

PRIDE IN LONDON

Board Prospectus

April, 2021

Dear Applicant,

Thank you for taking the opportunity to explore a role on the Board of Directors for London LGBT+ Community Pride CIC (referred to here as 'Pride in London'). The organisation is now in its 9th year as the guardian and producer of the UK's largest LGBT+ Pride, an inclusive community event where everyone is welcomed to be themselves.

The Board of Directors, provide leadership to a team of core volunteers and work to ensure the delivery of safe, high-quality, diverse and inclusive Pride events for our capital city.

As we work to rebuild our organisation and to ensure its future success, we are committed to developing a Board with diverse perspectives which are representative of London's rich LGBT+ community; including Black, Asian and Minority Ethnic backgrounds, women, trans, queer and other underrepresented groups.

As an organisation committed to unity and equality, we will always listen and understand our communities. Our work will be thrust into ensuring anti-racist principles and practices are woven into everything we do.

Our new prospectus outlines our functioning as a Community Interest Company (CIC), our mission and also gives the roles and responsibilities of board members. Before applying, we hope that you'll review the prospectus to better understand Pride in London as an organisation, your responsibilities and the commitment you'll be asked to give.

Our application period for new Directors is now open and we invite applications from interested candidates who possess the skills and qualities for us not only to deliver change but also execute a Pride event that the LGBT+ community deserves.

We encourage you to apply, and help to make a difference to the organisation and the LGBT+ community.

Thank you for your interest in Pride in London, and I look forward to receiving your application.



A handwritten signature in black ink that reads "Chris Joell-Deshields".

Christopher Joell-Deshields

Interim Co-Chair

About Pride In London

Pride in London is the UK's largest LGBT+ Pride event that is managed by a core team of volunteers who are passionate about LGBT+ rights, and equality, diversity and inclusion as a whole. We are a not-for-profit organisation, and any surplus funds we raise are used to support the LGBT+ communities and improve the event.

We are the custodian of an event that provides a platform for every part of London's LGBT+ communities (lesbian, gay, bisexual, trans, queer, questioning, intersex, non-binary, asexual, polysexual, genderqueer and gender variant people) to raise awareness of LGBT+ issues and campaign for the freedoms that will allow them to live their lives on a genuinely equal footing.

London LGBT Community Pride CIC ("Pride in London") was incorporated in 2012 as a Community Interest Company which is governed by 'Articles of Association' and led by its Board of Directors.

Our Mission

- Be fully inclusive of all sections of the LGBT+ community, free at the point of access
- Provide a celebration of LGBT+ life and a platform to continue the fight for equality and to challenge prejudice
- Establish Pride in London on a sustainable footing and grow the festival over time to serve better the needs of London's LGBT+ community and promote London as a beacon to the world

Pride in London has over 200 core volunteers which includes people of every race and faith, whether disabled or able-bodied, and all sexualities and genders including

lesbian, gay, bisexual, asexual, queer, questioning, intersex, trans, genderqueer, gender variant or non-binary as well as straight and cis allies.

This makeup of volunteers brings good diversity, however there has been a shortfall in our work that allows full representation from people of colour and other underrepresented communities.

We are on a journey that ensures acceptance, diversity, access, and inclusion of the distinct identities that make up the LGBT+ community.

The Board is seeking candidates that believe in, and will actively, support Pride in London in its mission and are committed to equality, diversity and inclusion.

The Pride in London Board

Board Composition

The Board is currently made up of five Directors and we are aiming to recruit people from diverse backgrounds with regard to race, ethnicity, sex, gender identification, sexual orientation, age, socio-economic class, education and employment or career areas. We are also committed to gender parity at Board.

Board Qualifications

Pride in London is currently focused on recruiting Board members who contribute to and enhance the diversity of the Board, who have previous CIC, CIO or charity board or other leadership experience leading teams, and who contribute these much needed professional skills.

In addition we seek members who represent a broad spectrum of diversity, including race, ethnicity, country of origin, sex, gender identity, sexual orientation, age, and ability.

Our preferred candidates will be able to contribute professional skills, in a number of areas, particularly:-

- Finance
- Marketing & Communications
- Operational Planning
- People Management
- Equality Diversity & Inclusion (EDI)
- Partnerships
- Governance

Board Recruitment and Appointment Process

Application

Board applications will be accepted via the Pride in London website during the advertised recruitment period. Please include:-

1. A brief CV or summary document outlining your key achievements.
2. A short supporting statement illustrating how you fit the role requirements.

You will also be invited to complete a short diversity and inclusion survey. This is optional and your responses cannot be attributed to your application or reviewed individually.

Informal stage

For an informal chat about our Director roles, please email chrisjd@prideinlondon.org to set up a mutually convenient time.

Selection

1. applications will be reviewed and shortlisted by a panel made up of our external LGBT+ recruitment support, current board members and volunteers;
2. those that meet the competencies and have the required skills, knowledge and experience will be invited to a panel interview;
3. applicants who are successful at the panel interview will be invited to a presentation exercise, details will be provided at least 48 hours in advance to allow for preparation;
4. applicants recommended to be appointed will be presented to the full Board.

Board Terms and Responsibilities

Board members are appointed to their role for a period of three years (currently under review) as per our Articles of Association. All members must make a good faith effort to attend and participate actively in all Board meetings, address policy issues, provide fiscal oversight, assist in fundraising, assure EDI and in general perform all duties incumbent upon being a member of a nonprofit board of directors.

Legal Obligations

The Board is responsible for ensuring the organisation meets all legal and financial requirements. More particularly, the Board needs to make sure the organisation acts per its stated mission.

All directors of CICs have a primary duty to advance the community purpose, in addition to their other responsibilities as company directors, as laid out in the Companies Act 2006 and Companies (Audit, Investigations and Community Enterprise) Act 2004 and Regulations 2005. Stakeholder involvement is therefore essential for the company to learn and understand how it is meeting community needs and how it can improve and develop.

When making decisions, Board members must exercise their powers and discharge their duties with care and diligence. Importantly, Board members must make known any potential conflict of interest.

What are the time commitments?

The role of Director requires a long-term commitment; when appointed to the Board you have a term limit of 3 years as per our 'Articles of Association'.

The Board meets in person each week on a Monday evening near to London Cannon Street. (Due to Covid-19, these meetings are currently held in a virtual setting).

Prior to each Board meeting, you will be issued with the agenda and any Board papers. It is important (and expected) you read the Board papers prior to the meeting so you can be an informed participant in discussions and decision making.

As a Director you will be expected to attend wider internal meetings typically happening on an evening or a Saturday Morning.

Your time commitment including Board meetings could range from approximately 10 - 15 hours per week.

It is expected Board members attend all Board meetings, however we do understand that at times, other life commitments need to take priority. When you are unable to attend, it is expected where possible, that a Deputy will attend at least in part in your stead. We hope you take some holidays, and in the unfortunate event of you being ill, we always expect you to put your own health first.

What you'll get from us

- a friendly and welcoming induction course and a variety of training that's offered throughout the year;
- meaningful leadership experience;
- an opportunity to get new and relevant professional experience;
- a chance to broaden your professional network;
- play an important part in delivering the Pride in London event;
- social opportunities to meet the diverse and friendly bunch who volunteer for Pride in London.

Pride in London Programs

Pride in London comprises the following programs:

Pride Festival

Our Pride Festival showcases the very best from across London's LGBT+ community, including theatre & cabaret shows, tours, exhibitions, conferences, museum events and much more. The award-winning Festival, which is coordinated by Pride in London, has grown from one-week to a month-long series of events in just four years.

Pride's Got Talent

At Pride in London, we encourage, support and celebrate emerging LGBT+ Talent. Pride's Got Talent is entering its eighth year and keeps growing and providing more opportunities than ever for our acts. We continue to shine a spotlight on new talent by ensuring acts can take part in an exciting competition with industry-recognised judges, aiding them in developing their careers.

Everyone is welcome to enter the competition and we aim to celebrate the talent and diversity of creatives through both our Music and Cabaret sides to the contest. Acts from the contest, not just our winners, perform across stages at Pride In London and across the country, and even the world. The competition is just the start of the relationship with our artists and we are excited to welcome even more acts to the Pride's Got Talent family.

Pride in the City

Pride in the City (PITC) amplifies LGBT+ voices, stories, and experiences in the workplace. Partners will gain access to our vast network of LGBT+ speakers, advocates, and thought leaders. Our team can host or attend corporate LGBT+ inclusion events, be it live or virtual, to give organisations an informed voice in areas of diversity and inclusion.

PITC is part of the Strategic Partnerships directorate; and plays an integral role in developing key partnerships with sponsors and partners that make Pride in London happen and keep it **free** for all LGBT+ people and allies.

Coming Out

Coming Out is Pride in London's new year-round go-to guide for queer events across London.

Showcasing events from every corner of the LGBT+ community, the platform will champion community-run events. There is a breadth of events constantly happening across London that should be highlighted and given the attention that they deserve.

Protests, Picnics in the Park, Sporting Events, Art & Photo Exhibitions & Classes to Theatre Productions and more Coming out is your complete guide for LGBT+ Events

Unity Fund

In 2020, Pride In London was proud to launch its latest initiative, the Unity Fund. The Unity Fund is designed to build stronger communities by providing one-off grants to grassroots organisations who address the needs of the UK's LGBT+ community.

If you have further questions, please email our Recruitment Team at
recruitment@prideinlondon.org