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| Job Title: NIHR Southampton BRC Equity Champion |
| Salary: Clinical Academic 2PAs / non-Clinical Academics 0.2 WTE |
| Department: Trust HQ, NIHR Southampton BRC |
| Directly responsible to: Mike Grocott (BRC Director 2022-28) |
| Internal Contacts: BRC Research Theme Leads; BRC Manager; Southampton Centre for Engagement, Research, and Impact (SCREI); Southampton Academy of Research (SoAR); UoS Athena Swan; UHS Deputy Director of Research & Development; Equality, Diversity & Inclusion (EDI) Project Manager and UHS Head of EDI – Working Together Team; Clinical Research Facility (CRF) and Wessex NIHR Applied Research Collaboration (ARC) Equity Champions. External Contacts: NIHR Head of EDI; NIHR EDI networks; External EDI leaders & facilitators; Regional Networks e.g. Wessex Experimental Medicine Network |
| <p>Role Purpose:</p> <p>“We believe an equitable environment is an innovative and fulfilling environment”.</p> <p>This role is critical to embedding an equitable culture within the BRC. This is core to our pursuit of excellence and in meeting the EDI aims of our university and hospital partners, and the NIHR. In this context, equity/EDI refers to all the statutorily recognised protected characteristics and other differences.</p> <p>The role holder will be expected to:</p> <ul style="list-style-type: none"> • Act as the champion for equity (equality, diversity, inclusion & intersectionality) within the BRC. <ul style="list-style-type: none"> ○ Develop, implement, and monitor delivery of (working with the BRC leadership and SCREI teams) a BRC equity/EDI strategy. ○ Work closely with/within the UHS/UoS Centre for Research Engagement and Impact to drive that strategy. ○ Work closely with the EDI Patient and Public Involvement and Engagement (PPIE) Lead at UHS and contribute on a range of PPIE working groups and projects to support people with protected characteristics in coproduction with researchers, academics, external stakeholders, PPIE leads and patients and members of communities who contribute to our work. ○ Act as a vocal and visible expert-leader in research equity/EDI across the UHS/UoS partnership. ○ Collaborate with EDI leads within R&D, UHS and UoS as appropriate to share workstreams and also be cognisant of wider strategies. • Develop and implement solutions to complex equality, diversity, and inclusion challenges within the framework of relevant legislation. • Ensure the provision of a high standard of advice, support, and delivery across the BRC (in line with relevant UHS and UoS strategies). • Assist in the implementation of strategic policies, practices, and action plans and to have responsibility for their delivery. • Liaise closely with senior HR EDI colleagues to keep up to date on the latest legislation, thinking and practice in EDI matters. |

- Be proactive and keep abreast with developments in equality, diversity, inclusion & intersectionality across the UHS Trust and UoS in line with keeping up to date with local and national initiatives.

The postholder will play a role in working with the EDI/equity function of the SCREI. That work will deliver activity and events developing awareness and behaviours supporting equality, diversity and inclusion across staff, researchers, students, research fellows, post-docs and others as relevant.

Main Duties:

1. To provide outstanding leadership by example
2. To implement and monitor the equity/EDI strategy for Southampton NIHR BRC and to continue to develop this strategy.
3. To develop and implement advice and guidance for all relevant stakeholder groups (professional, student, PPIE and otherwise) with reference to relevant legislation and national guidance, working collaboratively with all key stakeholders.
4. Develop and implement initiatives and processes to enable investigators across the BRC to increase diversity of PPIE and participants in their research projects.
5. To be aware of, and contribute to, the NIHR agenda on equity/EDI and to successfully lead, submit and refine a fully developed Equality, Diversity and Inclusivity strategy.
6. To be cognisant of the University's engagement with the equality agenda (currently Athena SWAN) along with other charters related to Gender, Race and Disability, and other protected characteristics across the UHS-UoS partnership, providing expert advice to the BRC.
7. To establish baseline data to monitor changes in the BRC workforce and the effectiveness of systems and processes implemented in driving culture change, using appropriate indicators.
8. To contribute to developing and delivering strategic EDI action plans across the BRC activities, including patient and public participation and engagement, and taking responsibility for key end results and ensuring that the plans support the BRC in line with the UHS-UoS overall strategy.
9. Contribute to BRC Review panels for Post-doctoral and PhD Fellowships, from an EDI perspective.
10. Devise, plan and implement seminars, conferences and other events to communicate equality, diversity and inclusion principles to staff, students and members of the community as appropriate. This may include close working with others e.g. the Manager for the Centre of Research, Impact and Engagement, PPI lead, SoAR and the Wessex Experimental Medicine Network.

Person Specification

Work Experience

- Evidence of knowledge of the NIHR agenda on quality, diversity and inclusion within BRCs.
- Understanding of equalities charter marks and frameworks.
- Experience of making change happen by negotiating and implementing new policy/initiatives with a range of stakeholders, including those over whom they have no authority.
- Experience of developing and implementing strategy/policy documents.
- Experience of successfully chairing and facilitating meetings.
- Experience of working with local and national networks.
- Experience of recruiting and working with members of the public from underserved communities as partners in research
- Experience of co-production in research
- Knowledge and understanding of what Biomedical Research Centres, experimental medicine are NIHR infrastructure in general.

Education/Qualifications

- Hold a degree-level qualification or equivalent.
- Substantial knowledge of current legislation and good practice in equality, diversity and inclusion, and its application within higher education. Understanding of Athena SWAN, Race Equality Charter Mark
- An awareness of current political and social issues and how to handle challenges and barriers to minimise discrimination, exclusion, and inadequate/bad practice.

Skills/Abilities

- The ability to gain support in a professional, constructive, and non-confrontational manner.
- A confident, collaborative and outcome focussed approach.
- Experience of translating strategy into practical operational delivery.
- Tenacity and resilience, able to respond positively to unexpected situations or barriers and develop solutions to complex issues.
- Excellent communication, relationship building, mediation, persuading/negotiating and networking skills.
- A passion for the work in the field of equality, diversity, and inclusion