



Researcher/Senior Researcher
(F/T Salary £36,268 - £41,491 inc LW)

The Race Equality Foundation are an evidence-based, policy and practice charity working to tackle racism and racial inequalities. Our mission is to tackle racism in UK society and positively transform the lives of the UK's Black, Asian and ethnically minoritised communities.

To achieve this we generate and share evidence and best practice on what works to dismantle systemic racism, always through the lens of intersectionality. We influence policy makers, decision makers and practitioners and drive systemic change. To aid this we convene partnerships and networks, trial new ways of working and support our communities to tackle racism.

Our recent research has included an exploration of how social prescribing is working for people from Black, Asian, and minoritised ethnic backgrounds, a study looking at the experience of Family Courts for minoritised parents and for those parents wherein families where there were allegations of sexual abuse for the Ministry of Justice, and two projects to test and improve the accessibility, relevance, and trustworthiness of public health messages for Black, Asian, and minoritised ethnic communities: one on antimicrobial resistance (AMR); and the other on mpox.

We use evidence to deploy effective solutions and deliver change in a number of areas. Our ground-breaking response to COVID-19 and the related racial inequalities saw us influence the overall response, as well as working with voluntary and community sector organisations to improve the support available to Black, Asian and minority ethnic communities. We have produced pioneering research which saw us interview 38 Black and minority ethnic young disabled people to understand their experience of independence and independent living, and have worked to improve blood pressure testing of African and Caribbean men through the use of community facilities such as barber shops. As well as this, our Strengthening Families, Strengthening Communities (SFSC) inclusive parent education programme is now one of the largest programmes in the country. It consistently engages 'poorly served' parents and has also become a key violence prevention tool.

We are based in London but have a national remit.

The Foundation is led by the CEO, Jabeer Butt, OBE and has its work supervised by a Board of Trustees.

We are looking to recruit a Researcher or Senior Researcher to become a key part of the Foundation's Policy and Practice Team. Appointment will be made at either Researcher or Senior

Researcher level based on experience. Senior Researchers are expected to operate more independently, lead on project design, and contribute to shaping our research strategy. Researchers will have closer supervision and focus primarily on delivering agreed projects.

Job Description

Research

- a. Contribute to the development of research projects
- b. Lead the delivery of research projects
- c. Carry out relevant research related tasks, such as literature reviews
- d. Developing research related tools, such as questionnaires and topic guides
- e. Implementing the collection of data, including visits to survey sites, interviews and focus groups
- f. Writing reports and producing other dissemination materials

Dissemination and influencing

- a. Plan and carry out dissemination of Foundation research with our Communications Manager
- b. Use our research in influencing policy and practice change
- c. Take-up and/or develop opportunities to share the messages from research with the communities we work with

Engaging stakeholders across projects

- a. Use co-production and co-production techniques in the delivery of projects
- b. Establish and maintain administrative systems for record keeping to support projects, including securing informed consent from participants
- c. Respond to information requests from funders, delivery partners, the public and within the Foundation

Working with colleagues and partners to implement research activities

- a. Develop and facilitate partnerships for research and policy projects
- b. Meet information needs of research partners
- c. Preparation of project monitoring reports, including reporting on income and expenditure

Support the involvement of people with lived experience in projects

- a. Support projects by facilitating engagement of Black ,Asian and minority ethnic communities
- b. Manage and facilitate opportunities for those with lived experience who contribute to our work to develop additional skills and take an active role in its dissemination

Support liaison between Race Equality Foundation and partners

- a. Facilitate relationships and communication across Foundation partners
- b. Provide information and liaison across the Policy team and within the Foundation
- c. Liaise directly with funders

Other

- a. Arrange and attend relevant meetings.
- b. Deal with all information relevant requests from Funders and manager
- c. Attend Race Equality Foundation staff and management committee meetings.
- d. Ensure that at all times work adheres to the best equal opportunities practice.

The Race Equality Foundation has a strong collaborative ethos and attempts to ensure that this operates both with the agencies with which we work and between staff members.

Furthermore, the Race Equality Foundation is committed to staff development and the project will provide opportunities for capable candidates to develop their skills.

Staff for whom responsible: None currently, but likely to be Research Administrators and/or Research Assistants.

Line Manager: Head of Research

Range of contacts

Researchers are expected to work with all Race Equality Foundation staff, but particularly with other policy and research staff, with agencies across England and key stakeholders in the implementation of a range of projects. There will also be contact with the Management Committee of the Race Equality Foundation.

Physical conditions

There are no physical conditions associated with this post.

Travel and hours of work

Applicants will be expected to be able to travel within and outside of London. Full-time staff work 35 hours a week with office hours being 9am to 5pm. However, because of the nature of some of the tasks to be performed by this post, evening and/or weekend work may be occasionally required.

Provision of training and development

There will be an induction programme and training will be provided in any unfamiliar software necessary for the role.

Person specification

Experience/qualification

Essential

At least three years' experience working on delivering social research.
Experience of end-to-end management of research projects
Experience of a range of research methodologies, including involvement of people with lived experience
Experience of using a range of methods to disseminate research
Experience of working in a team.
Educated to degree level.

Desirable

Experience of managing people in a research environment
Experience of developing research project funding proposals
Experience of using new tools such as AI in research

Skills/Knowledge/Ability

Essential

Ability to present information clearly orally and in writing
Good organisational skills.
Knowledge of equal opportunities.
Ability to communicate effectively with range of stakeholders.
Ability to work as part of a team.
Computer literate.

Desirable

Knowledge of a range of data analysis programmes (SPSS, Nvivo etc)
Knowledge of racial inequality, particularly in health and social care
Manage budgets and report on income and expenditure
Understanding of the charitable sector in the UK

Other Criteria

Essential

Ability to use computers for analysis, as well as word processing and spreadsheets
Good administrative skills.
Willingness to develop and learn new skills.
Ability to promote and adhere to equal opportunities.

Desirable

Use of AI tools in carrying out research

Pay and Conditions of Service

This post is full-time), on the Universities Academic Single Spine Pay Scale. A London Weighting Allowance of **£2,136** (pro rata) is also payable for this post.

Appointment will be made in line with experience as either a Researcher or Senior Researcher and be paid within the bands below. For Researcher it is likely that it will be at the lowest point in this scale and for Senior Researcher it will be at the final point in the scale.

Salary	Inclusive of London Weighting
34,132	36,268
35,116	37,252
36,130	38,266
37,174	39,310
38,249	40,385
39,355	41,491

Payment is made on the last week day of each month direct into a bank or building society account.

This post is subject to a six month probationary period. The period of notice required to terminate the contract of employment is one month on either side.

The normal working week is 35 hours for full time posts, seven hours per day, Monday to Friday. Standard office hours are 9.00 a.m.-5.00 p.m.

Some of the work for this role will take place in research locations nationally. There will be an expectation of regular attendance at the Race Equality Foundation's London office at 17 Deane House Studios, 27 Greenwood Place, NW5 1LB.

Full time staff are entitled to 25 days holiday rising to 31 after five years of service. The timing of holidays must fit in with the needs of the Race Equality Foundation and must be agreed in advance. In addition to annual holidays there is paid time off for Bank holidays. There are also maternity and paternity leave, compassionate leave and sick leave provisions.

Please note, we are only able to appoint individuals who are eligible to work in the UK.

September 2025