



Terms of Reference

Leaving no young people with disabilities behind in East and Southern Africa: Consultancy for the Training of Trainers in the 'Breaking the Silence (BtS)' approach to CSE for Young People with Disabilities

I. Purpose of work

Background

The United Nations Population Fund (UNFPA) is the sexual and reproductive health agency that promotes a world where every pregnancy is wanted, every childbirth is safe, and every young person's potential is fulfilled. UNFPA ESARO as part of its commitment in leaving no one behind, has been engaging in a number of initiatives towards increasing the access of (young) people with disabilities (YPWD) to sexual and reproductive health and rights (SRHR) related information and services. The UNFPA 2017 ESA situational analysis that informed the development of the 2017 Regional Strategic Guidance on SRHR information and services for YPWD, as well as the UNFPA 2018 Global Guidelines for providing rights-based and gender responsive services to address Gender-Based Violence and SRHR as well as other evidence clearly states the need for relevant, accessible Comprehensive Sexuality Education for YPWD and the capacity building of implementers in and out of schools.

Adolescents and young people with disabilities have the same sexual and reproductive health and rights (SRHR) needs as their peers without disabilities. While all adolescents and young people may experience attitudinal and structural barriers to comprehensive sexuality education (CSE), those with disabilities experience additional exclusion. As a result, YPWD lack knowledge about sexuality, sexually transmitted diseases such as HIV and safer sexual practices and the skills to enjoy their sexual reproductive rights on an equal basis with others. It is well recognised that people with disabilities are at increased risk of violence (sexual, physical, emotional, psychological). In low and middle income countries women and girls with disabilities are even more vulnerable, especially to intimate partner violence (IPV) as they are 2-4 times more likely to experience IPV than their peers without disabilities. The low knowledge and skills and high prevalence of violence against women and girls with disabilities emphasise the acute need for prevention interventions for this group.

Educators in and out of schools are likely to take a risk-focused approach to the CSE of YPWD, aiming usually to prevent all sexual activity and exposure to sexual violence or exploitation, but fail to acknowledge their rights and positive aspects of sexuality and relationships. Restrictive cultural norms, lack of materials, skills, knowledge and self-confidence, and supportive work environments hinder educators to implement comprehensive sexuality education with learners with disabilities. Hence, teachers and out of school facilitators need support and training to address these barriers, in addition to building their capacities in the content and facilitation of CSE more generally.

UNFPA ESARO with partners especially South Africa Medical Research Council have piloted an approach to provide CSE and other SRH support for young people with disabilities primarily through a dedicated set of CSE teaching and learning materials called '**Breaking the Silence (BtS)**'.

This assignment is dedicated to use this set of resources to train a team of trainers of trainers that shall lead and popularise this approach within the East and Southern Africa region.

What is the 'Breaking the Silence' approach? The 'Breaking the Silence' approach is an evidence-based curriculum implementation approach targeting the delivery of CSE, parenting support, and community engagement for learners with disabilities in and out of schools. The approach draws on social learning theory utilizing group-based learning through participatory methods and a whole school and community view to capacity building inclusive of parent, peer and community support.

II. Objectives of assignment

The purpose of the workshop is to:

- 1) **Create a stakeholder platform to develop an action plan for a sustainable rollout of disability-inclusive approaches to SRHR service delivery such as the BtS approaches to policy analysis, CSE and health facility assessment.** Participants will identify strategies, adaptations and approaches to implement disability-inclusive approaches to SRHR service delivery with focus on the BtS approach to CSE for YPWD. This will lead to an action plan on how to implement training and provide accessible and inclusive SRHR services. This part of the workshop will identify what support participants need to implement approaches such as BtS or other good practice approaches in their organisations/countries and which support mechanisms are feasible. Based on this information participants will develop a "road map" towards implementing evidence-based disability-inclusive SRHR services.
- 2) **Create a task force for the roll out of the BtS approach in select countries of East and Southern Africa** that will promote the implementation of evidence-based SRHR and disability focused approaches for young people with disabilities. For this purpose, the task team members will identify and plan for all advanced preparations to implement the Breaking the Silence (BtS) approach to CSE for young people with disabilities. They will also begin to identify pathways for referral mechanisms between CSE and SRHR/GBV services. Countries have been selected based on the presence of UNFPA COs, implementers from Humanity and Inclusion, collaboration with SAMRC and other Organisations for Persons with Disabilities (OPDs) and for this first stage of piloting the systematic roll out. This is with the view of then expanding to other countries in phases through future resource mobilisation efforts. The first set of countries are Ethiopia, Kenya, South Sudan, Malawi in East Africa as well as South Africa, Zambia, Botswana and Zimbabwe in Southern Africa.
- 3) **Build capacity among task team members** with the BtS approach to CSE for YPWD and its teaching and learning approaches. The task team members for this training will come from the first cohort of countries and organisations across ESA listed above who have demonstrated interest in the BtS approach and developed foundational elements to support CSE for young people with disability (up to 40 people including Botswana, Ethiopia, Kenya, South Sudan, Malawi, South Africa, Zambia and Zimbabwe).

III. Scope of work, Methodology, Deliverables, Timeframe

Scope of work

The Assignment

- The service provider shall lead and expertly deliver training to at least 40 participants to become trainers of trainers in the BtS approach in the East and Southern Africa (ESA) region.

Expected Outcomes

It is expected that the objectives of the workshop will be met so that participants will be able to replicate high quality training of other educators/facilitators on the BtS approach and plan for future implementation.

- Participants shall be equipped with knowledge, skills, and resources to deliver and monitor high quality human rights based and gender transformative CSE programmes for YPWD using the BtS approach

- Participants developed draft action plans related to rolling out the BtS approach to CSE, inclusive of guidelines that support implementation, monitoring and evaluation and referrals to SRHR, GBV and other support services in line with national policies and practice.

Deliverables:

Electronic copies of all deliverables are expected as follows:

- An expertly delivered workshop, demonstrated through ample preparation of learning materials, and responsive facilitation approaches during the training.
- Full training workshop report highlighting the training detail (including analysis of how different sessions were perceived by participants) and key learnings to improve the training.

Supervisory arrangements

Under the overall guidance of the Director and Deputy Director of UNFPA Regional Office in East and Southern Africa, the company will report to the Comprehensive Sexuality Education and SRHR linkages specialist.

The consulting company is expected to work with UNFPA ESARO staff, and other key actors in the disability space to curate an ideal training fit for purpose.

Duration of assignment

The training workshop is expected to take place over a 4 day period in May, 2025 (Dates to be determined). Additionally, a 2 weeks reporting and reflection period after the training which shall specifically include a 2 hour detailed debrief session.

IV. Qualifications, Background, Experience

The vendor is expected to bring together the following expertise, qualifications, and competencies:

- Present a qualified team with at least the Lead person having an advanced academic degree, preferably in disabilities studies, SRHR, Comprehensive Sexuality Education, curriculum development, social science, public health, sexuality, gender and youth, or other field that is related to the consultancy tasks.
- Prior experience working with the Breaking the Silence Approach or similar training approach for CSE.
- Demonstrate prior advanced training knowledge and skills, and specifically working with persons with disabilities as training participants.
- Delivery of related training in the Africa Region is highly desirable.
- Excellent writing and communication skills.
- Ability to communicate well in English language.

V. Evaluation criteria

Interested companies shall submit a Technical and Financial Proposal. The financial proposal will provide a detailed professional budget in USD indicating daily professional rates and number of days.

All interested companies are requested to provide the following in their proposal:

- Information explaining their competencies to meet the requirements of the assignment
- Proposed approach to deliver the training
- Attach brief technical bio data of lead member and core team members if applicable
- Time schedule of the assignment and dates of availability
- Evidence of similar work undertaken and references

Payments

Payments will be processed after UNFPA approvals per deliverable according to the following schedule:

1. Approved workshop plan - 50%
2. Approved training workshop report - 50%.

Proposals will be evaluated against the following criteria:

#	Criteria		Points	%
1	Proposed production timeline and approach.		50	50%
1.1	A technical proposal detailing the approach and plan to be adopted and which adequately addresses the requirements.		50	
2	Expertise of Firm - Team Experience and Qualifications.		50	50%
2.1	Relevant team expertise for delivering the Breaking the Silence Approach or similar training approach for CSE		30	
2.2	Relevant educational experience		20	
	Total (Minimum Threshold = 70%)		100	100%

Prospective service providers that make the first round of selection against the above criteria may be invited for an online interview to further elaborate on the proposals and respond to questions from UNFPA.