# StreetGames UK Limited Equality & Diversity Policy

**January 2022**

StreetGames is keen to meet the communication needs of all and are happy to provide this policy in the format of your choosing, where practicable. Please note that the most relevant and cost effective, means of communicating the policy’s key messages may be sought. Please contact support@streetgames.org should you wish to request assistance.

This overarching Equality & Diversity & Inclusion Policy is intended to communicate the importance of addressing equality, and diversity and inclusion issues in the work of StreetGames UK Ltd. It also highlights our responsibilities as an employer and standard bearer in sport.

This policy is applicable to all employees, agency staff, sessional/ casual workers, contractors, volunteers, job applicants and trustees.

**Aim**

The aim of this policy is to support the creation of a inclusive and positive culture at StreetGames by setting out what we want to achieve and how the organisation and those employed by StreetGames are expected to act.

**Our Commitment**

Our Equality and Diversity Policy sets out our commitment to creating an inclusive environment for everyone who works within, volunteers for, is a trustee for or accesses our organisation and services. We are committed to encouraging equality and diversity among our wider workforce and eliminating unlawful discrimination.

We are committed to creating an inclusive culture where everyone feels a sense of belonging and value. This includes recognising, embracing and valuing difference which leads to improvements for all, including: a more vibrant staff population, a better working and volunteering environment, and the ability to attract and retain the very best people to work towards StreetGames’ End Game of access to Doorstep Sport available for all young people from low income and under-served communities.

Whilst we are fully committed to compliance with all relevant equality legislation, (including the Equality Act 2010, Codes of Practice and best practice guidance), this policy builds on the statutory position to ensure effective policies and practice that promote equality and inclusion. Whilst the Equality Act 2010 does not apply in Northern Ireland, StreetGames will comply with all relevant anti-discrimination legislation applicable in Northern Ireland.

StreetGames Equality & Diversity Policy is built upon the foundations of our values:

* Person Centred - We focus on the needs of the individual
* Collaborative - We work with others as we know we can achieve better outcomes together
* Challenge - We don’t accept the status quo as good enough
* Courageous - We strive to do what is right, even when that is not what is easy
* Creative - We look for better
* Impactful - We achieve measured and proven outcomes
* Integrity - We are authentic in all we do
* Supportive - We stand beside our network and young people
* Accountable - We are transparent in all we do

**Principles**

* We have a culture in which everyone is treated with respect, valued and rewarded for what they contribute, with zero tolerance of unfair discrimination at every level.
* We will ensure that all our people who work or volunteer with us, as well as those who apply to work or volunteer with us, are treated fairly and are not discriminated against on any grounds, including those protected by the Equality Act 2010.
* We will always take any discrimination/sexual harassment complaints seriously, respond sensitively and quickly and, if proven, ensure that the action taken is prompt and effective.
* In seeking to achieve a diverse workforce at all levels, we will ensure that no employee, job applicant or candidate for promotion will be disadvantaged or treated less favourably because of conditions or requirements that are not related to the job.
* Staff recruitment is openly advertised, using communication channels and language that will both reach and engage under-represented groups.
* We will ensure opportunities for training, development and progress available are available to all staff, and make reasonable adjustment where necessary to avoid any form of discrimination under the Equalities Act.
* Our volunteer recruitment uses messaging and advertising methods appropriate to our target audience, including under-represented groups.
* We will not tolerate any behaviour from any of our people which breaches our Equality and Diversity Policy.
* Serious offences such as discrimination on protected grounds – including harassment, bullying, or victimisation will be treated as gross misconduct and may lead to disciplinary action including dismissal from employment or volunteering service without notice.
* Every business case for change is subject to an equality review with the intention of identifying any positive, negative or neutral impact the proposal may have on people with protected characteristics (as defined in the Equality Act 2010). This includes employees who will be subject to the proposed changes or affected by them, service users, volunteers and/or supporters as applicable

**How we will do this**

We are committed to providing equality of opportunity for all, irrespective of:

* Age
* caring responsibilities
* disability
* economic hardship / poverty
* gender reassignment / gender identity
* marriage or civil partnership status
* pregnancy or maternity
* race, colour, nationality, ethnic or national origin
* religion or belief
* sex
* sexual orientation

We will pro-actively tackle discrimination or disadvantage and aim to ensure that no individual or group is directly or indirectly discriminated against for any reason regarding employment, volunteering or accessing our services.

We will review our practices, policies and procedures when necessary to ensure fairness, and where needed update them to take account of changes in the law.

We have signed up to:

the *Race at Work Charter* employer commitment to equality at work and include the Key Actions from this charter to shape some of our Equality, Diversity and Inclusion Action Plans. We monitor progress against this plan through our internal governance group.

the government scheme *Disability Confidence* which is to improve how we recruit, retain and develop disabled people within our paid and volunteer workforce. Work to maintain Level 1 and to achieve Level 2 is included in our Equality, Diversity and Inclusion Action Plan and reviewed for progress.

If you ever feel you have been treated in a way that is contrary to this policy, our Employee Handbook provides you with a simple process to follow to address your concerns and reach a resolution.

We will ensure we do not discriminate against you on any of the above grounds when we recruit you (job applicants, staff and volunteers), when we promote internally, when we allocate training, when we appraise you, when we choose selection criteria for redundancy or when we make any other decisions about your employment with us.

***We will:***

* ensure that all staff, volunteers and trustees are always aware of the duty on them to treat colleagues with dignity, and to never discriminate against or harass anyone associated with StreetGames in any capacity
* take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, service users, visitors, and any others during the organisation’s work activities.
* Actively and openly promote EDI and reducing barriers across the organisation and take positive action to improve opportunities for everyone to be part of StreetGames and our services.

***All our staff have a personal responsibility to:***

* read and understand this policy and act in a manner that is always consistent with our values
* complete equality and diversity learning when starting work with us, as well as completing refresher training on a periodic basis
* report any instances of behaviour that is contrary to this policy to your manager or another manager you feel comfortable with
* understand there could be legal implications personally (as well as for the StreetGames), and that we could be held criminally liable for acts of bullying, harassment, victimisation and unlawful discrimination against anyone associated with StreetGames
* understand that our responsibility extends to social events and contact with colleagues outside of the workplace if they are considered to fall within the course of employment, volunteering or other connection to the StreetGames

**Monitoring**

StreetGames monitor the diversity of our workforce, staff experience and satisfaction and ask for feedback on our recruitment processes. We use this information to ensure we are meeting the aims within this policy.

Our Equality, Diversity and Inclusion Strategy 21-25 and associated annual action plans set out the activity being undertaken to review and improve processes and practice throughout our organisational activity.

Monitoring is also completed with our Board of Trustees and Executive Team about the number of complaints quarterly and the annual staff survey.

Overall responsibility of the policy and EDI action plan will sit with the Board of Trustees, but activity will be monitored by the Exec Team and our Equality, Diversity and Inclusion.

**Breaches of this policy**

Whilst one of the aims of this policy is prevention through supporting the creation of a positive environment, if you believe you have been the subject of discrimination, harassment or victimisation, you are encouraged to report it. To do this you should use the procedure detailed in our Employee Handbook (link below) or through our complaint’s procedure available on our website or by emailing support@streetgames.org

**Further information and related policies**

You will find all key policies for staff, volunteers and trustees in our Employee Handbook: [https://streetgames.sharepoint.com/:w:/r/Business%20Support/Governance/Policies%20%26%20Compliance/StreetGames%20Policies/1%20%20Employee%20Handbook/Employee%20Handbook%20-%20February%202021.docx?d=wafc30bd8d3c54b35a76efa1c5f10d22b&csf=1&web=1&e=Jgl65Y](https://streetgames.sharepoint.com/%3Aw%3A/r/Business%20Support/Governance/Policies%20%26%20Compliance/StreetGames%20Policies/1%20%20Employee%20Handbook/Employee%20Handbook%20-%20February%202021.docx?d=wafc30bd8d3c54b35a76efa1c5f10d22b&csf=1&web=1&e=Jgl65Y) where you will find:

* + Disciplinary Procedure
	+ Grievance Procedure
	+ Whistle-blowers
	+ Personal Harassment Policy (which includes Bullying)

For those not working for StreetGames please see:

Complaints Policy (which includes discrimination)

**Effective date**

Approved by – StreetGames Trustee Board in March 2022

This policy will be reviewed every three years, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

Review date: March 2025