

Role Profile

Role	Health Inequalities Lead	Location	Home-based, UK nationwide - however, occasional travel will be required as part of this role (may include team meetings or other work-related meetings)
Accountable for	N/A	Accountable to	Associate Director of Systems Engagement
Core Anchor Level	Support	Travel	Occasional
DBS check	No	Salary Grade	Salary circa £50,000 per annum (inner London weighting £3,299 per annum or outer London weighting £1,755 per annum may be applied in accordance to where you live) Garde F
Contract type	Permanent	Hours	35 hours per week

Overall purpose and impact

We know that health inequalities exist across the whole stroke pathway – from stroke prevention, through to the treatment and support people receive to rebuild their lives after stroke. We also know that stroke disproportionately affects some groups more than others. We are passionate about driving for change across the whole system and addressing health inequalities as part of our overall approach to Solving Inequity in Stroke.

Our Health Inequalities framework therefore sets out 3 commitments:

1. We are reaching every newly diagnosed stroke survivor through our products and services
2. We are reducing unwarranted variation in access to stroke treatment, services and support
3. We are ensuring health inequalities is embedded in our practice and sustained through all our work

Role Profile

The Health Inequalities Lead will drive forward implementation of the framework to deliver on these commitments, influencing teams across the organisation internally and senior leaders externally to make change happen. They will ensure health inequalities builds and maintains a high profile across the organisation, using their own expert knowledge and gathered insight, in order to be an internal specialist for other teams, providing advice and building their capability. Whilst leading specific projects, they will also collaborate with teams, overseeing the monitoring and evaluation of the health inequalities framework. The post-holder will also work closely with internal teams:

- other teams in Systems Engagement, to ensure we are tackling health inequalities in the health system through the levers of all our impact methods – particularly in research and our influencing activities – specifically with a view to improving access to thrombectomy services. Locality Impact colleagues to understand the local context for stroke health inequality, and advising on the development of community activity to reach target groups, and supporting the work carried out in partnership with the system to tackle stroke related health inequalities
- Central teams - supporting the development of interventions and mechanisms we can use to increase the reach of our beneficiary products for typically under-represented groups, including our work to reach every Newly Diagnosed Stroke Survivor
- Teams involved in community engagement, so that we can develop effective and cohesive engagement mechanisms with priority groups of stroke survivors that experience inequalities in access to stroke services

Responsibilities	Measured through delivery of
<p><u>Internal specialist and leading authority on health inequalities to internal teams</u> Be an authority and provide expert insight on health inequalities ensuring embedding within teams across the organisation, supporting them to plan and deliver their activities/projects, involving other colleagues as appropriate. Provide leadership and promote key pieces of work relating to health inequalities across internal teams, so that their work and plans build on the knowledge we have gained. Build knowledge and understanding of health inequalities across the organisation through advice, guidance and support.</p>	<p>Annual objectives; rich conversations; 360 feedback</p>

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<p><u>Lead strategic thinking and delivery of the Health Inequalities Framework</u> Lead implementation of the Health Inequalities framework and commitments – including, ensuring the framework is translated into clear plans, has appropriate project management oversight and a measurement framework to monitor the progress we are making in addressing health inequalities as an organisation.</p> <p>Play a key role in our strategic priority programme to reach all stroke survivors, providing expert advice, oversight and support on health inequalities.</p> <p>Oversee the implementation of specific projects arising from the Health Inequalities Framework, working with colleagues across the organisation to ensure activities are delivered. Provide both support and challenge to other teams. Hold internal colleagues to account for delivering the Health Inequalities Framework commitments and ensuring that reach and impact is maximised.</p>	<p>Annual objectives; rich conversations; 360 feedback; delivery of relevant project milestones and/or KPIs</p>
<p><u>Drive forward an integrated approach to health inequalities across the organisation</u> Work closely with the Diversity and Inclusion, Community, Accessibility and Involvement Leads, to advance an integrated approach to addressing internal equality, diversity and inclusion and external health inequalities, as part of our approach to Solving Inequity in Stroke.</p> <p>Influence senior colleagues to be advocates for an integrated approach and work programmes, as well as how they can create an environment in which these agendas flourish.</p> <p>Lead the embedding of health inequalities into 'Business As Usual' activities and the organisational culture and ethos. This includes developing and supporting a network of viral change agents/"champions" to embed our approach in organisational culture.</p> <p>Be a visible and vocal champion of health inequalities and equality, diversity and inclusion more broadly – challenging assumptions and helping colleagues to see the importance of addressing health inequalities in ensuring we reach our goal of being there for every stroke survivor.</p>	<p>Annual objectives; rich conversations; 360 feedback</p>

Role Profile

<p><u>Partnership working and influencing external stakeholders</u> Actively horizon scan through research and networking – identifying and interpreting future trends and challenges in the health inequalities space. Working closely with Locality Impact colleagues and maintain an oversight of what is happening externally regarding stroke health inequalities.</p> <p>Lead on our approach to becoming a systems leader in stroke health inequalities, building successful relationships and influencing key external stakeholders and decision-makers, to advance our Health inequalities framework commitments.</p> <p>Develop a more outward-facing systems influencing and engagement role in relation to health inequalities, working closely with Policy & Influencing colleagues to develop and communicate key messages; and with Locality Impact colleagues to support the adoption of good practice and establishing of local partnerships with systems players and local communities.</p> <p>Explore opportunities for closer collaboration with external organisations and partnership working. Support external organisations through the sharing of learning and good practice relating to health inequalities.</p> <p>Play an active role in championing a focus on health inequalities through relevant thought leadership activities, supporting the Chief Executive or other EDT members when required.</p>	<p>Annual objectives; rich conversations; 360 feedback</p>
<p><u>Team player</u> Play an active role within the Systems Engagement Team, attending all monthly team meetings and joining other team meetings such as systems partnership/policy & influencing team meetings as appropriate</p>	

Person Specification

Role Profile

Passionate about addressing health inequalities and highly skilled in using their lived experience
Expertise in, and practical experience of working on health inequalities
Knowledge of the health care and social care system
Specialist knowledge of the factors contributing to health inequalities and a passion for fairness and justice
Specialist knowledge or experience of working with marginalised communities and addressing barriers to access
Good awareness of current NHS policy regarding tackling health inequalities
Ability to work across teams and to hold to account, without direct line management responsibilities
Experience of leading the development and facilitation of collaboration between teams and between organisations
Strong coaching skills set, enabling others to develop plans and ensure successful delivery
Demonstrable experience of leading change programmes with multiple external and internal stakeholders
Ability to lead cultural change across teams and organisations
A skilled relationship builder, able to forge and maintain professional relationships internally and externally
Effective networking skills and the ability to use negotiating and influencing skills effectively
Strong team player
Project management experience
Strong planning and organisational skills
Ability to work independently, manage workload and prioritisation skills
Ability to think strategically – to implement strategy into deliverable plans and evaluate
Good analytical (able to interpret data and insights) and communication skills – able to synthesise complex information – and to understand implications
Strong interest and understanding of stroke and the impact it has on stroke survivors and their carers
Passionate about working across and influencing complex systems
Experience of working with people with lived experience