



CHANGING **SPORT**
STRENGTHENING **COMMUNITIES**
TRANSFORMING **LIVES**

CHAIR

level=



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ABOUT STREETGAMES

StreetGames was founded in 2005 and launched in 2007 to mobilise the power of sport to transform the lives of children and young people from disadvantaged communities. Our vision is for healthier, safer and more successful communities through sport. StreetGames is an equity organisation, we are unashamedly on the side of children and young people with little or no money. We are the people beside the people who are transforming lives and strengthening communities through sport and physical activity.

A System Partner to Sport England and a National Partner to Sport Wales, we support and champion an ever-growing values-aligned network of over 1600 locally trusted organisations in the most deprived parts of the UK. These local, autonomous organisations provide sport on the doorstep, breaking down barriers to access and supporting young people to develop the foundations of a lifelong sporting habit. Our Ten-Year Vision: Active for Today and Tomorrow, sets out our strategic direction and End Game. We operate from national to local, influencing and advocating on behalf of our beneficiaries and providing the support that is needed by organisations at the frontline in communities.

This year StreetGames expects a turnover of just under £9 million and we have a staff base of c.90 employees.

StreetGames most recently filed annual report and accounts can be found [here](#)



OUR VALUES

We hold a set of shared values, through the community of talented people, who work for StreetGames. We hold each other accountable to these values and ensure that we live our values when working with external partners and/or young people.

We are:



People-centred

People are at the heart of everything we do



Passionate

We are passionate about making a difference for children and young people living in low-income, underserved communities



Positive

We are positive in our approach to every area of our work. We back ourselves to find solutions even when things are challenging.



Pragmatic

We are pragmatic about the approaches we must take to tackle the inequalities for young people living in low-income, underserved communities: the world is not perfectly designed, and we find a way.



Courageous

We are courageous in our approach to creating change. We positively disrupt and challenge in the pursuit of our mission.

OUR COMMITMENTS



Respecting Everyone

Valuing every member of our workplace community, treating each other as equals and with kindness.



Being Inclusive

Celebrating the diversity in our workplace community, valuing each others' experiences, skills, expertise, preferences and thoughts.



Being Team Players

Being reliable for each other. Supporting one another to achieve. Creating an environment where people feel included and empowered, and can be creative and supported on their StreetGames journey.



Being Collaborative

Working with others, seeking to utilise the skills and expertise of many. Sharing our learning, ideas, and listening, we achieve the best outcomes for community organisations and young people.



Learning Together

Embracing critical thinking, celebrating success, and encouraging challenge whilst drawing on our learning and then applying our understanding so we can make the most significant impact on young people through Doorstep Sport together.



Acting with Integrity

Championing the highest organisational standards. Being greatly aware of our accountability and responsibility. Doing what we say we will do and holding ourselves and each other to high standards.



Being Agile

By being curious, thinking flexibly and creatively and seeking new opportunities, we pro-actively adapt and provide meaningful support when these new opportunities arise.



Being the People Beside the People

Making decisions in the best interest of the community organisations and the young people we support and represent so they reap the benefits of Doorstep Sport.

StreetGames is a special place to work. Our workplace is a community of talented people who work in innovative and co-productive ways. How we work together reflects a commitment we make to each other. **We are committed to:**

FAIRNESS, DIVERSITY EQUALITY & INCLUSION

StreetGames is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer or member receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexuality or political belief.

StreetGames is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all employees and volunteers to share this commitment.

We do not want recruitment for diversity to simply be a tick box exercise at StreetGames, it is the right thing to do and the smartest way for us to do our business. This drives our desire to partner with level= to ensure fairness within our recruitment process by creating a level playing field for all. A fully debiased hiring process will enable us to be representative of the society we serve, and creating a diverse team is in the best interest of our members, partners and other stakeholders.

MORE INFORMATION

If you'd like to know more about StreetGames please visit our website:

www.streetgames.org

About StreetGames and Doorstep Sport:

[Watch our video here.](#)



JOB DESCRIPTION

Job Title: Chair

Location: StreetGames Headquarters are in Manchester. Governance Board meetings take place online, and three Board Awaydays are held in-person, currently one in each of London, Cardiff and Manchester per annum.

Salary: Unremunerated (out-of-pocket expenses paid)

The Chair will steer three online Board meetings and three in-person awaydays per year. They will steer the online 4 Chairs Committee four times per year. Time will be spent working with the Chief Executive and other relevant members of the Executive team on aspects of governance and strategic development.

The Chair will also be asked to attend relevant fundraising or significant operational events, including the annual Full Staff Gathering and front-facing events with local organisations, funders and other key stakeholders.

The Chair is appointed for an initial period of 4 years but is eligible for election for one further term of office of 4 years. The vacancy has arisen because the outgoing Chair, John Cove, will have completed two full terms of office in October 2025.

Reasonable out-of-pocket expenses will be paid for all travel, subsistence and accommodation connected to the role.

The rapidly changing external environment for the organisation will offer the successful candidate an exciting opportunity to play their part in breaking down the barriers to access and unlocking the potential of sport to change thousands of young lives across the UK. All of this change requires clarity, commitment, resilience and the ability to engage with and excite all our stakeholders. We have a passionate and diverse set of partners, and together we can create amazing opportunities for young people.

The successful candidate will bring a firsthand understanding of the public policy landscape as it impacts upon disadvantaged young people. They will have a personal belief in and commitment to the power and potential of sport to change the lives of young people. They will share the charity's values. We are People-Centred, Passionate, Positive, Pragmatic and Courageous.

Our new Chair will inherit a thriving organisation with a high performing staff team. They will have a background in being a Board leader, able to ensure exceptional collective governance in a dynamic, complex and rapidly changing environment.

DUTIES & RESPONSIBILITIES



The Chair will drive the Board of twelve trustees that meets three times per year for online governance meetings and three times per year in-person for strategy review and development purposes. The main sub-committees: Finance & Resources, Fundraising & Communications, the Audit & Risk Committee and the 4 Chairs Committee, meet online four times per year.

The Chair will provide inclusive leadership for the Board, encouraging participation in decision-making by all trustees, as it fulfils its governance duties and responsibilities towards StreetGames, including:

- Setting vision, values, mission, strategy and high-level policy in collaboration with the Executive and in accordance with charity regulations and the governing document.
- Monitoring performance against established strategic plans and targets.
- Ensuring fiscal oversight and securing ongoing financial sustainability.
- Safeguarding the organisation's culture, reputation, values and beneficiaries.
- Ensuring all organisational activities comply with applicable regulations and the law.
- Identifying and reviewing major risks and ensuring provision for StreetGames to respond appropriately.
- Appointing and managing the Chief Executive.
- Organising and directing Board development activities, such as annual trustee reviews and Board and Committee self-assessments.
- Delegating the above duties appropriately.

Person Specification:

- Excellent communication skills.
- Able to command the respect of senior figures within sport and other contiguous sectors.
- Understanding of the management of a values-led, charitable organisation.
- Understanding of the value of sport to young lives.
- Understanding and knowledge of the legal duties, responsibilities and liabilities of Trusteeship.
- Good, independent judgement.
- Willingness to put time and effort into the Chair role.
- Able to lead in a way that enables participation by all trustees in collective decision-making.
- Able to build respect and trust with Board Trustees and the Executive team.
- Able to bring clarity and to handle contentious issues.

DUTIES & RESPONSIBILITIES (CONT.)



Personal qualities:

- Commitment to visibly championing the mission and values of StreetGames.
- Commitment to Equity, Equality, Diversity, Inclusion and Belonging.
- Impartiality, curiosity, fairness and confidentiality.
- Willingness to speak their mind.
- Tact and diplomacy.
- Empowering with respect for others.
- Willingness to learn new skills and take on new perspectives.
- Good sense of humour

Experience:

- Previous background in Chairing (desirable but not essential).
- Previous senior leadership position in a complex organisation.
- A background working in trusteeship/committee work.

Time Commitment:

The Chair will steer three online Board meetings and three in-person awaydays per year. They will steer the online 4 Chairs Committee four times per year. Time will be spent working with the Chief Executive and other relevant members of the Executive team on aspects of governance and strategic development.

Governance meetings typically last 90 minutes, while awaydays usually run from 9:00am to 4:00pm. Away Days often include an optional social meal and visit to the LTO the evening before. 4 Chairs meetings generally last one hour.

The Chair will also be asked to attend relevant fundraising or significant operational events, including the annual Full Staff Gathering and front-facing events with local organisations, funders and other key stakeholders.

Additional Information:

Interviews will take place in February 2025. StreetGames use an interview carousel approach that enable candidates to meet different people from across the organisation.

The period of office begins in October 2025. We plan to have a 'Chair Designate' handover period involving the current and incoming Chair between the point of selection and formally taking up the role.

It would be ideal if the successful candidate could attend the May Board Away Day on the 20th in Cardiff.

To view a webinar video featuring the current Chair of SteetGames discussing the role please [click here](#).

THE LEVEL= PROCESS

StreetGames are delighted to partner with level=, a consciously inclusive talent acquisition solution, to ensure fairness within the recruitment process by creating a level playing field for all to be treated as 'level equals'.

The level= hiring process is robust, researched and reliable, meaning your job search will be supported in an inclusive and fair way. This uses a different approach than the traditional application methods – this is because traditional processes (like standard CV screening) can lead to biased decisions. The level= process helps to eliminate bias from the application process. Find out how to apply to see how this works...



Attract



Apply



Assess



Interview



Hire/Reject



Aftercare

HOW TO APPLY

Getting started

You'll be asked for your contact details and provided with a unique application link by email that you can use to access your application at any time.

Tell us about yourself

You'll begin the application by giving us some information about yourself including your name, contact number and any other information that may be part of the criteria for the role. You'll also be asked to complete an anonymous Equal Opportunities questionnaire, including gender identity, age, ethnicity, disability status and socioeconomic status. This helps to assist organisations in learning how to attract and hire the best and most diverse candidates. It also helps to ensure hiring is as fair as possible.

These questions are asked upfront so that organisations can analyse whether there are stages in the application process where candidates of particular groups are likely to drop out, and therefore assist in improving the process for all. These questions are designed to help organisations learn about multiple dimensions of diversity on an aggregated and anonymised basis, (so the data isn't identifiable to you as a candidate), but you do have the option to skip these questions if you'd prefer.

Work sample tasks

You will then be asked to complete work sample questions, instead of subjecting your CV to screening.

Evidence shows that CVs are a poor indicator of performance and allow bias to affect choices when it comes to reviewing applications. These questions ensure that your application isn't subject to bias in the review process, and looks to assess whether you'd be a good fit at the organisation to which you are applying. Your answers are reviewed and assessed by a diverse panel using a defined review guide focusing on skills that are important to the job.

Work samples are job-specific questions that test candidates on the skills needed to succeed in the role and are reflective of what the job actually entails.

Four methods are used to systematically remove bias from reviewing process:

- 1. anonymisation** – removing all personally identifiable information from an application.
- 2. chunking** – cutting each application into chunks and then comparing them across candidates, rather than reviewing an entire application in one go.
- 3. randomisation** – jumbling up the order in which chunks are evaluated so that order effects are averaged out
- 4. wisdom of the crowd** – getting more than one person to review each chunk helps to average out subjectivity for a more accurate assessment of merit

HOW TO APPLY

Structured interview

Once your application is submitted, the hiring team will review and inform you via email whether you have been successful in progressing to the next stage. If you are successful, you'll attend a structured interview, where the hiring manager will recreate workplace scenarios and forward-looking questions focused on potential. A structured interview means that all candidates are asked the same questions, in the same order. This makes interviews more uniform and allows employers to objectively compare candidates, enabling hiring managers to identify who meets the criteria and who doesn't.

Candidate feedback

Throughout the process, you'll be provided with automated, personal feedback, which shows how you performed on each of the skills you were tested on. Even if you don't get the job, it helps to highlight skills that you may need to develop, and can help you to determine the type(s) of roles that might not be the right fit for you. If you are successful in securing the role, level= will be in touch with a formal offer, and to answer any questions you may have. Whether you are successful or not, you will have the opportunity to provide feedback on your experience, so that we can assist with any further questions you may have, and help level= improve their service.

What happens next?

If you would like to apply for the role, please follow the link provided to you by the level= team, or visit levelequals.com.

If you have any questions, please feel free to contact level= using the details on the next page.

The Chair of the Nominations Panel and/or the Chief Executive are available for informal telephone consultations. A suitable time will be arranged upon request to Emma.Rodell@streetgames.org

If you require any accommodations for the interview process that you would like us to be aware of, please also let us know.

Closing date for applications: Wednesday 19th February 2025 at midday.

Closing date for work sample submission: Thursday 20th February 2025 at midnight.

Preparatory Virtual Session for shortlisted candidates: TBC.

First Stage in-person interview: TBC.

Contact us?

E: hello@levelequals.com

T: 020 8159 8656

W: www.levelequals.com

APPLY NOW





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