

Lambeth Links

CHAIR AND TREASURER
CANDIDATE INFORMATION PACK
2025



INCLUSIVE  BOARDS

Welcome from the Board



Lambeth Links is a small charity with a big ambition. Our vision is for Lambeth Links to be a central point of rallying, communication and advocacy on behalf of the LGBTQIA+ Community who live, work and socialise in our borough - the largest in London. We aim to strengthen the links between us, yet at the same time highlight the many issues that still adversely affect our communities.

Lambeth has a deep, rich history of LGBTQIA+ activism. From being home to many founding members of groups such as the Gay Liberation Front (GLF), to hosting Europe's very first EuroPride in Brixton in 1992 - our Borough has always been the beating heart of our Community.

In 2021, we formed Lambeth Links - a forum to continue our Community's long legacy of changemaking, to harness our collective power, and to advocate for the rights of all LGBTQIA+ people across Lambeth and beyond. In 2025 we are in a new phase of growth, having secured significant funding over 3 years from [Reaching Communities England](#). This is an exciting time to join our Board to help shape the future of Lambeth Links and have a positive impact on the LGBTQIA+ Community within Lambeth and beyond.

Thank you for your interest in joining the Board of Lambeth Links. If you are interested in what Lambeth Links can become, then you are who we need.

Yours sincerely,
Lambeth Links Trustee Board

About Lambeth Links



Lambeth Links is the LGBTQIA+ Community forum for Lambeth. We aim to support and represent our communities in times of need and times of celebration, and to bring those across our Borough closer together to increase our knowledge and understanding of each other. Here at Lambeth Links, we envision a future and to enable the creation and strengthening of links between us to further reinforce the Community and with a united voice, highlight the many issues that still adversely affect it.

Our Work

As a forum, we are guided by our motto 'Our Future is Our Community'. We aim to strengthen the links between us, yet at the same time highlight the many issues that still adversely affect our communities. Our work is guided by our belief in an intersectional approach toward inclusivity and respect both of and for others.

We work across the following areas:

- Systemic advocacy
- Community engagement
- Events
- Research

About the Board



Lambeth Links' Board is responsible for supporting and holding the charity to account. This includes ensuring appropriate governance of the organisation, overseeing overall strategy, managing strategic risk, monitoring financial performance and interrogating the big strategic choices and high-level decisions about the running of Lambeth Links. The Board also acts as guardian of Lambeth Links' mission and values.

Lambeth Links is moving into an exciting new phase of growth. Our Board Members play a vital role in ensuring Lambeth Links achieves its core purpose and are crucial to providing strategic leadership and guidance. We are seeking to create a robust Board to steer us through this new stage, and are looking for Members who are committed to helping our organisation grow and thrive.

We are seeking to appoint our next Chair of Trustees and a new Treasurer. This is an exciting opportunity to bring your expertise and lived experience to drive meaningful change for the LGBTQIA+ Community in Lambeth.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Lambeth Links work is guided by a belief in an intersectional approach toward inclusivity and respect both of and for others. We want our Board to be representative of Lambeth's diversity and we welcome applications from anyone regardless of age, disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background or other difference.

We believe in the importance of our Board representing the Community we serve, and therefore we particularly encourage applicants from the LGBTQIA+ Community.

We are committed to inclusive working practices, and during the application process we commit to:

- Paying for care and childcare whilst you are at interviews.
- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a first stage interview with Inclusive Boards to disabled applicants who meet the minimum criteria for the role.

If there is anything else you're concerned about or think we could provide, please let us know.



About the Chair Opportunity

Key Responsibilities as Chair:

- Provide leadership to the charity and its Board, facilitating excellent, well-rounded and carefully considered strategic decision-making.
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the charity.
- Support the Executive Team and hold them to account for the effective management and delivery of Lambeth Links' strategic aims and objectives.
- Support and develop an inclusive culture that aligns to the values of Lambeth Links.
- Ensure compliance with Lambeth Link's governing document, charity law, company law, and any other relevant legislation or regulations.
- Safeguard the on-going financial viability and long-term sustainability of the organisation.
- Represent the organisation as a spokesperson at appropriate events, meetings or functions.

Person Specification:

- Experience of operating at a senior strategic leadership level within an organisation.
- Fundraising experience with the ability to help secure resources that advance the charity's mission and long-term impact.
- A good understanding of charity and governance processes.
- Ability to establish good working relationships with a range of individuals and stakeholders.
- Ability to provide direction and support in a way that inspires confidence in and commitment from others.
- Ability to encourage discussion and draw out the relevant skills of the Trustees.
- Able to operate at a strategic level, bringing insight to the development of organisational strategy.
- Ability to assimilate and analyse information, and the ability to seek and challenge information to reach decisions.
- A collaborative focused approach building a culture of openness, collaboration and trust.
- Cares passionately about Lambeth Links and recognises the vital contribution the organisation makes to the LGBTQIA+ Community.
- Champions equity, diversity and inclusion and encourages others to do the same.
- Committed to Lambeth Links' mission, vision and goals.
- Honesty, integrity, and a commitment to transparency.



About the Treasurer Opportunity

Key Responsibilities as Treasurer:

- Guide and advise the Board on the approval of budgets, annual accounts and financial statements, within the relevant financial framework and current legislation.
- Support other board members to exercise top-quality financial governance, and review and develop board financial reporting practices.
- Keep the Board informed of its statutory financial duties and responsibilities.
- Monitor and assess whether the charity's financial resources are sufficient to meet its present and future needs.
- Oversee the preparation and drawing up of the Annual Statutory Accounts, and their presentation to the Board, and their presentation to the AGM.

General Responsibilities as a Trustee:

- Ensure that Lambeth Links is carrying out its purposes for the public benefit.
- Ensure compliance with Lambeth Link's governing document, charity law, company law, and any other relevant legislation or regulations.
- Monitor Lambeth Links' overall strategic direction, ensuring that its business plan and budget remain fit for purpose and in line with its objects.
- Safeguard the on-going financial viability and long-term sustainability of the organisation.
- Support and advise the work of the Executive Team.

Person Specification:

- An accountancy qualification.
- An understanding of the accounting requirements of the Companies Acts, Charities Act, and Charity SORP.
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of Trustees.
- Able to operate at a strategic level, bringing insight and interrogation to the development of organisational strategy.
- Ability to make balanced and informed decisions, thinking about the short term as well as the long term.
- Good communication and interpersonal skills.
- Willingness to listen, contribute, and collaborate as part of a team
- Cares passionately about Lambeth Links and who recognises the vital contribution the organisation makes to the LGBTQIA+ Community.
- Champions equity, diversity and inclusion and encourages others to do the same.
- Committed to Lambeth Links' mission, vision and goals.
- Honesty, integrity, and a commitment to transparency.

Additional Information

CHAIR TIME COMMITMENT

The Chair is expected to commit approximately 3 days per month. As the organisation is in a formative stage with one employee currently in post, the role will require greater time input in the early months. As part of funding commitments, the Chair will support the recruitment of additional Trustees and an Executive Team. Flexibility and a willingness to take a hands-on approach during this period will be important.

TREASURER TIME COMMITMENT

The Treasurer's time commitment is estimated at around 1–2 days per month, including preparation for and attendance at Board and finance-related meetings. Additional time may be required during key periods, such as when finance systems are being established and staff recruitment is underway.

BOARD MEETINGS

The Board meets monthly, typically online. When meetings are held in person they are held at Ground Floor, Canterbury House, 1 Royal Street, London, SE1 7LL. Lambeth Links also hold 1 annual away day.

REMUNERATION AND EXPENSES

The Chair and Treasurer roles are voluntary positions. Reasonable travel expenses will be reimbursed.

CONFLICTS OF INTEREST

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.



How to Apply



The recruitment process is being undertaken by Inclusive Boards on behalf of Lambeth Links. If you wish to apply for this position, please supply the following by **11.59pm on 20/07/2025**:

- A detailed CV, setting out your career history, with responsibilities and achievements.
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

If you have further questions after reading this pack, please email LambethLinks@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk to apply online or send your CV and cover letter to LambethLinks@inclusiveboards.co.uk.

INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

Improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



www.inclusiveboards.co.uk



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