



**Request for Proposal (RFP) for
A partner organisation to distribute small grants to UK-based Black-led
initiatives supporting Black heritage research careers.**

Wellcome seeks to partner with an organisation to distribute up to £1 million in grant funding over three years to UK-based, Black-led initiatives supporting Black heritage research careers. This RFP outlines our requirements for a flexible, accessible, and impactful grant-giving programme that goes beyond traditional funding models.

1. Summary

Black British researchers remain significantly underrepresented in the UK research workforce. This longstanding issue results from systematic factors which profoundly impact the representation and progression of Black academics. Although there has been some improvement in the representation of Black researchers within academia, numbers remain low, and many still report negative experiences. Over the years, many Black academic staff and students have created groups, organisations, and networks to foster a sense of belonging and address institutional shortcomings. These Black-led initiatives provide a sense of community and offer opportunities such as internships, mentoring programmes, funding, sponsorship, and information-sharing to help advance the careers of Black researchers. However, many of these initiatives are sustained and led by small numbers of passionate volunteers who manage them alongside their academic research careers, making them hard to sustain. This is especially true when they lack sufficient external support. Unfortunately, when these initiatives struggle or fail, it is Black researchers who lose the supportive ecosystem these initiatives provide.

In 2023, [Wellcome conducted a research study](#) to understand how we and other organisations could better support Black-led initiatives to become more sustainable. Our findings highlighted that how support was delivered was equally as important as the type of support provided. It was clear that groups required funding, but it needed to be flexible, long-term, and easily accessible. In addition to funding, support for the people behind the work and the overall collective of Black-led initiatives was also important. The study highlighted that funders must also demonstrate a deep understanding of systemic inequities and a proven track record of inclusive practices. Crucially, building trust through a genuine commitment to equity and transparency emerged as a key factor in successful support delivery.

To achieve this **Wellcome is seeking to partner with an organisation with a demonstrable history of working with Black/racially minoritised communities. We highly encourage applications from Black-led organisations.**

The selected partner organisation will work with Wellcome to support the sustainability of Black-led initiatives. The selected organisation will:

- Enable the fast, flexible, accessible and thoughtful distribution of Wellcome's funds as grants
- Provide additional resources to support Black-led initiatives.
- Play a crucial role in supporting these initiatives towards long-term sustainability.



2. RFP Background & Objectives

Wellcome is a politically and financially independent charitable foundation. We improve health for everyone by funding research, leading policy and advocacy campaigns, and building global partnerships. In 2020, Wellcome announced our new 10-year strategy to tackle three global health challenges: mental health, infectious disease, and the impact of climate change on health. Wellcome also funds basic curiosity-driven science via Discovery schemes. Further information on Wellcome can be found at www.wellcome.org, and all prospective suppliers are encouraged to visit the website for further insights into the organisation.

Research funding enables research careers, but funding is disproportionately inaccessible to people of colour. In the UK, this is particularly true for Black researchers, who are less likely to be awarded research grants than White researchers. Inequity within the funding system perpetuates longstanding disparities in representation and undermines the potential for innovation and progress. Looking at [Wellcome's own funding data](#), it is clear that we are also part of the problem, and it is critical to our mission that this changes. We cannot create a healthier future for everyone if we do not include everyone in the process. This is why we are taking action as part of our [equity, diversity and inclusion strategy](#).

Over the years, many Black researchers have taken matters into their own hands and created supportive networks, groups and organisations to aid the careers of Black heritage researchers. These Black-led initiatives create safe, supportive communities for Black researchers and provide career support that is inadequately provided by the higher educational institutions in which they work or study. Many of these groups were established in 2020, during a time of increased focus from external organisations on supporting Black research careers, following the murder of George Floyd, the Black Lives Matter protests, and the COVID-19 pandemic. However, as time has passed, interest in this type of work has waned, threatening the sustainability of these initiatives. The supportive ecosystems created by these initiatives are critical to improving conditions for Black researchers in academia. They offer a sense of community and belonging to Black researchers who often experience isolation and can give individuals access to gatekept information, mentoring, research funding and more. Currently, these initiatives are addressing the gaps in support for Black researchers, so until widespread systemic change occurs, it is vital that external organisations enable their work to thrive.

In 2023, Wellcome's Research Culture and Communities team started a project which aimed to understand the experience of Black-led initiatives and how external organisations like Wellcome could support their vital work to become more sustainable. To do this well, Wellcome held a series of [externally facilitated focus groups](#), during which we heard from 35 Black/Black-mixed heritage leaders who run Black-led initiatives. The focus groups examined the experiences and needs of individual Black-led initiatives and the collective of Black-led organisations and began to assess the types of support mechanisms that organisations like Wellcome could provide.

The Black-led initiatives in the focus groups were generally:

- Small, volunteer-led organisation whose leadership consisted of 2-5 members.
- 60% were established from 2020 onwards, with 2013 being the earliest establishment year.
- Most were UK-based, but a handful of groups were US-based or operated globally.



- The majority were run by early career researchers (Masters, PhD and postdoctoral researchers), while 25% were run by established researchers (Lecturer to Professor).
- Most groups focused on specific research topics, such as microscopy or supporting specific identity groups such as Black women or Black heritage groups.
- Legally, some groups were incorporated into entities such as community interest companies, while others operated informally without any legal structures.
- Access to funding varied. Some initiatives were well funded, some received no funding, and others received project-based funding at some point, but this did not cover their core operational expenses.

What did the focus groups tell us?

The focus groups revealed that the support required by Black-led initiatives falls into three main categories.

Type 1: Support for individual Black-led initiatives

- **Money** - easy to access, multi-year, and flexible. The funding needed to be reliable and not restrict how money could be used to support an initiative's sustainability, such as being able to support core operational costs and supportive activities.
- **Formalisation** – funding should be accessible to legally incorporated and unincorporated initiatives.
- **Access to physical and digital infrastructure** – for meetings and events such as meeting rooms or Zoom accounts.
- **Business support** – access experts to provide advice or offload tasks. This includes accountants, business strategists, and/or legal experts.

Type 2: Support the people behind Black-led initiatives

Often people focus on the work of these initiatives, but not the people behind this work.

- **Mental health and well-being** – support for those running these initiatives, who often suffer from the same pressures as those they are trying to serve.
- **Leadership support and training** – support tailored to the development needs of those leading these initiatives. Leadership and/or other training offerings were requested to help them run their organisations more efficiently and effectively.
- **Volunteers and hidden labour** – there is a need to reward and recognise the importance of this work. It relies on long-term volunteers working for free, making it hard to retain people and keep the work going. Often this important work is not recognised or rewarded by the institutions people work or study in despite being deemed important.

Type 3: Support that nurtures the collective of Black-led initiatives

There is a wealth of knowledge in the collective of Black-led initiatives that must be supported.

- **Open-access information** – sharing or creating resources that provide information on successfully running Black-led initiatives. These resources should be easy to access and open to anyone.
- **Building community** – bringing together the collective of Black-led initiatives to learn, network and collaborate.
- **Access to spaces to influence** – support that enables groups to influence the wider Research and Innovation sector to change.



Where are we now?

It would be challenging for a single mechanism to deliver all aspects of what Wellcome heard was needed for Black-led initiatives to become more sustainable. Therefore, key design principles have been developed. The support mechanisms should be easy to access, reliable, tailored, flexible, and consider support beyond grant funding. The last design principle of “going beyond funding” underpins the idea that while funding is critical, funding alone is not enough for these groups to become sustainable. Therefore, other elements described in the research, such as community support, access to experts, networking and information are required.

Wellcome’s support is being implemented through a phased strategy:

- Phase 1: Building community
- Phase 2: Adding resources
- Phase 3: Long-term system change

The first phase of this project (Building community) was launched in July 2024 when Wellcome hosted a full-day community gathering for Black-led initiatives. The event was designed with focus group participants and focused on connection and learning. The learning sessions focused on three key themes: leadership, money and influencing. This included a panel discussion with experienced Black leaders from established organisations and initiatives both within and outside of academia. Additionally, the event featured roundtable discussions with subject matter experts and 15-minute advice clinics with finance, legal and business strategy experts. Throughout the day, there were multiple opportunities for networking and forming connections among leaders of Black-led initiatives. This gathering marked the first step in bringing these organisations together to build community.

Wellcome is now looking to start phase 2 (Adding resources) and is seeking to contract an organisation with a demonstrable history of working with Black/racially minoritised communities. The selected organisation would work with Wellcome to ensure Wellcome’s funds are distributed equitably, swiftly, and flexibly, while also guaranteeing that the distribution process is accessible and tailored to the needs of Black-led initiatives (Figure 1). The selected organisation needs to understand the systemic barriers Black communities face and have a genuine commitment to equity. **We therefore encourage proposals from Black-led organisations with a demonstrable history of working with Black and/or racially minoritised communities.**

We intend to contract an organisation that aligns with our values and prioritises providing a positive experience for prospective awardees throughout the entire grant-making lifecycle. This includes simplified processes that are designed to accommodate smaller organisations with limited time, capacity and informal legal structures. We are also looking for an approach that focuses on building on community assets using a strength-based approach rather than a deficit-based model.

Phase 2 will provide Black-led initiatives with the flexible funding they need to access the support that best helps them meet their goals. The additional nurture and support from the selected organisation would further guide initiatives down the path of sustainability.

The project will undergo independent evaluation to understand the benefits and challenges of this funding approach and its impact on the sustainability of Black-led initiatives.



Therefore, the selected partner organisation should be prepared to work with external evaluators during the project, particularly towards the end.

Objectives

- Work with Wellcome's Research Culture and Communities team to design a funding approach that meets the needs of Black-led initiatives that support the careers of Black researchers.
- Advertise the funding opportunity and leverage your network to promote the scheme.
- Fund UK-based, Black-led initiatives with multi-year, easy-to-access, and flexible grants.
- Distribute up to £1 million over a 3-4 year period to Black-led initiatives.
- Create a funding approach that prioritises not only the delivery of funds but also how they are delivered.
- Include activities that, in addition to grant funding, seek to nurture and support Black-led initiatives to become more sustainable.
- Build a community around Black-led initiatives and/or work in collaboration with any community activities planned by the Wellcome team for these awardees.

This project complements other anti-racism efforts that Wellcome is undertaking to support the careers of Black researchers. This includes the recently launched [Accelerator Awards](#), a dedicated funding stream for Black, Bangladeshi, and Pakistani researchers. Additionally, we apply [positive action principles](#) to shortlist candidates in our discovery research funding schemes. Together, these initiatives will help to tackle the underrepresentation of Black researchers in the UK research workforce.

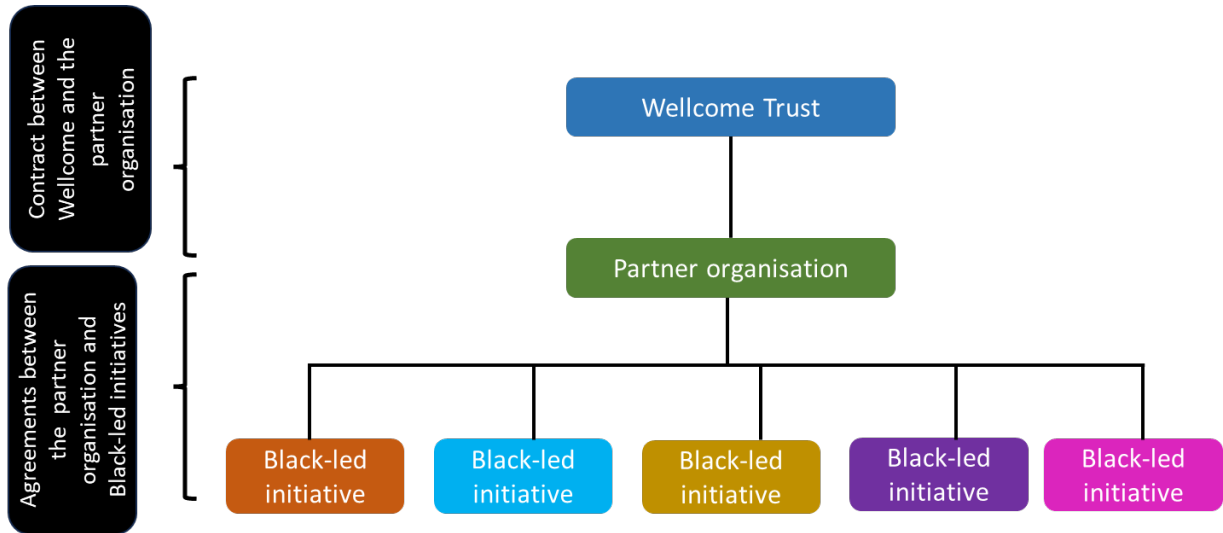


Figure 1: The proposed way of working that this project will use to deliver support to Black-led initiatives. An agreement would be formed between the Wellcome Trust and the contracted, partner organisation to deliver the support that Black-led initiatives need. The partner organisation would act on behalf of Wellcome to provide grants and support to the Black-led initiatives that Wellcome would like to support to become more sustainable. In addition to grant funding, the partner organisation will build community and nurture these Black-led initiatives using a community and strength-based asset approach.

3. RFP Specification

This section sets out the specifications of services for this RFP exercise. Suppliers should use this section to fully understand Wellcome’s requirements and use it to inform their response. Wellcome will be guided by the supplier as to what is a reasonable budget for this activity as we do not want limit ambition or innovation.

The task: To partner with Wellcome to deliver funding and support to Black-led initiatives in an accessible and flexible way.

Eligibility

We encourage proposals from a broad range of potential suppliers to fulfil the role of funding and supporting Black-led initiatives on behalf of Wellcome. Prospective suppliers do not need to have a direct connection to academia or higher education but should have demonstrable experience of working with Black and/or racially minoritised groups. Prospective organisations of any size, small, medium or large are welcome to apply, but they must be able to deliver grants in accordance with our terms and conditions and flow our standard grant conditions



down to awardees. Prospective organisations should have previous experience of running a grant-giving programme either by themselves or for another organisation.

Any organisation with a history of working with Black and/or racially minoritised communities is welcome to apply. **We highly encourage proposals from Black-led organisations.** We define a Black-led organisation as one where at least 70% of the leadership and decision-making power resides with individuals who identify as Black (any Black background) and/or Black-mixed (any Black-mixed background).

Proposal

Wellcome invites proposals from potential suppliers to incorporate these ideas and develop a programme to deliver this funding activity. We envisage that the programme will have the following characteristics:

- Provide multi-year funding to small, Black-led initiatives for a maximum of 3 years.
- Provide multiple opportunities for applicants to access funding in the first year of the programme; for example, funding could be open twice in year 1: once in October and again in April.
- Offer grants to enable Black-led initiatives to cover any costs that will further their goals. This could include, but is not limited to delivering core activities, paying staff, hiring office space, training or capacity building.
- The maximum award value will be decided following consultation with Wellcome, but each award could be up to £60,000 over three years (£20,000 per year). The total value of funding available would be up to £1 million.
- Be available to both legally incorporated and unincorporated organisations in a way that can be reported to Wellcome in line with our charitable mission.
- Offer funding to small organisations with annual incomes up to £150k, with no lower limit.
- Design a simple application process that is rigorous but reduces barriers for Black-led initiatives to access resources. Wellcome is open to innovative and simplified approaches that may deviate from traditional grant funding models.
- Include activities that, in addition to funding, seek to nurture and support the sustainability of Black-led initiatives. For example, this could be the delivery approach and/or specific activities such as cohort-building activities, supportive training, or providing access to experts.
- Recognise that the leadership of Black-led initiatives are often time-poor, and many run their initiatives alongside full-time careers, a situation that may not change even with additional funding.
- Understand that how any support is delivered is as important as the support itself. Therefore, prioritise effective communication, respect, and openness to establish trust with awardees.
- Aim to launch the funding opportunity by November 2025.



The supplier should consider the following when designing the delivery plan:

- The awards will be managed by the supplier, who should ensure that awardees abide by Wellcome's standard [grant conditions](#).
- Distribute up to £1M in total over three years to a minimum of 15 Black-led initiatives (the minimum number of awards may change depending on the agreed maximum award value of each grant. For example, a minimum of 15 awards for grants with a maximum value of £60,000 each, while a minimum of 30 awards could be used for a maximum value of £30,000 each).
- Wellcome representatives will work with the supplier at the start to develop the funding opportunity, ensuring it aligns with our strategic goals and objectives and minimises reputational risk.
- Regular check-ins between Wellcome representatives and the supplier will be scheduled to monitor progress towards deliverables.
- Consider where Wellcome could be useful in supporting the delivery of parts of this project.
- How you will capture, store and report to Wellcome key data such as the number of applications, requested funding values and each award value.
- Consider the experience of all potential awardees. Ensure that your outlined approach considers equity, diversity, and inclusion throughout the proposal.
- Optional: Propose potential activities that would benefit awardees, in addition to funding. This could include cohort activities, community convenings, annual gatherings, peer-led masterclasses, business support, or introductions to supportive partners. Anything that would benefit these Black-led initiatives (please review the outcomes of the focus group research). While this element is desirable, we are looking to partner with the right organisation so Wellcome will consider proposals from organisations unable to deliver this element.
- Ensure that the key design principles behind this work are embedded; flexible, easy to access, reliable, tailored and considers support in addition to grant-funding.

Project logistics:

This project will be split into two phases: an initial contract followed by a grant, to maximise the money available to Black-led initiatives.

- **Phase 1 - Contract:** A contract will be put in place between Wellcome and the selected supplier. This will enable Wellcome to work closely with the selected supplier to design the final support programme. The selected organisation will be paid via the contract.
- **Phase 2 - Grant:** Subject to a successful grant application to Wellcome, money will be provided to the organisation to fund the grant-giving programme. The success of the grant application is subject to satisfactory review and approval by Wellcome. However, the selected organisation will be supported through the grant application



process by the Wellcome team. The successful grant will enable the maximum amount of funding to be delivered to the organisation to pass on to successful Black-led initiatives. The grant will only provide the funding to onward-grant to successful awardees. All other elements of the programme will be covered by the contract subject.

Independent project evaluation:

- Wellcome aims to appoint independent evaluators to assess this project and understand what does and doesn't work, and how it could be improved if we were to do it again.
- Suppliers should be prepared to participate in research, including both qualitative and quantitative methodology, that will support a robust evaluation of this project.
- Wellcome plans to share/publish the findings of the independent evaluation in an open-access manner.

Deliverables and project timeline

We seek to contract a supplier for up to 5 years. This period will cover setting up and managing the grant funding scheme, distributing funds to Black-led initiatives, and additional time for evaluation and reporting working with our independent project evaluator.

The timelines below are target dates but exact dates will be decided during contracting to align with the proposed supplier methodology.

Deliverable (#)	Project milestones	Target date
1	Establish a framework for ways of working and communication between the supplier and Wellcome <ul style="list-style-type: none"> • Establish ways of working with the Wellcome team • Work with the Wellcome team to fully understand the project brief and key aims of the project. 	May 2025
2	Grant-giving planning (timelines, dissemination, proposal management and evaluation, grant award) <ul style="list-style-type: none"> • Design the funding opportunity in consultation with the Wellcome team, including award amounts, the number of rounds, a simple application, grant assessment processes and any addition support offering beyond funding. • Agree on timelines, funding launch dates, and communication and dissemination plans with the Wellcome team. • Create (in consultation with Wellcome) a framework for application and assessment criteria 	August 2025



Deliverable (#)	Project milestones	Target date
	<p>for reviewing applications, including processes and evaluation criteria, key dates, and useful links.</p> <ul style="list-style-type: none"> The supplier will lead the overall scheme design but must receive a final sign-off from the Wellcome team before proceeding with the rest of the contract. 	
3	<p>Apply for a grant from Wellcome to access the funds for the grants</p> <ul style="list-style-type: none"> Wellcome will provide the grant funding (up to £1 million) that will be passed to Black-led initiatives as grants. The supplier will apply for a grant from Wellcome with support from the Research Culture and Communities team. Funds for grants will be provided to the supplier only after a successful application. 	August 2025
4	<p>Grant award letter issued to the supplier</p> <ul style="list-style-type: none"> Following a successful grant application to Wellcome (see project milestone 3), a grant award letter will be issued to the supplier. The award letter confirms the supplier will receive funds to onward grant to successful awardees. Only after the award letter is issued can the project continue to the next step. 	November 2025
4	<p>External funding launch</p> <ul style="list-style-type: none"> Launch the first round of the funding opportunity. Deliver the communication strategy to launch and promote the funding opportunity. If multiple funding rounds are proposed in year 1, launch and deliver as appropriate (for example, 2 additional rounds in March 2026 and July 2026). 	November 2025 dates as appropriate for the proposal
5	<p>Funding implementation</p> <ul style="list-style-type: none"> Receive and process applications, including checks on scope and eligibility requirements. Select successful applicants. Provide constructive feedback to unsuccessful applicants. Any additional rounds to be delivered as designed in the proposal – using insights gained from previous rounds to improve the funding approach. 	January 2026



Deliverable (#)	Project milestones	Target date
7	Funding of successful applications <ul style="list-style-type: none"> • Funds from the grant will be distributed to awardees annually over a 3-year period. • How grant funding will be provided to the supplier would have been determined during the grant application process (see project milestone 3). • Funding will be transferred from the supplier to the successful awardees. 	February 2026
8	Support beyond funding (Desirable) <ul style="list-style-type: none"> • To provide, in addition to grant funding support that nurtures Black-led initiatives to become more sustainable. • To be delivered as outlined in the supplier's proposal and the design phase of the project (see Project milestone 2). 	February 2026 – February 2030
9	Funding ends to awardees <ul style="list-style-type: none"> • Funding end date will be dependent on the number of agreed funding rounds that occur in the first year. 	February 2029 – February 2030
10	Independent programme evaluation ends <ul style="list-style-type: none"> • Suppliers should be prepared to participate in research, including both qualitative and quantitative methodology, that will support a robust evaluation of this project. • Wellcome plans to share/publish the findings of the independent evaluation in an open-access manner. • The evaluation will take place throughout the project and will likely end 6 months after the awardee's funding period ends 	November 2025 - December 2030
11	Project ends <ul style="list-style-type: none"> • The project will close a few months after the evaluation is complete 	November 2029 – May 2030



4. RFP Timetable

#	Activity	Responsibility	Date
1	RFP issue to Suppliers AND RFP issued on Contract Opportunities webpage	Wellcome	20 November 2024
2	Submission of Expression of Interest and Supplier Q&A	Supplier	11 December 2024
3	Return of Supplier Q&A to Suppliers	Wellcome	19 December 2024
4	Submission of RFP Response	Supplier	31 January 2025
5	RFP Evaluation Period	Wellcome	3 February 2025 – 14 February 2025
6	Supplier Presentations	Supplier	24 February 2025 to 7 March 2025
7	Notification of Contract Award	Wellcome	14 March 2025
8	Contract Negotiation	Wellcome & Supplier	March - April 2025
9	Contract Start Date	Wellcome & Supplier	April - May 2025

5. Response Format

The following headers support the timetable by providing further detail of the key steps.

Expression of Interest and Supplier Q&A

Prospective suppliers may submit a short expression of interest by e-mail to the Wellcome contact in accordance with the RFP timetable, which should contain the following information.

- Confirming whether you are an organisation or individual.
- If an organisation, please provide a registered name, address, and registration number.
- A non-binding cost estimate as a single figure in GBP.
- Any questions you have about the exercise and activity.

Prior to the submission of your full proposal to the RFP, Suppliers are provided the opportunity to submit any questions they have about the exercise and the activity. All questions will be collated, anonymised, answered and returned to all Suppliers who have submitted an expression of interest in the RFP process. Please make sure you ask all questions at this stage. Once Wellcome have responded to all questions if you have any additional questions after this deadline these will not be answered to ensure that this is a fair and equitable process.



Submitting an expression of interest or question is not a binding commitment to submit a full proposal should your organisational priorities change, you will not then be penalised for future opportunities. Prospective suppliers who have not submitted an expression of interest can still apply with a full proposal.

RFP Response

Suppliers submitting a full proposal should cover the following areas in their response:

#	Question	Max words
1	<p>Provide a short proposal outlining how you would approach the task of delivering up to £1 million in grant funding to UK-based, Black-led initiatives (Methodology). Please include the following details:</p> <ul style="list-style-type: none">• What would your application and grant-making process be?• How would you advertise and promote the funding opportunity?• How many funding rounds would you open in year 1?• How many awards do you envisage delivering each round?• Will awards values be based on applicant-requested costs, be split into value tiers or something else?• What are your proposed timelines for the funding call, from advertising to awarding funding? Outline for multiple rounds (if applicable).• How and when will you communicate with applicants, and unsuccessful and successful awardees?• Desirable (not essential) – What can your organisation provide in addition to funding to build a programme to support individual Black-led initiatives or the collective of Black-led initiatives?	1000 words
2	<p>Describe how you would make the eligibility criteria, application and the whole grant-making process easy and accessible to smaller organisations with limited time, capacity, and informal legal structures.</p>	250 words
3	<p>What is your approach to grant management to ensure you can keep track of applications, unsuccessful and successful grants, award values and the timeline of each grant? How will you</p>	250 words



#	Question	Max words
	ensure that charitable funds are used in accordance with Wellcome's mission to improve human life, health and well-being? How do you plan to report this back to Wellcome?	
4	Please provide a brief overview of your organisation, including your track record and expertise in doing similar work outlined in your proposal (methodology). Provide up to 2 case studies where you have successfully delivered outputs similar to those of this request for proposal. Provide links where possible.	500 words
5	Please provide a brief description of who would be involved in the project team, their experience and expertise and their main role and responsibilities and the management plan.	250 words
6	It is critical to the successful delivery of this project that it is led by an organisation with a deep understanding of systemic inequalities and a proven track record of inclusive practices. Given this information, please explain why your organisation is uniquely positioned to do this. Please include in your answer: <ul style="list-style-type: none"> • What gives you the legitimacy to work and support Black-led initiatives? • Evidence of supporting Black and/or racially minoritised communities using inclusive approaches. • How will you respect and build trust with the Black-led initiatives we want to support? • Your approach to equity, diversity and inclusion in your proposed grant-giving methodology and within your organisation. 	500 words
7	What type of relationship would you like to have with Wellcome during this project? How do you plan to work with Wellcome? For example, regularity of communications or meetings.	150 words
8	Outline the main challenge(s) and operational risks you foresee with this work and your plan for overcoming or mitigating these. This includes challenges related to the project objectives as well as risks affecting your (or your team's) capacity to meet timelines and complete deliverables.	300 words
9	Provide a proposed delivery plan outlining the project deliverables and timelines.	N/A



#	Question	Max words
		1 table or Gantt chart
10	Please provide a detailed budget including a breakdown justifying the proposed costs to meet Wellcome's requirements.	N/A 1 table

Evaluation Criteria

Criteria	Detail	%
Methodology and Approach	<p>Coverage and quality: How well does the proposed approach cover what was outlined in the RFP specification and align with our needs?</p> <p>Delivery approach: How well does the proposed approach prioritise how funding is delivered as much as funding delivery? How well are the design principles embedded into the proposal?</p> <p>Utility: Will the proposed methodology deliver the desired, credible and useful results?</p> <p>EDI: How well does the approach demonstrate a deep understanding of systemic inequalities and a proven track record of inclusive practices? Do they have EDI policies, and are these being put into practice in the proposal?</p>	35%
Organisation	<p>Skills, experience and contextual understanding: Does the supplier have the relevant skills, experience and contextual understanding to deliver this work?</p> <p>Legitimacy and trust: Does the supplier have a demonstrable history of working with Black and/or racially minoritised communities using inclusive approaches? Would they have enough legitimacy and trust with Black-led initiatives to deliver this project?</p>	30%
Delivery & Outputs	<p>Communication: Is there a good plan for communicating with the Wellcome team?</p> <p>Delivery plan: Is the proposed delivery plan appropriate and achievable?</p> <p>Feasibility: How feasible is the delivery plan? Are there significant risks associated with the proposed timelines, and how well are they mitigated?</p>	25%
Budget	<p>Value for Money: Is the proposed work within your budget and good value for money?</p>	10%
	Total:	100%



All our content should be WCAG 2.2. AAA compliant. Any documents being provided to Wellcome must pass accessibility requirements. If organisations are unable to produce accessible documents, budget must be set aside to employ a suitable agency to do this work.

Contract Feedback

This section allows Suppliers to provide specific feedback to the contractual agreement which will be used should their proposal be successful. This is the suppliers' opportunity to provide negotiation points on Wellcome's terms and conditions.

We will not consider negotiations that are raised in your response to this proposal i.e. after the contract has been awarded so as not to delay the contracting process. Please ensure you engage with a relevant legal contact if applicable. Contract feedback is to be incorporated into your proposal as an annex and in the following format:

Clause #	Issue	Proposed Solution/Comment

Suppliers submitting proposals as a registered company should review Wellcome's Standard terms and Conditions [document](#).

Individuals submitting proposals as a sole trader (not registered) should notify RFP@wellcome.org

Individuals submitting proposals through their own personal services company please highlight this to the Wellcome contact immediately (see point 7 below).

Data Protection

Wellcome is committed to upholding data protection principles and protecting your information. The [Wellcome privacy statement](#) explains how, and on what legal basis, we collect, store, and use personal information about you. This includes any information you provide in relation to this proposal.

Under UK Data Protection law, Wellcome must keep a record of all personal information it is processing (i.e., collecting, using, and sharing). This record will be made available to the Information Commissioner's Office upon request. This is Wellcome's record of data processing activities which meets UK [GDPR article 30](#) requirements.

Suppliers will be asked to complete the [TPSRA2](#) assessment before presentation stage for Wellcome to assess how you handle data.



Supplier Presentations

Following a submission of the proposal successful proposals will invited to a virtual meeting which will last 60 minutes in total and will be a PowerPoint presentation followed by questions and answers session.

6. About Wellcome

Wellcome improves health for everyone by funding research, leading policy and advocacy campaigns, and building global partnerships. Collaborative research that involves a diverse range of people from different fields of interest is key to progress in health science – and to achieving our aim of fostering a healthier, happier, world. We're taking on the biggest health challenges facing humanity – climate and health, infectious disease, and mental health – to find urgent solutions and accelerate preventions. Find out more about Wellcome and our work at: [wellcome.org](https://www.wellcome.org).

7. Prospective Suppliers Personnel - IR35 and Off Payroll Working Rules

Before the RFP response deadline, Prospective Suppliers must make the Wellcome Contact aware if they are intending to submit a proposal where the services will be provided by any individuals who are engaged by the Prospective Supplier via an intermediary i.e.

- Where the Prospective Supplier is an individual contracting through their own personal services company; or
- The Prospective Supplier is providing individuals engaged through intermediaries, for the purposes of the IR35 off-payroll working rules.

8. Equity Diversity and Inclusion

Embracing [diversity and inclusion](#) is fundamental to delivering our mission to improve health, and we are committed to cultivating a fair and healthy environment for the people who work here and those we work with. We want to cultivate an inclusive and diverse culture, and as we learn more about barriers that disadvantage certain groups from progressing in our workplace, we will remove them.

Wellcome takes diversity and inclusion seriously, and we want to partner with suppliers who share our commitment. We may ask you questions related to D&I as part of our RFP processes.

9. Accessibility

Wellcome is committed to ensuring that our RFP exercises are accessible to everyone. If you have a disability or a chronic health condition, we can offer adjustments to the response format e.g., submitting your response in an alternate format. For support during the RFP exercise, contact the Wellcome Contact.



If, within the proposed outputs of this RFP exercise, specific adjustments are required by you or your team which incur additional cost then outline them clearly within your commercial response. Wellcome is committed to evaluating all proposals fairly and will ensure any proposed adjustment costs sit outside the commercial evaluation.

All our content should be WCAG 2.2. AAA compliant. Any documents being provided to Wellcome must pass accessibility requirements. If you are unable to produce accessible documents, budget must be set aside to employ a suitable agency to do this work.

10. Independent Proposal

By submission of a proposal, prospective Suppliers warrant that the prices in the proposal have been arrived at independently, without consultation, communication, agreement or understanding for the purpose of restricting competition, as to any matter relating to such prices, with any other potential supplier or with any competitor.

11. Funding

For the avoidance of doubt, in this RFP exercise, funding for the design and delivery of the support programme and the relationship between Wellcome and the selected organisation will be funded as a **Contract**. The funding for the grants to Black-led initiatives and any other proposed activities will be funded as a **Grant**, subject to successful grant application to Wellcome.

12. Costs Incurred by Prospective Suppliers

It should be noted that this document relates to a Request for Proposal only and not a firm commitment from Wellcome to enter into a contractual agreement. In addition, Wellcome will not be held responsible for any costs associated with the production of a response to this Request for Proposal.

13. Environmental sustainability

Wellcome is playing its part tackling the climate crisis through its mission-driven Climate & Health strategic programme.

In addition, our [Sustainability programme](#) aims to address the environmental impacts and carbon emissions of our activities and operations.

Our suppliers have a key part to play delivering on our sustainability ambitions.

We expect all our suppliers to take active steps to:

- Address their environmental impacts, for instance as part of a certified Environmental Management System.
- Reduce the carbon emissions of their products and services, for instance by adopting Science-Based targets and plans to deliver them.



- Embed environmental considerations in the sourcing and delivery of goods and services to Wellcome, across all stages of their life cycle.

14. Wellcome Contact Details

The single point of contact within this RFP exercise for all communications is as indicated below;

Name:	Hardip Dhaliwal
Pronouns:	She/Her
Role:	Procurement Manager
Email:	RFP @wellcome.org