

Blagrove.
investing in
young people



Pipelines and Pathways

Research Project Brief

Deadline for application: Sunday 7th July



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Research Project Brief

A research project to codify the stages of development in the changemaking journey of the young people we serve, and to define the differing support needs at each stage.

Context

Three years into our current [five-year strategy](#) we are keen to embed learning about the resourcing needs, financial and non-financial, of young changemakers challenging and experiencing injustice across the UK.

The Blaggrave Trust has increasingly directed resources to **emergent** changemakers (*definition in footer of page 2*) through two programmes under our [investing in young people directly portfolio](#):

- **Challenge and Change Fund** – has historically offered grants of between £1K–£10K to emergent individuals and youth-led groups with a vision for change across England. We have funded 55 grant partners through this programme since 2020. Here is a flavour of [who we have funded](#).
- **Pathways Fund** – has historically offered grants of between £10K–£30Kpa for 3 years to emergent youth-led groups who are ready to scale and deepen their impact across England. We have funded 17 grant partners through this programme since 2022.

As both programmes have grown, and our learning has developed, it is clear that we need to take a moment to better understand the differences between these programme offerings. By dedicating some time and resource to work with an external partner we hope that we will be better placed to understand what is truly needed by the [young people we serve](#) at different stages in their change making journey in order to inform current and future programmes.

Purpose

The Blaggrave Trust is looking to better understand how it can effectively support the young people we serve to lead change at different stages of their changemaking journey. This will inform future strategy and programme design.

Blaggrave exists to serve young people challenging and experiencing injustice in their individual lives and within society. We are not here to serve those young people who are fortunate to have stable homes, privileged education, and access to financial and social capital.

Building on learning from our [current programmes](#), previously commissioned research (namely [Adams and Coe](#) & [Chrisann Jarrett's research](#) among others), as well as wider learning from across the field and our team here at Blaggrave, we hope to further map and

refine our understanding of the pipelines and pathways currently available to young people leading change and how our programmes can best support their development and progression.

We currently use the following definitions to identify what stage a changemaker is in their development: **aspiring, emerging and established**¹. We would like to continue to use this terminology, or an enhanced version of it, in a way that is nuanced and understands how such phrasing may need to 'flex' to remain relevant or be adapted for different contexts.

Outcomes

We intend for this research to have three primary outcomes:

- To refine, expand, and/or update our current terminology used to define the different stages of a young changemaker's development.
- To increase our understanding of what is needed to support changemaker progression at each stage.
- To clearly articulate the differences/similarities between our current programmes based on the above two outcomes and recommend how our programmatic offering for supporting young people to lead change could be improved.

This will help us to gain knowledge to:

1. Build on our learning to date to better inform future programme design of our [investing in young people directly](#) portfolio, and to ensure our programmes cater to the differing needs of changemakers at different stages of their development.
2. Build a framework that allows us to better situate our programmes and clearly articulate the role they play in resourcing young people to lead change to internal and external audiences.

Process

- Literary review, consolidation of internal learning to date, and desk research.
- Feedback from staff at Blaggrave and key partners (this may take the form of a survey given the limited capacity of many of our partners).
- In person workshops with Blaggrave's youth-led change (SO2) team to collectively draw out the similarities and differences of the programmes.
- Testing draft outputs with staff, partners and key actors.

Audience

- Primary: Blaggrave staff and trustees.
- Secondary/indirect audience: Wider field of youth-led change and funders of young people leading change, as we hope to make the research publicly available on our website following completion.

Aspiring – those with ideas, but very little to no experience of doing the actual work, who need the most amount of support in developing their ideas into action. **Emergent** – as those who have some experience in doing work for social justice but may struggle to access financial and other forms of support to develop their work and ideas. **Established** – those who have a track record of impact, strong networks, and are mostly looking for financial resource to ensure they can sustain work that is already happening.

Deliverables

- Literary review.
- Framework for identifying where someone is in their change journey that defines the unique characteristics and support needed at each stage.
- Mapping what support (both financial and non-financial) is available for changemakers at these key stages in their journey and highlighting what may be missing.
- Mapping our programmes against this framework to clarify the difference and similarities between our programmes.
- Recommendations for how Blaggrave could improve its offer for young people leading change (both financial and non-financial) in response to this research.

Contract and timeline

The contract will be for 10 weeks. We expect all deliverables to be completed by Monday 4th October. We are open and flexible to the best ways to structure the project and for you to communicate with us, but at a minimum expect a mid-point check-in meeting. If this timeline does not feel appropriate, we are open to discussing alternative approaches.

Key dates	
7 th July	Deadline for application
15 th & 17 th July	Interviews of shortlisted proposals
18 th – 24 th July	Offer and contract
24 th / 25 th July	Project commences
w/c 26 th August	Mid-point check in
4 th October	Deadline for deliverables

Budget

Up to £20,000 is available for this project. Please state in your proposal how much you would require for this work and a topline overview of how your budget would break down. We expect you to budget for paying for the time and expertise of anyone you have consulted or spoken with (not including Blaggrave staff).

Who we would like to work with

We are keen to work with people who have a deep understanding of the young changemakers we work with and experience advancing work around social justice issues. We want our own assumptions to be challenged by appointing someone who is embedded in the space, with more advanced theory and thinking to our own.

We especially encourage applications who have shared identities and experiences to the young people we support. If you meet most of the criteria set out below but not all, please submit an application for our consideration.

Skills, knowledge and experience expected:

Skills

- Strong research skills.
- Strong written communication skills.
- Strong facilitation skills, rooted in anti-oppression.
- Ability to synthesize complex information in ways that are accessible and clear, defining any jargon used.

Knowledge

- Understanding of the UK funding landscape.
- Understanding of social justice and the needs of changemakers, activist and campaigners who work on these issues.
- Knowledge of youth work and community organising theory and practice.
- A good sense of the needs of young changemakers at different stages of their journey.

Experience

- Experience of working with young changemakers challenging and experiencing injustice.
- Experience of completing similar research and learning work.

Commitment

- Passionate about young people leading change.
- Deeply rooted in social justice work and principles.
- Committed to centring the [young people we serve](#) in this work.
- Committed to centring anti-oppression across your practice.

How to apply

Please contact Callum Pethick (callum.pethick@blagravetrust.org) with your written proposal by Sunday 7th July. We expect to invite shortlisted proposals for interviews on either 15th July or 17th July, so please keep availability for these dates. Your written proposal should be no more than 3 pages of A4.

In this we expect you to include:

- Your approach to this work and how you would structure it, including a top line timeline and budget.
- Your reflections on the brief above and whether/how you would attempt to meet the outcomes and deliverables.
- Your experience and knowledge of youth leadership and social justice work.
- Examples of your track record of carrying out work of this nature (can be submitted as links or attachments).
- Details of two referees.

We are happy to answer any questions you may have before submitting your overview. Please contact Callum at the above address to set up a call or ask any questions.