



Request for proposal for re-development of the Young Leader Training Module

1. Request for proposal

This document is a request for proposals for a consultancy assignment to refresh and redevelop The Girls' Brigade's Young Leader Development module. Bids are requested by close of business on **Friday 8 August 2025**.

2. Background

The Girls' Brigade is a Christian Uniformed Youth organisation providing youth activities for many thousands of girls up and down England & Wales run by trusted adult volunteers. Our mission is to build the confidence of girls and young women aged between 4 and 18, develop their skills, and sow the seeds of faith. Equality, diversity and inclusion is at the heart of all we do.

We've just celebrated our 130th year, and we're determined to ensure that we empower, equip, and enable girls and young women to build their skills and confidence in contributing to their local communities and to society. We're determined to develop female leaders of the future for generations to come. We've developed and transformed over these 130 years and continue to do so. This ensures that we remain relevant to girls and young women and work with them on the things that matter most to them.

From the age of 14 we have a Young Leader pathway that our young women can follow. You can remain a Young Leader until the age of 26. The pathway includes formal training, mentoring, and opportunities to try out your leadership skills in practice in a safe environment. We have evidence that pathway helps young women get jobs and succeed in their job roles. [Lucie Kemp](#) talks about how Girls' Brigade helped her in her first job out of university which involved turning around a failing pharmacy.

Here's a short film showing what [stakeholders](#) say about the way in which we develop young female leaders.

We want to refresh and redevelop our Young Leaders development programme to ensure that it remains relevant to girls and young women of today and tomorrow. We want to build on the considerable strengths of our current approach but are open to new ideas and approaches coming out of recent developments in the field of leadership (and particularly women's leadership).

As set out in the [Girls' Attitudes Survey 2024](#), the leadership development programme must take into account the context for girls and young women (and factors like the difference in confidence between girls and boys).

3. Our requirements

- We would expect the consultant to work with our reference group comprising around 6 young leaders and two adult volunteer leaders to sense check the approaches being utilised and make sure that the materials look fresh and are relevant.
- A group of 2 adult leaders and two staff members will review and approve the materials. We would expect an early draft of one or two sections of the material you're developing to be shared at an early opportunity to ensure that everyone's expectations on the deliverables are aligned.
- The development programme should include a formal training element which would be delivered in a small group setting either online or in-person, together with 1:1 mentoring and coaching, and activities/tasks designed to build leadership skills by trying things out in practice, initially within a Girls' Brigade group and then in an external setting (perhaps like a church or a school).
- We would expect the formal training element to be delivered in several blocks each of which is around a week apart. We will consult with the reference group to find the most popular pattern for training sessions bearing in mind that young people must fit this around their schoolwork.
- Trying things out within the Girls' Brigade group setting will primarily involve girls initially helping the children to work through programme resources and achieve badges, then co-facilitating, and then leading the activities where girls learn about particular topics and achieve badges. There are various levels to the practical element that need to be designed – foundation, intermediate and advanced. A selection of programme materials will be made available under non-disclosure agreement,
- The training component of the development programme will be delivered by The Girls' Brigade's National Training Team. Coaching and mentoring will be provided by a Young Adult Leader or a Volunteer Adult Leader.
- The materials will be accessed online so the deliverables you produce must be produced in a way that displays well on screen as well as being formatted such that they can easily be printed.

4. Costs and terms

We estimate that the work would take a consultant up to 10 working days to complete. Our maximum budget for the work is £2,500 including VAT.

£1,000 will be paid on receipt of an invoice on commencement of the work. The remaining £1,500 will be paid on receipt of an invoice on completion of the work.

We would need the work to be completed by mid-September at the latest.

5. Next steps

We will happily make the current materials available to you under non-disclosure agreement if that's helpful for you in constructing your proposal. We will also make examples of programme work that groups follow so that girls achieve badges as this provides helpful opportunities for Young Leaders to hone and practice their leadership skills, Contact GBCO@gb-ministries.org if you'd like to arrange this.

Proposals should set out clearly the following information:

- CV showing relevant experience in leadership and learning & development (ideally targeted at young people)
- A covering letter setting out why you are interested in doing this work for us.
- Costs, terms and timescales for undertaking the work
- List of references who can attest to the quality of your work

We look forward to hearing from you

Judith Davey Cole

Chief Executive

