



Terms of Reference – Programme Development Consultant - Youth Work

Introduction

This document sets out the terms of reference for a consultant to review and redevelop The Girls' Brigade programme resources and materials that are used in our weekly groups and badge work. It also sets out the process and timescales for submitting expressions of interest to undertake the work.

Background to The Girls' Brigade

The Girls' Brigade is a Christian uniformed youth organisation that's over 130 years old. We're as relevant to girls and young women now as we were all those years ago. We work with girls and young women to build their confidence and life skills and help them find ways in which they make active contributions to their communities.

We work with young people from 4-18 years of age and have a young leader programme between the ages of 16-26.

Click [HERE](#) for more information.

Background to the consultancy assignment

Our programme work is well regarded by other uniformed youth organisations and by key stakeholders like the Department for Culture Media and Sport. However, it is now several years old and needs to be updated in light of societal, environmental, economic and other changes in the post-COVID world. We want to ensure that it remains relevant to girls and young women of today, so we need to ensure that it focuses on the things that girls and young women experience and care about.

Approach to the assignment

While we are open to different ideas and approaches, we would like to see the following incorporated into expressions of interest for the work:

- Where possible the work will be undertaken in co-production with children and young people. We already have a reference group of young leaders between 16 and 25 that will support the work, and we can arrange access to younger children in line with our safeguarding and safer recruitment policies.





Girls' Brigade,
Cliff College, Calver,
Hope Valley, Derbyshire,
S32 3XG

Tel: 01246 582322
Web: www.girlsb.org

- The overall philosophy and approach to programme will be developed first, and then the various programme modules will be developed and launched in phases rather than in one “big bang”.
- The phasing and delivery dates for the materials will be based on priority and need.
- While we're a proudly Christian uniformed youth organisation, we know that around 80% of the girls and young women do not have a faith and/or don't go to church when they join us. Quietly and humbly, we sow the seeds of faith through our local groups around the country and many girls discover faith. Our programme work always has a scriptural basis, but everyone is welcome wherever they are on their faith journey, so our programme materials must take account of this variation.
- Ensure that the new programme materials and resources are – wherever possible – all age. We know from our many years of experience of delivering high quality youth work that tight age ranges for programme materials is unhelpfully restrictive. All age materials enable more person-centric approaches and engagement.
- Facilities vary between the different groups around the country. The programme materials should be available electronically and must also be printable without significant issues for the course leaders. The materials may be used in either online or face-to-face contexts.
- Use of third-party materials (for example BBC Bitesize), with appropriate credits and licenses, is an area that can be discussed.

Criteria for the selection of the consultant

Essential criteria:

- Understanding of and empathy with Christian values (but being a practicing Christian is not a requirement)
- Substantial practical experience of working with children and young people
- Substantial experience of designing learning and development programmes or teaching materials
- Experienced facilitator

Desirable criteria:

- Experience of uniformed youth organisations





Girls' Brigade,
Cliff College, Calver,
Hope Valley, Derbyshire,
S32 3XG

Tel: 01246 582322
Web: www.girlsb.org

Costs and timescales

We anticipate an initial piece of work will be undertaken to specify the overall programme approach and the programme modules required. Once that work has been completed, we can agree how many modules will be produced, the timescales for the development, and the costs.

We anticipate that the work will be completed over a 3-6 month period starting in March 2025. We expect that the initial scoping work will be completed within a month.

We do not envisage that the consultant will work full-time as The Girls' Brigade will need to take time to review the materials with the reference group of young people.

A maximum of £10k (including all expenses) is available for this work.

Expressions of interest

Send a CV and covering letter outlining your suitability for the role, together with a costed proposal for completing the initial piece of scoping work to gbco@gb-ministries.org by 21 February 2025.

During the week of 24 February 2025 we will arrange for you to sign a non-disclosure agreement and give you access to our existing programme materials so that you have a better idea of the scope of the assignment so that you can produce a costed proposal for completing the whole project.

Please contact judith.davey-cole@gb-ministries.org for more information.

