



Job Description

Non-executive Director: Equality, Diversity & Inclusion

Closing date: 31 October 2026

The LLG board is looking to appoint a Non-executive Director for a period of three years with specific responsibility for equality, diversity & inclusion.

LLG is seeking knowledgeable individuals who are enthusiastic about assisting both Lawyers in Local Government & the Association of Monitoring Officers to promote inclusive governance and decision making and assist the organisation in delivering the equality and diversity strategy. You may or may not be a lawyer, but you will be an EDI professional - we are looking for people who can provide objective scrutiny of EDI through their own current and previous experience from outside the organisation, and are up to date with modern methods and approaches to create inclusive cultures, tackle discrimination, and allow people to flourish in the workplace.

Whilst previous board experience may be useful, it is not essential. Candidates seeking their first board role who show the commitment and potential to drive change will be considered and supported. More important is a sound knowledge of good practice in equality, diversity and inclusion, and evidence of having delivered strategic change in this regard within an organisation.

Requirements

These roles require a strategic perspective for the development and delivery of an inclusive Equality, Diversity and Inclusion Strategy for LLG and AMO. The post holder will be required to attend c6 half-day board meetings and a strategy day per year (a mix of virtual and face to face meetings), Chair 4 half day EDI committee meetings and attend occasional AMO committee meetings, attend the online AGM, attend and speak at LLG & AMO conferences, assist with project work, and represent the board at stakeholder events. This is likely to amount to 15 days in total.

Post holders are expected to fulfil the following requirements:

Board Director:

- Play a full and active role in LLG, taking part in discussions and encouraging debate
- Prepare well for meetings, reading papers and thinking through issues
- Contribute in a considered and constructive way



- Complete any action points as agreed and to timetable
- Make decisions in the best interests of LLG for the good of the membership
- Ensure LLG is well run through appropriate challenge
- Raise issues and questions in a sensitive way
- Keep up to date with the workings of LLG and the local government sector
- Act in good faith and be accountable for your actions
- Respect majority decisions even when you are in the minority
- Have a working knowledge of the memorandum & articles of association
- Actively contribute to improving the governance of the board
- Work to identify and encourage candidates to ensure succession to the board

Additional Requirements:

- Ownership of the LLG Equality, Diversity & Inclusion Strategy at board level, leading the setting of the strategic direction and priorities for the organisation in this regard.
- Ownership of the LLG Equality, Diversity & Inclusion Policy at board level
- Communicate effectively and be committed to driving equality, diversity and inclusion within the sector
- Support the wider objectives of LLG & AMO
- Contribute to AMO committee discussions and the development of strategy, training, policy & projects
- Engage with stakeholders, local authorities and members with regards to the EDI agenda
- To identify emerging risks with respect to equality, diversity & inclusion.
- To work with the Chief Executive and the management team in a strategic manner.
- To monitor and evaluate organisational achievements with respect to EDI.