



NORTHERN
IRELAND
HUMAN
RIGHTS
COMMISSION

**Call for Expressions of Interest on
Training Resource Tender on
Article 2 of the Windsor Framework**

December 2025

Revised 6 January 2026

1. Introduction

The Northern Ireland Human Rights Commission wishes to invite expressions of interest to contract the design of a 1-day hybrid training aimed at government officials and civil society stakeholders.

The Northern Ireland Human Rights Commission (the Commission), pursuant to section 69(1) of the Northern Ireland Act 1998, reviews the adequacy and effectiveness of law and practice relating to the protection of human rights in Northern Ireland (NI). Following the UK's withdrawal from the EU, section 78A(1) of the Northern Ireland Act requires the Commission to monitor the implementation of Article 2(1) of the Windsor Framework, the UK Government's commitment to protect certain rights in NI after Brexit. The Commission exercises this mandate alongside the Equality Commission for Northern Ireland (ECNI), as part of the 'dedicated mechanism' framework.

The Commission is mandated under S69 (6) of the Northern Ireland Act to:

'promote understanding and awareness of the importance of human rights in Northern Ireland; and for this purpose it may undertake, commission or provide financial or other assistance for –

- (a) research, and
- (b) educational activities.

A similar obligation in relation to Windsor Framework Article 2 is found in section 78A:

(7) The Commission must promote understanding and awareness of the importance of Article 2(1); and for this purpose it may undertake, commission or provide financial or other assistance for—

- (a) research, and
- (b) educational activities.

2. Background

Article 2 of the Windsor Framework

The NIHRC and ECNI are mandated in accordance with Article 2(1) of the Windsor Framework to the UK-EU Withdrawal Agreement to oversee the UK Government's commitment on rights and equality in NI after EU withdrawal.

The Commissions' functions for this purpose, set out in Sections 78A-78E of the Northern Ireland Act 1998, are:

- monitoring the implementation of Article 2 (rights of individuals);
- reporting to the Secretary of State for NI and the NI Executive Office on the implementation of Article 2;
- advising the Secretary of State for NI and the NI Executive of legislative and other measures which ought to be taken to implement Article 2;
- advising the NI Assembly (or a committee of the Assembly) whether a Bill is compatible with Article 2;
- promoting understanding and awareness of the importance of Article 2, including undertaking, commissioning or providing financial or other assistance for research and educational activities;
- bringing any appropriate matters of relevance to Article 2 to the attention of the Specialised Committee on the Protocol;
- taking judicial review proceedings in respect of an alleged breach (or potential future breach) of Article 2;
- assisting persons in legal proceedings or proposed proceedings in respect of an alleged breach (or potential future breach) of Article 2; and
- intervening in legal proceedings in so far as they relate to an alleged breach (or potential future breach) of Article 2.

3. Scope of the Project

The Northern Ireland Human Rights Commission seeks to contract an education and training specialist to design a one day training for external stakeholders. All source materials will be provided by the Commission and a member of Commission staff will be assigned as a subject matter expert. Examples of source materials is included in Appendix 1.

The course will assist participants in considering and implementing Windsor Framework Article 2 throughout the policy development process. The course should give participants an understanding of Windsor Framework Article 2 (WFA2) including the benefits of integrating consideration of WFA2 into wider

analysis and application of human rights principles and obligations throughout the policy development process.

The successful contractor will be required to:

Produce a **1 day hybrid course** comprising:

- Digital and classroom components
- Trainer manual
- Slides, handouts, reference materials
- Evaluation tools

Materials should:

- Cover the scope and implications of Article 2 of the Windsor Framework.
- Provide practical guidance for integrating Article 2 commitments into policy development.
- Include supporting resources (slides, handouts, and reference materials).
- Include evaluation tools to measure participant understanding and course effectiveness.

4. Objectives

1. Promote understanding of Windsor Framework Article 2 and its application in policy development.
2. Equip government officials and stakeholders with practical tools to implement Article 2 commitments.
3. Explain the role of NIHRC and ECNI in monitoring and advising on Article 2 compliance.
4. Ensure training is engaging, accessible, and adaptable for future use.

5. Target Audience

The training should be aimed at Government officials and civil servants involved in policy and legislative development.

It is assumed participants will be building on existing knowledge of policy development within Northern Ireland or Whitehall government departments, including obligations on human rights and equality considerations beyond Windsor Framework Article 2, including Human Rights Impact Assessments and Equality Impact Assessments.

6. Course objectives

By the end of the course, participants should:

- Understand and apply key elements of the Windsor Framework Article 2 'no diminution of rights' commitment including its status in international and UK law, its scope and enforceability.
- Describe the dynamic alignment obligation in relation to six EU equality directives.
- Have an understanding of how to approach policy & legislative development to ensure effective consideration of WFA2 including the need to:
 - Consider the Rights, Safeguards and Equality of Opportunity chapter of the Belfast (Good Friday) Agreement
 - Identify relevant EU law, binding on the UK before Brexit
 - Ensure no diminution in rights or safeguards as measured against relevant standards and case-law
- Understand the consequences of breach of WFA2 including the limits on legislative competence e.g. that legislation may be disapplied by courts.

7. Application Instructions

Interested contractors are invited to:

1. Submit a letter of motivation (max three pages).
2. Include appendices (maximum one page) detailing relevant experience in designing and producing training or educational resources in one or more of the following areas:
 - Government or public policy
 - Public sector officials
 - Human rights law
 - EU law (particularly EU human rights law)
 - UK public law
 - The UK's withdrawal from the EU
 - The Windsor Framework
3. Provide:
 - Proposed approach to course design and delivery
 - Implementation plan and timeline
 - Evaluation methodology
 - Examples of best practice in training and education design
 - How value for money will be ensured

- How quality assurance will be guaranteed
- Two referees

8. Pricing Information

- Quote a fixed price (maximum of £30,000 inclusive of VAT) for design and production of training materials.
- Include a breakdown of days allocated to specific tasks and a daily rate.
- Proposals will be assessed for value for money.
- The material may be subject to revisions due to external legal and policy developments. Please also provide an hourly rate in the event that updates may be needed.

9. Human Rights Policy

Tenderers must confirm that their organisation has a human rights policy. Those tenderers who have been selected will be asked to provide a copy of their organisational human rights policy prior to award of contract.

10. GDPR Policy

To the extent that the project deals with personal data, tenderers must confirm that their organisation has a GDPR policy. Those tenderers who have been selected will be asked to provide a copy of their organisational GDPR policy prior to award of contract.

11. Specification

The successful contractor will be required to:

- Engage with NIHRC to clarify project parameters
- Submit first full draft by 1 March 2026
- Submit final version by 31 March 2026

12. Ownership and access

NIHRC retains all intellectual property rights and will decide on publication of training materials.

13. Award Criteria

The award of the contract will be based on:

- the applicants' competence to undertake the work, judged from the content of the letter of motivation and previous experience;
- how effectively the proposal will be delivered in practice; and value for money;
- Scoring will be based on 70% quality and 30% price.
- The Commission reserves the right not to accept the lowest quotation.

Quality (70%)

Only those submissions which achieve a score of 3 out of 5 or above will be considered. Any submissions which achieve 2 out of 5 or less will be deemed less than satisfactory and will be disqualified from the assessment process.

The assessment of quality will be based on:

- Relevance and detail of proposal
- Implementation plan and timeline
- Evaluation arrangements
- Previous experience

Scoring Indicators:

- Excellent: 5 – Fully detailed, highly relevant, comprehensive
- Good: 4 – Well detailed, good relevance
- Satisfactory: 3 – Adequate detail and relevance
- Limited: 2 – Partial detail, limited relevance
- Poor: 1 – Inadequate detail, poor relevance
- Nil Response: 0 – No response or unacceptable information

14. Submission Details

Email completed applications to Accounts@nihrc.org

Deadline: 12 noon, 12 January 2026.

Any questions about the project should be emailed to Claire.Martin@nihrc.org and Éilis.Haughey@nihrc.org who will arrange a prompt response.

Please note that the Commission will be closed between 24 December 2025 – 2 January 2026 and queries during this time will be responded to when the Commission reopens.

Outcome notification: Week of 19 January 2026.

Appendix 1.

Course content

Course content should draw upon the following materials and additional materials to be supplied by the Commission:

[NIHRC and ECNI Working Paper: The Scope of Article 2\(1\) of the Ireland/Northern Ireland Protocol | Northern Ireland Human Rights Commission](#)

[Video Series: How does Brexit affect my rights? | Northern Ireland Human Rights Commission](#)

[ECNI/NIHRC Submission to the Northern Ireland Affairs Committee inquiry into the operation of the Windsor Framework in Northern Ireland | Northern Ireland Human Rights Commission](#) – esp. pp.10-12.