

Youth Sport Trust Diversity Profile Report

December 2023

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

1. 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:
 - Reviewing plans for future delivery to increase representation of young people with SEND and young people from ethnically diverse communities participating and/or trained in YST programmes
 - Targeting work in Growth Areas and driving change in national programmes through school and student recruitment to increase representation of young people from lower socioeconomic backgrounds
 - Continuing to explore, understand and innovate developing interventions designed to remove the barriers to participation and close the gaps created by inequality
 - Continuing to apply a range of methods to increase the diversity of the YST executive team through future recruitment
 - Continuing efforts to increase the diversity of YST Employees
 - Addressing gaps in data to ensure accurate monitoring and demonstration of equality, diversity and inclusion across the organisation
 - Inviting a Board discussion on perceptions of their ability to provide a diverse range of views and opinions.

Our commitment cont

2. The YST will make public its diversity profile and update this on an annual basis
3. Continue to work together to create a system that helps make the process of collecting, collating, analysing and presenting/publishing the presented characteristic data as efficient and as accurate as possible
4. Establish a consistent annual timeline to ensure that the collation and analysis of characteristic data allows the update and publication of the YST Diversity Profile in line with the YST Impact Report in December of each year
5. Ensure disability/SEND and age data aligns with the Census dataset to allow with more accurate comparison with national-level data
6. Continue to take direct positive action, with regular (yearly) monitoring in relation to workforce representation across all protected characteristics
7. Continue to gain insight from our service users (including young people and adults), and listen to all staff, using this insight to better both our research and practice
8. Continue to invest in positive action interventions that target underrepresented groups, which will enable YST to target young people from all characteristic groups that align to strategic priorities
9. Review and strengthen our recruitment and selection processes to strengthen the diversity of our workforce and ensure we present ourselves as a truly Inclusive Employer.

2. Beneficiary characteristic data

Beneficiary characteristics summary

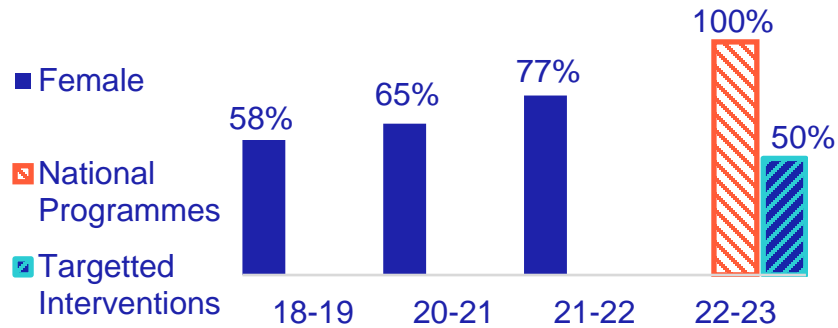
- ❑ The data overleaf includes characteristics of the following beneficiary groups involved in Youth Sport Trust programmes:
 - ❑ Young People Participating (144,430 in 22/23)
 - ❑ Young People Trained (12,491 in 22/23)
 - ❑ Practitioners Trained (8,612 in 22/23) *Data for 18-19 does not include Practitioners Trained due to insufficient data collected.*
- ❑ 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 targetted OR are targetted 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.
 - ❑ Targetted interventions which are highly targeted at specific groups of young people OR in specific geographic areas, identified based on greatest need.

Beneficiary characteristics summary cont

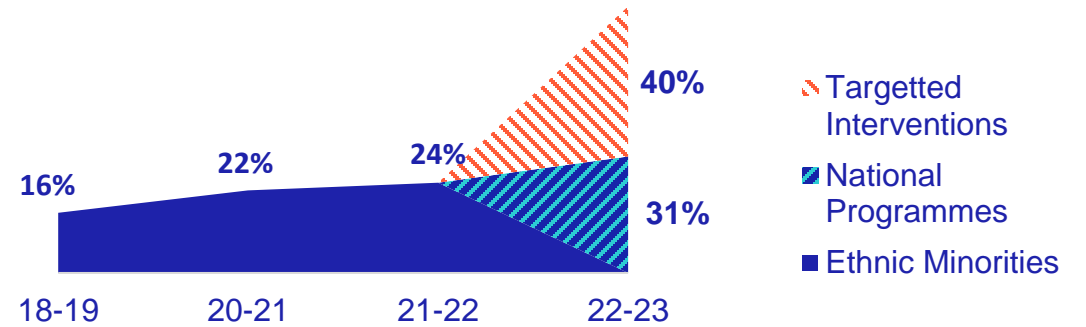
- ❑ Caution should be taken when looking at aggregate beneficiary data as a whole. For example, there has been increased engagement from female beneficiaries of YST programmes in 2022-23, however where the data from the girls' football programmes is removed, the split is 50:50 Female to Male.
- ❑ Similarly, where the YST targets interventions, for the 2022/2023 academic year the proportion of beneficiaries eligible for free school meals sat at 38% (versus 18% for national programmes). The charity has an ambition for 50% of beneficiaries to be recipients of free school meals.
- ❑ The proportion of young people with SEND participating in and trained through YST programmes in 2022-23 has dropped slightly from 17% to 16%. This figure is heavily skewed again by national programmes that have significant reach but are not targeted to underserved communities.
- ❑ Year on year, there has been increased engagement in beneficiaries from ethnic minority communities in 2022-23 across all programmes from 24% last year to 32%.

Beneficiary characteristics

Female

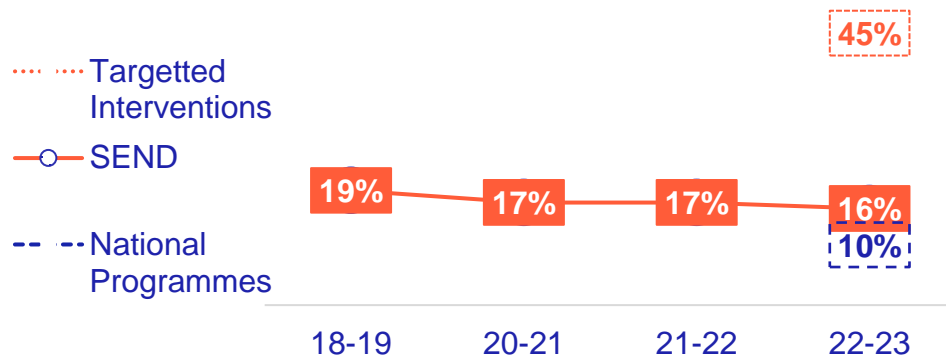


Ethnic Minority Communities*

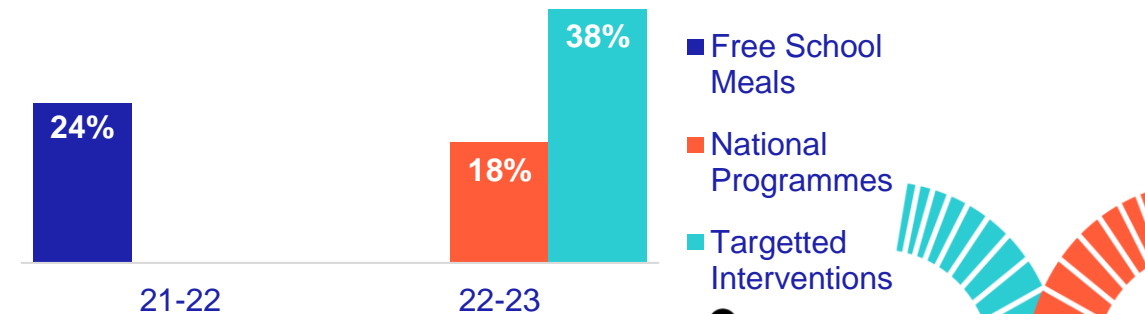


*Ethnic Minorities includes all ethnicities other than 'White British, English, Northern Irish, Scottish or Welsh'

Special Educational Needs and Disabilities



Free School Meals



Free School Meals data not available
Pre 2021 – 2022 academic year

3. Leadership characteristic data

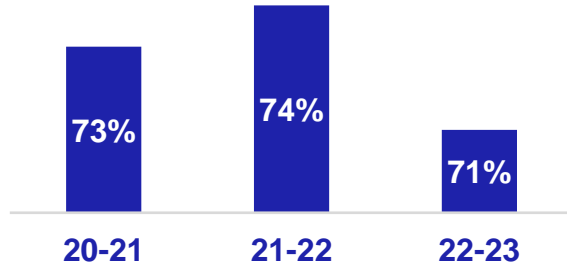
Leadership characteristics summary

- ❑ The data overleaf includes characteristics of Youth Sport Trust leadership including: the YST Youth Board (16) YST Trustees (12) and the Senior Leadership Team (10).
- ❑ The female-to-male gender split of the Youth Sport Trust leadership is above the national average at 71% (versus 51% pop ave). This also sits above the charity sector average of 68% female*
- ❑ The age profile the leadership of the Youth Sport Trust is skewed by the Youth Board which outnumber the trustee group and are all under age 25.
- ❑ The proportion of leaders with SEND is 13% versus the national population average of 17%. Within our Youth Board leaders, the proportion with SEND is higher at 25%. However, the question posed differs to the question asked in the Census dataset and therefore, comparisons with national level should be made with caution.
- ❑ The proportion of leaders from ethnic minority communities within Youth Sport Trust has grown in the last academic year and now sits a 34% in comparison to the population average of 26%. The current diversity of our Youth Board and our trustee group are 56% and 58% ethnic minority, respectively.
- ❑ The collection of Social Mobility data demonstrates a point-in-time and baseline measure of diversity in social mobility across the YST Workforce and Board.
- ❑ 92% of trustees agree that they are satisfied that procedures for recruitment and appointment are designed to ensure inclusion and encourage a diverse workforce.

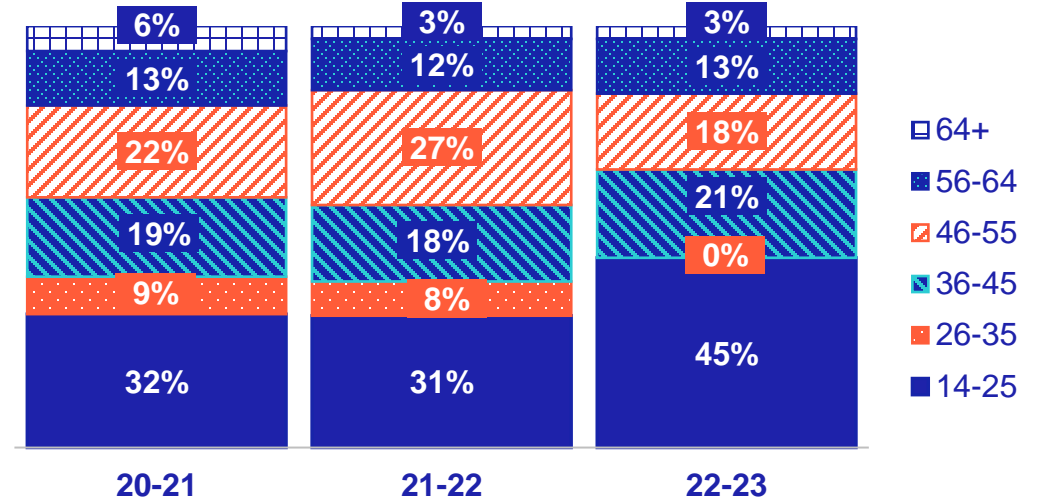


Leadership characteristics part 1

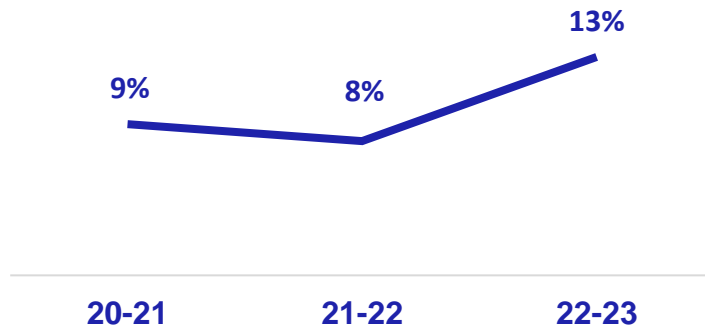
Female



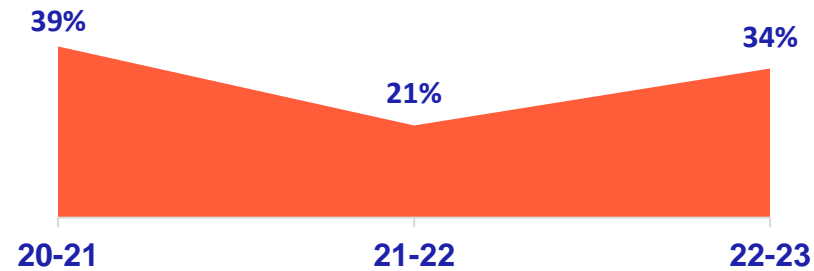
Age



Special Educational Needs and Disabilities



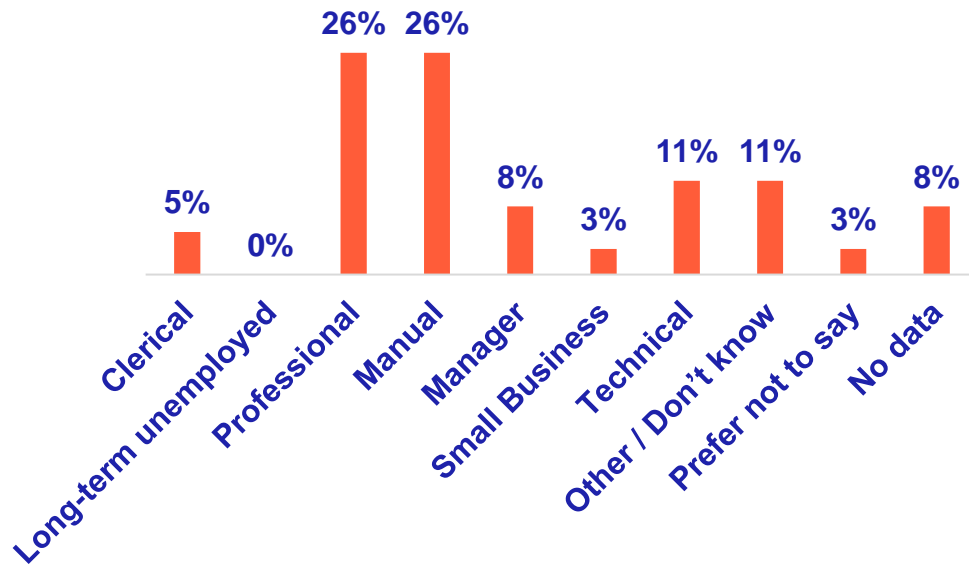
Ethnic Minority Communities*



Leadership characteristics part 2

*The Appraisal Data – Diversity & Inclusion is Self-Reported by YST Trustees only (22-23)

Social Mobility



Data collected on the occupation of the Main Household Earner at age 14.
Data only available for the 2022/23 academic year.

The Board ensures that diversity and inclusion are integral to the objects and strategy of the charity.

75%
strongly agree*

The Board is satisfied that procedures for recruitment and appointment are designed to ensure inclusion and encourage a diverse workforce.

92%
strongly agree*

4. Workforce characteristic data

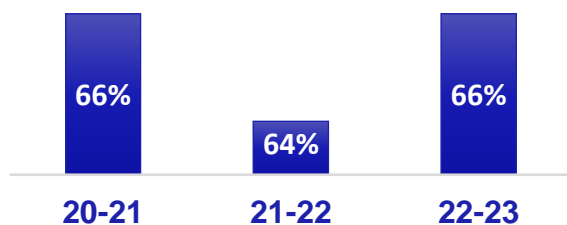
Workforce characteristics summary

- ❑ The workforce data overleaf includes characteristics of Youth Sport Trust workforce including: Employees (112) and the Learning Academy (117)
- ❑ The female-to-male gender split of the Youth Sport Trust workforce is above the national average at 66%. This is closely in line with charity sector average of 68% female*
- ❑ The age profile of the workforce is older than leadership due to the impact of the Youth Board. The majority of employees in the 26-45 age bracket.
- ❑ 24% of the workforce is currently from Ethnic Minority Communities. When looking solely at direct employees this falls to 18%. This is below the national average of 26% and is an area of required focus.
- ❑ The % of the workforce with SEND has increased in recent years with 5% of employees (up from 1% in 21-22) and 25% of the learning academy (up from 15% in 21-22) considered as having a disability as defined by the Equality Act 2010.
- ❑ 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 4.4 in 22-23.

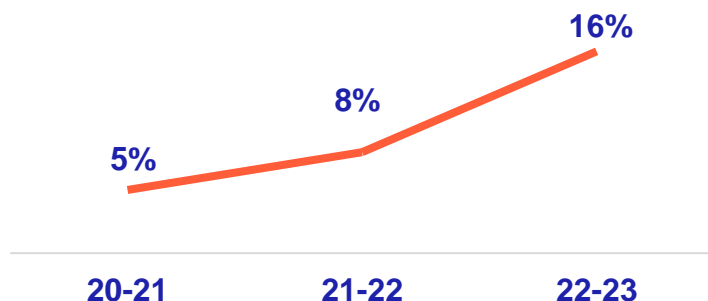
*<https://www.probonoeconomics.com/women-in-charities>

Workforce characteristics part 1

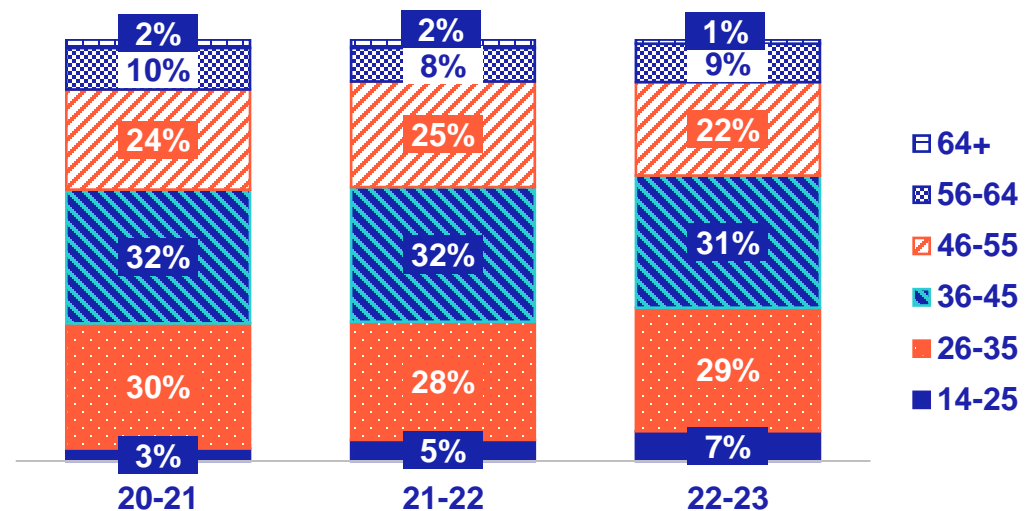
Female



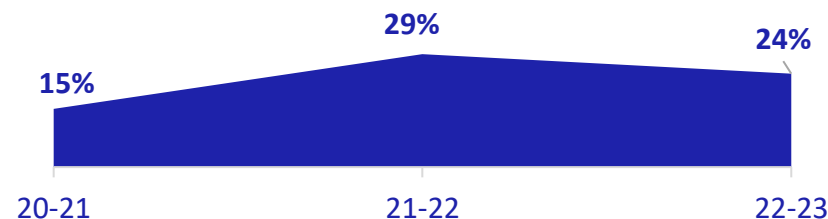
Special Educational Needs and Disabilities



Age



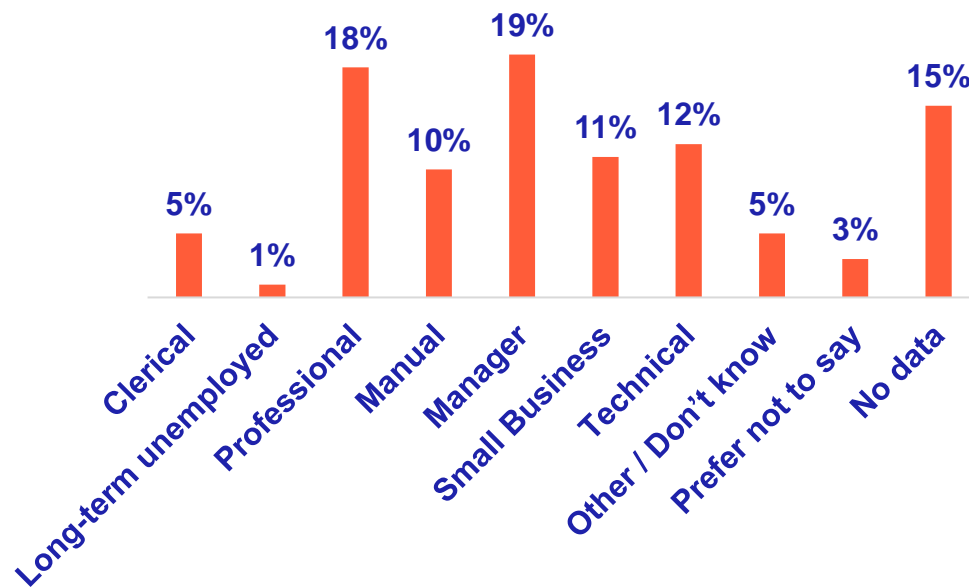
Ethnic Minority Communities*



Workforce characteristics part 2

*The Appraisal Data – Diversity & Inclusion is Self-Reported by YST Employees.

Social Mobility



Data collected on the occupation of the Main Household Earner at age 14.
Data only available for the 2022/23 academic year.

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

4.4

Mean score out of 6*

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

- ❑ 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

Our success measures

- ▣ Youth Sport Trust leadership, and key decision making forums, are more reflective of society
- ▣ Demonstrated through diversity metric monitoring.

Ensure everyone feels welcomed, safe, valued, and respected (genuinely included) when working for and with the Youth Sport Trust

Our success measures

- ▣ 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.

Strengthen inclusive practice in all aspects of our delivery and ensure services support those most in need

Our success measures

- ▣ 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.

Champion EDI and advocate and collaborate with others to tackle inequalities that exist within sport and wider society

Our success measures

- ▣ 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.