

**MEETING: 30/10/2019****Ref: 15711****ASSESSMENT CATEGORY: Bridging Divides - Strategic Initiatives****Spectra CIC****Adv: Claran Rafferty  
Base: Kensington & Chelsea  
Benefit: London-wide****Amount requested: £150,000****Amount recommended: £150,000****The Applicant**

Spectra is the name given to the organisation previously known as the West London Gay Men's Project. It changed its name in 2016 to better reflect the services on offer to a wider range of people including those from the Trans community. (Trans is a term used to describe people whose gender identity occasionally or always does not correlate to the gender assigned to them at birth. This can include people who identify as transgender, transsexual, non-binary and genderfluid amongst many other identity descriptors.) This proposal is from Spectra Community Interest Company which is the original legal structure of the organisation although it registered as a Charitable Incorporated Organisation (CIO) in July 2017 and eventually will take that sole format when the CIO becomes fully operational.

**The Proposal**

Spectra is applying as the lead organisation of a partnership of four – the others being Gendered Intelligence (which you also fund): Mermaids (based in Leeds); and the Manchester-based LGBT Foundation. All currently offer trans-peer delivered services. (It is worth noting at this stage that if you agree to fund this proposal no funds will be spent outside London.) The partnership will be called the Trans Learning Partnership.

The overall aim of the TLP is to commission academic research to inform the development of an evidence base to meet the needs of trans organisations, their clients and their funders so that services, particularly those within the NHS, become needs-based and impactful. This proposal is to fund the partnership's start-up and development phase - to a point where it can commission the research - and involves investing in some key personnel with the expertise to develop a research project which has credibility in its field and which will attract the necessary funding. This early stage work will cost £150,000 over 18 months but is intended to leverage up to £2m for future work.

**Background and detail of proposal**

Trans and non-binary communities experience significant health inequalities compared to the general population and are consistently under-represented or mis-represented in the shaping and delivery of health services. They are some of the most pathologised, discriminated against and socially stigmatised people, facing disproportionately high numbers of stressors including overt and covert discrimination. They experience high rates of harassment, hate crime and violence and face barriers in employment, education and services. These circumstances contribute to the many mental health concerns they describe, whilst access to trans-positive healthcare is limited. About half of young trans people and a third of trans adults attempt suicide.

Demand for services for trans and non-binary people is on the increase and current services are disparate. In 2018 the NHS England Director of Specialist Services stated that there had been a 240% increase in referrals to gender dysphoria clinics over the previous five years with over 7,000 adults waiting for a first appointment. The Director also noted that NHS staff often had very limited understanding of trans issues. Historically trans people have been the recipients of services based on health experts' understandings/views with little or no opportunity for trans people themselves to shape those services. This research aims to provide more scope for services and support to be informed by the trans and non-binary communities.

***A Participatory Approach.*** The aim of the approach to be used is to mirror that undertaken by the Trans Pulse Project in Ontario (<http://transpulseproject.ca/>). This was a community-based research (CBR) project that investigated the impact of social exclusion and discrimination on the health of trans people in Ontario, Canada. As a CBR project, the involvement of community members at all stages was crucial as it strove to ensure that the research was meaningful, relevant, and empowering. Following that model and the learning therein it is envisaged that, for this proposal, a developmental phase of up to 18 months is needed to ensure that trans and non-binary people themselves and some of the organisations working with them have significant opportunities to have their say and to outline their own experiences. The Pulse project flagged up the various bumps in the road so that learning can be used to good effect in developing this initiative.

The TLP steering group will comprise the four agencies mentioned above plus four community representatives (of which three will be people of trans experience and the fourth a parent of a trans child), and two academics – both with experience of working with trans communities.

TLP's vision, values and principles recognise trans people and communities as experts in their own care, who have knowledge and insights which are central to problem solving and to finding the right interventions. For this reason, TLP has adapted a community-based-participatory-model which focusses on co-production of outputs:

- Key gaps and priorities identified collaboratively between trans and non-binary people and service provision agencies.
- Services for trans people monitored by the organisations using a common framework of mutually agreed outcomes for service users.
- Co-produced evaluation framework available to external organisations.
- Multiple high-quality research pieces with operational service provision relevance co-conducted with trans and non-binary people.
- A series of co-produced research uptake tools.

The TLP logic framework identifies 3 core outcomes:

- A larger and more robust evidence base from which service providing organisations and funders conceptualise, design, evaluate and improve their programmes.
- Improved partnership working between organisations providing support to trans and non-binary people, improving joint advocacy tools and combatting hostility where it is encountered
- Improved services and better outcomes for trans and non-binary people

### Funding History

Meeting Date	Decision
20/09/2019	£16,500 over two further and final years (£8,200; £8,300) for the salary costs of a Counsellor (1dpw) in the Trans Counselling Project.
18/03/2016	£77,000 over three years (£25,400; £25,200; £26,400) towards the part-time Counsellor (20 hpw) and the counselling and group therapy service for Trans people in London.

### The Recommendation

The overall project will take up to 4 years and cost around £1.5 - £2m. Although the main funders will be research funders (particularly those who specialise in academic/health focused research) your funding for the early engagement and developmental work is sought. This will fund a suitably qualified and experienced Research Co-ordinator together with an Academic Partner, plus other costs directly related to their engagement with community and statutory bodies and individuals and with potential research funders. This 18 month first phase will also see the development of a Monitoring, Verification and Evaluation (MVE) platform which will capture and share outcomes for trans people including physical health, mental health & isolation; ability to cope/resilience; PTSD; distress/anxiety; employment; community participation. For the overall project to succeed and to have a meaningful and positive influence on the delivery of a wide range of services for some of the most disadvantaged people in our society it is essential for the right foundations to be led (eg to ensure that it can attract academic research funding which carries weight) and by the right people – specialists and those from within trans and non-binary communities and the organisations which serve them. A grant is advised:

***£150,000 over 18 months (£100,000; £50,000) for the start-up and developmental costs of the TLP Project to develop and submit full-scale research proposals, partnership support, community-based identification/testing of research ideas and the initial MVE development.***

### Financial Information

Spectra's income has been consistent in recent years and has chiefly comprised of unrestricted funds though the organisation does have experience of managing contracts and grants. The reserves policy is to hold six months' worth of the cost of meeting redundancy and other wind-down costs and estimates this to equate to approximately £100,000.

<b>Year end as at 31st March</b>	<b>2018 Signed Accounts £</b>	<b>2019 Signed Accounts £</b>	<b>2020 Forecast £</b>
<b>Income &amp; expenditure:</b>			
<b>Income</b>	<b>826,511</b>	<b>969,940</b>	<b>1,000,250</b>
- % of income confirmed as at 28/9/19	N/A	100%	100%
<b>Expenditure</b>	<b>(810,746)</b>	<b>(953,447)</b>	<b>(948,278)</b>
<b>Total surplus/(deficit)</b>	<b>15,765</b>	<b>16,493</b>	<b>51,972</b>
<b>Split between:</b>			
- Restricted surplus/(deficit)	0	0	45,787
- Unrestricted surplus/(deficit)	15,765	16,493	6,185
	<b>15,765</b>	<b>16,493</b>	<b>51,972</b>
<b>Operating expenditure (unrestricted funds)</b>	<b>749,252</b>	<b>948,367</b>	<b>869,690</b>
<b>Free unrestricted reserves:</b>			
<b>Free unrestricted reserves held at year end</b>	<b>86,363</b>	<b>102,856</b>	<b>109,041</b>
No of months of operating expenditure	1.4	1.3	1.5
<b>Reserves policy target</b>	<b>100,000</b>	<b>100,000</b>	<b>100,000</b>
No of months of operating expenditure	1.6	1.3	1.4
<b>Free reserves over/(under) target</b>	<b>(13,637)</b>	<b>2,856</b>	<b>9,041</b>

## Summary Assessment of Strategic Initiative for Committee Decision

(Use: Y/N/Potentially or N/A where relevant)

<b>FILTERS</b>	
<b>Will The pro-active grant:</b>	
Further the Trust's Vision and Mission (a fairer London & tackling disadvantage)?	Y
Support work within one of existing Bridging Divides programmes (BD)? Or, meet a clear need that has arisen since (BD) was agreed?	Y
Have the potential for impact beyond that of an individual reactive grant or number of individual grants?	Y
Be affordable within the agreed annual budget (from the Trust alone or in combination with other funders) and, looking forward, leave sufficient budget to meet anticipated pro-active grants for the remainder of the financial year?	Y
Be made to an organisation(s) that conforms to the Trust's eligibility criteria and has the capacity and expertise to deliver the work?	Y

<b>PRIORITISATION GUIDANCE</b>	
<b>Evidence</b>	
Is there external and/or internal research and information that supports the need for the proposed grant?	Y
Is there external and/or internal research and information that indicates the approach proposed in the grant will be successful?	Y
Is there evidence that indicates the work will be hard to fund from other sources?	Y
<b>Impact</b>	
Will the grant tackle a root cause(s), or positively influence policy or practice?	Y
Will the work/approach funded be replicable?	Y
Does the grant provide an opportunity to strengthen Civil Society in London?	Y
Is the work sustainable beyond the period of the grant?	Y
Can the impact of the work be measured through evaluation?	Y