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## Description of the Early Years Campaign

Early years are arguably the most important years of a person's life - they lay the foundations of growth and development that are linked to future health and wellbeing. This age group is a widely regarded as covering ages from birth to five years old although we acknowledge this extends to seven years old in Wales.

While early years has always constituted a core part of the work of RCPCH through our wide range of policy and advocacy work (health inequalities, mental health, health services, nutrition, workforce), RCPCH is now seeking to expand this work into a formal programme of activity and a specific campaign focused on the Early Years cohort. The College is currently scoping the specific nature and focus of this campaign but it will be UK wide and launch in 2026.

This project requires a clinical lead to support the development and delivery of the work and associated campaign. It will sit under the management of the Policy and External Affairs team at the College, reporting to the Policy and Advocacy Executive.

### Role details

- The Clinical Lead will be accountable to the Vice President for Policy.
- The project is currently expected to run for a minimum of 18 months, until Summer 2027. The appointed post-holder will be expected to hold a term of office that covers this duration.
- Extension may be possible, should the timeframe for the project be extended.

### Eligibility

Applicants must be:

- Ordinary Member
- Fellow
- Senior Member or Fellow

and whose primary mailing address is in the UK.

## **Role purpose and responsibility**

The responsibilities of the post holder are to:

- provide clinical leadership for the Early Years project.
- work alongside members of the policy and external affairs and devolved nation's team to help to agree campaign priority areas, contribute to policy development and advise on overall advocacy approach.
- help to ensure that the Early Years project outputs and any associated information produced, are relevant and appropriate to the current paediatric landscape and College priorities.
- engage in research, information sharing, and discussion to inform the project.
- for any agreed campaign outputs, participate in document proofing, drafting and review as appropriate.
- consider and raise any issues relating to the project.
- assist with promotion and communication of the Early Years campaign to key stakeholders, using their own clinical networks where appropriate. This may include ad hoc media and press work and engaging with policymakers in governments and parliaments across the UK to promote the campaign messaging.
- perform other responsibilities as agreed collaboratively.

## **Working relationships**

The post holder will work closely with the health policy team, the media and public affairs team, the devolved nations team, other RCPCH Policy Officers and the Vice President for Policy.

## **Time commitment**

The Clinical Lead will be required to attend once monthly (up to half-day) meetings, and devote sufficient time to the role to meet the demands of the role. They may be asked to represent the project work at other internal or external meetings of the College and there is potential for acting as a spokesperson in the media following appropriate training.

Meetings will normally be held online via Microsoft Teams and/or hybrid (via Microsoft Teams and at the 5-11 Theobald's Road, WC1X 8SH RCPCH London office).

## **Support provided from the College**

The first point of contact will be via the policy and external affairs team.

Members will be reimbursed for the cost of travelling expenses (in line with the College's expenses policy) and subsistence to attend College meetings. Remote attendance options may also be offered for some meetings.

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**In accordance with College policy, all candidates should be in Good Standing with the RCPCH.**

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## **Knowledge, skills and experience required**

### **Essential:**

- Has attended [Equality, Diversity and Inclusion](#) training within the last 3 years
- [Member of the College in Good Standing with RCPCH in membership categories Fellow/Senior Member or Fellow/Ordinary Member](#)
- Has good clinical knowledge of the paediatric early years cohort (up to 5 years old)
- Is a strong communicator and can advocate for child health to stakeholders within the early years landscape
- Is motivated and conscientious
- Is resilient and objective, demonstrating respect of, and for, colleagues

### **Desirable:**

- Has skills and knowledge in relation to government policies/schemes and service delivery for the early years cohort

## **Process**

Applications for roles should be submitted electronically at [volunteering opportunities](#) no later than the closing date. Your CV should also be uploaded, and we will ask you to include a statement of up to 250 words outlining the relevant experience and reasons for applying to the post.

When undertaking a role at RCPCH all role holders must agree to respect and uphold the charitable objects, vision, and values of the RCPCH and uphold the [code of conduct](#) which embodies the values that the RCPCH holds the breaking of which could lead to sanction. Core to RCPCH's values is the exemplary behaviour of its members, both as professionals and also as individuals.

Appointed candidates will be asked to [register their interests](#). This is to ensure that personal circumstances that might compromise a volunteer's ability to be seen as acting correctly are properly disclosed.

The role holder must be committed to following the College's safer working practices guidelines when working with children, young people and adults at risk.

Safeguarding is everyone's responsibility, with the role holder required to comply with the College's Safeguarding policy. Appointed candidates must also have attended Equality, Diversity and Inclusion training within the last 3 years.

The College may – at its discretion and with the agreement of the candidates – choose to offer this role as a job-share between more than one candidate once the appointment process is complete. Details will be discussed with candidates at the time should this arise.

The RCPCH wants to represent all the communities we serve and are dedicated to creating an inclusive working environment. The College is particularly keen to

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receive applications from those who belong to an underrepresented group as defined in the equality act 2010, including age, disability, sex, race, religion or belief, gender reassignment, married or in a civil partnership, pregnancy/parental leave, or sexual orientation.

The College is a disability confident leader, please let us know if you require any reasonable adjustments or accommodations as a result of a disability, impairment or health condition.

Members can also receive support to cover the costs of caring responsibilities, where these responsibilities would otherwise prevent them from undertaking voluntary work for the College, as per the [removing barriers](#) fund. Claims must be submitted using the appropriate form and the College should be made aware of these requests at least a month in advance. For further information please contact [edi@rcpch.ac.uk](mailto:edi@rcpch.ac.uk).

Eligible candidates who have the required knowledge, skills and experience may be invited to attend an interview either at the College's Offices or via tele-conferencing. Following the interview, a recommendation will be made to the Policy and Advocacy Executive on any appointment.

Personal information about unsuccessful candidates will be held for 6 months after the position has been filled, it will then be securely destroyed. Personal information about successful candidates will be retained on their membership file. The information contained in this will be kept secure and will only be used for purposes directly relevant to that person's responsibilities as a committee member. Please also refer to the [membership privacy notice](#) which explains how we will use the data we collect from you.

**Dr Jan Dudley**  
**Registrar**  
**2026**

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