

ParaPride Trustee



About ParaPride

ParaPride is a registered charity working to increase the visibility, representation and inclusion of Disabled LGBTQ+ people. We create opportunities for our communities to connect, raise awareness, share experiences and challenge the barriers that Disabled LGBTQ+ people face.

Our work includes events, campaigns, education, research, partnerships and the development of inclusive spaces, both online and offline. We are a growing organisation, and our lived-experience-led approach is central to how we work.

The Role

We are looking for a committed and engaged Trustee to join the ParaPride Board.

Being a Trustee is an important role. Trustees are collectively responsible for the charity's governance, strategic direction, financial health and legal and regulatory responsibilities. You do not need to know everything about charity governance when you join, but you must be willing to understand and take seriously the responsibilities that come with being a Trustee.

We particularly encourage applications from Disabled LGBTQ+ people and others who have lived experience of the communities we serve. We also welcome candidates who have previous experience of charity governance or serving on a Board.

We are looking for someone who can bring a thoughtful, independent perspective, work collaboratively with other Trustees and contribute to the continued development of ParaPride.

Key Responsibilities

As a Trustee, you will:

- Help shape and oversee ParaPride's vision, mission and strategic direction.
- Work collectively with the Board to ensure ParaPride achieves its charitable objectives.
- Provide appropriate challenge, support and independent judgement in Board discussions.
- Help ensure the charity operates effectively, responsibly and in accordance with its governing document and legal requirements.
- Support the Board in maintaining good governance and accountability.
- Help safeguard ParaPride's reputation, values, assets and resources.

- Contribute to discussions about the charity's financial sustainability and responsible use of resources.
- Help identify and manage organisational risks and ensure appropriate policies and procedures are in place.
- Use your experience, knowledge, networks and skills to support ParaPride's development.
- Act as an ambassador for ParaPride and help build positive relationships with partners and stakeholders.
- Contribute actively to Board meetings, strategy discussions and agreed actions.
- Support the organisation's commitment to equality, diversity, accessibility and safeguarding.

The above responsibilities are indicative rather than exhaustive. Trustees may be asked to undertake other reasonable responsibilities appropriate to the role.

Who We Are Looking For

We are interested in people who:

- Have a genuine commitment to ParaPride's mission and the communities we serve.
- Ideally have lived experience as a Disabled LGBTQ+ person, or a strong understanding of the experiences and barriers faced by our communities.
- Have experience of working at Board, governance, leadership or strategic level, particularly within a charity or community organisation. This is desirable but not essential.
- Can contribute good judgement, strategic thinking and constructive challenge.
- Are comfortable asking questions, sharing their views and respectfully challenging decisions when appropriate.
- Can work collaboratively and value different perspectives.
- Are reliable and willing to make the time commitment required of a Trustee.
- Understand the importance of confidentiality, accountability and acting in the best interests of the charity.
- Are committed to equality, inclusion and accessibility.
- Are willing to learn about the legal duties and responsibilities of being a charity Trustee.

You do not need to be an expert in every area of charity governance. We are looking for people who bring commitment, good judgement, relevant experience and a willingness to contribute and learn.

Time Commitment

The standard term for a ParaPride Trustee is three years, with the possibility of re-election for a further three-year term.

Trustees are expected to:

- Attend Board meetings regularly and contribute actively.
- Participate in strategy meetings and other agreed Board activities.
- Review information and respond to Board requests within agreed timescales.
- Complete agreed actions and responsibilities.
- Give appropriate notice if they are unable to attend a meeting or need to step down.

The role is voluntary and unpaid. Reasonable expenses may be claimed.

Accessibility

ParaPride is committed to making our recruitment and Board engagement as accessible and inclusive as possible. We recognise that everyone's access needs are different and will work with candidates to identify reasonable adjustments.

If you would like to discuss access requirements before applying, please contact us. We can offer different ways of applying, including written, audio/video or a conversation-based approach.

Why Join ParaPride?

This is an opportunity to play an active role in shaping the future of a growing charity and helping ensure that Disabled LGBTQ+ people are visible, represented and included.

We welcome people with different backgrounds, experiences and perspectives. What matters most is that you believe in what ParaPride is trying to achieve and are prepared to contribute meaningfully to the Board and the communities we serve.

If you are interested in joining us, we would be pleased to hear from you.