

Race Equity Lived Experience Advisor

[Global Black Thrive](#) are recruiting three Race Equity Lived Experience Advisors to work on the [Culture of Care Programme](#) across England (part of NHS England's Quality Transformation Programme).

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| Job Title | Race Equity Lived Experience Advisor |
| Contract | 27 months |
| Hours | 3 roles at three or two days a week (37.5 hours FTE) (We are open to discuss alternative working patterns with the right candidate.) |
| Salary | £45,000-£50,000 (pro rata, depending on role components and experience) |
| Location | Nationwide Home based office (suitable workspace and reliable fast internet required) Travel will be required throughout England to work with teams and organisations. |
| Application Deadline | Wednesday 13 th March 2024 |

Please let us know if you need support, have a reasonable adjustment request or have a question by contacting humanresources@blackthrive.org

Recruitment details

Recruitment Timeline

Deadline for applications : **Wednesday 13th March 2024**

Shortlisting completed by : **Friday 15th March 2024**

Letting applicants know if shortlisted or not : **Friday 15th March 2024**

Date of interview : **Thursday 21st / Friday 22nd March 2024**

Shortlisted applicants told whether they have been selected or not : **Monday 25th March 2024**

How to apply

The application process is two stages.

Stage 1: complete the online form.

- You will be asked to enter some of your contact details and details of previous work.
- You will then be asked to answer 3 questions.
- You will also be asked to complete an optional equality and diversity form.

Stage 2: If you are shortlisted you will be asked to attend an interview. You will be sent the interview questions 5 days ahead of the interview date.

We will then be in contact to let you know whether you are being offered a role or not at by the end of **Monday 25th March 2024**

Safeguarding

Successful applicants are required to complete an enhanced DBS check. A positive check would not necessarily prevent you from getting the role.

References

Appointment is conditional in receiving two satisfactory references.

About Global Black Thrive

We exist to change the odds stacked against Black people by embedding race equity into systemic change so that thriving is not the exception but the norm.

[Global Black Thrive](#) evolved from the work of the [Black Thrive Lambeth](#) Partnership, which was established in 2016 to address the inequalities that negatively impact the mental health and wellbeing of Black people in Lambeth. Black people's cumulative exposure to negative experiences and poor outcomes are not unique to Lambeth and Black Thrive Global was founded in 2020 to address the detrimental outcomes for Black people of African and Caribbean descent wherever they may be located.

Our work covers all life stages – children and young people, working age adults and older adults. Our guiding principle is to centre the lived experiences of Black communities in all that we do, and our strategic priorities are to embed race equity in systems change and to decolonise the evidence landscape.

Job Description

Role Summary

We are excited to recruit three Race Equity advisors to work on the Culture of Care programme across England.

[The Culture of Care Programme](#) is part of NHS England's [Quality Transformation Programme](#) and launches in January 2024, with the scope of:

- Coaching 200 inpatient wards and around 60 corporate teams across England to improve the culture of the care that they provide, in both NHS and private settings, supporting them to work to the forthcoming NHS England Culture of Care standards.
- Providing executive coaching and reverse mentoring to Boards in all of those organisations.
- Supporting them to move away from risk-assessment tools to a holistic approach to safety on wards.
- Doing all of the above through a trauma-informed, autism-informed and racial equity perspective.

The postholders will work as part of a regional team with colleagues from NCCMH, including Senior Leaders and Quality Improvement Coaches, to support and influence systemic change. Most work will be delivered regionally online and face to face, though both regional and national travel are required as part of the role.

Role Description

- To work with mental healthcare providers so that they can reflect on their current practices and to create positive change through coaching and reverse mentoring (training will be available).
- To ensure that all of the work is rooted in the lived experience of patients and carers.
- To share learning gained through working with the NHS sites throughout the programme and support further development and innovation to the Culture of Change Model.
- To help wards understand the principles, potential and benefits of co-production.
- To provide practical support and advice to wards/organisations enabling them to support, meaningfully include people with lived experience.
- To bring personal and professional experience of working with people whose 'voice' is often unheard, and those with poorer experience and outcomes from inpatient services.
- To work as a team with other Lived Experience consultants across the programme.
- To work alongside Neurodiverse Connection.

- Work with Head of Lived Experience and Co-production and Quality Improvement Coaches alongside Senior Leaders at NCCMH.
- To provide written and verbal feedback on actions undertaken across the programme at various locations.
- To attend relevant national and regional learning sessions.
- To be prepared to travel across the NHS in England to work with teams and organisations to support their co-production. Occasional overnight stays will be required, and a certain level of flexibility is needed at periods of increased workload and travelling. We work to balance this with flexibility within the role at other times.

Personal Specification

(Note: we welcome applications from people who are able to meet these essential requirements with support through access to work. We welcome you identifying accommodations that you need that would support you to thrive at work and deliver this role.)

Experience

Essential (e), Desirable (d)

Race Equity Advisor:

A commitment to equality for all people as well as good knowledge and understanding of the experiences of Black people of African and Caribbean descent, and a strong drive to address the factors which negatively impact their health and wellbeing.

- Personal experience of long-term mental health conditions or the ability to provide a lived experience perspective and address race inequality in the mental health system. **(e)**
- Lived experience of racism or discrimination in wider society and in the provision of mental health services and in helping individuals to understand and challenge the impact of discriminatory practices. **(e)**
- Experience of supporting other people with mental health difficulties (either in a paid or voluntary environment), including personal/carer experience. **(d)**
- A knowledge and understanding of race, equality, and discrimination and the impact of institutional and systemic racism on individuals. **(e)**

Ability, skills, knowledge

Essential

- Excellent organisational and planning skills.
- Able to plan, prioritise, use initiative, and meet deadlines.
- Be self-motivated and work independently as well as be a flexible member of a small team.
- Excellent interpersonal skills and ability to work with people from a variety of backgrounds and experiences.
- Ability to provide constructive challenge and influence positive change.
- Good communicator, with ability to work credibly with multidisciplinary teams and facilitate meetings .
- Proven track record of producing work accurately and to a high standard with emphasis on attention to detail.
- Proven ability to quickly assimilate complex information.
- Ability to travel – driving licence and access to vehicle are desirable (and may be essential in some regions).
- Willingness to work across a range of locations throughout England, occasional overnight stays may be required.
- Ability to identify needs, gaps in knowledge, and ask for support.
- Ability to work flexibly to meet varying demands.
- Reasonable level of computer literacy, the role will include frequent use of Microsoft Word, Outlook and Teams.
- Willingness to undertake training.

Desirable

- Understanding and/or experience of working with mental health legislation and best practice.
- Understanding and knowledge of the needs of people with mental health problems, including those detained under the Mental Health Act.
- Excellent knowledge of mental health services in the NHS.
- Knowledge of co-production approaches and principles.
- Experience of working collaboratively with staff, clinicians and others with lived experience.

What the role offers in terms of support

- role carving when possible (enabling people to contribute according to their strengths and interests).
- mentoring, coaching and training.
- supporting reasonable adjustments and access to workplace mental health support.
- working in a neurodivergent-affirming way.
- supporting LE Consultants with work in oppressive systems.
- pre-meets, quiet spaces and debriefs before/during/after meetings on request.
- peer group reflective practice for those on QI project teams across each Learning Network.
- A peer 'buddy' from the partner organisation (Neurodiverse Connection).
- A project wellbeing budget to support team members throughout the project .
- Flexibility in delivery approach and working hours (while meeting business need).