

## UNICEF China Terms of Reference For Consultant Recruitment

**Job Title of Consultancy:** Part-time consultant for creating school-based child protection (positive discipline, etc.) content and conducting trainings

**Requesting Section:** Education

### **Background of Consultancy Request:**

Campus safety concerns, physical and mental abuse, sexual harassment, and corporal punishment still exist in Chinese schools, with cyberbullying increasingly becoming a new source of violence against children at school age. Children from rural and remote areas are more likely to be affected negatively. The Chinese government stepped up its efforts on child protection and issued the revised “Law on Protection of the Minors” in 2021 in which schools are defined as one of the six major locations and entities to protect children. The Ministry of Education (MoE) subsequently issued a ‘provision on child protection by schools’ and ‘Rules on disciplining for teachers in primary and secondary schools to provide further guidance to school-based child protection. In light of the legislation and regulations, UNICEF collaborates with MoE to implement the Child Protection in Schools Project in the 2021-2025 programme cycle to explore the approaches to better protect children in and by schools.

One important component of the project is to develop guidance for teachers and schools to use positive disciplining and education methods and approaches at schools to prevent violent disciplining and create a safe and positive environment for the children to learn and grow. UNICEF China translated a practical handbook for teachers on positive discipline published by UNESCO Bangkok, named Positive Discipline in the Inclusive, Learning Friendly Classroom: A Guide for Teachers and Teacher Educations (“the Guidebook” in short), which could serve as a handy tool for the teachers to apply the positive education and disciplining techniques in classes.

### **Purpose of Activity/Assignment:**

To make the guidebook more friendly for Chinese teachers and could be used directly by teachers in the project pilot schools from different provinces, it is the intention of the Education section to recruit a part-time consultant to transfer the Guidebook into short training curriculum and conduct the training for the child protection focal points of the pilot schools. The training curriculum could then be used by the child protection focal points to train other teachers in the pilot schools, and then it will be finally twisted based on the pilots to be applied in all schools in China. The consultant is also expected to support the development of other school-based child protection content and resources.

### **Major Tasks, Deliverables & Timeframe:**

1. Transfer the Positive Discipline in the Inclusive, Learning Friendly Classroom: A Guide for Teachers and Teacher Educations into a short training curriculum (5 sessions), which should
  - a. Use locally adapted examples to explain the terminologies related to positive discipline
  - b. Use locally adapted language to introduce positive education and discipline techniques

- c. Each training session should have a detailed plan and a mind map for the key components and activities
  - d. Each training session should be about 60 minutes
2. Conduct training on positive discipline at the August training for child protection focal points, which should
  - a. Develop a detailed training plan for the August training sessions (5 days)
  - b. Develop slides and other training materials that will be used during the training
  - c. Collect feedback from the trainees and revise and refine the training plan, and develop a summary report of the training
3. Refine the training plan and develop a set of training materials (a package) that could be used by the child protection focal points in pilot schools and all schools
  - a. The package should be easily used in the pilot schools, with examples that are acceptable by the schools with different socio-economic backgrounds and of different age groups
  - b. Based on the training in pilot sites, the consultant should further adjust the package to make it more applicable by all schools
  - c. The consultant might be requested to go to the field to support training at pilot sites
4. Support development of materials and resources and project coordination related to school-based child protection, such as organizing trainings, reviewing news articles, developing tips for website and WeChat platforms, etc.

Once on board, the consultant will submit the below deliverables as details follow:

No	Deliverables	Estimated number of days required	Estimated completion date
1	Positive Discipline training curriculum for 5 sessions	30	15 August 2023
2	Positive Discipline training and training report	7	31 August 2023
3	Positive Discipline training package for schools	15	30 September 2023
4	School-based child protection related materials and project support	23	31 December 2023
5	Overall report of the consultancy	5	31 December 2023

### **Methodology & Expected Output:**

UNICEF recommends a mixed approach to carry out the task, taking into account the contexts of different pilot spots.

Training curriculum transformation will include a desk study of the Guidebook and other positive discipline resources, as well as local educational context documents (local legislation, policy, school rules, etc.) so that the curriculum would be easily accepted by focal points from the pilot schools.

Training sessions should be conducted in an interactive way so that the focal points from different pilot spots could fully understand the concept and apply the techniques back to the schools.

The training package should contain examples from different socio-economic backgrounds so that it could be used by the focal points to train other teachers back to pilot schools.

The consultant may propose an alternate methodology with justification if the methodology demonstrates the capacity to achieve the expected results within the allocated budget and time frame.

**Start Date:** 10 July 2023

**End Date:** 31 December 2023

**Total Working Days:** 80 Days

**Consultancy Requirements:**

- **Minimum Academic Qualifications required and disciplines:**

Advanced university degree (master's or above) in Education, education management or other relevant disciplines.

- **Knowledge/Experience/Expertise/Skills required:**

Experience and expertise in school and teacher management

Expertise in child protection in schools

Proven experience in applying positive discipline techniques

Experience and expertise in conducting teacher training

Experience working with teachers from both eastern cities and rural areas in the western countryside

Proven experience in high-quality curriculum and training tools development

---