

Equity impact Quality Assurance Lead

Job Title: Equality Impact Quality Assurance Lead

Job Grade: Level 4 Zone 1 (Part time)

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all. The Equalities and Disproportionality service are a highly ambitious service in Camden, looking at improving Equalities outcomes and minimising disproportionality for those living, working and belonging in Camden.

Responsibilities

In Camden we are developing a revised approach to the implementation and impact of our Equality impact assessments. The Equality impact Quality Assurance Lead will lead the implementation and delivery of the new revised approach including ensuring more complex Equality Impact Assessments are checked and vetted by the Equalities service prior to approval.

About the role

You will play a key role in ensuring that our people and communities who fall under the protected characteristics as defined by the Equality act 2010, are at the centre of decision making and therefore ensuring our decisions impact our communities in the most positive way possible. You will work closely with Equalities Champions and reviewers across the organisation to help embed Equalities thinking into services. The role will work closely with Learning and Development, HR and across directorates to undertake show and tells, lunch and learns and training ad-hoc across the organisation for Equalities Impact assessments.

The role would also feed into new governance arrangements to ensure complex cases on Equalities are fed through the right boards ahead of needing decisions.

You will introduce cumulative impact reporting across major programmes of work, where appropriate, working closely with the Equalities and Systems Change lead to ensure consistency of approach across the organisation. You will take an active role in the introduction of service standards when it comes to the Equalities agenda.

About you

You will enjoy providing advice and guidance to staff across the organisation on improving quality, whilst leading on monitoring quality through our Equality Impact Assessments (EQIA). You will work in coordination with the Learning and Development team to lead Equalities training. You will be responsible for monitoring compliance with all key equalities policies and revised governance models and will make recommendations for change to fellow service managers and heads of service, monitoring the success of the changes you make.

You will have experience of Equalities in government public services or third sector contexts.

You will have a strong track record of working across multiple projects with an equalities lens including working on improving Equality Impact Assessments that have delivered changes as a result of your action.

You will have a strong focus on ensuring Equalities impact assessments are not just seen as a tick box, and a play a part in helping to shift the culture to ensure Equality is at the heart of service delivery and design.

Work Environment:

Hybrid working model, some office based work and also the opportunity to work from home.

People Management Responsibilities:

None

Relationships:

Equalities and Systems Change lead, project officers, various officers including Senior leadership

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

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,

Note:

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.