



UK Health
Security
Agency

Job description

Job Title	Deputy Director – Health Equity and Inclusion Health
Managerial Accountability	Director for Health Equity & Clinical Governance
Professional Accountability	Director for Health Equity & Clinical Governance
Directorate	Clinical & Public Health
Base/Location	London or any other UKHSA site (home working considered but regular travel to London/other UKHSA offices is expected)
Salary	Medical or Dental Consultant or NHS Agenda for Change Band 9 or SCS 1
Hours/sessions per week	Full time - job share & flexible working considered
Job type	Permanent

INTRODUCTION

COVID-19 has reinforced the impact that threats to health can have on society and the economy and driven health security as a critical component of our national security architecture. The United Kingdom Health Security Agency (UKHSA) is a system leader for health security; taking action internationally to strengthen global health security, providing trusted advice to government and the public and reducing inequalities in the way different communities experience and are impacted by infectious disease, environmental hazards, and other threats to health.

UKHSA's remit, as an agency with a global-to-local reach, is to protect the health of the nation from infectious diseases and other external threats to health. As the nation's expert national health security agency UKHSA will:

- Prevent: anticipate threats to health and help build the nation's readiness, defences and health security
- Detect: use cutting edge environmental and biological surveillance to proactively detect and monitor infectious diseases and threats to health
- Analyse: use world-class science and data analytics to assess and continually monitor threats to health, identifying how best to control and mitigate the risks

- Respond: take rapid, collaborative and effective actions nationally and locally to mitigate threats to health when they materialise
- Lead: lead strong and sustainable global, national, regional and local partnerships designed to save lives, protect the nation from public health threats, and reduce inequalities

UKHSA's mission is challenging, innovative and in the spotlight. To achieve our objectives effectively and fairly, we commit to representing modern Britain and all its diversity. UKHSA recognises that diversity of background and life experience brings different insights, creates challenge and encourages change and innovation. This in turn produces more accountable and trusted public services and better decisions; better because they are more attuned to the needs and interests of all our communities. Differences of thought and outlook are not only respected but expected. We want all our employees to feel that they can be themselves at work and that they are valued.

JOB SUMMARY

This role will focus on leadership for health equity and inclusion health within UKHSA's remit on communicable diseases and external health hazards. The postholder will lead the UKHSA response to systematic, avoidable and unjust differences in health security exposures, experience and outcomes between different groups of people, which can arise due to where individuals are born, grow, live, work and as a result of other key characteristics such as age or gender.

The COVID-19 pandemic has highlighted previously known inequalities in infectious diseases outcomes and the relationship between health equity, communicable and non-communicable diseases. For example, smoking, high blood pressure, obesity, diabetes and cardiovascular diseases are unequally distributed in our population. These illnesses and their underlying causes are associated with increased risk of serious illness and death from COVID-19.

To ensure more equitable health outcomes, action needs to be taken to address all the factors that contribute to inequalities – reducing differences in risk of exposure, in vulnerability and in the consequences of the disease and of the control measures. Although there is a specific role for health and care services, much of the action required will be outside the health sector and both national and local government need to play a strong leadership role in mobilising formal and informal resources needed to mitigate the impact of COVID-19, other infectious diseases and hazards to health.

MAIN DUTIES AND RESPONSIBILITIES

The post is subject to the core competencies as set out by the Faculty of Public Health for Consultant appointments, (or other similar Professional Body if relevant) and the post holder will be expected to demonstrate expertise in all of them (Appendix A).

The post holder is required to:

- Work with directors and divisional deputy directors to develop a clear vision and strategy for health equity and inclusion health in communicable diseases and external health hazards with measurable goals
- Lead partnerships work both within UKHSA and externally with local, regional and national groups working in partnership with government departments (including the Office for Health Disparities, DHSC; DLUHC, DfE), local authorities (including Directors of Public Health), NHSE and the voluntary sector with a clear focus on priority groups
- Support the development of appropriate organisational and system assurance for health equity for the areas of responsibility of UKHSA
- Work across UKHSA and with other partners in academia to develop a systematic approach

to advanced public health intelligence (e.g. linked individual data and phenotyping rather than ecological data) and data driven health equity to ensure evidence based policy development and implementation and ensure that there is timely monitoring and publication across all disease areas on inequalities to monitor whether efforts to reduce them are successful

- Identify research needs and work with research funders, academia and system partners to enable funding
- Work within UKHSA and the wider system, alongside UKHSA's policy team, to provide cross government leadership to ensure capability is built in all government departments to address wider determinants of health
- Support the development, application and quality assurance of tools to enable the systematic assessment of health equity e.g. Health Equity Assessment Tool, Health Impact Assessment/Equality Impact Assessment
- Work across the public health system to develop comprehensive engagement to magnify the community voice, groups and leadership in the work of health equity and inequalities, focusing on inclusion health groups, protected characteristics and vulnerable people.
- Work with NIHR Health Protection Research Units to ensure consideration of health equity in their aims and objectives, and to support UKHSA in developing further insight and evidence for the impact and management of infectious diseases and health hazards on specific inclusion groups including those in particular high risk settings eg Care Homes, the Prison estate etc.
- Work across UKHSA to provide a 'People and pathogen' approach, integrating delivery of services such as TB, blood borne viruses and sexual health for inclusion health groups; for example by understanding spatial differences including food purchasing and poverty and relationship to gastrointestinal infections, developing interventions to reduce transmission of respiratory infections in multi-generational households and communities etc
- Develop a community engagement and research strategic plan and develop a framework for co-production of interventions for health protection – including awareness, immunisations, testing and management of infections
- Develop business cases/proposals for research /evaluation of interventions targeted at inclusion health groups
- As a system leader foster appropriate relationships and collaborations at national, regional and global levels, including building on UKHSA's global work in health and justice to extend this to other areas of health equity and inclusion health.
- Ensure advice and support available to deliver effective public health interventions for vulnerable groups, both in UKHSA's day to day and response work.
- Lead and manage a division of approximately 30 – 40 people and its associated budget covering a range of public health disciplines
- Work closely with the Deputy Director Place & Health Equity Policy to ensure an effective Health Equity Programme and associated Board.
- Participate fully in the development of both the HECG Directorate and CPH Group, as a member of both SLTs
- Participate in emergency response as needed/ appropriate eg as Incident Director or Strategic Response Director.
- Represent the Director or on occasion the CMA, at system- facing and internal meetings as required.

Internal

- All Deputy Directors, Directors and Director-Generals across UKHSA

External

- Department of Health and Social Care - including Regional Directors of Health Inequalities, Deputy Chief Medical Officer, etc
- NHS England– Director of Health Inequalities
- Academic Institutes eg UCL Institute of Health Equity, UCL Collaborative Centre for Inclusion Health
- Policy /Think Tanks eg Health Foundation
- Local Government Association & Association of Directors of Public Health
- Other Govt Departments including Department for Education, Home Office, MoJ, DLUH, HMPPS etc
- Third sector organisations

ADDITIONAL INFORMATION

In addition to the job specific requirements above this role will require adherence to the following:

Appraisal

All staff are required to partake in a joint annual review of their work. The process is described the UKHSA intranet page.

Code of conduct and revalidation process for professional qualified staff groups

All staff are required to work in accordance with their professional group's code of conduct and revalidation process as appropriate and relevant to their role (e.g. NMC, GMC, Department of Health Code of Conduct for Senior Managers, CIPD, etc).

Confidentiality and Data Protection Act

During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to service users and staff.

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by UKHSA for any unauthorised purpose or disclose such as data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the organisation, unless expressly authorised to do so by the organisation.

Conflict of interests

UKHSA employees must not engage in outside employment that conflicts with their UKHSA work, or is detrimental to it. In accordance with UKHSAs Conflict of Interest policy, you must inform your manager if there is the possibility of a conflict of interest and register the interest where appropriate.

In addition, the Policy requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public or voluntary organisation) or in any activity which may compete for any contract to supply goods or services to UKHS. You must register such interests with UKHSA, either on appointment or whenever such interests are acquired. You should not engage in these activities without the written consent of UKHSA which will not be withheld unreasonably. It is your responsibility to ensure that you are not

placed in a position that may give rise to a conflict between your private interest and your UKHSA duties

Data Management

If you line manage staff and one of those staff members is a system owner of a UKHSA database, you will become the new system owner if that member of staff leaves the organisation and no other measures have been put in place and documented.

Diversity

You are at all times required to carry out your responsibilities with due regard to the organisation's diversity policy and to ensure that staff receive equal treatment throughout their employment with UKHSA.

Emergency Response

As a Category 1 responder, under the Civil Contingencies Act, 2004, UKHSA has a set of civil protection responsibilities which it must fulfil in the response to any emergency or major incident. You will be expected to contribute to the preparedness for and response to major incidents and emergencies as required.

Health and safety

You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety of yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for service users, employees and visitors.

Region /divisional directors - are responsible for coordinating health and safety activities in their region /divisions and will determine the necessary management structure and arrangements. Directors will ensure that their actions and decisions at work reinforce the requirements of UKHSAs health and safety policy and arrangements.

Managers - are responsible for implementing the organisation's health and safety policies and arrangements and for ensuring that risk assessments, safe systems of work, control measures and staff training are up to date and effective. Managers will inspect premises, ensure accidents and incidents are reported/investigated and assist in auditing health and safety management arrangements.

All staff must comply with any health and safety training: report all accidents, incidents, illnesses and untoward occurrences to line management without undue delay and must not interfere with or misuse anything provided in the interest of the health, safety and welfare of other employees.

Risk management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested, to co-operate with any investigation undertaken.

Safeguarding Children and Vulnerable Adults and Disclosure and Barring Service (DBS) (if applicable)

If the post holder is required to have contact with vulnerable adults or persons under the age of 18 then the post holder will be subject to a criminal record check from the Disclosure and Barring Service prior to the appointment being confirmed. The disclosure will include details of cautions, reprimands and final warnings, as well as convictions if applicable.

All staff must be familiar with and adhere to the UKHSA child protection and safeguarding adult and children policies and procedures. Staff must comply with all statutory legislation and guidance relating

to safeguarding children and vulnerable adults. All staff are required to attend child protection and safeguarding adult's awareness training, additional training and supervision regarding child protection relevant to their position and role.

Person specification

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018

Description	Essential	Desirable	Assessment
Qualifications			
Inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List (or be eligible for registration within six months of interview) Or Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists (or be eligible for registration within six months of interview)	√		A/I/C
If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice.	√		A/I/C
Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers <i>[see shortlisting notes below for additional guidance]</i>	√		A/I/C
If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT <i>[see shortlisting notes below for additional guidance]</i>	√		A/I/C
Applicants must meet minimum CPD requirements (i.e. be up to date)	√		A/I/C
MFPH (or similar Professional Body) by examination, by exemption or by assessment	√		A/I/C
Masters in Public Health or equivalent		√	A/I/C
Personal Qualities			
Able to influence senior members including directors and CEOs	√		A/I
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	√		A/I

Commitment to work within a political system irrespective of personal political affiliations	√		A/I
Experience			
Delivery of successful change management programmes across organizational boundaries	√		A/I
Media experience demonstrating delivery of effective health behaviour or health promotion messages	√		A/I
Experience of using complex information to explain public health issues to a range of audiences	√		A/I
Skills			
Strategic thinker with proven leadership skills and operational nous	√		A/I
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	√		A/I
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	√		A/I
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	√		A/I
Ability to design, develop, interpret and implement strategies and policies	√		A/I
Knowledge			
In depth understanding of the health and care system and the relationships with both local national government	√		A/I
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluation and evidence based public health practice	√		
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	√		A/I
Understanding of the public sector duty and the inequality duty and their application to public health practice	√		A/I
*Assessment will take place with reference to the following information A = Application form I = Interview C = Certificate T = Test			

All staff should be aware of and working towards the key core competencies as set out in Civil Service Competency Framework 2010-2017 and KSF [for those on AfC Terms and Conditions] as appropriate.

APPENDIX A

Faculty of Public Health: Competencies expected of all public health consultants/ specialists

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

1. Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data into information about the surveillance or assessment of a population's health and wellbeing from multiple sources that can be communicated clearly and inform action planning to improve population health outcomes.

2. Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

3. Policy and strategy development and implementation

To be able to influence and contribute to the development of policy and lead the development and implementation of a strategy.

4. Strategic leadership and collaborative working for health

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

5. Health Improvement, Determinants of Health, and Health Communication

To influence and act on the broad determinants and behaviours influencing health at a system, community and individual level.

6. Health Protection

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response.

7. Health and Care Public Health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

8. Academic public health

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

9. Professional, personal and ethical development

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practice within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHRs Code of Conduct.

10. Integration and application for consultant practice

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.