

JOIN OUR
BOARD OF TRUSTEES

QUEERCIRCLE



ABOUT US

QUEERCIRCLE IS A LGBTQ+ LED CHARITY WORKING AT THE INTERSECTION OF ARTS, HEALTH AND SOCIAL ACTION

Since 2017, we have evolved from a community response to the erasure of queer spaces into a dynamic ecology of individuals and organisations committed to radical, community-led change. Our vision is not to replicate failing systems, but to build new ones that prioritise justice, care, and cultural democracy.

QUEERCIRCLE was founded to challenge systemic oppression where traditional institutions—across the arts, health, and education—have failed or caused harm. While operating as a registered charity (CIO No. 1194564), we are actively shifting from a hierarchical, top-down charity model to one grounded in democratic governance, collective accountability, and cooperative principles.



STRATEGIC PILLARS

Convene

We believe arts, culture and health to be a collective endeavour. Within a hostile environment, braver spaces are needed to come together and feel a sense of belonging. Our spaces enable us to convene our diverse communities through focused activities alongside less formal spaces to create, rest and play.

Create

We believe in the radical and transformative potential of the arts for individual, collective and societal transformation. Through creative programmes we elevate the voices of LGBTQ+ people and foster opportunities to connect inwards with ourselves, collaborate with others, and outwards with the world.

Knowledge

We champion our communities' lived experience and knowledge - whether that be somatic, creative and/or intellectual - to generate and share new forms of knowledge as a process of communal learning and collective empowerment.

Infrastructure

We adapt in relation to those around us, our communities and wider social institutions and structures. We fill the gaps and advocate for systemic change through creative programmes and research where other institutions (government, arts, health and education) fail or actively perpetuate harm.



BECOME A TRUSTEE



ROLE OF TRUSTEE

As we continue to grow, we are seeking a new Trustee with finance experience to join our Board of Trustees. This is an exciting opportunity for someone with strong financial expertise who is passionate about supporting LGBTQ+ communities and helping us build a sustainable future.

We are looking for someone who is able to assume Board of Trustees responsibilities and join our Finance Committee, responsible for:

- Ensuring effective financial oversight of the charity
- Advising the Board on financial strategy, risk management, and sustainability
- Supporting the preparation and presentation of annual budgets, accounts, and financial reports
- Liaising with external auditors/independent examiners as required
- Ensuring compliance with charity finance regulations and reporting obligations

The Trustee will work closely with the Treasurer, Chair, Director and Managing Director to ensure robust financial systems and to support decision-making with clear financial insight.



PERSON SPECIFICATION

ESSENTIAL

- Professional financial expertise – e.g., qualified accountant, finance director, managing director or equivalent senior finance role
- Strong understanding of financial management, budgeting, and reporting
- Ability to communicate financial information clearly to non-specialists
- Strategic thinking, with the ability to balance financial prudence and organisational ambition
- Commitment to QUEERCIRCLE's mission, values, and to championing LGBTQ+ communities

DESIRABLE

- Experience in the Arts, Health, or Community sectors
- Knowledge of charity finance requirements and regulations
- Previous experience as a Trustee or Non-Executive Director

We value different perspectives and experiences and welcome diversity in all its forms. We particularly encourage applications from the global majority, LGBTQIA+, working class people and/or people with disabilities.

TRUSTEES MUST

- Be at least 18 years old
- Not be disqualified to act as a Trustee under [Charity Commission guidance](#).

HOW TO APPLY

To apply, please send:

1. Your CV (highlighting relevant financial experience)
2. A short statement (max. 2 pages) explaining why you are interested in the role and how you meet the person specification

Please email applications to recruitment@queercircle.org with the subject line “Treasurer Application – [Your Name]”.

ACCESSIBILITY

Some people may require some further support with making the application. We accept applications written on your behalf, and those presented in alternative formats including video, sound or non-digital. You can also tell us about any barriers you feel you might experience which would affect your ability to fully participate as Trustee.

Please contact us to discuss this further at recruitment@queercircle.org If you are unable to type a full message, then simply leave your name with a contact telephone number and we will aim to respond in a timely manner.

NEXT STEPS

Applications will be assessed by QUEERCIRCLE’s Director and Board of Trustees as they are received. We will meet with potential trustees for an informal conversation. The selected candidate will be invited to attend a board meeting where they have the opportunity to meet the full Board of Trustees and observe a meeting. Following this, The Board of Trustees will decide whether to formally invite you to join the Board.



A group of people are seen from behind, standing in an art gallery and looking at a wall. The room is dimly lit with several spotlights illuminating the wall and the floor. The people are dressed in casual to semi-formal attire. The overall atmosphere is quiet and contemplative.

WHAT DO TRUSTEES DO?

As a charity, we are required by law to be overseen by Board members who act as Trustees of the organisation. Trustees support and help develop a charity's work, playing important and varied roles, including: supporting QUEERCIRCLE's team; giving advice; acting as a critical friend; providing strategic leadership; and advocating for QUEERCIRCLE through the next stage of our development.

Trustees have the ultimate responsibility for directing the affairs of QUEERCIRCLE as well as holding us to account for delivering our charitable outcomes. Being a Trustee is a position of responsibility, but you will be supported by the other Trustees, as well as the wider organisation, to make sure you understand all aspects of the role and can fully take part.



TIME COMMITMENT

Trustees need to attend four board meetings per year. Meetings typically take place on a weekday and can last up to two hours. You can choose to join meetings in person or via Zoom, we use a combination of both. You do not need to attend if work or illness prevents you, but do need to let the Managing Director know in advance of the meeting. Failure to attend two meetings in a row could result in a review of position. Before each board meeting, a number of papers and financial reports are circulated via email, which need to be read in advance of the meeting. Typically these can take 30 minutes to read.

As a member of the finance committee, you will also be required to join four additional meetings with the treasurer and Managing Director, ahead of meeting with the Board of Trustees.

Occasionally, there are additional meetings and training sessions where Trustees are expected to attend. Trustees can often provide support and assistance outside of these meetings for a variety of reasons, such as providing 1:1 advice or support to staff members, or attending events to advocate for the organisation. We want you to actively support and be involved in QUEERCIRCLE's work. Trustees are expected to attend occasional public and private events, e.g. exhibition previews, open studios, press launches, fundraising events and strategic planning sessions.



PAYING TRUSTEES

When you become a Trustee, you volunteer your services and usually won't receive payment for your work. This is currently the standard practice and in line with charity legislation. We acknowledge that some people may not be in a position to give their time and services for free, and that this expectation may act as a barrier to you becoming a Trustee.

As an organisation that is striving for fairer equality, representation and access, we are very happy to consider how we can support people further, so they can fully participate in the role. Trustees can receive expenses for out-of-pocket payments they have to make in order to carry out their duties. These can include, but are not limited to: accessibility costs; travel to and from meetings; telephone and broadband time for charity work; and childcare or care of dependents while attending meetings. These expenses need to be agreed upon in advance and made in accordance with our expenses policy.





THANK YOU

QUEERCIRCLE