

## TERMS OF REFERENCE

### PROVISION OF INCLUSIVE EDUCATION TECHNICAL SUPPORT & CAPACITY BUILDING TO THE UGANDA EDUCATION CONSORTIUM

1. Innovative and inclusive accelerated education programme for refugee and host community children (INCLUDE) project Phase III
2. Multi Year Resilience Programme (MYRP) II project
3. First Emergency Response (FER) project

*All implemented by the Uganda Education Consortium where HI is a member, providing disability inclusion and inclusive education technical support*

## Humanity & Inclusion, Uganda

### 1 CONTEXT

Humanity & Inclusion (HI) is an international non-profit organisation, implementing humanitarian and development actions in over sixty countries. Co-recipient of the 1997 Nobel Peace Prize, Humanity & Inclusion is a 40-year-old independent and impartial organization working in situations of poverty and exclusion, conflict and disaster.

In Uganda, HI works to identify and support those with specific needs and ensure the meaningful inclusion of refugees and asylum seekers. HI Uganda is currently implementing development and humanitarian interventions in six sectors/thematic areas: Livelihood, Mental Health and Psychosocial Support, Physical and Functional Rehabilitation, Inclusive Education, Inclusive Health, and Inclusive Humanitarian Action.

#### **Education projects being implemented by the Uganda Education Consortium**

Uganda hosts 1,521,424 refugees ([UNCHR February 2023](#)). Gross enrolment of children in pre-primary, primary and secondary education remains low at 53%, ranging from 43% for pre-primary, 91% for primary and only 10% for secondary ([UNHCR, Education Dashboard Term 3 2022](#)). Among the total enrolment of 507,957 (refugees and nationals), children with disabilities are 17,139, representing 3.37%. This figure is low considering that in Uganda, 13.6% of persons aged 5 years and above have functional difficulties<sup>1</sup>, globally, about 16% of the population experiences disability at some point in their life.<sup>2</sup>

Concerning education for children in refugee hosting districts (both refugee and non-refugee children), the Education Response Plan for Refugees and Host-Communities (ERP) II and the Multi-Year Resilience Programme (MYRP) linked to the ERP II emphasize the importance of improved access and retention to inclusive learning and training opportunities for all, including children with disabilities.

The Uganda Education Consortium (U-EC) led by Save the Children (SCI) is implementing the following projects, contributing to the implementation of ERP II and MYRP II.

- INCLUDE 3 funded by the European Civil Protection and Humanitarian Aid Operations (ECHO),
- MYRP 2 funded by the Education Cannot Wait (ECW), and
- First Emergency Response (FER) funded by ECW.

<sup>1</sup> Uganda Bureau of Statistics (UBOS), 2016. National Population and Housing Census 2014 Main Report. <https://uganda.unfpa.org/en/publications/national-population-and-housing-census-2014-0> The data was collected using 4 questions from the Washington Group questions i.e. Short Set (seeing, hearing, walking/climbing, and remembering/concentrating).

<sup>2</sup> WHO (n.d.). [Disability Overview](#). UNICEF (n.d.) estimates that 10% of children have disabilities. See [Including children with disabilities in humanitarian action: General Guidance](#).

The Consortium will enable conflict-affected children (refugees/host communities, boys/girls, children with disabilities and out-of-school children) to access safe and inclusive formal and non-formal learning opportunities and supports them to attend and remain in school (Result 1). Learners enrolled in formal and non-formal education (including AEP) will be supported by teachers with improved competencies and demonstrate improved learning outcomes (Result 2). District Local Government and School Leadership and Management capacities in the target communities will be strengthened to support better and supervise safe and inclusive learning environments that generate improved learning outcomes (Result 3).

## 2 DESCRIPTION OF THE EXPECTED SERVICE

### 2.1 Context

Under 3 projects mentioned above, HI provides inclusive education technical support to U-EC and is responsible for provisions of rehabilitation services. To achieve this commitment, HI is recruiting 3 positions (all nationals), namely;

- **Inclusive Education Technical Specialist** (one). This position is to be seconded to the Consortium Management Unit (CMU) of U-EC, based in Kampala with visits to the project sites.
- **Inclusive Education Capacity Building Officer /IE-CBO** (one). The staff will be based in Yumbe and travel to project sites to provide field level technical support to U-EC partners.
- **Inclusive Education – Early Childhood Development – Technical Officer / IE-ECD-TO** (two). They will be based in Imvepi and Nakivale, providing field level technical support with specific focus on ECD implementing U-EC partners.

The recruitment is taking time due to difficulty identifying qualified candidates. The Regional Inclusive Education Technical Specialist has been filling the gap but projects require urgent and regular presence of these staff members.

While the local recruitment effort continues, the consultant is expected to fill the gap by providing necessary technical support to CMU and build capacity of the above-mentioned national positions as soon as they are recruited during the period of this consultancy.

### 2.2 Global objective

To ensure quality inclusive education interventions in education projects implemented by U-EC

### 2.3 Specific objectives

In close consultation with the Regional Inclusive Education Technical Specialist and other project staff members,

- a) **provide necessary technical inputs and support to the U-EC partners** (including CMU) by adapting approaches, materials and tools, contributing to reporting, and providing training, in line with strategies, standards and mandatory transversal approaches. This will include but not limited for U-EC members to be able to;
  - identify, analyse and respond to school-based barriers for vulnerable children and children with disabilities,
  - review and adapt teachers' continuous professional development, remedial and catch-up program for learners, and any other relevant approaches and tools (e.g. classroom observation tools, coaching and mentoring activities, social behavioural change activities), to ensure they are inclusive, accessible, and relevant
  - Technical review of disability inclusive MEAL and quality inclusive case management, in close consultation with HI Uganda MEAL manager and CMU MEAL

- b) **Build capacity of HI staff** (i.e. 3 positions mentioned above) to be able to support the U-EC partners in line with their Job Descriptions who will then support teachers and other education stakeholders in respective schools and districts. This will include the monitoring and follow up of;
- 3-day teachers training which U-EC partners were already trained on as facilitators and expected to roll out during August and October 2023
  - 1-day enumerator training on the Washington Group questions. Same as above – U-EC partners were already trained
  - basic training on inclusive case management, in collaboration with Uganda MEAL Manager and ICM focal point
- The consultant is requested to examine the outcomes of these trainings, and make recommendations to improve the training package and related tools.

c) **Networking and Advocacy**

- Represent HI in selected meetings on disability inclusion and inclusive education within the U-EC project scope
- If required provide support in liaising with partners and key stakeholders to contribute to the HI's visibility and representation

## 2.4 Expected results / deliverables

- Technical Induction, training and coaching to newly recruited HI staff (i.e. 3 positions mentioned above). The consultant should compile and organize the training packages. *In case* the national positions are not fully filled during the consultancy period, the consultant will handover the package to the RIETS.
- Review, harmonization and adaptation of technical approaches, tools and materials to make them more inclusive, in consultation with U-EC partner organizations and MOES where required (including CPD package, the interim donor report)
- Reports from document review, training, meeting, workshops and field visits, describing gaps identified (in schools in general, and in the project design and U-EC's capacities in particular), support provided and recommendations for further actions. The consultant should submit the report in a timely manner within 3 days after the specific work is done (e.g. within 3 days from the training completion date).
- At least two (2) case studies of inclusive education practices in schools, gaps, good practices and lessons learnt

## 3 CONSULTANT'S PROFILE

### 3.1 Academic background, training, and experience

- Master's degree in Inclusive Education, Teaching and Learning, Curriculum Development, Education Policy Analysis, Child Development, Occupational Therapy, Public Health or any other related field
- At least 5 years' experience working in education sectors, ideally in emergency settings, specifically with learners with disabilities and supporting capacity building of teachers.
- More than 7 years of experience working in international development cooperation. Experience in African countries a plus.
- Experience in working with persons with disabilities and Organizations of Persons with Disabilities for promotion of their right to education
- Proficient in disability inclusion and rights approach
- Working experience using the tools developed by the Washington Group on Disability Statistics is a strong plus.
- Excellent team worker; ability to create dynamic and very positive working relations, including remotely

### 3.2 Working languages

English. Ability to speak local languages in Uganda is a plus.

## 4 DURATION AND PLACE OF PERFORMANCE OF THE SERVICE

### 4.1 Place of performance

This position will be based in Kampala, Uganda. The consultant will work at HI and SCI offices with frequent visits to settlements where the projects are implemented.

### 4.2 Duration and work plan

- Start date: as soon as possible but latest **15<sup>th</sup> October 2023**
- End date: **22 December 2023**
- Working days are from Monday to Friday.
- Total number of days will be agreed with the successful candidate, counting from the start date to the end of the assignment. This will include 3 days for induction, 3 days for debriefings and reporting at the end of the assignment. No briefing / debriefing at HI HQ is expected.
- Based on the proposed start date, the successful consultant and HI, in consultation with CMU, will establish a work plan for the completion of the service, including the due for deliverables.

## 5 JOB CONDITIONS

- The consultant has to provide a time sheet every month. The timesheet needs to reflect: 1. Duration of work (number of hours) and 2. Content of work 3. Where relevant, evidence (see 2.4).
- The consultant is responsible for the cost of (to include on the financial proposal professional fees):
  - Mission return flight cost (Applicable for non-Ugandan only)
  - Daily Living cost in Uganda
  - Accommodation cost
  - Health coverage cost
  - Medical repatriation insurance cost (Applicable for non-Ugandan only)
  - Civil insurance cost
  - Visa application cost (Applicable for non-Ugandan only)
  - WHT 15 % (Applicable for non-residents only)
  - WHT 6 % (Applicable for Ugandan or non-Ugandan resident only)
- HI will provide:
  - Movement transport within Uganda. (the Consultant is required to sign HI Discharge responsibility form)

## 6 CONTACT PERSON

During the performance of the service, the consultant will be required to work in liaison with Humanity & Inclusion's teams, and notably with **Ms. Edith VAN WIJNGAARDEN, the Technical Head of Program, HI EAR**, who will be his/her contact person.

## **7 APPLICATIONS (ADMINISTRATIVE AND TECHNICAL ANNEXES)**

If you are interested in and qualified for the position, please submit the following documents on or before 17/09/2023. List of items to be included in the submission);

- Consultant's CV
- Technical proposal to meet the requirements
- Documents proving the consultant's registration and any other documents certifying to the regularity of his/her activity
- Proof of personal health/hospital insurance
- Proof of medical repatriation insurance (Applicable for non-Ugandan only)
- Proposed start date
- Bank details
- Identification documents (Passport/ID)

The Proposal should be submitted to the following email:

[procurement.tenders@uganda.hi.org](mailto:procurement.tenders@uganda.hi.org),

including the email subject” **PROVISION OF INCLUSIVE EDUCATION TECHNICAL SUPPORT & CAPACITY BUILDING TO THE UGANDA EDUCATION CONSORTIUM**”.

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