**Information for candidates**

***Campaigns Officer***

About Beat

Beat is the UK’s eating disorder charity. We exist to end the pain and suffering and loss of life among people affected by eating disorders:

* We help them to understand their illness, support them to get treatment and help them towards recovery.
* We help families and carers know how best to support a loved one into, through and out of treatment.
* And we train teachers, health professionals and other key individuals to spot when someone is showing the early signs of an eating disorder, how to talk to them and how to encourage them to seek and get treatment as quickly as possible.

We use our experience to campaign for better government policy and health service practice that addresses the challenges faced by people with eating disorders, always guided by the experience of our beneficiaries and the expertise of clinicians. We work both nationally and locally, focussing on three priority areas: early intervention, family empowerment and prevention & cure.

We have a five-year strategy for 2019-24 with the goals of:

* Reducing the delay between someone falling ill and starting treatment from over 3 years at present to less than 12 months, and shortening current waiting times from months to days;
* Ensuring that all family members and carers are fully informed about their loved one’s illness and empowered to support their recovery;
* Achieving an increase in the funding and priority given to eating disorders research so that there is a chance of effective cures and prevention strategies being discovered.

Beat has been working for people with eating disorders for over 40 years. Anorexic Aid was formed in Manchester in 1974 while Anorexic Family Aid was created in Norwich in 1976. The two organisations merged in 1989 to become the Eating Disorders Association. We have been known as Beat since 2007. Our registered name changed to Beat (formerly Beat Eating Disorders Association) in October 2018.

About Eating Disorders

Eating disorders destroy lives. They steal childhoods, devastate relationships and pull families apart. And they can be fatal. They are serious mental illnesses and include anorexia nervosa, bulimia nervosa and binge eating disorder. There are 1.25 million people in the UK with an eating disorder at any one time, with around 130,000 falling ill each year. While more women are affected than men, and eating disorders commonly emerge during adolescence, they affect people of all ages and genders.

On average, it takes someone over 3 years from falling ill before they seek treatment, followed by more than 6 years of waiting, therapy, semi-recovery and relapse before they get better. PwC estimates that this costs the NHS £4 billion per year. However, it doesn’t have to be this way: if someone starts treatment early, they have a good chance of making a rapid and sustained recovery.

Parents, siblings and other family members are also seriously affected. They should be enabled to help their loved one into a quick and sustained recovery but they can only play their role if they have full understanding, are fully supported and engaged by the health services, and if their own wellbeing is protected. However, they commonly report not being given useful information when a loved one is diagnosed, so they can’t stop things getting worse while waiting for treatment to start and they don’t know how to support their treatment regime. Families and carers also find that supporting the sufferer has a negative impact on their own physical and mental health.

Working together

Our statement of values (see page 1 of the job description) is a description of how we work at Beat when we are working together at our best. As the statement concludes, when we get this right we will achieve brilliant results, making Beat a truly inspiring and enjoyable place to work.

Central to those values is the conviction that happy people are more likely to perform at their best, and that people performing at their best are more likely to be happy in their work.

Everyone at Beat therefore has a responsibility for modelling our values and doing whatever is needed to make sure we are working together at our best for as much of the time as possible.

Managers in particular are expected to create an environment of cohesive and focussed teamwork built on trust, understanding and a shared determination to achieve great results. They put their people first and give them the support and freedom they need to innovate and succeed. The definition of a good manager at Beat is someone who is leading a happy and high performing team.

So if you are successful in your application, you can expect regular meetings with your line manager to share ideas, ensure wellbeing, support and review your progress. They will encourage your learning and development, enabling you to spend on average at least 10% of your time on L&D using a wide range of options. And they will ensure you have all the information and connections you need to do your job to the best of your abilities.

Beat’s offices

Beat main office (and business address) is in Norwich. We have a Helpline and Support Services Centre in Warrington and a small office in London. A small number of colleagues are based elsewhere across the UK, working from home.

For the time being, all staff continue to work from home. Beat’s offices have re-opened on a limited basis with physical distancing measures in place, which means that staff can work in the office if they choose, and when a business need arises.

In light of the lessons learned during recent months, Beat is piloting new working arrangements.

Changes to working week and location being trialled at Beat

From October 2020 to March 2022, Beat is trialling two significant changes to our working practices:

1. Introducing a 34 hour full-time working week
2. Allowing significantly greater flexibility to work from home

This test is based on preferences expressed by colleagues during and after the Covid lockdown period and we hope that it will result in benefits to both personal wellbeing and organisational productivity.

Until September 2020, a full-time week at Beat was 37.5 hours long. The trial is to establish whether reducing this to 34, worked across 4 consecutive days rather than 5, will improve staff wellbeing without reducing productivity. Pay is not being reduced.

Under the new arrangements, most people will work 8.5 hours per day Monday-Thursday, with considerable flexibility available providing that necessary diary commitments can be met. Part-time staff hours are reduced by the same proportion.

No internal meetings are arranged on Fridays. The Norwich and London offices are closed (although still available for use as needed and in the case of personal preference). Full time staff are nevertheless required to be available to work on Fridays when required for meetings unavoidably organised by other organisations, with time to be taken off in lieu.

A slightly different version applies for the Helpline but the principle remains that full-time means working for 34 hours across 4 consecutive days (adjusted to allow for the required fortnightly weekend shift). The Warrington office will remain open 365 days a year.

Staff who are unable to work 8.5 hours in a day (e.g. because of caring responsibilities) can work some of their hours on Friday and requests for this working pattern would only be refused for very specific business needs or wellbeing requirements. Any full time staff choosing this option would nevertheless need to be available for engagements considered as ‘business need’ on Monday to Thursday, with notice given and TOIL to be taken as necessary.

We are also trialling an arrangement where the default location of roles is a split between the staff member’s home and one of the Beat offices, with a high degree of flexibility and personal preference applied. During this period, other than people who are specifically recruited as home-based, staff will continue to be allocated to a Beat office, with their presence at that office required when a business need arises and with the option to work there at any other time, but with the option of being largely home-based.

This post is therefore being recruited on the assumption that the postholder will be at least partly home-based. A laptop and relevant other necessary equipment will be provided. If choosing to work from home, the postholder must ensure an internet connection of sufficient speed to attend meetings by video conferencing without disruption.

The postholder will be required to attend meetings in one or more of the Beat offices when there is a business need. Expenses will be paid for any required travel to a different Beat office or other location.

The trial will be evaluated and may be adjusted, extended, ended or adopted permanently.

About the post

Beat are looking for a highly organised, proactive and engaging individual to join the Campaigns team in the role of Campaigns Officer. They will be passionate about campaigning, excited about leading policy change and will be an excellent communicator.

Since the Campaigns team was established in 2016, it has grown in reputation, leading to several policy changes as a result of our campaigning. The Campaigns Officer reports to the Head of Campaigns. They will be a key member of the Campaigns Team, which sits within our External Affairs Department. The Campaigns Team also consists of an additional Campaigns Officer, Campaigns and Engagement Officer, Policy Advisor and a Policy and Public Affairs Officer, and receives part time support from the National Officers in Northern Ireland, Scotland and Wales. The team has recently expanded and the role will be joining the team at an exciting time.

The successful candidate will lead on the delivery of our priority campaigns, collaborating with colleagues across the organisation to drive these forward. It is also anticipated that they will work with a variety of stakeholders, linked to the campaigns on which they are leading.

Beat’s key policy priorities support our strategic goal of early intervention for eating disorders. Over the next 18 months we will continue our campaign for a fully-funded access and waiting time standard for adults in England, we will hold the Welsh and Scottish Governments to account to ensure that the recommendations made in the Eating Disorder Service Reviews are delivered and we will work with decision makers in Northern Ireland following the publication of the Mental Health Action Plan, and supporting plan for eating disorder services, to champion early intervention on eating disorders. We will also undertake a campaign focussed on local health decision makers to ensure that best practice is carried out when it comes to eating disorder treatment.

We also recognise that the pain and suffering of eating disorders will not be truly ended until we are better able to treat, cure and eventually prevent them. In order to achieve this, we will campaign for dramatic increases in research funding, focussed on high quality research into the causes of eating disorders in order to drive realistic prevention and cure strategies. We will also continue to lobby institutions responsible for medical training, for improved and increased training on eating disorders. We expect this position to take a significant role in both these campaign areas.

In previous years, Beat have run a number of face to face campaigns engagement events with our supporters, including Lobby Days in Westminster and Scottish Parliament, a Campaigner Training Day, as well as online Campaigner Webinars. In the coming year we are planning some similar events, which the successful candidate will be involved in.

How to apply

Full information about this role including application forms are at [www.beateatingdisorders.org.uk/vacancies](http://www.beateatingdisorders.org.uk/vacancies)

Completed application forms should be returned via the website page above by 11.59pm on Sunday 9th January. All applications must be on the Beat application form. CVs will not be considered unless by prior agreement.

Shortlisted candidates will be informed by close of business on Thursday 13th January. If you have not heard from us by the 13th January, please assume that your application has not been successful.

Interviews will take place the week commencing 17th January via Microsoft Teams.

(Please submit your application as soon as possible as we reserve the right to change the closing date of our vacancies.)