



# Creative Mentoring Learning and Development Consultant October 2021

## 1. Introduction

### 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 newly born babies, 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 in order to transform themselves, their communities and their futures.

Over the last 12 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.

We work strategically and collaboratively to achieve these objectives. Our Theory of Change provides a summary of the changes that will occur as a result of achieving those objectives and provides the context for our partnerships with our funders and stakeholders.

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

- I. Cultural Education — supporting arts and cultural education for all children and young people.
- II. Creative Communities — supporting social and artistic placemaking through the creativity of children and young people.
- III. Creative Mentoring – supporting children and young people in and leaving care to access one to one mentoring support.

- IV. Creative Futures — supporting pathways into the creative and cultural sectors for children and young people.

## 2. The Context



### About Creative Mentoring

In the Autumn of 2020, The Mighty Creatives launched their regional Creative Mentoring service for children and young people in and leaving care.

This tried and tested Creative Mentoring model has been pioneered in partnership with Derbyshire Virtual School and The Amber Factory, a partnership who have been transforming the lives of children and young people aged 5-19 for over a decade through work with Creative Mentors.

The collaborative model is an approach to working with children and young people who are struggling to engage in education, at risk of exclusion or social isolation. When a child is disengaged, resistant to support and professionals are struggling to improve the situation, a Creative Mentor can be commissioned to work with the young person one to one.

A Creative Mentor works in the 'Third Space', a person-centred, informal, and reflective 'space' where creative practitioners build trusted relationships using creative practice to refocus efforts away from negative preconceptions of education, to identify what it is the child or young person needs to help them become 'unstuck'. Creative activity is introduced as a practical way to explore feelings about themselves and world around them, learn new skills, communicate, address social and emotional issues, and find a sense of purpose and agency.

Creative Mentoring activity takes place at home, school, and community settings in 2-hour sessions, once a week over varying lengths of time, averaging 3-9 months.

Alongside direct delivery of Creative Mentoring, The Mighty Creatives' also deliver regular recruitment windows for new Creative Mentors and provide a free support package that includes Continual Professional Development (CPD), one-to-one professional supervision, group reflective supervision and networking opportunities.

This support package has developed substantially since 2020, however we feel further development is required to create a comprehensive and sustainable package for our Creative Mentors now and in the future.

## 3. The Brief

Considering the above, The Mighty Creatives are looking to appoint an experienced Learning and Development Consultant to work with our Creative Mentoring team on a freelance basis. The work will involve helping us **to develop our existing professional development programme** to support emerging and established artists and practitioners to work with vulnerable children and

young people in a person-centred way. The programme will consist of live and pre-produced content and resources, and will be developed in partnership with TMC and delivered by core partners on the Creative Mentoring programme.

Key role responsibilities:

- Help shape and develop The Mighty Creatives' CPD programme into a more concise, meaningful and comprehensive support programme for the sector and Creative Mentors. This will include:
  - 3 units of CPD to support emerging artists.
  - 5 units of CPD to support established artists and Creative Mentors.
- To help develop two delivery methods of the work alongside facilitators/trainers:
  - Live digital workshops/webinars,
  - Pre-produced resources and tools hosted on TMC's Learning Management System, [Teachable](#).
- To co-facilitate a minimum of two focus group sessions with core partners alongside Emily York our Youth Programme Manager.
- Liaise and work in partnership with core partners and facilitators/trainers on the Creative Mentoring programme to structure and develop content.
- Work closely with the in-house Creative Mentoring team and communicate regularly on progress.
- Work towards the deadlines of the programme of all work to be developed and delivered by the end of **March 2022**.

The contract fee is a maximum of **£3,500, inclusive of VAT** and expenses. This work will all be delivered digitally, therefore we do not expect any travel expenses to be incurred.

Consultants will be engaged on a freelance basis and will be responsible for their own Tax and National Insurance. Consultants are expected to work from their own premises and use their own equipment (phone, computer, stationary etc).

#### 4. Responding to this opportunity

We are looking for succinct responses to this opportunity. To respond, please submit:

- A copy of your CV,
- A short proposal (max three sides of A4 in 12-point text) that includes:
  - A summary of your relevant knowledge and experience.
  - A proposal of how you will approach this work including: the approach you will take to support the development and a timeline with key milestones you aim to reach.

**Please note, we are not asking for proposals for content. The proposal**

should provide an indication of your methods to support the curation of our existing content, alongside the time required to do so.

- A budget outlining how the fee of £3,500 will be used in the completion of this work.

### Timescale



Please submit a copy of your CV and proposal to [recruitment@themightycreatives.com](mailto:recruitment@themightycreatives.com) by **9am on Monday 25<sup>th</sup> October 2021**. If you have any questions about the opportunity, please email [creativementoring@themightycreatives.com](mailto:creativementoring@themightycreatives.com).

Please ensure to 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) 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.

**END**