



RFP N100022

Heat and mental health cohort support



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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 are taking on the biggest health challenges facing humanity – climate and health, infectious disease, and mental health – to find urgent solutions and accelerate prevention. Find out more about Wellcome and our work at: wellcome.org.

If you are interested in working with Wellcome on this activity, please review the information below. This document outlines the activity for which Wellcome is seeking proposals, the timetable, the questions suppliers must complete, and how to engage with us further. To ensure your response is successful, please read the full document and answer all questions in the relevant sections. All responses must be submitted via the Oracle portal. Responses submitted outside the system will not be accepted.

All suppliers are required to register on Oracle if they have not already done so. **Please allow at least three working days before the final submission date to ensure you complete your registration and receive approval in time to meet the deadline.**

The first stage is open only for Expressions of Interest (EOI) and questions; all other sections are locked. After Wellcome addresses the questions and uploads responses, the next round opens. Only suppliers who are successful at the EOI stage will be invited to submit a full RFP response.

Wellcome Contact Details

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

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1 Synopsis

Wellcome is inviting proposals for a supplier to co-design and deliver a five-year cohort support programme for eight funded research projects exploring the impacts of heat on mental health. The selected supplier will act as a convener and facilitator, working with grantees and Wellcome to develop a tailored programme that supports collaboration, skills development, and research impact.

The programme will focus on fostering peer learning across a global, transdisciplinary cohort and amplifying the influence of research findings on policy and practice. Key activities include facilitating virtual and in-person convenings, conducting a cohort needs assessment, co-developing a structured support programme, and delivering ongoing training, networking, and impact-focused support. The supplier will also support the development of Theories of Change and produce a final synthesis report.

We are seeking suppliers with strong facilitation and co-design expertise, and experience working across international research communities.

1.1 Background and Objectives

We are looking for a supplier with expertise in facilitation to co-design and deliver a programme of support for a recently funded cohort of awards, funded through the Heat and Mental Health funding call.

The dedicated programme of support for the Heat and Mental Health cohort will respond to the needs of the grantees and provide tailored ongoing support over a five-year period. This programme of support is to be co-designed by the supplier, grantees and Wellcome.

The programme has two key aims:

- Peer learning and skills development
- Amplify the impact of research outputs

Background: Wellcome is a politically and financially independent global charitable foundation. We improve health for everyone by funding research, leading policy and advocacy campaigns, and building global partnerships. We support discovery research into life, health and wellbeing, alongside three worldwide health challenges: mental health, infectious disease and climate and health. Wellcome's Climate and Health programme seeks to significantly increase our understanding of the effects of climate change on human health. We want to understand the interventions and policies that can respond to the climate crisis in a way that protects and improves human health. Our policy and advocacy priorities seek to ensure health is central to the mainstream discussion of climate change in all forums and evidence is translated into urgent climate mitigation and adaptation actions. We seek to create a thriving climate and health field with transformative research in diverse communities and promote collaborative networks to help achieve this.

Wellcome's Mental Health programme seeks to enable a step change in early intervention in anxiety, depression and psychosis. We're funding research to better understand anxiety, depression and psychosis so we can find ways to intervene earlier. Embedding lived experience expertise is central to our mission. We also bring together groups of researchers from different disciplines to find solutions to complex questions. By breaking down silos we empower a more coherent and collaborative field where researchers have a common understanding of measures, approaches and concepts. We advocate for evidence-based approaches that improve global mental health. We do this by working with the private sector, Non-Governmental Organisations (NGOs), charities, governments and affected communities.

Eight transdisciplinary research teams have been funded to advance our understanding of the biological, psychological and/or social mechanisms through which heat affects anxiety, depression and psychosis in the most impacted groups globally. Bringing together transdisciplinary teams which must include mental health expertise, climate expertise and lived experience of anxiety, depression and psychosis. The awards investigate a wide range of mechanisms—including biological, psychological, social, and environmental pathways—through longitudinal studies, experimental research, and real-world interventions in diverse settings. The projects focus on populations most vulnerable to heat exposure, such as urban youth, farmers, pregnant women, and individuals with existing mental health conditions, and aim not only to generate new evidence but also to inform practical solutions, including climate-adapted mental health services and community-level interventions. Collectively, the awards are designed to build capacity in the emerging field of climate change and mental health while producing a coherent body of evidence that can inform policy, strengthen health systems, and improve resilience to climate-related mental health risks worldwide.

Each project has a duration of 4 - 5 years and were awarded in August 2025.

1.2 Specification

This section sets out the specification of services for this RFP exercise. Suppliers should use this section to fully understand Wellcome's requirements and 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 to limit ambition or innovation.

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.

We are looking to onboard a supplier to co-design and deliver a package of cohort support with us and the grantees of the Heat and Mental Health cohort across a period of five years. The content of the programme will be driven by the needs of the cohort; however, the main aims are:

Aim 1: peer learning and skills development.

This is a relatively new and highly transdisciplinary field of research, fostering transdisciplinary exchange and shared learning is critical. The supplier will help us:

- Support shared learning between research teams and geographies
- Stimulate networking and collaborations between research teams
- Strengthen the cohort's capacity by equipping them with resources to address emerging challenges during their research projects. Identify areas where additional training and skills development are needed (e.g. for early career researcher's (ECRs) or in developing Lived Experience engagement or policy engagement plans), and provide or broker the appropriate support

Aim 2: amplify the impact of research outputs

The supplier will undertake activities to support the cohort in amplifying the impact of their research working at both individual grant level and cohort level. This will ensure that outputs contribute to a coherent body of evidence that is greater than the sum of its parts. These activities will be informed by grant-level and programme-level Theories of Change, which the supplier will support grantees to develop. This work will also include connections with other relevant Wellcome-funded initiatives (e.g. Climate Impacts awards, Mental Health awards).

Expertise required

This commission will require suppliers to demonstrate the following:

- Facilitation expertise and experience
- Codesign expertise and experience
- Experience of working internationally, across multiple geographies and time zones and fostering global collaborations
- Community engagement expertise (including but not limited to capacity building, lived experience engagement, communities of practice, online engagement)

Deliverables

At this stage, we ask the suppliers to submit a description of their plans and approach to the codesign and delivery of the five-year cohort support programme. We expect the supplier to deliver this programme by leveraging the expertise of their organisation/network (or contracting in where additional need is identified). We expect this to include:

1. Needs Assessment of Cohort.

Carry out a thorough needs assessment of the cohort to understand the priorities, gaps, and opportunities across the cohort and to inform the design of a tailored five-year support programme.

Suppliers should propose an approach to conducting a light-touch but robust assessment, drawing on a mix of methods (e.g. interviews, surveys, workshops, and document review) to identify individual and cohort-level priorities and inform the co-design of the support programme.

2. Coordination and facilitation of first, light-touch in-person convening coinciding with the Global Heat Forum to be held in October.

Featuring:

- i. Presentations from each research team
- ii. Co-design session to shape the future cohort support programme

3. Co-design a full programme of cohort support with grantees within first 6 months

A detailed proposal of the final cohort support programme, presented to Wellcome and including a timeline, costings, and resourcing requirements. This will also serve as a formal review point to assess whether the selected supplier is best positioned to deliver the programme at scale.

4. Delivery of cohort support programme.

Programme to include:

- i. Activities to facilitate peer learning and skill development. For example, tailored support for ECRs, training sessions, (i.e. Lived Experience engagement, media engagement, or Shaping Policy with Evidence), workshops to share learnings and foster collaborations.
- ii. Activities to amplify the impact of research outputs. For example, supporting the realisation of grant

and programme level theories of change, facilitating engagement with other relevant grantee cohorts, supporting the cohort to coordinate activities around key global moments where heat and mental health are relevant; and aligning with the wider grantee support led by Climate and Health.

5. Review and Reporting

- i. Regular review of the support to ensure it continues to meet the needs of the cohort, adapting as necessary (within the defined budget)
- ii. A final synthesis report at the end of the projects, identifying common themes and lessons learned across the cohort.

Additional information for suppliers

- The programme will be co-designed with grantees and Wellcome. The Supplier retains overall responsibility for coordination, facilitation, delivery, quality and budget management.
- The initial needs assessment should be light-touch but robust and clearly inform the design of the five-year programme.
- The first in-person convening is expected to coincide with the Global Heat Forum (October). Proposals should state assumptions on participant numbers, the Supplier's role, and itemise any travel or accommodation costs.
- Within the first six months, the Supplier will co-develop a full five-year cohort support programme (activities, timelines, resourcing, indicative costs). This will act as a formal review point for Wellcome.
- Proposals should describe how delivery will be reviewed and adapted over time. Any material changes to scope or approach will require Wellcome's agreement and must be managed within the agreed budget.
- Suppliers should consider alignment with other relevant Wellcome-funded activity and describe how duplication will be avoided.
- No maximum budget has been set. Budgets should be clearly linked to activities, state assumptions explicitly, demonstrate value for money, and be quoted excluding VAT.

1.3 Timetable

#	Activity	Responsibility	Date
1	RFP issue to Suppliers	Wellcome	28-Apr-2026
2	Submission of Expression of Interest and Supplier Q&A	Supplier	15-May-2026
3	Return of Supplier Q&A to Suppliers	Wellcome	26-May-2026
4	Submission of RFP Response	Supplier	19-Jun-2026
5	RFP Evaluation Period	Wellcome	22-Jun-2026 to 03-Jul-2026
6	Supplier Presentations	Supplier	20-Jul-2026 to 24-Jul-2026
7	Notification of Contract Award	Wellcome	Early August 2026
8	Contract Negotiation	Wellcome & Supplier	Aug-2026
9	Contract Start Date	Wellcome & Supplier	31-Aug-2026

1.4 Guidance on Submission and Process

Submission:

- Suppliers submitting a full proposal should answer the following questions listed below
- All sections should be completed as fully as possible for Wellcome to review and score your responses once the submission period is closed. Please ensure you attach all information.
- Supplier's responses should be submitted via the Oracle portal. Once you have submitted your response you will be notified that it has been received
- Suppliers are allowed to revise their submitted response until the close date.
- Throughout this process Wellcome will ensure you are notified and contacted when you have been successful and unsuccessful

Supplier Presentations:

- Following a submission of the proposal successful proposals will be invited to an in-person or virtual

meeting the duration will be confirmed. This may comprise of a PowerPoint presentation, demo etc (depending on the activity) followed by question and answers session. We may also require a brief follow-up call after these presentations.

1.5 Contract Terms and Conditions

Wellcome will be looking to put a contract in place using Wellcome's Standard Terms and Conditions. Suppliers submitting proposals should review Wellcome's Standard terms and Conditions [document](#)

Individuals submitting proposals as a sole trader (not registered) should review this [document](#).

2 Responses Required

* Response is required

2.1 Section 1. Expression of Interest and Supplier Q&A

*1. A non-binding cost estimate as a single figure in GBP

*2.

Suppliers are asked to submit a short expression of interest via the Oracle platform as per the RFP timetable, containing the following:

A brief concept note (no more than 500 words) in Oracle or contained in a single PDF of no more than 2 pages:

- Outline your proposed approach to this work
- Outline why you think you are best placed to meet the needs of the RFP, focusing specifically on your experience and skills across codesign and facilitation

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 Suppliers who have been invited to submit a proposal. 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.

We will review expressions of interest to ensure that proposals fit within the scope of the RFP. Where we are satisfied of this, we will invite organisations to submit a full proposal to the RFP in accordance with the RFP timetable. Please note that you will only be able to submit a full proposal to the RFP if you have been invited to do so.

Submitting an EOI is not a binding commitment to submit a full proposal should your organisational priorities change, you will not then be penalised for future opportunities

Attachments are optional.

*3. Any questions you have about the exercise and activity.

2.2 Section 2. Full Proposal Submission

1. Please provide your full Legal entity Name?

2. After you have reviewed each of the questions below for the required details ;

- Methodology (Max 3 pages)
- Experience including Mental Health Lived Experience (Max 3 pages)
- Delivery & outputs (Max 3 pages)
- Budget, (1 page)
- Equity, Diversity & Inclusion (1 page)
- Lived Experience Involvement (1 page)

Please upload a single document detailing your proposed response, ensuring you keep within the a Max of 12 pages for your full proposal submission

We have locked down your ability to answer directly in the sections below to ensure we avoid repetition of your responses, for Wellcome to receive a consolidated document.

2.3 Section 3. Methodology

1. Proposed approach/methods to deliver outputs as specified above
Provide a short proposal outlining how you would approach the work including the proposed methodology to meet the RFP requirements with details including:

- Your approach to co-design with the Climate & Health and Mental Health team at Wellcome and the Heat and Mental Health grantees
- Monitoring and evaluation approaches
- Please include a communication plan with the Wellcome Team.

Please answer Yes/No if you have included your answer to this question in Section 2 Full Proposal response

2.4 Section 4. Experience

1. Relevance of experience of supplier
Outline what makes you best placed to fulfil the requirements of this RFP. Please include the following in your response:

- An outline of the proposed project team with a brief description of their relevant experience (please do not include CVs)
- Your previous experience in delivering this type of activity
- How you will work with experts (both Wellcome appointed and others) to cover the gaps in your knowledge
- Provide one case study where you successfully provided services like those described in this RFP (one link to an output can be included).

Please answer Yes/No if you have included your answer into section 2 Full proposal submission

2.5 Section 5. Delivery and Outputs

1. Provide a proposed workplan outlining in detail for the first year, and at a high level for the following years:
An outline of what the anticipated deliverables, including interim deliverables, will be and in what format you'll present these findings

Timelines.

Tables or figures are welcome.

Please answer Yes/No if you have included your answer into section 2 Full proposal submission

2.6 Section 6. Budget

1. Provide a detailed budget including all costs and expenses, specifying all day rates of individuals involved.
 - Time contribution and roles of the various team members (if supplier is a team)
 - Costs (including a comprehensive breakdown of expenses, including how many FTEs and number of days that will be required)

Please answer Yes/No if you have included your answer into section 2 Full proposal submission

2.7 Section 7. Equity Diversity and Inclusion

1. Outline your EDI policies and how you will ensure equity, diversity and inclusion considerations are embedded throughout the planning, development and delivery of the project?

Please answer Yes/No if you have included your answer into section 2 Full proposal submission

2.8 Section 8. Lived Experience Involvement

1. Outline how you will engage and collaborate with people with lived experience of anxiety, depression, and psychosis to inform the design and development of your project and how you will include people with lived experience expertise in the design, delivery and leadership of the project.

Please answer Yes/No if you have included your answer into section 2 Full proposal submission

3 Evaluation Criteria

During the RFP evaluation period the evaluation panel will independently evaluate your proposal against the criteria outlined below. All scores will be collated, discussed and a decision will be agreed on who progresses to the next stage of the procurement exercise.

Criteria	Details	Weight %
Expression of Interest and Supplier Q&A		N/A
Full Proposal Submission	Supplier has uploaded/attached one consolidated document with all the questions from the relevant sections	1%
Methodology	<i>Coverage:</i> How well are the desired focus areas (as outlined in the specification) covered in the proposed methodology addressed? <i>Quality:</i> Is the proposed methodology aligned with our needs? <i>Utility:</i> Will the proposed methodology deliver the desired, credible, and useful results?	30%
Experience	<i>Skills and Experience:</i> Does the supplier have the relevant skills, experience, and contextual understanding to deliver this work?	20%
Delivery and Outputs	<i>Communication:</i> Is there a good plan for communicating with the Wellcome team? <i>Delivery plan:</i> Is the proposed delivery plan appropriate and achievable? <i>Feasibility:</i> How feasible is the delivery plan? Are there significant risks associated with the proposed timelines, and how well are they mitigated?	20%
Budget	Value for Money: Is the proposed work within your budget and good value for money?	10%
Equity Diversity and Inclusion	Do they have EDI policies and are these being put into practice in the proposal?	9%

Lived Experience Involvement	Is there a good Lived Experience plan of work? (e.g, LE in the leadership of this work, LE training included etc.)	10%
Accessibility	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.	N/A
Total:		100%

4 General Information

4.1 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.

Successful Suppliers will be asked to complete a TPRM and TPSRA assessment this is for Wellcome to assess how you handle data.

4.2 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.

4.3 Disability Confident

The Wellcome Trust is proud to be a Disability Confident Employer (DC Level 2) and we encourage all our partners and suppliers to do the same. More information about this can be found on the government website [Disability Confident employer scheme and guidance - GOV.UK \(www.gov.uk\)](#). Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

4.4 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.

4.5 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.

4.6 Funding

For the avoidance of doubt, the output of this RFP exercise will be funded as a **Contract** and not as a Grant.

4.7 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

4.8 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.