

OPPORTUNITY: Consultants to Support Artsmark Development across the East Midlands

Introduction

It is good practice for all organisations to review how and where they are spending their money on a regular basis. Over the past three years The Mighty Creatives has reviewed a number of different areas including, IT support, audit services, HR support, website development and our CRM support and development. The next stage of this process is to review the consultants who support us with programme delivery across the organisation and specifically the Artsmark programme. This will initially focus on the Artsmark programme contracts.

The decision to do this is purely around ensuring that we are following good procurement practice as a charity. It is not a reflection of how we feel our current team of consultants are working and indeed we hope that they will apply to be considered as part of this process.

1. Context

About The Mighty Creatives

The Mighty Creatives was established in 2009 and is based in the heart of the cultural quarter in Leicester. It is a charity which has transformed the lives of many children and young people by supporting programmes in the arts and cultural sector. Our beneficiaries include children and young people aged 0–30 years from across the East Midlands.

The role of The Mighty Creatives is to provide and champion opportunities for our beneficiaries, particularly those who are the most disadvantaged and excluded. Our vision is of a world where all children and young people will harness the power of arts, creativity, and culture to transform themselves, their communities and their futures.

Over the last 11 years children and young people have played a pivotal role in the charity, helping to co-design and produce strategic initiatives and partnership activity that have transformed children's and young people's lives. Listening and acting upon the creative voices of children and young people is at the heart of our mission, particularly those of the most excluded and disadvantaged.

Our mission is driven by six strategic objectives:

- Improving access to arts, culture, and creativity.
- Raising aspirations of children and young people.
- Empowering children and young people to make positive social change.
- Advocating for the power of arts, culture, and creativity.
- Increasing investment in children and young people's arts, culture, and creativity.
- Sustaining the charity's organisational resilience to meet our vision.

To achieve our strategic objectives, we deliver the following programmes:

- **Cultural Education:** supporting arts and cultural education for all children and young people.
- **Creative Communities:** supporting social and artistic placemaking through the creativity of children and young people.
- **Creative Mentoring:** supporting children and young people in need to one to one mentoring support.
- **Creative Futures:** supporting pathways into the creative and cultural sectors for children and young people.

The Mighty Creatives is part of a national network of 10 Bridge Organisations, funded by Arts Council England (ACE) to use our experience and expertise to connect children and young people, schools and communities with arts and culture. From 2021 to 2023 Bridge Organisations will work towards Arts Council England's priorities in their new 10 year strategy [Let's Create](#): Creative People, Cultural Communities, and Cultural and Creative Country. The Mighty Creatives will play a key role in sustaining a consistent and high-quality arts and cultural offer for children and young people in the East Midlands, increasing the number of children accessing arts and culture, and supporting all young people to engage and progress equitably.

Objective 1 – Creative Communities

- Support Artsmark delivery and development across the region.
- Support schools, cultural organisations, and individual artists/practitioners to access information, advice, learning, tools, approaches, and activity, enabling equitable opportunity for all children and young people.

Objective 2 – Cultural Communities

- Support the ongoing development of a vibrant, cohesive, and responsive cultural education infrastructure in order to support equitable opportunities for children and young people.

Objective 3 – Cultural and Creative Country

- Build on organisational strengths to offer practical support, insight and leadership at a national level where appropriate.
- Work with other Bridge organisations to share knowledge and ensure a cohesive offer for all young people across the country.
- Keep informed on emerging trends and priorities in national policy, including latest ACE thinking.

A key part of this work will be supporting schools and other education settings understanding and awareness of tools such as **Artsmark** and **Arts Award** to support school development and increase opportunities for young people in their settings, particularly those most disadvantaged.

Artsmark

Artsmark is the only creative quality standard for schools and education settings, accredited by Arts Council England. Artsmark provides a clear and flexible framework for teachers and schools leaders to embed creativity across the whole curriculum and address school improvement priorities. Schools can engage in the programme at various starting points and

use the Artsmark framework and criteria and ACE Quality Principles to work towards different award levels: Silver, Gold or Platinum. Artsmark is open to primary, secondary and special schools, pupil referral units, youth offending teams and sixth form colleges. There are currently approximately 380 settings engaged with Artsmark in the East Midlands (approx. 17.5% all schools in region). Over the next 2 years we are particularly interested in increasing our engagement with schools based in areas of lowest engagement and the most disadvantaged areas of the region.

The Mighty Creatives supports all Artsmark schools in the East Midlands providing training, advice (including 121 support), resources, peer learning and networking opportunities, introductions to other settings, and signposting to cultural organisations and opportunities. We also support arts and cultural organisations to become Artsmark Partners, enabling them to work with Artsmark schools.

www.artsmark.org.uk

Arts Award

Arts Award is a programme open to all young people between the ages of 5 and 25. Arts Award inspires young people to grow their arts and leadership talents: it is creative, valuable and accessible. Arts Award can be achieved at five levels, four accredited qualifications and an introductory award. Young people can work towards their award within, outside and beyond traditional education settings such as museums, music education hubs, theatres, youth clubs, art galleries and more. www.artsaward.co.uk

2. Requirement

To support this work The Mighty Creatives is looking to appoint a number of Artsmark Consultants to work with schools and other education settings throughout the East Midlands to support school improvement and the quality of their cultural education through Artsmark.

You will work with schools and other education settings to support them to think about their current arts provision and how Artsmark might be able to support school development. You will be required to build proactive relationships and networks with schools and teachers and act as an advocate for Artsmark and Arts Award, as well as other opportunities delivered by The Mighty Creatives as appropriate.

You will support individual schools through 121 meetings with key staff as well as delivering Artsmark training and facilitating support sessions to schools (headteachers, senior leaders and teaching staff). This work should support schools to embed planning for the arts and creativity in school improvement plans, as well as supporting schools through their Artsmark process. Support and training will be delivered remotely as well as face to face.

You will also be required to build relationships and links with key partners from the arts and cultural sector to support their understanding and engagement with Artsmark and Art Award.

We are looking for a number of Artsmark consultants to work across the region: Derby, Derby/Shire, Nottingham/Shire, Leicester/Shire, Rutland, Northamptonshire and Lincolnshire.

Provider specification	
<i>Outcomes and outputs</i>	<i>Knowledge, skills and attributes</i>
<p>Relationship management</p> <p>To develop and manage effective relationships with schools and other learning settings (e.g. further education and youth justice settings).</p> <p>You will be required to proactively develop direct contacts with at least 25 schools across the Autumn and Spring terms to:-</p> <p>a) ascertain who in the school would be the direct contact for arts development in school.</p> <p>b) ascertain their interest in Artsmark/Arts Award as development opportunities.</p> <p>c) offer bespoke support in evaluating and planning for the development of their arts provision.</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Understanding of schools and the challenges in which they operate. • Knowledge of current educational context and operations of schools. • Experience of establishing and building confident and productive relationships with a range of stakeholders. • Knowledge and experience of working in/with the arts and cultural sector. <p>Desirable:</p> <ul style="list-style-type: none"> • Knowledge and experience of Artsmark and Arts Award in schools and other settings • Experience of working with a range of educational settings and with different phases.
<p>Support and Training</p> <p>You will be expected to deliver 12 121 support sessions to schools across the Autumn and Spring terms.</p> <p>You will be expected to deliver and facilitate training and support sessions with Artsmark schools.</p> <p>This training will be agreed in addition to your general Artsmark consultant support time.</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Experience of providing direct 121 support/coaching. • Experience of delivering training and facilitating workshops with teachers. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience of delivering work with children and young people.

<p>Personal organisation and Communication</p> <p>To liaise effectively between The Mighty Creatives and all stakeholder partners related to the work including the sharing of key information and progression on a quarterly basis.</p> <p>To signpost schools to appropriate further opportunities and tools they can access through The Mighty Creatives.</p> <p>To attend and participate in an initial training day with The Mighty Creatives at the start of the Autumn term.</p> <p>Record monitor and report against key outputs and outcomes. Reporting will be required on a quarterly basis.</p>	<p>Essential:</p> <ul style="list-style-type: none"> • High level of personal organisation and excellent time management. • Ability to express ideas and theory around arts and culture and cultural education using accessible language. • Good customer service skills. • Attention to detail and ability to work to specified milestones and deadlines. • Computer literate in Microsoft Office (Word, Excel and PowerPoint).
<p>Programme management</p> <p>To support schools in developing an action plan to develop their arts and cultural provision using tools and offers provided by The Mighty Creatives.</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Experience in project management and developing action plans.
<p>Advocacy</p> <p>To be an ambassador for The Mighty Creatives, Artsmark and Arts Award.</p> <p>To establish and develop good relationships with schools and other settings through networking.</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Understanding of and commitment to, the vision, values and objectives of The Mighty Creatives. • Ability to communicate effectively in a range of different settings and to act as an ambassador for The Mighty Creatives. • Understanding and knowledge of cultural education. <p>Desirable:</p> <ul style="list-style-type: none"> • Previous experience of supporting schools with Artsmark.

	<ul style="list-style-type: none"> • Previous experience of delivering Arts Award in learning settings.
<p>Young people’s participation and engagement</p> <p>To promote the value of young people’s participation and potential opportunity for leadership by enabling them to shape, direct and evaluate the impact of the work on their learning and lives.</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Ability to work with children and young people as equal partners, engaging them in processes that support their innovation and leadership. • Experience of and skills in facilitating work with young people. • Understand theory and model good practice in relation to young people’s participation.
<p>Other:</p> <ul style="list-style-type: none"> • To follow best practice in relation to Health and Safety. • To follow best practice in relation to the safeguarding of children and young people. • To ensure that all work delivered complies with The Mighty Creatives’ safeguarding policy and those of partners. 	<p>Essential:</p> <ul style="list-style-type: none"> • Have a good working knowledge of Health and Safety best practice including experience of producing risk assessments. • Understanding of safeguarding issues in relation to children and young people and vulnerable adults.

You will be required to attend 1.5 days training sessions with The Mighty Creatives in September. Dates TBC. Payment for this training will be in addition to the main contract fee.

The initial contract period for this service specification is 1st September 2021 -31st March 2022 (with opportunity for extension until 31st March 2023, subject to funding).

Applications are invited from individuals with strong experience and understanding of cultural education and how it can support school improvement.

3. Remuneration

The fee offered for contracted services is based on a unit cost of £275 per day. The fees include all costs and travel expenses. However, there will be additional travel budget available to support return trips in excess of 60 miles which can be claimed through prior agreement with The Mighty Creatives. Providers will be engaged on a freelance basis and will be responsible for their own Tax and National Insurance. Providers are expected to work from their own premises and to use their own equipment (phone, computer, stationery etc). Any payments are inclusive of VAT.

Providers will be paid in quarterly instalments and will be required to complete milestone reports detailing their progress each quarter.

The initial contract will be for 10 days (5 days per term) plus any further training days delivered as part of our wider Artsmark training and support programme (e.g. Development Days).

4. Responding to this opportunity

Please submit a copy of your CV and a short proposal (max three sides of A4 in 11 point text) outlining your experience against the provider specification listed above. We would like to hear about examples of relevant work you have done in the past and existing relationships you have in delivering similar services with schools.

This should be sent to recruitment@themightycreatives.com by 12 noon on Monday 24th May 2021.

Please include the following information:

a) Personal details

- Contact name & Organisation name (if applicable)
- Telephone number
- Email
- Postal address

b) References

Please provide the following contact details for two referees:

- Name, Company and Position
- Address
- Email
- Telephone/ Mobile

c) Delivery preferences

Please indicate in your application which of the following geographical locations you wish to be considered to work with as part of the commissioning pool.

Delivery location

1. Derby/Shire
2. Leicester/Shire
3. Lincolnshire
4. Northamptonshire
5. Nottingham/Shire
6. Rutland

Interviews

Shortlisted applicants will be invited to interview on 8th June 2021, with all applicants informed of the outcome of their application by **5pm on Friday 11th June 2021.**

Equal Opportunities Form

As part of our commitment to equal opportunities and diversity of our workforce, we would also request that you complete and return the **Equal Opportunities Form** provided with this tender.

Our commitment to diversity

The Mighty Creatives believe that the way we act and the things we do have an effect on the world around us. To make sure this effect is a positive one we believe in continuously reflecting on our day-to-day activities, beliefs, and values to challenge stereotypes and assumptions that may guide our decision-making and action-planning. This is why we use critical thinking and imagination in our planning, evaluation, reporting and performance management processes. This practice helps us to take more risks and challenge our own and the sector's perceptions. As part of this, we are committed to co-production, and to championing and listening to the voices of children and young people in the East Midlands.

END

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