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**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 and school code of conduct under Project of Girls Get Equal: Integrated approach to end CEFM: 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***o 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.

As a continuation, Plan International Bangladesh in coalition with South Asian Partnership & Resource Development Foundation is implementing the project Girls get Equal: Integrated approach to end CEFM: Bangladesh, financial support of Norwegian Agency for Development Cooperation (NORAD). The aim of the project is to reduce the incidence of child marriage in 16 unions of two sub-districts within the district of Barguna 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 1st of January 2020 to 31st December 2024.

1. **PROJECT OVERVIEW**

The Girls Get Equal programme in Bangladesh will reach out 26,000 children and youth in Barguna District with interventions to reduce child, early and forced marriage (CEFM) across the five outcome areas.

Within the **girls’ retention in school and youth economic empowerment** outcomes, Plan will support schools to introduce a more gender responsive and child-friendly pedagogy and school codes of conduct. Mainstream formal education will be linked up in partnerships with Technical and Vocational Education and Training (TVET) institutions to provide an attractive offer and encourage girls to stay in school. Plan will train girls and their families in livelihood skills and establish linkages to the private sector to provide employment opportunities.

In terms of **sexual and reproductive health and rights** (SRHR), in-school adolescents will receive training through the integrated Gender Equity Movement in Schools Module (GEMS) package, a 2-year curriculum on SRHR, gender-based violence (GBV), and gender equality for younger adolescents. Out-of-school adolescents will be trained on SRHR by using Plan’s Champions of Change methodology.

Within the **social** **norm change** work, the programme will work with boys and men to promote positive masculinities to change stereotypes, social norms and behaviour that work against the potential of girls. Youth organisations and individual youth will be mobilised and receive support to act as drivers of change and bring about improvements to gender norms, policy and legislative changes. The programme will furthermore conduct awareness trainings on CEFM with community religious leaders, teachers, marriage registration officers (kazis), and solemnisers of marriages.

When it comes to **child protection**, the programme will work to influence the implementation and enforcement of the Child Marriage Restraint Act 2017, to form effective and well-functioning local level child marriage prevention committees and to encourage reporting on child marriage cases. In order to do so, the programme will build the capacity of national and district-level child protection systems, building strong linkages from Ward to District to National level.

Specifically, the programme aims to deliver and achieve the following outcomes:

**Outcome 1: Retention of girls in school**

* 108 secondary schools, including madrassahs and TVET institutions will be supported to strengthen the implementation of ‘Safe, Inclusive and Girls-friendly schools’
* 5760 out-of-school children receive accelerated or alternative basic education
* 1040 educational staff will be trained in code of conduct and inclusive pedagogy

**Outcome 2: Knowledge of sexual and reproductive health and rights among adolescents**

* 13678 adolescents have knowledge of quality SRHR
* 688 educational staff and trainers are trained on SRHR
* 4936 traditional initiators, parents or relevant local actors receive training on SRHR

**Outcome 3: Strengthened economic opportunities for girls and families at high risk of CEFM**

* Facilitate skills and employment opportunities for decent incomes for 2200 youth, focusing especially on girls
* 2000 critically poor families at high risks of CEFM receive economic support so they do not need to marry off children due to poverty

**Outcome 4: Communities embrace social norms that value the girl child and support them to delay marriage**

* 23540 community members receive awareness-raising on gender equality, child rights and CEFM
* 5120 girls and boys receive training on gender equality, child rights and CEFM (using the Champion of Change methodology)

**Outcome 5: Increased responsiveness of duty bearers at national, district, and sub-district levels to prevent and respond to child rights violations, particular CEFM.**

* 133 CBCP committees/mechanisms are functional and with higher sustainability level
* 64 civil society organizations engaged in advocacy relating to CEFM, including child protection, child rights, inclusion, gender equality
* 1638 official duty bearers/CBCP members trained
* 32 civil society organisations have increased capacity on policy advocacy

In alignment with the overall Theory of Change, the programme will contribute to eliminating CEFM by addressing driving forces across the five outcome areas. The programme will be implemented in Barguna Sadar and Taltoli, two sub-districts of Barguna district, in the southern part of Bangladesh. The overall objective of the programme is to reduce the incidence of child marriage in 17 unions of two sub-districts. Barguna Sadar and Taltoli have been selected specifically because of their low score on SRHR indicators, such as lack of access to quality SRH services and poor knowledge of SRHR issues. Barguna is also a particularly vulnerable area in terms of natural disasters, floods and cyclones, which exacerbates child marriage. The number of extreme poor people living in Barguna Sadar is 9,9 % and in Taltoli 12 % (while the national average is 12, 9%).The female employment rate in Barguna Sadar is only 14 %.

1. **BRIEF OF THE ACTIVITY:**

**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: Bangladesh**

This programme will work to keep girls in school. We all realize that girls’ education bears the importance of national development. Within our country context, there are some categories of problems are identified and inadequacies in the current secondary school curriculum, such as lack of clarity and cohesion in goals, aims and objectives of learning; inconsistencies and deficiencies in syllabus, textbooks and assessment; lack of economic, social and cultural relevance of the curriculum; and absence of effort to teach progressive cultural values. Unless the curriculum is made relevant immediately, children, especially girls, will continue to fall behind in their pursuit of equality in educational achievement, and ultimately society as well as nation will fail to help these girls achieve their dreams for a better life.

Although having all those problems along with socio economic condition, the rate of girl’s enrolment in secondary school since last few years brings a great hope. But this rates gives different scenario from the dropping out rate which is high around puberty and the rate of girls dropping out of sixth and seventh grade is more than double than boys and it reaches to the pick at the eighth grade.

If dropouts are to be prevented, school lessons need to be gender responsive, more quality and relevance, teachers lesson delivery method should more attractive to retain students particularly girls at school. A great deal of this dropout rate can be attributed to the weak quality of education. When education is of low quality, it causes poor participation and attendance, higher dropout rates and lower standards of achievement.

More relevant with this drop out is to lose girl’s self-attention to continue their study. Most of the school don’t have any safe guarding policy to make girls safe in school, lack of opportunity to raise their voice about any miss conduct happen to them or discuss about their problem with anyone such as teachers aggressive, disruptive and disrespectful behaviours as serious and of the greatest concern. The majority of teachers practice poor parenting, using inappropriate language and corporal punishment in class room.

More of all creating girl friendly positive school environment is the main focus of our project, so that girls can enjoy their student life in all aspect through learning process to feeling of safe & secured.

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 school code of conduct and gender responsive inclusive pedagogy manual for teachers.

**Objective of the work:** To create a safe, secured and gender responsive inclusive learning environment in selected secondary schools to support secondary students particularly girls to continue their education relevant competencies.

**Target Population:** The project will be implemented in all secondary schools in Barguna Sadar and Taltoli upazilla of Barguna District.

1. **SCOPE OF WORK:**

The consultant firm/individual will provide the following issues – the consultant firm/individual will provide the following issues –

**School Code of Conduct and How to create positive learning environment in school**

* Conduct workshop with school authority to develop school code of conduct to create a safe and gender responsive school environment
* Develop school code of conduct and operational manual and training package for different stakeholders
* Organize and conduct workshop to outline teacher training manual and resource materials for gender responsive inclusive pedagogy
* Develop teacher training manual and resource materials for gender responsive inclusive pedagogy

Facilitate ToT on both school code of conduct and gender responsive inclusive pedagogy

1. **TIMETABLE**:

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| **Activity/ deliverable** | **Time line** |
| Submission detail work Plan | 10th October, 2020 |
| Organize and conduct workshops with school authority to develop school code of conduct | 20 October, 2020 |
| Organize and conduct workshops with relevant experts on gender responsive inclusive pedagogy | 20 October, 2020 |
| School code of conduct, operational manual, and training package | 5 November, 2020 |
| Gender responsive inclusive pedagogy manual and resource materials for teacher training | 20 November, 2020 |
| Facilitate ToT on school code of conduct | 30 November, 2020 |
| Facilitate ToT on Gender Responsive Inclusive Pedagogy | 30 November, 2020 |
| Final submission of all documents and reports | 1st December, 2020 |

The assignment must be completed and delivered on or before 1st December, 2020.

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 Girls Get Equal (GGE) Project of Plan International Bangladesh.

1. **CONTACT PERSON:**

For any clarification related to content, the agency/individual will contact with Saydul Huq, Education Specialist, Barishal Divisional Office, Plan International Bangladesh, [Saydul.Huq@plan-international.org](mailto:Saydul.Huq@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](mailto:planbd.purchase@plan-international.org)

1. **EXPERIENCES:**

The consultant/consulting firm should have demonstrated experience in developing Teaching Learning Materials, training materials preferably for secondary education. S/he should have good understanding on gender in Education and School related gender based violence. Experience in working with secondary schools would be highly appreciated.

**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

**Submission of proposal**

The technical and financial proposals should be submitted electronically to the email address: [**Planbd.consultant.hiring@plan-international.org**](mailto:Planbd.consultant.hiring@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: Bangladesh** as a subject. Proposal submitted to any other email account except this and in hard copy will be treated as disqualified. Submissions after the deadline 3rd October 2020 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.

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.