





Recruitment: Racial Justice Researcher

 **Location:** APPEAL's offices, Holborn, London

 **Contract:** 1-year fixed term contract with the potential to follow into a Racial Justice Lawyer role, full-time (37.5 hours per week) or 0.8 (30 hours per week) would be considered

 **Salary:** £38,937.60 - £42,615.04 pro-rata (salary depending on experience) + benefits

 **Apply by:** 5pm, 2nd November 2025

 **Interviews:** end November to mid-December 2025

About APPEAL

APPEAL is a charity and law practice that fights miscarriages of justice. We represent people who have been wrongfully convicted or unfairly sentenced - people like Andrew Malkinson, who spent 17 years in prison before his conviction was quashed.

Our team of lawyers, investigators, and survivor advocates work together to secure justice where the system has failed. We go beyond legal work—providing holistic support, raising awareness, and pushing for systemic reform.

Read our latest impact report at <https://appeal.org.uk/impact-report-2024-25/>

Current Vacancies

At present we are recruiting three roles, Lawyer, Lawyer with Racial Justice focus and a Racial Justice Researcher.

We are open to combining roles where appropriate. If you are interested in combining one or more roles, please state in your cover letter.

The Role – Racial Justice Researcher

This is an exciting opportunity for an experienced researcher to contribute to the evidence base around the racial injustice's affecting Black communities in England and Wales.

The overrepresentation of Black and other racially minoritised people in the criminal justice system is widely documented, and numerous research reports and government reviews have identified systemic and institutional racism across the criminal justice system in England and Wales.

We know that discriminatory policies and practices have historically targeted Black and other racially minoritised communities, and they continue to reverberate in contemporary practices like stop and search and police gang intelligence databases. Despite this, discerning how race and racism influence criminal justice outcomes today can be challenging, as discrimination now manifests in often more subtle ways.

At APPEAL we witness first-hand how poor and overzealous police and prosecution practices contribute to wrongful convictions and unjust outcomes. Understanding how race influences the

prosecution process is therefore pivotal in advancing APPEAL's understanding and evidence base on the causes of injustice arising from wrongful conviction.

We are looking for someone who is passionate about tackling issues related to racism and inequality through impactful research. We want to hear from candidates who know the criminal justice system well, including those with personal experience of its failings, but also those who don't, and have worked on related causes and have transferrable skills and experience.

Job Description

Position Title	Racial Justice Researcher
Salary and benefits	<ul style="list-style-type: none"> £38,937.60-£42,615.04 pro rata and depending on experience Full Time, 37.5 hours per week or 0.8 at 30 hours per week 1-year fixed term contract 25 days annual leave pro rata + bank holidays + the days in between Christmas and New Year
Location	<ul style="list-style-type: none"> 6th Floor, 72-75 Red Lion Street, London, WC1R 4NA We are open to hybrid working where it is not necessary for you to be in the office or elsewhere for research fieldwork. You will be required to carry out fieldwork for extended periods. Research sites will be in central London. Where fieldwork is not being carried out, you will be expected to come into the office at least 3 day per week
Line management	<ul style="list-style-type: none"> APPEAL's Co-Director
Proposed key dates	<ul style="list-style-type: none"> Apply by 5pm 2nd November 2025 Interviews: mid-November to December 2025 Proposed start date: January 2025 (flexible)
Job summary	<p>Supporting the development and execution of research investigation in relation to injustice in Black and racially minoritised groups within the criminal legal system.</p> <p>You will support the development and refinement of research design, tools and methodology; conduct fieldwork; analyse the data collected; and contribute to the dissemination of findings through reports, presentations and other outputs. You will be required to use a mixture of qualitative and quantitative methods.</p>

Key responsibilities	The following is a non-exhaustive list of the Research on Racism and
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	Injustice's responsibilities:
Research, analysis, and dissemination	<ul style="list-style-type: none"> • You will conduct original, high-quality research, using a mixture of qualitative and quantitative approaches to fulfil research objectives • You will assist with the development of research tools and methodology to answer the research questions, harnessing the expertise of expert Advisory Group of academics, campaigners, and lawyers in the process • You will conduct various aspects of fieldwork. This may include, but is not limited to: <ul style="list-style-type: none"> ○ Conducting research interviews ○ Observing court ○ Engaging with community organisations and advocacy groups to gain their insight and perspective on the topic of research ○ Gathering case information from lawyers and journalist • You will analyse and interpret data using both statistical and qualitative techniques • You will synthesise findings into a format easily accessible for the project lead to utilise in writing a brief/report. • You will demonstrate effective time management skills, particularly during offsite fieldwork, and adhere to deadlines stipulated by funders or grant providers.
Contribute to team development	<ul style="list-style-type: none"> • You will maintain accurate and up-to-date records as required by the organisation's Practice Manual. • You will use time recording software to track time spent on different aspects of the work per APPEAL procedures. • You will assist in the improvement, management and implementation of systems in relation to the running of APPEAL including attending relevant meetings or training sessions as appropriate. • You will be self-servicing including typing all communications and notes, and performing own scanning, printing, etc. <p>All duties must be carried out with the charitable aims and objectives of APPEAL in mind. The post-holder must be able to comply with the strict duties of confidentiality that APPEAL is bound by as a law practice, and operate within an understanding of the legal and regulatory obligations that APPEAL's legal casework gives rise to. The post-holder must be an effective advocate for APPEAL at all times.</p>

Person specification

Selection criteria		Essential	Desirable
Experience, Knowledge and Skills	Master's degree or equivalent experience of research and writing of academic quality on issues relating to law or criminal justice	x	
	Understanding and awareness of racism, discrimination and intersectional approached to disadvantage in the criminal justice system	x	
	Strong quantitative and qualitative research skills and experience analysing the resulting data	x	
	Experience carrying out observational OR ethnographic research	x	
	Excellent communications skills (written and oral) and the ability to communicate clearly, in different styles and for different audiences	x	
	Proven track record of excellent time management and working to deadlines effectively	x	
	Knowledge of the order of the criminal prosecution process in England and Wales, and the operation of the Crown Courts	x	
	Knowledge of the research landscape as it relates to the criminal justice system of England and Wales and Black communities.		x
	Experience of building positive relationships with research partners		x



Important information

1. LENGTH OF CONTRACT AND RIGHT TO WORK

Permanent position after 3 month probationary period. APPEAL can only consider applications from those who have the right to work within the UK.

2. SALARY

As advertised. Additionally, we are Living Wage employers with a flat salary all salaries are reviewed annually.

3. ANNUAL/TOTAL LEAVE

Annual leave is 25 days pro rata per annum from 1st April to 31st March, plus public holidays and the days between Christmas and New year. An additional day of annual leave is added to this per year of service, up to a cap of 5 years

4. PENSION SCHEME

We offer the statutory minimum pension scheme for all team members.

5. LEARNING AND DEVELOPMENT

We have a small training budget and encourage staff to commit to their own personal development. We allow flexible working so if staff want to take on additional training or qualifications, they can discuss this with their line manager.

6. EQUALITY AND DIVERSITY

APPEAL particularly encourages applications from people with lived experience of injustice, from a BAME background, with disabilities, who identify as LGBTQ+, or who were the first generation to attend university, who are currently underrepresented in leadership in organisations providing legal representation. We are an equal opportunities employer and are committed to promoting principles of inclusion and diversity in our work. We are open to considering flexible working arrangements, particularly to support parents with childcare or those with other caring responsibilities.

7. PROBATIONARY POLICY

New appointments are subject to a 3-month probationary period. Performance is reviewed and at the end of the probationary period the outcome may be confirmation of post; notice of dismissal; or at APPEAL's discretion, an extension of the probationary period by a further 3 months.

8. LOCATION

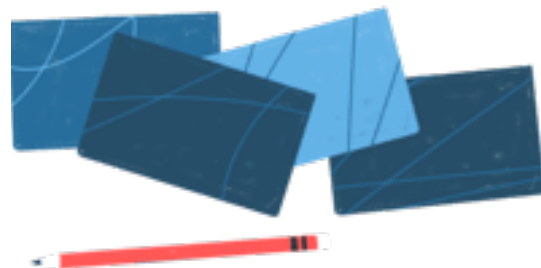
Our offices are in central London. The postholder must attend the office at least 3 full days per week. We have a staff travel policy that can subsidise some of the cost of travel to the office for meetings and events. Hours can be worked flexibly.

9. HOURS OF WORK

Please note that this role is a 1 year full time contract, with flexibility as discussed with your line manager.

**HOW TO
APPLY AND
WHAT HAPPENS NEXT**

HOW TO APPLY



- Please send a CV and cover letter explaining how you meet the essential and desirable criteria of the person specification to operations@appeal.org.uk with the subject line “Racial Justice Researcher OR Lawyer Application OR Lawyer Application (Racial Justice) OR combined application (stating applications)” by 5pm on 2nd November 2025.
- Please also include an anonymised example of a piece of written work (e.g research, an advice, skeleton argument etc).
- Please also include the equal opportunities monitoring form as a separate Word or PDF file (these will not be looked at as part of your application and are for data monitoring purposes only).
- To assist us in our commitment to anonymous recruitment, please **do not include your name in these documents**, but place your name and contact information (email address and phone number) in the body of the email to which these documents are attached.

APPLICATION PROCESS

- Apply by 5pm 2nd November 2025
- Interviews: mid-November to December 2025
- Proposed start date: as soon as possible (flexible)
- If you have any access needs you would like us to consider, or issues with availability, please indicate so in the email enclosing your application.

If you have any questions about the role, please email operations@appeal.org.uk.