
TERMS OF REFERENCE

TITLE – Consultant to strengthening school-based mechanisms to protect children from all forms of violence, including GBV

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| CONTRACT MODALITY | Individual Consultancy |
| DUTY STATION | Tashkent, Uzbekistan, Remote work |
| DURATION OF CONTRACT | 6 Months |

Purpose of Assignment

This assignment forms part of the UN Joint Programme “Modelling climate resilience and WASH in 45 schools for equitable, inclusive, and climate-resilient learning environments” (2025–2028), which aims to improve equitable access for children and adolescents in the most affected schools in Uzbekistan to inclusive, gender-responsive, and climate-resilient learning environments. Within this broader framework, the assignment contributes to strengthening safe, protective, and enabling school environments through improved systems, guidance, and capacity for preventing and responding to violence against children, including gender-based violence (GBV).

The assignment is situated within the broader context of Uzbekistan’s strengthened policy and legal commitment to ending violence against children. The protection of children from all forms of violence has become an important priority of state policy in the Republic of Uzbekistan. The Law “On the Protection of Children from All Forms of Violence” was adopted in November 2024 and entered into force in May 2025. In December 2025, the 2024–2030 Strategy on the Protection of Children from All Forms of Violence and its Action Plan were adopted to support implementation of the Law. The Strategy sets out a comprehensive approach to protecting children from all forms of violence across all settings, including schools. In addition to strengthening legislative and normative frameworks, it promotes evidence-based prevention measures and the establishment of safe and effective mechanisms for identification, reporting, assessment, referral, case planning, and monitoring of incidents of violence against children. The Strategy also reinforces the prohibition of corporal punishment and other forms of inhuman or degrading treatment or punishment in schools. In early 2025, the Ministry of Preschool and School Education adopted Standard Operating Procedures (SOPs) for preschool, primary, and secondary education settings. As these SOPs were developed prior to the adoption of the new legal and policy framework, they now require review and updating to ensure full alignment with current legislation and policy. In addition, while the SOPs were originally developed as a single package covering all three levels, the Ministry now intends to separate them by level.

Against this backdrop, UNICEF is engaging an international consultant to support the Ministry in revising the SOPs for primary and secondary education settings. The assignment will also contribute to strengthening the related normative and operational framework for the protection of children from all forms of violence, including GBV, and to developing selected guidance, training materials, and capacity-building inputs to enhance the capacity of teachers and other relevant school personnel to prevent, identify, and respond to violence against children as part of a whole-school approach.

Scope of Work

It is expected that the international consultant will work closely with UNICEF, the Ministry of Preschool and School Education (MOPSE), the Republican Center for Professional Orientation and Psycho-Pedagogical Diagnostics of Pupils (the Republican Tashkhis Center), and the National Research Institute for Professional Development and Teaching New Methodologies to Pedagogues named after Abdulla Avloni, and carry out the following key tasks:

- 1. Develop a Child Safeguarding Policy for primary and secondary education settings** based on international standards, promising practices from other countries, and the national legislation of Uzbekistan. The policy should clearly define the principles, roles, and responsibilities of school personnel and other relevant stakeholders, as

well as mechanisms for safe recruitment, vetting, training, and management of personnel; ethical rules for appropriate conduct; child participation; data and information-sharing principles; disciplinary measures; and other crucial aspects.

2. Review and revise the SOPs for primary and secondary education settings on the protection of children from all forms of violence, including GBV, to ensure full alignment with the recently adopted legal and policy framework on the protection of children from all forms of violence, including the inter-agency SOPs and the Child Safeguarding Policy for primary and secondary schools. The revised SOPs should reflect a whole-school approach to preventing, identifying, and responding to violence against children in and around primary and secondary school settings.

3. Develop guidelines for teachers and other relevant school personnel on practical measures for implementing the Child Safeguarding Policy and the SOPs on the protection of children from all forms of violence in and around primary and secondary school settings.

4. Adapt the Child Safeguarding Policy into a child-friendly format appropriate for schoolchildren of different age groups.

5. Conduct a one-day training of trainers (ToT) on the use of the developed training materials for a selected group of master trainers.

6. Develop a monitoring tool to assess the implementation and use of the Child Safeguarding Policy and SOPs by district- and regional-level departments of MOPSE, as well as by MOPSE at the national level.

| Work Assignments Overview | Deliverables/Outputs | Delivery deadline to complete the deliverable |
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| 1. Develop a child safeguarding policy addressing all forms of violence against children, including GBV, for primary and secondary schools. | 1.1. Draft Child Safeguarding Policy 1.2. Final Child Safeguarding Policy | 1.1. 12 May 2026 1.2. 20 May 2026 |
| 2. Review and revise the existing SOPs, originally developed as a single package for preschool, primary, and secondary education settings, by separating out and updating the SOPs for primary and secondary education settings on the protection of children from all forms of violence. The revised SOPs should include an expanded focus on GBV and strengthened measures for violence prevention and effective response to all forms of violence, including GBV. | 2.1. Draft SOPs 2.2. Final SOPs | 2.1. 5 May 2026 2.2. 11 May 2026 |
| 3. Develop guidelines for teachers and other relevant school personnel on practical measures for implementing the Child Safeguarding Policy and SOPs on the protection of | 3.1. Draft guidelines 3.2. Final guidelines | 3.1. 1 June 2026 3.2. 9 June 2026 |

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| children from all forms of violence (including checklists for teachers). | | |
| 4.Adapt the Child Safeguarding Policy into child-friendly information materials for children of primary and secondary school age, including at least two age-appropriate versions: one for primary school children and one for secondary school students. The consultant will be expected to develop the content and structure for these materials in a format suitable for conversion into leaflets, posters, or short booklets. The materials should explain, in simple and accessible language, children's rights, key safeguarding principles, expected standards of behaviour by school personnel, reporting channels, and where children can seek help and support. | 4.1. Two draft child-friendly versions of the Child Safeguarding Policy, tailored respectively for primary and secondary school-age children, submitted in editable format and ready for design/layout. | 4.1. 17 June 2026 |
| 5.Develop a training package for teachers and other relevant school personnel on the implementation and use of the Child Safeguarding Policy and the SOPs, consisting of a participant's manual, a trainer's handbook, PowerPoint slides, handouts, pre- and post-tests, and a training evaluation form, and deliver a two-day training of trainers (ToT) for 30 master trainers. | 5.1. Training package on the implementation and use of the Child Safeguarding Policy and the SOPs. 2. One two-day ToT delivered for 30 master trainers. | 5.1. 5 July 2026 5.2. 7 August 2026 |
| 6.Develop a monitoring tool to assess the implementation and use of the Child Safeguarding Policy and SOPs by district, regional departments of MOPSE and MOPSE at national level. | 6.1. Draft monitoring tool 6.2. Final monitoring tool | 6.1. 14 August 2026 6.2. 20 August 2026 |
| Travel - International (to/from Tashkent, Uzbekistan) | Number of trips = 1 (return ticket) | |
| Per Diem/DSA (if applicable) | • Number of days of outstation travel days (for estimating per diem/DSA) = 3 days | |

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting

the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

- Masters degree in Social Sciences (including Law, Social Work, Psychology)
- At least 10 years of progressively responsible professional experience in child protection, including substantial work on violence against children
- Excellent knowledge of international standards and frameworks related to child rights and child protection, including violence against children and gender-based violence, as well as child protection systems in different country contexts
- Strong knowledge of UNICEF’s work in child protection and of whole-school approaches to the protection of children from all forms of violence
- Excellent drafting, writing, and presentation skills in English
- Previous experience working with UNICEF on child protection and the protection of children from all forms of violence is an asset
- Knowledge of Russian is an asset