

Tender – Engagement/training for grant-making Board on anti-racism

May 2025

Summary

The [Joseph Rowntree Reform Trust \(JRRT\)](#) Board seeks expert support to build Directors' understanding of anti-racism, racial justice and power dynamics.

We seek experienced training support to prepare the Board and staff to be more critical, informed and actively anti-racist in our grant making.

This will support another strand of work as part of JRRT's new strategy, where we will actively engage people from racialised and minoritised ethnicities to support the design of a grant programme at the intersection of racial justice and democracy. This will be commissioned later in the year.

Experience/skills: High-level facilitation and strategic skills required, including both professional expertise and lived experience of racial injustice. Experience working with Boards, and a good understanding of grant-making trusts and civil society organisations led by people from minoritised-ethnicity backgrounds.

Remuneration: Day rate to be agreed

Timing: Minimum five days to include preparation, delivery of a session with the Board, and immediate write-up and recommendations.

The process will include preparatory work; for example, with individual Board or staff (mapping) depending on the approach recommended, which may extend the time commitment. Recognising this is the beginning of a journey, the initial session is likely to lead to follow-up and potentially contract extension.

Background

JRRT is a non-charitable grant-making Trust focused primarily on national campaigning for democratic reform.

In 2021, the JRRT Board published a response to [research on the colonial history](#) of the three Trusts established by Joseph Rowntree in 1904 endowed with shares from the Rowntree Company.

The [JRRT statement](#) committed the Board to improving the diversity of the Board, staff and network; to audit, publish and increase funding for grant making and programmes that tackle racial injustice and political inequality; and to undertake a review of our investment policy.

There was also recognition that the Trust would need to listen to the voices of racialised and minoritised ethnicities and that the Trust should be open to challenge, transparent and accountable for the progress that is made.

The Board intends to account for the progress made in June, alongside communicating the main elements of the Trust's new strategy.

While progress has been made, the Board recognises that this progress has been limited due to the lack of diversity in the Board and staff team and lack of understanding and expertise in how systemic injustice interacts with the democratic and political system.

To make progress, the Trust seeks to build trust and enter into meaningful dialogue about our strategic priorities with ourselves and our partners with humility and grace.

The Board has committed to:

- A substantial proportion of our grant making to be at the intersection of racial justice and democracy, where we can best add value to the work of other funders.
- A process (up to a year long) to design JRRT's racial justice work, to be delivered/led by an external consultant or organisation, which will involve direct dialogue, listening and design with minoritised-led organisations.

In order to equip ourselves for this journey, and because we do not want to presume to burden our racialised colleagues to bring their lived experience to bear on this important collective work, the Board is committed to undertaking anti-racism training this year.

There are currently 12 Board directors and six staff – [see here](#). It is possible the [Board of our connected charity, JRSST-CT](#) (members overlap) may wish to participate.

The Board recognises that ‘training’ is a starting point for the journey ahead and that it is both an individual and collective commitment. Training needs to provide a safe environment for individuals and should be a learning and cultural exchange process.

Follow-up activity is anticipated.

Specification

Tasks:

- Design and delivery of an initial training session in 2025. Possible introduction to Directors at London June Board meeting.
- The three Board members involved in commissioning will be available (Zoom meeting) to provide context and background as required by the facilitator.
- We can set-up calls for mapping as required.
- Write a short report, advising on follow up and supporting the Board’s accountability around its commitment to racial justice.

Experience and skills:

- High-level facilitation and strategic skills
- Professional expertise and lived experience of racial injustice
- Experience working with senior leadership and ideally Boards
- A good understanding of grant-making trusts and civil society organisations led by people from minoritised-ethnicity backgrounds.

Practical:

- Willingness to travel to York or London to deliver training in person.

Contract and pricing:

- The contract will be issued on a day rate basis, (including VAT), setting a minimum and maximum number of days between May 2025 and December 2025. The contract will require availability for the training session once a date is agreed, and for planning meetings by Zoom, in preparation.
- Basic expenses, including travel to York or London and overnight stays as required, will be remunerated.

Process

Activity	Date / time
Clarification of questions – contact fiona.weir@jrtr.org.uk Please indicate if you would like to have a call to discuss any details in more depth.	Monday 12 May to Friday 23 May
Deadline for submissions. Please provide the following by email to Recruitment@jrtr.org.uk : <ul style="list-style-type: none">• Short CV detailing relevant experience, max two sides A4• Short one-side A4 cover note on proposed approach to the brief, which should also include:<ol style="list-style-type: none">a. Confirmation of availability for key dates.b. Proposed daily rate payment.c. Note on any potential conflicts of interest.d. Contact details (email) for two referees/previous clients. (These will not be taken up until after decision to contract).	Friday 6 June 9am
Interviews	Wednesday 18 June (PM)
Contract issued	Within a week of interview

Recruitment@jrirt.org.uk

