

HEALTH EQUITY AND INVOLEMENT MANAGER

Role Purpose	Drive the identification and reduction of a growing health equity gap by ensuring lived experience and community insight is embedded across all products, programmes and partnerships.
Pay Band	3
Office attendance / travel requirements	Expected travel for this role is: 2-4 times a month in the office and meetings across the UK
Reports to	Health Systems Programme Lead
Line management responsibilities	Involvement Officer Number of staff managed in total: 0-5
Key relationships	Internal contacts: • Service Transformation Lead and Health Systems and Clinical Services Department to ensure a health inequity approach is embedded into our entire portfolio of service and system innovation • Associate Director of Policy and Influencing and Health Services Policy Manager to amplify the health inequity lens of our systems leadership strategy • Health Intelligence Lead to ensure our quantitative data analysis can support our health inequity approach • Research Involvement Lead and Policy Team, to ensure our more specific involvement groups are aligned with our broader strategic approach • ED&I Steering Group to ensure a cross-organisational approach to ED&I is delivered and embedded across the organisation • Communications team to support the development of clear and effective external messaging on health equity and provide advice and support in managing external responses External contacts: • Our Involvement Network to ensure we are incorporating views from people affected by blood cancer in everything we do • Our EDI Community Voices Group to ensure a co-design approach to tackling EDI as an organisation

	Health inequity focussed organisations, or health focussed with an inequity lens, both charitable and beyond for specialist knowledge sharing and thought leadership
Financial Responsibility	This role does not have financial responsibility

CONTEXT

Our Health Systems and Clinical Services strategy emphasises the need for laser focus on growing health inequities amplified by clinical, technological and social change as we deliver activities to grow our service reach and enable change within the system. We recognise the importance of embedding equity in our service portfolio and see an opportunity to better align with NHS and Government priorities in improving access to treatment and clinical trials by innovating and integrating change alongside and within health systems.

The Health Equity and Involvement Manager is our go to subject matter expert on equality, diversity and inclusion, playing a crucial advisory role in developing our cross-organisational approach. They guide us on high-quality inclusive practices, interpret and translate community insight to a variety of project groups, and ensure this seamlessly integrates into all health equity focussed programme development.

The role plays a key role in the Health Systems Improvement Team, which is currently scoping and developing a new health systems programme of work. The postholder will be integral to shaping this programme, ensuring meaningful involvement of patients and underserved communities informs the development of equitable, accessible services and system innovation. This role also leads the organisation-wide involvement approach, overseeing delivery through the Involvement Network, driving growth and diversification of its membership, and line managing the Involvement Officer.

For internal teams, they are a thought-partner, providing expert support to identify opportunities to improve inclusivity and meaningfully involve under-represented communities across all areas of our work. For external audiences, they grow the reputation of Blood Cancer UK as a thought leader, strengthening trust in our active and purposeful approach to blood cancer health inequity.

MAIN ACCOUNTABILITIES

1. Identify and translate health inequities in access, experience and outcomes for blood cancer patients using available lived experience insights, services data and external evidence, internal insights, highlighting priority populations, unmet needs and structural barriers across the patient pathway.
2. Apply an equity lens across all system innovation programmes and partnerships, working closely with the Health Systems Programme Lead to ensure initiatives are designed to reduce, not reinforce, inequities.
3. Ensure lived experience is meaningfully incorporated into programmes and projects through delivering and overseeing delivery of high-quality involvement activity. Provide guidance on proportionate, inclusive and effective approaches to involvement, and ensure lived experience perspectives are clearly represented in programme design, decision-making and evaluation.
4. Oversee and deliver on the development and continuous improvement of the organisation-wide involvement programme, embedding involvement principles, standards and approaches across senior stakeholder groups and health equity initiatives. Line manage and develop the Involvement Officer to implement best practice and areas of continuous improvement to deliver organisational involvement priorities
5. Provide expert guidance on inclusion, accessibility and reducing disparities in proposed interventions, supporting internal teams and external partners to identify equity risks and opportunities including within the development of the systems change programme.
6. Develop and apply approaches to assess the equity impact of programmes and system change, contributing to evaluation frameworks that measure outcomes across different population groups.
7. Capture and articulate learning on what works to reduce inequities, supporting thought leadership to inform internal strategy and external influence.
8. Build understanding and confidence across teams and external partners in applying an equity lens to their work, developing practical tools, guidance and resources to support equitable programme design, and promoting equity and involvement across the organisation.
9. Line manage and develop the Involvement Officer to ensure excellent levels of engagement and performance and that objectives are achieved.

All employees at Blood Cancer UK promote the organisation's vision, mission and core values and are committed to actively promoting equality, diversity and inclusivity. This includes attending and assisting at Blood Cancer UK events and activities as required, including occasional evening and weekend work. We take a positive attitude to technology, insight and data, including an enthusiasm to use new technologies and ways of working to deliver objectives. All employees are expected to follow Blood Cancer UK's policies and procedures and do any reasonable thing required by their manager.

KNOWLEDGE, SKILLS & EXPERIENCE

Knowledge
Strong understanding of health inequalities and their drivers (e.g. socio-economic, demographic, structural barriers to care)
Understanding of inclusion, accessibility and culturally competent practice
Expert knowledge of approaches to involvement and co-design principles
Skills
Ability to clearly articulate inequities and lived experience in a way that drives action
Ability to spot exclusion risks and apply inclusive thinking across varied programmes, including those with a systems change focus
Experience
Experience working in health inequalities or inclusion roles
Experience embedding lived experience to inform service or programme design
Experience contributing to or advising on service improvement, transformation or programme development, preferably applying an equity and inclusion lens to complex or systems-focused work.
Experience working with multiple stakeholders in complex environments

COMPETENCIES

Core Competency	Level required for role
Collaborative working	Practicing
Being innovative	Practicing
Being high performing and accountable	Practicing
Stakeholder and blood cancer community led	Expert
Leadership skills	Practicing
Professional and technical expertise	Expert