

TERMS OF REFERENCE

Consultant on reduction of violence against children

Type of contract: *National consultancy-- institutional/ individual consultancy*

Duration: *3 months (July-September)*

1. BACKGROUND AND JUSTIFICATION:

Despite the progress made in Belarus for the country's children, numerous threats to their safety, security and dignity in the country, such as different types of violence, persist. Violence against children (VAC) is a widespread phenomenon. A UNICEF 2016-2017 national study on assessing the situation with VAC in the Republic of Belarus revealed 50.1% parents of children from 0-17 years old used violent disciplinary measures (psychological and/or physical) over a one-month period. Specifically, 29.2% applied corporal punishment and 44.5% psychological forms of violent discipline towards their children (shouting, threatening). One in six 5th -7th graders (10 – 13-year olds) and one in four 8th -11th graders (13-17-year olds) from secondary schools reported exposure to physical and/or psychological violence at home. More than half of the children (14-17-year olds) in special educational institutions of closed type and six in ten (15-17-year olds) boys from the penitentiary institution experienced violence in their homes prior to entering the institutions. Children who participated in the survey also reported exposure to sexual violence at various degrees.

Children who suffer from violence are more at risk to continue the cycle of violence through either becoming the perpetrators themselves, especially in dealing with their peers. As a result, violent patterns of behaviour originating in the family, spill over to schools and other educational institutions, jeopardizing the educational process and harming the personal development of children. Real life violence often continues online in the shape of cyberbullying and other forms, difficult to detect and prevent.

The issue of peer violence among children is not unique to Belarus, which struggles with it like many other countries. It is the unpreparedness of the society at large, the professional community, and children themselves in particular that presents a developmental challenge. The last study on violence against children also concluded that children demonstrate a general lack of knowledge on VAC: only 48.3% of children correctly identified possible forms of physical VAC, and only 18.9% of all children indicated what actions might be considered as psychological VAC. Peers and older children prevail as the main perpetrators of violence against children in schools, institutions and communities. Parents and professionals also showed weak knowledge regarding violence issues and stated their tolerance for violent acts against the child and justified corporal punishment. Other bottlenecks hindering the progress in protecting children from violence include: late identification of families' at-risk, weak inter-sectoral collaboration, limited access and quality of family-centred community based services, insufficient capacity of service providers, as well as social acceptance of corporal punishment and other manifestations of violent behaviour.

It is important to address the issue of violence through promoting safe and enabling environment at schools (SEES) for children, teachers, administrative and technical staff. The SEES model is based on a holistic approach linking the prevention of peer violence in schools to the promotion of the violence free environment in the communities in general and involving all segments of stakeholders (children, parents, teachers, school administrative and technical staff, law enforcement, media, civil activists). Furthermore, SEES is a model that has been tested and proven effective with UNICEF expertise in five countries including Croatia, Serbia and Bulgaria – all which are also middle-income countries like Belarus.

Some of the most effective elements of the model include:

- raising awareness of the problem;

- prompting multilevel interventions (school, classroom, individual children and parents, community);
- introducing educational contents that help children to cope with violence by strengthening emotional and social skills;
- empowering and actively involving children (through peer support, mediation, students' councils);
- expanding professional knowledge to support children who behave violently and children who suffer from violence;
- involving parents and parents' associations to improve the situation in schools.

The model addresses both offline and online violence (cyberbullying). However, this model has to be adopted to Belarusian specificity to address more effectively existing challenges.

2. PURPOSE/ OBJECTIVE:

A Consultant (individual or institutional consultant) will develop the existing model of “Safe and Enabling Environment in Schools” (SEES) which will be tested in Belarusian schools, adapting the methods and approaches which already have been implemented in other countries and customizing them in the most effective way for Belarusian reality.

The Consultant will also provide participating school with on-going support in any initial issues or questions related to the implementation of SEES model.

3. KEY TASKS:

Under the supervision of the Deputy Representative the consultant will:

- Examine Croatian model of “Safe and Enabling Environment in Schools” (and implementation of the model by other countries), and in coordination with consultations among school teachers/ psychologists, adolescents, experts working with VAC adjust this model to Belarusian context.
- Communicate with professionals on identification of best practices of SEES model and use their experiences for development and adjustment of Belarusian version of SEES.
- Create draft manual of SEES in Belarus which can be used and tested by schools participating in the Programme.
- Organize and train a team of mentors who will be working with schools and coordinating the Programme as well as work on the training program for teachers and psychologists.
- Hold presentations of Belarusian version of SEES model to motivate governmental educational institutions to include the trainings and workshops on SEES in educational modules for teachers and psychologists (e.g. Academy of Post-Graduate Studies) as well as to present all the benefits of such approach to schools and involve them in further development of SEES Programme in Belarus, based on need.

4. DELIVERABLES TIMELINE:

№	Deliverables	Timeframe for deliverable (deadline)	Consultancy Days
1	Adjustment of Croatian model of SEES Programme to Belarusian specificity.	July-August	18
2	Creation of draft manual on SEES model for teachers / psychologists / youth workers.	August-September	20
3	Organization and training for mentors team on SEES Programme.	August-September	15
4	Participation in presentations and representation of model to different stakeholders	August-September	10
TOTAL			63 days

5. SUPERVISION, WORK RELATIONS & OVERSIGHT

The direct supervisor for the consultancy will be by the Deputy Representative, with close coordination and communication with the Child Protection Specialist and Youth Participation Expert and other relevant officers.

6. TRAVEL

If UNICEF determines that the Contractor needs to travel in order to perform his or her assignment, that travel shall be specified in the contract and the Contractor's travel costs shall be set out in the contract: In cases where travel costs have not been set out in the individual contract, the consultant and individual contractors are expected to submit, within ten days of completion of a specific travel, a voucher for reimbursement of travel expenses to the Operations section. Reimbursements shall only be processed if travel was duly authorized in the individual contract or by an authorized manager of the contracting section, in writing and prior to the travel. Consultants and individual contractors are responsible for assuming costs for obtaining visas and travel insurance.

7. PAYMENT CONDITIONS:

Payment will be made based on invoice of deliverables. It is expected that two payments could be made – in the middle and end of the contract period.

8. UNSATISFACTORY PERFORMANCE:

Payment of fees to the Contractor under this contractor, including each installment or periodic payment (if any), is subject to the Contractor's full and complete performance of his or her obligations under this contract with regard to such payment to UNICEF's satisfaction, and UNICEF's certification to that effect.

UNICEF reserves the right to withhold all or a portion of payment if performance is unsatisfactory, if work/outputs is incomplete, not delivered or for failure to meet deadlines. All materials developed will remain the copyright of UNICEF and that UNICEF will be free to adapt and modify them in the future. This ToR is an integral part of the contract (SSA) signed with the consultant.

9. QUALIFICATIONS OR SPECIALIZED KNOWLEDGE/ EXPERIENCE REQUIRED

Education

University degree in one of the following fields: social/behavioural sciences (Sociology, Psychology), Pedagogy or other related disciplines with emphasis on prevention of violence against children and adolescents.

Work Experience

At least 7-10 years of relevant professional work experience at the national or sub-national levels in the implementation, planning and management of the programmes on psychological or social work with children and adolescents.

Language Proficiency

Fluency in Russian, a good working knowledge of Belarusian, and preference given on a working knowledge of English.

10. PROCESS FOR APPLICATION

Proposal from candidates should include:

1. A completed P-11 form
2. Cover letter
3. Financial Proposal

For the detailed ToR, required qualifications and information on how to apply, please visit www.unicef.org

Applicants should submit their applications by closing date July 9, 2018 (23:55) to be eligible for consideration.

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

Criteria for the selection of proposals:

- 1) Relevance of proposal to achieving expected results;
- 2) Adequacy and clarity of proposed consultancy cost;
- 3) Expertise and experience in the sector/area.

Drafted by:
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Reviewed by:
Deputy Representative

Approved by:
Representative