

Invitation to Tender - Justice Together Initiative: Learning Partner for Racial Justice Programme

This document is available in large text. If you require this or an alternative format, please contact Belinda Berry belinda.berry@thelef.org.

1. Background to the Justice Together Initiative

The Justice Together Initiative is a unique collaboration of fifteen independent funders and was launched in 2020. The overall aim of the initiative is that people who use the immigration system can access justice fairly and equally, so that they can get on with their lives.

The initiative responds to the challenges facing the immigration legal advice sector, and evidence that people in communities around the UK are struggling to access justice.

Our values as an Initiative are:

- Equity and human rights: everybody has the right to access justice fairly and equally.
- Collaboration and partnership: The essence of the initiative is partnership and collaboration, with lived experience of the immigration system at its heart.
- Inclusion: We value the many different perspectives and experiences of all those involved with the immigration system, recognising the importance of listening and working together to effect change.
- Anti-racism: We recognise the systemic racism in the immigration system; we will embed an anti-racist approach in all our work and support those we work with to do the same.
- Learning: We value the sharing of learning between partners, and will listen, respond and adapt.
- Trust: We trust our partners and value their expertise. We stand in solidarity with our partners and recognise that change takes time.
- Courage: We will approach complexity with courage and ambition and be open to new solutions to entrenched problems.

The goals the Initiative seeks to achieve are:

- Goal 1. A more sustainable, collaborative and co-ordinated immigration advice sector
- Goal 2. An immigration sector, which is more able to advocate to increase fairness and justice in the immigration system and where people directly affected by the immigration system set the agenda for change.
- Goal 3. Organisations in the immigration sector are actively contributing to racial justice.

We are looking for a learning partner to support our reflection and understanding around Goal 3. One of the main ways we are working towards this goal is through the **Racial Justice Programme outlined below.**

2. About the Racial Justice Programme:

We have invested £100,000 to support the following aims:

1. Ensure Grantee partners have an understanding of how immigration policy and practices within the sector interact with racism and affect people's lives.

2. Strengthen organisations' racial analysis in order to define their own, specific contribution to racial justice within the sector.
3. Equip organisations with the tools to implement structures and practices internally that are in line with racial justice principles.
4. Strengthen support around existing organisations already doing work on racial justice ensuring their work is impactful and sustainable.

3. The role of the Racial Justice Learning Partner

We are seeking a dedicated learning partner to support our racial justice work by understanding to what extent the racial justice programme is meeting its aims, what is going well, what's not working and how it can be improved. We are also interested in identifying best practices, areas of learning and insights for continuous improvement. The Learning Partner will help ensure that our programme is equipping our grantee partners with the knowledge and tools needed to effectively operate internally on racial justice principles and deliver their activities in line with racial justice values.

Depending on funding we anticipate this to be a long-term programme lasting a couple of years which we will adjust based on the evolving needs of the organisations and insights gained throughout its duration. The initial period of the learning partnership is one year, with the possibility to extend.

The key aims of this learning brief:

- Design a learning plan to understand the extent to which the racial justice programme is meeting its aims and contributing towards Justice Together Initiatives overall strategy of racial justice
- Share best practice and learnings for further development.
- Gather feedback from grantee partners on how they have found the programme, the progress of their work and what they have learnt.
- Help the JTI team and grant partners to understand the impact the racial justice work is having on the sector.
- Facilitate a learning session to present key findings – creating a space of mutual learning and open dialogue.

4. Responsibilities, Activities and Outputs

We anticipate that activities and outputs would include, but not be limited to the following and we would also welcome suggestions of other ways to achieve the aims of the brief:

Activity	Output	Audience/Time Frame <i>(time frames are subject to change based on activities of racial justice programme and when learning partner is in post)</i>
Scoping of racial justice initiatives in the sector, what we can learn from them and any connections that can be made with our own programme	Scoping document	JTI Team, Wider Sector January 2025
Create a learning plan for the racial justice programme	Learning plan	JTI team February –2025
Baseline Assessment <ul style="list-style-type: none"> • Work with our delivery partners to develop and conduct an initial baseline assessment to understand the current status of each Grant Partner's understanding, practices, and structures. • Develop metrics and indicators to understand progress over time. 	Baseline assessment summary	In line with start dates of different projects within the programme. JTI team
Deliver Learning Plan activities and draw together findings about: <ul style="list-style-type: none"> • The effectiveness of the programme • The extent to which it is meeting its aims • Examples of good practice • Learnings and recommendations in an end of programme learning output. <p>Share emerging findings to support in continuous learning of the programme.</p> <p>Gather feedback from Grant Partners to understand the strengths and areas for improvement and how learning supports</p>	<ul style="list-style-type: none"> • End of programme learning output • Midpoint sharing of emerging findings 	JTI team, Grantee Partners Wider Sector midpoint and at the end of the programme

<p>partners to take meaningful action towards racial justice</p>		
<p>Best Practices Identification:</p> <ul style="list-style-type: none"> • Identify and document best practices and successful strategies implemented by Grant Partners. • Share these best practices with all partners to foster a collaborative learning environment. 	<ul style="list-style-type: none"> • Document of best practices • Learning session 	<p>Grantee Partners, JTI team wider sector</p>
<p>Continuous Learning:</p> <ul style="list-style-type: none"> • Provide actionable recommendations for programme adjustments based on evaluation findings. • Act as a critical friend to the JTI team to ensure recommendations are implemented • Provide regular updates on relevant emerging findings 	<ul style="list-style-type: none"> • Actionable recommendations • Meetings with JTI Team 	<p>JTI team, funders, Grantee Partners</p>
<p>Sharing Learnings:</p> <p>Deliver learning plan activities and draw together findings about:</p> <ul style="list-style-type: none"> • The effectiveness of the programme • The extent to which it is meeting its aims • Examples of good practice • Learnings and recommendations in an end of programme learning output. <ul style="list-style-type: none"> • Share emerging findings to support in continuous learning of the programme. • Gather feedback from Grant Partners to understand the strengths and areas for improvement and how learning 	<ul style="list-style-type: none"> • Online Presentation • Learning session • End of programme learning output • Midpoint sharing of emerging findings 	<p>JTI team, Grantee Partners Wider Sector midpoint and at the end of the programme</p>

<p>supports partners to take meaningful action towards racial justice</p> <ul style="list-style-type: none"> • Hold an online presentation of findings to the sector. <p>Facilitate Learning Session:</p> <ul style="list-style-type: none"> • Organise and facilitate a learning session for grantee partners to discuss evaluation findings and share experiences. • Create a space for open dialogue and mutual learning among grantee partners. 		
<p>Data Collection and Analysis:</p> <ul style="list-style-type: none"> • Collect qualitative and quantitative data on the experiences of Grant Partners what they are doing to implement racial justice practices and the effect this is having on their wider work. • Analyse data to identify common themes, successes, and challenges faced by the Grant Partners. 	<p>End of programme learning output</p>	<p>JTI team, Grantee partners, Wider Sector End of programme</p>

5. Budget and Timeline

The learning partnership will be contracted on an initial basis of 12 months. We would want the work to commence before January 2025, but there is room for negotiation on the start date. There is potential for continued work with the Justice Together Initiative.

There is up to £15,000 available for this work over a period of 12 months

6. Qualities, Experiences and Skills

The initiative is very much driven by its values and we would expect the learning partner to be in agreement with those values and be led by them in their work. It could be one person or a group of people.

In assessing applications, we will consider:

- Professional research, monitoring and evaluation experience
- Knowledge of racial justice approaches
- Experience of writing reports and if applicable other creative ways to share insights
- Experience of gathering and collating feedback
- Experience of collaborating with partners and stakeholders in the production of learning pieces
- Understanding of the implications of learning in a complex and changing environment
- Understanding and interpretation of the brief and its objectives
- Experience in programme evaluation, particularly in the context of racial justice
- Understanding of migration in the context of racial justice
- Understanding of movement building and what is required for structural change.

We would particularly welcome applicants who have direct experience of the UK immigration system, or/and applicants from a minoritised background.

7. Application Process

Please submit your CV plus a written proposal in a Word format no longer than three sides of A4 to vacancies@thelef.org detailing:

- Approach to the work;
- Budget: Include VAT, or if VAT is not chargeable specify this. Please exclude report publication and dissemination costs.
- Two referees.

Proposals should be submitted by midnight **29th September 2024**.

Interviews will be **held online w/c 14th October 2024** where shortlisted applicants will be invited to present their approach to delivering this work. Please notify us in the application if you cannot make the date. We are happy to discuss the brief in advance, please contact Annie Rockson annie.rockson@justice-collaborations.org.uk you have any questions.

Accessibility

Justice Together is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you have any access requirements or would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact Belinda Berry at belinda.berry@thelef.org. We guarantee any applicant who declares they have a disability will be offered an interview if they meet the minimum requirements of the person specification.