



STREETGAMES  
**EQUALITY, DIVERSITY  
AND INCLUSION STRATEGY**  
2021 - 2025





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## FOREWORD FROM CEO, MARK LAWRIE

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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 has been 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 underserved 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.'***





## EQUALITY, DIVERSITY AND INCLUSION FOR STREETGAMES

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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. As our commitment to be more inclusive and better represent those we serve we will set goals for our work, publish them and report against them. We expect to be held to account by our own staff and trustees as well as by critical friends and stakeholders. To assist in this accountability, we have set up an Equality, Diversity and Inclusion Steering Group which reports into the Good Governance.



## INTRODUCTION AND STREETGAMES MISSION

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StreetGames launched in 2007 with the aim of improving the lives of underserved young people and communities through sport, physical activity and volunteering.

StreetGames harnesses the power of sport to create positive change in the lives of underserved young people right across the UK. StreetGames' work helps to make young people and their communities healthier, safer and more successful.

**MISSION:**  
TO TRANSFORM THE LIVES OF  
UNDERSERVED YOUNG PEOPLE  
AND COMMUNITIES THROUGH  
SPORT, PHYSICAL ACTIVITY AND  
VOLUNTEERING.





# OUR VALUES



## Person Centred

We are the people beside the people who transform lives and strengthen communities



## Collaborative

We work with others as we know we can achieve better outcomes together



## Challenge

We are a positive disruptor – better never stops for our young people



## Courageous

We strive to do what is right, even when that is not what is easy



## Creative

We continuously look for innovative, new and better



## Impactful

We achieve measurable and proven outcomes



## Integrity

We are authentic in all we do and have a trust-based relationship with LTOs



## Supportive

We stand beside our network and young people



## Accountable

We take responsibility for our commitments and share progress transparently

# PROGRESS TO DATE

## A REVIEW OF THE 2017–2021 ACTION PLAN

StreetGames 2017 – 2021 Action Plan committed to focus on improving its diversity across the organisation as well as achieve a culture of equality and inclusion within the organisation that celebrates diversity in all aspects of our work. Since the last plan, we have made good progress on many areas of equality, diversity, and inclusion. Some of these successes include:

42%

Female Board representation

WE HAVE INVESTED IN RECRUITING YOUNGER BOARD MEMBERS

45%

Female staff representation at Executive Level

TEAMED UP WITH STONEWALL TO RUN RAINBOW LACES CAMPAIGN IN 2020

WE ARE PROUD TO BE A FOUNDING MEMBER OF THE BELONG COHESION AND INTEGRATION NETWORK

EQUALITY, DIVERSITY AND INCLUSION TRAINING DELIVERED TO BOARD AND STAFF

ESTABLISHED A FORMAL EQUALITY, DIVERSITY AND INCLUSION WORKING GROUP AND STAFF WELL-BEING GROUP

WE HAVE TAKEN THE TIME TO DEVELOP TRAINING WHICH IS INCLUSIVE AND REPRESENTATIVE OF THE COMMUNITIES WE WORK WITH

WE CONTINUE TO OFFER FLEXIBLE WORKING OPTIONS ACROSS ALL STAFF AND CONTRACTORS

**97% OF STAFF & CONTRACTORS**

feel StreetGames are committed to Equality, Diversity and Inclusion in the workplace (2020 survey)



## CONSULTATION

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Following a review of the last plan, and in order to develop the 2021-2025 Action Plan. We took a two-step approach to gather feedback. The first, an online staff equality survey which went out to both staff and contractors. 79% of staff and contractors currently employed at StreetGames replied. The second was an all staff consultation which focused on what EDI means to StreetGames and key priorities areas we need to focus on over the coming years.

The results of both consultations indicated some key achievement for StreetGames as well areas for recommendations.



## KEY FINDINGS

Staff are confident in addressing EDI in their everyday roles

We have a genuine commitment to EDI

Leadership shows its commitment to EDI through its own action and creating a culture for staff to be their whole selves



## RECOMMENDATIONS

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- More staff education on diversity and inclusion matters
- We can do more in recognising and acknowledging staff efforts in promoting EDI
- More work can still be done to encourage staff to engage in safe discussions about issues of EDI and actively listen, understand and learn
- We can be better in our communication when it comes to promoting and developing EDI both internally and externally





***StreetGames are committed to working with our external partners in order to ensure we are more reflective of the communities we serve. We recognise in order to do this effectively, we need to first work on developing and better equipping our staff and contractors, leading to effective and meaningful engagement with diverse communities. Our commitment to this work will include consulting with LTOs and Young People in our design and engagement processes.***

## **PURPOSE OF THE PLAN**

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The StreetGames Equality, Diversity and Inclusion Action Plan sets out the specific actions we will take towards delivering our commitment to achieve greater diversity within our Board of Trustees and across the workforce.

## **SCOPE OF THE PLAN**

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The action plan is written on the basis of a more detailed first year (2021-22) and then an outline of medium term actions for 2022-25.

Progress against the plan will be monitored by the Assuring Good Governance Working Group quarterly and reviewed annually through scrutiny at the Audit Committee and then by the Board of Trustees.

# GOVERNANCE

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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 Equality, Diversity and Inclusion Action Plan.

The Equality, Diversity and Inclusion Working Group (EDIWG) 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.

EDIWG will report to the Assuring Good Governance working group which reports to the Executive Team and Trustee Board. It will also link to the Well-being Group which has responsibility for reviewing our working environment and actions/ activities and policies that affect it.



Board and Assuring  
Good Governance  
Group Reporting

LTOs and  
Young People

**EDI  
WORKING  
GROUP**

Staff and  
Contractors

Well-being and  
CPD Working  
Groups



# MEASURING OUR SUCCESS

Key measures of success will include targets, changes to data from a baseline and assessment of our impact on those changes i.e. can we attribute change to our actions.

Measures of change and impact will include:

SATISFACTION,  
ENGAGEMENT AND  
WELL-BEING OF  
STAFF THROUGH  
BOTH QUALITATIVE  
AND QUANTITATIVE  
DATA

EVIDENCE SHOWING  
OUR COMMITMENT  
TO INCREASE THE  
DIVERSITY OF STAFF,  
CONTRACTORS AND  
TRUSTEES

HOW WELL 'GOOD  
EDI' PRACTICE IS  
EVIDENCED IN  
THE NETWORK OF  
LOCALLY TRUSTED  
ORGANISATIONS  
WE WORK WITH

GROWTH IN  
LOCALLY TRUSTED  
ORGANISATIONS  
WHO REPRESENT  
TARGET GROUPS  
OF PROTECTED  
CHARACTERISTICS  
– JOINING AND  
STAYING INVOLVED  
WITH STREETGAMES

HOW WIDELY OUR  
UNDERSTANDING  
OF EDI IS  
REFLECTED IN  
DOORSTEP SPORT  
AND NATIONAL  
PARTNERS THAT  
INFLUENCE  
DOORSTEP SPORT

Measurements of these will be completed by:



Monitoring performance through the EDI action plan and development of recommendations



Providing quarterly updates to AGG and Board against EDIWG objectives

## ROLE AS A NATIONAL CHARITY

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Equality, diversity and inclusion have resonance in two important areas for StreetGames – as an employer and as a charity whose core purpose is about equality of opportunity.

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 and to role-model organisational approaches to equality, diversity and inclusion.

In this work, we have two fields of influence. Firstly, with Locally Trusted Organisations who affiliate with us and align with our mission. Secondly, as a national body representing a large part of the community sport sector and speaking as the voice of LSEG communities.

We will do this by listening more to Locally Trusted Organisations through consultations and inviting those with lived experiences to be part of our development. We also commit to working in collaboration and in partnership with others in the sporting landscape to help influence and drive meaningful change within the sector.'





# AREAS OF WORK – ROLE AS AN EMPLOYER

The following priority areas of work have been identified by refining results from a survey, consultation event, and data collected of employees and regular contractors for StreetGames. They focus on three key findings:

Our current workforce and Trustee Board needs to be more reflective of the communities we support especially those from a disability and ethnic background

We need to work on ensuring our internal working environment is right for supporting and retaining a diverse workforce

We need intermediate ways to ensure diversity of thought within our design and delivery work

From this, five goals have been agreed for our 2021-25 Strategy. Each year progress against these goals will be reviewed and an action plan agreed for delivery of the next step towards achievement.



1

## DIVERSITY OF VOICE

Ensuring our internal and external programmes and interventions have diversity of voice at the heart of the design process



2

## RECRUITMENT

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



3

## GROW OUR OWN

Plan for the long term increase in movement from grassroots sport into the StreetGames workforce and wider sector



4

## INCLUSIVE ENVIRONMENT

Provide a working environment where everyone feels able to be their whole selves



5

## LEARNING & DEVELOPMENT

Create a learning culture which enables all trustees, staff and contractors to develop their knowledge and understanding in a way that they choose



## **KEEPING TRACK OF PROGRESS**

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You will find our annual plans and progress kept up to date on our website – [www.streetgames.org](http://www.streetgames.org) search for 'equality plan'.





## STREETGAMES MISSION

*'To transform the lives of young people living in underserved communities through sport, physical activity and volunteering'*

## STREETGAMES EQUALITY, DIVERSITY AND INCLUSION

*StreetGames are committed to the principles of promoting equality and preventing discrimination across our workforce and of those who access our services.*

**Equality** – to ensure that **everyone** has equitable opportunities

**Diversity** – everything that makes us unique, the seen and unseen

**Inclusion** – creating a culture where everyone feels a sense of belonging and value

## GOALS



1

### DIVERSITY OF VOICE

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