

Equality and Intercultural Programme

Invitation to tender

Independent Evaluation of the Equality and Intercultural Programme

Issued by:

National Youth Council of Ireland, 3 Montague Street, Dublin 2, D02 V327

Deadline for proposal submission:

12.00 pm on the 22nd August 2025

CONTENTS

1.Introduction and background.....	2
1.1 About NYCI.....	2
1.2 About NYCI's Equality and Intercultural Programme	2
2. Details of tender	4
3. Timeframe	4
4. Ethical, consent & confidentiality procedures	5
5. Roles & responsibilities.....	5
6. Ownership of the information and final report.....	5
7. Budget and finances	5
8. Your tender submission and selection criteria	6
9. Queries.....	7

1. Introduction and background

The National Youth Council of Ireland (NYCI) is seeking an independent evaluator, on a consultancy basis from September 2025, to evaluate the impact of the Equality and Intercultural Programme since 2022 and to inform the strategic direction of the Programme for the next 3 years.

1.1 About NYCI

The National Youth Council of Ireland (NYCI) is a membership led umbrella organisation that represents and supports the interests of voluntary youth organisations working with over 380,000 young people in Ireland. We use our collective experience to act on issues that impact young people. We provide a comprehensive range of advice, information and training programmes nationally. Additionally, we undertake advocacy with policy makers, legislators and funders on behalf of our membership to secure an appropriate political, legal and operational environment for youth work in Ireland. NYCI delivers a range of training and support programmes for youth work organisations and the wider youth sector including:

- National Youth Health Programme
- National Youth Arts Programme
- **Interculturalism and Equality Programme**
- International Programme
- Youth 2030 Global Youth Work Programme
- UN Youth Delegate Programme
- Child Protection Programme
- STEAM in Youth Work Programme
- Youth Policy, Research, Media, and Communications

1.2 About NYCI's Equality and Intercultural Programme

The Equality and Intercultural Programme promotes and supports responsive, inclusive and diverse youth work practice focusing on the inclusion of young people who experience exclusion in all youth organisations. We have a particular focus on supporting inclusion of minority ethnic young people as there is no other national organisation, or minority ethnic

led organisation, that is currently occupying the role of building capacity across the youth sector to include young people from all minority ethnic groups.

We build capacity through training, resource development, coordination of key networks including Making Links and Holding Space, (communities of practice for minority ethnic youth and community leaders); network of youth workers working with young IPAs; and NYC's Equality and Inclusion Support Network representing 15 of our key member organisations. Our work is innovative and progressive – we have developed a response to identity-based hate through our Transforming Hate in Youth Work resources and training; we have adopted a racial justice approach in our thinking and training offer on how we move forward to eradicate racism. We have supported youth services in communities who are experiencing far right agitation to respond with inclusive practice principles and to understand the positive role of youth work in easing tensions. We have run an outreach project to work more intensely with youth work organisations. We are currently running a project on responding and reporting racism.

The Equality and Intercultural Programme is 17 years in existence. Since 2022 the Programme has received funding annually under Dormant Accounts from the Department of Children, Equality, Disability, Integration and Youth (now Department of Education & Youth). In addition, it receives a small amount of core funding from the YSGS. Our main core funding for this Programme has been from SSNO. Alongside one-off grants such as IPIF and IARF, our Dormant Accounts funding has allowed the Programme to do innovative work on top of its core inclusive practice offer. The increased finding since 2022 has allowed the Programme to expand to a three-person team (plus external consultant).

Links and resources

- Information on the Equality and Intercultural Programme on the NYC website: [Equality & Intercultural – National Youth Council of Ireland](#)

2. Details of tender

NYCI is seeking an Independent Evaluator on a consultancy basis from September 2025 until mid-December 2025 to evaluate the impact and success of the Equality and Intercultural Programme, with a view to developing a strategic direction for the Programme as we enter into the next cycle of funding. The Independent Evaluator will design, implement and report on the Programme outputs with support from the Programme team. More specifically, NYCI envisages that the Independent Evaluator will undertake the following tasks:

Overall aims:

1. To evaluate outcomes being achieved in line with the project and the funding objectives
2. To demonstrate the value and impact of the Equality and Intercultural Programme (2022 – to date)
3. To inform the future strategic direction of the programme (2026 – 2028)

Outputs:

- Identify and implement varied evaluation, data collection and analysis methodologies and tools for the programme evaluation and impact.
- Respond to any learning and evaluation issues that arise during the implementation of the learning and evaluation.
- Undertake data analysis and complete final learning and evaluation report and an accompanying executive summary with key findings, conclusions and strategic recommendations. The final report and the executive summary should be provided to NYCI to publishable standards.

3. Timeframe

NYCI is seeking an Independent Evaluator on a consultancy basis from September until mid-December 2025. We will agree the payment schedule with the successful candidate. It is hoped that the Independent Evaluator would start work on the project as soon as possible.

4. Ethical, consent & confidentiality procedures

Applicants should outline how they propose to comply with research ethics standards and child protection guidelines.

5. Roles & responsibilities

The successful applicant will be responsible for accessing evaluation participants, undertaking the evaluation research and producing the final report and executive summary, developed to publishable standards. NYCI will introduce the Independent Evaluator to stakeholders and provide support in accessing participants. NYCI will provide Programme funding applications and reports for the last 3 years alongside any other appropriate literature.

6. Ownership of the information and final report

Ownership of data supplied literature, as well as the final report will reside with NYCI.

7. Budget and finances

The maximum budget for the work of the Independent Evaluator is €7,500 inclusive of VAT. This sum should cover all costs including the Independent Evaluator's time, reasonable, receipted expenses related to the execution of the above tasks, institutional fees, administration costs etc.

Applicants should provide a detailed breakdown of costs in their tender proposals. The successful applicant will need to provide a tax clearance access code and tax number.

A payment schedule will be agreed with the successful applicant with instalments being paid on signing the contract, on receipt of the interim evaluation report and on receipt of the final evaluation report. Payments will be made within 30 days of receipt of an invoice. If at any stage during the project, the agreed level of quality of the evaluation research is not adhered to, payment may be withheld.

8. Your tender submission and selection criteria

Tender submissions should include:

- An outline of the methods/approach the applicant would take with this piece of work with a general timeline
- A statement outlining relevant knowledge and skills demonstrated with examples of roles played in comparable projects
- CV
- Costs for entire piece of work (including daily rates and anticipated expenses)
- Two referees (including telephone numbers and email addresses)
- Details of any other relevant information that the applicant considers appropriate
- Tax Clearance Access Code and Tax Number
- Disclosures of any conflict of interest
- Contact information

An assessment panel will examine all tenders received. The panel will have to be satisfied that the contracted consultant is suitably qualified and has the knowledge, experience and skills needed to successfully design, deliver and report on the learning and evaluation framework for the project, within the timeframe and budget outlined above. The Assessment Panel will determine eligibility for this service in accordance with the following criteria:

- A clear understanding of the brief and the context within which the Equality and Intercultural Programme operates.
- Skills and knowledge required to deliver the service successfully.
- Experience of successful delivery on comparable projects.
- Alignment between the outlined approach and the evaluation and learning needs of the Equality and Intercultural Programme.
- Capacity and resources to deliver the services required within the available budget and timeline for the project.
- Overall costs (NYCI does not commit itself to accepting the lowest of any tender. Once the tender has been accepted, any price increases during the term of contract will not be accepted).

All proposals must be emailed to anne@nyci.ie by 12.00 pm on Friday 22nd August.

NYCI reserves the right not to award the tender to any of the applications received.

9. Queries

For any queries, please contact Alison Fox, Director of Programmes at alison@nyci.ie