

Job Description:

Creative Health Lead for Suffolk and Norfolk

Managed by Suffolk Artlink

Salary/hours: This could be a part-time role, a job-share or a full-time role. The salary will be based on an annual salary of £37,853 for 37.5 hours per week, pro-rated accordingly. We welcome applications that propose any of these options and are open to compressed hours or other flexible models.

Length of contract: July 2025-June 2027 (with a possible extension to March 2028)

Application deadline: 10am on Monday 19th May

You can [listen to this information as an audio file here](#)

Overview

We are seeking a Creative Health Lead for Suffolk and Norfolk. The Creative Health Lead will have experience and knowledge of:

- Creative Health initiatives delivered by both the cultural sector and the health sector.
- Advocating for the value of culture within the wider public sector such as health, education and social care.
- Creating and supporting networks in the cultural sector.
- Use of data and evaluation
- Equality, diversity and inclusion policies and practises

Our workplace is built on mutual respect and support, where we encourage collaboration, continuous learning and growth.

We use the term '**Creative Health**' to mean any arts or cultural activity that supports health or wellbeing. In line with the Creative Health Quality Framework, we believe that good quality creative health work is equitable by design. We recognise the social impact of health inequalities and we are committed to embedding equitable, inclusive principles into this work.

The postholder will sit within Suffolk Artlink. Suffolk Artlink is a key arts charity leading work around creative health and sits at the heart of Suffolk's creative sector. The postholder will also work in partnership with

- The Culture, Health & Wellbeing Alliance (CHWA) - a national free-to-join membership organisation for creative health
- The Norfolk & Suffolk Culture Board Creative Health Working Party, The Suffolk Integrated Neighbourhood Teams, Health Alliances and Creative Health Lead
- Suffolk Public Health Lead for Creative Health
- Norfolk County Council Arts Lead

This post is funded by Arts Council England (through their Investment Principles Support Organisation (IPSO) grant to the Culture, Health & Wellbeing Alliance) and by Suffolk County Council Public Health. The postholder will be part of a community of practice with three other existing posts with similar aims, managed by the Culture, Health & Wellbeing Alliance and based in South Yorkshire, Barnsley and Derbyshire.

Key national partners for this work also include the National Centre for Creative Health and our funders Arts Council England and Suffolk Public Health.

This is an exciting opportunity to build on this momentum and create long-lasting change.

The role

We want this role to

- Generate strategic and infrastructural support and advocacy for creative health (rather than delivering projects)
- Ensure that the role of Creative health in addressing health inequalities is understood, valued and developed
- Catalyse and support creative health work across Norfolk and Suffolk

We want the postholder to bring together partners across Norfolk and Suffolk to help us understand the enablers and barriers to regional and local creative health. We need to develop and test systems that will make a positive difference across both counties

We want to support and build creative health strategies and networks that reflect the diversity of the sector and our communities.

We are particularly committed to developing sustainable, creative and cultural responses to health inequalities.

This role is rooted in the principles outlined in the Creative Health Quality Framework (see below), any positive change we make will be down to trust and solidarity across a wide range of stakeholders, including diverse communities, and this depends on working in a way that prioritises these principles:



Good creative health projects are person-centred, equitable, safe, creative, collaborative, realistic, reflective, and sustainable.



Person-Centred: Value lived experience and enable potential.	Collaborative: Work with others to develop joined-up approaches.
Equitable: Work towards a more just and equitable society.	Realistic: Be realistic about what you can achieve.
Safe: Do no harm, ensure safety, and manage risk.	Reflective: Reflect, evaluate, and learn.
Creative: Engage, inspire and ignite change.	Sustainable: Work towards a positive, long-term legacy for people and planet.



Key duties

This is an exploratory and developing role and we expect it to evolve across the two years. Some core aspects are outlined below, however.

- Work in partnership with stakeholders across Suffolk & Norfolk.
- Be an active member of the Norfolk & Suffolk Culture Board Creative Health and Wellbeing Working Party and the forthcoming Suffolk Creative Health Leads.
- Build on understanding and mapping of existing work, partnerships, commissioning processes and networks for creative health across Norfolk and Suffolk.
- Promote the value and impact of Creative Health across the health systems in Norfolk and Suffolk – using key existing networks and opportunities. These might include the Health and Wellbeing Boards, the Integrated Neighbourhood Teams, the Alliances, the Suffolk & North East Essex Integrated Care Partnership Expo and the national Creativity & Wellbeing Week.
- Convene events and workshops, as required, ensuring diversity and representation of lived experience of long-term health needs.
- Work with CHWA's regional leads in a community of practice.
- Build a network of Creative Health practitioners and providers across Norfolk & Suffolk, to support professional development, wellbeing within the sector and collaborative working.
- Consider and develop a response to the regional skills development and support needs for creative and cultural workers, taking diversity and health inequalities into account.
- Develop the culture sector's understanding of Health Inequalities*.
- Work with the Suffolk Creative Health Leads to build specific creative health tools (and an evaluation framework) for addressing health inequalities.
- Build advocacy tools on the role of creative health in addressing health inequalities.

**Health inequalities are the socially determined circumstances that disadvantage people and limit their chances of living longer, healthier lives. Health inequalities exist in all areas, including unequal experiences of health services, education, work and housing opportunities, and are also affected by individual differences including where you live. These 'wider determinants of health' are the ubiquitous social, economic, and environmental factors that shape mental and physical health and create a health gradient across society.*

Key reference documents

1. [Mapping Creative Health in Norfolk & Suffolk](#): A Research Report Prepared for the Norfolk & Suffolk Culture Board by Creative Lives, March 2024
2. [Annual Public Health Report 2023, Healthy Suffolk](#)

3. [Voluntary Community, Faith and Social Enterprise \(VCFSE\) Sector Resilience \(Suffolk & NE Essex ICS\)](#)
4. [Our Trust Strategy | Norfolk and Suffolk NHS](#) – Trust Strategy 2024-2029
5. [NHS England » Patient and carer race equality framework](#)

Evaluation

We want to understand the impact of this kind of strategic role. The postholder will work with the Creative Health Leads and Working Party to assess progress. We will also use the [Creative Health Quality Framework](#) as a tool to support the work more broadly, and to evaluate how it is progressing against the framework's core principles.

Person specification

We always aim to be collaborative; caring; inclusive; and committed to positive social change. These are our values as an organisation and it's essential you feel comfortable with this, and that you feel you can work in this way.

We consider the following to be essential for this role:

- Good communication skills and diplomacy
- Experience of working with a wide range of people and groups with a variety of professional and lived experiences including people from underrepresented communities.
- Experience of working strategically to support equality, inclusion and diversity.
- Experience of coproduction: involving people with lived experience in equal partnership
- Optimism and lateral thinking – willingness to use imaginative new approaches to strategy
- Knowledge and/or experience of working with creative health.
- Experience of working at a strategic level
- Experience of managing budgets

If you have any of the following desirable experience we would also like to hear about it:

- Work with people with lived experience of health issues
- Work with local authorities and / or health or care institutions
- Work with large cultural institutions
- Work with small grassroots community/diverse organisations
- An understanding of health inequalities
- Experience of fundraising

We are interested in hearing about transferable skills as well as direct experience of any of the above.

Access

This is a hybrid working role (see Place of Work, below). We are ready to adapt our working processes in discussion with applicants; please let us know about any access needs we can support.

Contract

This is a fixed-term contract running until the end of June 2027, with a possible extension to March 2028 (funding dependent). We are hoping the postholder will start in July 2025 but we understand this will depend on your existing contracts/notice period.

The postholder will be paid monthly by BACS. Suffolk Artlink will be responsible for paying Tax and National Insurance. The postholder will be eligible for the Nest pension scheme.

Salary/Hours of work

This could be a part-time role, a job-share, or a full-time role. We welcome applications for any of these options. We anticipate a minimum of 3 days per week will be needed for a single postholder. We're also happy to explore flexible working arrangements and compressed hours. The salary will be based on £37,853 for 37.5 hours per week. This will be pro-rated according to the hours contracted.

Place of work

This role will be primarily remote, but desk space will be available at Suffolk Artlink's office in Halesworth. The role is also likely to require initially fairly frequent face-to-face work meetings with colleagues across Norfolk and Suffolk, and subsequently group meetings. The East region is a large and largely rural area with limited public transport options. The postholder will need to spend some time travelling around the county. Being able to drive and having access to a car might be helpful; but it's not a requirement.

Expenses

We will reimburse reasonable travel and subsistence expenses on the basis of agreement prior to travel.

How to apply

We would like to receive a CV and covering information explaining why you think you would be suitable for the role, referring to the Person Specification outlined above. **Your covering information can be submitted as an email, an audio recording or a video recording as you prefer.** We would prefer a written CV, but if this is not possible for any reason, please let us know and we can adapt accordingly.

Please tell us about any access needs we can meet to support your application process. We'd also appreciate it if you could click on this link and fill [out this Equality, Diversity & Representation form](#) when you apply. This form is anonymous and we won't be able to connect it with your application, but it helps us assess whether we are reaching a wide pool of candidates. If the link doesn't work for you let us know and we will find an alternative.

When you apply, please let us know whether you would be able to attend an interview on 3rd or 4th June in Halesworth. If you can't make those dates and are shortlisted for the role, we will aim to find another mutually convenient time with you.

If you are freelance or unwaged and are selected for interview, we can offer a fee towards your time preparing for and attending interview.

We are committed to ensuring our organisation is as diverse and representative as possible **of the population of Suffolk and Norfolk** and are using the [IncArts Unlock tool](#) to support this recruitment process. We believe diversity strengthens our organisation and drives innovation. We specifically encourage individuals from under-represented communities including global majority, Gypsy, Roma, Traveller, Showmen and Boater (GRTSB), d/Deaf, disabled and neurodivergent (DDN), LGBTQIA+ or who are from less affluent socio-economic backgrounds to apply.

Email your application to jobs@suffolkartlink.org.uk If you want to contact us beforehand to arrange an informal conversation, please email victoria@culturehealthandwellbeing.org.uk

Timeline

Please send us your application by **10am on Monday 19th May**. We will let you know of our decision by end of Friday 23rd May and we will aim to hold interviews on Tuesday 3rd or Wednesday 4th June in Halesworth.

Interviews will be in person for around an hour. We will send plans for the interview including any questions in advance, and let you know who will be on the interview panel before we meet you.