



Transforming Scotland Research Brief

23.02.26

1.0 Introduction

The Marketplace Leadership sub-committee as a subsection of the wider Transforming Scotland strategy are looking to appoint a company or person(s) to conduct comprehensive research to:

- assess the landscape of workplace ministry in Scotland
- identifying key opportunities and needs

This research will be key to assisting the wider approach to allocation of funding in the next 5-10 years; where it is most needed and where it will have most benefit to promoting and sharing Jesus in work settings across Scotland.

The funding for this research will be awarded by The Maclellan Foundation Scotland. Further information on the background of this organisation can be found at <https://www.maclellan.scot/>.

2.0 Key Research Criteria

The research should include the following:

2.1 Existing studies

A key understanding and inclusion of existing research in this area particularly within Scotland is key. This could include (but not be limited to) the work relevant to workplace mission by the organisations noted Appendix A. The commissioners will be keen to know of other organisations from the researcher's contacts who could be included too.

2.2 Methodology

We expect proposals submitted to include a proposed methodology and we envision this to be a mixture of qualitative and quantitative research.

The research (i.e. interviews and surveys) can be conducted in person, remotely or a combination but we should emphasise that it should take note of the following key principles:

- It cover all regions of Scotland and not only cities to assess the contemporary workplace landscape
- It should reflect a broad demographic; with a range of ages, gender, stage of career and areas of work, including faith based, charity sector and private sector industries.
- The results should be communicated in clear graphics and text.



2.3 Key Questions

The sub-committee have developed the following possible questions which should be explored as part of the research:

1. Are there areas of Scotland who feel unsupported or unable to share their faith in the workplace?
2. Are there specific workplaces or sectors within Scotland who feel unsupported or unable to share their faith in the workplace?
3. Is there a difference in support offered dependant on gender or age?
4. Are there differences between Christian leadership and being supported in their faith across charity, public and private sectors (and any specification data relevant to industries)?
5. In more isolated areas are people aware of the support available to them in their industry, if not why?
6. How could Transforming Scotland better equip leaders in Scotland though mentoring or funding for example?
7. What percentage of Christians in the workplace regularly (i.e. more than twice a month) attend church and do they feel supported by their church for the week ahead and workplace challenges. If yes, how. If not, what would help?

There should be conclusions based by the surveyors so as to assist the sub-committee and wider group as to where challenges and opportunities exist.

3.0 Output

The main outputs we are looking for is two reports:

Report 1

Full and complete detailed report relating specifically to the answers to the key questions below. We are imagining an A4 PDF report and any relevant appendices with raw survey data attached. This full report would be widely circulated among the Maclellan Trust and relevant persons.

Report 2

As report one but with any sensitive data (including names or companies) redacted for publication on the Transforming Scotland website.

Note: All relevant Copyright and GDPR legislation should be adhered to.

4.0 Evaluation Criteria

Applicants' responses will be assessed under the following criteria and weighting

| | |
|---|-----|
| Approach to brief and contacts to assist research | 50% |
| Fixed Fee proposed | 35% |
| Relevant experience in Workplace Mission/Research | 15% |

It must be noted that the responses received by 27th March will be subject to approval from the Maclellan Foundation Scotland Board of Trustees.

We will give all respondents feedback based on the above criteria.



5.0 Timescales

Interested parties in conducting this research should provide a short detailed A4 document highlighting:

- Relevant experienced interest in the area of workplace mission
- Fixed fee for carrying out the full brief and delivering outputs (including any relevant expenses and VAT if applicable). Please note it is anticipated the fee would sit in the region of between £5k-£10k.
- Two names of companies or persons as referees

Date of advertisement: **23rd February 2026**

Final date for applications: **27th March 2026**

Appointment of Successful Applicant: **May 2026 (estimated)**

Research period: **May - July 2026 (estimated)**

Submission of Reports to subcommittee: **31st August 2026 (estimated)**

Circulation of reports: **September 2026 onwards (estimated)**

**Please send applications via PDF to:
Kenneth Ferguson kenneth@maclellan.scot
by 27th March 2026.**

Thank you for your interest in this project.

The Transforming Work Scotland Sub-Committee

Chris Dowling, Alison Greenshields, Brent Haywood and Ruth Walker



APPENDIX A

Suggested organisations which might be useful to contact (not exhaustive)

Transform Work <https://www.transformwork.net/>

LICC <https://licc.org.uk/>

Kyria <https://kyrianetwork.com/>

Scottish Bible Society <https://www.scottishbiblesociety.org/>

Christian Medical Fellowship <https://www.cmf.org.uk/about/>

Faith in Business <https://www.faithinbusiness.org/>

Workplace Chaplaincy Mission UK <https://www.workchaplaincyuk.org.uk/>

Thrive Scotland <https://thrivescotland.org/>

The Business Connection <https://thebusinessconnection.org/>

Lawyer's Christian Fellowship <https://lawcf.org/about/mission-vision>

Christian Dental fellowship <https://www.cdf-uk.org/>

LOGOS Scotland https://logosscotland.org/?page_id=181

Christian Police Association <https://cpauk.net/>

Sports Chaplaincy <https://www.sportschaplaincy.org.uk/>