



Practice and Policy Lead

Job Pack

June 2026



From Ali Harris, our CEO

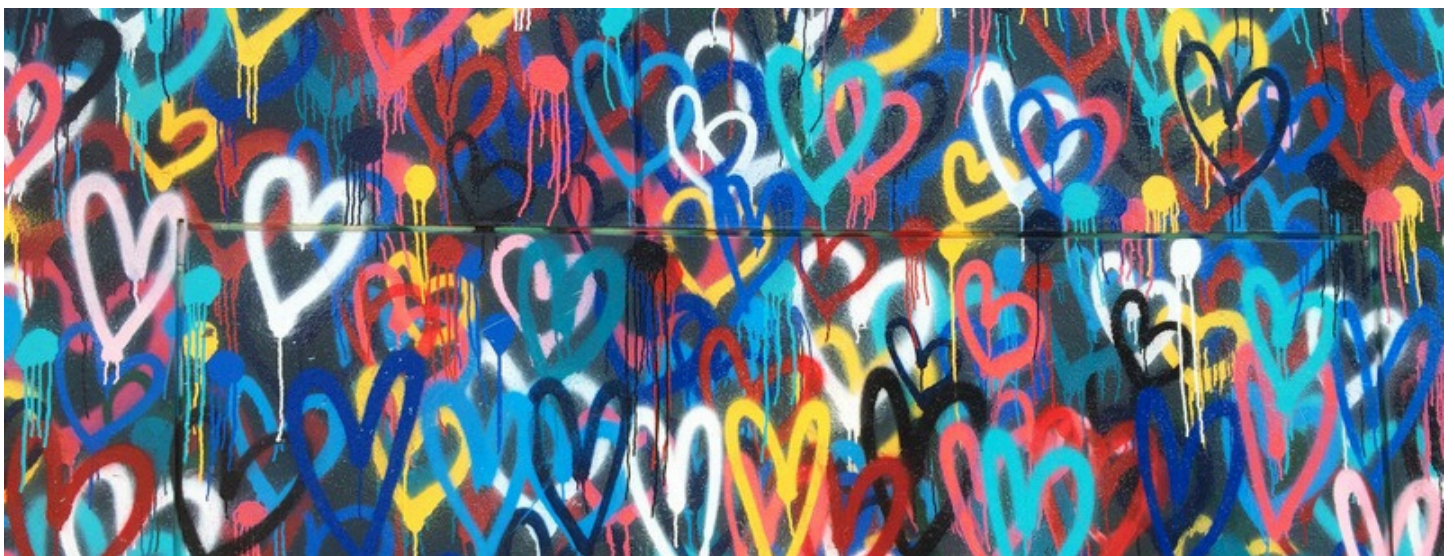
“Thank you for your interest in this exciting role with Equally Ours. We are a small but ambitious charity that brings together a powerful network of organisations working across equality, human rights and social justice to make a reality of these in everyone’s lives in the UK.

This role is key to our new partnership programme influencing practice and policy on climate resilience and emergency preparedness at local and national levels. It presents a fantastic opportunity to effect real change in how our government responds to the needs of people most affected by climate change.

We are looking for someone who can be a bridge between the statutory and voluntary resilience communities and equality groups. You’ll have a thorough understanding of emergency preparedness and response systems, and a commitment to transform how they operate for the benefit of everyone, by working collaboratively with a rights based approach.

Equally Ours is a wonderful place to work, with supportive, welcoming colleagues. We have a trustee board that provides a great balance between encouraging our ambition and understanding the challenges that charities face. We will do everything we can to help you belong and thrive.

We do hope you will apply. If you have any questions about the role or want to discuss it more before you apply, please contact Lauren, our Head of Policy and Engagement, at lauren.rosegreen@equallyours.org.uk”



ABOUT US

We're the UK charity that brings together people and organisations working across equality, human rights and social justice to make a reality of these in everyone's lives. Our vision is a just and compassionate society, where we are free from harm and can all contribute and flourish, whoever we are, whatever we believe in, and whatever we do and don't have. A society that is equally ours.

Through our members and networks, Equally Ours joins up research, policy and communications to shift public opinion and policy in positive and powerful ways. This is an exciting and pivotal time for us. Our 10-year strategy, [Together for social justice](#), sets out our bold agenda to increase equality and strengthen rights at scale in the areas of law, climate and investment.

Our policy work supports our membership of networks, communities and grassroots groups across the UK to influence public policy and decision-making.

Our values



Compassion

We believe that everyone is born equal in dignity and rights. We share a generous-spirited world view, based on our shared humanity. Our compassion makes us both hopeful and pragmatic.



Commitment

Our commitment to people's equality and human rights give us courage and perseverance. We act with integrity and honesty. We speak up for what's right. We hold ourselves to high standards, seeking to learn, improve, and adapt.



Creativity

We are curious about why society works as it does, and why people think, feel and act the way we do. And we use our collective experience, and expertise to look for long-term solutions to our social problems.

ABOUT THE ROLE

Hosted and supported by Equally Ours, this role exists as part of an innovative, collaborative team that brings together five roles from three different organisations. The team consists of the [Programme Manager](#) who has responsibility for oversight, collaboration and progress of our work, the [Senior Project Officer](#) and Delivery Manager responsible for the training approach and resources, and the Practice and Policy lead and the Director of Strategic Communications who will drive the policy, systems change and influencing activity at the heart of the programme. This role will play a key part in ensuring that local and national climate resilience policy and practice better reflects the needs, rights, experiences and expertise of communities experiencing discrimination and disadvantage.

The successful candidate will work as a bridge between equality groups and the climate and resilience sector. They will work closely with equality organisations, resilience partners, government stakeholders and communities across the UK to strengthen relationships, influence policy, and co-design changes in resilience practice at local, regional and national levels. This will include facilitating and enabling the co-design process and providing a pan-equality analysis on thought leadership. The role will also support strategic communications and engagement activity, helping to embed a rights-based approach to climate resilience and shape a resilience system that is more inclusive, just and responsive.

They will have a strong understanding of the resilience sector and professional and/or lived experience of how disadvantage affects particular communities, alongside experience of policy influencing, partnership working and stakeholder engagement.

JOB DESCRIPTION

Head of Policy and Engagement

Line Manager	Head of Policy and Engagement
Direct reports	None
Location	Hybrid working, London. Alongside other in-person meetings as required by the project. Occasional travel within the UK may be required.
Hours	4 days a week
Salary	£42.5k per annum FTE, depending on experience
Contract Type	5 year contract, part-time (0.8 FTE)
Start Date	September 2026 (preferably)
Benefits	Pension scheme with up to 9% employer contribution; flexible working; access to Health Assured EAP and BUPA health and wellbeing cash plan; monthly trauma informed 1-2-1 coaching; enhanced sick pay, generous annual leave (26 days plus public holidays and increasing with length of service, pro-rata for part time) plus 3 days shutdown between Christmas and New Year

MAIN DUTIES & RESPONSIBILITIES

Programme Leadership

- Lead Equally Ours' contribution to the programme. Shaping and delivering the programme's policy, influencing and systems change objectives.
- Work closely with programme partners Communities Prepared (Groundwork South) and the VCS Emergencies Partnership (VCSEP) to ensure joined-up co-design and delivery across community engagement, resilience training, strategic communications and influencing activity.
- Facilitate and enable the co-design process and provide a pan-equality analysis on thought leadership.
- Lead for the programme on liaison and knowledge exchange with initiatives in the devolved nations.

Policy Influencing

- Drive systems change: Support efforts to redesign climate resilience policy and practice at local, regional and national levels, ensuring it better reflects the needs and rights, experiences and expertise of communities experiencing discrimination and disadvantage.
- Build strategic relationships: Develop and maintain strong relationships with equality organisations, government departments, voluntary and statutory sector partners and resilience stakeholders.
- Support influencing activity: Coordinate and contribute to consultations, policy submissions, roundtables, events and stakeholder engagement opportunities that strengthen the programme's influence and impact.
- Promote a rights-based approach: Champion intersectional, pan-equality and human rights-based approaches across climate resilience policy, practice and partnership working.

PERSON SPECIFICATION

Applicants will be assessed against the following criteria needed for this role:

	CRITERIA	
	ESSENTIAL	DESIRABLE
SKILLS/EXPERIENCE (essential criteria 1-5 will be weighted for shortlisting)		
1.Demonstrable experience or understanding of statutory and voluntary sector duties and action on climate resilience in relation to extreme weather event preparedness and response.	✓	
2.Policy and influencing experience: Demonstrable experience of creating policy or practice change, ideally linked to equality, social justice, climate resilience or related areas.	✓	
3.Partnership and stakeholder engagement: Experience of building positive working relationships with a range of stakeholders, including community organisations, networks, public bodies or voluntary sector partners.	✓	
4.Community engagement: Experience of engaging with communities experiencing discrimination and disadvantage in meaningful, inclusive and accessible ways.	✓	
5.Understanding of equality and human rights: Professional or lived experience combined with a strong understanding of equality, intersectionality and human rights principles, and the ability to apply them in practice.	✓	

SKILLS/EXPERIENCE	ESSENTIAL	DESIRABLE
6.Communication and collaboration skills: Strong written and verbal communication skills, with the ability to communicate and facilitate confidently with a range of audiences and work collaboratively as part of a partnership programme.	✓	
7.Organisation and programme coordination: Strong organisational skills, with the ability to manage competing priorities, coordinate activity and work effectively across multiple projects and stakeholders.	✓	
8.Anti-Racism, intersectionality and a human rights approach: Commitment to embed these principles across all aspects of our work.	✓	
9.Experience supporting monitoring, evaluation and learning processes.		✓
10.Experience of working within cross-sector partnerships or collaborative projects.		✓

HOW TO APPLY



- Please submit a CV and cover letter (max 2 pages) explaining your interest in this role **by 11pm on 30th June**. Ensure that you address all the criteria, providing sufficient relevant evidence, including examples, to show how your skills and experience match those required in the person specification. Please note that for shortlisting, essential criteria 1-5 will be weighted.
- If you would like to apply under the guaranteed interview scheme, you can find details on the last page of this application pack.
- If you have any questions about the role, or if you would like to submit your application in an alternative format, please contact Lauren at lauren.rosegreen@equallyours.org.uk to discuss your needs.

KEY STAGES	DATE
Deadline for applications	30 th June
Interview (virtual)	w/c 13 th July
Second Interview if required (in person)	w/c 27 th July
Ideal starting date	September 2026

Notes

- The interview will include an assessment task, which will be sent at least 1 week in advance.
- If you're unavailable to attend the above interview date, please get in touch.
- Unfortunately, we're unable to sponsor work visas for this position.
- Please note that by applying for this position, you acknowledge that, should you progress to the interview stage, relevant personal data contained within your application may be shared with the project's partner organisations for recruitment and selection purposes.

EQUAL OPPORTUNITIES

We're committed to promoting equal opportunities in employment and to taking lawful positive action to address inequalities.

We welcome applications from people of all backgrounds and will not discriminate against anyone on the basis of their age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race (including colour, nationality, ethnic or national origins), religion or belief, sex, or sexual orientation.

We acknowledge that people from some backgrounds are under-represented in senior leadership, policy, research and public affairs roles in charities and we're committed to doing what we can to correct this. As such, we are particularly keen to receive applications from people from Black and racialised minority backgrounds; disabled people and people who have long term health conditions; LGBT+ people; and people who identify as working class now or in the past.

Your name will be removed before shortlisting, to reduce the potential for bias in the selection process.

Equally Ours is committed to becoming an anti-racist organisation. Being actively anti-racist must be central to everything we do. That includes reviewing all vacancies and deciding whether positive action additional to our standard raft of inclusion measures is applicable. For this role, we may if relevant use the tie-break provision (Section 159 of the Equality Act 2010). This allows an employer faced with making a choice between two or more candidates who are of equal merit to take into consideration whether one is from a group that is disproportionately underrepresented or otherwise disadvantaged within the workforce.

We recognise that people have commitments and responsibilities outside of work, therefore Equally Ours supports flexible working. We are also open to suggestions of job shares or other suitable arrangements to improve access.

Equally Ours is a 'ban the box' employer. This means that we do not ask for candidates to disclose criminal convictions at the application stage. Instead, we invite disclosures at interview stage, and encourage them at the offer stage, if relevant/necessary.

Reasonable Adjustments and Guaranteed Interview Scheme:

We're happy to make reasonable adjustments for disabled applicants at any stage of the recruitment process – please get in touch with our Head of Policy and Engagement, lauren.rosegreen@equallyours.org.uk to discuss.

We can also offer interviews for disabled applicants under our guaranteed interview scheme, subject to fulfilling the minimum of 60% of the essential criteria as set out in the person specification. To request an interview under the scheme, please send your CV and cover letter to info@equallyours.org.uk, alongside the [Guaranteed Interview Form](#) and the [equal opportunities monitoring form](#), and submit along with your application.

We're aiming for this recruitment process to be as open and accessible as possible, and encourage potential applicants to email Lauren if you would like a confidential conversation, have any questions or need more information on how to apply.

