



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

Tel: 01246 582322
Web: www.girlsbrigadeministries.org

Request for Proposals for Safeguarding Consultancy

1. Introduction

This document sets out the terms of reference for a consulting assignment to produce a report on emerging trends and best practice in relation to online or digital safeguarding. The context for the review is:

- One of The Girls' Brigade's values is "safe and sound" and we're deeply committed to providing safe spaces where everyone feels welcome and can be themselves.
- The online world increasingly poses risks to children and young people. We want to ensure that The Girls' Brigade's staff and volunteers are equipped so that they understand the potential risks, warning signs, and how to take action on potential concerns.
- Given the strong preference for online activities to supplement the more traditional face-to-face activities in which children and young people participate, there is an increasing trend towards online youth work. We have recently launched online discussion groups for 14–18-year-olds on topics like "staying safe in the digital world". We want to ensure that our policies and our work continue to conform to best practice in this fast-changing area.
- We want to ensure that our programme materials – the topics that are explored and activities that are undertaken in our weekly groups – are informed by emerging trends and best practice in online or digital safeguarding.

In the appendix below, there is background information about The Girls' Brigade which may help inform the approach proposed by the consultant.

2. Scope of the consultancy assignment

The scope of the assignment is to produce a report summarising:

- emerging trends and
- best practice in relation to online or digital safeguarding.
- a set of specific recommendations on how The Girls' Brigade should develop in this crucial area.

Our focus is on England & Wales, but the consultant should feel free to draw on examples from other countries if that's helpful.





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In order to produce the report, we would expect the consultant to have undertaken literature reviews, contacted leading universities looking at this area as well as organisations like the Internet Watch Foundation, benchmarking, and have looked at case studies.

Essential criteria	Desirable criteria
In-depth up-to-date knowledge and understanding of safeguarding (vulnerable adults and children)	Experience of youth work (particularly online)
In-depth up-to-date knowledge and understanding of social media, AI, and technology more generally	
Understanding of the challenges and opportunities arising from online youth work	
Excellent communication skills	
Ability to synthesize information from different sources simply and succinctly	

3. Costs and terms

We expect a draft report to be completed for discussion with the GB team six weeks after the assignment has started, and the final report produced within eight weeks.

We have a maximum budget of £4000 for the report. The consultant can invoice for 50% on start of the assignment, and 50% on completion of the assignment.

Once the report has been completed, there is also an opportunity to bid for developing training courses on online safeguarding which will be procured separately.

4. Next Steps

Please send a proposal for the work together with the CV for the person whom you are proposing carries out the work to GBCO@gb-ministries.org by 18 April 2025. Please also provide names of two people who can provide references.

If you have any questions about the assignment, please contact Diane Barber on GBCO@gb-ministries.org to arrange a discussion.





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About The Girls' Brigade

Part of a global fellowship, The Girls' Brigade England & Wales is over 130 years old, and through an ongoing process of change and transformation is just as relevant now as it was all those years ago.

We are one of the few remaining Christian uniformed youth organisations, against the general trend towards multi-faith or secular organisations. We know that initially around 80% of the girls and young women who come to GB do not come from a family with faith or that goes to church. We sow the seeds of faith quietly and humbly, and our stats show that those seeds often flourish, growing disciples of all ages.

We work primarily with girls and young women between the ages of 4-18, but we gladly work with boys in areas where there's no other youth provision for them. We develop life skills and build their confidence - enabling and empowering them to "live life to the full".

We have thousands of incredibly loyal and committed volunteers. 376 volunteer leaders have more than 50 years of service, 528 have more than 40 years, and 932 have more than 20 years of service. The reason our volunteers have "staying power" is that we can clearly see the profound and lasting impact that we have on the lives of children and young people, and the positive contribution that they make to their communities and to society.

Our programme work (and the badges that the children and young people achieve) is all based on scripture. The module on wisdom for example is based on the biblical concept of wisdom and gives practical examples of wise and unwise decisions and behaviour. The depth with which girls engage with the material depends on their age and stage of development.

Over a third of our work is in geographic areas with a high index of multiple deprivation – less prosperous areas that have deep and interlocking challenges. We have a significant number of children and young people attending GB who are neurodiverse, have Special Educational Needs and Disabilities, and who are home schooled.

We have a number of trans girls and trans boys in our groups. We take a person-centred approach, everyone is welcome, and we find ways of accommodating everyone's needs in a way that everyone feels that GB is a safe space.



GB England & Wales, founder of the GB Ministries mission network.

The Girls' Brigade England & Wales is a registered charity. Registration Number: 206655 and a Company Limited by Guarantee Number: 206877