



Bridge to Work programme

Final year evaluation of a five year programme to support Disabled young Londoners into work and help maintain their employment.

Invitation to Tender

Deadline for submission: 10am Monday 19th July 2021

1. Bridge to Work funded by City Bridge Trust - About the programme

In March 2017, a £3.3 million programme designed to open up employment opportunities for Disabled young Londoners was agreed by City Bridge Trust. That programme, called Bridge to Work, is now entering its fifth and final year.

Six disability and employment related projects form the Bridge to Work programme and are delivered by:

[Whizz Kidz](#)

[National Autistic Society](#)

[Mencap](#)

[Muscular Dystrophy UK](#)

[Inclusion London](#)

[My AFK](#)

The aims of the programme are to:

- Support a significant number of Disabled people aged 16-30 into paid employment.
- Sustain Disabled people in paid employment, through advice, support and developing good practice.
- Strengthen the links between potential employers and Disabled young Londoners, including improving recruitment processes.

Beyond the initial outcomes delivered by the six projects (listed above), the aim is to use learning from them to better inform commissioners, policy makers, and other funders.

In addition to the work being delivered by the various projects, City Bridge Trust seeks to leverage its position and connections to enhance the impact of the Bridge to Work programme, particularly where employers are concerned.

2. About Disability Rights UK

Disability Rights UK is the leading charity of its kind in the UK. We are run by and for people with lived experience of disability or health conditions.

Our Vision is to create a society where Disabled people have equal power, rights, and equality of opportunity. We campaign for the rights of all Disabled people to be included in every aspect of life. We bring the lived experiences of Disabled people to everything we do. We challenge policy makers, institutions, and individuals to remove the barriers that exist for us.

Our key decisions are made through our members who elect the Board of Trustees: and by our Senior Management Team (SMT). We work with our members to influence national policy on independent living, benefits, education, employment, transport, human rights, and other issues - shaping policy through direct experience and expertise. We also work with our local individual and organisation members to empower and to influence local policy and services.

We have been commissioned by City Bridge Trust to manage the evaluation of the Bridge to Work programme. As such we are seeking an evaluation consultant to design and implement a framework to evaluate the impact of the five year Bridge to Work programme.

3. The evaluation brief

Disability Rights UK is looking to commission an experienced evaluation consultant to design and implement an evaluation framework that will evaluate the Bridge to Work programme, in its entirety, taking into account the impact journey so far, which includes the original theory of change and the pandemic impact report (May 2021). We would expect the consultant to be able to compare and contrast the period from Summer 2021 onwards, with the previous years, also looking at how

things have or haven't picked up, since lockdown formally ended. Some of the projects under the Bridge to Work umbrella may continue to run beyond the official programme end of September 2022, to take account of the period during the pandemic, where delivery was paused.

The consultant will need to draw on the existing data from across the four previous years and evaluate the extent to which participants, especially those from earlier years, have moved into sustained paid employment, whilst formulating ways to relate this to the pandemic, the impact of which varies according to job sector and personal circumstances. This approach should help to evaluate the overall effectiveness of the programme.

The evaluation process should take a co-produced approach, including opportunities for the participants of the programme (Disabled young people) to input into the development of the final evaluation framework and the resulting outputs. It should incorporate and include learning from previous years. Disability Rights UK staff will be involved in conducting some of the field work, whilst the consultant will direct the overall approach.

The purpose of the final evaluation is to:

- Assess the effectiveness of the individual projects.
- Assess the effectiveness of the overall programme.
- Identify the essential elements of the overall programme with regards to achieving the intended outcomes.
- Identify lessons learnt from the overall programme.
- Assess the potential for replication in other areas.
- Assess how the different models were used to support specific impairment groups and if there is any evidence of models working across impairment groups.

The key evaluation questions are:

- What are the strengths and weaknesses of each project and the overall programme?
- Has the programme been effective? Did it function as intended?
- How effective have the organisations been in working together?
- How well has the funding relationship worked?
- What are the key components of each project which supports Disabled young people?

- How far has each project enabled Disabled young people to access employment opportunities?
- Are the services provided across the overall programme meeting the needs of Disabled young people?
- How far has each project and the overall programme influenced attitudes to Disabled people in the workplace and amongst employers? This will necessitate employers 'looking back' as there is no baseline data to work from.
- What impacts has the Covid-19 pandemic had on the programme?

The evaluator will need to:

- To develop a programme-specific methodology.
- Review sources of data available from the programme and identify any gaps.
- Advise and support the projects, where needed, on identifying and collecting data.
- Review and analyse the evidence collected by the projects.
- Examine the process and impact of each project and the overall programme.
- Be aware of wider external political changes which are of relevance to the project and reference where government policy and practices have been a barrier (e.g., difficulties accessing Access to Work, KickStart scheme).
- Potentially undertake qualitative interviews with key internal and external stakeholders.
- Contribute to a final report which is suitable for publication by City Bridge Trust; produce a narrative based on the data analysis and evaluation and help Disability Rights UK to quality assure our conclusions.

Disability Rights UK will assist with bringing the six delivery partners together and communicate with them and City Bridge Trust on what they would like to see achieved. We will also carry out some of the field work needed for the evaluation. The consultant will conduct the analysis, e.g., of the data collected from partners, survey results, interviews, and will write up the findings and conclusions into an appropriate narrative for the final report. Disability Rights UK has responsibility for the final report including writing key sections of it. The consultant will be necessary to quality assure the work so that our recommendations are consistent with the evidence.

4. Data available

- Each project will supply all necessary data as agreed by the organisation, City Bridge Trust, and the evaluator.
- Employers taking part in the Bridge to Work programme will be asked to supply data specific to their interaction with the programme.
- Disability Rights UK and City Bridge Trust can supply data of relevance to the programme and individual projects.

5. Reporting Requirements

The final report of the Bridge to Work evaluation, covering the five years of the programme, is due in December 2022.

6. Tender Requirements

The tender should contain the following information:

- Background information on the consultant(s) and/or proposing organisation.
- Consideration of Equality, Diversity, and Inclusion throughout the delivery of this piece of work is essential and lived experience of disability is viewed as an asset.
- The names of the delivery team and their experience (please attach CVs).
- Full contact details.
- Examples of (similar) projects evaluated by the evaluation team/organisation.
- Name and contact details for two referees.
- Outline of the proposed methodology to be used.
- An evaluation timetable.

The evaluator should demonstrate that they have relevant knowledge of this field, have the capacity and experience to carry out the work in a fully accessible and inclusive way together with a proven track record in qualitative and quantitative research. They also need to have experience of carrying out effective project management and be capable of working to deadlines.

7. Timescale for the work

Proposed timescale for the evaluation is as follows:

Deadline for tenders:	10am Monday 19 th July 2021
Interview short-listed tenders:	Tuesday 3 rd August 2021
Tender offered:	Friday 6 th August 2021
Evaluation starts:	September 2021
Bridge to Work programme ends:	September 2022
Final Report completed:	December 2022

8. Cost

Contract value up to £12,000 (excluding VAT).

9. Closing date and further information

The closing date for tenders is 10am Monday 19th July. Please submit by email to:

anna.denham@disabilityrightsuk.org

Interviews of short-listed candidates will be on Tuesday 3rd August. Those shortlisted for interview will be notified by Tuesday 27th July. If you have not been contacted by this date, we regret that this means your bid has not been shortlisted.

If you require any further information or have any accessibility requests, please email Anna Denham at the above email address, or telephone 0203 687 0784.

