



**Equity, Diversity and
Inclusion Lead
Recruitment Pack**

Equity, Diversity & Inclusion Lead (anti-racism)

Corporate Services

Contract: 12 months full time, fixed term contract. Open to secondment opportunities.

Hours: 35 hours a week, Monday- Friday, 9am-5pm. We actively encourage flexible working at Carers Trust and are happy to consider options such as part time working, flexible hours and job shares.

Salary: £45,000 - £51,000

Location: Anchored to either London/Cardiff/Glasgow Carers Trust office 1-2 days a week. Flexibility to work from other Carers Trust's offices around the UK when needed.

Why this role is pivotal to Carers Trust

In 2022 we set out our ambition to become an anti-racist charity and created a roadmap for this in which we aimed to challenge our internal practices and support our UK-wide network of local carer organisations to create an inclusive culture which truly values and respects a diverse team.

This role will work across Carers Trust and our network of local carer organisations to raise awareness and understanding of the barriers to diversity and inclusion. You will support us to increase our capability, capacity and confidence so that we can collectively identify and take tangible action to be an anti-racist network.

Our ideal candidate

- Lived experience and understanding of global ethnic majority communities with a deep recognition of the inequities they face.
- Proven experience working in equity, diversity, and inclusion (EDI).
- In-depth knowledge of EDI principles, theories, and best practices, with a demonstrated ability to apply them in a workplace context.
- Analytical skills and experience conducting assessments, data analysis, and programme evaluation related to EDI initiatives.
- Excellent communication and interpersonal skills, with the ability to engage and influence stakeholders at all levels of the organisation.

- Previous experience of being able to operate within complex operating environments and of working in partnership with external stakeholders.
- Ability to work independently with a strong commitment to fostering a culture of inclusion and belonging.
- Familiarity with relevant laws, regulations, and compliance requirements related to EDI.
- Ability to constructively challenge different perspectives and share best practice.
- Value diversity and treat others with respect, showing sensitivity, promoting and encouraging diversity, and building on people's different skills and talents to enhance the quality of their own and others' work.
- Interest in the work of Carers Trust as the UK infrastructure charity supporting unpaid carers through its network of local carer organisations.

Main responsibilities

(not an exhaustive list)



- Support Carers Trust and our network of local carer organisations to commit to individual and collective action to ensure our charities and networks are anti-racist.
- Research what other network organisations and federated charities are undertaking to become anti-racist movements and explore what good practice looks like from global ethnic majority led organisations.
- Develop good practice recommendations and a resource bank for Carers Trust and local carer organisations which draws on research and shared learning.
- Engage Carers Trust colleagues and our network of local carer organisations with these, for example by brokering webinars/talks/blogs from partner organisations.
- Convene and facilitate an EDI Network Community of Practice (with initial focus on work with global ethnic majority communities) with the aim of sharing learning and fostering peer to peer support.
- Be an active member of the Carers Trust anti-racism working group, helping to shape our roadmap, monitor progress and deliver agreed activities within this.
- Support the development and implementation of an EDI impact assessment tool for use on key projects and changes within Carers Trust.

- Support Carers Trust and our network of local carer organisations to identify organisational training needs and to broker appropriate training to meet these.
- Increase understanding, ability and confidence across Carers Trust and our network of local carer organisations to deliver consistent, relevant and accessible services for unpaid carers from under-represented groups.
- Work with Carers Trust colleagues to ensure our 'Making Carers Count' programme legacy outcomes are supported.
- Work with the fundraising team to progress potential opportunities to accelerate and augment our anti-racism roadmap, ensuring a consideration of equity is embedded within programme design and funding bids.

How to apply

Please apply by uploading your CV and supporting statement via the Carers Trust website. We are also accepting video applications for the role; if you would like to submit a video then please contact the recruitment team at recruitment@carers.org.

For an informal conversation about the role please contact Hannah Lindley, Head of Compliance and Quality, on hlindley@carers.org.

We value a diverse and inclusive workplace and therefore strongly encourage applicants of all backgrounds to apply and join Carers Trust irrespective of age, disability, sex, gender identity, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. We want to ensure that our staff team is reflective of the communities that we serve and we therefore particularly welcome applications for this role from those from a global ethnic majority background.

Carers Trust is committed to making our recruitment practices barrier-free and as inclusive as possible for everyone. This includes making adjustments or changes for people who have a disability or long-term health condition or caring responsibilities. If you need any reasonable adjustments for any part of the recruitment process for any reason please let us know, in confidence, to discuss these.

Application deadline: 21st August 2024

Expected interview date: Early September