



Invitation to Tender: Learning Programme for SHINE-Funded Project Leads

SHINE is an education charity that exists to break the link between children's socio-economic background and their educational attainment. We work with teachers, schools, and other organisations, helping disadvantaged children in the North of England to fulfil their true potential throughout their educational journey and in their lives beyond.

We are a specialist funder that connects major philanthropy with inspirational teachers and schools in the North, developing innovative programmes that work to improve opportunities for children from disadvantaged backgrounds.

At SHINE, we believe that all children in the North deserve the same educational chances as anyone else.

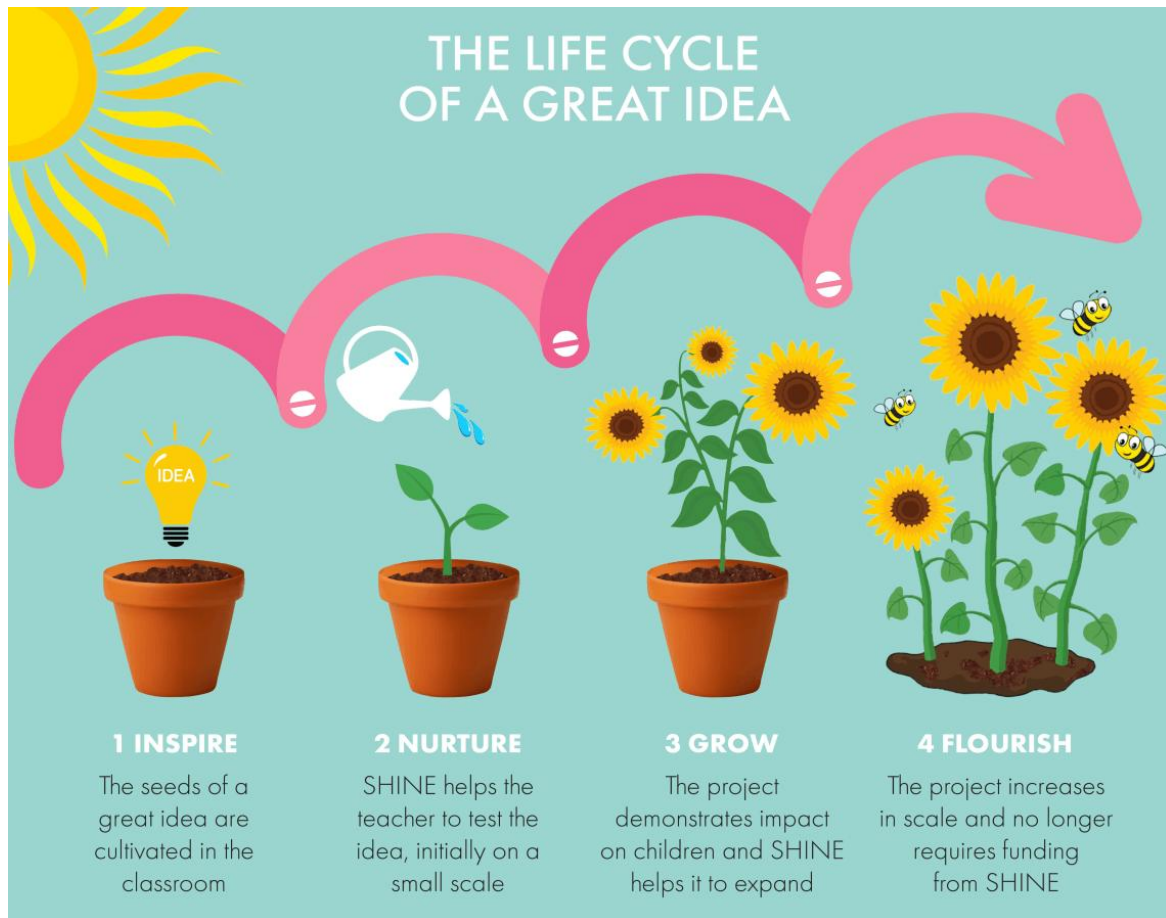
Our Vision: There are no barriers to learning for children from low-income backgrounds in the North of England.

Our Mission: We support innovative programmes that work to improve educational outcomes for children living in areas of deprivation in the North of England.

What SHINE does:

SHINE funds promising innovations to address educational challenges. SHINE uses grant funding to unlock potential among teachers who otherwise struggle to find the time to develop new practice or to share their ideas. More than half of SHINE funds support teachers' time directly, with technology, resources and evaluation costs being the other key cost items. SHINE specialises in backing early stage ideas and helping support the most promising programmes on a journey to scale. SHINE nurtures collaborations between schools which enable them to tackle shared challenges and address local barriers to attainment.

Let Teachers SHINE is our flagship funding opportunity, aimed at teachers with high-potential ideas seeking to secure seed funding to support early development. Each year, we invite practising teachers from across England to submit their innovative ideas through a simple application process. Winners receive up to £25,000 in funding over two years, along with tailored accelerator training and support. The award is aimed at empowering teachers to develop and refine creative classroom projects that improve outcomes in core subjects for disadvantaged children in the North of England. Projects demonstrating the greatest potential may be invited to apply for additional funding to further develop and expand their reach. [What we do | Supporting disadvantaged children's education - SHINE](#)



SHINE connects teachers to networks of support to help projects reach their full potential. Our dedicated programme team supports project leads throughout their funding journey. SHINE provides support that helps project leads to evaluate impact, to help scale up effective practice, and to communicate success. SHINE works with external partners where needed to help connect teachers to a broader network of help and advice. SHINE also provides regular opportunities for SHINE project leads to connect; creating a community of teacher innovators who are driving positive educational change across the North.

SHINE scales up innovations which show the strongest impact and helps them secure a long-term future. [Insight - SHINE](#). SHINE provides further funding to innovations that demonstrate strong early evidence of impact, and we help projects to develop models to support wider delivery at scale. This helps teachers improve outcomes for more children by sharing effective practice and building a culture of innovation and impact across the North. Read more about some of the programmes SHINE is already helping to scale-up: [Information for schools - SHINE](#)

Invitation to Tender

SHINE invites proposals from partners to design and deliver a comprehensive 2-year learning programme. This programme is aimed at teachers leading SHINE-funded projects. The projects are at different stages of development, so the learning programme should support project leaders wherever they are in their journey – from start-up through to scale-up. SHINE defines the stages as:

- Test and Learn (early-stage ideas),
- Develop and Grow (early – mid stage, early proof of concept, early rollout)
- Scale and Sustain (developing evidence base, expanding rollout)

SHINE uses these labels and broad definitions to define our stages of development and what is expected at each stage. SHINE anticipates a significant degree of learning and iteration along the way; only a small proportion of what we fund at conception will fulfil a scaling journey. For a project that does 'go the full distance', SHINE anticipates working with them for approximately 8 years, offering opportunities to apply for repeat funding and a learning programme that supports them as they mature.

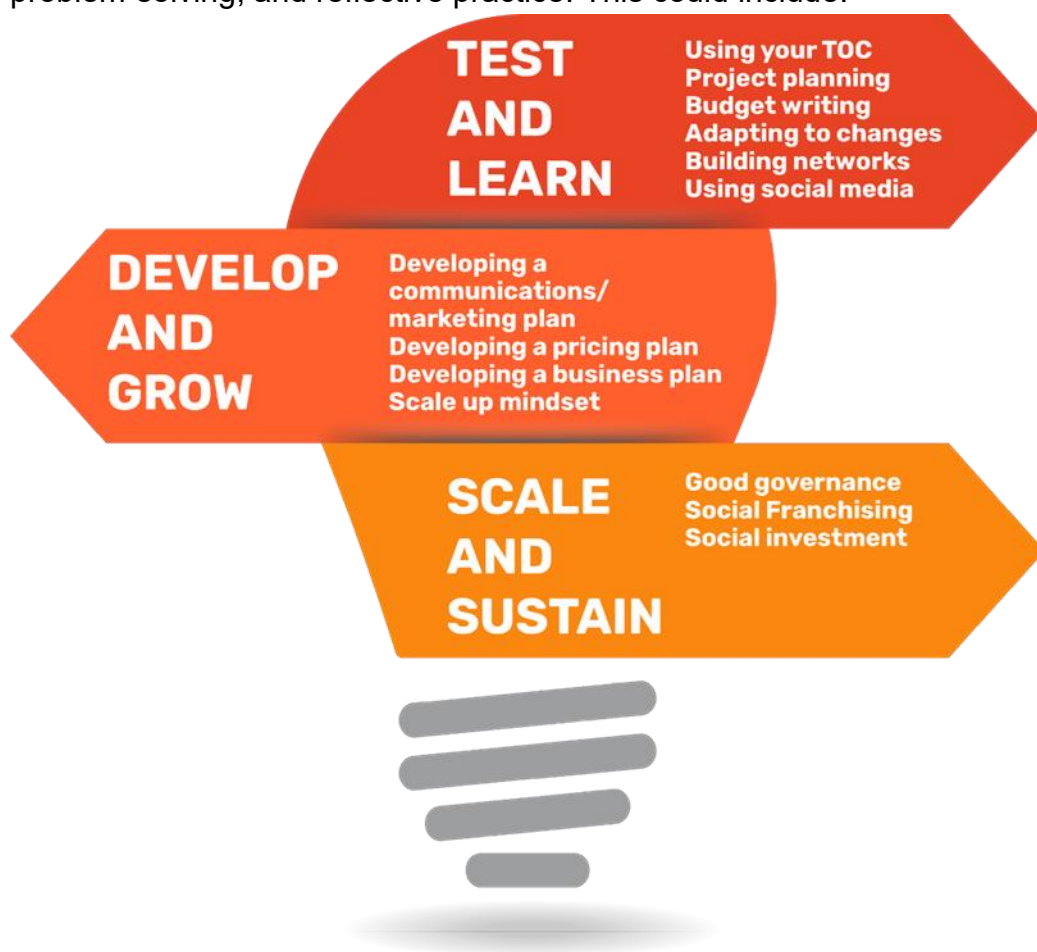


Purpose of the Learning Programme

This learning programme aims to strengthen project delivery, leadership capacity, and peer-to-peer learning across the SHINE community. The learning programme will work alongside our preferred evaluation partner, which delivers a Theory of Change workshop and follow-up support.

The programme should:

- Build skills in project planning and management, evaluation, leadership, problem-solving, and reflective practice. This could include:





- Involve structured learning aligned with SHINE's values. Delivery is likely to include more bespoke delivery elements for those at Develop and Grow and Scale and Sustain
- Provide connectivity, peer-to-peer learning as well as connections beyond SHINE's teacher network.

Scope of Work

The programme could include online workshops, coaching, peer support, and optional learning enhancements such as masterclasses or resource hubs. The proposal should include the overall programme design, delivery model, and evaluation plan.

We are seeking a partner who has:

- A demonstrable track record of building and sustaining effective partnerships with key stakeholders; ideally start-up founders and social entrepreneurs
- A strong record of designing and delivering learning programmes that support start-up and -early stage projects to move from concept through to scale-up and operational and financial sustainability.
- Experience in designing and delivering impactful training that builds commercial awareness and commercial acumen for individuals and small groups
- Experience facilitating collaborative meetings online and in person
- Strong relationships with founders and leaders of mission-driven businesses enabling access to peer-to-peer learning, mentoring, and sector relevant insight.

In addition, we will look favourably on proposals that demonstrate that they have

- Up-to-date knowledge of the English education system and the key challenges
- Experience supporting teachers/education sector
- Strong relationships with founders and leaders of -education sector start-ups, enabling access to specialist peer-to-peer learning, mentoring, and sector relevant insight.

Anticipated Outcomes

SHINE expects that the learning programme will support project leads to:

- Lead innovations and change with confidence
- Use evidence and evaluation to improve impact
- Develop impactful, sustainable and scalable projects
- Strengthen partnerships and professional networks
- Contribute to wider educational improvement

Over time, SHINE expects that the learning programme will support SHINE to:

- Strengthen the pipeline of teacher led innovations, from testing to wider adoption.



- Build leadership capacity among teachers working in disadvantaged communities.
- Increase collaboration between schools to address shared challenges.
- Expand the reach of effective interventions for disadvantaged children across the North of England.
- Improve educational opportunities and outcomes for children from low-income backgrounds through a growing community of evidence informed teacher innovators.

Creating a Proposal

Please respond to this invitation to tender by providing your response to the questions below, plus an outline budget for the work, in writing, by 30 October 2026. The total length of the submission, excluding the budget, should not exceed 2500 words.

- 1) details of your organisation, including name, address, and key contacts.
- 2) What is your organisation's/team's prior experience in delivering learning programmes to develop social entrepreneurs and support initiatives to scale?
- 3) What is your organisation's/team's experience in facilitating collaboration on and offline?
- 4) a proposed delivery timeline for the learning programme
- 5) Provide the proposed delivery plan, including content and intended outcomes for project leads and for SHINE
- 6) Outline an evaluation plan – how will you assess the quality and effectiveness of the programme?
- 7) Who are the key personnel involved in the work? What review or governance processes are proposed?
- 8) What are the key risks you anticipate in completing the work? How do you propose to mitigate these risks?
- 9) Do you have any conflicts of interest to declare in relation to this work?

Contract Period

The learning programme should be planned to commence in September 2027, with the potential to renew every two years. This is to account for the fact that the initial 'Test and Learn' grant is offered on a 2-year cycle.

Budget

Tenderers must submit a detailed cost breakdown covering all programme elements, including VAT. As a guide, SHINE anticipates a total budget of up to £60,000 over two years.

For information, tenders will be assessed against the following criteria: programme quality, relevant experience, value for money, understanding of SHINE, facilitator expertise, and deliverability.

Submission Instructions

Please submit proposals to eleanorheathcote@shinetrust.org.uk by 30 October 2026.

Timeline

Stage	
Issue of Tender	July 2026
Deadline for questions	30 September 2026
Submission Deadline	30 October 2026