

**TOGETHER  
ACTIVE**

Staffordshire & Stoke-on-Trent

# HEALTH INEQUALITIES OFFICER - SYSTEM

## RECRUITMENT PACK

JULY 2025



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**JULY 2025**



**Dear You (Whoever You Are)**

You might not have been job-hunting. Maybe this link found its way to you through a friend, or your late-night scrolling. Maybe you've sat in rooms where decisions were being made and thought... this could be done better. Fairer. Maybe you've seen how the health system works for some, but not for others. And you've wondered what it would take to shift it.

We're Together Active. We work across Staffordshire and Stoke-on-Trent to make it easier for people to move in ways that fit their lives. But more than that, we're trying to shift how systems behave, so they include people instead of excluding them.

This role is about making sure the health system works better for the people who are most often left out of it. It's about making the case, with evidence, insight, and action, that physical activity isn't a nice-to-have, but part of what keeps people well. Especially those whose lives are shaped by poverty, discrimination, or long-term disadvantage.

You'll be working alongside our Health Inequalities Officer – Community, and with a wide range of people across health, policy, and community settings. You won't be delivering services or running programmes, you'll be asking the difficult questions about why they don't always work, and helping show how they could.

If you're the kind of person who notices the gaps others walk past, who stays curious when things feel stuck, and who knows how to hold a room without shouting, this might be for you.

You might not tick every box. You might have gained your experience in an untraditional way. But if you're passionate for this work, we'd love to hear from you.

Warmly,

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Carly Jones', is positioned above the printed name.

**Carly Jones**

Chief Executive





# Who we are

We're Together Active, a charity working across Staffordshire and Stoke-on-Trent to make it easier for people to be active in ways that fit their lives.

We focus on the systems that shape who gets included, and who doesn't. That means looking beyond individual behaviours to understand how policy, funding, culture, and place shape people's choices, freedoms, and access to movement. We support local organisations, influencing decision-makers, and helping the system work better for the people it serves.

We began nearly 20 years ago as a County Sport Partnership, hosted within local government. In 2020, we became an independent charity so we could make tackling inequality our core purpose. Today, we're part of a national network of Active Partnerships, but our work is grounded in the needs and realities of our region.

Our focus is where exclusion is most deeply felt: in Stoke-on-Trent and the parts of Staffordshire where poverty, poor health, and marginalisation have shaped daily life for too long. We don't deliver programmes. We don't duplicate what's already working. Instead, we build the conditions for long-term change, by connecting people, making sense of complexity, and helping good work take root.

We believe that being active, being connected to your body, your community, and your choices, shouldn't depend on your postcode, income, health status, or identity.

That belief runs through everything we do.

## Our aims



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

# Our Vision

## Design out inactivity across Staffordshire and Stoke-on-Trent

We work to make movement possible for everyone, especially where it's been made most difficult.

We focus on the people most likely to be excluded: those living on low or no income, with poor health, discrimination, or long-term structural disadvantage. Our strategy for 2024-2030 centres on Stoke-on-Trent and the parts of Staffordshire where inequality is most entrenched.

We use a principle called **universal proportionalism**: everyone should have support, but some people need more.

This is long term work. It's about shifting how systems behave, not delivering quick fixes. That means listening closely to lived experience, using data with care, and building partnerships that last. It also means being honest about where things aren't working, and brave enough to change them.

## Our priority groups

- **Low or No Income, intersecting with:**
- **Race and/or cultural heritage**
- **Physical Disability**
- **Gender**
- **Experiences of mental health 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

We're committed to building a team that better reflects the communities we work with. That means making equity part of everything we do, including how we recruit, support, and develop our people.

We know we have more to do. Our current team doesn't yet reflect the diversity we want to see, and we're actively working to change that. If you identify as disabled, neurodivergent, LGBTQIA+, from a global majority background, or have experienced exclusion in other ways, we especially encourage you to apply.

Every application is assessed on merit. Where candidates are equally qualified, we may use positive action in line with the Equality Act to support candidates from underrepresented backgrounds, particularly in relation to race and disability.

## We offer

- 27.5 days of annual leave (plus bank holidays), rising with service
- Three additional leave days over Christmas
- Up to 8% employer pension contribution
- Enrolment with a health plan subscription
- Volunteer day
- Cycle to work scheme
- Access to counselling services
- Death in service benefits
- Professional development opportunities
- An annual CPD allowance
- A library of online learning tools
- Flexible working where you're trusted to manage your time
- And a working environment where curiosity, challenge, and care are welcomed

We care about the work, but we care about the people doing it too. We know how demanding system work can be. It requires patience, creativity, and emotional labour. That's why we're serious about building a culture that's rooted in our values of **compassion, creativity, inclusivity, and collaboration.**

Our team works flexibly, with a mix of home, office, and in-person time across Staffordshire. We focus on outcomes, not hours at a desk. We'll agree what works best for you and the role together. We're based in Stafford, but our work takes us all over the county, and candidates will need to be able to work flexibly to support that.



We value people  
for **who they**  
**are**, not just  
what they do

# The Role

**Role Profile:** Health Inequalities Officer - Strategy

**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 focuses on how the health system recognises and responds to inequality, and what it would take for physical activity to be embedded as part of care, not treated as an afterthought.

It works at the structural level: influencing policy, shaping pathways, and challenging systems that aren't reaching the people they need to. That includes those living in poverty, experiencing long-term health conditions, or facing discrimination that makes access harder.

The Health Inequalities Officer – System works closely with the Health Inequalities Officer – Community. While the Community role focuses on lived experience and insight, this role is about what happens upstream: how decisions are made, what gets funded, and whether practice reflects the realities of the people it's meant to support.

The work involves building relationships across the health system, testing new approaches, and using evidence to influence change. It requires credibility, persistence, and a clear understanding of how system behaviours shift over time.

## Role Outcomes

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



## **What does this mean day to day?**

The role is flexible and will shift depending on what's emerging across the system.

You'll have clear outcomes, but freedom in how you get there. Some of the work might look like:

- Working with health partners to understand where physical activity could sit more effectively in care pathways, particularly for people currently facing the highest barriers.
- Using data, research, and lived experience to identify where services aren't reaching our focus communities, and helping shape the changes needed.
- Designing and running small-scale prototypes in partnership with the Health Inequalities Officer – Community, not to prove a point, but to explore what better could look like.
- Acting as a critical friend within health systems, offering challenge, support, and evidence that helps shift thinking.
- Advocating for policy changes that are grounded in reality, bringing together what the system says it values and what communities say they need.

It's not a linear to-do list. Some weeks will be full of meetings and negotiation. Others will be quieter; reading, analysing, testing, listening. It's work that requires curiosity, clarity, and the patience to stay with complexity when easy answers don't show up.

## **Line Management Responsibilities**

There's no direct line management in this role, but sometimes might involve supervising volunteers, helping them feel supported and engaged.





## Who We're Looking For

We don't expect you to tick every box. But we're looking for someone can demonstrate they can:

**Understand systems** - you can see how decisions get made, where power sits, and how change really happens (or doesn't) in complex environments like health or public services.

**Be curious and grounded** - you'll ask thoughtful questions, test assumptions, and work with evidence and insight rather than relying on process or hierarchy.

**Communicate with intent** - you can shift your tone and style depending on who's in the room, whether that's a policy lead, community partner, or frontline practitioner.

**Hold challenge well** - you're able to speak up when something doesn't feel right, and you know how to do that in a way that keeps people in the conversation rather than shutting it down.

**Work relationally** - you value trust, clarity, and consistency, and you know systems change is built on relationships, not just ideas.

**Stay organised in messy spaces** - you're comfortable tracking strands of work that move at different paces, and you know how to stay focused without needing everything to be fixed or final.

**Recognise how inequality works** - you understand that exclusion isn't accidental, and that changing outcomes means changing the structures that produce them.

**Adapt and reflect** - you're willing to test, learn, and change approach. You don't need to have all the answers, just a commitment to getting closer to the right ones.

**Care about the work** - not in a way that burns you out, but in a way that means you're in it for more than just the job description.



We know people gain skills in different ways. Whether your experience comes from paid work, volunteering, community organising, caring responsibilities, or less traditional routes, we value it all equally. There are no barriers to how you show you meet the requirements for this role. You'll be assessed against the person specification, so please make sure your application clearly speaks to the qualities and experiences listed there.

As part of our commitment to inclusion, we know that written applications can be a barrier for some, but we really value getting the right person for every role. So, we offer a short informal conversation with our CEO Carly to all candidates as part of our shortlisting. This helps us understand you better, surface skills and experiences that might not show in an application, and give you a chance to ask any questions you have.

If you're unsure whether this is for you, apply anyway. If the work speaks to you, we want to hear from you.

## How to Apply

- ✓ Please submit your CV and a cover letter answering the three questions on the job advert to [\*\*HR@togetheractive.org\*\*](mailto:HR@togetheractive.org)
- ✓ If you have accessibility requirements and need to submit your application in an alternative form, contact us by emailing [\*\*HR@togetheractive.org\*\*](mailto:HR@togetheractive.org).
- ✓ When you apply, tell us about how your experiences connect with what we've described in this pack. Real examples help us understand how you think and work.

If you've got questions about the role or want to talk it through informally, just drop us a line at [\*\*HR@togetheractive.org\*\*](mailto:HR@togetheractive.org) or call **Lottie Smith on 07736 943549**.

We're running a rolling recruitment process, so if your application feels like a good fit, we'll be in touch within a week to arrange a conversation.

Unfortunately, we're a small team and can't offer feedback to everyone at the shortlisting stage, but we really do value the time and thought people put into applying.

Together Active is committed to safeguarding and promoting the wellbeing of the communities we work with. All staff and volunteers are expected to share that commitment. Depending on the role, this may include an enhanced DBS check

# TOGETHER ACTIVE

Staffordshire & Stoke-on-Trent



## Contact Us :



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