



Changemaker - Health Equity and Systems Change

The Race Equality Foundation is an evidence-based, policy and practice charity working to tackle racism and racial inequalities. Our mission is to tackle racism in UK society and positively transform the lives of the UK's Black, Asian and ethnically minoritised communities.

To achieve this, we generate and share evidence and best practice on what works to dismantle systemic racism, always through the lens of intersectionality. We influence policy makers, decision makers and practitioners and drive systemic change. To aid this we convene partnerships and networks, trial new ways of working and support our communities to tackle racism.

Our recent research has included a co-produced review of the experience of health and care of people of Black, Asian and minority ethnic background with a learning disability; a study on the recording of ethnicity in health, carried out in parallel with a study by the Office for National Statistics; an exploration of physical health checks for people with severe mental illness from African and Caribbean communities.

We use evidence to deploy effective solutions and deliver change in a number of areas. Our ground-breaking response to COVID-19 and the related racial inequalities saw us influence the overall response, as well as working with voluntary and community sector organisations to improve the support available to Black, Asian and minority ethnic communities. We have produced pioneering research which saw us interview 38 Black and minority ethnic young disabled people to understand their experience of independence and independent living and have worked to improve blood pressure testing of African and Caribbean men using community facilities such as barber shops. As well as this, our Strengthening Families, Strengthening Communities (SFSC) inclusive parent education programme is now one of the largest programmes in the country. It consistently engages 'poorly served' parents and has also become a key violence prevention tool.

We are based in London but have a national remit.

The Foundation is led by the CEO, Jabeer Butt, OBE and has its work supervised by a Board of Trustees.

Job description

We have recently been awarded a transformative multi-year grant from The National Lottery Community Fund as part of its Health Inequities: Structural Racism and Discrimination Partnership. We are one of ten national partners working alongside The National Lottery Community Fund and will take a leading role in shaping how the partnership operates, including building evidence, influencing policy and practice, supporting the design of new national funding programmes, and facilitating collective learning across the partnership. Alongside this, the centrepiece of our participation will be the delivery of three Anti-Racism Collaboratives (ARCs), each based in a specific locality and rooted in communities experiencing the sharpest health inequities. The initial locations are Greater Manchester, the London Borough of Lambeth and the London Borough of Barking & Dagenham. ARCs will bring together voluntary, community and social enterprise organisations (VCSE), faith organisations, people with lived experience, primary and secondary care providers, local authorities, public health and social care partners. Each ARC will convene a Co-Production Panel (CPP) of people from minoritised ethnic communities to identify where structural racism produces inequitable health outcomes, and to co-produce evidence-led solutions that improve health and tackle the wider determinants of health.

We are recruiting two Changemakers, one each for Greater Manchester and for Barking & Dagenham. As a Changemaker, you will establish and support an ARC within one of our pilot localities, bringing together stakeholders, providing strategic advice and knowledge of research methods and policy opportunities. You will support the design and implementation of health intervention programmes decided on by the ARC that have the power to influence policy, practice and systems.

Working as part of a national team of Changemakers, you will also contribute to the Foundation's evidence, influencing and systems change work, connecting learning from your locality to national policy, while bringing national developments back into local action. Together, the team will develop a replicable model for tackling racial health inequities. We are looking for an experienced systems change practitioner who is passionate about tackling structural racism and improving health equity. This highly collaborative leadership role requires someone equally comfortable working alongside people with lived experience, senior leaders across health and local government, and colleagues from the voluntary and community sector. Success will depend on your ability to build trusted partnerships, work strategically in complex environments, translate evidence into action, and create the conditions for lasting systems change.

Key Areas of Responsibility

1. Systems Leadership

- Establish and support an ARC, bringing together communities, voluntary organisations, statutory partners and others around a shared ambition to tackle structural racism and improve health equity.
- Identify opportunities to change policy, commissioning, organisational practice and partnerships that reduce health inequities, supporting the ARC to prioritise action.
- Build trusting relationships with senior leaders across health, local government and the voluntary and community sector, creating the conditions for shared leadership and collective action.
- Navigate complex organisational environments, recognising and addressing barriers to collaboration, power-sharing and systems change.
- Support organisations to embed anti-racist practice through approaches including the Foundation's Race Equity Maturity Index (REMI).

2. Co-production and Community Leadership

- Support ARC to establish a Co-Production Panel (CPP), ensuring people with lived experience play a meaningful role in identifying priorities, shaping change programmes and evaluating progress.
- Work alongside the ARC host organisation to recruit, support and develop CPP members, creating an inclusive, trauma-informed environment where different forms of knowledge are equally valued.
- Facilitate co-production processes that enable communities, practitioners and decision-makers to work together as equal partners.
- Support community members to strengthen their confidence, leadership and influence, ensuring equality, accessibility and inclusion are embedded throughout the programme.

3. Evidence and Learning

- Bring together qualitative and quantitative evidence—including community insight, research evidence, administrative data and local intelligence—to understand the structural drivers of health inequity.
- Support partners to interpret and use evidence to inform decision-making and the design of change programmes.
- Identify emerging learning across change programmes and work with the other Changemakers to synthesise learning across ARC sites.
- Contribute to policy briefings, evidence reviews and evaluation outputs, ensuring learning informs programme improvement as well as accountability.

4. Influence and Partnerships

- Build productive relationships with local and national partners across the NHS, local government, VCSE and community sectors.

- Identify opportunities to influence local and national policy, commissioning and professional practice, drawing on learning generated through the ARC.
- Work closely with the Foundation's Communications and Public Affairs team to communicate learning in ways that build understanding of structural racism and support wider systems change.
- Represent the Foundation at meetings, events and partnership forums.
- Contribute to the wider National Lottery Community Fund partnership by sharing learning, supporting collective workstreams and helping to shape future programmes.

5. Programme Stewardship

- Provide strategic oversight of the ARC, ensuring effective planning, risk management, financial monitoring and delivery against agreed objectives.
- Work collaboratively with the Lead Changemaker and Programme Coordinator to ensure consistent approaches across all ARC sites.
- Contribute to organisational learning, supporting continuous improvement and adaptation as evidence and experience emerge.
- Undertake any other duties appropriate to the role and grade.

Person Specification

Essential

- Demonstrable experience of leading complex, multi-agency change involving communities, VCSE organisations and statutory partners.
- Strong understanding of how systemic racism operates within health and wider public systems
- Experience of identifying opportunities to redesign policy, commissioning, organisational practice or partnerships to reduce racial inequities.
- Experience of leading or facilitating programmes that sought to tackle systemic racism through systems or organisational change.
- Ability to build trusted relationships across organisations with different priorities and levels of influence, exercising sound judgement in complex and politically sensitive environments.
- Significant experience of working alongside communities experiencing racial inequities to co-produce evidence-led solutions that influence policy, organisational practice or systems.
- A commitment to trauma-informed and strengths-based approaches that recognise community knowledge as equal to professional expertise.
- Experience of synthesising qualitative and quantitative evidence and translating it into practical recommendations that influence policy, commissioning, organisational practice or wider systems change.

- Excellent communication and influencing skills, with experience of using evidence and partnership working to shape policy, commissioning or organisational practice.
- Excellent written and verbal communication skills, with the ability to communicate complex ideas clearly to diverse audiences.
- Ability to work strategically while maintaining oversight of programme delivery.
- Ability to work confidently in ambiguity, adapting approaches in response to evidence, community insight and changing organisational contexts.
- Commitment to equity, anti-racism and the values of the Race Equality Foundation.

Desirable

- Experience of working within health and care systems.
- Experience of analysing ethnicity-disaggregated data or wider health inequalities evidence.
- Experience of Action Learning, organisational development or other systems change methodologies.
- Knowledge of the VCSE, statutory and community landscape within the locality.
- Experience of organisational improvement or quality frameworks such as REMI.

Staff for whom responsible None.

Line Manager Tracey Bignall - Lead Changemaker and Director of Policy and Engagement

Range of contacts You will be expected to work with staff, funders and key stakeholders in the implementation of this project. There will also be contact with wider members of the Staff and the Management Committee of the Race Equality Foundation.

Physical conditions There are no physical conditions associated with this post.

Travel and hours of work Full-time staff work 35 hours a week with office hours being 9am to 5pm. However, because of the nature of some of the tasks to be performed by this post, evening and/or weekend work may be required.

Provision of training and development There will be an induction programme and training will be provided in any unfamiliar software necessary for the role.

Pay and Conditions of Service

We are recruiting two Changemakers who will initially be embedded in either Greater Manchester or Barking & Dagenham. Both posts are permanent full-time roles.

The salary for the Changemaker is £51,754 per annum.

The London-based Changemaker receives £2,136 additional salary as London Weighting.

The normal working week is 35 hours for full-time posts, seven hours per day excluding a one hour lunch, Monday to Friday. Standard office hours are 9.00 a.m.-5.00 p.m. However, because of the nature of some of the tasks to be performed by this post, evening and/or weekend work may be occasionally required, for which time off in lieu is available.

Much of the work for this role will take place in their respective locations with travel across both areas to be expected.

The London Changemaker will be based at the Race Equality Foundation's London office at 17 Deane House Studios, 27 Greenwood Place, NW5 1LB.

The Manchester Changemaker will be based at our Manchester office, at Colony coworking space at, One Silk Street, Ancoats, Manchester M4 6LZ

Full time staff are entitled to 25 days holiday rising to 31 after five years of service. The timing of holidays must fit in with the needs of the Race Equality Foundation and must be agreed in advance. In addition to annual holidays there is paid time off for Bank holidays.

Application process

We will require the submission of an application form and a supporting statement. The supporting statement should be 2-3 pages max, 12-point font.

Candidates invited to interview will be asked to prepare a task, details will be provided.

Please specify in your supporting statement which location you wish to apply for.

Please note, we are only able to appoint individuals who are eligible to work in the UK.

July 2026