

## TERMS OF REFERENCE

### TRAINING ON CHILD PROTECTION AND POSITIVE DISCIPLINE FOR TEACHERS, PARENTS AND COMMUNITY EDUCATION COMMITTEES

<b>Task</b>	Training on Child Protection and Positive Discipline
<b>Purpose</b>	To strengthen child safety, welfare and prevention systems
<b>Target Group</b>	Duty bearers (Teachers, Parents and Community Education Committees)
<b>Locations</b>	Jubaland, Hirshabelle and South-West States (Somalia)
<b>Duration</b>	TBD
<b>Start Date</b>	August, 2021

#### Background Information

Every child has the right to be safe from harm. Nevertheless, the well-being of children in our society is still threatened by maltreatment in the form of abuse, neglect, violence and exploitation. This therefore puts the physical, mental and emotional well-being of millions of children at stake. Violence against children is a widespread problem and Somalia is no exception. It sometimes happens silently that families and communities struggle to acknowledge such a problem. Maltreatment of children not only inflicts physical wounds but also leaves mental scars on children. It affects their physical and mental health, compromise their ability to learn and socialize and undermine their growth and development to their full potential. It can also hinder school attendance. Violence may be a result of a cycle of inequities, such as poverty and family vulnerabilities and/or distress, poor parenting skills and lack of awareness, abandonment and negligence to child wellbeing. ADRA through Strengthening Equity, Access and Quality in Education and Together for Inclusion programmes which aim to *'increase education opportunities for poor and marginalized children and youth to contribute to thriving peaceful societies in Somalia'*, view protection interventions to prevent children from not only experiencing violence, exploitation, abuse, and neglect but also to respond to those who have survived such experiences. Effective interventions build on the strengths of a child and their caregiver, as well as taking into consideration the ways threats and opportunities vary according to demographics, social, cultural, and environmental contexts. Adults in caregiving roles have a fundamental influence on a child's coping abilities, as do peer and community support and acceptance. Protection must therefore be closely linked with other sectors, particularly health, education, social welfare, security and justice as well as emergency and humanitarian response.

On the other hand, getting children to behave through fear of punishment is not the same as discipline. Corporal punishment seems to work only if you look at it superficially and in the short-term. Corporal punishment teaches children to do what you say, but only when you are around. In effect, it teaches them to lie about misbehaviour to avoid being hit or punished in some other degrading manner. By creating a sense of distrust and insecurity in the child, it destroys the teacher-child relationship. Children become angry at why someone who is supposed to teach and care for them is instead threatening, beating, or insulting them. While a single act of corporal punishment may seem to be effective, it only temporarily frightens a child into submission. Many teachers are adopting child-centred learning techniques that encourage children to explore, to think for themselves, to ask questions, and to learn the joy of finding answers as a major way of learning. Corporal punishment, however, stops a child from questioning, thinking critically, and achieving personal goals; yet these are qualities that both adults and children need in order to excel in a dynamic, competitive, and innovative society. Enforcing blind obedience through the threat of corporal punishment greatly stifles initiative and creativity in children.

#### Purpose and Objectives of the Consultancy

Children need to be protected because they are physically, mentally and emotionally underdeveloped and unable to adequately protect themselves. As children grow, their physical, cognitive and socio-emotional capabilities evolve and mature, but children are still not fully capable of protecting themselves.

The purpose of this training is to strengthen child safety, welfare and prevention systems while specific objectives are:

- i. To strengthen child protection at family and community level, create and promote preventive measures to protect children from situations of vulnerability, risk and abuse;
- ii. To ensure appropriate inter-sectoral response at all levels, coordinate and network with all allied systems;
- iii. To raise awareness and educate communities on child rights and protection on vulnerabilities of children and families;

#### Scope of Work and Timeline of Activities

The training targets duty bearers of the child both at school and at home. The assignment will target schools and school communities in the target locations of Jubaland, Hirshabelle and South-West States. The consultancy is expected commence in early August 2021. A detailed workplan and timelines to be proposed

by the consultant and the same will be discussed prior to the commencement of the assignment. The consultant will be required to submit a technical proposal indicating the number of days and rate for the consultancy work with a realistic action plan. As a guideline, the breakdown should consist of inception phase, pre-training workshop preparation (training needs assessment, training manual), training workshop and reporting phase (training workshop report and final training manual).

### **Methodology**

Participation will be critical to the methodology chosen. The consultant is expected to propose least cost but the most effective approach to undertake assessments and deliver trainings. The viability of the proposed approaches and methodologies will be evaluated by the project team prior to commencement of the activities.

### **Expected Deliverables**

All deliverables will be completed with guidance, input and feedback from the Project Manager or designate. The following outputs are expected:

- i. Detailed work plan for undertaking the assessment and delivery of the trainings.
- ii. Debrief session with ADRA programme team/staff on the findings.
- iii. Training Report including the Trainer of Trainers Training Pack/Manual(s).

### **Further Information:**

- Logistics: The consultant's travel from base to the field and back after the end of the contract will be covered by ADRA.
- Professional fee: The consultant will propose the professional fee as part of their financial proposal. (Daily rate X number of days = Total professional fee).
- Tax and insurance: The consultants shall be responsible for their income tax and/or insurance during the assignment.
- Code of conduct: The consultant is bound by the principles and conditions of ADRA's Code of Conduct.

A contract will be signed by the consultant upon commencement of the assignment which will detail additional terms and conditions of service, aspects on inputs and deliverables.

### **Profile of the Consultant**

Candidates who apply for this consultancy should ideally possess the following skills, qualifications and experience:

- Graduate degree with a professional qualification and/or experience in a relevant field.
- At least 3 years proven experience in building and strengthening safeguarding systems, policies and frameworks.
- Excellent understanding of current safeguarding best practices and activities.
- Experience working with children and conflict contexts.
- Experience of supporting the strengthening of organizations, staff/partners' capacities on safeguarding and developing training packages and activities.
- Understanding the local context in Somalia is essential.
- Good command of oral and written Somali language

### **Application Requirements:**

All expressions of interest should include:

- Cover letter, maximum three pages.
- Detailed curriculum vitae.
- Technical Proposal: maximum 5 pages interpreting the understanding of the TOR, detailed methodology of executing the task, as well as draft work plan.
- Financial Proposal: should provide cost estimates for services rendered including daily consultancy fees but to exclude accommodation and living costs; transport cost; stationery and supplies needed for the training as well as costs to be incurred by trainees.

Applications for this consultancy should be emailed to the Human Resource Manager using the email [hr@adrasom.org](mailto:hr@adrasom.org) not later than 30<sup>th</sup> July 2021, with "**Child Protection and Positive Discipline Training**" in the subject line.