

**Countering Hate, Cultivating Hope
Independent Learning Evaluation Tender****1. Introduction****Who we are**

Together Liverpool supports faith communities to develop their social justice work through project development, networking, training, learning and support. We work with churches and faith groups to help them respond to local need, strengthen communities and make a bigger impact in the places they serve.

Together Liverpool is seeking an independent evaluator/consultant to support the evaluation of *Countering Hate, Cultivating Hope*, a three-year project funded by the Church of England Racial Justice Unit.

The evaluation will be proportionate to the available budget and focused on learning, evidence of change and the development of a transferable model for the wider Church of England.

2. Project Overview

Countering Hate, Cultivating Hope is a three-year project responding to divisive and exclusionary narratives, particularly in communities experiencing deprivation, distrust and marginalisation.

The project will be delivered across Liverpool and Chelmsford Dioceses, coordinated by Together Liverpool. The project has two main delivery strands:

- **Speaking Out:** equipping clergy, lay leaders and church communities across the dioceses to speak with greater confidence, theological clarity and practical skill in response to racism, division and exclusion.
- **Combating Vulnerability:** working through local churches and partners in 4 contexts (2 in each diocese) to strengthen relationships, reduce isolation, build trust and support resilience to racist, divisive and exclusionary narratives.

The evaluation will also explore a third area: **Church health, growth and transferable learning**. This will consider whether and how social cohesion and racial justice work contributes to church life, including diversity, participation, leadership, discipleship, missional confidence and growth.

3. Evaluation Purpose

Together Liverpool is seeking a proportionate independent learning evaluation. The evaluation should prioritise transferable learning for the wider Church, while also providing credible evidence for the Racial Justice Unit about progress, learning and impact.

The evaluator's role is to help frame, interpret and test the evidence. Together Liverpool and delivery partners will provide activity data, case study material, local context data and routine monitoring evidence.

The evaluation should help Together Liverpool understand:

- what is being learned about how churches can contribute to racial justice and social cohesion
- whether clergy, lay leaders and churches are becoming more confident, better equipped and more likely to speak out
- whether clergy, lay leaders and churches are being equipped to listen well, and create spaces for honest conversation
- whether local delivery is strengthening relationships, reducing isolation, building trust and increasing resilience
- whether this work contributes to church health, growth, participation, diversity, discipleship and missional confidence
- what learning should inform the final project toolkit/resource for other dioceses and church contexts

4. Evaluation Scope

The evaluation should be structured around three strands.

4.1 Speaking Out

The evaluator should assess whether the project helps clergy, lay leaders and churches to:

- grow in confidence to speak out against racist, divisive and exclusionary narratives
- develop stronger theological language and framing
- listen well and create spaces for honest conversation, as well as to speak out more often and more credibly in church, public and community settings

This should include a light-touch exploration of how theological reflection shapes confidence, public witness, discipleship and church life. The evaluator is not expected to assess the theological quality of resources.

4.2 Combating Vulnerability / social cohesion delivery

The evaluator should look collectively across local interventions and assess whether they appear to:

- strengthen relationships across difference
- reduce isolation
- build trust
- increase resilience to racist, divisive and exclusionary narratives

- develop local people's sense of agency and confidence to speak and act in church and public life

The focus should be on local communities. Stakeholder partnerships matter, but mainly as an enabling factor rather than the primary outcome. The evaluator is not expected to evaluate each grant or intervention individually.

4.3 Church health, growth and transferable learning

The evaluator should explore how best social cohesion and racial justice work contributes to church life and health, including:

- congregational diversity
- participation
- new leaders or volunteers
- discipleship
- missional confidence
- numerical growth, where evidence is available
- baptisms, confirmations or new worshipping engagement, where churches can provide this

This strand should also identify learning for the final project toolkit/resource, including core principles, transferable practices, conditions that support effective delivery, risks, limitations and areas that need local adaptation.

5. Evidence Approach

The evaluation should be practical and proportionate. Together Liverpool and delivery partners will collect routine monitoring data, activity information and case study material. The evaluator will help shape the evidence framework, test the evidence gathered and draw out independent learning.

The evaluator will be expected to use a mixed evidence approach, including:

- review of project documents, local context data and routine monitoring evidence
- direct engagement with churches, project staff, delivery partners and selected project group members
- focused qualitative review across all four direct delivery settings
- analysis of evidence relating to the three evaluation strands
- light-touch review of community participant evidence gathered through project monitoring, local staff reflection, digital tool data and church-based evidence

The evaluator is not expected to undertake significant direct primary research with community participants.

6. Key Deliverables

The successful evaluator/consultant will be expected to provide:

- Proportionate evaluation framework and methodology
- Contribution to the project Theory of Change
- Baseline approach and tools for the three evaluation strands
- Simple evaluation tools/questions suitable for use in reports
- Early advice on digital impact tool indicators and questions
- Selected attendance at project learning/governance meetings
- Short written evaluation section for inclusion in the Year 1 and 2 funder reports
- Focused qualitative review across the four direct delivery settings
- Final evaluation report by the end of Year 3
- Public-facing executive summary of the final evaluation report
- Strand-specific recommendations for the final toolkit/resource

The final report should be clear, practical and credible for the Racial Justice Unit, while also being useful to Together Liverpool, delivery partners and wider church stakeholders. It should be around 20-25 pages excluding appendices.

The public-facing executive summary should be suitable for sharing with trustees, funders, delivery partners, churches and wider stakeholders. It may name the four delivery settings where appropriate but should avoid sensitive detail about individuals or local tensions.

7. Budget and Timeline

The maximum available budget is £15,000 inclusive of VAT, expenses and all costs.

Applicants should provide a detailed budget breakdown, including day rates, estimated days by activity, expenses, VAT status and total cost.

The evaluator is expected to work with the project across the three-year period, with activity likely to be heavier at the start and end. Applicants should propose the most effective phasing of the work within the available budget.

The work should include early evaluation design, light-touch annual input into Year 1 and Year 2 funder reporting, and a full final evaluation by the end of Year 3.

8. Required Experience

Applicants must be able to demonstrate:

- experience of working with faith-based and/or church-based organisations
- experience in social cohesion, community relations, anti-racism, racial justice or related community-based work
- ability to understand how Christian identity, theological reflection, discipleship, public witness and local mission shape project delivery and impact

- experience developing practical evaluation frameworks, indicators and tools
- experience producing clear evaluation or learning reports for external stakeholders
- ability to work proportionately within a fixed budget

The evaluator does not need to be a theological specialist. However, they must be confident working with church-based organisations and able to explore how theological reflection, Christian identity and public witness contribute to confidence, action and church health.

9. Evaluation Criteria

Proposals will be assessed against the following criteria:

- Relevant faith/church-sector experience
- Relevant social cohesion, community relations, anti-racism or racial justice experience
- Quality, clarity and proportionality of the proposed methodology
- Understanding of the three evaluation strands
- Ability to develop practical tools and indicators
- Ability to produce clear, credible and useful reports
- Realistic use of the available budget
- Alignment with Together Liverpool's values and objectives

10. Submission Instructions

Submit your proposal to Merab Gill by 30th June 11:59pm.

Proposals will be evaluated and a decision made by 31st July. For any questions about this tender, please contact: Merab Gill – Merab.Gill@togetherliverpool.org.uk.