

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 the Project of Child Bride to Bookworm- Christmas Calendar Project.

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 is an independent development and humanitarian organization that advances children's rights and equality for girls. Plan International envisages a world in which all children and young people realize their full potential, a vision now shared by the 193 Heads of State and Government who adopted the 2030 Agenda for Sustainable Development in September 2015.

In Bangladesh, we have set our vision for 2030 as, 'We will partner to empower girls and young women, to be heard, to live without fear of violence and to achieve their rights'. We have started the new country strategy in July 2020 aiming to achieve this exciting and ambitious vision. This would require the organization to be committed and willing to challenge the prevailing status-quo, engaging men women boys youth people, specially girls and bringing best out of all to create synergy for movement at all levels – from community to national, and beyond.

Christmas Calendar project works to create a community around the school, support school environment to ensure quality education and the inclusion and retention of vulnerable groups. The strategy of Christmas Calendar project is based on the experience of Plan International in Bangladesh and their local partner SUROVI to improve conditions for the most vulnerable children in relation to education, active citizenship and influence in local decision-making structures. 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.

2. Project Overview

Child Bride to bookworm project aim to reduce school dropout and early marriage from urban slum's Girls and boys towards increasing the completion rate at lower secondary school. Project is envisioning to reduce school dropout of 22 lower secondary school through since 1st January,2020. Dhaka, the capital of Bangladesh, is one of the world's fastest-growing cities with half a million new residents every year. 60 per cent of the city's population lives in slums, where extreme poverty, disease, violence, pollution and floods are part of everyday life. Despite the fact that the vast majority of children start school, only one-third of all children in the slums go all the way from Class 1 to 10 and complete their schooling. Bangladesh has the highest incidence of child marriages in Asia. Here 52 per cent of girls are married off before reaching the age of 18. Along with child labour is also an important reason why many boys and girls do not complete their schooling. In the slums, there are three times as many children who work compared with the national average. Slum children are a group which is difficult to reach. But since almost all children in Bangladesh start school, it makes the school a strategic platform from which to create a positive impact on disadvantaged children's lives. Despite the natural interface between teachers, pupils and parents, schools in Bangladesh are unfortunately poorly equipped to cope. Under Bangladeshi law, all schools must have a School Management Committee, a Parent Teacher Association - PTA, and a Student Council for primary school and Student Cabinet in secondary school.

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1. **IMPROVED SCHOOL GOVERNANCE:** Strengthening school governance structures and capacity of relevant school stakeholders, to identify and address key drop out issues
2. **SCHOOL-BASED INITIATIVES:** School-based initiatives to increase school completion and reduce drop-outs, including outreach and dialogue-generating activities in collaboration with all relevant stakeholders
3. **MODEL DEVELOPMENT AND INFLUENCING:** Documentation of strategies and approaches through developing and disseminating a model for school-based reduction in dropout rates, which is sought to be widespread and institutionalized in cooperation with Bangladesh's Ministry of Education.

To ensure sustainability the project will help to strengthen parents' prioritisation of education, the capacity of schools to retain pupils and parents' access to opportunities for financial support for schooling. The project's social sustainability is ensured via a fundamental change in parents' and schools' prioritisation of both girls' and boys' schooling, which breaks with the pattern whereby parents who did not go to school do not prioritise the schooling of their children, who in turn do not prioritise their own children's schooling.

Project location and Target: The proposed project is targeted to work in the South city corporation of Dhaka city. The project will support 22 selective secondary schools in Dhaka. project will focus on schools, community and children in particular.

The project's focal point and primary target group is children aged 10-15 living in the slum areas in Dhaka. Children who have dropped out or are at risk of dropping out directly participate in the project's activities. 10,000-15000 children from slum areas at the 22 participating schools benefit directly from the project intervention. Potentially all children from slum areas in Dhaka enjoy the schools' improved efforts to tackle the root causes of children not completing their schooling.

Project specific objectives are;

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3. BACKGROUND AND BRIEF OF THE ACTIVITY:

Developing of teachers training package on gender responsive inclusive pedagogy under Project of Child Bride to Bookworm- Christmas Calendar project

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 and students with disabilities at school several projects of Plan International Bangladesh initiated to develop a teacher's Training Package on Gender responsive and Inclusive Pedagogy. The "Girl Get Equal (GGE)" and **Empowering Adolescent Girls to End Child Marriage in Bangladesh (BikBok)** project already has developed a 3 days training package focusing on **Learning friendly Pedagogy, Gender responsive and Inclusion**. Considering the 3 days training package developed under GGE and BikBok project as first and second phase Child Bride to Bookworm project need to develop the third **phase** of training package on Gender Responsive and Inclusive pedagogy by hiring an external consultant or firm. In case of hiring an external consultant **Child Bride to Book worm** project recommending to hire the same consultant who developed the first and/or second phase of teacher's Training Package on Gender responsive and Inclusive Pedagogy under GGE and BikBok project. The consultant or firm is expected to develop **3 days training package for 3rd phase** focusing on Gender Responsive and Inclusion on disability issues considering the disability right and protection act 2013. The geographical situation, teacher's capacity and need also need 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 expert input to develop gender responsive inclusive pedagogy manual for teachers.

4. Objective of the work:

To create a gender responsive and inclusive learning environment in classroom for secondary schools particularly student with disabilities to continue their education with relevant competencies.

5. Scope of Work:

The consultant firm/individual will provide the following issues –

- To analyse the first and second phase of teacher’s training manual developed under GGE and BikBok project.
- 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

6. Timetable:

Activity/ deliverable	Time line
Submission detail work Plan in consultation with Plan	12 August 2021
Analysis of first and second phase 3 days teacher’s training manual developed under GGE and BikBok project (desk work)	20 August 2021
Explore other national and global tools relate to gender responsive and inclusive pedagogy. (desk work)	24 August 2021
Assess current classroom practice to find out major challenges that need to address (assessment using tool)	27 August 2021
Organize and conduct content development write-shop with technical experts from Plan on gender responsive inclusive pedagogy.	31 August 2021
Organize validation workshop with the similar experts	9 September 2021
Field test the draft training manual	13 September 2021
Finalize the draft manual after getting feedback from field test	17 September 2021
Submit final Gender responsive and inclusive pedagogy manual for teacher training	22 September 2021
Provide a brief on training manual considering both phase training (1-2 page)	26 September 2021
Facilitate ToT on Gender Responsive Inclusive Pedagogy	10-12 October
Final submission of all documents and reports	15 October 2021

The assignment must be completed and delivered on or before 3 October, 2021.

7. 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 Child Bride to Bookworm-Christmas Calendar project of Plan International Bangladesh.

8. Contact person:

For any clarification related to content, the agency/individual will contact with Farzana Bari, Project Manager (Acting) of Child Bride to Bookworm project of Plan International Bangladesh Country office at farzana.bari@plan-international.org. For any clarifications about any clause, the agency/individual can communicate with admin department of Plan by this mail: planbd.purchase@plan-international.org

9. Experiences:

In this case, the project wishes to hire the same consultant hired by GGE project to keep the standard on the same level which have been accepted by the Ministry of Education. Expected experience of the consultant will be similar to GGE and/or BikBok project.

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, Inclusive education, structure of school governance and education policies in Bangladesh. In addition, needs to have good understanding on inclusive education and gender in education programme.
- Must have technical skill on developing manual on gender responsive and inclusive pedagogy.
- 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

10. 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 contract.
- 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.

11. 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

12. Submission of proposal

The technical and financial proposals should be submitted on or before 03rd August 2021 by 2:00 PM. to the email address: Sabrina.Khan@plan-international.org with “**Developing of teacher training package on gender responsive inclusive pedagogy and school code of conduct under Project of Girls Get Equal: Integrated approach to end CEFM: inclusive pedagogy approach to end Child Bride to Bookworm project**” as the subject line. Proposal submitted to any other email account except this will be treated as disqualified. Two different folders i.e. technical and financial should be submitted into one zip folder with a cover letter. The proposals should be submitted in pdf format.

13. Global Policy of Safeguarding Children & 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.

- a) **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.
- b) **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.

Disclaimer: Plan International Bangladesh reserves the right to accept or reject any or all proposals without assigning any reason what so ever.