



## Consultancy: Child Safeguarding and PSEA Terms of Reference

### ROLE PROFILE

<b>Title</b>	Child Safeguarding and PSEA Consultant
<b>Functional Area</b>	Protection
<b>Reports to</b>	Safeguarding Focal Point
<b>Effective Date</b>	ASAP

### About Plan International

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We believe in the power and potential of every child, but know this is often suppressed by poverty, violence, exclusion, and discrimination. Working together with children, young people, supporters and partners, we strive for a just world, tackling the root causes of the challenges girls and vulnerable children face. We support children's rights from birth until they reach adulthood and enable children to prepare for – and respond to – crises and adversity. We place a specific focus on girls and young women, who are most often left behind. We have been building powerful partnerships for children for more than 80 years, and are now active in more than 70 countries.

Since 2017, Plan International has been working in partnership with local, national and international organizations to strengthen capacities and address the needs of Lebanese and refugee children in Lebanon. With a focus on adolescent girls and young women, Plan International Lebanon implements projects in the sectors of Child Protection, Gender-Based Violence, Sexual and Reproductive Health and Rights, Education, Youth Economic Empowerment and Participation. The organization also promotes gender equality by addressing the root causes of discrimination against girls and young women. Since its establishment in Lebanon, Plan International has been using a partnership model that allows for capacity building of local actors and civil society strengthening in various areas including Tripoli, Akkar, Bekaa, South and Beirut & Mount-Lebanon.

### Background

Plan International recognizes that violence against children and young people is prevalent throughout the world and in all societies. We are deeply committed to eradicating violence against children and young people and take very seriously our duty to safeguard children, young people and all programme participants and promote their welfare. This also means holding ourselves to account in ensuring that no child or young person or any programme participant is harmed or placed at risk of harm as a result of their association with us.

Plan International upholds a Global Policy on Safeguarding Children and Young People and Policy on Protection from Sexual Exploitation and Abuse as a commitment to maintaining an environment that prevents violence, including a zero tolerance for sexual exploitation and abuse perpetrated by staff in humanitarian settings. The global Safeguarding and PSEA policies apply to all staff members, partners and visitors, etc.

Plan International has a safeguarding implementation framework, that helps ensuring that we do all we can to make sure all programme participants stay safe and protected when they engage with us and with those who represent us.



## Consultancy Purpose

Plan International Lebanon is seeking a Child Safeguarding and PSEA consultant to

- 1) Review and contextualize Plan's Global Policies
- 2) Edit and update existing training package,
- 3) Develop IEC material and other related key documents and procedures to strengthen the implementation of the safeguarding and PSEA policies.
- 4) Develop partners safeguarding assessment tool and awareness package. This will help in building the capacity of Plan's and partners' staff, and ensure safeguarding and PSEA are mainstreamed in Plan's programmes.

## Accountabilities

Based on the above, the following will be requested from the consultant:

### Preparation:

- Agreeing with Plan International's Safeguarding Focal Point on the timeline of the proposed work plan and approach to the consultancy, as well as the material development and the content and general outline of the work.
- Consult with Plan International's Safeguarding Focal Point to provide technical inputs on the proposed adaptations and material to be developed by the consultant, at agreed times.

### Deliverables:

- Revised and updated Safeguarding and PSEA Code of Conduct in Arabic and English
- Revised and updated Safeguarding training package for Plan and partners staff including Facilitator Notes, Power Point Presentation, participants handouts, pre-post tests and training evaluation. The original package is in English and should also be developed in Arabic.
- Revised and updated Safeguarding and PSEA induction session for new joiners and visitors. The original content is in English and should also be developed in Arabic.
- Develop Safeguarding and PSEA content for 10 different IEC Material on Safeguarding and reporting mechanisms and collaborate with a graphic designer (contracted by Plan) on the design of these material.
- Based on Plan's resources, develop Partners Safeguarding and PSEA Assessment tool to be used for partner monitoring purposes in English and Arabic.
- Develop friendly and interactive awareness sessions targeting children aged 6-9 and 10 -17 and youth/adults above 17 years old in English and Arabic along with a facilitator manual for the 3 sessions.

## Technical expertise, skills and knowledge

The desired qualifications, experience and skillset of the consultant(s) are:

- Relevant academic qualifications and field experience
- At least 5 years of work experience in Safeguarding and PSEA
- A commitment to promoting and supporting child rights and gender equality
- Knowledge of legal frameworks and key policies relevant for Child safeguarding and PSEA
- Excellent understanding of child rights and protection humanitarian principles.
- Demonstrated experience in the development of trainings and relevant material.
- Demonstrated knowledge of the Lebanese context and the Syria crisis
- Highly creative in design and layout of toolkits and trainings
- Fluent spoken and written communication skills in Arabic and English
- Ability to deliver on tight time frames and meet deadlines within agreed budgets



- Adherence to Plan International's Safeguarding Policy, Code of Conduct, and Prevention of Sexual Abuse & Exploitation (PSEA); Gender and other relevant humanitarian standards and policies.
- The consultant should have the following personal attributes:
  - Self-motivated and able to work independently
  - Excellent organization and planning skills; detail oriented
  - Flexibility to adapt to changing conditions and requirements

## Consultancy Timeline

The consultant is expected to develop a detailed work plan for this consultancy, but it is anticipated that the whole consultancy should be finalized by **end of June 2022**.

## Key relationships

The Consultant will work under the supervision and guidance of the Safeguarding Focal Point.

## Application Process

Responses should be sent by to [Lebanon.Procurement@plan-international.org](mailto:Lebanon.Procurement@plan-international.org) **May 11<sup>th</sup>, 2022**, and will include:

- A letter of interest, highlighting the relevant knowledge, skills and experience of the applicant.
- An up-to-date Curriculum Vitae.
- A brief description of proposed methodology/approach, description of deliverables, and a work plan.
- A budget with clear description of daily rate (in USD).