**Appointed role.**

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**EQUITY CHAMPION JOB DESCRIPTION**

**JOB TITLE:** RCPsych Equity Champion

**TERM OF OFFICE:** Co-terminus with the three-year period of the RCPsych Strategy

**RESPONSIBLE TO:** Presidential Leads for a) Equity and Equality and b) Women and Mental Health

**WORKING WITH:** Presidential Leads for a) Equity and Equality and b) Women and Mental Health

Head of EDI Strategy and HR Manager (EDI), RCPsych

 Equity Champions’ Network

 Own Devolved Nation/ Faculty and/or Division

 Advancing Mental Health Equity (AMHE) Collaborative under NCCMH

**ELECTED/APPOINTED:** Appointed

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

**NATURE OF ROLE:** Voluntary

**JOB PURPOSE**

The overarching aim of the Equity Champions Network within the College is to support the collective interests of people to enhance diversity and reduce inequity.

In this role, you will support, promote and amplify initiatives aimed at achieving equality and equity for all groups with a specific focus on the agreed priorities set out in the Fairness for all section in the RCPsych Strategy 2024 - 2026.

You will act as a college representative, working closely with your own faculty, division or devolved nation to encourage their engagement in this important work aimed at making EDI everyone’s business, while promoting through your own organisations and networks.

**KEY RESPONSIBILITIES**

The role of the Equity Champion is to engage in local initiatives to promote equity, implementing the Fairness for all Action Plan to help expand traditional diversity efforts needed to truly build an inclusive workforce.

You will be expected to:

1. Be an ambassador for the Fairness for all presidential priority in all settings, working within College policy.

2. Work with the four presidential leads on delivering at least one chosen Fairness for All action

3. Report on progress to the relevant Presidential leads and to the Equity Champions Network on a quarterly basis

4. Hold your Devolved nation/Faculty/Division to account for supporting delivery of the Fairness for All Action Plan

**LOCATION AND APPOINTMENTS**

We intend to appoint a maximum of 26 Champions based across the UK (one from each Faculty, Division and Devolved Nation and ensuring there is a SAS Doctor and trainee representative).

Equity Champions represent the executive committee members of the Faculties, Divisions and Devolved Nations where possible and to ensure this, we will recommend that they are co-opted to the respective Faculties, Divisions and Nations.

**PERSON SPECIFICATION**

The post holder should demonstrate an ability to:

1. Demonstrate courage and respect in carrying out the role
2. Excellent co-production skills
3. An awareness of Quality Improvement (QI) methodology
4. Ability to communicate and influence effectively
5. A commitment to lifelong learning

**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’.