**Request for Proposal (RFP)**

Plan International Bangladesh

**TERMS OF REFERENCE (TOR):**

**TOR for hire a Consultant for developing of teacher training package on gender responsive inclusive pedagogy under Project of Empowering Adolescent Girls to End Child Marriage in Bangladesh**

**Background and Introduction**

1. **About Plan International Bangladesh**

Founded over 80 years ago, Plan International is one of the oldest and largest children's development organizations in the world. Plan International plays an important role in mobilising children, communities and civil society organisations to claim the rights of children and achieve agreed upon local development priorities, towards a commitment to ensuring the wellbeing of children in support of the United Nations Convention on the Rights of the Child (UNCRC). Plan International is independent, with no religious, political or governmental affiliations, and with a vision of a world in which all children realize their full potential, in societies that respect people's rights and dignity.

Plan International works in fifty-two developing countries across Africa, Asia and the South America, and twenty-one countries raise funds to support these efforts. In 2015, Plan International worked with eighty-four million children in 85,280 communities. Plan International has stated Global Strategic Goal is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits. Children are at the heart of everything we do.

Plan International started its operation in Bangladesh in 1994. The vision of Plan international 2030 is to ***“Empower girls and young women, to be heard, to live without fear of violence and to achieve their rights”.*** Presently under country strategy V Plan International Bangladesh is implementing programmes in Three thematic areas where our priority areas are **Leadership** with the objectives of Empower children and young people as drivers of a systematic change in gender norms and power relations (Leadership), Promote an enabling environment for girls and young women to live free from discrimination, coercion, fear of violence and harmful practices, building their future aspirations and making decisions about their bodies,  **SRHR** with the objectives of promoting an enabling environment for girls and young women to live free from discrimination, coercion, fear of violence and harmful practices, building their future aspirations and making decisions about their bodies, **SOYEE** with the objectives ofraising public and private sectors’ support for young women to access decent work opportunities in the 21st century labour market and have control over resources.

Plan International Bangladesh has been known for work on quality and inclusive primary education by creating evidences and has gained experience through its projects as well as working in consortia since its inception. Since 2012, Plan International Bangladesh has developed and implemented a model of inclusive learning environment in Bangladesh. In addition, Plan International Bangladesh is also implementing a project titled ‘Generation Breakthrough’ for improving adolescent sexual reproductive health rights and reducing gender-based violence with the support from UNFPA and Government of Bangladesh for the last 5 years.

1. **PROJECT OVERVIEW**

Plan International Bangladesh in coalition with Echo Social Development Organization is implementing the project **Empowering Adolescent Girls to End Child Marriage in Bangladesh**, financial support of NNO(Norway). The aim of the project is to reduce the incidence of child marriage in 1 union of one sub-districts within the district of Lalmonirhat within the integrated way to improve their education, economic empowerment, changing social norms, Sexual and reproductive health awareness and make all these issues sustainable through duty bearers. The project duration is from July 2018 to June 2021. The goal of the project is to, **“Empower adolescent children, particularly girls through education with relevant life and livelihood skills to prevent child marriage.”**

**The project will intervene in three capacities - School oriented, parent and community targeted and students focus.** School will be transformed into a girl friendly accessible school for all children with skilled and motivate teachers and establish a functional school governance to support relevant education for students especially girls. Besides, school will offer Income Generating Activity (IGA) to acquaint the girls in income generating activity. Parents and community will be sensitized about their children particularly girls’ aspiration as an individual with rights, free-will and choices. Community will generate a free and safe environment for the girls where children particularly girls realize autonomy, responsibility and enjoyment. The project will also directly contribute to children especially girls to be empowered continuing their education with relevant life and work skills. The girls will be supported to continue their education, get the experience of IGA, receive and practice life skill with CSE.

***Project location and Target:*** The proposed project is targeted to work in the Singimary Union of Hatibandha Upazila of Lalmonirhat District under Rangpur Division. The project will support 3 secondary schools and 1 Madrasa close to the community where most of the secondary school age children are enrolled. The project will focus on schools, community and children in particular.

The 1327 girls who are now in the school system will be directly benefit from the proposed project. They will be empowered through life skills, livelihood skills with carrier aspiration. They will be supported to continue their education and refrain from CEFM(Child Early Forced Marriage).

The 2247 boys who are in the schools will also be benefitted from the school based different interventions.

Total 84 teachers will be oriented and trained on various issues.

About 2000 parents will be impacted from the project in sensitizing them about their children’s aspiration as an individual with rights, free-will and choice. So the total number of direct beneficial would be about 5658.

4 schools/ madrasah will be targeted. Among these four schools, two schools are affiliated with TVET institution.

**Project specific objectives are;**

* + Schools have a safe and inclusive girl-friendly environment, infrastructures and supportive school governance that promotes enabling learning opportunity.
	+ Parents, caregivers and community people are supportive and responsive about their children’s aspiration as an individual with rights, free-will and choices.
	+ Students especially girls are continuing education with relevant life and livelihood skills and career aspirations.
1. **BACKGROUND AND BRIEF OF THE ACTIVITY:**

**Developing of teacher training package on gender responsive inclusive pedagogy under Project of Empowering Adolescent Girls to End Child Marriage in  Bangladesh.**

To make the school lessons gender responsive and inclusive; ensure quality and relevance of the lesson and make the teacher’s lesson more attractive to retain students particularly girls at school several projects of Plan International Bangladesh initiated to develop a teacher’s Training Package on Gender responsive and Inclusive Pedagogy and the training package will more comprehensive version of training package.

**Empowering Adolescent Girls to End Child Marriage in Bangladesh** project need to develop the training package for Gender Responsiveness and Inclusion by hiring an external consultant or firm.

The consultant or firm is expected to develop **3 days training package for** focusing on Gender Responsiveness and Inclusiveness. Geographical situation, teacher’s capacity and need also to be analysed by the consultant to ensure the effectiveness of the training package. The consultant or firm is expected to organize workshops with the support of Plan International Bangladesh (PIB) involving relevant experts from both relevant government and development organizations to get contextual understanding of secondary schools and madrashah and expert input to develop gender responsive inclusive pedagogy manual for teachers.

**Objective of the work:** To create a gender responsive and inclusive learning environment in classroom for secondary schools including Madrasah to support secondary students particularly girls to continue their education with relevant competencies.

1. **SCOPE OF WORK:**

The consultant firm/individual will provide the following issues –

* To analyse the available teacher’s training manual on gender responsive pedagogy.
* Explore other national and global tools relate to gender responsive and inclusive pedagogy.
* To assess current classroom practice to find out major challenges that need to address
* To develop additional content through stakeholder consultation (partner staff, plan technical teams and external experts)
* Validate the proposed content with expert and beneficiary
* Field test of developed draft training manual
* Finalize the training manual

Facilitate ToT on gender responsive inclusive pedagogy

1. **TIMETABLE**:

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| **Activity/ deliverable** | **Time line**  |
| Submission detail work Plan in consultation with Plan | 5 April 2021 |
| Analysis of available teacher’s training manual on Gender Responsive Pedagogy (desk work) | 9 April 2021 |
| Explore other national and global tools relate to gender responsive and inclusive pedagogy. (desk work) | 14 April 2021 |
| Assess current classroom practice to find out major challenges that need to address (assessment using tool) | 24 April 2021 |
| Organize and conduct content development write-shop with technical experts from Plan, Partner, DSHE, NCTB and other organizations on gender responsive inclusive pedagogy | 28 April 2021 |
| Organize validation workshop with the similar experts | 2 May 2021 |
| Field test the draft training manual | 5 May 2021 |
| Finalize the draft manual after getting feedback from field test | 16 May 2021 |
| Submit final Gender responsive and inclusive pedagogy manual for teacher training  | 16 May 2021 |
| Provide a brief on training manual considering both phase training (1-2 page) | 18 May 2021 |
| Facilitate ToT on Gender Responsive Inclusive Pedagogy | 21 May 2021 |
| Final submission of all documents and reports | 25May 2021 |

The assignment must be completed and delivered on or before 25 May, 2021.

1. **ASSIGNMENT WILL BE CARRIED OUT AS FOLLOWS:**
* After expression of interest, the agency/individual will be called for concept brief & consultation after that the agency/individual can go for bidding process.
* Modify and revise the plan upon requirement.
* Deliver the items as mentioned in the deliverables part to Empowering Adolescent Girls to End Child Marriage in Bangladesh Project of Plan International Bangladesh.
1. **CONTACT PERSON:**

For any clarification related to content, the agency/individual will contact with Md. Enamul Haque, Supply and Procurement Specialist of Plan International Bangladesh Country office through email: enamul.haque@plan-international.org.

1. **EXPERIENCES:**

In this case, the project wishes to hire the consultant and worked in similar project to maintain standard and knowledge on Gender responsive pedagogy for secondary education and manual development for recognized organizations.

**Additional qualifications of the consultant:**

* A Master’s degree in Education or equivalent.
* Have previous experience of working in similar type of assignments.
* Should have sound knowledge regarding education sector, structure of school governance and education policies in Bangladesh. In addition, needs to have good understanding on inclusive education and gender in education programme.
* Should be familiar with the impact in current pandemic situation in Education sector and might have knowledge on upcoming new normal situation.
* Adequate knowledge on the issue of child rights and child protection, gender, adolescent sexual and reproductive health
* Excellent written and verbal communication skills in Bangla & English
1. **MODE OF PAYMENT:** the mode of payment will be through account payee cheque /bank transfer in the name of the firm.
* 1st Payment: 20% of total contract value of First Phase, after final submission of inception report and signing of contact.
* 2nd Payment: 30% of total contract value of Second Phase will be provided after final submission. Remaining 30% of payment of the second phase will be made in the 3rd Payment schedule.
* 3rd Payment: Remaining 50% will be paid after final submission.

Plan International Bangladesh will deduct VAT and income TAX at source as per Bangladesh Government rules during each time of payment. The mode of payment will be through account payee cheque /bank transfer in the name of the firm/individual.

1. **SUBMISSION CHECKLIST:**
* Concept paper
* Proposal
* Prior experience and other documents mentioned in the tender document
* Financial proposal
* Inception report with time frame
* Submission of draft curriculums.
* Submission of final documents

The technical and financial proposals should be submitted electronically to the email address: Planbd.consultant.hiring@plan-international.org with titled “Terms of Reference for “**Hiring a Consultant developing of teacher training package on gender responsive inclusive pedagogy under Project of Empowering Adolescent Girls to End Child Marriage in Bangladesh”** as subject line or before 11 April 2021 at 3:00pm.

1. **GLOBAL POLICY ON SAFEGUARDING CHILDREN AND YOUNG PEOPLE:**

The firm/individual shall comply with the Global Policy on Safeguarding Children and Young People Policy of Plan International. Any violation /deviation in complying with Plan International Global Policy on Safeguarding Children and Young People will not only result-in termination of the enlistment but also Plan International will initiate appropriate action in order to make good the damages/losses caused due to noncompliance of Safeguarding Children and Young People Policy.

1. **Non-Staff engaged by Plan International Inc (PII) Code of Conduct:** The firm/individual shall comply with the Non-Staff engaged by Plan International Inc (PII) Code of Conduct of Plan International Bangladesh. Any violation /deviation in complying with Plan International Non-Staff engaged by Plan International Inc (PII) Code of Conduct will result-in termination of the enlistment.
2. **Anti-Fraud, Anti-Bribery, and Corruption:** The firm/individual shall comply with the Anti-Fraud, Anti-Bribery, and Corruption of Plan International Bangladesh. Any violation /deviation in complying with Plan International’s Anti-Fraud, Anti-Bribery, and Corruption policy will result-in termination of the Enlistment.
3. **Disclaimer:** Plan International Bangladesh reserves the right to accept or reject any or all proposals without assigning any reason what so ever.