

Invitation to tender for Leadership Development Support to VCSE sector Leaders working in and around Withernsea, 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 VCSE leaders working in and around Withernsea, East Yorkshire, building on the relationships, trust, and momentum developed throughout 2025. The programme centres on collective leadership development among community leaders in Withernsea, with a focus on building sustainable, values-aligned ways of organising. We anticipate that support for Leaders in Withernsea will commence in Autumn 2026 and will run until summer 2028.

We require a programme designed to build confidence, mindset, and resilience in individuals who are stepping into, or developing within, leadership roles in the Withernsea community. The programme should recognise that leadership is not only about skills or knowledge, but about how individuals think, relate, respond to challenge, and influence others.

The ultimate aim of the programme is to create a cohort of confident, resilient, and values-led leaders who are connected to one another and committed to making positive change in Withernsea. Rather than developing leaders in isolation, the programme should intentionally build a Withernsea Leadership Collective — a network of individuals who are equipped and supported to go out into the community to:

- Lead people and projects
- Take initiative on local issues
- Influence positive cultural change
- Positive cultural change rooted in shared values and responsibility
- Create practical, place-based impact

This collective approach should recognise that sustainable change happens through relationships, shared purpose, and by leaders who feel confident enough to step forward and lead where it matters, by identifying the emerging needs of the leaders and their priorities, to facilitate the development of a sustainable, values-aligned collective that can hold complexity, navigate conflict, and exercise influence within and beyond Withernsea and East Yorkshire.

This programme will be designed for individuals who are:

- Emerging or developing leaders
- Actively involved in their community or local organisations
- Interested in leading people, initiatives, or projects
- Motivated to grow personally as a route to wider impact

By the end of the programme, participants should have:

- Increased confidence in themselves as leaders and influencers within their community
- Improved communication and relationship skills
- Enhanced emotional intelligence and resilience
- Stronger relationships and collaboration

3. Proposed programme outline

Facilitation and delivery

The successful applicant will design, deliver and evaluate around 12 face-to-face facilitated sessions, allowing learning to build progressively and embed over time. Approximately six in-person sessions will be delivered each year, plus design, preparation and debriefing. These sessions will provide structured space for leadership development, strategic thinking, and collective decision-making.

Please outline in your response how you will work with the emerging needs of the leaders and their priorities, to facilitate the development of a sustainable, values-aligned collective that can hold complexity, navigate conflict, and exercise influence within and beyond Withernsea and East Yorkshire.

This could include:

- Creating strong foundations of Self-Leadership, including leading with Emotional Intelligence
- Communicating with Presence and creating Psychological Safety & Trust
- A Coaching Approach with co-design and shared ownership
- Navigating conflict in healthy and accountable ways
- Leading within non-hierarchical and collectivist structures
- Strengthening sustainability, accountability, and internal ways of working
- Exploring pathways to formalising the collective with collective care and relational leadership
- Strengthening internal leadership, coordination, and sustainability
- Building confidence and clarity in leading within and beyond systems

The programme should be delivered in a highly participative and reflective way, creating a psychologically safe environment where participants can explore, learn, and grow together, including:

- Facilitated learning and discussion
- Practical tools and frameworks
- Individual reflection and group insight
- Space for connection and shared learning

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

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 4-6 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
- Ongoing group communication and support

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 maximum budget of £15,000, 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 14th May and 15th June 2026, any questions should be submitted via email before 9th June 2026. The deadline for responses is 15th June 2026.

All responses will be acknowledged and the successful bidder(s) will be informed by 30th June. 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 in September 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 VCSE.
- A summary of relevant experience of or insight into the learning needs of voluntary and cultural organisations in Withernsea 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 along with the total cost f 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 15th June 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 coastal communities and areas of economic disadvantage, such as Withernsea.
- 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 working in coastal communities experiencing economic disadvantage.