

Action for Global Health Health Inequalities Strategic Approach Consultant Terms of Reference

Introduction

Action for Global Health (AfGH) is currently running a strategic review and renewal process that will result in a new four-year strategy (2021 -2024).

In light of the unequal impacts of the COVID-19 pandemic and movements highlighting inequalities (such as the anti-racism movement) gaining momentum, and following consultation with our members and key stakeholders, AfGH's new strategy will focus on the achievement of universal health coverage, with a particular focus on **tackling health inequalities**.

As such, Action for Global Health seeks to create a strategic approach, focused on tackling health inequalities, to guide the implementation of our new strategy. This approach will clearly define our understanding of health inequalities, outline our scope/remit and provide a set of principles, practices and policies to be applied across the organisation. These will serve to ensure that in identifying what we are advocating for and how we do that work, we are actively focusing on tackling health inequalities.

We hope that this approach will help us to build from a clear historical analysis of inequitable systems and mainstream lenses of race, gender identity, sexual identity, class, religion, physical and mental ability and intersectionality throughout our work and how we go about that work.

Given our position as a network operating in a high-income country, we see it as essential that this approach will incorporate how we will work with people with lived experience in low- and middle-income countries (LMICs) and how we will meaningfully partner with civil society organisations based in LMICs across all of our work.

For this work, the consultant will be able to utilise and build on the findings and recommendations from a number of 'thought papers' we have developed on these issues - in partnership with our members and Key Stakeholder Advisory Group – as well as the findings from our strategic review and recent workshop with members.

Role of consultant

The consultant will lead the development of a strategic approach that will be used to shape the organisation's vision, mission and approach. We are keen that the work is conducted using a partnership approach, co-creating the approach with the team and Steering Committee (and members where relevant), so that it feels owned by the network. Practically, we want the approach to give us:

- A clear definition of what we mean by health inequalities and the scope/remit of our focus on health inequalities;
- A set of principles, practices and processes that outline how we will focus on tackling health inequalities. These practices could include, for example:
 - A reformed approach to our governance that meaningfully involves people with lived experience and civil society organisations from LMICs at all levels of the organisation;
 - A sequenced process for how we plan our advocacy and campaign strategies that ensures our focus on health inequalities from the outset and through all stages of implantation and review;
 - A checklist for any strategy, policy document, event or meeting we are planning or contributing to which ensures we are focusing on health inequalities;
 - Regular team and membership reviews to assess how we are doing; and space to share learnings on how tackling health inequalities can be better achieved.

Key Deliverables

- A word-processed report (with diagrams) that clearly sets out the health inequalities strategic approach - including definitions, scope/remit, principles, practices and processes - as well as tools that can be used by the team.
- A Powerpoint presentation that summarises how the strategic approach should be operationalised within our new strategy.
- A monitoring and evaluative framework for our approach.
- A dissemination plan for how we share this work with broader civil society and create opportunities for co-creation and learnings.

Timeline of work (for discussion)

Action for Global Health plans to launch its new strategy in Autumn 2021 so we are seeking to finalise this project by the end of September. Draft timeline:

- **Early September** – initial discussion(s) with Action for Global Health; literary review of internal documents (thought-papers, strategic review findings, notes from member workshop); mapping of similar initiatives in the sector.
- **Mid-September** – delivering of draft strategic approach and team/Steering Committee workshop to gather inputs and feedback.
- **End September** – delivery of final strategic approach and presentation to team/Steering Committee.

Time involved (for discussion)

To be agreed but we estimate up to 8 days of work.

Expressions of Interest

No more than 4 pages outlining approach, the budget required and evidence of experience of this kind of work. The C.V of the consultant and names of two referees can be attached additionally. **Expressions of interest** should be emailed to Katie Husseyby (katie@actionforglobalhealth.org.uk) **by 9am on Monday 6th September.**

People living with or affected by health issues, from Black, Asian or minority ethnic (BAME) backgrounds or from other minoritised groups and people based in low- and middle- income countries are particularly encouraged to apply and/or get in touch with any queries about the role – please email katie@actionforglobalhealth.org.uk.

AfGH (hosted by STOPAIDS) is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive positive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, HIV status, national origin, genetics, disability, or age.

We are open to considering applications from joint applicants who would deliver the consultancy together. This consultancy is suitable for flexible working and work patterns, including arrangements such as non-standard working hours and working from home.