



**Irish Traveller Movement**

**Yellow Flag Programme**

**An Evaluation of the Yellow Flag Programme - Call for Tender**

The Irish Traveller Movement is seeking an assessment of the effectiveness, impact, and delivery of the Yellow Flag Programme, a national school-based inclusion and anti-racism initiative. The evaluation will examine programme outcomes, implementation, costs, and financial resourcing from 2019–2025. It will also provide recommendations on future funding opportunities to support the programme’s sustainability and growth.

## **1.About the Yellow Flag Programme**

The Yellow Flag Programme was founded by the Irish Traveller Movement in 2008 as an innovative, intercultural solution to tackle racism at a social and institutional level, and equip schools with the tools to cultivate an inclusive learning environment, where diversity of ethnicities, cultures and religions is valued and celebrated.

It is the only practical 8-step framework of its kind in Ireland that takes a whole-school approach to inclusion, and it was developed in 2009 in response to Ireland’s increasing cultural diversity.

Despite Government efforts to promote migrant integration, and policy intended to ensure Traveller inclusion, those groups, who constitute citizens, residents, migrant workers, refugees and asylum seekers, experience discrimination and exclusion.

The role of schools as learning environments in which to defeat racism and promote inclusion at a critical early life stage, gives the Yellow Flag Programme a core operating framework, and importantly, equips children at those schools with the tools to take that learning into their home and community settings. It also recognises that an insecure connection within the school environment, and associated negative identity-based experiences, render Black Minority and Ethnic (BME) students, including Travellers and Roma, vulnerable to adverse psychosocial impacts, early school leaving, and reduced education and employment outcomes.

The Yellow Flag Programme provides a practical series of 8 steps that brings issues of interculturalism, equality and diversity into the whole-school programme and allows schools to apply them to the day-to-day running of the school. It works with students, staff, management, parents and wider community groups so that issues of diversity and equality are not merely seen as "school subjects" but can be understood and taken outside the school setting into everyone's personal lives. On completing 8 steps, and being assessed externally, the school is awarded its Yellow Flag in recognition of its work in promoting diversity and inclusion.

**This invitation to tender is influenced by the following context:**

1. Significant updates to the programme since the 2019 evaluation
2. A lack of core funding despite interest and engagement from schools and other stakeholders
3. The implementation of a new evidence based framework in 2021

## 2. Proposed Project –Objectives of the evaluation

The successful tenderer will be expected to deliver a comprehensive report covering:

### **Programme Content and Delivery Appraisal**

- Review the programme's 8-step framework, its design, and practical implementation across diverse school contexts.

### **Impact Assessment**

- Assess qualitative and quantitative impact on students, staff, families, and communities across four core outcome areas

### **Implementation Process and Resource Effectiveness**

- Examine the delivery mechanisms, tools, and supports provided to schools, and assess their effectiveness and adaptability.

### **Cost-Base Analysis**

- Analyse the programme's cost structure including delivery, staffing, training, and support resources, identifying areas of efficiency and potential improvement.
- Analysis should include how financial data will be accessed, validated, or benchmarked.

#### **Financial Resourcing Review (2019–2025)**

- Appraise funding levels and sources over the past six years and assess alignment with programme scale and impact.
- Analyse potential future funding pathways to ensure sustainability and scalability of the programme. This may include analysis of public, philanthropic, and private funding opportunities, and alignment with national policy priorities on education, inclusion, and anti-racism.

## 3. Methodology

Tenderers should propose an appropriate methodology combining both quantitative and qualitative approaches, and outline:

- Engagement with past and current Yellow Flag schools to capture student voice
- Data collection methods (e.g., surveys, interviews, focus groups) with sample representativeness across urban/rural, DEIS/non-DEIS, primary/post-primary
- Use of existing programme documentation and impact data
- Strategy for stakeholder participation, including Traveller and minority ethnic perspectives
- A desk review of relevant funding frameworks, national strategies, and potential alignment with policy priorities

## 4. Management of the Project

The successful contractor will work with the Yellow Flag Team, reporting to the Yellow Flag Programme Co-ordinator and will be advised by the Evaluation Team which will be made up of Yellow Flag Programme Steering Group members, a representative of the Department of Education and others. This group is made up of representatives of expert organisations, including all the main teacher unions and bodies, Educate Together, Tallaght Traveller Development Group, Irish Network Against Racism, City of Dublin ETB Youth and Education Service for Refugees and Migrants, and independent education consultants.

## 5. Deliverables

- Inception report including work plan and timelines
- Interim findings presentation
- Final evaluation report (including executive summary and actionable recommendations)
- A dedicated section on **funding sustainability**, including recommendations for future funding sources

## 6. Requirements & Criteria

Applicants should have experience in evaluating community based projects, with particular focus on education. Tenders should include the following:

1. Outline of previous work & CV of consultant, including contact details of at least two referees in relation to recent pieces of relevant work. These referees may be contacted as part of the tender assessment process
2. A proposed work plan, timeline and methodology to carry out the work
3. Proposed budget, VAT inclusive / detailed costs for this project
4. Tax compliance

## 7. Evaluation of Tenders

The contract will be awarded on the basis of the following criteria:

- Relevant skills, expertise and experience of the consultant
- Knowledge and understanding of challenges faced by minoritised youth
- Excellent analytical and writing skills, and experience of writing user friendly materials for youth programmes including anti-racism and interculturalism initiatives
- Proven ability to develop and produce similar projects
- The ability to complete the project within the agreed timeframe and budget

### **Weighting**

1. Quality of tender proposal 40%
2. Demonstrated ability to carry out tender successfully 30%
3. Value for money 30%

Please note that a clarification meeting and interview of the applicant may form part of the tender award process if deemed necessary

## 8. Conditions of Tender

The following conditions apply in respect of this tender:

Yellow Flag reserves the right not to award a contract, in the event that no proposal is deemed suitable

Yellow Flag will not be liable for any costs incurred in the preparation of the tender

Payment of all services covered by this invitation to tender will be on the basis of the agreed contract price, completion of agreed stages of the work plan and upon the submission of the appropriate invoices

## 9. Budget and Payment Schedule

**The payment schedule is as follows:**

30% - at the beginning of the project

30% - at the halfway point of the project

40% - on submission of the final report

Yellow Flag will own the completed evaluation

**Budget:** The budget for this project is €15,000

**Timeframe:** The final date for completion is Monday 3rd November

## 10. How to submit proposals

**Submission Deadline:** The deadline for receipt of submissions is 4th June. Proposals should be emailed to: [sian@itmtrav.ie](mailto:sian@itmtrav.ie) using the subject 'Yellow Flag Invitation to Tender'. Shortlisted candidates may be called for an interview.