LTOs are doing and need to improve EEDIB work for them and with them. This now directly informs our Action Plan and the delivery of our Strategy.

As we are, primarily, a network body, we do not directly deliver to young people. We work with LTOs to provide opportunities for the young people they support. We include young people in our decision making and processes when opportunities will be accessed by them. Our work in this space is effective in being inclusive and providing positive spaces for young people. In addition, our support to LTOs includes improving youth voice and reflecting the diversity of the communities they work in through both delivery and operational planning.

StreetGames prides itself on our collaborative approach. We work with partners from across the sport and physical activity sector as well as beyond. Our focus from an EEDIB perspective is to share learning and grow our understanding of areas of work that can positively improve the experience of our staff, LTOs and the young people they serve. This mainly takes the form of shared working groups and projects but we also consulted on our last EEDIB Strategy with key stakeholders and call on expertise to check and challenge our work when thinking about target groups.

The Plan

This Action Plan is published to share the high-level and prioritised activity we are undertaking to enact the plans needed to achieve the vision set out in this document.

The detailed Action Plan is managed by the EEDIB Steering Group and overseen by the Organisational Health Team (our Senior Leadership Team) and the Board of Trustees through regular reviews. Targets and progress are checked and challenged through our annual surveys or other consultation.

Our Action Plan is driven by the objectives identified in our EDI Strategy:

- **Diversity of Voice** – ensuring our internal and external programmes and interventions have diversity of voice at the heart of the design process
- **Recruitment** – an increase in the diversity of those applying, being offered and accepting roles at StreetGames – staff, contractors and Trustees
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