



TRUSTEE APPLICATION PACK



A photograph of Sir Ian McKellen, an elderly man with white hair and a beard, wearing a white suit and a white scarf. He is holding a large pink balloon in his left hand and has his right hand open in a gesture. The background is a blurred outdoor setting with trees and a fence.

**"We want that
pride to invade us all,
to take over and make us
generous. Supporting LGBT
Foundation is an obvious
choice for me."**

- SIR IAN MCKELLEN, PATRON

CONTENTS

Hello from Our Chair	4
Who We Are	5
Our Mission	5
Our Vision	5
Our Values	5
Our Impact	6
Responsibilities of the Board of Trustees	7
Person Specification	7
Commitments Expected	8
Terms of Appointment	9
Induction and Support	9
Applying for this Role	9
Our Commitments to Anti-Racism and Inclusion	11
What Some of Our Trustees Say	12

HELLO FROM OUR CHAIR

For over 50 years, LGBT Foundation has been at the forefront of LGBTQ+ rights and liberation – ensuring no one is left behind and that every LGBTQ+ person is seen, heard, and counted.

As the UK's leading LGBTQ+ health and wellbeing charity, we support over 50,000 people each year to live safer, healthier lives. Through our life-saving national helplines, pioneering wellbeing programmes, and essential services, we transform persistent inequalities into lasting, meaningful change – creating real moments of queer hope and joy.

With the departure of one of our valued Trustees this Autumn, we are seeking applications for a new member to join our dedicated and inspirational Board.

And now is an exciting time to join LGBT Foundation! We are currently in the fourth year of a Strategic Plan that has laid the roadmap for our work from 2023-2028. Over the last four years, we have made excellent progress towards our core goals to encourage wellbeing, progress equality, and improve our performance.

In 2024-25, we supported over 50,000 people through life-changing services. This includes answering 3,889 helpline emails and calls, holding 3,394 appointments at Indigo Gender Service, and delivering 1,440 hours of counselling. Our Village Angels community safety programme engaged over 18,000 people, making sure they had a great and safe night out in Manchester's Gay Village and Liverpool Pride Quarter. We trained 1,222 people in LGBTQ+ inclusion, improving workplaces and healthcare experiences for our communities. 210 active



volunteers gave more than 1,000 hours of community time to our cause.

As we look forward, and begin developing our Strategic Plan 2028-2033, we are seeking a new Trustee to join the Board with an aspirational and strategic approach and a passion for our mission. To support a diverse mix of skills around the table, we are particularly interested in candidates with experience in any of the following areas: fundraising; changemaking, marketing and comms; financial management; law and regulation; and/or AI and technology. We don't expect you to be an expert in everything and encourage you to apply if you're confident in any of these areas!

LGBT Foundation also believes strongly in the value of lived experience and are taking positive action to encourage applications from communities underrepresented on our Board.

If, after reading this pack, you would like some more information or want to get more of a sense of what we are about, you can contact us via email at governance@lgbt.foundation.

We look forward to hearing from you.

A handwritten signature in black ink, reading 'Jax Effiong'.

Jax Effiong (she/her)

Chair of the Board of Trustees

WHO WE ARE

We're LGBT Foundation. We are a national charity with LGBTQ+ health and wellbeing at the heart of everything we do. We celebrate and empower our diverse communities to realise their full potential every day.

Our services and activities are a lifeline for those in need. We offer support to help queer hope and joy flourish in our communities. Our vision is a world where queer liberation creates meaningful change and a fairer society for us all.

OUR MISSION

We empower LGBTQ+ people to realise their full potential, every day.

Everybody has the right to be happy. But it's a sad reality that even today, many LGBTQ+ people still face a struggle to get there. Discrimination, hate crime and inequality continue to limit the potential of our communities.

But there is always hope. Wherever we go and whatever we do, we work to change the everyday lives of LGBTQ+ people for the better.

OUR VISION

We believe in a world where queer liberation enables meaningful and lasting change.

Since 1975, we've been transforming the lives of LGBTQ+ people across the UK. The same spirit that fuelled our beginnings still drives us today.

We're committed to championing the unique voices, experiences, and cultures of LGBTQ+ people across the UK.

OUR VALUES

Passion:

We create joyous and inclusive spaces for LGBTQ+ people and communities.

Empowerment:

We support LGBTQ+ people and communities to flourish by creating spaces in which to grow and thrive.

Integrity:

We hold ourselves accountable to the highest standard, doing what is right for LGBTQ+ communities.

Respect:

We celebrate what makes us unique and establish trust through inclusivity and recognition.

OUR IMPACT

Our Impact Reports are published online annually and [can be read here](#).



RESPONSIBILITIES OF THE BOARD OF TRUSTEES

LGBT Foundation is governed by a Board of Trustees who are the first and last decision-making mechanism of the charity. The Board of Trustees constitute the membership of the charity and serve as Directors of the company. The Board has mechanisms in place to consult with key stakeholders (such as staff, volunteers and service users) to inform their work and decision-making.

Our arrangements for governance are brought together in one place within our Governance Manual, which is updated as needed and fully reviewed bi-annually, ensuring we remain responsible, robust and resilient.

Trustees are ultimately accountable for the organisation, and their responsibilities include:

- Setting and maintaining the organisation's vision, mission, and values
- Developing strategy together with the Chief Executive
- Ensuring suitable policies and documents exist
- Ensuring compliance with the law, the governing document and charitable objects
- Maintaining proper financial oversight
- Maintaining effective Board performance including Board appraisals
- Promoting the organisation and protecting its reputation
- Recruiting and supporting the Chief Executive

PERSON SPECIFICATION

We seek Trustees who offer a blend of technical expertise, values-driven motivation, and community alignment.

Essential attributes:

- Commitment to and deep resonance with LGBT Foundation's mission, vision and values
- Strong commitment to championing equality, inclusion and human rights
- Commitment to the values of accountability, probity, openness and equality of opportunity
- Ability to listen sensitively to the views of others
- Willingness to challenge and question
- Ability to work as an effective member of the Board, whose members are equally and jointly responsible for its decisions
- Clear understanding of [the responsibilities of a Trustee](#) and sufficient time/commitment to fulfil the role

To complement our existing Board, we are looking for candidates who have knowledge and experience in any of the following areas:

- Fundraising
- Changemaking, marketing, and communications

- Financial management, audit, risk and procurement
- Legal and regulatory expertise (charity, employment, governance)
- AI and technology

We don't expect one candidate to be an expert on all these topics. If you're confident in just one of them, we encourage you to apply!

LGBT Foundation believes strongly that representation matters and we work hard to maintain a Board with a balance of backgrounds and lived experience that is representative of the communities we serve. We are taking positive action to encourage applications from people of colour (PoC) and other racially minoritised communities, trans*, non-binary, younger (aged 30 and under) and/or older people (aged 50+), disabled people, and people with experience of navigating asylum or refugee systems, to improve the representation of colleagues from these communities on our Board.

*Trans is an umbrella & inclusive term used to describe people whose gender identity differs from that which they were assigned at birth; including non-binary people, cross-dressers, and those who partially or incompletely identify with their sex assigned at birth.

COMMITMENTS EXPECTED

"AS A QUEER CIS WOMAN OF COLOUR, I FEEL EXTREMELY PROUD TO BE A TRUSTEE FOR LGBT FOUNDATION. OVER THE PAST SEVEN YEARS, I HAVE BEEN TRULY INSPIRED BY THE WORK FOR AND WITH OUR LGBTQ+ COMMUNITY."

Jax Effiong (she/her), Chair

Time Commitments

Trustees are expected to contribute around 8 hours per month, including:

- Attending Board meetings (quarterly, in-person)
- Attending the AGM (annually, in-person)
- Service on 2 committees (4-6 meetings per year, online)
- Preparing for meetings (reading paperwork, and any other preparatory research and thinking)
- Participation in selected events, learning, or campaigns

To support the work of our Board, we have three committees. These are:

- **Finance, Audit, Risk & Governance Committee** – maintains a scrutiny and review role to ensure effective financial, people and systems management and ensuring that effective governance structures are in place across the organisation.
- **People, Performance & Resources Committee** – maintains an overview of project, people and programme performance, ensuring that quality is maintained and/or increased, set targets are achieved, and ideas for innovation are explored.
- **Fundraising & Marketing Committee** – maintains an overview of strategic fundraising, marketing, and communications.

In conversation with Trustees, the Chair will determine which committees each Trustee attends. Committees operate under agreed terms of reference and include both Trustees and members of the Senior Leadership Team, as well as staff and at times, key external specialists. The committees report back at full Board meetings.

In between meetings, Trustees also communicate via email to sound ideas, ask questions and discuss issues.

TERMS OF APPOINTMENT

This is a voluntary position. Reasonable out-of-pocket expenses will be reimbursed in accordance with our Volunteer Policy.

Appointments are subject to LGBT Foundation's Articles of Association and usual Trustee eligibility requirements, and two satisfactory references.

Trustee's terms of office are three years, renewable twice to a maximum of nine years.

INDUCTION AND SUPPORT

All new Trustees are required to undertake a comprehensive induction to the organisation, the Board, and their role. New Trustees will have opportunities to meet with the Chair, Deputy Chair, and Chief Executive prior to their first meeting. New Trustees will also be assigned a 'Trustee Buddy' for ongoing peer support.

Trustee training needs are periodically assessed and met through an annual programme of internal and external training.

APPLYING FOR THIS ROLE

Applicants are asked to share more than 1000 words **or** audio/video of up to 3-4 minutes, outlining why you think you're right for the Board, along with an up-to-date CV including two references, and the demographics monitoring form.

The closing date for applications is **9am on Monday 14 September 2026**.

Interviews will take place during the week commencing **Monday 5 October 2026**.

New Trustees will be confirmed at our Annual General Meeting on **Saturday 24 October 2026**.

We look forward to receiving your application. If you would like some more information, or want to get more of a sense of what we are about, please contact stevie.watson@lgbt.foundation.



OUR COMMITMENTS TO ANTI-RACISM AND INCLUSION

We are on a continued journey to ensure that our leadership, culture and service delivery is truly inclusive. Organisations thrive when everyone can bring their whole selves to work. We want to support all staff with multi intersecting identities to engage in all aspects of LGBT Foundation's work whilst celebrating our differences. We welcome people from all ages, abilities, gender identities, races, faiths and socioeconomic backgrounds. We also have several staff network groups which provide peer support and safe spaces for members.

While we have made significant and meaningful progress in these areas, there is still a long way to go. We know that there are some communities that we have failed to represent adequately in decision-making processes and this has implications for our service delivery.

We are changing that to ensure our service design has all LGBTQ+ people in mind. We are committed to inclusion and embedding anti-racism into the fabric of LGBT Foundation.

Here are some things we are really proud of:

- People of Colour represent one third of our Board Trustees.
- Our most recent data showed that 18% of our workforce identify as a person of colour.
- Our most recent data showed that over 30% of our workforce identify as trans or non-binary.
- Our most recent data showed that 35% of our workforce identify as having a disability.
- We have a range of staff support networks, including networks for colleagues of colour and our trans & non-binary staff.

These are our key priorities over the next 12 months:

We are focused on implementing our fully inclusive Diversity, Inclusion, and Belonging (DIB) Strategy.

With this strategy we aim to:

- Promote & facilitate initiatives to allow our people to feel authentically valued and represented.
- Understand our gaps and develop sustainable infrastructure to bridge them.
- Establish a safer & more secure environment; physically and digitally.
- Embed practices to intentionally improve our behaviour & culture
- Empower our people to have autonomy and ownership of their work and workplace connections and feel safe to challenge injustices.

WHAT SOME OF OUR TRUSTEES SAY



There is no average day in the life of being a Trustee – but there are lots of great ones! For me, as part of our quarterly face to face Board meetings, I've really enjoyed the opportunity and challenge to provide scrutiny, support, guidance and direction for the Foundation.

Through our committee meetings online, focused on the Foundation's workforce, I've been able to share my specific knowledge and skill set on supporting volunteers within mission-led organisations and advising on inclusive working practises.

Working together as a Board, including through mini projects, training opportunities, or supporting senior staff directly, has been the real magic for me. I've learnt so much from others. I've had an opportunity not only to give back but the privilege to see firsthand what a massive difference the Foundation's work makes to the Queer community. A community I'm proud to be a part of and serve.

Nell (they/them)

Becoming a Trustee for LGBT Foundation was a surprise but welcome honour. This is my first Trustee role, and I feel I am growing in confidence, since I started. This has been helped by my fellow Trustees and all the people who work for LGBT Foundation.

I became a volunteer Trustee to give back to the LGBT community and also to learn from others experiences which may be different to mine. Being a Trustee is a privilege and not a position I take lightly. It is important to have strong values that match both Trustee and the organisation they look after. I am lucky that LGBT Foundation has been a safe for me and for others in our community.

Selina (she/her)



I joined LGBT Foundation back in 2019 and can honestly say it has been one of the best things I've done. Not only does it feel fantastic to give something back to the community, but the charity feels very much like a family; I've enjoyed getting to know the amazing projects that are making a positive difference to LGBTQ+ people's lives and the fantastic colleagues, including our volunteers, that are always so passionate and affirming. LGBT Foundation really is where queer hope and joy flourish.

Mike (he/him)

LGBT FOUNDATION

