

Youth Sport Trust Diversity Profile Report

January 2025

Produced by the Youth Sport Trust Research and Insight Team

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Purpose of the annual Diversity Profile Report

1. It demonstrates YST's engagement with different characteristic groups.
2. It allows YST to be clear about who our work currently impacts and where there are gaps in provision.
3. It aids YST in aligning with the requirements of the Public Sector Equality Duty (PSED), which was created through the Equality Act 2010, and requires public bodies, and those carrying out public functions, to consider the potential impact of decisions on people with protected characteristics.
4. It allows YST to monitor the impact of our organisation wide Diversity and Inclusion Action Plan and compliance with the UK Code of Governance for Sport.

1. <https://www.legislation.gov.uk/ukpga/2010/15/section/149>

Our Commitment

Off the back of the insights generated within the report, and through the Diversity and Inclusion Action Plan, the Youth Sport Trust trustees and executive team are committed to:

1. Consider direct positive action in terms of ethnic diversity, faith and disability representation of the YST Workforce.
2. Take positive action to target young people in receipt of free school meals in our programmes, considering the organisational target, whilst balancing this against our commitment to targeting other characteristics impacted by the effect of inequalities.
3. Continue to monitor and take positive action on diversity of YST networks to support organisational decision-making processes.
4. Whilst acknowledging the ongoing challenges of characteristic data collection, consider collecting data at a level that allows monitoring and analysis of intersectionality which, currently, data from young people participating and young people/adults trained, doesn't allow us to do.
5. Consider/review alignment of disability question asked across delivery data as well as characteristic data from YST Leadership and Workforce.

2. Beneficiary Characteristics



Beneficiary Characteristics - Summary (1)

- ❑ The data overleaf includes characteristics of the following beneficiary groups involved in Youth Sport Trust programmes:
 - ❑ Young People Participating (392,741* in 23/24 for National and Targeted Programmes combined)
 - ❑ Young People Trained (15,673 in 23/24 for National and Targeted Programmes combined)
 - ❑ Practitioners Trained (9,253 in 23/24 for National and Targeted Programmes combined)
- ❑ Beneficiary data excludes participants of the School Games which is delivered on behalf of Sport England.
- ❑ The delivery work of the Youth Sport Trust centres around two key programme strands;
 - ❑ National programmes which are not targeted OR are targeted at broad groups, for example, the Barclays Girls' Football School Partnerships by England Football, which is a nationwide scheme to deliver mainstream football in schools for girls.
 - ❑ Targeted interventions which are highly targeted at specific groups of young people OR in specific geographic areas, identified based on greatest need.

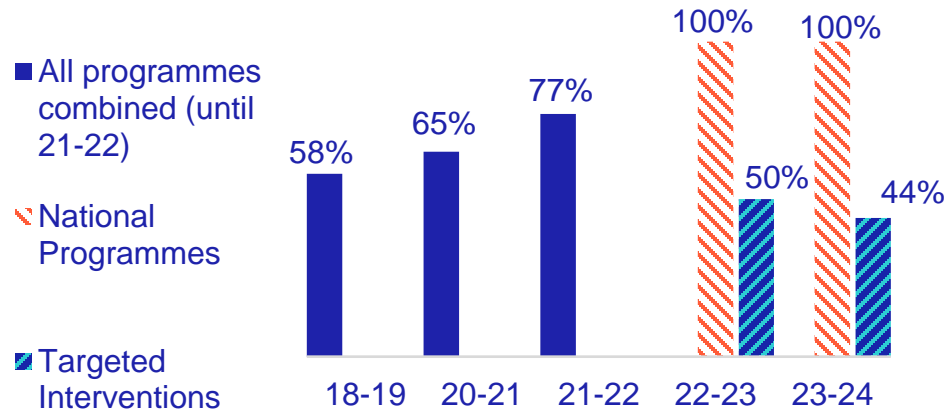
Beneficiary Characteristics - Summary (2)

- ❑ There was a slight reduction in the proportion of female beneficiaries for all YST programmes in 2023-24 (85%), compared with 2022-23 (90%) which was driven by a reduction in the proportion of female beneficiaries in YST Targeted Interventions in 2023-24 compared with 2022-23. Notably, where data from the girls' football programmes is removed the split between male and female beneficiaries is more equal.
- ❑ The proportion of those with SEND participating in and trained through all YST programmes in 2023-24 (18%) remains stable when compared with previous years and remains stable for both YST National Programmes and YST Targeted Interventions compared with 2022-23.
- ❑ There has been further increased engagement in beneficiaries from ethnic minority communities for all YST programmes in 2023-24 (36%) compared with 2022-23 (32%), including increases in proportions of those from ethnically diverse communities in both YST National Programmes and YST Targeted Interventions in 2023-24 compared with 2022-23.
- ❑ Engagement of those eligible for Free School Meals remains stable for all YST programmes in 2023-24 (23%) compared with previous years, likely driven by an increased proportion of beneficiaries eligible for Free School Meals in YST National Programmes in 2023-24 compared with 2022-23 but a decreased proportion of beneficiaries eligible for Free School Meals in YST Targeted Interventions in 2023-24 compared with 2022-23.

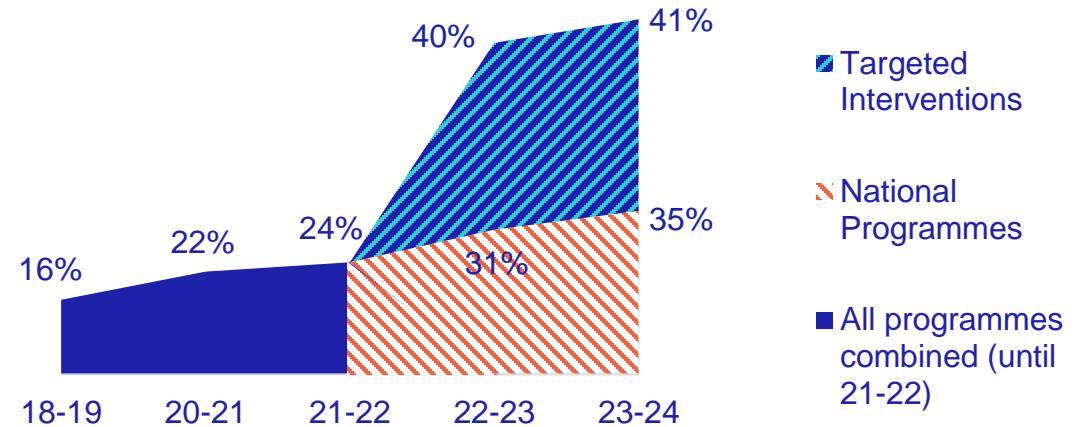
Beneficiary Characteristics

*Ethnically Diverse Communities includes all ethnicities other than 'White British, English, Northern Irish, Scottish or Welsh'

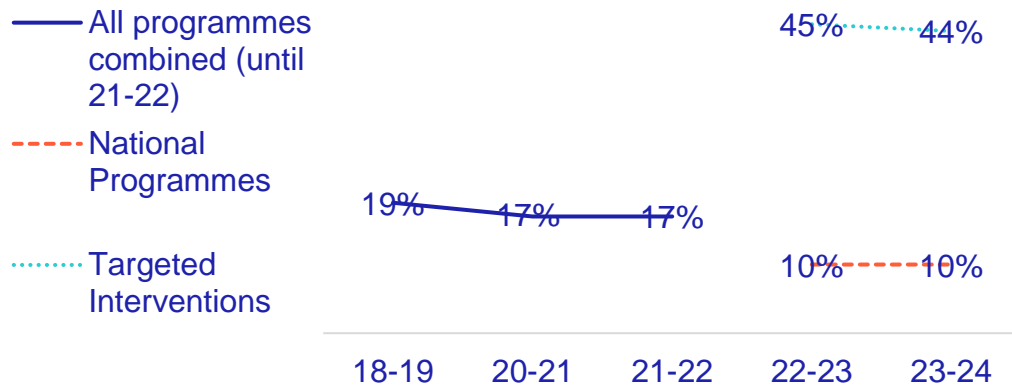
Female



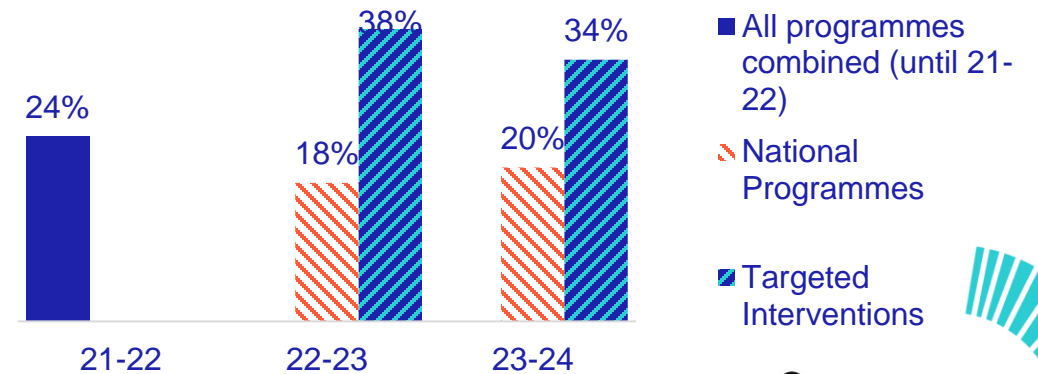
Ethnically Diverse Communities*



Special Educational Needs and Disabilities



Free School Meals



Note: Free School Meals data not available prior to 2021 – 2022 academic year

3. Leadership Characteristics

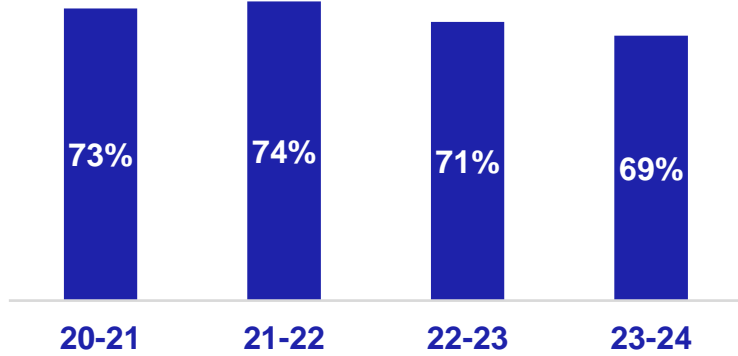
Leadership Characteristics - Summary

- ❑ The Leadership Characteristics data overleaf includes characteristics of Youth Sport Trust leadership including YST Board, Youth Board and SLT.
- ❑ There remains an over-representation of females to males across YST Leadership.
- ❑ Age groups of YST Leadership have been changed for 2023-24 to align with Census data, therefore it is challenging to compare with previous years' data.
- ❑ Representation of those with a disability or physical/mental long-term condition or illness remains stable but underrepresented compared with national averages for YST Leadership.
- ❑ There is good representation of those from Ethnically Diverse Communities across YST Leadership, which has increased over the past few years.
- ❑ Social Mobility (measured by the occupation of the main household earner at age 14) of YST Leadership remains largely unchanged from 2022-23, with the majority reporting either 'professional' or 'manual' occupations of the main household earners.
- ❑ 67% of the YST Board are either considered 'Industry Experts' in respect to equality, diversity and inclusion or have over 10 years' experience in advancing equality, diversity and inclusion.

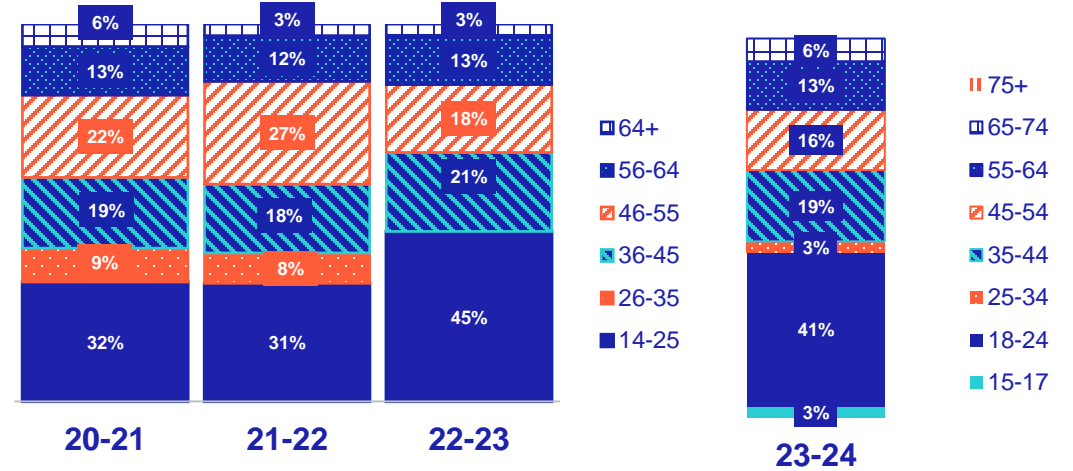


Leadership Characteristics (1)

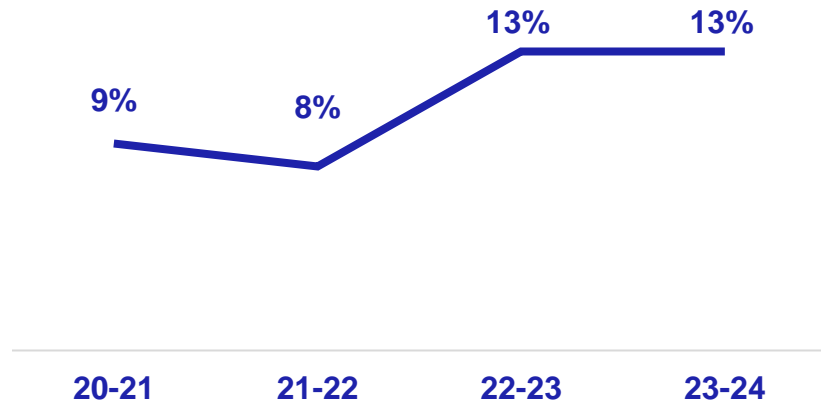
Female



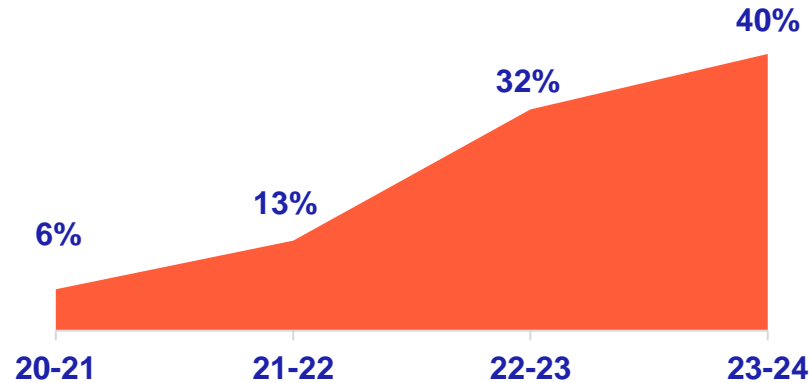
Age



Special Educational Needs and Disabilities



Ethnically Diverse Communities*



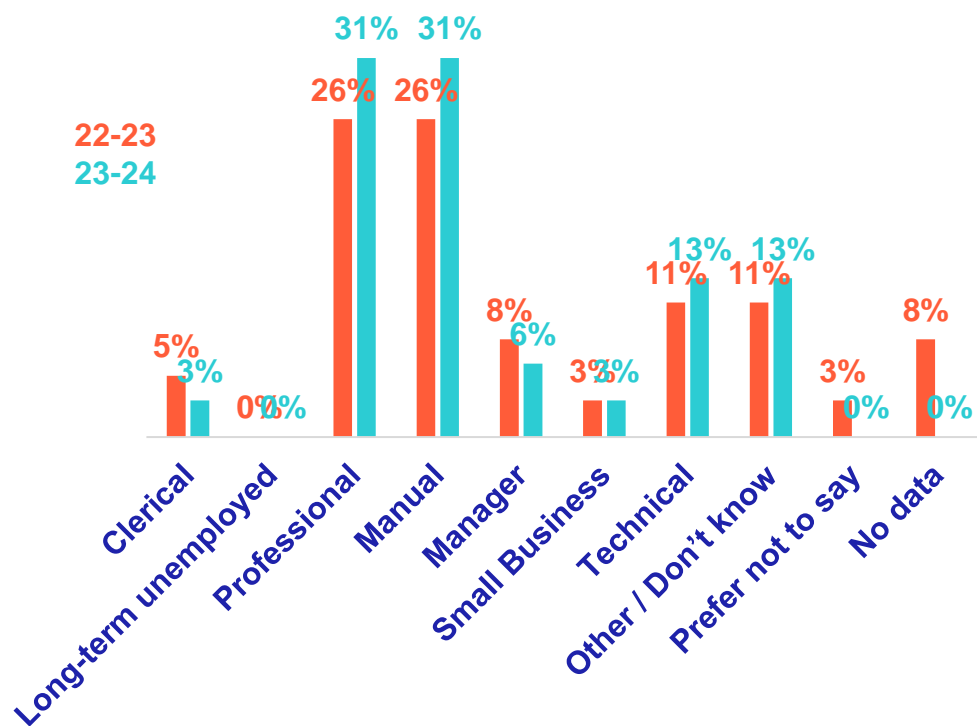
*Ethnic Minorities include all ethnicities other than 'White British, English, Northern Irish, Scottish or Welsh'

Note: YST Leadership ethnicity data for 2020-2021 did not characterise between 'White British' and 'White (not British)'



Leadership Characteristics (2)

Social Mobility



Note: Data collected on the occupation of the Main Household Earner at age 14.

67%

Of the YST Board are either considered 'Industry Experts' in respect to equality, diversity and inclusion or have over 10 years' experience in advancing equality, diversity and inclusion

4. Workforce Characteristics

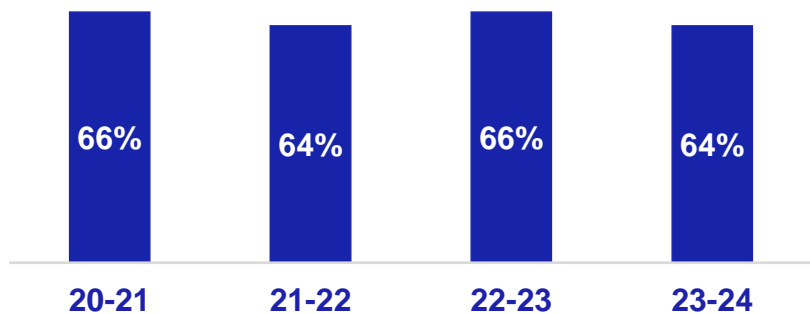
Workforce Characteristics - Summary

- ❑ The Workforce Characteristics data overleaf includes characteristics of Youth Sport Trust workforce including YST Employees and the Learning Academy.
- ❑ The proportion of females in the Youth Sport Trust Workforce remains above the national average at 64%. This is closely in line with charity sector average of 68% female*.
- ❑ Age groups of YST Leadership have been changed for 2023-24 to align with Census data, therefore it is challenging to compare with previous years' data, though the age profile of the Workforce remains older than Leadership due to the impact of the Youth Board. The majority of YST Employees are in the 35-44 age bracket.
- ❑ The proportion of the YST Workforce with SEND has marginally increased to 17% from 16% in 2022-23, though much of this proportion continues to be driven by the proportion of those with SEND in the YST Learning Academy.
- ❑ 19% of the YST Workforce is currently from Ethnic Minority Communities. When looking solely at YST Employees this falls to 14%. This is an area of required focus.
- ❑ Social Mobility (measured by the occupation of the main household earner at age 14) of YST Workforce remains largely unchanged from 2022-23, with the majority reporting either 'professional' or 'manager' occupations of the main household earners.
- ❑ The self-reported mean score for how confident employees feel in their EDI (Equality, Disability and Inclusion) skills and knowledge has increased from 4.0 in 21-22 to 4.5 in 2023-24.

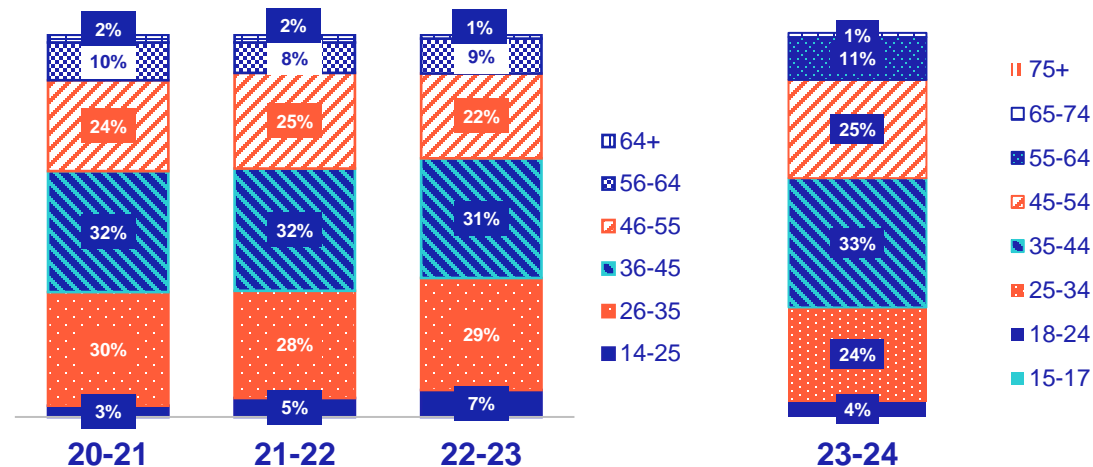
*<https://www.probonoeconomics.com/women-in-charities>

Workforce Characteristics (1)

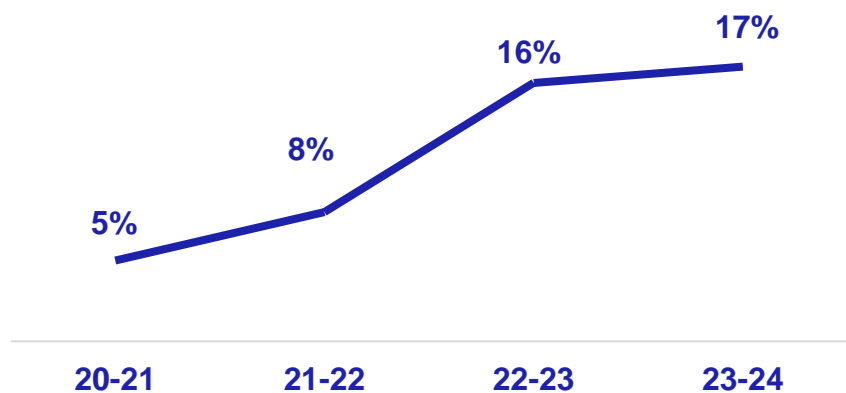
Female



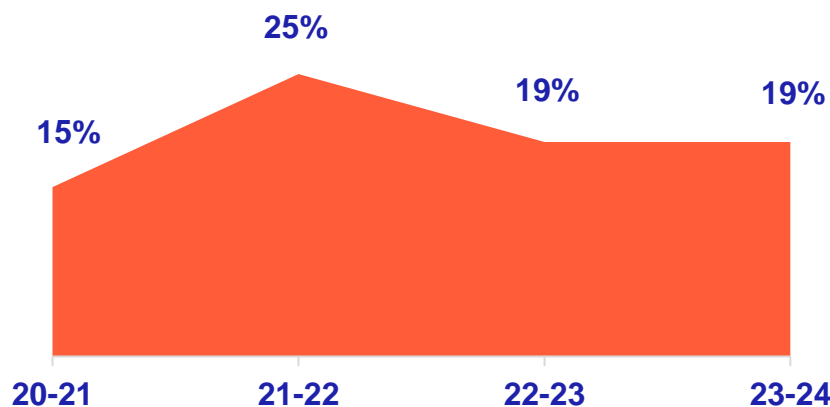
Age



Special Educational Needs and Disabilities



Ethnically Diverse Communities*

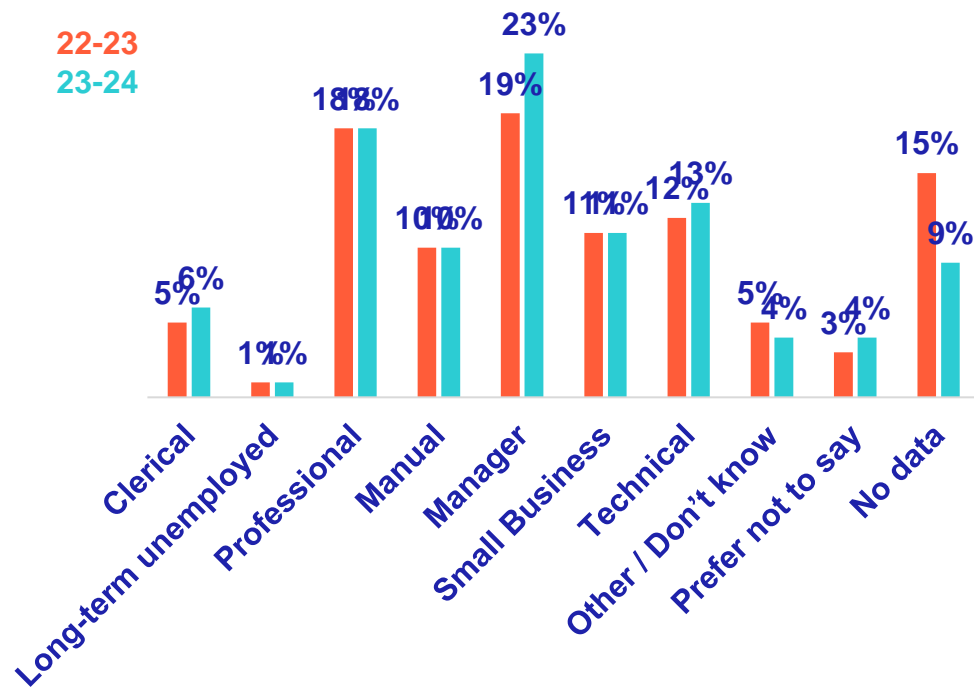


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Note: YST Leadership ethnicity data for 2020-2021 did not characterise between 'White British' and 'White (not British)'

Workforce Characteristics (2)

Social Mobility



Note: Data collected on the occupation of the Main Household Earner at age 14.

How confident are you in your EDI (Equality, Disability and Inclusion) skills and knowledge?

4.5

Mean score out of 6* (compared with 4.0 in 21-22)

Note: Data collected on self-assessment around YST Diversity & Inclusion is self-reported by YST Workforce.

How valued and respected do you feel when working at the Youth Sport Trust?

5.1

Mean score out of 6*

Diversity Inclusion Action Plan

Overview

- ❑ To drive forward continuous improvement, the Youth Sport Trust has identified four focus areas for action which are outlined below. The organisation has developed the following three-year action plan aligned to these four areas which will be reviewed, in partnership with staff and key stakeholders, at the end of 2025.
- ❑ You can find out more about these focus areas and the key activities under each area in our [Diversity and Inclusion Action Plan 2022-2025](#).

Secure diversity in our decision making	Ensure everyone feels welcomed, safe, valued, and respected (genuinely included) when working for and with the Youth Sport Trust	Strengthen inclusive practice in all aspects of our delivery and ensure services support those most in need	Champion EDI and advocate and collaborate with others to tackle inequalities that exist within sport and wider society
<p><i>Our success measures</i></p> <ul style="list-style-type: none">❑ Youth Sport Trust leadership, and key decision making forums, are more reflective of society❑ Demonstrated through diversity metric monitoring.	<p><i>Our success measures</i></p> <ul style="list-style-type: none">❑ Our employees and wider workforce tell us they feel valued, respected and can confidently escalate any concerns that they may have❑ Demonstrated through annual employee survey, staff reviews and learning academy feedback.	<p><i>Our success measures</i></p> <ul style="list-style-type: none">❑ Youth Sport Trust continuously works to advance equality of opportunity across protected characteristic groups through our service provision and ensures positive action is taken to address identified under representation and inequality❑ Demonstrated through Equality Impact Assessments, targeted interventions and programme evaluations.	<p><i>Our success measures</i></p> <ul style="list-style-type: none">❑ Youth Sport Trust remains a valued, knowledgeable and influential sector partner❑ Demonstrated through the evaluation by Sport England of our System Partner Role, changing practice in our extended networks, successful influence of national policy and practice, and effectiveness and reach of our communications activity.

Diversity Inclusion Action Plan

Key Achievements 2023-24 (1)

We are firmly committed to ensure Equality Diversity and Inclusion (EDI) is placed at the very heart of our organisation and decision making. Whilst there are still significant steps to take to address the inequalities that clearly exist in sport and wider society, we are also proud of the progress we have made during 2023/24. Some key achievements have included:

- ❑ In December 2023, independent review and approval by Sport England and UK Sport of our Diversity and Inclusion Action Plan and working practices ensuring YST successfully adheres to the UK Code of Governance for Sport.
- ❑ Partnership with Inclusive Employers to undertake an independent audit and development of an associated action plan, in relation to strengthening our Recruitment and Selection processes to widen access.
- ❑ Review and updating of YST policies and reporting procedures in line with the new duty under the Equality Act 2010, that requires employers to take “reasonable steps” to prevent sexual harassment of their employees. YST staff, line managers have undertaken training and development.
- ❑ Development and piloting of a YST Inclusion Passport, which helps ensure that staff have access to an inclusive working environment and culture, with consideration for any necessary workplace adjustments, that allows them to perform at their best.
- ❑ Accessible Communications Training in partnership with Activity Alliance which has led to positive changes in our working practices and increased accessibility of resources.

Diversity Inclusion Action Plan

Key Achievements 2023-24 (2)

- ❑ New equality impact assessments on how we carry out of research and insight functions and design the delivery of our programmes.
- ❑ Setting of organisational targets to help ensure our services reach more young people from ‘low income families’.
- ❑ New investment into targeted positive action programmes to help tackle race inequality and secure youth voice in the governance and leadership of sport and physical education.
 - ❑ [Unified Action – Diversifying Sports Governance Framework](#)
 - ❑ [Leadership Development Programme for PE Leaders](#)
- ❑ Continuous investment into a wide range of existing positive action programmes including Inclusion 2024, Girls Active, FA Girls’ Football in School programme, Fit for Girls, Boys Active, and Set for Success. You can read more about our targeted interventions through our [Impact Report](#) .
- ❑ Work with National Sports Councils Equality Group in partnership with Sports Structures to pilot “celebrating inclusion” within the Moving to Inclusion Framework which is an organisational self-review and continuous improvement tool. YST was independently reviewed and requested to share best practice relating to the Culture and Leadership pillars of the framework.