

**TOGETHER
ACTIVE**

Staffordshire & Stoke-on-Trent

HEALTH INEQUALITIES OFFICER - SYSTEM

RECRUITMENT PACK

FEBRUARY 2025



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FEBRUARY 2025



Dear Applicant

Thank you for your interest in the position of Health Inequalities Officer - System at Together Active, a leading charity in Staffordshire and Stoke-on-Trent focused on designing out inactivity in our region.

As part of our continued growth- the Health Inequalities Officer will be a key part of Together Active, helping to push for better outcomes and fairer systems for those most marginalised. You will work closely with the Health Inequalities Officer - Community to challenge how things are done, demonstrating better ways to support people who are often excluded or remain unheard.

This is an incredibly exciting time to join our organisation. We have been through a significant transformation and are reshaping how we work to ensure we are able to reach the people who would most benefit from our support. We've launched a new strategy and have a whole new team to help deliver our outcomes.

Our plans are challenging, exciting and ambitious because they have to be. If you believe we can help improve people's life outcomes by ensuring they are not left out of the systems and structures that should exist to support them, we want to hear from you.

Being accredited by the Race Code is one of the ways we demonstrate our commitment to becoming an anti-racist organisation but we still have a long way to go and much to do. Equality and diversity achieved through equity is important to us. We recognise our organisation is currently underrepresented by black and minoritised people, LGBTQIA+ people, and people with a disability. If you identify with any of these characteristics, your application is especially encouraged. We also are keen to encourage applications from people who may have faced social exclusion or are from a background where this has been the experience of your household.

Yours faithfully,

A handwritten signature in black ink, appearing to read "C. Jones".

Carly Jones
Chief Executive



Who we are

Where we've come from

We were originally formed as a County Sports Partnership and operated under a local authority. After almost 20 years as Sport Across Staffordshire and Stoke-on-Trent, we were keenly aware that if we wanted to support the people who need us the most, we had to shift our focus. Our ambitions were not just about sport but in ensuring that everyone has the opportunity to be active in the way that works for them. And in doing so, we could create more opportunities for people to live happy, healthy lives. So, in 2020 we took the step to register as a charity, and became **Together Active**.

Where we are today

Together Active is an Active Partnership, which means we benefit from being part of a network of 43 organisations whose purpose is to tackle inequality through the lens of physical activity. Today, we work to make sure that the right systems and services exist for people to be able to lead happy and healthy lives.

Our **aims** are to:



Work with partners to improve the prevention pathway for mental health



Test new ways of working with socially excluded groups to increase opportunities for them to be active



Prove that physical activity has a critical role to play in community development

Both our new strategy and our Theory of Change are clear that our focus of our work must be in Stoke-on-Trent for the foreseeable future, with further targeted work in areas of highest deprivation across wider Staffordshire. We know that if we achieve our aims, we can collectively reduce the strain on health and social care services and support an early intervention approach. This in turn will help to create meaningful improvements to the lives of the people in Staffordshire and Stoke-on-Trent.

Together Active does not directly deliver services and our role is in ensuring we create the conditions and space for existing organisations, brilliant at what they do, to keep doing it. We work in a systemic way to tackle the structural issues that prevent access to physical activity and connect strategic decision makers to the real life experiences of the people they work for.

Our Vision

Design out inactivity across Staffordshire and Stoke-on-Trent

Our new strategy covers the period 2024-2030. Our focus is on the people that are most likely to feel the impact of structural inequality preventing or limiting their ability to lead an active, healthy life. Our aim is to use physical activity as a vehicle to keep people included.

Our approach is based on universal proportionalism. That means we'll allocate our resource where it's needed the most. This is based on evidence, data and experience. In our region, poverty disproportionately impacts the residents of Stoke-on-Trent compared to the wider county of Staffordshire. That's why we will work more in Stoke-on-Trent than any other part of the region for the duration of this strategy.

We know how household income intersects with other inequalities people experience has a big impact on how active they can be. That's why we'll also be focusing on people who experience or are at risk of exclusion because of their:

- Gender
- Race and/or cultural heritage
- Physical Disability
- Lower Income
- Experiences of mental distress or a mental health condition



Our aim is to use physical activity as a vehicle to keep people included

Carly Jones, CEO



How we value you

At Together Active we know that our people are our most valuable asset. We have recently launched our **People Plan** that sets out how we put the welfare and wellbeing of our staff at the heart of the organisation. In addition to fair salaries with clear opportunities for pay progression, we offer the following benefits:

- **Generous Health & Wellbeing Cash plan** - including access to a virtual GP any day anytime, cash back towards the cost of everyday healthcare expenses like dental check-ups, eye tests, and physiotherapy sessions. Discounts to gym memberships and retail discounts such as cinema tickets and your weekly shop.
- **Generous annual leave allowance: 27.5 days** upon commencement of employment plus bank holidays. This rises by an additional **1 day of leave per year** after 2 years of continuous employment, up to an additional 5 days leave in total. (Pro rata for part time staff)
- **Three concessionary days** leave over Christmas and New Year (pro rata for part time staff)
- Death in service scheme up to the value of three times actual salary
- Volunteer day to spend either as a team or individual helping out with an organisation or cause you select
- Up to **8% employer** contribution to pension scheme
- Access to **Cyclescheme**
- Annual CPD courses offered by Staffordshire University
- Online skills training platform - for employees to use to broaden their professional and personal development across a range of online courses
- Access to counselling service

We are committed to working flexibly and we mean it. Most people in our team are hybrid workers and we tend to congregate in the office approximately twice per week. We are focused on outcomes and the impact that we make, not counting the minutes you're sat at your desk.

Our office is currently based at Staffordshire University Business Village with free parking on site.

Each applicant will be individually assessed regardless of age, gender, ethnicity, sexual orientation, disability, religion or belief and we will use positive action on the basis of race and/or disability in the case of a tie break situation.



**We know
our STAFF
are our most
valuable asset**

The Role

Role Profile: Health Inequalities Officer - System

Reporting to: Head of Policy & Strategy

Salary: £28,840 pro-rata (£23,072 actual)

Hours: Part Time - 28hours per week

Location: Hybrid (between our office, at home and across Stoke and Staffordshire)

Role Summary

This role is about driving meaningful change in the health system to ensure physical activity becomes a standard part of care pathways, especially for those who face the greatest barriers to access. Working closely with the Health Inequalities Officer – Community, you'll use evidence, insights, and innovative projects to challenge how things are done, demonstrating better ways to support people who are often unheard or excluded. Your work will influence decision-makers to take bold, evidence-based action, ensuring that physical activity is seen as an essential tool for addressing health inequalities. You'll work alongside partners in the health system, but your role isn't to maintain the status quo; it's to push for better outcomes and fairer systems that serve everyone, especially the most marginalised.

Role Outcomes

1. Health systems integrate physical activity into pathways as a standard practice.
2. Marginalised communities are meaningfully represented in decision-making processes.
3. Innovative pilot projects demonstrate effective approaches and influence system-wide adoption.
4. Evidence-based policy recommendations drive improvements in health pathways.
5. Systems respond proactively to community insights and are challenged to address inequalities.



What does this mean day to day?

Your duties will tie directly to the outcomes above, and you'll have plenty of freedom to manage these tasks.

Your tasks could include:

- Collaborating with stakeholders to embed physical activity in health services with a specific focus on the most marginalised groups.
- Identifying spaces in health which are not supporting our focus communities and using evidence and community insights to influence system improvements. Developing and managing prototypes alongside the Health Inequalities Officer – Community to test and showcase solutions.
- Acting as a critical friend to health systems, constructively challenging practices. Advocating for policy changes informed by robust evidence and lived experience.

Line Management Responsibilities

This role might involve supervising volunteers, helping them feel supported and engaged.



Person Specification

Essential

1. Strong understanding of health inequalities, particularly for marginalised and underserved communities.
2. Proven experience in systems change, advocacy, or influencing policy within health or related sectors.
3. Ability to analyse and present complex data and evidence to drive decision-making.
4. Excellent communication and influencing skills, with the ability to constructively challenge practices and inspire change.
5. Demonstrated experience in designing and delivering innovative pilot projects to test and showcase solutions.
6. Skilled in building and maintaining strategic partnerships across diverse sectors.
7. Commitment to equity, diversity, and inclusion in all aspects of work.
8. Resilience and adaptability, with the ability to navigate complex challenges and ambiguity.
9. Strong organisational and project management skills to prioritise work and meet deadlines.
10. Passion for improving health outcomes through physical activity.

Desirable

1. Experience working within or alongside health systems such as NHS, Public Health, or Integrated Care Systems.
2. Familiarity with co-design and co-production approaches.
3. Knowledge of safeguarding practices and working with vulnerable populations.
4. Experience in monitoring and evaluating the impact of initiatives to inform future work.
5. Lived experience of health inequalities or other barriers to accessing services

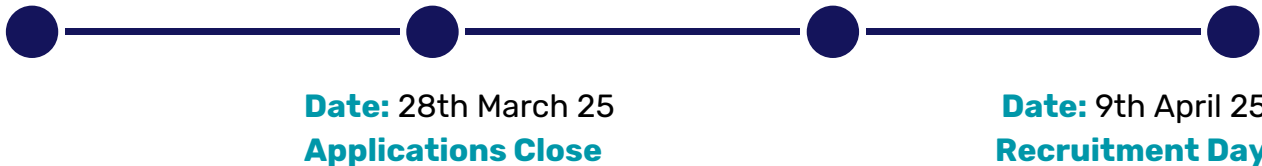
How to Apply

- ✔ Please download and complete the application form and equality monitoring form. We will not accept CVs or cover letters. Your completed application should be returned to hr@togetheractive.org
- ✔ If you have accessibility requirements and need to submit your application in an alternative form, contact us by emailing hello@togetheractive.org
- ✔ Your application will be assessed based on how well you meet each element of the person specification, so please use concrete examples to illustrate this

Recruitment Timeline

Date: 24th February 25
Applications open

Date: 1st April
Shortlisting



If you'd like an informal chat about the role or have any questions, please contact us using the email address provided above.

We greatly appreciate the time and effort people take to apply for roles. However, due to the small size of our team, we unfortunately cannot provide feedback to candidates at shortlisting stage. If you have not heard from us within two weeks of the closing date, please assume you have been unsuccessful on this occasion.

Together Active are committed to Safeguarding and Promoting the Welfare of the communities we work with. We expect all staff and volunteers to share this commitment and to undergo appropriate checks, according to role which can include an enhanced DBS check.

TOGETHER ACTIVE

Staffordshire & Stoke-on-Trent



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