

INCLUSIVE TRANSPORT ADVOCATE

Please note: the post-holder will be based with Sustrans as our Community Climate Action project transport theme co-lead.

Contract: 18 months (July 2024 — Dec 2025)

Role: 0.7 FTE (24.5 hours a week) — we are happy to discuss flexible working arrangements

Salary: £28,350 – £32,550 p.a. (pro rata) dependent on skills and experience

Interviews: 7 June 2024

Deadline for applications: 10 am, 20 May 2024

Start date: 1 July 2024 (or as close as possible to this date)

Diversity and inclusivity: We are committed to promoting **equity**, valuing **diversity**, and making sure the role is accessible. We strive to ensure that our organisation reflects the **diversity** of the city in which we work (considering all **protected characteristics**). We encourage and welcome applications from **candidates** from all backgrounds and we are open to **flexible** working requests.

Please contact us for an informal chat about the role (contact details below).

About Bristol Climate & Nature Partnership

Bristol Climate & Nature Partnership is a unique network of 1,200+ member organisations in Bristol and the surrounding region. Our purpose is to catalyse collective citywide action towards a zero carbon, socially just Bristol where our communities and nature thrive.

We collaborate with policy makers, the public sector, businesses, charities, communities, and underrepresented groups to create positive change across climate, nature and social justice.

We are a growing and ambitious team working on impactful citywide projects.

About Sustrans

This will be an 'embedded role' based with Sustrans, who are a core partner on the Community Climate Action project. As co-lead of the project's Transport strand, they are well placed to support this post-holder in their project delivery.

Sustrans is the charity making it easier to walk, wheel and cycle.

We work for and with communities, helping them come to life by walking, **wheeling** and cycling to create healthier places and happier lives for everyone.

Join us on our journey. www.sustrans.org.uk

Jargon Buster

Words in this document that might not be accessible to everyone are in bold explained in our online jargon buster: <https://bristolclimatenature.org/jargon-buster/>

About the role

The role will work on a partnership project between **Sustrans** and **Bristol Climate & Nature Partnership** as part of the **Climate and Disability**, and **Transport** strands of the [Bristol Community Climate Action Project](#). The postholder will be employed by Bristol Climate & Nature Partnership, working as an embedded officer at Sustrans in the England South regional team.

This post is funded by The National Lottery Community Fund, and is made up of two parts:

- A. Being an Inclusive Transport **Advocate** for Bristol's community of Disabled people
- B. **Co-development** of a toolkit to support communities.

The role will focus on empowering people in Bristol and advocating for positive changes to the local transport system that supports an inclusive shift to **low carbon** transport that is usable, **accessible** and safe for everyone. The role has a particular focus on the needs of the community of Disabled people.

Management and relationships

The contracting employer for this role is Bristol Climate & Nature Partnership but it is an embedded role based with Sustrans. Top level line management will be undertaken by the Head of Community Partnerships at Bristol Climate & Nature Partnership, with day-to-day line management of the role undertaken by the Partnerships and Public Affairs Manager, West of England at Sustrans.

Location, travel, access and reasonable adjustments

The role will primarily be based at Sustrans' Bristol Hub with the flexibility to work from home, with an expectation of one day a week in the Hub. The Hub building is accessible and reasonable adjustments can be made to meet the needs of selected candidate.

The focus of this role is in Bristol and you will be expected to travel within Bristol and the region; we may occasionally need you to travel further during the course of your work including occasional overnight stays.

Disclosure

Enhanced DBS may be required for this role depending on the people we end up **engaging** regularly as part of the project.

Responsibilities

Inclusive Transport Advocate elements:

- A. Work with the Climate and Disability Associate and a broader group of Disabled people (Forum) on the project to refresh the **priorities** in the [Bristol's Disabled people's Community Climate Action Plan](#). This includes working with this group to select three **priority** areas to focus on for this role,
- B. **Strategically** and creatively **influence** local, regional and national organisations to build **momentum** around the transport **priorities** identified by Bristol's Disabled people's **Community Climate Action Plan**,
- C. Communicate with key transport **stakeholders** in the city and West of England region,
- D. **Engage** with Bristol's community of Disabled people to hear **lived experience** and champion Disabled people's transport needs
- E. Build on the work of the [Sustrans Disabled Citizens' Inquiry](#), to help put the the views and ideas of Disabled people at the heart of local policy
- F. Contribute to wider **communications** about the programme / role (blog posts, case studies, social media content).

Community Toolkit elements:

- A. **Engage** with communities taking part in the **Community Climate Action Plan** Project, supporting them to take local action to encourage people to use **active travel** and **sustainable transport**.
- B. Work with a wide range of **stakeholders** including Bristol City Council officers, local community organisations, and decision-makers
- C. **Co-develop guidance** with residents and communities to help everyone to: **engage** in the transport **system** in Bristol, make change happen in their neighbourhood that supports a shift to **lower carbon** transport and a fairer and safer city that includes everyone,
- D. Test the practical guidance with Bristol residents and other key **stakeholders**, using feedback to improve and make a **toolkit**,
- E. Promote and share the **toolkit** and learning in Bristol and across England.

General:

- A. Add to the wider work of the **Community Climate Action project** through joining wider project meetings and writing **quarterly reporting** information
- B. Work in line with the project's ways of working. See the [Ways of Working document](#).

Person specification

A large part of the role includes engaging with and advocating for the needs of Disabled people. This work is most powerful when carried out by a Disabled person, so **identifying as a Disabled person is very desirable for the role**. We include mobility impairments, neurodiversity, mental health, chronic illness, learning difficulties, and sensory impairments within our understanding of disability.

We strongly encourage applications from Disabled people and/or those with extensive (personal or professional) experience caring for, supporting or working with Disabled people – you do not need to meet the full list of skills and knowledge, as long as you show similar experience and a willingness to learn new skills.

Experience

- A. Working with community groups and/or organisations
- B. Talking to, motivating and **engaging** a range of **audiences**
- C. Organising and delivering **inclusive** events/leading workshops
- D. Positive **advocacy** and awareness raising of the priorities of Disabled people
- E. Working with others to help **influence** policy /**decision making**
- F. **Lived experience** of disability, including caring for, supporting or working with Disabled people.

Skills and knowledge

- A. Strong written, verbal communication and **interpersonal skills**
- B. Strong organisational skills and ability to multi-task across a range of activities to meet deadlines
- C. **Self-motivated**, able to work independently and as part of a team
- D. A passion or/and **commitment** to **environmental sustainability**, particularly transport
- E. A good understanding of the **social model of disability**, with experience of, and a **commitment** to working within this model
- F. Knowledge of **equality, diversity and inclusion principles** and how to apply them in practice
- G. Ability to use Microsoft 365 programmes such as Microsoft Teams, Outlook, Excel, Word and Sharepoint.

Benefits

Bristol Climate & Nature Partnership Benefits

Our organisation aims to create an **inclusive** working environment where all employees have the space to breathe, learn, share, and grow. Benefits include:

- Company Healthcare Cash Plan and Employee Assistance Programme.
- Two team wellbeing half days each year
- Cycle to Work scheme
- Climate Perks scheme, offering paid 'journey days' to staff who travel on holiday by train, coach or boat instead of flying
- Training and development opportunities and **collaborative** working groups (focusing on Just Transition and Climate Action Plan).

How to apply

Send us your CV (or a summary of your experience) and cover letter to contact@bristolclimatenature.org with the job title in the subject line. The deadline for application is **10 am on Monday 20 May 2024**.

In addition, please download the **equalities** form in [Microsoft Word](#) or [PDF](#) and send back to us along with your application. Any information from this form will be saved in a different place to your application.

The cover letter should be no more than 2 pages outlining your interest in the role and the **suitability** of your skills and experience (you may wish to use the person specification sub-headings for this).

Your cover letter and CV should be in Microsoft Word format where possible (not PDF), this is to support us to **anonymise** the applications ahead of **shortlisting** to minimise **unconscious bias** affecting the **shortlisting** process.

Please include:

- Any working preferences (i.e. hours / days available to work per week)
- Your availability to start
- Name and contact details for two referees (we will notify you before contacting them).
- Any dates that you would not be available for interview. Interviews will ideally be held online **on 7 June 2024**.

We will invite shortlisted candidates to make us aware of any reasonable adjustments required for the interview.

If you have any questions or would like an informal discussion about the role, please email questions to contact@bristolclimatenature.org along with your phone number. We will aim to get back to you within 3 working days. We are unable to offer sponsorship for work permits or visa applications. Only applicants with the right to work in the UK will be considered.

This role is supported by The National Lottery Community Fund as part of the Community Climate Action Project.