

Pilot Resource for 16-19s on ‘Cultivating Identity, Inclusion and Belonging’ - Further Details

The Project

The West Midlands Churches’ Further Education Council and Dare2Engage are tendering for a consultant who can develop a trial prototype of a new resource for the Spiritual, Moral, Social and Cultural development (SMSC) of young people aged 16-19 in tertiary education (FE and 6th Form Colleges). Birmingham Standing Advisory Council for Religious Education (SACRE) is also supportive of this project.

The resource will take as its focus the theme of ‘cultivating identity, inclusion and belonging’ - one of 24 ‘dispositions’ widely taught within the world religions which form the basis of the 2007 Birmingham Agreed Syllabus for Religious Education (see: www.faithmakesadifference.co.uk). At the core of this framework is the conviction that religions offer rich resources for the development of the character of individuals and, through them, of society.

In the 2007 Birmingham Agreed Syllabus, ‘cultivating identity, inclusion and belonging’ is explained in the following terms:

“This disposition recognises that human beings are never isolated selves but exist, and can thrive, only in relation to others, i.e. in community. This ranges from the intimate relation of two people to the relationships that constitute families, groups, civic communities, nations and world. Deliberate exclusion of another prevents the other (and, indeed, the self) from developing relationships through which they can thrive.

Religiously, a relationship to the transcendent prevents the creation of barriers since God is the God of all. Instead it promotes an 'ecological' vision of the interrelationship and interdependence of all people and all things”.

The present, prototype, resource should reflect something of this understanding, as particularly applies to young adulthood, the college environment, and preparation for life outside/beyond college. In line with statutory requirements for RE, the resource will offer a particular opportunity to explore and engage with the Christian inheritance on ‘identity, inclusion and belonging’ whilst being sufficiently open to allow students of all faiths and none to *engage with* it and *bring to* it their own beliefs, values and worldviews.

The intended resource will consist of a core interactive multimedia component of c. 10 minutes’ duration and a suite of accompanying activities/suggestions for use, so that the resource can be employed in different situations within college (for example, in tutorial time, in a classroom setting, as a lunchtime student activity, as part of a themed teaching day, in an exhibition setting etc.).

We are seeking a creative consultant who can develop the concept and content of this resource and deliver it in an electronic form that is ready for trialing with a group of students. As the focus of this tender is on the development of content, the consultant is not required to undertake final design work on the resource, although we would welcome suggestions about the final format and design. Should the prototype prove successful it is hoped that it might become the first in a series of six sessions drawing on other ‘dispositions’ from the Birmingham Agreed Syllabus. Should the prototype session be completed to the satisfaction of the stakeholders offering the tender, the consultant may be invited to tender separately for the remaining five sessions.

Background

Since 2009 the West Midlands Churches' FE Council and Dare2Engage (see 'background', page 6) have been working in partnership to raise awareness and understanding of SMSC development in further education colleges in the West Midlands region. Through a process of consultation with colleges, it has become clear that:

- College managers generally want to help to promote faith and belief within the college (alongside qualifications) but are sometimes unclear as to how to do this
- There is particular uncertainty around the 'spiritual' dimension of 'SMSC', with staff frequently feeling ill-equipped to make provision for this, and fearful of causing offence through lack of understanding
- There is a particular need for good quality resources which are specifically aimed at 16-19s (there is good material for schools/younger age groups, but this tends not to translate easily to older teenagers and/or a college setting).
- Colleges deliver SMSC through a variety of methods, which also vary from college to college (tutorial time, lunchtime activities, awareness days with various exhibitions and events etc.). Any resource which helps 16-19 providers deliver SMSC needs to be sufficiently flexible in format to be adaptable to different contexts and constraints of time and space
- Colleges are particularly concerned that faith and belief development connects with the wider life context of their students – including preparation for life and work in a multi-cultural, multi-faith society, and ensuring that students stay safe, especially from extremism – rather than being a 'narrowly academic' concern.

With these considerations in mind, Dare2Engage and WM Churches' FE Council have become interested in the potential of a character/virtue/value approach to SMSC development within FE and 6th Form, and saw a potentially strong existing framework in the 'dispositions' of the Birmingham Agreed Syllabus. One FE chaplain in the region has already, within their own context, developed a tutorial session inspired by reading the 'dispositions' online, which was well-received by tutors and students. There is thus some evidence that the approach can work. For their part, Birmingham SACRE developed the 2007 syllabus particularly with schools in mind but believe it also has applicability to the tertiary education context and are keen to explore how that might be translated into reality. As a result, WM Churches' FE Council and Dare2Engage are commissioning a prototype suite of resources around a key theme of interest to colleges.

Key Project Tasks

1. Consult with representatives of WM Churches' FE Council, Dare2Engage, Birmingham SACRE concerning the specification for the resource
2. Develop and write (according to the specification) a suite of resources including a central interactive multimedia component and a suite of accompanying activities to enable use in a variety of different college contexts and situations. The focus of the resource should be the disposition of 'creating identity, inclusion and belonging'.
3. Produce the resource to the level that it can be passed to a designer/immediately road-tested in draft form with groups of students (the consultant is not responsible for undertaking this road-testing, although may wish to use a small proportion of their time to consult with any college/student contacts on the shape of what they have produced, and make any necessary refinements).

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4. Offer suggestions concerning the final format/design of the eventual resource. For example, if you think the resource should include film or other visuals, please provide a detailed storyboard or links to existing clips which could be used (final design work will be the subject of a separate tender).
5. Deliver the completed prototype in electronic form by **30th September 2015**.

Details of Tender

West Midlands Churches' FE Council and Dare2Engage would like to invite expressions of interest in undertaking the project, to commence in as soon as possible.

This is a fixed term consultancy of 9 days. Should the consultant complete the 'pilot' session to the standard required by the stakeholders, the partner organisations may subsequently wish to open negotiation with the consultant concerning production of further resources in the series. The completed 'pilot' session should be delivered (in a form that would allow it to be immediately road-tested with groups of students) by 30th September.

The total budget for the project is £1800, to cover all fees, expenses and a project orientation meeting with representatives from stakeholder bodies.

The project is offered as a self-employed consultancy or may be carried out by an individual seconded to the project from another organisation but retained on their payroll.

Further Details

Post: The project is offered as a self-employed consultancy or as a secondment from another organisation.

As a self-employed/seconded consultancy, no paid holiday entitlement, sick pay, National Insurance or pension are provided.

Working Hours: The project officer is responsible for determining when the work is carried out. The work must be completed by 1st September 2015.

Location: No fixed location.

Payment: Payment is made in arrears by direct debit. The consultant may submit an invoice for hours worked to St Peter's Saltley Trust, after every three days worked. Payment will be made within two weeks of receipt of the invoice.

Management: The post-holder will report to a project steering group composed of representatives from the West Midlands Churches' Further Education Council, Dare2Engage and Birmingham SACRE. Line management will be given by the chair of the steering group.

Early Termination: The agreement may be terminated by either party by giving two weeks' notice in writing and hand over by the consultant of all resources provided by the Project and any evaluation material obtained in the course of the project. The agreement will terminate immediately in the event that:-

- the consultant fails to comply with any of his/her obligations under the agreement and failure (if capable of being remedied) remains unremediated within 21 days of its being brought to the consultant's attention by written notice from the steering group
- the steering group fails to comply with any of its obligations under the

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agreement and the failure (if capable of being remedied) remains unremediated within 21 days of its being brought to the steering group's attention by written notice being served by the consultant

The steering group will not be liable for any payment other than for actual hours worked by the consultant.

In Case of Dispute: The line manager would seek to resolve any dispute through meeting with the Consultant. In the case of a continued complaint the steering group would select three persons drawn from the commissioning organisations to meet as a complaints panel and to make recommendations.

Other Requirements: The consultant will be expected to have use of their own computer and internet connection.

Expected Profile of an Appropriate Consultant (and method of assessment)

Understanding:

1. A good theological thinker who can get to the heart of issues of identity, inclusion and belonging (application form & interview)
2. A good understanding of/sympathy for Christian faith and practice (application form & interview)
3. A good understanding of, and willingness to write for the multi-faith context of college life (application form & interview)
4. Awareness of the challenges and opportunities of college life (application form & interview)

Experience:

5. A track record as a creative resource writer (application form & interview)
6. Experience of teaching or training in further education or sixth form (application form & interview)
7. A track record of delivering projects to tight deadlines (application form & interview)
8. Comfortable with producing something *concise* (application form & interview) [NB: if you want to produce an extended essay on 'cultivating identity, inclusion and belonging' this project is not for you!]
9. Ability to work on own initiative (application form & interview)
10. Ability to use ICT effectively (application form & interview)

Qualifications:

11. Education to degree level or equivalent, preferably in a relevant subject (application form)
12. Qualification in teaching and learning (application form)

How to Apply

To submit a tender, please apply in writing to: West Midlands Churches' Further Education Council, c/o St Peter's Saltley Trust, Grays Court, 3 Nursery Road, Edgbaston, Birmingham B15 3JX or director@saltleytrust.org.uk, by 25 May 2015. In your tender you should provide examples of successful recent project work and a letter explaining how you could provide the expertise for the project. Your

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attention is particularly drawn to the person specification above; please ensure that the application demonstrates evidence of the skills and experience detailed here. Applications by email are acceptable.

Within this application, bidders should specifically indicate:

- Their status - sole trader, partnership or limited company
- Their professional background and experience
- Examples of some successful projects completed
- Level of Professional Indemnity and Public Liability insurance
- Any associate they wish to propose to share in the project and on what terms
- Contact details of two referees, one of whom (in the case of an individual applicant) must be the contract manager of a very recent project or, if appropriate, a current or most recent employer

If you are interviewed for the consultancy position, you will also be required to give a 10 minute presentation, using ICT, which demonstrates your understanding of the field, relevant examples of your own work, and your ability to use technology for learning. Further details of this presentation will be given if you are called to interview.

For informal enquiries concerning the project please contact Ian Jones, Hon. Secretary of WMCFEC on (0121) 427 6800 or email: director@saltleytrust.org.uk

Further Information

Dare2Engage is a network of teachers and practitioners in secondary and 16-19 education who share a common aim to develop new and innovative resources for RE and spirituality development from a Christian faith perspective as part of multi-faith provision for students in the UK. The project is sponsored by the Jerusalem Trust, which is part of the Sainsbury Family Trusts. You can read more about the group at www.dare2engage.org

The **West Midlands Churches' Further Education Council** exists to develop the Christian churches' understanding of, and involvement in, further education and lifelong learning as a sphere of ministry and service, and to develop partnerships between FE, the churches and other faith communities within the West Midlands region. Read more at: www.wmcfec.org.uk

Birmingham SACRE is a statutory body appointed by the Local Authority and includes committees representing: 1. Councillors, 2. Teachers, 3. the Church of England, 4. other Christian denominations and Faiths. It is well supported by the Authority, particularly in its endeavour to develop dispositions, values and the character of pupils and students in schools. There is a long tradition of taking an ecumenical and interfaith approach to Religious Education and Collective Worship in its schools.

Background

Historically, church involvement in education has prioritised schools and universities over further education, whilst many colleges have traditionally regarded themselves as secular institutions. However, various recent developments have begun to raise the profile of spiritual, moral, social and cultural (SMSC) development and FE chaplaincy within further education. (These factors include the inclusion of Religion and Belief in public sector equality duties, and the development in 2011 of a non-statutory framework for SMSC in 16-19 education, 2011). The 2007 research report *Making Space for Faith* found that 57% of learners questioned indicated that issues of values, beliefs and faiths were important in their own lives and 78% believed that colleges and workplaces should recognise such issues. However, in most colleges, spiritual and moral development still receives little dedicated staff time or resourcing.