

Top tips to encourage equality and inclusion with children and young people

1. Representation of young people: not all work is specific and targeted, but it is still crucial that your young people are representative of the community you are in. You need to connect with a variety of community led organisations to reach children and young people from their diverse community. Whether that be with religious organisations, via social care or educational settings, you must go to underrepresented young people, don't expect them to come to you.
2. Representation of staff: "you cannot be, what you cannot see". Underrepresented young people often do not feel they have a place because they don't see people "like them". Make sure your staff team are representative of the community you are in.
3. Think about the barriers young people have: Many young people have numerous commitments. You need to ensure your group is at a time they can attend, in a place they can attend, and is cheap enough for them to attend, including transport costs. Also, factor in the diverse lifestyles young people may have and the circumstances they are in.
4. Support your staff: Equality and diversity is more than a tick box exercise, make sure your staff are knowledgeable and professionally informed about the diversity amongst children and young people. GM Moving has a range of partners to deliver training courses in protected characteristics and circumstances of young people.
5. Rules and repercussions: From the moment you employ staff there need to be clear rules in regards to how young people are treated. If there is a deficit in knowledge and understanding ensure fast and professional development is given to staff; it's the law.
6. Inspire: Every young person should feel inspired to participate in your group, it is important that young people feel their voice can be heard and they can challenge what they feel is unfair.
7. Celebrate similarities and difference: young people from different backgrounds will know their differences but you must celebrate them as a positive, and find the commonality between young people and their enjoyment. Express positive interest in diverse cultures.
8. Use open data: GM Moving and GreaterSport has data and insight for each borough and the deficits in participation with children and young people. Use it to plan targeted work and leave a lasting legacy.
9. Sport is a tool: Young people may not have engaged in sport and movement but are engaged in other groups. Use your skills to encourage the benefits of movement for health and wellbeing. Young people shouldn't be considered "hard to reach" if you make the effort to reach them.
10. Change your language: GM Moving has a preferred term language list to empower diverse communities and ditch negative labels. When you're recruiting young people make sure you empower their identity, as they are the experts of being themselves.