

Lambeth Links

TRUSTEE CANDIDATE
INFORMATION PACK
2026



Welcome from the Chair

Thank you for your interest in the role of Trustee at Lambeth Links.

Lambeth is home to one of the largest and most visible LGBT+ communities in the country. It is a place of pride, joy and resilience, but also a place where many of us still face discrimination, isolation, and barriers to services. Lambeth Links exists so that decisions which affect LGBT+ people in our borough are informed by our lives, our voices, and our ideas.

We are moving into a new phase. The Board has refreshed our strategy, and we want to grow our impact, strengthen our partnerships and make sure our governance and operations match the scale of our ambition. To do that, we need leadership.

If you care about equity, understand intersectional disadvantage and can turn strategy into delivery, we would be keen to hear from you.

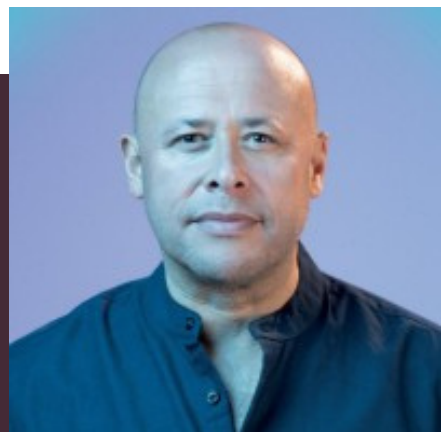
We welcome applications from people across our LGBTQIA+ communities, including Black and global majority communities, trans and non-binary people, disabled people and people who have experienced poverty, insecure migration status or low income.

Thank you for your interest in joining the Board of Lambeth Links. If you care about the future of LGBTQIA+ communities in Lambeth and want to use your skills to support them, we want to hear from you. Lambeth Links is entering a new phase of growth and your contribution as a trustee will help shape what comes next.

I look forward to your application.

Christopher

Christopher Wellbelove DL, **Chair**



About Lambeth Links

Lambeth Links is the LGBTQIA+ community forum for Lambeth. We bring together people who live, work and socialise in the borough to share information, support each other and speak with a stronger voice.

Lambeth has a long history of LGBTQIA+ activism and culture. From early campaigning groups and community organisations to major events, the borough has often been at the centre of change. Lambeth Links builds on that history and works with partners across the borough to improve life for LGBTQIA+ people in times of both need and celebration.

We are now in a new phase of growth following three year funding from the National Lottery Community Fund. This funding helps us strengthen our core work and widen our reach across the borough.

Our Work

Our work focuses on four main areas:

- Systemic advocacy. We work with public bodies and services so they understand and respond to LGBTQIA+ communities.
- Community engagement. We listen, connect and share information across different groups and networks.
- Events. We bring people together to learn, support each other and celebrate.
- Research. We gather and share evidence about LGBTQIA+ lives and experiences in Lambeth.

About the Board

The Board of Trustees supports and challenges Lambeth Links so the charity stays true to its purpose and uses its resources well. Trustees oversee strategy, risk, finance and major decisions. They act as guardians of the charity's mission and values.

Lambeth Links is moving into a new stage of growth. Trustees play a key part in helping the organisation grow in a safe and sustainable way while staying rooted in community need.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Equality, diversity and inclusion sit at the heart of Lambeth Links. We want our Board to reflect the many communities that make up Lambeth.

We welcome applications from people of every age, disability, ethnicity, heritage, gender, sexuality, faith, economic background and life experience. We strongly encourage applications from LGBTQIA+ people.

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.
- 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.

We will also make reasonable adjustments once you are in the role.

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

Trustee Roles



In this campaign we are seeking to appoint Trustees with expertise in one of the following areas:

- Governance
- Digital and Data
- Marketing and Communications
- Fundraising and Income Generation
- People and Volunteering

General Responsibilities as a Trustee

As a trustee you will:

- Make sure Lambeth Links works for the public benefit and stays focused on its charitable aims.
- Ensure the charity follows its governing document, charity law, company law and any other rules that apply.
- Help set and review strategy, plans and budgets.
- Monitor finances and risks and check that Lambeth Links stays financially healthy.
- Support and advise the staff team and fellow trustees.
- Act in line with our values in all your work for Lambeth Links.

Trustee for Governance and Board Secretary

About the Role

You will lead on governance and help the Board meet its legal and regulatory duties. You will act as, or work closely with, the honorary secretary. You will support the Chair and fellow trustees so that Board meetings and decision making run smoothly.

Key Responsibilities

- Guide the Board on governance, charity law and company law and signpost to professional advice when needed.
- Oversee the charity governance calendar, including filings, returns and key deadlines.
- Act as or support the secretary. Help plan agendas, review papers and ensure accurate minutes and records.
- Support regular review of the constitution, policies and procedures so they stay up to date and fit for purpose.
- Help build simple and clear ways of working that support good decision making and accountability.

Person Specification

Experience and knowledge:

- Experience in charity governance, company governance or a related field such as legal, company secretarial or compliance.
- Understanding of the duties of charity trustees in England and of the role of the Charity Commission.
- Experience of Board or committee work, paid or voluntary.

Skills and personal qualities:

- Strong organisation skills and attention to detail.
- Able to explain governance issues in clear, plain language.
- Able to support meetings in a calm and fair way.
- Able to balance stewardship and support so the charity stays safe while it can grow and try new things.

Values and commitment:

- Commitment to Lambeth Links and to improving life for LGBTQIA+ people in Lambeth.
- Personal commitment to equity, diversity and inclusion.
- Willingness to share power, listen and learn from others, including people with different lived experiences.

Trustee for Digital, Data and Website

About the Role

You will lead on digital and data for the Board. You will help Lambeth Links use digital tools, data and the website in a safe and effective way that supports our work and our communities.

Key Responsibilities

- Oversee the development and upkeep of the Lambeth Links website, working with staff and suppliers.
- Support good practice in data protection and GDPR, including simple systems for data storage, access and retention.
- Help the Board understand digital risks such as cyber security and how to manage them in proportionate ways.
- Advise on digital tools that can improve communication, collaboration and engagement with the community.
- Champion digital inclusion so that our use of technology supports rather than excludes people.

Person Specification

Experience and knowledge:

- Experience in digital, IT, data or web development in a paid or voluntary role.
- Understanding of basic data protection and GDPR principles and how they apply in small organisations.
- Experience of using or overseeing websites, digital platforms or online tools.

Skills and personal qualities:

- Able to explain technical issues in simple language.
- Good problem solving skills and a practical approach to improving systems.
- Comfortable working with staff, volunteers and suppliers on digital issues.
- Able to think about how digital choices affect accessibility and user experience.

Values and commitment:

- Interest in the role of digital tools in building stronger communities.
- Commitment to protecting the privacy and dignity of people who share information with Lambeth Links.
- Commitment to Lambeth Links mission and values and to equity, diversity and inclusion.

Trustee for Marketing and Communications

About the Role

You will lead on marketing and communications at Board level. You will help Lambeth Links tell its story, reach more people and build a clear and trusted presence across Lambeth.

Key Responsibilities

- Work with staff and trustees to shape a simple communications strategy that supports Lambeth Links aims.
- Support the planning of key messages and campaigns across channels such as the website, email and social media.
- Help improve the clarity and tone of written materials, including leaflets, reports and online content.
- Advise on how to reach under represented groups and build relationships with community and media partners.
- Champion consistent use of brand and language so that people recognise and understand Lambeth Links.

Person Specification

Experience and knowledge:

- Experience in marketing, communications, PR or a related field in a paid or voluntary role.
- Experience of planning or delivering campaigns, content or community outreach.
- Understanding of how to use different channels to reach different audiences.

Skills and personal qualities:

- Strong writing and editing skills and an eye for clear and inclusive language.
- Able to match messages and channels to different audiences.
- Able to work with designers, digital specialists or volunteers where needed.
- Confident building relationships and acting as an ambassador for the charity.

Values and commitment:

- Commitment to amplifying LGBTQIA+ voices in Lambeth.
- Awareness of the power of language and images and a commitment to inclusive practice.
- Commitment to Lambeth Links mission, vision and values.

Trustee for Fundraising and Income Generation

About the Role

You will lead on fundraising and income generation at Board level. You will help Lambeth Links secure and grow the resources it needs to deliver its plans in a sustainable way.

Key Responsibilities

- Support the development of a simple fundraising strategy that fits the three year plan and our capacity.
- Help identify potential funders, partners and income streams, including grants, events and individual giving.
- Advise on the case for support and review key funding bids or proposals.
- Support relationships with funders and partners and help the Board meet reporting and stewardship duties.
- Promote a culture in which fundraising is shared across the organisation and linked to our values.

Person Specification

Experience and knowledge:

- Experience in fundraising, business development, partnerships or income generation.
- Understanding of at least one area of fundraising such as grants, corporate partnerships, events or individual giving.
- Experience of developing or reviewing funding proposals or business cases.

Skills and personal qualities:

- Able to shape a clear and honest case for support.
- Comfortable building and maintaining relationships with funders and partners.
- Able to work with data and stories to show impact and need.
- Practical and creative approach to finding and testing new income ideas.

Values and commitment:

- Commitment to ethical fundraising that respects our communities and partners.
- Comfortable linking money decisions to mission and values.
- Commitment to Lambeth Links mission and to equity, diversity and inclusion.

Trustee for People and Volunteering

About the Role

You will lead on people and volunteering at Board level. You will support safe, fair and inclusive approaches to staff and volunteer involvement as Lambeth Links grows.

Key Responsibilities

- Support the development of basic HR policies and processes that fit a small but growing charity.
- Advise on staff structures, roles, supervision and wellbeing, working with the Chair and any senior staff.
- Support the development of a simple volunteer strategy and volunteer roles that meet both organisational and volunteer needs.
- Help design clear volunteer pathways from first contact through to active involvement and progression.
- Promote a positive culture in which staff and volunteers feel valued, respected and able to speak up.

Person Specification

Experience and knowledge:

- Experience in HR, people management, organisational development or volunteer management.
- Understanding of fair and inclusive people practices in small or medium organisations.
- Experience of supporting managers or volunteers through change, growth or challenge.

Skills and personal qualities:

- Strong listening and communication skills and an open, respectful style.
- Able to give clear and balanced advice on sensitive issues.
- Able to think about both individual situations and the wider system and culture.
- Comfortable working with confidential information in a careful way.

Values and commitment:

- Commitment to safe, fair and inclusive workplaces and volunteer spaces.
- Commitment to Lambeth Links values and to the wellbeing of staff and volunteers.
- Willingness to model healthy boundaries and ways of working.

Additional Information

Time Commitment and Meetings

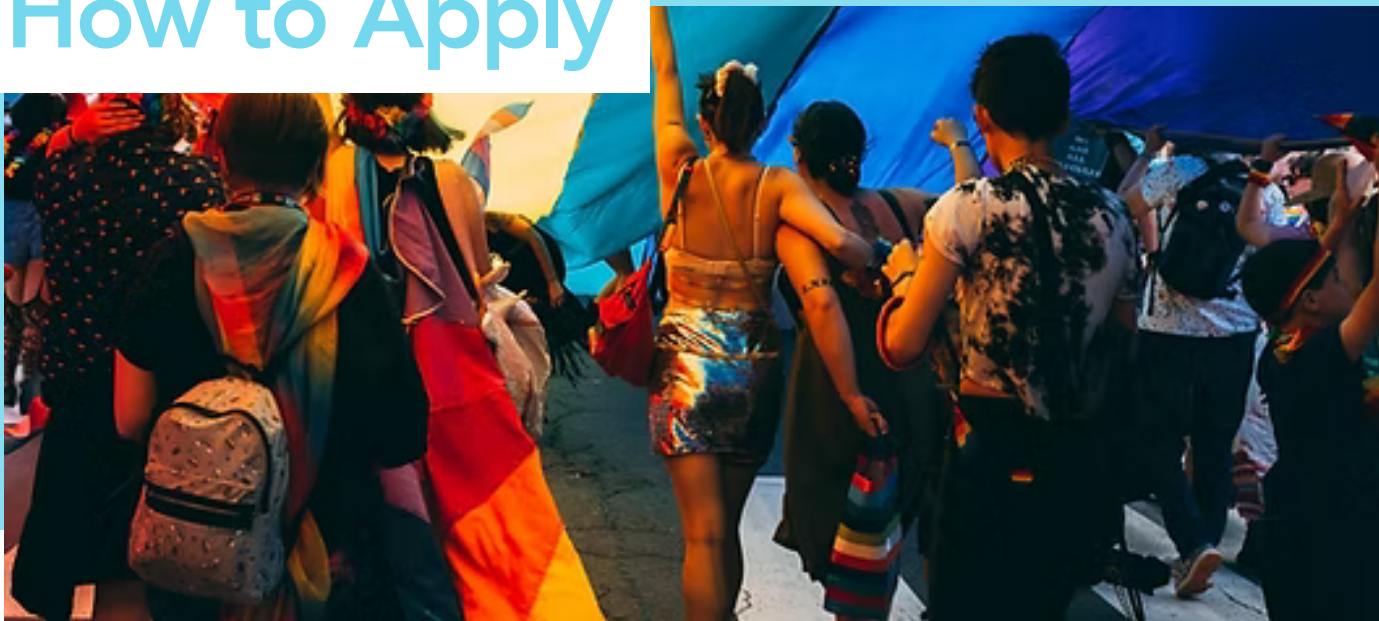
- Trustees usually give around one to two days each month. This covers preparation and attendance at Board meetings, involvement in portfolio or working group activity and time for reading and reflection.
- The Board meets monthly, usually online. There is also at least one away day each year. When meetings take place in person they are normally held in central London.

Remuneration and Expenses

- Trustee roles at Lambeth Links are voluntary. We repay reasonable travel and other agreed out of pocket expenses



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 21/06/2026:

- A CV that sets out your main roles, responsibilities and achievements.
- A covering letter, no more than two pages, which explains which trustee role or roles you are interested in, why you want to join Lambeth Links and how you meet the person specification. Your cover letter is an important part of your application and will be assessed.
- Details of two professional referees 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.

Please also complete the Inclusive Boards equal opportunities monitoring form. The information you provide will stay confidential and will be reviewed and processed separately from the application you make.

If you have further questions after reading this pack, please contact Inclusive Boards at 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 as directed in the advert.



INCLUSIVE BOARDS



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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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<https://linkedin.com/company/inclusive-boards>

