

STATEMENT OF REQUIREMENT

707949454 - Sponsorship & Engagement – Supporting Schools in Disadvantaged Areas

Introduction

1. The purpose of the Defence Nuclear Organisation (DNO) is to deliver nuclear capability to deter the threat and protect our nation. The DNO leads and enables the Defence Nuclear Enterprise (DNE) – a network of organisations, programmes, and people within government that together are responsible for delivering the UK's strategic nuclear deterrent.
2. The nuclear sector has a skills shortage and an under-representation of women and minority groups. To ensure that defence can attract more women and black and Asian people from diverse backgrounds into the sector the DNE need to raise awareness of the range of opportunities that are available across the sector. To attract more women and minority groups into defence, we need to raise awareness of the types of roles that are available. By having a positive intervention, more women and minority groups will engage with STEM and continue to take up subjects that are STEM related. This in-turn will facilitate the creation of a healthy talent pipeline for the DNE to empower more women and under-represented groups to potentially have a career in the sector.

Background

3. The Government's nuclear ambition, across both the civilian and military sectors, is significant. The 2021 Integrated Review reaffirmed the Government's commitment to the nuclear deterrent, noting Parliament voted to renew the nuclear deterrent and replace the Vanguard Class submarines with four new Dreadnought Class submarines. Additionally, to ensure the UK maintains an effective deterrent throughout the commission of the Dreadnought Class, the Government intends to replace the existing nuclear warhead. People are essential to the successful delivery of these and future programmes of work.
4. The Defence Nuclear Enterprise People and Skills Transformation Programme was established to take an ambitious and step change approach to building existing and future skills. The primary aim is to ensure that there are sufficient people with the necessary skills and experience to deliver the Defence Nuclear Programme. Taking a whole force approach, the DNE Skills Transformation Programme considers both the specialist technical nuclear skills (Nuclear Skills) and the more generic, but equally important, skills to deliver outputs (Skills for Nuclear).
5. The DNE Skills Transformation Programme includes the Inspire and Attraction team who has responsibility for exciting the next generation of the future workforce. To achieve this ambition, we will be engaging with educational establishments across the UK and devolved administrations, which will include schools, colleges, and universities. Having a positive intervention with young people will help them to think more positively about potential career choices in the nuclear sector
6. The DNE Inspire & Attraction project will be implementing several interventions to engage, inspire, attract, and recruit the future workforce. This will require external engagement in schools and community organisations to ensure that young people are

provided with a range of learning interventions to provide activities aligned to the school curriculum and DNE brand awareness.

Intent – Programme of Activity

7. The DNE needs to engage with young people, teachers, parents, and careers advisors to ensure they have good quality information pertaining to STEM and where learning interventions could lead young people when thinking about their career choices. Engagement with our future workforce at an early age will enable the DNE to demystify and dispel some of the misconceptions about the sector. The programme for delivery into schools into disadvantaged areas will commence in May 2023 and conclude in October 2023.
8. We are looking to engage the services of an organisation that will enable the DNE to work specifically with schools in disadvantaged areas and minority groups to extend our reach to this target audience, promote STEM events both online and in the community, and enable the target audience to better understand the opportunities available to them as a career choice.
9. DNE must be an attractive proposition to young people and minority groups in schools, to ensure they can make informed choices pertaining to their career destinations, which in-turn will enable the DNE to create a good future workforce pipeline and improve the diversity in the sector.
10. The supplier must take into consideration the following:
 - a) **Under-representation in STEM:**
 - Understand that the sector has an under-representation of women and minority groups.
 - Understand how early careers in the DNE can be an attractive proposition to entry talent
 - Understand what is required to engage with minority groups in STEM related activities
 - Identify how to keep young people engaged with STEM.
 - b) **Differentiation in Learning:**
 - Ensuring that all engagement is inclusive and enables young people who have a disability can participate in the learning process
 - Young people in who are in different types of formal education are included in the offer.
 - c) **Other Issues to Consider:**
 - Equity, diversity, and inclusion in all learning.
 - Understand the sensitivities of dealing with negative perceptions pertaining to the nuclear sector.

Engagement Activity

11. Deliverables for schools in disadvantaged areas are:

Activity	Description	Timeframe
1	Identification of 10 schools from disadvantaged areas that will participate in the programme of STEM learning supported by lesson plans. Delivery will take place in 10 schools in either Barrow or Devonport (within 10-15 mile radius). Any changes to these areas, the supplier to notify the Authority to seek alternative agreements.	Within 8 weeks of Contract Award/Start
2	Engage with the DNE to identify subject matter experts who could facilitate learning activities.	Within 4 weeks of Contract Award/Start
3	Ensuring that STEM engagement with 10 schools in disadvantaged areas is delivered regionally or nationally.	

Reporting

12. There will be formal monthly progress reviews of the programme with the Project Manager or delegated representative to review progress and sign off against the activity plan, and ad hoc reporting as required. These will be delivered virtually via MS Teams and dates for these meetings will be mutually agreed between the Authority and the supplier.
13. The supplier to prepare and issue a final evaluation report to the Authority no later than 30th November 2023
14. Final evaluation report to include the number of schools and activities delivered, named schools engaged in the specified disadvantaged areas, number of students engaged per event, number of activities delivered by type, number of students from minority groups engaged.
15. Amendments or deviations from project or schedules shall be formally recorded and reported to the Project Manager or delegated representative on a weekly basis.
16. Delegated representative by the Supplier at the appropriate level to attend meetings.

Security Requirements

17. The Supplier will comply with relevant Defence policies and procedures, including those related to security as specified in the MOD DEFCONs in the Contract

Document Terms and Conditions, and relevant Defence Policy and Guidance.

18. All personnel assigned to this Contract and working with young people under the age of 18 years old must have DBS clearance as a minimum at the point of Award and provide evidence to the Authority that this has been achieved. DBS Clearance must be retained throughout the Contract term.
19. Personal data should not be collected on individual students and must comply with GDPR requirements.