



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

Tel: 01246 582322
Web: www.girlsbrigadeministries.org

Request for Proposals for Consultancy on Online Youth Work

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 youthwork. The context for the review is the following.

Given the strong preference for online activities to supplement the more traditional face-to-face youth work shown through our own work and backed up by national surveys and other research, there is an increasing trend towards online youth work.

We wish to further develop our offer to children and young people by supplementing our traditional face-to-face work where Girls' Brigade groups meet on a weekly basis with online activities. These online sessions are particularly important in terms of "holding" young people safely as they transition to college, university, or first jobs which can be a tough time for some.

We have recently launched online discussion groups for 14–18-year-olds on topics like "staying safe in the digital world", "making sustainable choices" and "having a safe night out". These sessions have been co-produced by young people in this age group, have been co-led by young women aged between 22 and 26, and have been attended by young people from urban areas across England.

Our colleagues in Girls' Brigade Australia have been running online groups for 5 or 6 years given the vast distances and the logistical difficulties of getting children and young people together physically so we can build on the lessons learned when developing online youth work in rural areas in England.

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 youthwork





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- 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.

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 National Youth Agency, have considered the newly launched Digital Youth Work Standards, and have looked at case studies across various organisations.

Essential criteria	Desirable criteria
In depth experience of youth work generally and specifically online youth work	In-depth up-to-date knowledge and understanding of safeguarding (vulnerable adults and children)
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	

Please note that we are also currently requesting proposals for research into digital or online safeguarding, but that is being procured separately.

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 £5000 for the report. The consultant can invoice for 50% on start of the assignment, and 50% on completion of the assignment.





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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.

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.





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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.



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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