

Barrow Cadbury Trust Invitation to Tender: Freelance Network Meeting Facilitator for the Economic Justice Brum Movement

Closing Date for Submissions: Midday, November 24th 2025

Interview date: December 1st 2025, Birmingham

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1. Introduction

We all need safe affordable housing, nourishing food, access to good jobs, sustainable healthcare and reliable public services. The way our economy works at the moment is failing too many people. The gap between rich and poor is growing and it's getting more and more difficult for people to move out of poverty. Where you are born, your social class, your racial identity and your gender have a big impact on your chances of financial security and wellbeing. This is **economic injustice** – that financial wellbeing and life chances are affected by who people are and the context in which they live, not just their individual choices.

[Barrow Cadbury Trust](#) is an independent charity using all its resources for social justice. Its Economic Justice programme is focussed on Birmingham where it is using its financial, convening capacity, and reputation to facilitate the growth of a movement for a fairer economy: [Economic Justice Brum](#). We believe that economic justice will be achieved when:

- Everyone in Birmingham has sufficient material resources to have a fulfilling, sustainable life free from concerns about meeting basic needs.
- Structural barriers to achieving a sustainable life resulting from an individual's race, disability, gender, other protected characteristics and class are overcome.

- People at risk of or experiencing economic injustice are able to influence decisions about the local economy

Over the past two years we have brought together individuals, community groups, activists, researchers, and policymakers to co-create solutions that promote fairness, inclusion, and sustainability in the local economy. Our work is rooted in the principles of equity, justice, and the leadership of those most affected by economic injustice. Our convening is complemented by our grant-making, where we are using our resources to grow the personal power and influence of people living in precarious financial circumstances; to support organisations campaigning for change; and to fund examples of what a fairer, more democratic and inclusive local economy could be.

In Economic Justice Brum, we have built a network of over 150 individuals and organisations, created a website and established presences on LinkedIn and BlueSky. We have held regular network meetings and we see the network as being a place for **alliance-building, learning, collaborating and developing ideas for change**. We now aim to evolve the model of the network meetings as the movement itself changes, and are seeking an experienced facilitator to work with us on this.

Our vision for the network meetings

We know that a lot of individuals and organisations in Birmingham want to reduce the number of people living in poverty. They include individuals and charities campaigning for change; social enterprises providing opportunities for people underserved by traditional labour markets; people in the statutory sector that see they could do things differently and better; private businesses that want to use their knowledge and experience. We might have different perspectives or work on different issues, but we share a common view that change is possible and the need is urgent. We recognise that no single sector – the public sector, private business or civil society – can change things alone, but that we need to work together, harnessing the ideas, experience and energy of individuals and organisations to make Birmingham a city that works for everyone. The movement is open to anyone with an interest in making our economy work better for local people. They won't agree about everything, but what they'll bring is ideas about how the local economy could be changed and a willingness to work with others to make a difference. We have prepared a thumbnail sketch of the type of person we hope will continue to join the network:

- Long-term commitment to Birmingham and its people
- Desire to see a more economically just Birmingham, with ideas for how this could be achieved

- Ideas for how economic injustice can be tackled or systems changed to support people better
- Energy to engage in change-making activities (influencing, alliance-building etc)
- Open to ideas, listens to others and keen to learn and collaborate for change
- Willing to work with others beyond own personal interests or professional sphere to achieve greater economic justice
- Committed to anti-racist and anti-discriminatory practice
- Belief in the equity of different types of knowledge whether lived, learned or gained through practical experience

The vision for the movement as a whole is that it will build links between people and help catalyse system change, with time for informal exchange and more formal input. The network meetings are a key part of that. They cover:

- Learning:
 - Finding out more about how the economy works, why we have the patterns of inequality we see and how we can create change.
 - Learning from each other – about what EJB members are doing to reduce economic inequalities in the city, and about what’s been done in the past that was successful;
 - Learning from what people and organisations from other parts of the country (and perhaps other parts of the world) are doing;
 - Developing new skills– for example about campaigning, building movements for change, or how to get your message across on radio or television.
- Connecting
 - Building alliances, making connections and developing relationships
- Collaborating
 - Sharing information about what’s already happening and how we can grow and spread good ideas;
- Contributing
 - Identifying issues or actions that self-selecting members of the group can work on together. Those could range from aligning interests between two or three members to increase impact, to a group of individuals agreeing a common campaign, or preparing a ‘movement manifesto’ for transforming the economic system in Birmingham.
- Celebrating
 - Highlighting, amplifying and celebrating progress

It is very important to us that the movement provides a welcoming, supportive, positive, egalitarian environment in which individuals, including those currently experiencing economic injustice, feel free to participate. To this end we are seeking a consultant(s) who can work with a diverse, growing group to achieve positive outcomes. It is worth noting that the Trust will consider meeting all or part of the attendance costs for those who would otherwise be excluded from participation.

The task

Currently, network meetings happen every two months for up to half a day, face to face in Birmingham, with a committed core of regular attenders and variable numbers of drop-ins or people who attend for a few meetings. **We want to develop a more varied programme of events, meetings and groups, to allow greater input from a wider range of people, at an initial cadence of one 'activity' per month.** It is expected that the Head of EJ (B) and the consultant will meet regularly to plan and review the programme and that there will be a constructive two-way exchange with the consultant offering feedback and suggestions to help achieve programme aims:

- Further development of the inclusive, open and creative culture within the movement;
- Positive feedback from members with evidence of relationships built across traditional power and sector divides;
- Emergence of ideas and actions to collectively reduce economic injustice in Birmingham.

3. Scope of Work

The Facilitator will be expected to:

- Design and develop a schedule of events, meetings, trainings and workshops, with partners as required;
- Deliver a series of interesting, engaging and participative meetings and events that are well attended;
- Maintain and enhance the open, non hierarchical, welcoming nature of the current meetings

4. Duration and Budget

We expect this phase of Economic Justice Brum to last for two years, with a review at the midpoint. Ideally we want availability for an immediate start.

We anticipate that 2 days per month will be required, worked flexibly.

There will be a separate budget for event costs.

5. Key relationships

Your main contact will be our Head of Economic Justice (Birmingham) and you will work closely with them on design, development and delivery of the meetings. You will also work with the EJB Advisory Group, our communications consultant and movement members as required.

6. Consultant Requirements

We expect individuals/organisations submitting tenders to demonstrate that they share our values, in particular that they:

- Work in a way that is empowering of others;
- Are committed to anti-racist, anti-sexist and anti-ableist practice and have experience of delivering activities that reflect this;
- Demonstrate adaptability, flexibility and responsiveness;
- Are respectful of both lived and learned experience, recognising the contribution each has to creating change.

We are looking for an expert facilitator, able to:

- Create engaging, relevant, varied events;
- work with diverse groups to build on consensus;
- deal constructively with interpersonal tension; and,
- create a sense of common purpose.

We welcome approaches from individuals, organisations or partnerships. Our facilitator must be based in Birmingham and have a good understanding of its people and organisations. A detailed knowledge of the economy and economics is not needed, process skills are more important than content knowledge, but an understanding of how people can work together to build movements is essential. We expect applicants to be sympathetic to the aims of the movement and willing to learn alongside us

7. Submission Requirements

Interested consultants should submit:

- Your understanding of the role and what it will entail;
- Your experience of undertaking similar briefs, demonstrating your skills in creating inclusive, welcoming and purposeful events;
- The approach you would take to delivering this brief, including how you anticipate relating to the Trust, advisory group and programme participants.
- Evidence of your commitment to anti-racist, anti-ablest and anti-sexist ways of working as demonstrated by the approaches you have taken to previous commissions and your organisation's or your personal wider DEI practice.
- Any ethical or confidentiality issues you anticipate in delivering the brief.
- Short cvs and day rates/salary scales for each member of the project team.
- A note of the key risks you anticipate with the project and how you will mitigate these, including your approach to safeguarding
- A 12 month budget, broken down so we can clearly see allocations to different budget headings and including VAT if payable.

8. Submission Instructions

Please send your proposal to n.ramjhun@barrowcadbury.org.uk by midday, November 24th 2025. Interviews will be held in Birmingham on December 1st, 2025.