**UK Women’s Budget Group – BAME Internship (paid)**

**Role:** Intern

**Hours:** Up to full-time (Monday-Friday) but we operate a flexible working policy and are very open to applications from people who want to work flexibly or part-time.

**Duration:** Up to 3 months

**Location:** UK based (remote working due to Covid-19 restrictions)

**Comp:** £10.85 per hour – this is based on the real living wage as set by the [Living Wage Foundation](https://www.livingwage.org.uk/what-real-living-wage)

**Closing Date:** Friday 11th June 2021 at 5pm (BST)

**Interviews:** w/b Monday 28th June 2021 (via Zoom)

**Start Date:** July 2021

**The Opportunity**

The UK Women’s Budget Group are looking for an intern to learn from and contribute to our work. You will join our small team and have the chance to work in each of the three main strands of our work:

* Research and policy
* Communications
* Public affairs

You will spend one month in each team, being managed by a member of staff, and working within a friendly team who are committed to our vision of a caring economy that promotes gender equality.

You will have the opportunity to learn about working in an organisation that produces robust analysis that aims to influence the people making policy. We also work by building the knowledge and confidence of others to talk about feminist economics by offering training and creating accessible resources. This internship is an opportunity for someone who is looking to develop a career in this sector to have an insight into how we work and gain some relevant work experience. We will provide a laptop and other working equipment.

The internship is for someone from a Black, Asian, minority ethnic, or mixed-race background. This internship is a positive action initiative under the Equality Act 2010. It is part of our commitment to addressing the under-representation of people from Black, Asian and minority ethnic backgrounds in our organisation and in research, policy and public affairs roles in the wider charity sector. We understand that the acronym ‘BAME’ as a descriptor is problematic because it conflates all issues of race as the same when there are stark differences within this population category. The attempt to categorise a very diverse group of people with a range of experiences including but not limited to, living as a non-white person within a white supremacist power structure is part of the problem of under-representation of non-white people in the charity sector. We use the term BAME for this internship in its purely administrative function, whilst recognising its severe limitations.

**This internship opportunity is only open to BAME applicants who are based in and have the right to work in the United Kingdom. We are not able to consider applicants who require visa sponsorship.**

**Responsibilities**

* Spending one month each with our Research and Policy, Public Affairs and Communications teams
* Assisting WBG colleagues with research
* Maintaining our contact databases
* Assisting with the planning and organisation of our events
* Contributing to the writing of blogs, briefings and reports
* There will be opportunities to take part in external meetings (remotely)
* Play a full role as part of the Women’s Budget Group team.

**Person Specification**

* Commitment to and desire to promote gender equality
* Familiar with basic word processing and spreadsheet packages
* Ability to work flexibly as part of a small team
* Ability to work both remotely and in-person in the office at least 1 day a week, if public health guidelines permit

**How to apply**

Please email your application to [recruitment@wbg.org.uk](mailto:recruitment@wbg.org.uk) with the subject ‘BAME Internship Application’ by Friday 11th June 2021, 5pm

Your application should include:

* Your CV with contact details of **two** referees
* A covering letter of 1-2 pages of A4 explaining why you would like to be an intern with the Women’s Budget Group and what you hope to gain from the opportunity.

If you are disabled or have a long-term health condition and need any reasonable adjustments for application or the interview process, please let us know in your email.

**WBG Values and Principles**

**Values**

Human rights

We will ensure that we work in line with the sort of society we want to see; based on substantive equality and respect for human rights, where care is valued and shared and which allows everyone to live in dignity, reach their full potential and fully participate.

Feminism

The Women’s Budget Group is a feminist organisation. We recognise that sex-determined social roles have given rise across the world to a variety of forms of patriarchal society in which access to work, resources, assets and income is determined largely by a hierarchy of imposed gendered roles, with men having greater rights, entitlement, and opportunity to access resources than women.

Intersectionality

We recognise that gendered structures of inequality intersect with other structures of inequality including those based on class, race, disability and so on. While our primary focus is on gender equality, we will reflect the intersectional nature of inequality in our work.

**Principles for our work**

Partnership

We believe that we can achieve more with others than we can alone and will work in partnership with organisations and individuals who share our aims and values. We will play an active role within wider feminist movements both in the UK and internationally.

Expertise and learning

We will ensure our work is academically robust, that our analysis and policy proposals are evidence based and that we are always open to learning as an organisation. We recognise that expertise, knowledge and opportunities to learn come in many forms and include front line and lived experience as well as academic research.

Diversity

We believe that diversity of backgrounds and perspectives strengthens our work and we will actively seek to promote diversity at all levels within the organisation.

Pluralism and Respect for difference

WBG is an organisation that brings together people with different views, perspectives and experiences. We are committed to open discussion based on respect for these differences and believe that honest and respectful dialogue where all views can be heard is the best way to ensure robust analysis and policy making in the WBG and wider society.

Integrity WBG will work in an open, honest, accountable and transparent way with staff, volunteers, members and other stakeholders.

Political Independence

WBG does not affiliate to or support any political party. We seek to influence all parties to adopt policies that promote women’s equality, gender budgeting and feminist economic principles.