



**Black Equity  
Organisation**

# **Solicitor** Candidate information



# Contents.

<b>Welcome</b>	<b>03</b>
<b>About Black Equity Organisation</b>	<b>04</b>
<b>Why Now (key statistics)</b>	<b>05</b>
<b>Our core proposition</b>	<b>06</b>
<b>Our six key mandates</b>	<b>07</b>
<b>Job specification</b>	<b>10</b>
<b>Offer to BEO staff</b>	<b>13</b>
<b>BEO Board of Trustees</b>	<b>14</b>
<b>How to apply</b>	<b>16</b>



# Welcome.

Dear Candidate,

Thank you for your interest in the solicitor role at the Black Equity Organisation.

The role will be a stimulating and inspiring opportunity for an experienced equality and discrimination lawyer to work pro actively and strategically to use the law as a tool for change.

BEO is a civil rights charity that was set up to challenge and dismantle systemic racism. We work with Black communities by using campaigning, policy and research in conjunction with the law to effect meaningful change.

Legal services are central to BEO. We are therefore looking for someone of 4yrs PQE who has experience in social welfare, human rights, public and administration law and who seeks an opportunity to use those skills specifically in the area of challenging systemic racism.

In the last year we have been developing our relationships with partner organisations, ranging from community groups, our stakeholder law firms, NGOs and law firms experienced in equality and discrimination law, to deliver legal services. The role holder will be required to build on and expand these relationships so that BEO can offer quality legal advice to Black communities in the nations and regions across the United Kingdom.

We are building our internal legal team so that we can provide targeted legal support to Black communities. We are looking for someone to work with the Director of Legal Services and Policy to ensure that high quality legal advice, support and representation are the hallmark of BEO.

Apart from delivering targeted legal advice and representation and identifying and running strategic litigation cases, the role holder will be required to think creatively to assist in fundraising and campaigning to develop a sustainable legal service. BEO does not have a Legal Aid Agency contract so self funds all legal work. BEO is a small team, so the role holder must have the skills and confidence to work on their own initiative as well as with members of other teams in BEO.

## About You-

We are looking for someone who is excited about being part of a team that will build a legal service and who can work with Black communities and be guided by them.

You will also be able to demonstrate that you are aware that Black communities are not homogeneous and you will bring this understanding to the way that you approach your work and interact with clients, our partners and community organisations.

Your qualities will include an understanding that intersectionality is relevant in all that we do at BEO and that your assessment of how we use the law will be seen through that lens.

You will be someone who has lived experience of or insight and comprehension of the impact of racism on all aspects of the lives of members of Black communities.

In return we offer flexible, hybrid working from day one, a 5% employer pension contribution, a generous leave, maternity and parental leave package together with a strong focus on wellbeing and the chance to be part of the task of dismantling structural racism.

To apply please send your CV and supporting statement outlining how you meet the criteria in the person specification on no more than 2 sides of A4, please send completed applications to [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com) by the 28th June at 23:59.


We look forward to hearing from you!

Yours Sincerely,

Kehinde Adeogun

Director of Legal Services and Policy



 a credible, national  
advocate for the  
self-determination of  
Black people  
in Britain.

# About Black Equity Organisation.

**BEO is the UK's new Black civil rights organisation. We have recently launched, and our mission is to dismantle systemic racism in the UK.**

2020 placed a bold spotlight on the structural racism which continues to affect Black communities and which is endemic throughout UK society. Yet there exists within all corners of our society a strong momentum and willingness for change. However, willingness alone will not be enough to tackle the deep roots of racism in the UK. It will require much more including focus, organisation, resources and importantly, leadership.

BEO has been founded as an independent, credible and pre-eminent national civil rights organisation in order to address these issues and to meet this need. BEO will be an organisation with national scale and international reach that can engage Black communities, the general public and private, public and third sectors to advance justice and equity for Black communities across the UK.

## **Purpose, vision and mission statement**

### **Our Purpose**

is to be an advocate and guardian for the Black Community in the UK - delivering equality, inclusion and empowerment through action.

### **Our Vision**

is to realise the empowerment, self-determination and welfare of Black people in the UK, and to be a credible and effective catalyst for dismantling structural racism within British society.

### **Our Mission**

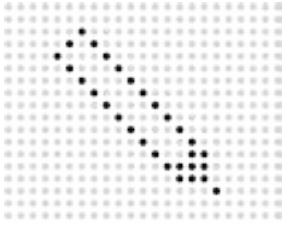
We exist to promote economic, legal, political and social equity for Black communities in Britain in order to ensure equal opportunity for progress and prosperity.

Our efforts will endorse and amplify Black voices, Black talent, Black enterprise and **Black greatness in Britain.**

### **Our Values**

Collaboration, Legacy, Empathy, Accountability, Recognition

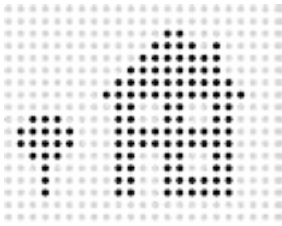
# Why Now?



## EDUCATION

Gaps in academic outcomes exist early between Black and White British students and widen over time through to A-Levels.

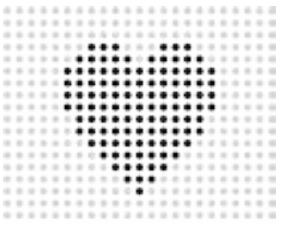
White students are **3x** as likely to achieve Grade A or higher in 3 subjects than Black Caribbean students.



## NEIGHBOURHOOD AND HOUSING

Black African populations are **3x** less likely to own their homes than White populations.

Black Caribbean populations are **3x** more likely to rent via social housing, versus White populations.



## CULTURE, AWARENESS, REPRESENTATION AND RESPECT

Black people are **2x** as likely to report being treated as a potential shoplifter than White populations.

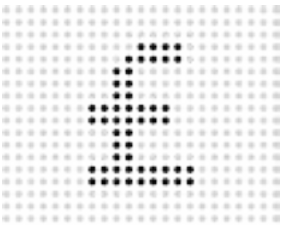
Black people are **2x** as likely to be cast in a supporting role than a lead role in British television and film.



## JUSTICE, IMMIGRATION AND RIGHTS

In the UK for the year 2019, Stop and Search rates were **10x** greater for Black populations than White populations.

By contrast, **not a single police force** in England and Wales registered an arrest rate more than **20** for every 1000 White individuals.



## ECONOMIC EMPOWERMENT AND EQUITY OF OPPORTUNITY

Unemployed rates are 2- **3x** higher for economically active Black populations.

The Black population makes **90p** for every **£1** that is earned by the White population.



## HEALTH, WELLNESS & CARE

**75%** of Black people aged between 18-34 said they felt discriminated against by healthcare professionals.

Black women are **4x** more likely to die in pregnancy.

# Our Core Proposition - what will BEO do?

**BEO is here to be the UK's pre-eminent national civil rights organisation entirely focused on dismantling systemic racism and advancing equity, justice and rights for Black people.**

We are ready for a generational shift and will strive tirelessly to work with Black communities and allies to make the UK a better, fairer country. We exist to promote economic, legal social and political equity for Black communities in Britain in order to ensure equal opportunity for progress and prosperity.



## What will BEO do?

We have a bold and ambitious aim - to dismantle systemic racism. But we know that we will only succeed if we work in partnership with others. We want to achieve a generational shift, so we have set three over-arching long-term goals for Black people's lives in the UK:

- Improve health, life expectancy and wellbeing
- Higher household incomes and greater economic security
- Improve trust, participation and outcomes from the use of public services

These goals are underpinned by three key objectives:

- Black people achieve **self-determination**, realise their rights & achieve **justice**.
- BEO persuades powerful institutions and corporations to acknowledge **structural racism** within their own systems and processes and take steps to **dismantle it** and BEO campaigns ensure the wider **public understands** what systemic racism is and there is **growing support for action** to address it.
- Lasting systemic change is realised through **collaboration**.

## In particular BEO will:

- Use **data and evidence** and use the power of the law to hold the powerful to account and influence policy.
- Adopt an approach informed by the historic and current **trauma** experienced by Black people.
- Build **greater awareness and understanding** of what structural racism is.
- Develop effective **solutions** to tackle structural racism build **partnerships and coalitions** across BEO's pillars including Taskforces.
- **Mobilise** our supporters and allies.

# Our Six Key Pillars.



## ECONOMIC EMPOWERMENT & EQUITY OF OPPORTUNITY

Ensure Black communities are economically empowered and have the same professional and career opportunities as others.



## EDUCATION

Close the education attainment gap that exists between Black and White children in the UK throughout school and university, with knock-on effects in the labour-force.



## JUSTICE, IMMIGRATION & RIGHTS

Stand up legal organisation to fight for racial justice and remove sources of racial discrimination within the criminal justice system through litigation, advocacy, outreach and public education.



## NEIGHBOURHOOD & HOUSING

Address and remove the economic, structural and political barriers that contribute to the over representation of Black people in rented and social accommodation and under representation in privately owned accommodation.



## CULTURE, AWARENESS, REPRESENTATION & RESPECT

Build broad public awareness of the existence of systematic racism in British society and its impact on Black communities to galvanise public support, outrage and commitment to eliminate sources of systematic racism.



## HEALTH, WELLNESS & CARE

Achieve healthy equality for all Black people in the UK including a healthy life and high-quality freely available healthcare, with equal outcomes irrespective of race.

# Solicitor

## Solicitor

<b>Location</b>	Hybrid (homeworking or London based)
<b>Reporting Relationship</b>	Director of Legal Services
<b>Salary &amp; contract</b>	£48-50k Permanent
<b>Hours &amp; contract terms</b>	35 hours pw -Can be worked flexibly or with compressed hours. Some out of hours working may be required.
<b>Start date</b>	ASAP

## ROLE PURPOSE

Providing high quality legal advice and representation





# Role Description.

## Responsibilities

### **Job purpose:**

- To be a member of the BEO in house legal team.
- To use the law to challenge systemic race discrimination.
- To improve access to legal advice for those experiencing race discrimination.
- To provide legal advice that recognises and takes account of intersectionality.
- To participating in campaigning and networking.

### **Responsibilities**

#### **Casework-**

- Provide high quality legal advice and conduct casework in the area of race discrimination and public and administrative law.
- Provide legal representation from the outset of a case, to include some advocacy, as necessary.
- To identify cases for strategic litigation.

#### **General-**

- Contribute to the development BEO's legal services both strategic litigation and individuals' access to justice.
- To work with Fundraising team to identify and develop new funding opportunities for casework.
- Contribute to the setting up, running and supervision of BEO pro bono clinics.
- Supervision of staff as appropriate.
- Represent BEO externally as required.
- Comply with Solicitor Regulation Authority (SRA) Rules of Professional Conduct.
- Keep up to date with changes in relevant areas of law and maintain CPD.
- Contribute to the development of BEO as a national civil rights organisation.

***This job description is not exhaustive. The postholder may be asked to take on additional responsibilities and tasks which are in scope of the role.***

# Person Specification.

## Criteria

EXPERIENCE AND SKILLS	Essential
A qualified solicitor with experience gained from working in social welfare law (at least 4 years' PQE).	✓
Experience of providing advice and information with a focus on discrimination.	✓
Knowledge of other areas of discrimination law, other than race.	✓
Experience of advocacy and representation at Tribunal and or court.	✓
Experience of presenting complex legal information to diverse audiences in an accessible manner.	✓
Be able to use a case management system.	✓
Experience of providing 2nd tier advice.	✓
Knowledge or experience of running or participating in pro bono clinics.	✓
Experience of campaigning.	✓
Experience of supervision.	✓
A strong understanding of race discrimination law and an understanding of other areas of legal practice which are relevant to BEO, such as human rights, judicial review, and statutory enquiries.	✓

KNOWLEDGE AND ABILITIES	Essential
Demonstrable commitment to anti-racism, equality and inclusion.	✓
Have strong critical thinking skills and strong attention to detail.	✓
To take the initiative.	✓
To prioritise workload.	✓
To work to deadlines.	✓
Have excellent organisational and problem-solving skills.	✓
Have excellent communication, interpersonal and presentation skills.	✓
Be a strong team player who is calm under pressure and who has the energy and drive to make things happen.	✓
Supervision of staff and volunteers	✓



# BEO Staff Benefits

- **Pension**

5% employer contribution

- **Growth Opportunities:**

4 development days per year to spend at an organisation of your choice

- **Wellbeing focus**

Support from our coaching and counseling services tailored for mental wellbeing.

- **Duvet days**

4 'duvet days' per year, can be taken at short notice (will be deducted from annual leave allowance)

- **Flexible working**

Flexibility in hours and location with the potential for personalised arrangements upon your line manager's .

- **Maternity / paternity / parental pay & leave**

Enhanced package for maternity, paternity, and parental support that goes above and beyond the standard requirements.

- **Perk Box**

Discounts, gifts , days out and more

# BEO Board of Trustees.

**BEO is led by a well-connected, purpose-driven Board, with proven credentials and cross-sector expertise to effect change for Black communities in the UK**



**Dame Vivian Hunt (Chair)**  
Senior Partner, McKinsey & Company

Senior partner at McKinsey & Company, advising a diverse range of corporate, public and third sector clients. In addition to her client responsibilities, Dame Vivian is a leader within the firm on productivity, leadership and diversity.



**Karen Blackett OBE**  
WPP UK Country Manager & CEO GroupM UK

A business leader with 25 years of experience in marketing and communications. She oversees WPP's second largest market and the 11,000 people working across its operating brands in the UK.



**Rt Hon David Lammy MP**  
Labour MP for Tottenham

As Shadow Justice Secretary, he built on his landmark review of the criminal justice system - which explored the treatment of and outcomes for Black and minority ethnic people in British courts and prisons. He is currently Shadow Foreign Secretary.



**Kwame Kwei-Armah OBE**  
Artistic Director, Young Vic

Actor, playwright, director and broadcaster. He became the Artistic Director of the Young Vic theatre in London in 2018.



**Ric Lewis**  
Founder, Tristan Capital Partners

Founding partner of Tristan Capital Partners, a British property investment firm, and its predecessor. He is also the founder and chairman of a registered charity - The Black Heart Foundation.



**Athian Akec**  
Activist & Writer

A 19 year old activist and a former member for Camden, UK Youth Parliament. Athian has since become a prominent voice representing the concerns of young people in London, campaigning on issues such as Brexit and climate change, and has written articles published in The Guardian, The Independent and Huffpost UK.

# BEO Board of Trustees.



**Mark Boisson**  
**(Treasurer)**  
Director of Finance,  
Hackney CVS

Mark is a Chartered Certified Accountant (FCCA) with over 30 years' experience in finance and accounting, at least 25 of which were on senior management teams and leading the finance function.

Mark is a current and former member of a number of boards including in the NHS, housing, charities and education.



**Michelle Daley**  
Director, ALLFIE

Michelle is an activist leading on disability justice on national and international platforms. Her work has involved producing research for Greater London Authority on the experience of Enslaved African Disabled People and the role they played in the abolition of the transatlantic slave trade.



**Marcia Willis Stewart QC**  
**(Hon)**  
Human Rights lawyer

Marcia has and continues to represent families in challenging and high-profile cases against the state. She acted for the family of Jean Charles de Menezes, shot dead by police in 2005 and represented the family in the 2011 police shooting of Mark Duggan.



**Siobhan Aarons**  
Co-Founder & COO,  
CARFE

Siobhan co-founded Conservatives Against Racism, for Equality (CARFE) Britain's first centre-right organisation dedicated to race-relations, during the pandemic. Siobhan is a Tory Reform Group Board Member and Deputy Chair Political of Cities of London & Westminster Conservative Association.



**Leon Mann MBE**  
Award-winning sports  
consultant, filmmaker &  
EDI

Leon Founder of multiple game changing organisations including the Football Black List, BCOMS (the Black Collective of Media and Sport) and the Sport's Peoples' Think Tank. Leon has worked extensively with some of the world's leading sports clubs, leagues, stakeholders, athletes and brands and he's Vice Chair of the Sports Journalists Association.



**David Olusoga OBE**  
Historian, broadcaster &  
film-maker

David Olusoga is a British-Nigerian historian, broadcaster and film-maker. Born in Lagos, Nigeria David studied history and journalism before joining the BBC.

He's an award-winning documentary maker and author.

# How to apply.

**We hope that you've found this information pack comprehensive and persuasive, and that the information provided has enabled you to make an informed decision about your application. Before you apply, please ensure you have read the role profile and person specification in detail.**

To apply for this role, please follow the link below to the Jobs page on our website and email your CV and cover letter (no more than 2-sides of A4) setting out how you meet the person specification for the role, to [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com). Please put the subject line 'Application' followed by the role you are applying for.

We will guarantee to interview all disabled applicants who meet the minimum criteria set out in the Job Description for the vacancy. If you are eligible for this guaranteed interview scheme, please let us know as part of your application.

If you have not heard from us by 30th July please consider your application unsuccessful on this occasion. Due to capacity we are unable to offer individual feedback to unsuccessful applicants.

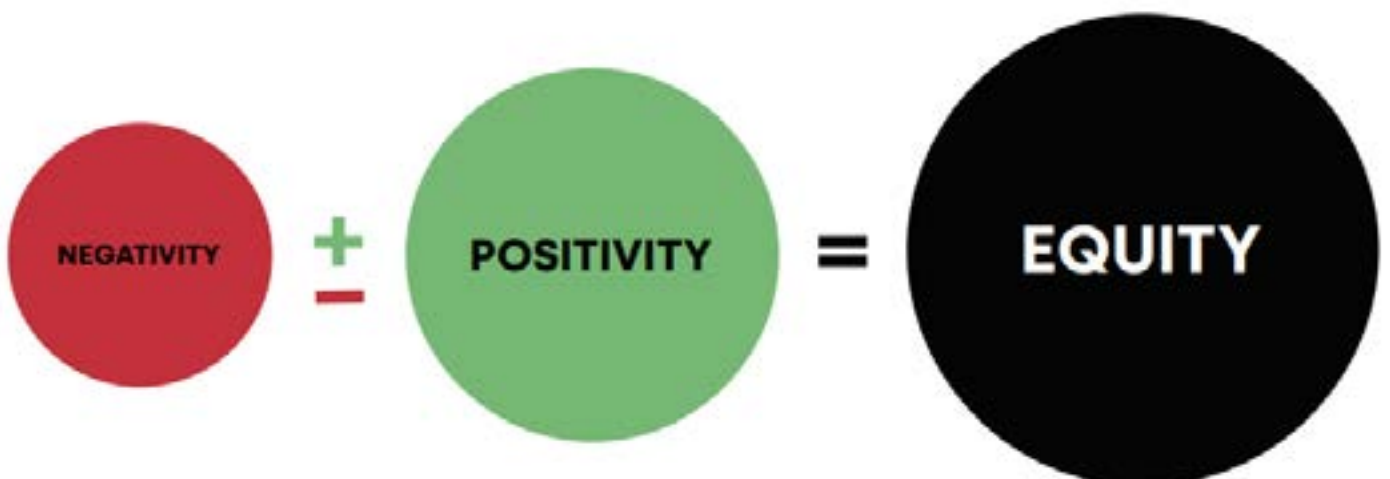
If you'd like to find out more about the role or the application process, please email us at [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com) with the subject line 'Enquiry'.

**Apply [here](#).**

**Closing date** 23:59 on Friday 28th June.

**Stage 1 Interviews** will be held during the second week of July.

**Stage 2 Interviews** will be held at the of July.





**Black Equity  
Organisation**

