

Trustee Recruitment Process

1. Invite to explore the role

Prospective Trustees will be invited to explore the role rather than asked directly to commit. This stage will include direct approaches, support from organisations such as Board Lead, and a public invitation through LtL's website, LinkedIn and the Guardian. Interested candidates will have an initial conversation with the CEO and share their CV and contact details.

2. Longlisting

The CEO and an LtL HR team member will review expressions of interest, complete an initial sift and online background check, and create a longlist.

3. Shortlisting

The longlist will be shared with the Trustee Recruitment Sub-Committee, which will agree a shortlist. Shortlisted candidates will then have a more detailed conversation with the CEO about the role, responsibilities and their skills.

4. Final recommendations

The CEO and Recruitment Sub-Committee will make recommendations to the Chair of the Board. Final candidates will speak with the Chair, who will confirm the two candidates to take forward.

5. Eligibility and screening

Once final recommendations are agreed, eligibility and screening checks will be completed, including Companies House, Removed Trustees and Insolvency checks, two references, online presence, and a signed Declaration of Eligibility.

6. Election and onboarding

Candidates will be put forward to the Board for election at the 27 October 2026 LtL Annual General Meeting. Following election, onboarding will confirm identity, complete safeguarding checks, and identify any support or training required.