

Job Profile

Job Title: Equalities Programme Lead – Supporting Communities
Job Grade: Level 5 Zone 1
Salary Range: £47,575 – £55,188

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're home to the most important conversations happening today and making radical social change a reality, so that nobody gets left behind.

Camden is one of the most diverse boroughs in London. Thirty four percent of Camden residents are from Black, Asian, Mixed or other minority ethnic groups. A further 22% are non-British White residents including those from the EU, other Europe and the rest of the world. One in seven (14%) of Camden residents has an illness or disability affecting their day-to-day activities. Camden's age demographic profile corresponds to a typical metropolitan city with a university presence: a large proportion of students and younger adults and relatively few children. Unusually, Camden has more men than women at 50.4% and 49.6% respectively. The 2019 GP Patient Survey found that 8.5% of Camden residents surveyed identified as Lesbian, Gay, Bisexual or 'Other'. In Camden we estimate that there are between 800 to 2,100 transgender residents. Overall, 61% have stated that they have a religion.

You can help make a better future for us all by embedding and furthering Camden's commitment to promoting equality and anti-discrimination practice in how we

- deliver our services to Camden's Black, Asian, Mixed and other ethnic residents and communities;
- work with our partners and contractors to promote equality in how they deliver their services
- support and improve outcomes for our Black, Asian, Mixed and other ethnic staff in Camden

Supporting Communities is seeking an Equalities Programme Lead to deliver the directorate's commitment to tackle the structural inequality that exists in Camden. Although the current priority for this role is race equality and anti-racism, but they are also expected to develop be aware of and highlight structural barriers that affect residents and staff from other protected groups.

About the role

The Equalities Programme Lead will lead the development of Supporting Communities equalities and inclusion programmes and plans to promote equality and anti-discrimination for the protected groups under the Equality Act 2010. The post holder will lead the directorate's equalities and inclusion agenda, working closely with Directors, heads of service and service managers to develop their plans and monitor delivery. They will attend the Directorate Management Team meeting every week to update the Executive Director and Directors on progress and will lead the quarterly narrative update to DMT as part of the equalities monitoring regime. They will also ensure the data and stats that inform QlikSense equalities and inclusion dashboard is kept up to date. The post holder will attend divisional Senior Management Team meetings with Directors and their heads of service on an ongoing basis to ensure equalities and inclusion is embedded in their approach to service delivery to ensure real and measurable improvements for the people of Camden.

This post holder will develop and maintain structures across Supporting Communities to support grass-roots initiatives from staff that promote equality and inclusion in the work environment. This includes administering and coordinating the Race & Equalities Catalyst Group, Race Equality Forum, Progression Network for Women of Colour and staff safe spaces. They will build relationships across Supporting Communities and across the council with senior delivery leads as necessary to develop and progress the directorate's equalities and inclusion programme and extant Race Equality Plan. The lead will work with heads of service and colleagues across the directorate to analyse issues identifying actionable solutions, scope potential areas of work, and plan and monitor areas of the overall programme to ensure they are delivered on time and deliver the desired benefits and improvements.

We are seeking someone to deliver a project management approach to the development, planning and delivery of the wide ranging and innovative and forward thinking equalities and inclusion programme and to provide capacity and support working alongside Directors, heads of service, service managers and other key stakeholders to ensure the directorate's equalities priorities are implemented. These priorities include the delivery of the Supporting Communities Race Equality Plan and development of other plans to ensure progression of the directorate's inclusion agenda.

About you

You will be passionate about promoting equality and inclusion and will have a good knowledge of the protected characteristics under the Equality Act and the issues impacting these different groups as well as relevant intersectionality matters.

You will have experience of managing complex and sensitive programmes and an affinity for delivering change and improvement and an understanding of what that involves. You will be able to work closely with others to analyse problems, identify root cause and collaboratively develop a range of solutions, which will address the issues. You should have good attention to detail whilst at the same time be able to retain focus on overall strategic direction, and to oversee, coordinate and track progress of wide-ranging areas of action.

You will be a confident communicator with the ability to liaise with and develop and maintain collaborative relationships with internal and external stakeholders of varying seniority across Supporting Communities and the Council.

Work Environment:

The role will require some office working, some home working, and some working in the community. The postholder may be required to attend evening meetings.

People Management Responsibilities:

The post holder does not manage staff.

Relationships:

The postholder will report to the Head of Strategy – Supporting Communities. There will be a dotted management line to the Director of Community Services who is the Supporting Communities sponsor for race. They will also be loosely managed by DMT who will dictate the direction and priorities for the Lead. As the directorate Lead, they will also work closely with the Leads in Supporting People and Supporting Communities to ensure Supporting Communities is abreast of equalities developments across the council and for consistency of approach where possible.

Over to you

We're ready to welcome your ideas, your views, your rebellious spirit and your help to reach and engage existing, new and diverse audiences in our Camden Together and Black History Seasons and other cultural programmes.

Is this role Politically Restricted?

This role is not politically restricted

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black,

Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,