

## Supporting Big Change to design the pilot for the Collective Fund

### Context

As an organisation, Big Change’s mission is to help all young people thrive, recognising that there are systemic barriers in place that limit this. One of the ways we fulfil this mission is by funding leaders with great ideas to make change for young people through [these funding routes](#). We are developing a new grant funding approach to pool contributions from multiple funders and distribute them to groups working collectively on systemic change for young people. The pilot grant pot will be approximately £100,000.

### Design group overview

**Timeframe:** July - August 2026

#### What are we expecting the design group to do?

The design group will work together, with support from the Big Change Collective Fund programme team, over a series of workshops to develop key aspects of the pilot funding. The sessions will focus on these topics:

- some of the selection criteria and approach
- approach to providing funding to grantees, including contract terms, expectations of how money is held across the collective group
- governance of the grants, including ongoing reporting.

#### Who will be in the co-design group?

We are inviting young people with lived experience, people who work in grant funding, people with experience working as part of groups seeking to make a positive impact in the world and people who are current or past Big Change grant holders. Some people will be members of the Big Change team.

**Required time commitment:** attendance at **two to four online workshops** running for 1.5 to 3 hours. The dates for these workshops are below.

Session date and time	Focus of session
Thursday 9th July, 10.30am - 12pm	<u>Session 1</u> : onboarding, building connections and agreeing on how the group will work together
Tuesday 14th July, 2 - 5pm	<u>Session 2</u> : building connections and agreeing on the selection criteria and approach for the funding
Thursday 23rd July, 10am - 1pm	<u>Session 3</u> : building connections, refining the funding

	offer and governance approach
Tuesday 4th August, 3 - 4.30pm	<u>Session 4</u> : building connections and discussing the approach to ongoing grant management

### What experience do I need to be involved in the design group?

Here's what we're looking for:

1. Motivation to improve the world, in different ways, in support of young people
2. You understand, from your own life or the lives of people close to you, what it feels like when systems don't work for young people. Maybe you grew up in a community that did not receive sufficient public funding for key services like education, healthcare or good quality housing. Maybe you've navigated the care system, the justice system, or been pushed out of education. Maybe your identity - your race, religion, gender, or other aspects of your background - has shaped how the world has treated you.
3. An interest in working with people from different backgrounds who will contribute to the design of a grant fund.
4. You have time to attend a minimum of two workshops, including session one (for onboarding). We would welcome participation in all four sessions to maximise your ability to engage in this group and make the most of the opportunity.
5. Experience of some form of working within diverse groups to create a positive change (ideal but not necessary)
  - a. This may look like working with a group of young people to improve the quality of housing for young people, OR
  - b. advocating with others to improve the opportunities for young people to get involved in designing a new local community centre OR
  - c. organising youth-led action on a campaign, an initiative or an issue
6. An interest in decision-making in how the allocation of money and other types of resources supports change for young people closest to the experience (ideal but not necessary).

### Remuneration

To show respect and value for people's time, we will provide remuneration for those who are involved in the design group workshops based on the following:

- £75 - 150 per workshop depending on the length of the workshop
- Everyone except funders will be compensated at the same rate
- People working for an endowed funding organisation will not be compensated for their time, recognising they are coming from well-resourced organisations.

### How to apply to join the design group

If you would like to be part of the design group, we ask that you complete this short [form](#). Please complete this as soon as possible and at the latest by **Monday 15th June, 10am**. Applications will be assessed based on the experience we're looking for.

## Recruitment timeline

- **Wednesday 3rd June - Thursday 11th June:** [drop-in sessions](#) for people to learn more about the programme
- **Monday 15th June, 10am:** application deadline
- **Friday 19th June:** final decisions confirmed and communicated to applicants
- **Monday 22nd June - Friday 3rd July:** sorting out payment arrangements and preparing for the first session
- **July - August:** Design group sessions, including onboarding

## FAQs

### ***I want to find out more before applying for this. How can I find out more?***

We will hold 20-minute drop-in sessions where you can meet people from the Collective Fund programme team and learn more about the work and the design group. Please sign up for a session [here](#). If none of the times works for you, or you want to send us a quick question, please email [daphne@big-change.org](mailto:daphne@big-change.org) and she'll get back to you as soon as possible.

### ***I may be interested in applying for the pilot funding. Can I still be part of the design group?***

We would like to keep open the opportunity for people in the design group to be able to apply for the funding. When participatory approaches are taken, it is common for those involved in the design to also be great candidates for receiving funding. We intend to create a clear conflict of interest approach to manage this in a fair way.

### ***What support will I get as a design group member?***

We'll share an onboarding pack ahead of the first session, including relevant reading, participant bios, and insights from the discovery phase. Drop-in sessions will also be available to answer any questions.

### ***Who will be facilitating the group?***

Two Big Change team members will be facilitating and are part of the Programme team:

- **Gemma Drake**, Director of Systemic Impact: She is providing strategic leadership for this programme of work.
- **Kavya Menon**, Senior Development Manager: She is leading fundraising for the programme and supporting the research and design.

There may be others from Big Change who join specific design group sessions. Find out more about the [Big Change team members here](#).

***Thank you for taking the time to read this. We hope it's sparked something. We'd love for you to join us.***

## Appendix: Scope of the work

We are developing a new grant funding approach centred on groups of people working together. While our current funding supports individual leaders and organisations, this fund will aim to pool contributions from a range of grant funders (**collective funding**) and distribute that funding to groups of individuals or organisations working collectively to drive systemic impact for young people (**complex collaboration**). Our ambition is to provide the grant funding in the second half of 2026 to groups that will test out how best to do this. The grant funding pot for the pilot will be about £100,000.

### Aims and objectives

The aim of the collective fund is to surface insight and design *'how best to fund groups of people and organisations to work on complex collaboration, in service of driving systemic impact for the benefit of young people.'*

Big Change is keen to understand the role that funders can play, as well as its unique role as an intermediary funder helping to create and fund the enabling conditions for collaboration that can support the ambitious collaborative work of groups working on systemic change.

### Primary Objectives: Complex collaboration

1. Identify, through research and engagement, the **conditions necessary for complex collaboration**.
2. Surface the **needs and the opportunities** of diverse groups of stakeholders (within and beyond the community) interested in complex collaboration to drive social impact for the benefit of young people alongside young people.
3. **Design pilot funding** to understand/ test the role Big Change is uniquely positioned to play in cross-sector, complex collaboration, and the social value it creates.
4. **Fund pilots for collective work** - multiple organisations, initiatives working together towards a shared objective, leveraging each other's strengths.

### Secondary Objectives: Collective funding

1. Test the appetite and need for a model of pooled funding that funds networks of individuals and organisations, rather than single actors.
2. Through research and stakeholder engagement, learn from different models of pooled funding, the kinds of impact they can create, and iterate our approach through this insight.
3. Through the pilot funding, understand the potential for short to long-term impact that this model of collective funding can create.
4. Understand our role as a funder in funding complex collaboration.