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**EQUALITY CHAMPION JOB DESCRIPTION**

**JOB TITLE:** Equality Champion

**TERM OF OFFICE:** Co-terminus with Exec Committee role

**RESPONSIBLE TO:** Presidential Leads on Race Equality

**WORKING WITH:** Presidential Leads on Race Equality, Equality, diversity and Inclusion Officer, Race and Equality Manager and the Equality Champions’ Network

**ELECTED/APPOINTED:** Appointed

**TIME COMMITMENT:** 1-2 hours a week

**NATURE OF ROLE:** Voluntary

**JOB PURPOSE**

To support, promote and amplify initiatives aimed at achieving equality and equity for all groups through helping with delivering RCPsych Equality Action Plan. We are looking to establish an equality champions network within the College that is focused on supporting the collective interests of people to enhance diversity and reduce inequalities.

**KEY RESPONSIBILITIES**

The role the Equality Champion is to engage in local initiatives to promote equality and implement the action plans proposed by the Equality taskforce and help expand traditional diversity efforts is needed to truly build an inclusive workforce.

The responsibilities will include, but will also be developed in collaboration with the Equality Champions:

* Reviewing the core and higher training curricula to ensure they adequately reflect the knowledge and skills required to deliver clinical care that is equitable for all, including understanding the impact of structural inequalities within mental health.
* Pilot and evaluate training, support and engagement activities to inform further initiatives to tackle differential attainment.
* Promoting equality for all psychiatrists in their places of work by accessing data on the experience and outcomes of different groups of doctors – for instance SAS doctors – in career progression, appointments, leadership roles and referrals to regulators, and by engaging with members to understand their experiences, and developing guidance to support employers to stamp out discrimination.
* Campaigning to persuade other healthcare provider organisations to ensure that training around equality, equity, the impact of unconscious bias on decision making, structural inequalities, and power differentials in mental health are mandated for all mental health staff.

**LOCATION AND APPOINMENTS**

We intend to appoint 24 Champions based across the UK (one from each Faculty, Division and Devolved Nation).

Equality Champions will be appointed from the executive committee members of the Faculties, Divisions and Devolved Nations.

**PERSON SPECIFICATION**

The post holder should:

* Advocate for better workforce in equality support and processes (demonstrable evidence of this is desirable);
* Be a dynamic communicator, with excellent presentation skills.
* Be a good listener and able to give advice and support effectively.
* Be willing to learn and proactively seek out information and resources to supplement their knowledge.
* Should have a keen interest in promoting diversity & equality.
* Be open to be educated in promoting anti-discriminatory practice
* Must have enthusiasm to learn about and to implement steps for mental health and equity at small or large scale.
* Be willing to undertake projects linked to the RCPsych Equality Action Plan (EAP) related tasks.

**THE COLLEGE VALUES**

**Courage**

* Champion the specialty of psychiatry and its benefits to patients
* Take every opportunity to promote and influence the mental health agenda.
* Take pride in our organisation and demonstrate self‐belief.
* Promote parity of esteem.
* Uphold the dignity of those affected by mental illness, intellectual disabilities, and developmental disorders.

**Innovation**

* Embrace innovation and improve ways to deliver services.
* Challenge ourselves and be open to new ideas.
* Seek out and lead on new, evidence‐based, ways of working.
* Have the confidence to take considered risks.
* Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

**Respect**

* Promote diversity and challenge inequalities.
* Behave respectfully – and with courtesy – towards everyone.
* Challenge bullying and inappropriate behaviors
* Value everyone’s input and ideas equally.
* Consider how own behaviors might affect others.
* Respect the environment and promote sustainability.

**Collaboration**

* Work together as One College – incorporating all members, employees, patients and careers
* Work professionally and constructively with partner organization’s
* Consult all relevant audiences to achieve effective outcomes for the College.
* Work together with patients and careers as equal partners
* Be transparent, wherever possible, and appropriate.

**Learning**

* Learn from all experiences.
* Share our learning and empower others to do the same.
* Value and encourage personal feedback.
* Use feedback to make continuous improvements.
* Create an enabling environment where everyone is listened to, regardless of seniority.
* Positively embrace new ways of working.

**Excellence**

* Deliver outstanding service to members, patients, careers and other stakeholders.
* Promote excellent membership and employee experience .
* Always seek to improve on own performance.
* Promote professionalism by acting with integrity and behaving responsibly.
* Demonstrate accountability in all that we do.
* Uphold the College’s ‘Core Values for Psychiatrists’.

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