**THE ROYAL COLLEGE OF PSYCHIATRISTS**

# **PRESIDENTIAL SCHOLAR JOB DESCRIPTION**

**JOB TITLE:** Presidential Scholar for Equity and Equality

**TERM OF OFFICE:** 1 Year

**RESPONSIBLE TO:** Joint Presidential Leads for Equity and Equality

**GOVERNANCE**  President and other College Officers

**MANAGEMENT:** Lead staff contact for Presidential Leads for Equity and Equality

**ELECTED/APPOINTED:** Appointed following advertisement on College website and competitive interview

**TIME COMMITMENT:** One full day per week

**SALARY**: Unpaid/voluntary

**JOB PURPOSE:**

To support the Joint Presidential Leads for Equity and Equality in research, policy development, engagement and influencing in relation to the need for equity in mental health.

**KEY RESPONSIBILITIES:**

1. Lead on a project (policy, training, research etc) based on your area of interest from the Fairness for all strategic priorities relating to inequities in race /sex /disability /sexuality and/or intersectionality.
2. Promote the Fairness for all strategy to members
3. Attend relevant internal and external stakeholder meetings, as guided by the Presidential Leads.
4. Promote the College's views on the need for equity in mental health.

**PERSON SPECIFICATION:**

**Essential**

1. An ST4-ST6 doctor or SAS doctor who is a current member/associate of the College
2. Demonstrable interest in EDI and Fairness for all
3. An interest in evaluation and research
4. Excellent written and verbal communication skills
5. Excellent administration skills with demonstrable ability to work in a support role and organise own workload

Applications are welcome from across the UK.

Please note, applications will require written support from your Training Programme Director (TPD) and Head of School, or from your employer.

**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 behaviour
* Value everyone’s input and ideas equally
* Consider how own behaviour might affect others
* Respect the environment and promote sustainability.

***Collaboration***

* Work together as One College – incorporating all members, employees, patients and carers
* Work professionally and constructively with partner organisations
* Consult all relevant audiences to achieve effective outcomes for the College
* Work together with patients and carers 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, carers 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’.

**INTERNAL COLLEGE CONTACTS:**

Department: Strategic Communications

Section/Project: Equity, Diversity and Inclusion (EDI)

Name of Contact: Ruth Adams

Job Title: Head of EDI Strategy

July 2024