

Role: Reimagine Project Facilitator

Project duration: September 2026 – December 2026

Dates, hours and payment: See below for an estimated budget and breakdown of hours.

Project meetings (online) can be arranged at mutually convenient times. The facilitator must be available for an in-person two-night residential Friday - Sunday on the weekend of 23rd -25th October 2026.

If the project requires further facilitated sessions beyond December this will be discussed, planned and costed with the facilitator. However, there is no requirement to be available for this.

Application closing date: 2nd September 2026

Applicant interviews: 4th September 2026

Proposed interview date is 4th September. Questions will be provided before the interview for shortlisted facilitators. If you are not available for this date just contact us and we can arrange another time

Project Overview

Reimagine is a three year learning project hosted by London Gypsies and Travellers (LGT) and Leeds Gypsy and Traveller Exchange (Leeds GATE).

This project addresses the deep-rooted injustices faced by Romany Gypsies, Irish Travellers, and other travelling communities in the UK. These communities are among the oldest ethnic minorities in the country, yet they continue to face systemic racism, forced displacement, and cultural suppression reinforced by state policies and discriminatory laws.

The project seeks to reframe how we engage in policy work, focusing on the lived experiences of these communities and drawing on trauma-informed practices.

For more information about the project see Appendix 1.

Facilitator role description

A key aspect of the Reimagine Project is to establish a 'learning group' of around 6-10 members of the Gypsy and Traveller communities who will begin a learning journey and shape the direction of the work. This group has already been recruited and has engaged in a process to review what they want from a facilitator, which forms this brief.

The direction of the learning will be led by the group. The role of the facilitator is to co-produce and facilitate sessions with our participants.

Facilitator Role:

- **Facilitate** a two-night residential in person Friday-Sunday on the weekend of 23rd – 25th October 2026
- **Co-produce session plans** via an online meeting in September with participants and staff from LGT and Leeds GATE
- **Debrief and follow up** with participants via an online meeting in November/ December with participants
- **Capture the key learnings** in a way that is agreed with the group, including providing a brief report of the process

About the residential

The exact schedule and format of the weekend will be developed in the co-design session. However, a rough format is likely to be:

- Arrival at venue around 5pm on the Friday evening – collective dinner and getting to know one another
- Spacious programme of facilitated sessions on Saturday
- Free time on Saturday evening
- Spacious programme of session on the Sunday morning
- Lunch
- Closing session
- Depart mid afternoon (by 3pm)

More about the learning group

The learning group members are all part of Gypsy and Traveller communities based in West Yorkshire and Greater London. They have committed to the first residential and debrief/ follow up session, and some will also participate in the co-design session. They have committed to doing some preparation, learning and reflection outside of the meetings.

The group will be:

- financially compensated for their time
- provided with a budget for wellbeing
- supported by 1:1 meetings with a team member from LGT or Leeds GATE

Desired facilitator skills and qualities

- Be able to stay neutral and professional and stick to their role of facilitating the space
- Be able to summarise and pull the conversations together
- Be inquisitive and able to draw things out from people and keep the conversation flowing
- Be compassionate when facilitating conversations on sensitive topics
- Be mindful of power and intersectionality, ensuring everyone can speak
- Be warm, friendly and approachable
- Be well organised
- Be self-reflective and educated around race (we do not want to experience 'fascination' with our culture and experiences)
- Be able to use accessible language and be mindful of difference in the room
- Have strong and engaging communication skills
- Have experience of facilitating groups to talk about subjects that can bring up strong emotions

Ideally, a facilitator will be able to bring some versatility and creativity to the session design. The residential might include facilitating discussions, or exercises using a flip chart etc. However, exploring some other methods and approaches would be welcomed for example embodied practices, use of visual aids and more creative exercises.

How to apply for this role

The deadline for applications is 2nd September and applications should be sent to: vacancies@leedsgate.co.uk

Please provide a cover letter of up to two sides of A4 outlining

- your interest in this opportunity
- the experience and skills you bring – including how you meet the desired facilitator skills and qualities listed above
- how you would approach the brief
- your availability for the specified dates and flexibility for the project
- A breakdown of hours, activities and budget if different to those suggested below

Please also include a copy of your CV. If selected, you must be willing to undergo a safer recruitment check including DBS check and professional referencing.

Applicants will be shortlisted by the team at Leeds GATE and London Gypsies and Travellers and the participants and then be interviewed by this group. The interview will be online.

Proposed interview date is 4th September. Questions will be provided before the interview for shortlisted facilitators. If you are not available for this date just contact us and we can arrange another time

Enquiries can be made to Ellie at Leeds GATE.

Ellie@leedsgate.co.uk

07855801743

Estimated facilitator fees

Please note that the cost of travel to and from the residential, a private room and meals will be covered additionally as expenses. These costs are expected to be inclusive of basic workshop materials to run the residential, to be provided by the facilitator.

We are open to some discussion around the activities, time allocated and facilitation fees though please be aware this project has a limited budget and the basic format has been agreed with the participants.

Activity	Time allocated	Fee
Onboarding meetings (online)	2 hours	£125
Prep time for co-design session	2 hours	£125
Facilitation of co-design session (online)	4 hours	£250
Prep for residential	Full day	£500
Attendance at residential arriving around 5pm on the Friday evening leaving at around 4pm on the Sunday afternoon	3x full day 2 x overnight stay	3x £500 day rate 2 x £100 sleep-in fee
Capturing learnings from the residential	4 hours	£250
Prep for follow up session	2 hours	£125
Facilitation of follow up session	90 minutes	£95

Capturing learnings from follow up and brief report	2 hours	£125
Project debrief with LGT/ Leeds GATE	90 minutes	£95
Communication with organisations and participants by email/ short calls ad hoc	4 hours	£250
Total		£3640

Appendix 1: Reimagine Project Overview

Project Overview

Reimagine is a three year learning project hosted by London Gypsies and Travellers (LGT) and Leeds Gypsy and Traveller Exchange (Leeds GATE). It is funded by Joseph Rowntree Charitable Trust.

This project addresses the deep-rooted injustices faced by Romany Gypsies, Irish Travellers, and other travelling communities in the UK. These communities are among the oldest ethnic minorities in the country, yet they continue to face systemic racism, forced displacement, and cultural suppression reinforced by state policies and discriminatory laws.

The project seeks to reframe how we engage in policy work, focusing on the lived experiences of these communities and drawing on trauma-informed practices.

The project will broadly focus on the following tasks:

Examine the Impacts of historical trauma: Our work will explore how the collective trauma caused by displacement, forced assimilation, and continuing discrimination manifests within GT communities. This includes internalised oppression, disenfranchised grief, social issues such as high rates of suicide, domestic violence, and substance abuse (Bombay et al., 2014).

Reflect on our policy work and community development practice: We will critically assess the existing "hamster wheel" of state-driven processes, such as Gypsy and Traveller Accommodation Needs Assessments (GTANA), which have rarely resulted in meaningful change. Our goal is to rethink and reshape policy efforts so that they are truly driven by community aspirations. We will reflect on our community development work and the impact

of our approach on community activists who are continually asked to tell their stories, share their experiences and speak for their communities.

Reimagine and reclaim for cultural survival: The ultimate aim is to create a space where Gypsy and Traveller communities can envision a future in which their cultural identity is recognised, preserved and valued.

This may involve a reclaiming of rights in more meaningful ways (examining how we could embed a right to nomadic life in a modern society, using our existing legal wins that enshrine this and the progress we have made with strategies such as Negotiated Stopping), or a reclaiming of space (looking at old stopping places and places of cultural significance). It may also involve communities focusing on what strategies they could use to protect the things that are important to them – language, customs, fairs.

This project represents a shift from traditional policy work, which has often been reactive and shaped by external pressures. Instead, it will focus on self-determination, healing, and empowering Gypsy and Traveller communities.