

NATIONAL SATURDAY CLUB

Equality, Diversity and Inclusion

Introduction

Lucy Kennedy, CEO

The Saturday Club Trust places diversity at the heart of the National Saturday Club programme, as a fundamental element of creativity and innovation. It is through collaboration, diversity of ideas and innovation that collectively we will overcome the global challenges facing young people today. Diversity fosters innovation and we require a diverse and fulfilled workforce with diverse ideas and experiences, working in a transdisciplinary way to thrive in the face of change.

Many industries we work with speak about the challenges of achieving diversity particularly at the initial stages of recruitment in entry level jobs, and so often, positive interventions in young people's learning journey, their introduction to future career pathways and further study, happen too late to achieve real impact on their future. The Trust's vision is to achieve genuine reach for the National Saturday Club programme, so that every 13-16 year old has the opportunity to take part, across all communities without barriers, to widen participation and go some way to address the impacts of inequality in education and experience early on.

In this way, we can deliver on our mission to enable young people to benefit from a transformative, creative learning experience, providing them with an independent space and the freedom to explore ideas and grow in confidence and wellbeing. We work with our industry and cultural partners to support young people to explore the breadth of opportunities open to them and the pathways they could take in further education, higher education and future careers.

This requires all organisations involved in the National Saturday Club network to challenge themselves, to put diversity and inclusion at the heart of the way they engage with young people from the beginning, but also the way they communicate and the way they introduce ideas and educate. As a growing organisation, we are not complacent, there is much work to do and we continue

to evaluate, review and update our practices and approaches across the whole network.

Equal Opportunity Policy:

The Saturday Club Trust is fully committed to equality and diversity throughout the organisation including the delivery of the National Saturday Club programme, in compliance with the Equality Act 2010.

The Saturday Club Trust has an Equal Opportunity Policy (EOP) which states that:

“no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where such qualifications are not formally required, or any other grounds which cannot be shown to be justifiable.”

This applies to those seeking to take part in our programmes and the young people who attend Saturday Clubs. It also applies to those who are seeking to work for the Saturday Club Trust, those who are already employed, trainees, students on placements and volunteers such as our Board members.

Our EOP applies to the young people who take part in the National Saturday Club and goes beyond the requirements of the Equality Act 2010 as we consider other factors, such as Socio-economic factors and parent/guardian educational background, to be important considerations in ensuring equality and diversity.

Programming and young people engagement

By making all Saturday Clubs free to attend and with no exams, barriers are reduced. In 2020/21 72% of Club members were from widening participation backgrounds. The Trust wishes to reach even more young people, prioritising those from widening participation backgrounds (BAME, free school meals, experience of care, disability, first generation to university) and those from opportunity areas and category 5 & 6 areas to provide vital chances for them to develop skills, build confidence and understand pathways to further studies and careers.

Over the last 11 years, the Trust has monitored the demographics of young people who attend the Saturday Club, ensuring that the Club is open to all young people particularly those from widening participation backgrounds, who we know face additional barriers. Through this monitoring, we are able to understand the specific impact on young people from disadvantaged backgrounds and where the Trust may need to focus efforts to better engage these young people.

The following Equality Act 2010 protected characteristics have been identified as particularly relevant to our work:

Age

Our charitable objects include young people aged 13-16, therefore we focus the delivery of the National Saturday Club programme accordingly. We do not discriminate on the basis of age in the workplace, on our Board or in any aspect of our work outside Club membership.

Disability

All Saturday Clubs are open to young people who have a disability. Our delivery partners have accessible buildings, and we ensure that our venues for national events, such as the London Visit and Summer Show, are accessible.

We are also noticing an increase in the number of young people experiencing mental health challenges and we work closely with our host institutions to ensure this is not a barrier for the young people to take part in the programme. We also find the programme itself has a positive impact on young people's mental health, reducing anxiety and increasing confidence and wellbeing.

Gender

The National Saturday Club is open young people of both genders. Increasingly we are finding that young people do not wish to be defined as male or female, therefore we have adapted our forms accordingly. We continue to take positive action to ensure that boys are well represented, particularly within the Art&Design and Fashion&Business Saturday Clubs where there is a high proportion of female members.

Race

All Saturday Clubs are open to young people of all ethnicities and tend to reflect the diversity of the local geographic area. Clubs in London are the most ethnically diverse with a relatively high number of young people from BAME backgrounds. We continue to monitor this to help ensure Club membership reflects the diversity of the geographic area.

Religious beliefs

The National Saturday Club is open to young people from all religious backgrounds. How a young person defines themselves in relation to this is not something we currently monitor.

Socio-economic factors

In addition to the protected characteristics we also focus on engaging with young people from lower social economic backgrounds. The programme is voluntary, free of charge and examination free. We believe these three principles remove barriers for young people from lower social economic backgrounds taking part.

We monitor whether we are reaching young people from low income families (in receipt of free school meals in the last 5 years) or from a family where no one has attended university (first generation, POLAR quintile 1 and 2).

National Saturday Club member recruitment

The Saturday Club Trust works in partnership with Host Institutions to recruit young people for the National Saturday Club programme, with a particular focus on reaching 13–16-year-olds from underrepresented and disadvantaged backgrounds.

Host Institutions are best placed to reach out to their local communities to recruit members and, through the Tutors' Handbook and quarterly Tutors' Meetings, the Trust shares best practice for Club member recruitment from across the national network. The Trust also supports Club member recruitment centrally through the NSC website, social media, partner promotions and by creating recruitment materials for Clubs to disseminate to their own networks.

Both Host Institutions and the SCT reach out to schools, partners, local councils and third-party organisations to maximise awareness of the National Saturday Club and to ensure that messaging reaches the broadest possible audience, particularly within networks of underrepresented young people.

Advisory Groups

In 2022 the Trust introduced the ‘Tutors’ Advisory Group’ and ‘Youth Board’ to develop and augment programming, access and engagement across all our activities.

The Tutors’ Advisory Group consists of National Saturday Club tutors and coordinators, selected for their expertise, regional representation, and breadth of lived experience. Members of the Tutors’ Advisory Group will have a key role informing the development of the annual programme as well as representing the voice, expertise, and diversity of the National Saturday Club network of tutors. They will inform National Saturday Club policies and programming to the benefit of the national network of young people, Saturday Club tutors, wider creative educators, and student assistants. Tutor Ambassadors will act as advocates for the programme, inform creative pedagogy, support widening participation goals and help inform decision-making.

The Youth Board will enable National Saturday Club members and Alumni up to the age of 25, to inform the National Saturday Club’s aims and objectives, as well as to provide their perspective on the programme’s development and approach to innovation. The group will help the programme innovate and improve its work, placing the voice of young people at the heart of the programme. The Youth Board will elevate the young people’s views and experience of the National Saturday Club, ensuring that the Trust’s governance and future planning is informed by the young people it serves. It will explore the pressing issues experienced by young people including access to creative education, diversity and inclusion and the future world of work.

Saturday Club Trust Recruitment Practice

- The recruitment and selection process is crucially important to any equal opportunities policy. We endeavour through appropriate training to ensure that employees, making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions
- Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of our EOP
- Job descriptions will be revised to ensure that they are in line with our EOP. Job requirements will be reflected accurately in any personnel specifications
- We adopt a consistent, non-discriminatory approach to the advertising of vacancies
- All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do their job

- Short-listing and interviewing will be carried out by Senior Management and at least one other person where possible
- Interview questions will be related to the requirements of the job and will not be of a discriminatory nature
- Selection decisions will not be influenced by any perceived prejudices of other staff

As an organisation we recognise that we still have improvements to make to the diversity of our internal team and governance, and that progress with this needs to be an ongoing process for the future. To support this, we apply positive action to our recruitment strategies to ensure we are doing as much as we can to reach underrepresented groups within the sector.