**StreetGames – 2019/2020 Equality, Diversity and Inclusion Report**

In setting out the 2019/2020 progress of Equality, Diversity and Inclusion at StreetGames against the measures set out on the action plan below. This update will include:

* Progress since our last report,
* Trustee and Employee breakdowns analyses
* Participation and Workforce Breakdown across England and Wales
* 2020/2021 Equality, Diversity and Inclusion Plan, and
* Main areas of focus for the coming year.

**Appendix 2: Equality, Diversity and Inclusion Plan 2019/20**

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| **1. Trustee Diversity** | | | | | |
| **Code of Governance expectation** | | Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board. | | | |
| **StreetGames position statement (May 2019)** | | The StreetGames Board currently has 9 trustees of whom 4 (44%) are female. The focus remains on increasing BAME diversity for future recruitment of candidates. | | | |
| **Action 2019/20** | **Success Measures** | | **Responsibility** | **Action 2018-21** | **Success measures** |
| 1. Monitor Board representation and use advice taken from Inclusive Boards to ensure recruitment promotes inclusion to fil any trustee vacancies  2. Board Equality Audit to be conducted in 2019/20. | 1a) Gender mix of applications received.  1b) Gender mix of those shortlisted for interview.  1c) Minimum of 50% of trustees are female. | | Jane Ashworth & Trustee Recruitment Panel | Conduct Board Equality Audit every 2 years.  Ensure that future trustee recruitment maintains the strong gender balance on the StreetGames Board. | Board Equality Audit conducted and results published.  Minimum of 50% of trustees are female. |
| **Action 2019/2019** | **Success Measure** | | **Responsibility** | **Action 2018-21** | **Success measure** |
| 3. Include an item related to inclusion on every Board agenda – e.g. recruitment, insight and research, communication and website and training academy  4.Complete a knowledge assessment of existing and new Trustees on issues and confidence in contributing on inclusion. | 3a) Board Equality/Diversity roles clear.  3b) Greater Board understanding of equality and diversity | | Mark Lawrie/Matt Fisher | Include questions on equality and diversity in the annual review of the Board to gauge progress. | Board annual review shows year-on-year progress in understanding of equality and diversity within StreetGames. |

**Trustee Diversity – Summary of progress made 2019/2020**

To run an effective Board, StreetGames has carried out various steps to ensure the skills set of Trustees cover all major areas of the business in order to make informed decisions and provide effective oversight of the risks. Through the support of Inclusive Boards, the new Trustee information pack covers all aspects of the role and what is required to fulfil the position. The packs also include relevant imaginary and language, in an attempt to ensure we attract a diverse range of candidates and are more reflective of the communities we serve.

**StreetGames Trustee Diversity**

Since the last report, we have made some progress on the diversity of our board. We continue to exceed the code of governance target of a minimum of 30% female representation, which currently stands at 42%. The age diversity of our board is important to us and as such we have invested in recruiting younger board members, in order to give us as full spectrum of business requirements and to better understand the market we work in. We also recognise, we have some work to do on attracting more BAME candidates and those with a declared disability, the current BAME representation stands at 8% (1) and none of the Board members have declared a disability.

**Trustee Recruitment**

In the last year, 4 new trustees were appointed 2 males and 2 females. Of the 4 trustees appointed, 3 were aged between 30 – 39 and 1 trusteed 1 aged between 50-59. A total of 29 applications were received with 8 (28%) coming from BAME backgrounds. Of the 29 application we received, 17 (59%) were male applicants and 12 (41%) female. We Interviewed 7 candidates (Male = 4 (57%), Female = 3 (43%), BAME = 1 (14%)) no BAME candidates were appointed.

**What are we doing**

We continue to use the services of Inclusive Boards to target BAME, Disability and LGBT candidates. However, going forwards we believe there is a need to further diversify where we advertise our roles and will be looking to expand the recruitment of Trustees to organisations such as such as, Sporting Equals, LeaderBoard programme, Activity alliance, Women on Board.

As part of the trustees’ induction process, the trustee induction checklist provides new trustee’s with an opportunity to better understand the work of StreetGames. We have made it mandatory in providing for all new trustees to visit a project. In October 2019, the Trustees visited the Abraham Moss Warriors project in Manchester.

To understand the various areas of the charity and the culture we operate in, we also encourage trustees to visit the StreetGames office and take the time to interact with staff, on top of the mandatory meetings with the CEO, Chair and relevant SMT members.

To ensure the board has a broader understanding of Equality, Diversity and Inclusion, with the confidence in contributing to this area of work. We continue to carry out a needs assessment during the induction process where we ask all trustees to complete Training and Skills Audit.

Graham Helm last delivered training to the board on, Equality and Diversity in October 2018. Over the coming months and with the appointment of 4 new trustees, we will be looking to delivering further training in the coming year.

Susan Capel continues to represent the board as the Equality Board champion and will be StreetGames board point of contact in the creation of the new 2021/25 EDI action plan.

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| 2. **Diversity across StreetGames staff and contractors** | | | | | |
| **Code of Governance expectation** | | Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBTQ+ and lower socio-economic groups) | | | |
| **StreetGames position statement (May 2019)** | | StreetGames statement of equality and equality and diversity plan are available on the website. Recruitment Procedure now better promotes inclusion and includes guidance to prompt staff to identify and address language and practice that act as barriers to recruitment from minority groups. | | | |
| **Action 2019/20** | **Success Measure** | | **Responsibility** | **Action 2018-21** | **Success measure** |
| 1. Include Equality Impact Review as part of Internal process reviews set by Audit Committee | 4a) Audit of policies and procedures completed.  4b) Action Plan in place if required. | | Mark Lawrie | Update policies to ensure compliance with the duties in the Equality Act. | StreetGames policies compliant with appropriate standards. |
| 2. Use learning from Equality Impact Review on Recruitment Procedure to inform staff recruitment, including:  Use of a weblink to the StreetGames equality statement within job descriptions and advertisements  Provide the email address for use by candidates that require additional support  List additional distribution channels to widen visibility of job opportunities | 1a) Number of applications from candidates from BAME, disabled, LGBTQ+ and lower socio-economic backgrounds.  1b) Number of candidates from different backgrounds interviewed.  1c) Number of new staff/contractors from BAME, disabled, LGBTQ+ and lower socio-economic backgrounds appointed. | | Rebecca Ryan | Ensure that when StreetGames is recruiting new staff or contractors that advertisements and any recruitment agencies used are targeted at achieving diversity in the range of applications received. | Number of applications from candidates from BAME, disabled, LGBTQ+ and lower socio-economic backgrounds.  Number of candidates from different backgrounds interviewed.  Number of new staff/contractors from BAME, disabled, LGBTQ+ or lower socio-economic backgrounds appointed. |
| 3. Deliver targeted 1-2-1 Equality and Diversity training to SMT, AGG and other specific StreetGames teams to raise awareness of SG commitments and explore actions required | 2a) Number of staff trained in Equality and Diversity. | | Matt Fisher | Understand staff learning needs around equality and diversity and develop training that meets the needs of individuals and roles across the business. | Inclusive communications training completed.  Activity Alliance LEAD training reviewed and delivered.  Programme of learning/training reviewed and refreshed in 2018/19. |
| 4. Develop the role of AGG and SMT as internal groups with responsibility for Equality; to check and challenge inclusive thinking and practice | 3a) Scope of responsibilities and group role defined | | Matt Fisher | Internal group to oversee Equality Impact Reviews in key areas of the organisation and the development of training/learning around equality and diversity within StreetGames. |  |

**Diversity across StreetGames - Staff and Contractors**

StreetGames remains committed to ensuring all those who work for the organisation are treated fairly and given every chance to fulfil their potential irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex. As well this, we continue to look at ways to improve the diversity of our staff representation. One of the major actions to achieve this will be carrying out an annual equalities audit of candidates who apply for roles at StreetGames and those appointed into roles.

We also carry out an Equality and Diversity Policy review every 3 years to ensure our policies and procedures meet the standards set out in the Equalities Act 2010. The last update took place in November 2018 and approved by Board. The next update is not due till November 2021.

**StreetGames Staff Equality Audit**

Due to the current Co-Vid19 situation, and with 15 of 54 staff currently on Furlough. We are unable to provide a comprehensive equalities audit since the last staff equality survey, which took place in February 2019. We will be carrying out the next survey in July 2020 which will provide a more accurate representation on staff equality, as well as draw data comparisons to previous years.

**Street Games staff recruitment**

For StreetGames to make a difference internally, it is important we understand where we are advertising and where the pool of talent we are attracting comes from, in order to create an action plan to address any underrepresentation.

In the last year, of the 20 roles StreetGames recruited, a total of 196 applications were received. Of which, 61 completed an Equal Opportunities monitoring form. This is an increase of 30% from those reporting last year.

Of the 61 who completed a form, a further breakdown shows;

Of the 20 appointments, 11 where female, 1 from BAME background and 0 declared a disability.

At present we currently advertise through various sources including;

* StreetGames website, SG network via twitter, Facebook, LinkedIn
* Guardian jobs
* Indeed jobs
* Job Centres
* Specialist recruiters where applicable i.e. Press and Publicity Manager

In order to attract a diverse range of talent, we recognise there is a need to advertise in a range of areas which are relevant for the audience we are trying to recruit. With that said, we will be taking action and improve the reach of where our vacancies are published.

**Staff Turnover**

Over the last year we have had a high number of staff leave the organisation which is higher than the UK national average of 15% a year. This has been partly down to short term contracts, as well as five redundancies and a reorganisation of the StreetGames staffing structure, which took place late in 2019.

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| 2018 - 2019 | 10% |
| 2019 - 2020 | 22% |

StreetGames are committed to improving and retaining staff through internal career progression, and as such, has set up a mentoring programme which has been offered to all employees. The “Mentoring at StreetGames” programme is now live with training and support offered from The Kairos Project. 11 members of the StreetGames team have received some training and coaching as mentors to support other colleagues at StreetGames. The programme aims to support staff with their personal and professional development, through creating space for semi-structured, regular conversations, shaped by working towards a goal, selected and driven by the Mentee.

**Gender Pay Gap**

Street Games are committed to reporting on the gender pay gap of all its employees at various levels within the organisation. The last reporting was conducted in 2018 and we are committed to regularly conducted equal pay checks and benchmarking.

**Female staff all employees - 46% Female Staff SMT - 46% Female staff Exec - 40%**

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| ***All Employees - Mean Pay Gap*** |  |  | ***SMT - Mean Pay Gap*** |  |  | ***Exec -Mean Pay Gap*** |  |
| Male Hourly Pay Rate | 23.17 |  | Male Hourly Pay Rate | 30.3 |  | Male Hourly Pay Rate | 34.8 |
| Female Hourly Pay Rate | 22.68 |  | Female Hourly Pay Rate | 29.8 |  | Female Hourly Pay Rate | 38.05 |
| **% Mean Hourly Pay Gap** | **2.11%** |  | **% Mean Hourly Pay Gap** | **1.65%** |  | **% Mean Hourly Pay Gap** | **-9.32%** |
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| ***All Employees -Median Pay Gap*** |  |  | ***SMT - Median Pay Gap*** |  |  | ***Exec -Median Pay Gap*** |  |
| Male Hourly Pay Rate | 22.11 |  | Male Hourly Pay Rate | 28.14 |  | Male Hourly Pay Rate | 33.85 |
| Female Hourly Pay Rate | 20.81 |  | Female Hourly Pay Rate | 25.55 |  | Female Hourly Pay Rate | 35.37 |
| **% Median Hourly Pay Gap** | **5.86%** |  | **% Median Hourly Pay Gap** | **9.18%** |  | **% Median Hourly Pay Gap** | **-4.50%** |

*NB: The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to private and voluntary-sector organisations with 250 or more employees.*

**Training and continuous development**

Since the last report, plans have been put in place to involve the Assuring Good Governance group in identifying best practice approaches. This is done through sending any updates and reports to the group who will feedback, check and challenge before any decisions are made and plans developed or agreed.

It was recommended for those staff involved in the creation of recruitment documents to attend an “easy read training” to build a skill base to create inclusive documents. This has been achieved, and resulted in an updated “StreetGames Recruitment Procedure” document which was published in May 2019.

Training and development is an area which requires some attention over the coming year. In the absence of a designated Equality and Diversity staff representative, we have been unable to progress on providing T&D based on the needs of staff. However, as we look to creating the 2021/25 action plan, we will be looking to identify areas which require attention and deliver training and support. It is important to place a key emphasis on inclusion and creating environments where all those who interact with StreetGames feel a sense of belonging from staff to contractors.

We will also look to create a regular level of reporting for equality, diversity and inclusion, so we have a constant view of where we are and understand if we need to introduce different tailored initiatives.

**Internal equalities group**

Going forwards there is a need to look at establishing a more prominent place within the organisation which looks to develop in the area of Equality, Diversity and Inclusion. This group will be vital in the creation of the action plan as well as provide support, look at ways of improving and check and challenge where required, to ensure we keep EDI at the heart of everything we do. In order to meet good governance, we will look to develop this group and ensure there are clear roles and responsibilities with regular reviewing of how we are progressing against the action plan.

StreetGames has successfully established a Well-being Working Group which has made some great progress since it was implemented. There is a desire to work with the group in integrating and creating a combined “well-being and inclusion group” as employees wellbeing is strongly linked to Diversity and Inclusion. We are currently in the process of establishing how we will embed Diversity and Inclusion with the group and envisage this will start to take shape over the coming months.

**Summary and areas for improvement - Trustees & Staff**

Over the last year StreetGames has made some good progress in the area of Equality and Diversity. We also recognise if we are to become more inclusive and representative of the communities we work with, we still have work to do in increasing the diversity of our staff and board. A key focus needs to be amongst non-white ethnicities, disability and understanding economic background and how this is incredibly important in creating inclusive workplaces at StreetGames.

The StreetGames current Board data identifies our BAME representation stands at 8% with 0% declaring a disability and 42% of trustees are female. Whilst we are progressively better with our gender balance. In comparison to the 2011 Census, we are falling short and are under representative in BAME ethnicity and Disability. The national figures from the ONS states the UK population stands at 14% BAME and 18% of adults having a limiting long-term health problem or disability.

As we look to constantly review our processes and to challenge any bias which exists. Moving forwards we will be focusing on;

* Running mandatory Equality, Diversity and Inclusion training and looking into unconscious bias training for all staff and board as well as people who join StreetGames.
* Ensure our equalities monitoring process captures data across all nine protected characteristics under the Equalities Act 2010. The process will be consistent across the whole organisation (including contractors), both internally and externally, in order to track progress now and set benchmarks for the future and compare our profile against the latest Census.
* We will also look to capture details on the demographics of where those applying for our roles come from, and take “positive action” to attract a varied range of applicants. This will be done in order to keep understanding how we can support those from different backgrounds, making sure our processes are inclusive and work for everyone.
* We want all new starters to feel welcome, whether that is staff we employ full time or contractors. We will look to set up a “Buddy system” for new starters which will aim to create a sense of belonging and support new staff to understand the StreetGames culture and create connections whilst they transition into the role.
* To support and attract a workforce and trustees who reflect StreetGames and our values. We will share our job adverts across various platforms and be more aware of where we advertise roles, to ensure they are relevant to those audiences we want to attract, in order to reach a more a diverse group of applicants.
* We also recognise there is a huge disparity between those from diverse backgrounds who apply, to those being shortlisted and successful. In order to combat this, we will look review our criteria framework against roles and ensure we do not indirectly put anyone with a protected characteristics and particular social class at a disadvantage.
* To be seen as a visually appealing employer of choice, we will start to highlight the diverse range of staff working at StreetGames. We will look to create positive case studies where people share their experiences and advertise this on our websites “join our team” page, along with the other benefits of working for StreetGames. Moving away from general statements and showing our commitment through action and what we do.
* We will create and grow partnerships with range of different organisations, dedicated to inclusion. Progress has already been made with the Belong network and Stonewall.
* We will continue to understand and ensure we use Inclusive language our audience use, and make sure we are as clear as we can be.
* We will look to appoint staff inclusion ambassadors across all of our collectives and disciplines of the protected characteristics, where we can.
* We will research and asses, If implementing blind shortlisting works for us. For example, use blind hiring software that uncovers talent ( <https://www.beapplied.com/customer-stories/london-sport>)

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| **3. Public Commitments to Equality and Diversity** | | | | | |
| **Code of Governance expectation** | | The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2 of the Code for Sports Governance | | | |
| **StreetGames position statement (May 2019)** | | Annual statement of progress with work on Equality & Diversity published following Board approval in July 2018. | | | |
| **Action 2019/20** | **Success Measure** | | **Responsibility** | **Action 2018-21** | **Success measure** |
| 1. Report on work to foster aspects of diversity to go to Audit Committee in February 2020 and Board in March 2020. | 1a) Report reviewed and approved by Audit Committee and Board. | | Mark Lawrie/Matt Fisher | Annual report on work to foster aspects of diversity to be reviewed and approved by Audit Committee and Board. | Report reviewed and approved. |
| 2. Publish updated action plan on Equality and Diversity on the Governance area of the StreetGames website. (By July 2019) | 2a) Action plan published on website. | | Mark Lawrie/Matthew Rivitt | Review and update plan annually and publish on website. | Updated action plan published. |
| 3. Publish progress update on the Governance area of the StreetGames website. (By March 2020). | 3a)Progress update published on website | | Mark Lawrie | Complete annual progress review and publish on website. | Annual progress review published. |

**Public Commitments to Equality and Diversity**

The 2019/2020 report will be taken to the Assuring Good Governance group (Wednesday 20th May) before it goes to Audit Committee on the 9th June. The report will be sent to Board at the July 2020 meeting.

The 2017 -2021 Action plan is published on both the StreetGames main website and Network site. Once approved the 2019/2020 plan will be added.

Monthly internal and external newsletters now include at least 2 items that promote inclusion and/or provide guidance on better inclusive practice.

Annual progress review will be published on the website following the Board meeting in July 2020.

**Equalities Audit data of StreetGames – Participation (England Only)**

From 2019 / 2020 a total of 23,017 participants took part in StreetGames activity across England. The date shows we have been able to succesfully engage with a high number of participant amonsgt BAME backgrounds and LSEG groups, we are attracting more males than females taking part in our interventions and 5% with a disability.

A point to note, the majority of particpants fall under the age of 14, and any data captured is through our LTOs and not partipants direct. A detailed breakdown of our participation report can be accessed through the Insight and Research team.

**Equalities Audit data of StreetGames – Participation (Wales)**

The data from Wales shows, 28,418 participants took part in StreetGames programmes in 2019/2020, with a breakdown as follows

* Male: 20,034
* Female: 8338
* Not Disclosed 46

Whilst Wales do not collect any other data on participants, it is worth noting the last network survey indicated;

* 88% of organisations in the network, state ‘Supporting women and girls to be More Physically Active (MPA)’ is a high or medium priority
* 69% of organisations in the network are committed to ‘Supporting people in BAME groups to be MPA’ as a high or medium priority
* 82% of organisations in the network say ‘Supporting people with a disability to be MPA’ is a high or medium priority

**Equalities Audit data of StreetGames - Workforce (England and Wales)**

StreetGames has had considerable success in ensuring we are maintaining an even gender balance of those who access to our courses. We have a high percentage of 17-20 year olds and 37+ who access our training with a drop off between the ages of 25-36. This is slightly unusual as most workforce volunteers and coaches generally fit within this age range. In comparison to the national averages, StreetGames are on par with training of workforce coming from BAME and disabled backgrounds, with the majority of those also trained coming from decile 1-4 backgrounds in order to be more reflective of those communities we aim to engage with.

**Summary and areas for improvement – Participation and Workforce (Training)**

I’m comparison to the StreetGames Staff and Trustee equalities data. Our Participation and Workforce data clearly highlights; we are well balanced when it comes to diverse representation and those who access to our training and interventions.

Going forwards, we will be looking to capture Participation and Workforce data as part of the annual equality review. The informaton will allow us to anaylse and campre to previous years, review , maintain and track progess whilist identifying areas where we can continue to do more work in enaging with a diverse range of participants.

**We will also look to focus on:**

* Ensuring, for over 16s, our equalities monitoring process captures data across the necessary data for protected characteristics under the Equalities Act 2010.
* In order to increase the visibility and profile of those who access our interventions. We will look to take steps such as, keeping an imagery bank, videos and case studies of those we train and those who access our interventions, to ensure we can visually attract and are inclusive of all those from a diverse range of backgrounds.
* We will work with a range of diverse partners to advertise our courses and provide access to our participation interventions.
* We will continue to implement and develop our “Regional StreetGames Network Representatives” and “Youth Advisory group”.
* Where needed, we will carry out a training needs analyses of our frontline staff to capture any support they may require to understands the wider cultural and historic differences faced by underrepresented groups with different needs and groups with particular disadvantages to be able to take positive action to engage with a range of communities to take part in our interventions and access to training.

**2019/ 2020 Action Plan**

The Action Plan for 20/21 outlines activity intended to continue the positive trajectory of activity and lead into the creation of a plan for 2021-25

**Trustee Diversity**

* Board to receive equality and diversity training to complete commitment to bi-annual development. Specific topic to be agreed based on Board annual review results about understanding of equality and diversity
* Any Board recruitment to include wider recruitment routes – in particular with partners who have good reach into BAME and disability communities.

**Diversity across StreetGames staff and contractors**

* Staff survey to include wider characteristic questions to provide a broader baseline understanding of diversity
* Doorstep Sport Advisor and Sustainability Leads to have training needs analysis completed to identify development needs, including an understanding of equality and diversity
* Embed equality and diversity into the Well-being Working Group

**Public Commitments to Equality and Diversity**

* Launch partnership with Stonewall and explore further project development work with them focussed on addressing barriers to participation for LGBT+ individuals
* Develop and launch the 2021-25 Plan

**Main areas of focus for the coming year.**

As we look to work on the above mentioned areas of improvement outlined in this report. Over the coming year, in order to drive change, our main focus will be on developing a 2021/25 Action Plan which reflects our commitment to Equality and Diversity, placing a key emphasis on Inclusion too. We want to be seen as an employer of choice and make an impact in ensuring we are reflective of those we serve. We will take steps to understand how we can improve and develop our ways of working, to **attract and engage** as well as, **retain and grow** the best talent. We will remain **dedicated and accountable** through the Assuring Good Governance Group as well as establishing a position within the well-being group. It is vitally important to ensure the group understand their roles in this area of work and in accordance with the sectors equality duty as part of the Equalities Act.