



## The Big Idea House CLG Policy on Beneficiary Selection

### Document Control Sheet

<b>Name of Document</b>	Beneficiary Selection Policy
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<b>Description of Content:</b>	The policy is to ensure that we have a clear and transparent framework for the identification and selection of beneficiaries.
<b>Assigned review period:</b>	Quarter 1 of 2025
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### Version Control Table

Version No:	Status	Author(s)	Reviewed By:	Approved By:	Date of Issue
1	Active	KMD	SB, DH	KMD	03.03.2025

## Purpose

The purpose of the Beneficiary Selection Policy of The Big Idea House is to establish a transparent, equitable, and ethical framework for the identification, assessment, and selection of beneficiaries for our educational programmes. Rooted in our mission to enhance education, creative thinking, and collaboration among young people, this policy guides our selection process, ensuring that our initiatives are directed towards those who will benefit most while upholding the principles of fairness, accountability, and community engagement.

**Key objectives of this policy include:**

**Equity and Inclusivity:** To promote equity and inclusivity in education by selecting beneficiaries without discrimination based on race, religion, gender, nationality, or any other protected characteristic, fostering an environment of equal opportunity for all.

**Alignment with Mission:** To ensure that the selection of beneficiaries closely aligns with the mission and objectives of The Big Idea House, focusing on the advancement of education and the cultivation of creative and critical thinking among children.

**Transparency and Accountability:** To establish clear and publicly accessible eligibility criteria and selection procedures, fostering transparency and accountability to funders, stakeholders, and the public.

**Impact and Sustainability:** To prioritise the selection of beneficiaries based on the potential for our programmes to make a significant and sustainable impact on their educational development, future prospects, and the communities they belong to.

**Community Engagement:** To actively engage with the communities we serve, seeking their input, feedback, and collaboration in the beneficiary selection process, ensuring that our programs are culturally sensitive and responsive to local needs.

By adhering to the principles outlined in this policy, we are committed to providing equitable access to quality education and fostering the growth of creative and critical thinking skills in young people. This policy stands as a testament to our dedication to making a meaningful and lasting difference in the lives of the beneficiaries we serve, all made possible through the generous support of our funders and partners.

## Guiding Principles

At The Big Idea House, our commitment to beneficiary selection is underpinned by a set of core principles that reflect our mission, values, and the trust of our funders. These guiding principles include:

**Equity and Inclusivity:** We are dedicated to promoting equity and inclusivity in education. Our selection process is free from discrimination based on race, religion, gender, nationality, or any other protected characteristic. We aim to ensure that all young people, regardless of their background, have access to quality, innovative educational opportunities.

**Transparency and Accountability:** We maintain a transparent and accountable selection process. This includes clear and publicly accessible eligibility criteria, a description of our selection procedures, and a commitment to regularly report to our funders and stakeholders on the impact of their contributions.

**Sustainability:** We consider the long-term sustainability of our educational support, aiming to create enduring positive impacts on the lives of the children we serve.

## Beneficiary Selection Criteria

**Disadvantaged Youth:** We prioritise young people and DEIS schools facing financial constraints, with a focus on underprivileged communities and those with limited access to educational resources.

**Geographical Accessibility:** Beneficiaries are selected from all regions to ensure equal distribution of programmes with a balance of rural and urban.

**Impact Potential:** We assess the potential for our programmes on schools and centres to make a significant impact on the educational outcomes and future prospects of the beneficiaries.

**Learning Needs:** We prioritise young people who have alternate learning needs or who do not flourish in traditional educational settings.

**Facilitator Support:** Facilitators of our programmes must agree to have the time available to deliver our programmes to the whole class/group.

## Beneficiary Selection Process

**Platform Registration:** Teachers or Facilitators register interest in delivering programmes through our bespoke platform, providing us with school information, location and class size.

**Qualification Criteria Check:** The Big Idea House team confirms school information, student numbers, school roll number, time commitment and position of facilitators.

**Facilitator Engagement and Support:** Ensure that facilitators are not only available but also adequately trained to deliver the programmes effectively. This includes providing them with the necessary resources and support to fulfill their roles, thereby enhancing the overall effectiveness of the educational offerings.

**Equitable Distribution:** We strive for equitable distribution of educational support across regions and communities to address disparities and maximise our impact.

**Monitoring and Evaluation:** After selection, we regularly monitor and evaluate the progress through qualitative and quantitative assessment and the impact of our support to beneficiaries. This ongoing assessment helps us refine our programmes and ensure their effectiveness.

## Review and Revision

We are committed to maintaining a dynamic and responsive beneficiary selection process. To ensure that our practices remain effective, ethical, and aligned with our mission, we adhere to the following review and revision protocols:

**Periodic Assessment:** Our beneficiary selection process undergoes regular assessments conducted by The Big Idea House team and Governance Committee. This committee evaluates the process's fairness, transparency, and alignment with our organisational goals. Regular training and development of the team carrying out the selection process to maintain high standards while staying updated with best practices.

**Feedback Incorporation:** We actively seek input from stakeholders, including beneficiaries, communities, funders, and staff members. Their feedback is invaluable in identifying areas for improvement and ensuring that our process remains relevant to evolving needs.

**Alignment with Best Practices:** We stay abreast of industry best practices and adapt our beneficiary selection process accordingly. This ongoing learning process allows us to incorporate innovative approaches and maintain the highest standards.

**Transparency and Communication:** We maintain open and transparent communication with all stakeholders regarding updates and revisions to the beneficiary selection process. This fosters trust and encourages engagement from our community.

## Contact Information

For inquiries or concerns related to this Beneficiary Selection Policy, please contact Kim Mackenzie-Doyle CEO.

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