



Trans Learning Partnership (TLP) Specification for Creation of an independent company

Background

The [Trans Learning Partnership](#) (TLP), formed in 2020, is a multi-agency research and practice partnership focusing on the needs of trans communities. The partnership is a collaboration between Spectra, Gendered Intelligence, Mermaids and LGBT Foundation, with Spectra as the lead partner currently hosting this work.

In the past three years, TLP has focused on collecting and improving data and research on trans experiences and applying this to improve services and inform policy-making for trans people and their families. TLP has produced several [publications and guidance](#) documents. We have also produced several policy [statements](#) on a wide range of themes.

Our research activity uses a “Community Participatory Action Research” (CPAR) methodology. This approach rejects conducting studies of people, where sharp power dynamics between researchers and participants can emerge. Instead, communities are empowered to be involved at every stage of the research.

TLP is currently funded by [The Cornerstone Fund](#), [Esmée Fairbairn Foundation](#), and [Trust for London](#).

Ethos and involvement of the community

The TLP has a governance structure that emphasises the importance of our work being led by trans communities. Our Steering Group meetings quarterly and is comprised of:

- Four representatives from our partner organisations (Spectra, Gendered Intelligence, Mermaids and LGBT Foundation).
- Five community representatives, ensuring a diversity of trans lived experience on the board, at least one of these is reserved for a trans person of colour.
- Two academic partner representatives who assist in ethical reviews, research design and publication strategy.

TLP has also occasionally had an Advisory Group, comprised entirely of trans people, who meet to give feedback on research questions and agendas (which emerge from community consultations and focus groups), the design of specific research projects, and on an ad-hoc basis to provide support to different areas of TLP work. A second Advisory Group comprised exclusively of trans people of colour was also created for bespoke project oversight and to ensure our work is reflective of our communities.

The move to independence

In the past few years, it has become increasingly obvious to the partner organisations and other stakeholders that the TLP holds a special and increasingly independent role with our communities. With the needs and desires of the trans community growing and changing, it's clear that a body of work in this area of research and using an empowering model of delivery is vital.

The partner organisations and other stakeholders wish to nurture TLP to independence believing it has a vital role to play in a more independent form, as its own company, as well as in working in partnership with other agencies and a range of stakeholders.

Specification

We are looking to hire a consultant who will help drive TLP to become an independent company, either as a registered charity or a community interest company. We are seeking someone who has experience in setting up a new company, particularly a charity or community interest company, and the practical and governance issues involved.

We are looking for a consultant who will work collaboratively with the existing partner organisations and the Steering Group, as well as other stakeholders. This opportunity would particularly suit someone with lived experience from the trans community. Good knowledge of health and social policy as it pertains to trans communities will be an advantage, as is experience of working in the not-for-profit sector.

We aim for the work to take place between April and August 2025.

Key tasks will include:

- Working with the steering group to identify key people to be advisors on the next stage of development, these people may end up being early directors/ trustees of a newly formed company/ charity.
- Working with the steering group or smaller working group to identify the vision, mission and values of the new TLP company.
- Discussing the pros and cons of registration as a charity or community interest company, and facilitating a discussion with key players to make this important decision.
- Facilitating workshops or discussions with key stakeholders to devise a constitution for the new organisation.
- Working with our legal advisors if necessary on any of the governance elements.
- Putting in place a timetable for registering the company, including working to the requirements of Companies House, the Charity Commission etc.
- Devising and planning a timetable for the recruitment of new directors/ trustees, including helping with advertising, selection and induction.
- Working with the new directors to plan and devise the recruitment of a paid TLP Executive Director/Administrator.
- Contributing insight for the continued strategic fundraising efforts of the new organisation.
- Meeting and communicating with current funders as key stakeholders for future plans.

Terms

We are seeking to hire a consultant who can work one or two days per week (occasionally a different combination of days to achieve deadlines) over the period April through August in order to facilitate the TLP to independence. We aim by August for the consultant and other stakeholders to be in a position where TLP has been created as a separate company.

The remuneration available for this opportunity is £10,000-£20,000. The work will be commissioned and overseen by Jay Stewart, CEO, Gendered Intelligence.

Applications

If you are interested in this opportunity, please apply by sending a CV and covering letter, to jay.stewart@genderedintelligence.co.uk by **4th April 2025**, and clearly stating when you could begin the project. (Ideally, we are wanting someone to begin working on the project in April.)

Please state in your cover letter how you would approach the project, co-dependent tasks, schedule, and your relevant experience.