

Right to Play

Terms of reference for

Developing Global Gender Training and Capacity Building Digital Resource

Type of Contract:	Individual or Firm
Closing date	January 31 st 2021
Language:	English , knowledge of Arabic or French is desirable
Contract Length:	6 months
Assignment Start date	February 15 th 2021
Location	Flexible

1. BACKGROUND

Right To Play is a global children’s organization that protects, educates and empowers children to rise above adversity. We believe that age, gender and ability sensitive play, in all its forms, including games, sports, art, drama and music, not only is essential for children’s wellbeing and development, but is also life-saving. Right To Play operates in 14 countries around the world, in both development and humanitarian contexts.

We believe that when women and girls are meaningfully engaged along with men and boys in decision making for development or humanitarian assistance, the outcomes are significantly improved and more sustainable.

Our programs across the countries are designed to provide children with the opportunity to learn about their rights and develop key life skills such as self-confidence, communication, and decision-making. In addition, we provide them with knowledge and resources on their rights including protection from violence and harmful traditional practices like Child Early and Forced Marriage (CEFM), Female Genital Mutilation (FGM) as well as Sexual and Reproductive Health Rights and gender equality. Gender equality and inclusion are at the heart of Right To Play’s work and empowerment of girls is also one of the four outcome areas which focuses on supporting girls in gaining knowledge of their rights, skills to navigate concerns of violence and protection, sexuality and health, education and learning. It hones their ability to take decisions and advocate for their own rights to actualize their potential.

We actively build capacity of teachers and school administrators to become champions for gender equality. The teachers are trained in gender responsive pedagogy; including creating a gender responsive classroom, using gender responsive language and teaching materials. The head teachers and administrators are supported to create a conducive school environment and a physically and emotionally safe space for all boys and girls to study. Education departments and government ministries are engaged in the process to increase women teachers in schools and support them in taking on leadership positions. The infrastructure is improved through support for play grounds, and gender specific washrooms with Menstrual Hygiene Management facilities for girls and female

teachers. School management committees (SMCs) and Parents Teachers Associations (PTA) are supported to strengthen gender responsive governance and management of schools as well as bridge the interstice between parents and school to improve retention and performance of girls and boys in schools.

Right to Play also recognizes the importance of strengthening the ecosystem for children particularly girls to have learning opportunities and actualize their potential. Parents and community members are actively involved through awareness raising programs, community events, sports, music and creative art programs as well as parent groups. These adults are allies in identifying and overcoming barriers to gender equality and rights of girls.

2. CONTEXT

The Gender Responsive Education and Transformation (GREAT) project is a five-year (2018-2023) project being implemented in Ghana, Mozambique and Rwanda. Using a play-based pedagogical approach, the GREAT project is contributing towards the ultimate outcome of improved quality education¹ for girls and boys at the primary school level. This will be achieved by i) integrating gender-responsive play-based learning (GRPBL) into teaching practice; ii) engaging parents and caregivers in addressing gender-specific learning needs² of girls and boys, including at-risk children³; and iii) increasing integration of gender-responsive play-based learning in in-service and pre-service teacher training. All project strategies and partnerships are designed with a gender-responsive lens, to actively seek out ways to improve the decision-making power of women and girls, to advance their human rights and to improve their access to and control over their educational outcomes. Across all three countries of intervention, GREAT aims to target 221,486 (109,057 F) children, 2,974 (1,547 F) teachers, and 744,974 community members (mothers, fathers and caregivers) over the course of the project.

3. RATIONALE

Right To Play's country teams build the capacity of teachers and school administration, strengthen parental and community engagement and engage girls and boys through children's clubs. They support school monitors/supervisors, coaches and SMCs in monitoring and implementation of activities in a gender responsive manner. They also engage with partners, stakeholders and beneficiaries to mentor and support them for gender equality.

All Right To Play country offices have gender specialists or gender focal persons who are responsible for ensuring gender equality and inclusion in programing and in the organization. The program team includes a mix of country level specialists (education, child protection and trainings) and project officers and field facilitators. In addition, the offices also include implementation support team (finance, human resources, drivers, peon and other support staff). All the staff requires gender sensitization training, mentoring and support for ensuring gender responsive programs and organizational environment.

¹ Quality education means that both boys and girls experience improved learning outcomes, including academic and life skills, in a safe and supportive learning environment.

² Gender-specific learning needs refers to ensuring a gender-responsive approach to learning that reflects an understanding of the impacts of gender bias, norms and inequalities on the educational experience of boys and girls and seeks to address these factors to create an enabling environment where girls and boys are afforded equal opportunities to participate and thrive at school.

³ "At-risk" children are those who have been identified by teachers as being at high risk of dropping out and/or underperforming academically.

Country offices have been sensitized to gender issues in the local context. However turnover of staff, growing programs as well as constantly changing context of work require multiple trainings. The type of knowledge and skill required for performing the role within the organization varies by the position that each individual holds. Furthermore, internalization of gender norms and social values also requires consistent mentoring and support to bring about an attitudinal change and enhance skills for championing gender equality both within the organization and in programs. Therefore, building knowledge and skills and developing an attitude for gender equality is envisaged as a journey and a continuum which is experienced differently by different individuals at different vantage points. Nonetheless, as one Right To Play there is also need to develop a common understanding, knowledge and skills for supporting empowerment of girls. The new Learning Management System creates an opportunity for us to develop standardized interactive trainings for staff which they can take at their own pace. These trainings are envisaged to build the capacities of the teams and support them in developing future trainings for stakeholders. The trainings will also be coupled with mentoring and hands on support for staff to raise questions and get suggestions for overcoming challenges that they may face in developing their knowledge, skills or attitude.

4. CURRENT ASSIGNMENT

This assignment is part of the GREAT project to develop gender equality training and capacity building resources for staff and community. It is envisaged that these resources and training materials would be used by Right To Play staff across the globe.

It is envisaged that this assignment would have the following key components:

1. The gender sensitization and capacity building training content will be developed
 - In the light of the gender equality training and capacity building competency framework.
 - After reviewing the existing resources available within Right To Play as well as international best practices.
2. The training and capacity building content would then be converted into interactive videos/online trainings.
 - Each session is envisaged for 25- 30 minutes
 - The session will include interactive games like scattergories and trivia
 - Session will then be uploaded to LMS 365. The sessions also need to be applicable offline
3. Training handouts would be converted into printable resources to supplement the training and could be used by the staff to train partners, teachers and other stakeholders
 - including comic strip guidance
 - use of stick figures (Right To Play has used in games) for key message communication
 - any other innovative possibilities

4.1 Deliverables

1. Training content on each of the training units (upto 10). Each video is 25-30 minutes with some interactive content like trivia.

2. Interactive video/online training for each of the components (up to 10) ready for uploading on LMS 365 and sharing with country office to use offline
3. Handouts and guidance developed into printable resources (up to 10) and shared with Right To Play in electronic files converted into e-pub format (PDF with links, mobile friendly) including the storyboards for the handouts.

4.2 Anticipated Scope of Work

- Review of the training continuum developed by Right To Play to finalize the 10 components/thematic areas for training
- Review of the existing tools, toolkits and resources available within Right To Play and identify the segments which may be used for developing the gender equality training and capacity building resource.
- Review of the best practices – open sourced gender equality training resources available.
- Developing content for the gender equality trainings with the support of the gender equality community of practice within Right To Play
- Developing and piloting one 30 minute interactive gender sensitization session for Right To Play staff.
- Reviewing the training content in the light of the pilot session and the feedback received.
- Designing and preparing the 10 trainings – interactive videos
- Identifying the 10 key handouts for converting into printable resources

- Developing the storyboards for each of the handouts. A story board will include story/comic strip to illustrate the points for each topic.
- Converting each storyboard for handouts into printable files

4.3. Time frame

This consultancy is envisaged for 6 months

5. RESPONSIBILITY AND LIABILITY OF CONSULTANT

5.1. The consultant will be responsible for

- Developing 10 training session content which will contribute to 10 training session videos and the 10 printable storyboards for handouts to supplement each of the 10 training sessions
- All material produced would be in English and ready for uploading/use online for Right To Play.
- Electronic copies of all materials
- Maintaining confidentiality of all Right To Play materials and resources shared for review

5.2. All materials would be Right To Play's intellectual property

6. RESPONSIBILITY AND LIABILITY OF RIGHT TO PLAY

Right To Play will be responsible for

- Supporting the resource development

- Coordinating with relevant team members within Right To Play and organizing the relevant meetings
- Providing feedback within the stipulated time
- Providing all the relevant Right To Play resources for review

7. REPORTING LINE AND LOGISTICS

- The consultant shall work under the supervision of Right To Play Gender Equality Specialist
- The International Global Program team members and the Gender Community of Practice of Right To Play will also play an advisory role in the planning and development and roll out of the toolkit.
- The consultant and the relevant Right to Play staff will meet as per the agreed timings, at various stages (planning, development and testing) processes related to the deliverables.

8. SKILLS AND EXPERIENCES

The desired specifications and qualities of the consultant(s)/firm are:

- A demonstrated experience of developing online training resource
- Strong technical skills video making skills especially interactive online training sessions
- Advanced knowledge of LMS 365
- Demonstrated ability to innovatively develop training materials
- Ability to develop storyboards for handouts
- Good understanding of gender equality issues in development programs
- Strong understanding of gender equality issues in development and humanitarian context.
- Good understanding of children’s rights with a particular focus on Psycho social support and child protection, with proven background in developing similar toolkits in emergency context.
- Good spoken and written communication skills in English.

9. BID REQUIREMENTS

Interested consultants or firms are requested to submit:

- Right To Play would not be responsible for any costs incurred for preparation of EOI or proposal.
- An Expression of Interest detailing the interpretation of the TOR, proposed methodology including sampling framework and work schedule.
- A detailed budget for proposed costs **including all taxes liable to be paid**. The budget should include cost for developing and pretesting one pilot session and then budget per session.
- A capability statement demonstrating how they meet the required qualifications and competencies;
- Copies of all relevant Curriculum Vitae (CVs). Only CVs for the specific individuals that will form the resource development team should be included.
- A sample of a previous resources developed for a similar project completed (this will be treated as confidential and only used for the purposes of quality assurance).

- Two references from previous client/employers
- N/B: The entire bid should be a maximum seven (7) pages including the budget. Bids not meeting this requirement will not be considered.

10. APPLICATION PROCEDURE

- If you believe you qualify for this post and you are the candidate that we are looking for, please submit your applications as per the bid requirements in English by submitting proposals to aadham@righttoplay.com
- The closing date for this post is January 31st 2021
- The shortlisted 3-4 candidates may be invited to submit modifications or make a short presentation for the final selection.
- We are committed to ensuring diversity and gender equality within our organization. All underrepresented qualified groups are highly recommended to apply.