

TRUSTEE APPLICANT PACK

A new era for animal protection. Join us.



LEAGUE
AGAINST CRUEL SPORTS

JOIN THE LEAGUE AGAINST CRUEL SPORTS AT A TIME OF RENEWAL AND AMBITION.

With a new Chair, a new CEO and a bold new strategy, we are building on a century of impact to tackle the next generation of challenges facing animals. We are seeking passionate, skilled trustees to help us realise our vision of a kinder society where persecuting animals for sport is a thing of the past.



WELCOME FROM THE CHAIR

I'm delighted to invite you to consider joining the League Against Cruel Sports at this pivotal moment in our history.

With a new CEO and a bold new strategy, we are entering a period of renewal and ambition. Our focus is on accelerating progress towards ending the persecution of animals for sport – from strengthening legal protections to reshaping public attitudes and tackling emerging forms of cruelty.

We have a passionate, talented team and an engaged, high-performing Board. As we embark on delivering our new strategic plan, we're looking for trustees who will

bring expertise, curiosity and challenge to help the League maximise its impact.

If you share our belief in a kinder, fairer world for animals, this is an extraordinary moment to join us in this incredible opportunity to create significant and long-lasting change for animals and nature.



David Fielding MBE - Chair

A NOTE FROM OUR CEO

Since joining the League, I've been inspired every day by the passion, creativity and commitment of our people.

Together with our new Chair and Board, we've developed an ambitious strategy to strengthen our campaigning impact, deepen supporter engagement, and ensure the League remains a leading voice for animals.

This is a time of real possibility. We are harnessing data, partnerships and public sentiment to drive systemic change – from reforming outdated laws to challenging new forms of cruelty.

We're looking for trustees who can help guide and accelerate this next chapter – bringing expertise, energy and perspective to ensure our work remains bold, evidence-led and compassionate.



Emma Slawinski - CEO



OUR STRATEGIC APPROACH



WHAT WE DO

Building on a century of impact, the League is evolving its approach to meet the challenges of today's world. From tackling online animal cruelty to shaping progressive legislation and nurturing public empathy, our work remains grounded in compassion and powered by evidence. Our new five-year strategy sets a clear direction for the League: to strengthen protections for animals, mobilise public compassion and deliver real change across the UK. The new strategy has some growth areas, but the outline below captures the core elements of our work to end the persecution of animals for 'sport'.

Animals are at the heart of everything we do. Here to stop animals from being persecuted in the name of sport, we strive to protect them from the horrific acts of hunting, shooting and animal fighting.

We know that every action brings us one step closer to ending cruel sports and our passion drives us forward. Together, with our committed supporters, we are working towards bringing about real change for animals across the UK.

As a charity we want to redefine what is acceptable and inspire change. We do this by:

Campaigning for change

We stand up for those who don't have a voice and demand changes to legislation to protect them. Our hard-hitting campaigns inspire actions.



Providing our animal crimewatch service

Our supporter-funded confidential service enables the public to report acts of suspected animal cruelty in the name of sport for us to investigate.



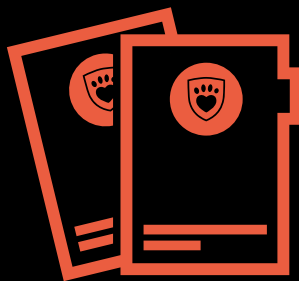
Educating the public and policy makers

Our high-profile work in the media and expert behind-the-scenes lobbying across the devolved nations, ensures we can create awareness of the plight our wildlife faces.



Providing intelligence to law enforcement

Our in-house intelligence team provides packages for local law enforcement about those suspected of illegal activity to bring them to justice.



Maintaining wildlife reserves

Our ten wildlife reserves provide a safe haven for animals to roam free from those who persecute them.



Sharing our research and evidence

We strive to share our knowledge and highlight the plight that hunting, shooting and animal fighting has on our society and landscape.



Working with schools

Our League of Animals educational resource enables younger generations to be curious about the world around them, from our wildlife to our natural world.



Working with other animal welfare charities

We work in partnership with others to raise our collective voices and inspire change, such as increasing sentences from six months to five years for those found guilty of animal welfare crimes as part of the Animal Welfare (Sentencing) Act 2021.



OUR HISTORY

Watch how the value of compassion has ignited a legacy of change

More about the League (click the icons to view):



An ethical approach to work



Sustainability at the League



Diversity and inclusion



2024 Annual review



What's it like to work at the League?



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GOVERNANCE AND STRUCTURE

Our trustees play a central role in guiding the League’s new strategic direction, ensuring our governance and values underpin our growing influence and impact.

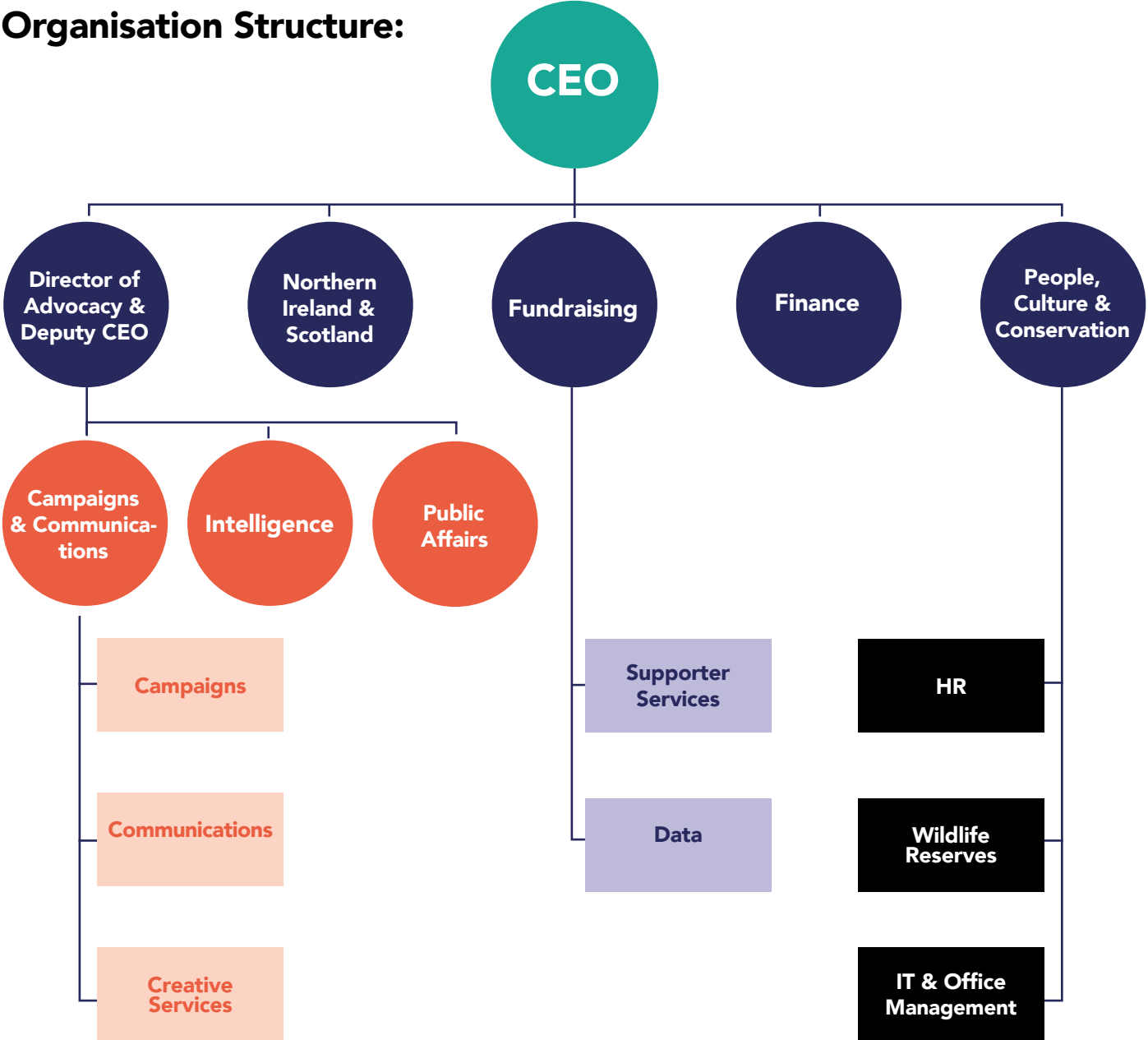
Meet our current Board

The Board of Trustees meets four times per year, one of which is an in-person meeting.

The Finance, Risk and General Purposes (FRAG) Subcommittee meets four times per year (online).

The Board composition is evolving to reflect diversity of thought and skill. We’re particularly interested in strengthening our Board with trustees bringing expertise in digital innovation, campaigning, fundraising, legal/governance or organisational leadership.

Organisation Structure:



ROLE DESCRIPTION AND PERSON SPECIFICATION

Position:	Trustee
Responsible for:	Chair of board of trustees
Works With:	Trustees, senior leadership and other staff

Overview:

The role of a trustee at the League Against Cruel Sports is a position of significant responsibility and commitment to the charity's mission of preventing and ending cruelty to animals in the name of sport.

Trustees play a vital role in the governance and strategic direction of the charity. The overriding duty is to pursue the League's charitable objects, but duties encompass monitoring the financial health of the charity, contributing to strategic planning, and serving as ambassadors to build and maintain relationships with stakeholders, including donors and the broader community.

Responsibilities include scrutinising plans and budgets ensuring they are aligned to the charity's strategy, providing guidance and oversight to the executive leadership, actively participating in critical shared decision-making processes and ensuring that the charity operates within legal and ethical parameters.

Trustee roles require a strong commitment to the principles of animal welfare, a dedication to the League's goals, and the ability to

collaborate effectively with fellow trustees and the executive team.

Overall, trustees at the League play a crucial role in shaping policies and ensuring its sustained impact in the fight against cruelty to animals.

The League Against Cruel Sports is Britain's leading charity working towards a kinder society where persecuting animals for 'sport' is in the past.

Redefining what is acceptable and inspiring change, we were instrumental in helping bring about the landmark Hunting Act 2004. Driven by compassion and empowered by knowledge, we manage sanctuaries to protect wildlife, carry out investigations to expose law-breaking and cruelty to animals, and campaign for stronger animal protection laws and penalties.

United, we will end animal cruelty in the name of 'sport'.



Purpose of Job:

Trustees act as critical friends, offering advice, insight and expertise but are not typically involved in operations of the organisation and shouldn't overrule staff decisions. Overall, trustees should maintain a balance between providing oversight and support while respecting the expertise and autonomy of the staff responsible for operational matters. This helps ensure effective governance and the successful pursuit of the League's mission to end cruelty in the name of sport.

A trustee of the League has a responsibility to ensure that the charity applies its resources exclusively in the pursuit of its objects. As part of that responsibility a trustee will actively contribute to the setting of the strategic direction and overall policy of the charity.

Principal Responsibilities:

- To take a shared responsibility with the board of 6-10 members to ensure that the League complies with and pursues its objects as defined within its governing documents, charity law, company law and any other relevant legislation, addressing legal and ethical issues as they arise, seeking professional advice when necessary.
- To ensure that the League uses its resources exclusively in pursuance of its objects i.e., that the charity does not spend money on activities which are not in its own objects, no matter how worthwhile or charitable those activities are, and that it acts in accordance with its own ethical framework, the League's values: compassionate, courageous, credible, collaborative and connected in order to be the catalyst for change that animals so desperately need.
- To provide strategic leadership and contribute to the League's mission, vision and strategic objectives, working with the board of trustees to make shared decisions, agreeing overall policy, defining goals and setting targets and evaluating performances against those agreed targets.
- To ensure financial stability of the League as a charity today and for the future, analysing financial reports and ensuring budgets are invested in line with the charity's aims and objects.
- Assess potential risks to the organisation and work with the leadership team to implement effective risk management strategies to protect the charity's assets and reputation whilst ensuring long-term mission success and impact. Risks fall under the main categories of financial, legal, reputational, governance, strategic, operational, fundraising and data protection.
- Collaboratively problem solve, addressing challenges, leveraging diverse perspectives, and making informed decisions to uphold the charity's mission and values.
- To appoint, support and guide the Chief Executive Officer and to monitor their performance.
- Act as a League ambassador, promoting its mission and values to the public, stakeholders and potential donors.

Trustee commitment:

- To participate in the Annual General Meeting, one in-person board meeting and three virtual board meetings per year.
- Read and digest complex information via board papers prior to meetings, considering issues raised and preparing any questions or guidance to input at the meetings.
- Participate in interim communications with fellow trustees between meetings as required, intensity will fluctuate according to charity priorities.
- Trustees join on a term of office for three years and can serve three consecutive terms of office.

Skills/Knowledge

Essential

Desirable

Experience and Knowledge

- Proven experience and expertise in a relevant industry
- Proven track record of working at a strategic level
- An understanding of and commitment to the principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

- Experience at board level
- Prior trustee experience or strong understanding of legal duties, responsibilities and liabilities of being a trustee
- Strong understanding of charity laws and regulations
- Strong understanding of animal welfare legislation.

Skills and Competencies

- A genuine empathy and compassion for animals and commitment to the objectives and purpose of the League
- Able to lead, inspire, motivate influence others to achieve the League's objectives
- Excellent communication skills and the ability to effectively influence stakeholders to garner support for the League's strategic initiatives, with the diplomacy to remain respectful of opposing ideas
- Able to analyse and understand issues and make rational judgments based on relevant information
- Financially astute
- Good attention to detail, ability to think strategically, anticipate implications of decisions, assess risks, monitor trends

- The ability to work in challenging environments, such as times of change, organisational crises, conflicting stakeholder interests, with resilience, managing challenges in an emotionally mature way.
- The ability to drive forward change and adapt your response accordingly to changing needs and circumstances.

HOW TO APPLY

If you'd like to have an informal conversation about the role, please get in touch and we will be happy to arrange a call with our CEO.

Deadline for applications:

15 January 2026

How to apply:

Please send your CV and covering letter to people@league.org.uk.





League Against Cruel Sports

New Sparling House

Holloway Hill

Godalming

GU7 1QZ

01483 524 250

kellyhack@league.org.uk

www.league.org.uk

The League Against Cruel Sports is a registered charity in England and Wales (no. 1095234) and Scotland (no. SC045533)