

Invitation to tender for Leadership Development Support to VCSE sector Leaders of the Global Majority in Hull and East Yorkshire

1. Introduction

Born from the HEY100 Clore leadership programme in Hull in 2018, HEY Confident Futures is a place-based network and leadership development programme for staff, volunteers and trustees from voluntary, social and cultural organisations in Hull and East Yorkshire. Run by a team from Two Ridings Community Foundation and funded by the National Lottery Community Fund, each year HEY Confident Futures offers a vibrant programme of workshops, training, events, one-on-one support and networking opportunities. [Read more here.](#)

There are two core elements to HEY Confident Futures:

A Leadership Network - To grow and nurture a network of people working in the social and cultural sector in Hull and East Yorkshire

Leadership Development - A series of leadership development opportunities to suit all individuals at every stage of their leadership journey

Our shared values transcend our geography or sector and as a network we commit to being:

Celebratory

- We are remarkable and celebrate our individual and collective achievements.
- We are a diverse collective and celebrate difference.

Nurturing

- We inspire those new to leadership, building confidence and supporting development
- We are kind and welcoming to all, creating a safe space for us to learn and share with peer-support at the heart of the network
- Support is free to all and tailored including 1:2:1 and small groups

Connected

- We are stronger together, and work to create the conditions for relationships of trust and confidence in each other
- All members are equal and empowered to have a voice

Generous

- We are resourceful, available and open to others with our members at the heart of everything we do
- You get back what you put in and are encouraged to share your learning, expertise and experience with others

Collaborative

- We are ambitious; we have big social and cultural issues to tackle together
- The network is co-designed and iterative, led by HEYCF Collective, to be responsive to changing needs

For more information please contact Paula Bielby, Programme Manager pbielby@tworidingscf.org.uk

2. Scope of Work / Requirements

We are seeking facilitators who share our values, to support the HEY Confident Futures Programme 2026 – 2028 with a programme of leadership development support outlined below.

This programme is a continuation of support for the HEY Leadership Advocacy Network (HEYLAN), building on the relationships, trust, and momentum developed throughout 2025. The programme centres collective leadership development among Global Majority leaders in Hull and East Yorkshire, with a focus on power awareness, conflict transformation, and building sustainable, values-aligned ways of organising. We anticipate that support for Leaders of the Global Majority will commence in July 2026 and will run until July 2028.

Please outline in your response how you will work with the findings of the group's evaluation and identified priorities, particularly the need to:

- explore pathways to formalising the collective
- navigate conflict in healthy and accountable ways
- strengthen internal leadership, coordination, and sustainability
- build confidence and clarity in leading within and beyond systems

Please outline in your response how your support will be grounded in:

- trauma-informed and somatic facilitation
- anti-oppressive and power-aware practice
- collective care and relational leadership
- co-design and shared ownership

The intention is not only to support individual leaders, but to accompany HEYLAN in becoming a sustainable, values-aligned collective that can hold complexity, navigate conflict, and exercise influence within and beyond Hull and East Yorkshire.

3. Proposed programme outline

In-Person Leadership and Strategy Sessions

Approximately six full-day, in-person sessions per year, plus design, preparation and debriefing.

These sessions will provide structured space for leadership development, strategic thinking, and collective decision-making.

Focus areas may include:

- formalising the collective, including governance and decision-making models
- conflict transformation, including intent and impact, rupture and repair, and embodied approaches
- leading within non-hierarchical and collectivist structures
- strengthening sustainability, accountability, and internal ways of working

Mentoring and Capacity Building

Approximately 24 sessions of 1:1 mentoring support for an internal facilitator. The internal facilitator will deliver support around event management, governance, processes and administration to support the collective to take increasing ownership of its coordination and decision-making. It is expected the internal facilitator will design and deliver around six online sessions each year and you will be required to mentor our internal facilitator.

Mentoring support should include:

- facilitation skills and confidence
- navigating group dynamics
- preparation and reflection for organisational sessions
- leadership development and sustainability

We also expect a willingness to explore collaborative working with other support providers in the region.

Collective Events Support

Approximately four sessions per year to support two collective events per year to include:

- 1 online briefing session for each
- 1 online debrief session for each

Reflection, Evaluation and Co-Design

- At the end of Year one to include collective reflection and light-touch evaluation, a mini co-design process to shape Year two priorities and structure.
- At the end of Year two to include collective reflection and evaluation and a final report.

Monthly Check-ins with HEY Confident Futures team

Approximately 12 per year to support:

- reflection and adaptation
- alignment and accountability
- relationship building and shared learning

Holding space for the collective

Ongoing coordination to support participation, including:

- communication with the collective and partners
- session planning and follow-up
- liaison with HEYCF outside of formal check-ins
- logistics for delivery, mentoring, and events
- light-touch documentation and responsiveness

The list of activities included in the programme is not exhaustive, as support is co-designed alongside participants to ensure it is accessible and responds to emerging needs. **Please feel free to include other activities for our consideration in your response.**

We are committed to being an inclusive network. We prioritise offering programme content and formats that are accessible and relevant to people of all backgrounds, identities and learning styles, and particularly to those who might typically experience discrimination or face barriers to participation. Activities should be interactive, inclusive, practical and accompanied by high-quality resources for participants and to be shared with the wider network.

The HEYCF team will be responsible for the cost of providing a suitable venue and refreshments where appropriate.

Please provide a session plan, resource or other evidence of your work in your response.

Please ensure your costings for each activity include design, delivery, resources, contribution to external evaluation, and any other expenses for each activity. Please also confirm if you are VAT registered and whether your costs are inclusive or exclusive of VAT.

Please also **indicate whether you will require a member of the HEYCF team to support you** in the delivery of the programme.

For guidance, we anticipate a budget of approximately £40,000, to reflect the iterative design, cost of delivery, mentoring and holding space for participants included in the programme.

4. Procurement Process

Responses are invited between 28th April and 14th May 2026, any questions should be submitted via email before 7th May 2026. The deadline for responses is 14th May 2026.

All responses will be acknowledged and the successful bidder(s) will be informed by 27th May. If you have not heard from us by this date it means you have not been successful. If you would like feedback on your response please contact us after this date.

We anticipate contract(s) will commence on 1st July 2026.

Your response should remain valid for 6 months from submission.

You will be expected to adhere to Two Ridings Community Foundation policies, including but not limited to:

- Standard terms and conditions
- Data Protection Policy
- Safeguarding Policy
- Privacy Policy
- Health and Safety Policy

Copies are available on request from pbielby@tworidingscf.org.uk

5. Instructions to Bidders

In your response please include the following:

- A summary of your expertise, relevant qualifications and experience in facilitating and delivering leadership development activities to Leaders from the Global Majority.
- A summary of relevant experience of or insight into the learning needs of voluntary and cultural organisations in Hull and East Yorkshire.
- An explanation of your approach to inclusive facilitation and content.
- The activities and intended learning outcomes you propose to deliver from the sections in the list, along with any suggestions of other activities.
- Please include a brief description of each activity along with the total cost for each as outlined in section 2 and 3.
- Please submit a maximum of six pages in your response.

Please supply the following supporting documents with your response:

- Public liability insurance
- Cancellation Policy
- A session plan, resource or other evidence of your work
- Two references

Please submit your response to pbielby@tworidingscf.org.uk by 14th May 2026.

6. Evaluation Criteria

Our priority is not cost alone, although value for money is one of our evaluation criteria.

We will also be assessing:

- Your alignment with our values.
- Your understanding of the challenges facing leaders in the voluntary sector in Hull and East Yorkshire.
- The anticipated learning outcomes of your proposed content.
- Your experience and ability to delivery inclusive, interactive learning content and formats.
- Relevant lived experience of the challenges faced by community leaders from the Global Majority.