

Everything you need to know about being our **Equality, Diversity and Inclusion Lead**

Equality, Diversity and Inclusion is a key part of our culture and strategic ambitions at Parkinson's UK which supports our work in delivering our Equality, Diversity and Inclusion activities. Parkinson's UK is here for all people affected by Parkinson's. We want to break down barriers and open up opportunities for our community to connect with us.

Working with key stakeholders in the charity and our staff who work with our community, you'll lead the evolution and delivery of our EDI roadmap for change. You'll connect, lead, manage and coordinate activities across the charity with strategic oversight, and drive change both internally and externally.

What you'll do

- Have a creative insight and understanding of people affected by Parkinson's, and be responsible for identifying and putting in place the measures and deliverables that will enable us to achieve our ambitions.
- Work closely with our leadership team and the People & Culture Directorate to ensure the delivery of our EDI strategy, ensuring EDI is woven through our wider strategic ambitions and connecting EDI initiatives
- Chair the EDI forum and affinity groups and ensure it connects views from across our workforce that links to our priorities and influences our programme of work.
- Provide regular updates to our Executive Leadership team ensuring their sponsorship of EDI activity
- Work across the People & Culture team to make sure that EDI is embedded in our 'people journey'. You'll connect our EDI priorities to how we attract, develop and motivate our people
- Connect with core subject matter experts, such as communications, data and insight and delivery teams to ensure initiatives become part of our core work.

What you'll bring

- Deep understanding and experience of leading Equality Diversity and Inclusion activities particularly with a particular focus on increasing inclusivity from a community perspective **A,I**
- Enthusiasm and resilience for breaking down barriers and challenging inequalities **I**
- Excellent interpersonal skills, confident influencer and relationship builder, and the ability to challenge others to drive change **I**
- Experience of delivering measurable impact **A,I**
- An interest in or connection with Parkinson's and a vision of how we can make a difference to people affected by this condition **I**
- Experience of working in co production and collaboratively with diverse groups of employees and volunteers **A,I**
- Ability to challenge others to drive change **I**
- Ability to analyse data, draw and communicate appropriate conclusions **I**
- Experience in building networks and creating an influential EDI profile **A, I**
- Understanding of health or research related charities or industries **desirable A**

(A) assessed at the application stage **(I)** assessed at interview stage **(T)** assessed by a test/presentation

A bit more about the role

You'll report to the **Associate Director - People & Culture**

Your contract will be **permanent**

You'll work **21 or 28 hours per week**

You'll be based at a **combination between the UK office, London and home (minimum of 2 days per week in the office)**

You'll be paid **£47,250 per year, pro rata**

Your main relationships will be with:

- Executive Leadership Team
- People Committee
- People & Culture Directorate
- External Relations Directorate
- Equality Diversity and Inclusion Forum
- Affinity Groups (Employee Resource Groups)
- Staff Alliance (Employee Forum)
- Associate Director - People & Culture

Be part of the **People & Culture** directorate

We enable, build and develop strong foundations that deliver a clear vision and strategy, expertise in people and our culture, all underpinned by comprehensive insights and data.

In partnership we continually inspire, collaborate and make the charity the best it can be, by focusing on our culture, ways of working and delivering a robust people journey for our staff and volunteers. We work across the organisation to realise our shared ambitions and deliver on those plans.

What we do and how we do it

Our vision • our ultimate aim

Together we will find the cure, and improve life for everybody affected by Parkinson's.

Our social mission • what we deliver

We're a people-powered movement. On the verge of major breakthroughs in Parkinson's. By uniting we will find a cure. Together, we will help people get the best care and will ensure everyone sees the real impact of Parkinson's.

Our values • the way we work

- **People first:** We're a strong movement for change, informed, shaped and powered by people affected by Parkinson's. We value and support each other.
- **Uniting:** We're people with Parkinson's, scientists and supporters, fundraisers and families, carers and clinicians. We're working, side by side, to improve the lives of everyone affected by Parkinson's
- **Pioneering:** We innovate across everything we do. Creative, courageous and with pioneering spirit, we strive to continually improve.
- **Driven:** We live and breathe our purpose. We set clear goals and strive to deliver the greatest impact for people affected by Parkinson's.