



METROMAYOR
LIVERPOOL CITY REGION



Provider Improvement Fund: Tender Opportunity

UTN No 13

Emotional Resilience Training

APPROVED TENDER



Introduction

The Provider Improvement Fund

Working in conjunction with the Liverpool City Region Mayoral Combined Authority and funded by the European Social Fund (ESF) and Strategic Investment Fund (SIF) through the Liverpool City Region Skills and Apprenticeship Hub project, GMLPF is managing the Provider Improvement Fund.

The Provider Improvement Fund has been designed to provide a comprehensive programme of training and development support to locally based learning providers operating in the post-16 learning sector. It has been designed to bring about a number of key improvements, including:

- Improving the quality and delivery of learning programmes locally
- Supporting the growth and development of learning providers and their learning programmes
- Supporting the post-16 sector to adapt to change and become more responsive through training and development that builds their capacity and capability
- Increasing the proportion of LCR learning providers with an Ofsted Grade 2 or above

The Provider Improvement Fund will operate from June 2021 to September 2022 and will support improvements in the quality of learning programmes across the Liverpool City Region.

Tender Opportunity – Background Information

As part of the Provider Improvement Fund, Greater Merseyside Learning Providers' Federation wishes to procure the following training and CPD for LCR based learning providers

Delivery of Emotional Resilience Training

GMLPF wishes to appoint a suitably experienced supplier to deliver **emotional resilience training** for LCR based providers, aimed at staff responsible for safeguarding, also leaders, managers, governors, trainers and other personnel. The objective of the training is to build awareness of emotional resilience and how it supports mental wellbeing. Importantly, the training will enable learning provider staff to help their learners develop resilience. In addition, it will provide the tools for participants to build their own resilience and that of their organisations.

This tender opportunity directly responds to the unfolding and growing mental health crisis in the UK across all ages and socio-economic groups.



Even before the Covid-19 pandemic, mental ill-health, including conditions such as depression and anxiety, were shown to be increasing at alarming rates, pointing to an impending public health emergency. The pandemic has served only as a catalyst to further deterioration in the nation's mental health, particularly in children and young people.

Levels of fear and the associated fight or flight emotional response have increased due to anxiety about catching or passing on the virus. In addition, factors such as isolation from friends and family, increased time spent online, loss of employment and income, inability to pursue hobbies and interests play a role in exacerbating mental ill-health.

As we recover from the pandemic, developing emotional resilience has been identified as a key strategy for supporting mental health and wellbeing. It is defined by the University of Warwick as:

"the ability to adapt to stressful situations and cope with life's ups and downs.

Resilience does not eliminate stress or erase life's difficulties, but allows you to tackle or accept problems, live through adversity and move on with life."

Over the last decade, the approach to addressing mental health has focused mainly on developing an understanding of various mental health conditions, supporting sufferers through empathy, and breaking the stigma attached to mental health. Much progress has been made in turning mental health into an everyday topic of conversation, thus removing the shame many sufferers feel. As part of this, GMLPF is procuring a range of mental health training programmes for learning providers structured around mental health leadership and workplace champion programmes.

More recently, there has been a shift towards supporting individuals to develop personal resilience to overcome mental health difficulties, which is the focus of this tender opportunity.

Mental health charity, Mind points to the fact that emotional resilience can be achieved through practice.

"Resilience is not just your ability to bounce back but also your capacity to adapt in the face of challenging circumstances whilst maintaining stable mental wellbeing. Resilience isn't a personality trait – it's something that we can all take steps to achieve."

Learning providers in the Liverpool City Region have extensive experience in supporting learners with their mental health, primarily as part of their safeguarding role. However, they are less equipped to help learners to build resilience. Building resilience will be a key part of supporting learners to progress to an apprenticeship or other learning programme. Whilst many have completed formal and informal training programmes in identifying and supporting mental health, few have



undertaken training in the concept of resilience with a view to helping their learners develop these skills. As such, emotional resilience is an ideal focus for the Provider Improvement Fund.

To that end, the training is intended to provide learning providers with an understanding of emotional resilience and how to support their learners to develop skills in this area. The training is also intended to provide tools and knowledge that will enable learning providers to build the development of emotional resilience into their broader Safeguarding strategy.

The Provider Improvement Fund has been established to help bring about quality improvements in the delivery of learning. The Provider Improvement Fund has also been established to capacity build the learning provider base and provide a strong legacy dimension to all the training it delivers, delivering training that will improve the

We anticipate that the delivery of Emotional Resilience training will complement broader Safeguarding training taken forward by providers locally. Purchasing this training on behalf of a group of learning providers by the Provider Improvement Fund and aggregating demand makes it more accessible to individual providers.

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Opportunity to Tender – Specific Requirements

GMLPF is looking to invite suitably experienced and qualified organisations to tender for the specific opportunity described below:

Form of Training Programme – Delivery of Emotional Resilience Training

Requirements

GMLPF is looking for an organisation to deliver up to two full-day emotional resilience training workshops for groups of 8 to 10 LCR based learning provider staff to understand this important area and subsequently roll out appropriate policies and procedures to enhance the safeguarding of learners.

Specifically, GMLPF wishes to procure the following

- **Volume:** The delivery of 2 full-day training workshops. We expect that the training programmes will be delivered in person or, should there be changes in the Covid situation and additional restrictions are introduced, remotely i.e. using Teams or Zoom.

The Covid situation, a preference for in-person training, and the sensitivity of the subject matter all mean that we would not expect the number of participants for each workshop to exceed 8 – 10.

- **Focus:** To build learning provider staff understanding of Emotional Resilience, which will enable them to develop and embed appropriate measures and cascade awareness and skills through their organisation.
- **User-defined:** GMLPF will work with the chosen supplier to finalise the content of this train-the-trainer CPD programme. However, we are looking for potential suppliers to be innovative in their design and delivery of the programme. This means incorporating a robust interactive dimension to the training, including group work to help participants build and broaden their knowledge of emotional resilience.
- **Delivery:** We anticipate that the supplier will deliver the training face to face with course certification at the end of the course or the option for learners to undertake online assessment upon completion of the training where that may exist.



- **Emphasis** –Training participants to become champions of emotional resilience and cascade training down to other colleagues in their organisations.
- **Takeaway** - We would expect that participants will be able to take away a resource pack with guidance, slides, notes and tips that they can then use to deliver training themselves in their organisations
- **Pre-course:** We anticipate pre-course activity (which can be factored into the course costing) where we will work with the chosen supplier to:
 - Finalise the structure and content of the training programme and agree dates
 - Circulate pre-course paperwork required for evidence requirements
 - Agree a participant pack of support materials to take away
- **Post-course:** The training should result in driving change. A post-course questionnaire will need to be completed.
- **Possible Content**

The programme of training might feature the following elements (however, this is not prescriptive as we are encouraging creative proposals):

Emotional Resilience training programme: Course content should deliver the following broad objectives contextualised for providers of training as far as possible:

- Definitions of emotional resilience
- The relationship between emotional resilience and mental health
- How to develop emotional resilience
- Emotional resilience in practice: challenging life events and situations
- Tried and tested techniques
- The role of community in building emotional resilience
- Considering different sectors of the community: does building resilience need different approaches according to age, gender etc
- Working with partners and referral agencies to build resilience in learners
- Showcasing what measures learning providers might take to build emotional resilience in their learners, their staff and organisation

The training should be designed to build personal knowledge and drive organisational change and improvements in the way learners are safeguarded and supported. The training of lead individuals will build organisational capacity and capability, equipping learning providers locally to build expertise to support learners.



To this end, we would expect the training programme to make provision for discussion and consideration of the sectors of the community that learning providers support eg apprentices, individuals with additional learning needs etc

GMLPF is keen to invite innovative proposals that consider and incorporate a range of cross-cutting themes, i.e. Sustainable Development, Equality of Opportunity and Social Inclusion as Digital. We would ask potential suppliers to cover this in Section C of their response.

Costing

It is anticipated that the total budget for the delivery of the training (2 full-day workshops – provision of training materials, assessment (if appropriate) and production of all funding evidence is £3,960 or £3,300 plus £660 VAT (if suppliers are VAT registered).

Please note the following:

- GMLPF will meet costs for room hire and associated catering costs for face to face learning, but the above budget should cover all other expenses
- Tendering organisations should note that the programme is supported by ESF and SIF. If successful, you will be required to capture and provide participant information on documents supplied by GMLPF, i.e. learner enrolment forms, learning plans, timesheets, evaluation forms as part of the delivery of the programme. Examples of the paperwork to be completed by participants are attached. Payment will be made upon successful and complete delivery of this paperwork alongside your claim and invoice.

Sub-Contracting

This project is ESF and SIF funded, so suppliers are required to note that no further sub-contracting is permitted.

Suppliers can use Associates to deliver this project provided an associate contract or agreement is in place between the supplier and their associate(s). Suppliers are asked to reference this in their tender submission i.e. identify staff who will be used to deliver the training. Suppliers will be asked to provide copies of any relevant associate contracts.



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Submission of Tender

Suitable organisations are asked to tender for this opportunity. GMLPF ask you to read this guidance document fully, the accompanying document on selection of tenders (assessment criteria) and use the tender response form to submit their proposal.

Suppliers should return their completed tender response:

To: lan@gmlpf.net

By: Thursday 11th November 2021 5.00pm

With: PIF Tender UTN 13 Emotional Resilience in the e-mail subject heading

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