

Consultant to support Esmée Fairbairn Foundation's Racial Justice work

Invitation to Tender - by 17 March 2024

1. About Esmée

Founded in 1961, Esmée Fairbairn Foundation is one of the UK's largest independent funders. In 2023, we provided £58.4m in funding towards a wide range of work in support of our three main aims: to improve Our Natural World, secure A Fairer Future and nurture Creative, Confident Communities. We also have a £45m allocation to social investments and a £10m allocation to impact investments. Our funds are generated by our investment portfolio.

[Our strategy is here](#)

2. About our Racial Justice work

Esmée Fairbairn Foundation (EFF) wants to appoint a consultant to help us think through how we best support organisations under our [Racial Justice priority](#).

Although EF has funded organisations addressing racial inequity for some time, we only introduced a specific priority in October 2022. In 2023, we made £3.5m of grants under our Racial Justice priority. As we are new to funding more intentionally in this space, we know we have a lot to learn. We want to reflect with organisations we have funded on how we can best support them beyond funding, how we can improve EF's funding practice more generally, and to hear ideas on how we best shape our support under this priority over the next three years.

3. Consultant – deliverables

By December 2024, the Consultant will help Esmée do three things:

1. Find out from the organisations led by and for communities facing racial inequity that we have funded under Racial Justice (and potentially other areas of the strategy) how Esmée could best support them, over and beyond funding, and advise us in putting this support in place. This could be practical support to organisations/groups of organisations and/or ways of resourcing organisations to work together.
2. Listen to the views of organisations led by, and for, communities facing racial inequity on how they think Esmée's funding practice should be improved and help us take practical actions in response. These views will be considered alongside feedback from our New Connections Network (for organisations working in the racial justice space that do not meet our current turnover or governance criteria).
3. Reflect on how Esmée can best develop its funding and broader support to achieve its Racial Justice outcomes over the next three years.

4. Esmée management

- The main point of contact for the Consultant will be Laura Lines, Funding Manager Lead – A Fairer Future.
- Each organisation has a Funding Manager at Esmée, who manages their grant relationship. Esmée staff can book venues and catering for any in-person events, contact funded organisations, and commission and pay for any additional support needed.

5. What we're looking for in a Consultant

- Experience of facilitating and convening organisations to work together;
- Knowledgeable about racial justice and the work of organisations pushing for racial justice in the UK;
- Awareness of the challenges of working in the Racial Justice space
- Experience of supporting leaders;
- A commitment to equity in their work – this might be through anti-oppressive practice, participatory methods, or working in a community-led way;
- Evidence of a clear communication style; and
- A good working relationship with high levels of trust and honesty.

We expect this process to be iterative and are looking for a consultant who is happy to work in this way.

6. Timetable for the work

This contract will be for three months, beginning in April 2024, for listening and development (at around 5 days a month). We will then pause to consider progress, and potentially commission a further 6 months of work.

<u>Month</u>	
17 March 2024	Deadline for Consultant tender documents
28 March 2024	Shortlist for interviews agreed and contacted
4, 8, or 9 April 2024	Interviews
11 April 2024	Consultant appointed

7. Budget

We have a budget of £11,000 for the three-month contract. This is based on a maximum daily rate of £600 plus VAT. Proposals should be budgeted with this in mind, and costings should include VAT.

Esmée will arrange and provide any rooms and catering for meetings and pay for the time and expenses of any organisations who engage. We are also committed to resourcing ideas for support that come out of this process.

8. Confidentiality, Esmée's role, ethics, and conflicts of interest

- It's important for this work to succeed for the Consultant to be independent.

- If the Consultant has, or is planning to apply for, funding from Esmée Fairbairn Foundation, or is involved in other work we fund, we will need to discuss and agree how to maintain this independence and manage any conflicts of interest that may arise with care.
- There will be some areas of Esmée’s funding practice that are more difficult and unlikely for us to change – e.g. direct support for individuals – and we will be clear about this from the outset.

9. How to apply

If you are interested in tendering for this project, please send the following information to Gina Crane on communications@esmeefairbairn.org.uk by 17 March 2024 (details below):

Your tender document should include:

- A short response to this brief – maximum one page of A4 – saying why you or your organisation would like to deliver the work, and why you’re well placed to do so.
- Links to two examples of recent relevant projects you’ve done (or a very brief summary of them).
- A breakdown of costs for the work, including day rates and details of who would deliver the work.
- Your CV, or relevant CVs of key people who would deliver the work.
- Contact details for two relevant references of people you’ve worked for.

If you have questions about this brief, please email: communications@esmeefairbairn.org.uk