

Independent Human Rights Fund for Scotland

Supporting people and communities to power social change and secure justice



Tender Opportunity

Learning Brief

Corra Foundation (on behalf of the Independent Human Rights Fund for Scotland) is looking for a learning partner to implement and support an action learning approach.

The assignment is to work with grant holders from the Independent Human Rights Fund for Scotland and fund staff in order to collectively understand how the fund, and funder practices more broadly, can best support third sector / civil society human rights work in Scotland, particularly work which aims to challenge duty-bearers and hold power to account where an independent source of funding is most needed.

Introduction

The Independent Human Rights Fund for Scotland supports action to realise and defend rights, and tackle rights issues affecting people's daily lives. The fund aims to:

- Enable organisations working in Scotland to close the gap between policy and practice, and the lived experience of people whose rights are most at risk.
- Help unlock the power of people, communities and organisations to name and claim their rights and hold duty bearers to account.
- Create conditions for a strong human rights sector in Scotland. The Fund values participatory practice, reflecting the PANEL principles of a human rights-based approach.

The fund is independent of government and is open to non-statutory organisations working in Scotland. It is supported by a group of funders that currently includes: AB Charitable Trust, Binks Trust, The Baring Foundation, Cattnach, Corra Foundation, The Robertson Trust and William Grant Foundation. It is hosted by Corra Foundation.

The need, development and current shape of the fund has been supported by the founding funders and guided by the expertise from human rights organisations and research carried out by Social Change Initiative. The fund made three lead-in grants (Environmental Rights Network, Making Rights Real and Starcatchers) in March 2024 and in June 2024 announced its first open call for applications. Decisions on applications to the open call were taken in October 2024 with seven grants being made:

- Amnesty International in partnership with Refuweege and Central and West Integration Network.
- Clan Childlaw in partnership with Together Scotland.
- Human Rights Consortium Scotland.
- JustRight Scotland in partnership with Grampian Regional Equality Council and Romano Lav.
- LGBT Youth Scotland in partnership with the Rock Trust.
- Scottish Women's Aid in partnership with Argyll and Bute Women's Aid.
- Shelter Scotland in partnership with Legal Services Agency.

Learning partner requirements

The funders involved in the collaboration are committed to creating a learning culture across the fund. The aim to generate valuable insights that can inform funder practices and further support human rights in Scotland.

We believe that taking an action learning approach will help us over time understand:

- Is the fund successful in supporting more and enhanced civil society challenge and advocacy for change to remove barriers to human rights in Scotland, including for those whose rights are most at risk?
- What do civil society organisations focused on human rights in Scotland need to advance their work?
- What funder practices are helpful to support civil society human rights work, including specific types of human rights activity (e.g. support for human rights defenders, strategic litigation, etc.)?
- How do we use this learning to adapt in realtime this fund's ways of working and approaches (including this fund) to better support civil society organisations' work on human rights in Scotland? We are also keen that the insights from this can be used to support and influence other funders.

It is important that appointed partner has understanding of the funder practices and acknowledges and aims to complement existing best funder practice that has been developed in recent years for example [Open and Trusting Grant-making - Flexible Funders - IVAR UK](#), [Funders Collaborative Hub](#)

The appointed learning partner would be expected to take an approach informed by the [PANEL principles](#) and will work alongside both grant holders and fund staff to reflect and revise relevant indicators of change, intended and unexpected positive change and lessons. A draft streamlined logic model, which includes learning areas, has been developed to help establish focus areas for consideration between the appointed learning partner, Fund staff and grantholders.

We are looking for an engaging partner who can help articulate, support and nurture the action learning approach. It is important grantholders feel this complements or adds value to their existing evaluation and learning methods.

Skills & Experience

Corra is looking to appoint an organisation/person skilled in evaluation methods and action learning. We are look for the appointed partner to have a creative communication style that will engage and stimulate people. We also require the partner to have excellent facilitation skills that supports active listening, can analysis and make sense of complex issues, and enable supportive group sessions for people to discuss and think critically about their own and each other's work.

It would also be essential for the learning partner to have a good understanding of human rights, and experience of working with diverse groups of people or people and communities who have experienced barriers to enjoying and accessing their human rights.

Core Activities and Outputs

We are looking for the appointed learning partner to help design and deliver the action learning approach which we anticipate will include:

- Delivery of an introductory/training session (circa two) to support the theory and action learning approach with fund staff and grantholders.
- Work with the fund staff to provide additional advice on reporting that will complement an action learning approach.
- Facilitation of action learning sessions¹ (circa one or two a year).
- Facilitation of wider reflection sessions (circa once a year).²
- Collation and co-production of emerging action learning themes to help continue to revisit the logic model and insights.
- Production of periodic insight briefings or similar short outputs to support sharing emerging learning as it develops (potentially linked to wider reflections sessions).
- Production of a final resource for funders (and other relevant stakeholders)³ on the collective learning from the Fund and impact delivered by grantholders.

¹ We have a desire that some sessions will be only for grant holders, and others will include both grantholders and fund staff.

² The reflection sessions will be wider and open to all partners including funders, fund staff, grantholders, advisors etc.

³ We have not defined the structure of the final resource although anticipate it would include a short write up on learning from the action learning process.

Corra will obtain rights to the learning outputs. The appointed organisation/person will ensure they have all relevant policies and insurances in place to support data and information management and sharing. Including but not limited to privacy, GDPR and safeguarding.

Timeframe

It is anticipated that the work will start in early 2025 and will run until spring 2028.

- Completed proposals with Corra 20th December 2024
- Interviews w/c 20th January 2025
- Decisions made w/c 27th January 2025
- Inception meeting and contract sign off w/c 10th February 2025

Interviews will take place at Corra's Edinburgh offices. The interview panel will consist of the fund staff; Programme Lead, Catriona Henderson, Programme Manager Chrissie Hirst and Corra's Head of Learning and Development, Elaine Wilson.

The detailed delivery plan and timeline will be finalised agreed with the appointed partner and fund staff during the inception period.

Budget

Total budget up to £60,000 (inclusive of VAT).

Proposal Requirements

Proposals should be **no more than 10 pages** and must include evidence of meeting the required criteria, offer further thoughts on ideas on how to shape the proposal brief. You will also need to include:

- Timeline for meeting the brief.
- Safeguarding and ethical statements.
- Details of the team of people who will work on this project including relevant skills and experience.
- Provide contact for project manager.
- Breakdown of proposed activity and budget.
- At least two examples of previous relevant work.

All proposals must be completed electronically to learning@corra.scot by 20th December 2024.

Please feel free to contact us at the same email address if you have any questions in relation to this work.

About Corra Foundation

Corra Foundation exists to make a difference to the lives of people and communities. It works with others to encourage positive change, opportunity, fairness and growth of aspirations which improve quality of life. Corra wants to see a society in which people create positive change and enjoy fulfilling lives.

In 2020 Corra launched a ten-year strategy. It is long term because making a difference on the big challenges will take time. At its heart is the strong belief that when people find their voice, they unlock the power to make change happen.

www.corra.scot

hello@corra.scot

DATE OF PUBLICATION

21 November 2024

Corra Foundation, Riverside House, 502 Gorgie Road Edinburgh EH11 3AF

e: hello@corra.scot t: 0131 444 4020 www.corra.scot

(The) Corra Foundation is a charity registered in Scotland (No SC009481) and is also a company limited by guarantee (No SC096068)