

# Senior Discrimination Caseworker



**NATIONAL  
AIDS  
TRUST**

Securing rights  
Stopping HIV

## Job Application Pack

September 2025

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# Foreword

from our  
Chief Executive

I am delighted that you are considering applying for a job with National AIDS Trust.

We are the UK's HIV rights charity, working to stop HIV and support the rights of people living with HIV. Our work is values-led and embedded in our community. We understand that HIV is much more than a health condition, so our approach to combatting its effects and stopping new transmissions is wide-ranging. Tying this work together is our belief that health is a human right. Our success relies on our expertise, our credibility, our independence, and our strong relationships with allies.

Working here gives you a role in a team passionate about creating impact, and unusually successful at doing so. Over the last few years, we have ensured that PrEP (the HIV prevention medication) is available to those who need it; that hospital emergency departments test for HIV in those areas of highest risk; that generic mental health services improve their offer to people living with HIV; and that migrants with insecure immigration status can access healthcare without fear of their data being used to deport them.

But there is so much left to do. While 4,000 people acquire HIV in the UK every year, and while people living with HIV continue to battle stigma and discrimination, our work is as important as ever.

It is fundamental to our values that those most affected by HIV help lead this work, so we particularly encourage applications from people living with HIV, gay and bisexual men, trans and non-binary people, and people from black and minority ethnic communities. We welcome applications from disabled people and are committed to making reasonable adjustments wherever possible.

If you can see yourself contributing to this work, we would love to hear from you.



**Robbie Currie**

For more information, please read our [five-year Strategic Plan](#) and our [Impact Report](#) our [HIV Confidential](#)



# Who we are & what we do

## We are the National AIDS Trust

We're the UK's HIV rights charity. We work to stop HIV from standing in the way of health, dignity and equality, and to end new HIV transmissions. Our expertise, research and advocacy secure lasting change to the lives of people living with and at risk of HIV.

**Our vision** is a world where HIV does not stand in the way of health, dignity and equality.

**Our purpose** is to stand alongside and defend the rights of everyone living with, affected by or at risk of HIV.

Our expertise, research and advocacy secure lasting change to the lives of people living with and at risk of HIV.

And we won't stop until everyone affected by HIV can live their fullest life possible.

## Our strategic aims to 2025:

- **STOP:** we will stop new HIV infections
- **CHAMPION:** we will champion the needs of people whose voices and experiences are too often ignored
- **PROTECT:** we will protect the rights of everyone living with and at risk of HIV
- **DRIVE:** we will drive engagement and activism to change attitudes to HIV.

# Our values

We seek to embody our values in everything we do – including how we approach our work, how we treat our staff, and how we work with others:

- We believe that people living with and affected by HIV are at the core of everything we do. We seek opportunities for greater and more meaningful involvement of people living with HIV in all our work.
- We believe passionately in equality and human rights, so this is at the centre of everything we do.
- We are brave. We speak out and are never afraid to challenge the status quo.
- We are persistent. We persevere until we create change, however long it takes.
- We are collaborative. We work to build relationships of mutual trust and respect because we know we can't do this alone.
- We are honest. Our integrity and credibility are crucial, so we protect them by being independent, transparent and accountable.
- We are thrifty. We make every penny count to ensure that we can make the maximum impact.

# Our offer

- Hybrid working
- 27 days' annual leave (pro-rated) plus bank holidays (including annual closure between Christmas and New Year)
- Employee Assistance Programme (EAP) including access to 24-hour advice and support line and face to face counselling
- Flexible working to support work/life harmony
- Organisational training budget and personal development plans

# The opportunity

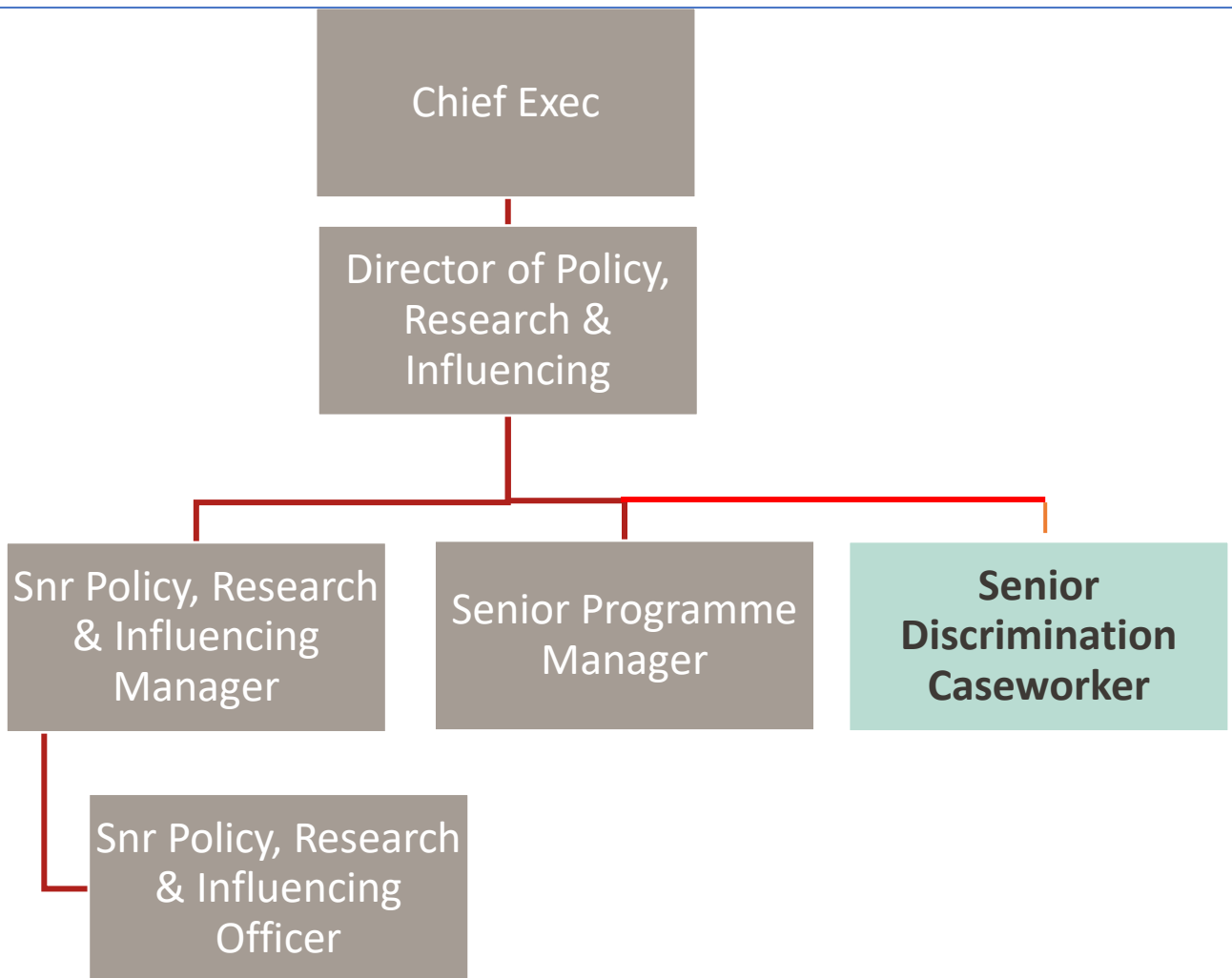
## About the post

- Fixed-term for 3 years, 28 Hours a week (0.8 FTE)
- Salary £29,516 (FTE £36,895) (including London weighting)
- Flexible working arrangement: Primarily homeworking, with regular attendance in London office

The Discrimination Casework will play an enormously important role in supporting people living with HIV who experience unlawful discrimination – whether at work, in accessing services, or in healthcare settings

You'll be responsible for working with people who experience discrimination related to their HIV status, to provide them with information and advice, and to take forward advocacy work and representation with them and on their behalf.

# Team structure





# Job description

## MAIN DUTIES & RESPONSIBILITIES

### 1. Casework and advocacy

- Provide, advice, information, and support to individuals living with or affected by HIV who experience unlawful discrimination.
- To advocate on behalf of individuals to challenge discrimination, raise complaints, and seek policy changes that ensure compliance with the Equality Act 2010 and Data Protection legislation.
- Always maintain professional boundaries and ensure that clients understand the remit of the service.
- Maintain up to date knowledge and expertise in equality and human rights law, policy and best practice.
- Maintain a relationship with legal advisors in our partner solicitor's firms and seek advice for more complex cases.
- Identify areas where larger scale changes in policy and practice would prevent discrimination from reoccurring.
- Identify, and develop, new resources and support that may be required to help people living with HIV understand their rights and how to realise them.

### 2. Building sector capacity

- Work jointly with other organisations and clinicians to support individuals collaboratively on cases.
- Build up the knowledge of the HIV sector of ways to resolve HIV-related discrimination through advice, delivery of presentations and training, and development of resources.
- Maintain the HIV and discrimination information hub on our website; keeping current content up to date and developing new content as needed.
- Design and deliver training on HIV and discrimination to a range of stakeholders, partners, and organisations.

# Job description

## Main duties and responsibilities (cont)

### 3. Monitoring and evaluation

- Maintain a casework management system to ensure all client records are recorded and treated appropriately according to NAT policies and data protection legislation.
- Keep accurate individual records of casework, in line with NAT policies and any funder requirements.
- Collect monitoring data and client feedback on the discrimination service and outcomes achieved.
- Collect case studies of individual impact, supporting clients who are willing to share their story.

### 4. Other

- To undertake such other tasks as may reasonably be requested by your line manager.
- To establish and agree objectives for the year and monitor these through support and supervision.
- To always undertake all responsibilities with due regard to NAT'S Equality & Diversity Policy.
- To contribute to the maintenance and effective use of a complete and up-to-date relationship management database.
- To undertake occasional work-related travel.
- Actively contribute to a culture which respects and promotes equality and diversity.

# Person specification

## Essential

Educated to degree level or equivalent experience.

Experience of researching and analysing new topics, policies or legal frameworks.

Strong written communication skills, with proven experience of drafting high quality written materials.

Interest in and commitment to human rights, equality and diversity.

Good interpersonal skills and ability to build effective working relationships with colleagues and external stakeholders.

Understanding of confidentiality, safeguarding and data protection requirements.

Excellent telephone skills and ability to speak compassionately and empathetically

Ability to use databases or casework management systems.

Ability to work under pressure and to meet deadlines, including project planning, multi-tasking, and a proven ability to balance workload and prioritise effectively.

Good IT skills including Microsoft Office (Word, Excel, Outlook, Powerpoint).

## Desirable

Experience of casework support

Experience of the health and/or voluntary sector

Knowledge of the law, equalities legislation, and/or human rights

Experience of giving presentations or leading training sessions

A broad understanding of HIV in a UK context and key HIV-related policy issues.

# How to apply

Please apply by email to [Daniel.fluskey@nat.org.uk](mailto:Daniel.fluskey@nat.org.uk) by the deadline of **23.00 hours: Wednesday 24 September 2025**

For a background conversation about the role, please email Daniel Fluskey at [Daniel.fluskey@nat.org.uk](mailto:Daniel.fluskey@nat.org.uk)

Your application should include:

- CV
- letter of application addressing the person specification.

Interviews for the role will be held week commencing 06 October 2025, in London.