

## NORTH EAST LONDON INTEGRATED CARE BOARD

### NEL Health Inequalities Clinical and Care Professional Lead

<b>Role Title:</b>	NEL Health Inequalities Clinical and Care Professional Lead
<b>Terms of engagement:</b>	Contracts of Service
<b>Term:</b>	24 Months
<b>Responsible to;</b>	Director of Strategy
<b>Accountable to;</b>	Chief Medical Officer
<b>Is responsible for:</b>	Health inequalities clinical and care professional leadership across NEL
<b>Time commitment:</b>	2 sessions per week. 48 weeks a year. One session is four hours.
<b>Primary base:</b>	Unex Tower, Stratford
<b>Location:</b>	You may be required to work at any establishment at any time throughout the duration of the contract, normally within the location of the NEL ICS, or as set out under the terms of the contract.

### Background & Context

NHS North East London (NHS NEL) is the name of our Integrated Care Board – the organisation that replaced NEL Clinical Commissioning Group on 1 July 2022. NEL ICB is responsible for commissioning most health services across NEL and is accountable for NHS spend and performance, ensuring all parts of the local health system work effectively together. The ICS serves a rapidly growing population of two million people that live in North East London.

Our agreed ambition as a partnership is that ***“We will work with and for all the people of north east London to create meaningful improvements in health, wellbeing and equity.”***

Central to delivery of this ambition is making sure everything we do is informed by those with experience of developing and providing services and the lived experiences of patients and residents. Expert input and leadership from front line clinical and care professionals is a fundamental ingredient to identifying effective and responsive service improvements and transformation.

NEL ICB has seven place based partnerships (City and Hackney, Barking and Dagenham, Havering, Redbridge, Newham, Tower Hamlets, and Waltham Forest), aligned to our boroughs, with The Corporation of the City of London and London Borough of Hackney working together.

These place based partnerships bring together the NHS, local government and providers of health and social care services, including the VCSE sector, people and communities, to provide a strong understanding of what works well with and what is needed by local communities. Working together in this way brings the ability to

integrate local services across health and care and the levers to tackle some of the wider determinants of health, such as housing and employment.

Plans for these partnerships are rapidly developing and expected to respond differently, reflecting specific local factors and priorities. They will identify how to meet the needs of the local population better and reduce health inequalities.

Many programmes of work will also continue to span the ICS and there is a key role to ensure these wider workstreams are supported by NEL level clinical and care professional leadership, working hand in hand with provider collaboratives and places. Some specialist services and providers operate at an ICS or London wide scale and connecting these together is as critical to our future success and drilling down at place. These NEL level leadership roles are critical to ensuring consistency and equity are maintained across our system and providing a link with NHSE or wider London Networks.

### **Purpose of the Role**

The NEL Health Inequalities Clinical and Care Professional Lead will play an instrumental part in leading NEL ICB programmes on reducing health inequalities, including providing leadership for the NEL Health Equity Academy. The post-holder will work closely with the clinical lead for Population Health (also working 2 sessions/ week).

The core functions of the NEL ICB clinical and care professional leadership roles will be to contribute to the leadership of specific transformation programmes by providing advice, recommendations, and challenge, grounded in clinical and/ or care expertise.

The role requires overall understanding of population health, health inequalities and inclusion health. You will work closely with NEL ICS teams/ partners and stakeholders from across secondary, community, and social care, as well as representatives from other local partners, to deliver improvement in outcomes for patients/ residents on a value for money basis.

The clinical and care professional lead will work with a small core team to progress the aims of the *NEL Health Equity Academy*, which was established in 2023. This aims of the Academy are to upskill those working in health and care to improve health equity, convene and develop networks, such as the recently created *PCN health equity lead network* and lastly, to help facilitate access to data and insights to drive interventions. We have recently recruited GP fellows, and the clinical and care professional lead will help provide supervision to this team. The lead will also take primary responsibility for the development of a primary care curriculum for health equity, being developed and delivered by an external provider. There will be additional clinical leadership responsibilities for inclusion health, in particular NEL programmes to support people experiencing homelessness and refugees and asylum seekers.

The NEL Health Inequalities Clinical and Care Professional Lead will be anchored at Unex Tower, whilst working across the identified borough, or NEL priorities where appropriate in a way that reflects the integrated multi-system approach within North East London

The NEL Health Inequalities Clinical and Care Professional Lead will be flexible and resilient; challenging and collaborating with partners to ensuring the delivery of safe, and robust services. A transformational leader responsible for creating a meaningful shift in the culture and development of NEL services; balancing the local residents voices and needs with the priorities set by the Integrated Care Board. Working collaboratively with partners the Lead will address health inequalities and contribute to the setting of clear strategies and outcomes for the partnership, based on local needs and transformation priorities.

### **Key Accountabilities**

You will undertake the following duties and responsibilities

- Lead the clinical and / or care input into the NEL health inequalities programme by providing advice, recommendations, and challenge grounded in clinical and/ or care expertise for the planning and re-design of pathways or service transformation
- Work closely with the programme and place leads to understand, and support and develop programmes, to improve health equity and address barriers to access for health inclusion groups
- Lead the development of strategies to reduce health inequalities, and advocate for delivery and prioritisation across NEL
- Support the planning, delivery and evaluation of health inequalities projects, programmes and enablers
- Provide leadership for the NEL Health Equity Academy, to support people and organisations across NEL to be equipped with the knowledge, skills and confidence to reduce health inequalities, for the benefit of local people
- Be the public face of clinical and/or care led service transformation and improvement and advocate for patients and residents on health inequalities and inclusion health issues
- Build wider clinical and/ or care networks across primary, community, secondary and tertiary care and, exemplify collaborative working with all providers and commissioners of health and care services including local authority and VCSE
- Participate in meetings, workshops, and other forums where transformation is designed and delivered
- Contribute towards the development of relevant policies, information, standards, protocols and procedures

The clinical and/ or care lead is expected to be flexible to the system's changing needs and available to support where their skills can offer most benefit.

### **Building trusted relationships with partners and communities**

- Success in this role is dependent on having strong relationships with patients, service users, carers and their representative organisations, partners, staff, clinicians, professionals and our local communities.
- You will ensure matrix working across all levels of and within the different elements that comprise the ICS and placed based partnership.
- You will have key relationships with the following roles, teams, departments and organisations:
  - **NEL population health and health inequalities steering group**
  - **Place based partnerships including clinical directors and/or clinical homeless/ health inequality leads**
  - **Primary Care Networks**
  - **Clinical lead for population health**
  - **Lead for Health Improvement and Inclusion**
  - **Lead for Public Health and Health Inequalities**
  - **London and regional partners including Healthy London Partnership and the GLA**
  - **Local Authorities across NEL including housing, public health and social care colleagues**

### Leading for social justice and health equity

- Reducing health inequalities is a core objective of the ICS. You will foster a culture in which equality, diversity, inclusion and ally ship, designing, promoting, undertaking and evaluating proactive strategy with partners, staff and communities that measurably reduce inequities in service access, experience and outcomes and in the health of populations.
- You will be committed to the principles of power-sharing, co-creation and co-production, recognising the need to adopt an inclusive approach to patient, service users, carer and resident participation which addresses socio-economic disadvantage and specific discrimination, harnessing and building democratic decision making within the ICS and at placed based partnership.

### Creating a compassionate and inclusive culture

- You will create and promote a culture of inclusive, multi-professional clinical and/ or care leadership in the delivery of the functions of the role, and their work with all partners and communities.
- You will be visible as a collaborative and compassionate leader and role model, engaging health and care professionals, partners, patients, service users, carers across the whole system in the development and delivery of the placed based partnership
- You will proactively address all discrimination and inequality going beyond the required meeting of national standards to embrace and develop best practice.

### Reporting Structure

- The NEL Population Health and Health Inequalities Clinical Lead will be responsible to the **Director of Strategy**
- The NEL Population Health and Health Inequalities Clinical Lead will be accountable to the Chief Medical Officer (**CMO**)

## Personal Specification

### Personal Values

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- Personal commitment to the values that binds together communities and people; for example, the NHS principles and values as set out in the NHS Constitution, 5 principles of social care, NHS Long Term Plan, NHS People Plan, Fit and Proper Persons regime and the Nolan Principles.
- Demonstrates an inclusive and compassionate leadership style with a record of accomplishment of improvements to equality, diversity, inclusion and social justice.
- Lives by the values of openness and integrity and has created cultures where this thrives.
- Committed to continuing professional development.

### Skills & Abilities

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#### ***Understanding the new health and care system***

- Understand the changing landscape of health and social care across NEL.
- Demonstrate knowledge of the priorities and aims of national and local strategies, and a solid understanding of the challenges facing local health and care systems.
- Understand and demonstrate experience of working with and influencing the enablers (estates, finance, workforce, IT, patient involvement) to support the delivery of partnership transformation work as well as high quality integrated local care services.
- Understanding of population-level perspective as well as individual perspective on health services.

#### ***Leadership role***

- Demonstrate commitment, and understanding to delivering wide change, and continuously improving outcomes, tackling health inequalities and delivery.
- Demonstrate commitment to adoption of innovation, knowledge and application of best practice and research evidence in an unbiased way.
- Demonstrate specialist knowledge relevant to specific post with an aptitude and appetite to learn.
- Demonstrate awareness of emerging technologies, new models of care and new contracting modalities to be able to recommend sustainable models of service care.
- Demonstrate political awareness, the ability to listen to others, communicate effectively and work in a collaborative way that keeps all partners on board.
- Demonstrate ability to consistently champion equality, diversity and inclusion

#### ***Enabling and Understanding patients/ residents***

- Demonstrate skills required for effective co-production and collaboration with residents and the public.
- Create and promote a culture of inclusive, multi-professional leadership in the delivery of the functions of the role; engaging health and care professionals, partners, patients, service users, carers across the whole system in the development and delivery within placed based partnership
- Proactively address all discrimination and inequality going beyond the required meeting of national standards to embrace and develop best practice for the benefit of patients and local communities.

## **Knowledge and experience**

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- A good understanding of health inequalities and inclusion health, and how the system can improve to reduce health inequalities
- A sound understanding of taking an evidence based approach to transformation and using data to drive improvements
- Significant / substantial experience working in a leadership or managerial capacity, including local connections within and across North East London
- A sound understanding of how health and care interfaces with and the impact of the wider social determinants on health.
- A sound understanding of current NHS issues and place-based partnership working between health and care organisations in particular.
- A sound understanding of the social care system and wider local authority governance including role of council members, including the general pharmaceutical council
- A commitment to public and patient involvement in the design of service improvements and to co-develop and co-produce models of care (and self-care) with local communities
- Experience of co-leading and working with a team to create vision, plan interventions and deliver objectives.
- Experience of multi-disciplinary team working, committees / working groups.
- Experience of building productive and collaborative working relationships with internal and external stakeholders, working creatively toward shared goals.
- Evidence of planning and delivering of transformation change to deliver agreed objectives.
- Experience of project work focusing on benefits realisation and supporting transformational change.
- Experience of clinical and/or care professional and educational leadership and innovation, including managing a multi-professional team.
- Trained and experienced in recruitment, selection and Equality and Diversity in the last 3 years
- Knowledge of QI methodology, research and experience delivering QI programmes of work



**North East London**  
Integrated Care Board