

Monitoring, Evaluation & Learning partner for EDIS (Equality, Diversity & Inclusion in Science and Health)

Clarification questions and answers (02/07/2026)

1. What is budget for the MEL work?

The overall budget range for this contract is £450,500 - £500,500.

Costs do not need to be spread evenly across the contract period. For example, project start-up in Year 1 may require more of the allocated budget than costs allocated for Year 2.

All costs over the contract period must fit within the above range. Recognising the length of the contract term and the potential for costs to change over time, bidders should outline how they will ensure the ongoing sustainability of their proposal. We would welcome evidence of forward planning and risk management arrangements that support consistent service delivery throughout the life of the contract.

As mentioned in the RfP, proposals must include VAT in pricing.

2. What is the current status of EDIS and direction of travel?

EDIS has been relatively dormant for the last few years, including limited engagement with current members during that time. Under the new hosting arrangements, with EDIS now hosted by the British Science Association, and with us working in close partnership with the Francis Crick Institute, one of our initial priorities will be to reinvigorate the coalition and rebuild strong, trusted relationships with members.

As a programme team, we will work closely with members to shape the future direction of EDIS, including opportunities for co-creation and meaningful consultation. We also aim to develop and deliver a compelling membership offer, which may include events and seminars on relevant topics, the sharing of resources and insights, and opportunities for peer support, networking and collaboration.

We are also keen to grow the EDIS membership over time, although this will require a considered approach to ensure any expansion is aligned with the coalition's purpose and delivers value to both existing and prospective members.

3. What type of MEL partner are you looking to work with?

As the RfP highlights, we are seeking a MEL partner to work with us throughout this seven-year programme and to help shape ongoing development of the initiative. This is not a standalone evaluation commission. We are seeking a long-term learning partner who will support learning and evaluation, including design, implementation, and continuous improvement, offering strategic insight, challenge and support as we build and evolve EDIS over the next 7 years.

4. Are there any baseline indicators to work with for MEL?

There is not currently a measurement framework in place for MEL, and this may be one of the initial tasks for an MEL partner. There may be historic documentation and evaluation reports, including work on a theory of change, that could support this work however these will likely be at least two or three years old.

5. Can you share more on the British Science Association's partnership with the Francis Crick Institute on EDIS?

As we begin work on EDIS, our work with members will focus on three key work strands, inherited from the previous EDIS strategy, which was co-created with members: 1) Embedding EDI; 2) Inclusive Research; and 3) Inclusive Leadership.

As well as overall hosting of EDIS, the British Science Association will be leading on the Embedding EDI work strand and will be working in partnership with the Francis Crick Institute on Inclusive Research. The Crick will be leading the Inclusive Leadership work strand. The British Science Association and the Crick will have a close working and strategic partnership throughout the duration of this work over the next seven years.

6. Can you share more on “dashboards for ongoing learning, to be co-created and agreed”?

We have intentionally not prescribed a fixed format for these, as we see them being developed collaboratively with the appointed MEL partner rather than specified in advance. The reference to "dashboards" should be read broadly. We are interested in accessible, practical ways of surfacing evidence and learning on an ongoing basis, not necessarily a particular software product or interactive data tool.

The underlying need is for outputs that:

- Make progress, insight and emerging learning across the three workstreams (Inclusive Research, Inclusive Leadership, Embedding EDI) visible and usable on a continuous basis, rather than only through periodic reports;
- Are tailored to different audiences, including programme staff, EDIS members, the Advisory Groups and funders, and remain clear and useful for non-technical audiences;
- Support real-time or regular reflection and decision-making, in keeping with our emphasis on learning and adaptation over retrospective reporting;
- Can evolve as the programme develops and as we map key milestones together.

These might take the form of a live data dashboard, but could equally be a lightweight reporting template, a shared tracker, a set of indicators against the theory of change, a visual summary, or a combination of these, whatever proves most proportionate and genuinely useful.

We would welcome proposals that set out the bidder's thinking on the types of tools they might expect to co-develop and how they would approach co-creation, but we do not expect a finalised specification at this stage. What matters most to us is that the approach is practical, proportionate, and designed with the end users in mind. Decisions on the specific tools, their format and cadence would be agreed jointly during the transition/baseline phase.

7. Is there an EDIS team currently in place?

We have just recruited a new Head of EDIS to lead this programme, Karen Blake:

<https://edisgroup.org/new-head-of-edis-appointed/>

Karen started in role on 30 June 2026, and will be involved in the shortlisting and selection of our MEL partner for the programme.