



Invitation to Tender: Reflective Supervision

August 2026

1:1 Professional

1. Introduction

As part of our core programme **Creative Mentoring**, The Mighty Creatives commission suitably qualified Creative Mentors for the provision of a Creative Mentor Support service to identified children and young people referred to the organisation.

The pool of Creative Mentors will have a range of skills based in the arts, creativity and cultural understanding, experience of leading creative learning and a positive, child-centred approach to working with young people on a one-to-one basis.

Creative Mentors work with children from age 5 to 25 to build a trusting relationship, introduce creative activities according to the child's interest and facilitate inspiring experiences to support personal, social and emotional development and educational achievement.

Our Creative Mentors are experienced practitioners from a range of backgrounds and different creative disciplines including (but not limited to) Visual Arts, Performing Arts, Digital Arts and Practical Arts and Creativity.

We provide a programme of support to our Creative Mentors which includes opportunities to access:

- On-going CPD training
- Creative Mentor Network social opportunities
- Group Supervision
- 1:1 Professional Reflective Supervision

This opportunity is open for organisations or individuals who are qualified Educational Psychologists to provide the 1:1 professional Reflective Supervision.

2. Background to the Charity

Established in 2009, The Mighty Creatives is a charity which has transformed the lives of children and young people (CYP) through arts, culture, and creativity. Based at the heart of the cultural quarter in Leicester, we have served children and young people's communities across the Midlands, reaching across the UK and Internationally through our partnership work.

Our Vision, Mission, Guiding Principles and Values

There is evidence that the arts, creativity, and cultural education have a fundamental role in supporting young people in countering the impact of social injustice. That need has become more demanding in recent years, and we now need to ensure that this is expressed at the heart of our vision:

Social Justice for young people through arts, culture and creativity

To achieve this vision, our mission has four strategic objectives (SO) and associated SMART outputs over the five years of this business plan as follows:

SO No.	Strategic Objectives
SO1	To transform the lives of our beneficiaries through one-to-one and group-based Creative Mentoring services .
SO2	To provide support, advice and opportunities to employers which assist our beneficiaries' employment prospects and enterprise opportunities through our Creative Futures Services .
SO3	To inspire our beneficiaries to express themselves through the power of creativity and to work with other stakeholders to support best practice, youth-led approaches which foster meaningful cultures that place youth voice at the heart through our Youth Voice services .
SO4	To sustain and grow investment in our work from across the UK and internationally.

Our Values are:

- **We know our stuff** - We are passionate and knowledgeable about the cause and the programmes we deliver
- **We Listen** - We are a learning organisation, informed by data and directed by evidence
- **We Collaborate** - We value the right of CYP and their communities to determine their own futures
- **We Act** - We are focused on action, are driven by need
- **We Make a difference** - We reflect on our work to enable, innovate and deliver change with style and ambition

We have:

- considerable expertise and experience in the fields of education, culture and youth engagement and empowerment
- a well-managed, robust and financially sound organisation
- excellent regional and national partnerships
- tried, tested and scalable programmes that contribute to positive, lasting transformation

Our vision is a world where all CYP will harness the power of arts, creativity, and culture in order to transform themselves, their communities and their futures.



3. Our Requirements

We are committed to continue to provide high-quality ONLINE professional reflective supervision on a 1:1 basis for any of our Creative Mentors who are actively working at any given time. To meet this commitment we are looking for one, or more providers, who can meet the following needs:

12 1:1 sessions per month – each session is 1 hour, with 15 minutes of Administration time. Total number of sessions: 144. Total Administration time: 36 hours

2 x 1 hour catch ups with TMC staff per contract year.

Reporting immediately after sessions of any safeguarding concerns or urgent safety concerns to one of the TMC Designated Safeguarding Officers (contact details will be provided).

Monthly reporting of numbers and who has attended and a summary of any key themes*

*we do not expect to hear specific details of discussions as these remain confidential, but to help us with supporting the overall programme, if there are key themes across the sessions that is helpful to know.

We are looking to contract for a 3-year period, subject to satisfactory performance over the first 6 months.

Costs

We have a nominally allocated budget for this work of £25,000 per annum.

Please note we are not VAT registered and anticipate that the above would be inclusive of any VAT charges.

Timeline

Invitation to tender announced:	17 th September 2026
Closing date for questions:	5.00pm on 30 th September
Closing date for submissions:	12noon on 7 th October
Invitations for interviews:	sent out by 12.30 on 14 th October
Interviews:	21 st October - Online
Decision by:	27 th October (subject to references)
Delivery to commence:	no later than 1 st January 2027

4. Invitation to Tender

You are invited to submit your tender response to meet this specification. Your proposal should include:

a) Background information on the organisation:

- Full legal name and address
- Management structure
- Any specialist knowledge available
- Key contact name and email address
- Data Protection policy
- Safeguarding policy
- Two references (preferably from the charitable sector and for similar work)

We will call the referenced organisation to discuss their experiences.

b) Delivery of services:

- Who would deliver the service on your behalf?
- Evidence of any Educational Psychology qualifications.
- What your approach is to delivering Professional Reflective Supervision?
- Do you have a pre-existing booking process that we could use?
- Examples of where you have delivered similar services.

c) Budget

- A breakdown of your hourly rates, and total cost to show whether you are able to deliver within the nominal budget we have allocated. Being over the nominal budget will not disqualify you immediately from consideration.

5. Other Information

Please consider the following:

Decision Making Criteria

The Mighty Creatives are not bound to accept the lowest-priced Tender.

The successful Tenderer will be notified in writing and will be required to enter into a formal agreement with The Mighty Creatives in the form of a contract. All unsuccessful tenders will be notified at contract award. The Contractor shall not give, bargain, sell, assign, sub-let (except as it is customary in the normal course of business), or otherwise dispose of the Contract or any part thereof or the benefit or advantage of the Contract or any part thereof without the consent in writing of the Chief Executive of The Mighty Creatives.

6. Submission Details

The deadline for submission of proposals is 12noon on **7th October 2026**

Shortlisted applicants will be required to attend online interviews to be held **21st October 2026**

The contract will commence no later than **1st January 2027**.

Tender submissions should be emailed to: caroline@themightycreatives.com

All enquiries regarding the commission and tendering process should be directed to Caroline Frankland, Business Manager, preferably by email above.

Commissioner:

The Mighty Creatives

Address: LCB Depot 31, Rutland Street, Leicester LE1 1RE

Lead Contact: Caroline Frankland, Business Manager

Email: caroline@themightycreatives.com

Tel: 07889 645112

Company No. 6652046

Charity No. 1129006

Website: www.themightycreatives.com

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