

**Policy Lead  
(Scotland & N.I.)**

**April 2024**



# Thank you for your interest in working with us here at Crohn's & Colitis UK.

We're the UK's leading charity for Crohn's and Colitis. Right now, an estimated 500,000 people in the UK are living with a lifelong disease that can profoundly affect their quality of life. And, because of the stigma surrounding these conditions, thousands of people are suffering in silence. But we are here to support and champion their cause.

And that's where you come in. We need skilled, motivated, and brilliant people to join us on our vision of improved lives for people with Crohn's and Colitis today and, in the long term, a world free from Crohn's and Colitis altogether.

We need to get these debilitating conditions the recognition and resources they deserve. And I'm so lucky to work alongside people every day who share my passion and commitment to improving lives.

Our community look to the charity to help them navigate their way through complex health issues and support their needs, wherever they live, whatever their background, and whoever they are. It's our job to do that - whether it's lobbying health leaders, providing vital information, or reducing stigma around the conditions, we're here for them.

As we look forward, the charity is in great shape to do even more for our community. We are growing our amazing team to deliver ambitious plans. You couldn't be joining us at a more exciting time, a time when you will be able to make a personal difference!

Our promises to the Crohn's and Colitis community are outlined on the next page and you'll find more about our values, commitments, and what we're looking for further in this job pack.

If you like the sound of us, good luck with your application and we look forward to hearing from you soon.

**Sarah Sleet**  
Chief Executive  
Crohn's & Colitis UK



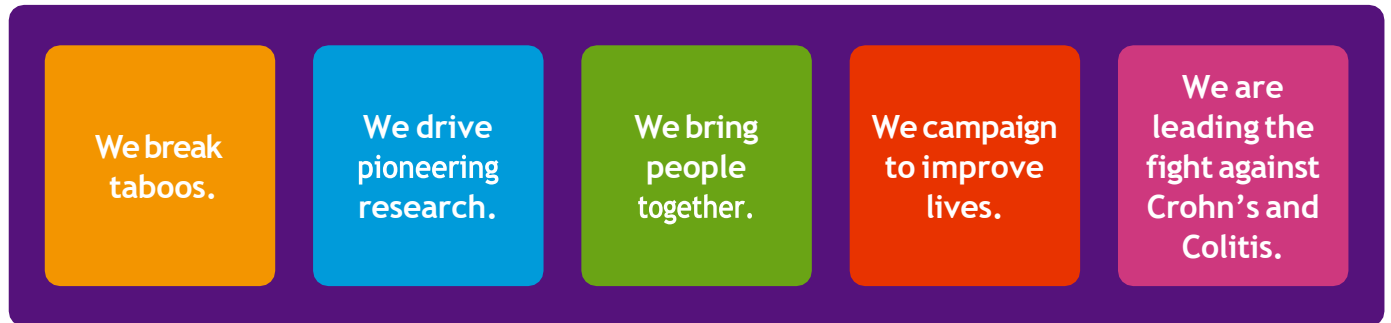
Since I joined as CEO in 2019, I've been blown away by how much the charity delivers for the people it cares for.”

**Sarah Sleet**

# Our Vision

Our vision is improved lives today, and a world free from Crohn's and Colitis tomorrow.

# Our mission



- We break taboos.**
- We drive pioneering research.**
- We bring people together.**
- We campaign to improve lives.**
- We are leading the fight against Crohn's and Colitis.**

Founded in 1979 as a patient organisation, we've been there for people affected by Crohn's and Colitis when it matters, playing an instrumental part in providing support, increasing public awareness, and campaigning. But we're not finished yet. Here's a snapshot of our work:



## Campaigning

Our Cut the Crap campaign, launched in November 2022 across the UK. Every year, 25,000 people are diagnosed with Crohn's or Colitis. But we know that more than a quarter wait for over a year for a diagnosis with nearly half ending up in A&E while waiting.

Delays in diagnosis affect people's ability to continue education and work, limits their treatment options and increases their risk of being hospitalised or needing emergency surgery. Despite clear patient need, increased clinical risk and rising costs to the NHS, improving the diagnosis of Crohn's and Colitis remains at the bottom of the health agenda.

Through our Cut the Crap Campaign, we're working with politicians and policymakers, healthcare professionals and health leaders to make early diagnosis a reality so people can quickly receive the best possible treatment.

The launch of our new 30 second online symptom checker will hopefully help people take control of their health.



## Advocacy

We campaign for a better quality of life for people with Crohn's and Colitis. And we speak up on issues from employment to health policy, and from transport to toilets. We work with the NHS to benchmark and improve standards of care, using the findings as a launchpad for our discussions with health leaders and governments to change things for the better.

## Services

People across the UK rely on our up-to-date information and helpline services to provide the reassurance and guidance they need to live well with Crohn's or Colitis. Our 58 publications and information pages cover many areas of life with the conditions, from medication to surgery, from school to employment and from relationships to mental health. All our information is peer reviewed, medically accurate and based on the latest research available.

Each year, our professional helpline team respond to over 15,000 queries via email, phone, social media, and live chat. They provide clear, accurate, and balanced information to those who need it, as well as signposting to a range of reliable services.

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At a time when the public services are stretched and not always able to offer the support needed, this free helpline is providing a great service.”

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On all occasions I've contacted them, they've helped me understand my disability better, thank you.”

## Our commitments

We're dedicated to our mission. We innovate and adapt to ensure we are finding new and improved ways to make a real difference to the lives of people with Crohn's and Colitis. For over forty years, we've supported the community and shaped the conversation about Crohn's and Colitis. We continue to be here to give people affected by Crohn's and Colitis hope, comfort, and confidence. We make their voices heard and help them live freer, fuller lives.

As we grow our ambitious plans, we are making strides to become fully inclusive in our approach and have commenced an anti-racism programme alongside our recently reviewed EDI policy.

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It's a pleasure to be a member of the EDI working group. Involving a diverse range of people in all areas of our work is vital. It helps ensure the research and services we fund helps all sections of our community. The focus being placed on diversity and inclusion by Crohn's & Colitis UK is both timely and important.

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## The future

In our strategy (2022-2024), we make the following promises to everyone affected by Crohn's and Colitis, and our staff are united in their commitment to see them through for the benefit of our community.

- We will advocate for the changes in everyday life that our community tell us they need and we will gather the evidence to back those changes.
- We will make our information and support more accessible than ever.
- We will drive vital research to deliver long-term solutions for long-term relief.
- We will ensure that everyone affected by Crohn's or Colitis can see themselves in our work and feel supported in a positive and professional way.

These goals give us the direction and drive for the charity's future, and we hope they'll inspire you to join us at the start of this exciting next chapter.

### So, what can you expect as we embark on this journey?

Despite our long history, this is a period of exciting change for Crohn's & Colitis UK. We need a strong, adaptable, and resilient team of individuals to help drive our work forward and create a step change for people with Crohn's and Colitis.

It's a bright, ambitious future and you could be part of it.



# How we work

Our values are fundamental to how we treat our staff and supporters, shaping everything we do and underpinning our decision-making. This is how we make sure we're there for people who need us.

If you're ambitious, compassionate, and believe in the power of uniting to be stronger together, we might just be the place for you.



Every day we strive to make the greatest impact possible on the lives of people with Crohn's and Colitis. We are experts in our field and work hard to make a difference - we are relentless in striving for improvement.



We are rooted in empathy and kindness. We're there for everyone living with Crohn's or Colitis, and when people turn to us for information and support, we listen.



We're a community, and we work together with the aim to help people support themselves. We learn from everyone we work with, and we are always looking for new ways to collaborate and develop together.

With our values in mind, we are naturally committed to equality, diversity, and inclusion (EDI). We're working hard to reduce and remove barriers to working here, guided by industry best practice and our recently reviewed EDI Policy.

We value equality and want to make sure we get the best person for the job every time so want to hear from people of all backgrounds and with a range of experiences.

## Are You IN?

We lead by example in our approach, committing to support people with invisible disabilities and conditions like Crohn's and Colitis.

One of the ways we do this is through our Are you IN? programme, committing to:

- educate all employees on invisible conditions, specifically, Crohn's and Colitis.
- empower managers, HR, and people living with invisible conditions and disabilities to talk with confidence.
- enable access and install Not Every Disability is Visible accessible toilet signs in our company accessible toilets.



# Looking after our staff

## Pay and progression

We review all salaries annually, based on lots of factors. We look at an individual's contribution, development against our competency framework, cost of living, and market benchmarking.

We're committed to the training and development of our employees. We have a performance review and development scheme designed to help all staff develop in their roles and budget is available for training related to each role or progression. Financial support and/or study leave may also be offered to individuals where appropriate.

## Giving you options

We are based in Hatfield, Hertfordshire, which is easily accessible by road and rail. Our informal, open plan office space is available for all staff to use during office hours. However, we've learned from the pandemic that we can work very effectively from home as well.

In this role, there will be times when you'll need to be at face-to-face meetings, but there is plenty of scope for a hybrid approach and working from home. If you want to be considered for the role but are worried about location, talk to us!

For staff who work out of the Hatfield office regularly, we know that routine travel to and from work can be expensive and you may want to buy annual tickets to reduce this cost. We offer an interest free loan for season tickets, repaid directly from your salary each month and our cycle to work scheme lets staff buy a bike in installments so you can travel in the way that best suits you. Our office provides free parking and secure bike locks.

## Your wellbeing as a priority

All staff have access to our Employee Assistance Programme which provides training, information, and counselling sessions for a range of issues both inside and outside of work. This free, confidential service is available by phone and online 24 hours a day, 7 days a week, 365 days a year.

Our wellbeing programme consists of events for all staff, exploring mental health and wellbeing-boosting activities in a safe, supportive environment.

These activities are supported by our Wellbeing Policy which outlines best practice and prioritises the mental health and wellbeing of our staff.



# The role

**Job Level:** Implement

**Reports to:** Policy Manager

## Overall Purpose

To contribute to the development of policy in accordance with Crohn's & Colitis UK's strategic aims and UK-wide policy and influencing priorities, to influence and ensure a strong voice for people affected by Crohn's and Colitis.

To support the Head of Policy and Campaigns and the Policy Manager to ensure effective policy development and advocacy on behalf of people affected by Crohn's and Colitis across the UK.

## Job Responsibilities

### 1. Contribute to the development of policy and lead influencing in Scotland and Northern Ireland to achieve Crohn's and Colitis UK's aims and objectives

- Contributing to the development of policy and leading on its implementation in Scotland and Northern Ireland in line with the strategic objectives of Crohn's & Colitis UK.
- Monitoring the external policy environment in Scotland and Northern Ireland to identify challenges and opportunities for policy development and influencing key stakeholders to achieve better diagnosis, care and lives for people affected by Crohn's and Colitis.
- Building and maintaining effective relationships in Scotland and Northern Ireland with relevant government departments, Parliament, health care professionals, health and social care organisations, think tanks, non-governmental organisations, public, private and voluntary sector stakeholders and multi-stakeholder groups in order to influence and ensure a strong voice for people affected by Crohn's and Colitis.

### 2. Contribute to the development of policy that meets the needs of people affected by Crohn's and Colitis across the UK, in accordance with Crohn's and Colitis UK's strategic aims.

- Contributing to the development and maintenance of a UK-wide comprehensive library of policy lines and position statements covering all key areas of health, education, employment and other issues relevant to people affected by Crohn's and Colitis.
- Supporting the Head of Policy and the Policy Manager to ensure policy development aligns with and meets the needs of people affected by Crohn's and Colitis across the UK.
- Contributing to the development of internal and external policy briefing documents, consultation responses, reports, articles for publications and digital content, ensuring that the patient voice is at the centre of all communications.
- Working collaboratively with other teams, ensuring effective communication and engagement with Crohn's & Colitis UK staff across the organisation to ensure policy development aligns with and supports the work of other teams.
- Working collaboratively and proactively with other teams across the organisation to ensure that the work of the wider organisation is relevant to stakeholders and people affected by Crohn's and Colitis.



- Working with the Communications and Campaigns teams to manage and assess the impact of the charity's policy and influencing activities including campaigning.
- Work with the Knowledge and Information team and the Evidence and Insight team to ensure policy and advocacy are evidence-based and accurately reflect the needs and priorities of people with Crohn's and Colitis.
- Planning and managing designated projects in accordance with project management methodology, ensuring appropriate governance is in place and milestones are delivered to time and budget.

### 3. Diversity & Inclusion

- Ensure equality, diversity and inclusion and the voices of those with Crohn's and Colitis are considered in all aspects of research & evidence and supporting the charity's operations.

### 4. Charity responsibilities

- Represent Crohn's and Colitis UK at events as required.
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- Ensure compliance with charity policies and all relevant legislation.

The purpose of this job description is to focus attention on the most important aspects of the jobholder's role. It is not intended to be a complete list of the duties; therefore, it is to be expected that the day-to-day performance of the job will include tasks not listed above. The list of duties for which the jobholder is responsible may reasonably be varied or added to at the discretion of the charity.

# What you'll bring

## Knowledge, skills & attitudes

### Essential:

- Experience of developing and delivering evidence-based policy in a nationwide context
- Experience of establishing and maintaining effective relationships with external stakeholders
- Proven communication skills to a wide range of audiences/stakeholders.
- Excellent written and verbal skills
- Experience of collaborative working and a team approach
- Experience of horizon scanning and networking to keep up to date with policy developments across the UK and beyond
- Proficient IT skills

### Desirable:

- Knowledge of the wider policy environment in Scotland or Northern Ireland
- Knowledge of health services and health system policy in Scotland or Northern Ireland
- Experience of working with multiple priorities in a broad policy portfolio

### Attitudes:

- Proactive and flexible approach
- Commitment to professional development
- Commitment to the values and strategic aims of Crohn's and Colitis UK
- Commitment to equality, diversity and inclusion



# What we offer

## Salary, Location & Hours

The salary for this position will be £34,000 - £37,000 (35 hrs FTE) per annum, depending on experience. We offer flexible/part time hours, on a Remote/Hybrid basis, although there will be some travel involved for the role and you will be required to attend Head Office for some Team/Company meetings and events.

## Annual leave

All staff receive a full time annual entitlement of 25 days. This increases by one day for each year worked, up to a maximum of 30 days. This is in addition to bank holiday days.

## Flexible pension contributions

Staff are automatically enrolled into our Group Personal Pension Plan after 3 months, which is offered with two levels of contribution, as outlined below.

Employer contribution % of basic annual salary	Length of pension membership	Employee contribution % of basic annual salary
5%	On joining the scheme	3%
8%	After 6 months the member can choose to move up to this band or stay on the initial rates	5%

## Hours

Our standard working hours are 35 per week and core hours are 9am to 5pm. However, there may be flexibility around these hours with manager agreement. Several roles are undertaken on a part-time basis, and we are open to discussing working arrangements that suit the role, business need and the person in post.

## Additional benefits

We also have a range of flexible, family-friendly policies including enhanced maternity, adoption and paternity pay.

# What's next

We hope this pack has inspired you to join us and given you all the information you need to take the next step.

However, if you have any questions about what we do here, the role or need more practical information, don't hesitate to get in touch with Thomas Preece by emailing him on

[Thomas.preece@crohnsandcolitis.org.uk](mailto:Thomas.preece@crohnsandcolitis.org.uk)

If you've got everything you need and you're ready to apply, please send your CV and supporting statement to

[jobs@crohnsandcolitis.org.uk](mailto:jobs@crohnsandcolitis.org.uk).

*Your statement should give examples of how you meet the criteria of the person specification, and what you feel you would bring to this role.*

**Failure to provide a supporting statement will result in your application not being considered.**

You can also post your application to:

Human Resources  
Crohn's & Colitis  
UK Helios Court  
1 Bishops Square  
Hatfield  
Herts  
AL10 9NE

Final closing date: Tuesday 7<sup>th</sup> May 2024 at 9am

Please note, applications will be assessed as and when they are received, and interviews arranged, so we may close the position before the closing date if a suitable candidate is found.



Thank you for  
your interest

You can follow us on social media

[f/crohnsandcolitisuk](#) [@CrohnsColitisUK](#) [@crohnsandcolitisuk](#)

[www.crohnsandcolitis.org.uk](http://www.crohnsandcolitis.org.uk)

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**CROHN'S &  
COLITIS UK**