



Terms of Reference

Facilitation for the development of CPA “World Without Borders” strategic work with children and young people with disabilities in Belarus

1. Background

Since January 2005, CPA “World Without Borders” (WWB) is conducting projects to develop alternative care for children with physical and mental disabilities living in the house-boarding institutions under the supervision of the Ministry of Labour and Social Protection of Belarus. The projects began in Bogushevsk house-boarding institution with the aim of changing the attitude towards the children from the staff and improving children’s living conditions. Taking into account the experience of foreign partners from Sweden and Poland, WWB expanded the project and focused their efforts on developing skills and abilities of the children. For the last fifteen years ERIKS Development Partner (ERIKS) has been supporting WWB in their work.

Project “Organization of independent living and employment of young people with physical and mental disabilities in the houses of independent residing” (2011 - 2013). For the first time in the country, the department of accompanied residing was opened. After restoration of legal responsibility, six young people left the house-boarding institution for separate and independent life. Due to the project, the Law on Social Services (edition of 2013) has been amended, accompanied residing being described as a social service. The manual "Not near, but together" is published, in which the model of social adaptation is described.

Project “Normalization. Integration. Equality”(2013 - 2015). In three house-boarding institutions, the departments of accompanied residing were opened; employees of all 10 institutions are familiar with the model of social adaptation. During 3 years, 50 persons were invited to the departments of accompanied residing and by the end of the project about 40 people restored their legal capacity and began to live in society. The socio-economic effectiveness of the activities of the departments of accompanied residing is demonstrated: the state spending for such departments is almost 40% lower than the cost of institutional placement of one person and the degree of observance of children's rights is much higher. Based on the results of the project, methodological recommendations for the departments of accompanied residing were prepared. They were approved by the Ministry of Labour and Social Protection and spread to all house-boarding institutions.

Project "Chance for Everyone" (2016 - 2018). The first social hostel for graduates of boarding institution is opened. Recommendations are being prepared for employees of territorial centres for the support of young people with disabilities. The unique Festival of the creativity of disabled children “Dreams Come True” is held for 11 years, and pursues two equally important goals: the development of the creative abilities and talents of the residents, as well as drawing public attention to the rights of the participants. Last year, gala concert of the festival gathered over 4,000 spectators at one of the country's main concert venues – the summer amphitheatre of the city of Vitebsk. The creative action “Great art with the hands of small people” also received a great public response during 7 years. The leading figures of art each year deal with the residents of institutions, who in the finals present their achievements to the public. The Republican Games of the residents have been held since 2006 with the participation of the Ministry of Labour and Social Protection, and since 2017 - with the support of the Ministry of Sport and Tourism. During this time, in the boarding institutions, such inclusive sports as bocce, table tennis, novus, football, darts, athletics, etc. are developed. As a result, two institutions became participants in the Special Olympics movement, another two – in the Paralympics movement. Participants of the Games are in favour of the country at the World and European championships, and the Olympic Games.

2. Scope and purpose of the assignment

The **purpose** of the assignment is to collect, describe, reflect and learn from all the experiences of WWB in working with children with disabilities, in order to contribute to the establishment of a long-term strategy for the realization of the rights of children and young people with physical, psychological, mental and developmental disorders living in the house-boarding institutions and their successful integration into the society.

The consultancy has the following **objectives**:

- 1) To support WWB staff in order to document and describe the work done in this field, including:
 - describing the theory of change, main approaches/ strategies, methods and tools used;
 - identifying the main achievements and analysing their sustainability.
- 2) To facilitate the reflection and development of strategic planning for WWB work with children and young people with disabilities, including:
 - the type of programmes to be implemented;
 - ways of integrating the Rights-Based Approach in programming.

3. Methodology and approach

The approach to the facilitation is participatory, and will include perspectives and reflections from different stakeholders. Participation of the WWB project staff is to be an integral component of the design and planning, information collection, the development of findings, reporting and results dissemination. This will also enhance the learning both within the process and from the results.

The consultancy will use the Rights-Based Approach throughout the whole process, making reference to the Convention on the Rights of the Child and the Convention on the Rights of Persons with Disabilities as international frameworks, and will integrate capacity building of WWB staff on Child Rights Programming.

A range of qualitative and participatory methods are preferred. Workshops, individual and group interviews, observations and document analysis could be used. WWB will commit to provide the information and facilitate staff and other stakeholders' participation as needed.

4. Suggested timeframe and presentation of results

The facilitation is expected to be organized in the period 1st September to 30th November 2018. A total of 20 working days could be structured as follows:

- Preparation: 5 days
- Working in the field: 5 days
- Finalising report: 5 days
- Preparing and holding follow-up workshop with project staff: 5 days.

Specific dates for field visits and workshops will be defined together with WWB.

The output of the assignment will be the Report in English, that will be presented in PDF format. The length of the Report should not exceed 30 pages in total (excluding the annexes). The Report shall include a short description of the process, the methodology used and actors involved.

The Report should be structured around the objectives of the consultancy and include recommendations for the WWB strategic planning on the rights of children and young people with disabilities.

A draft of the Report shall be submitted to WWB and ERIKS at latest the 15th of November 2018. WWB and ERIKS will review the draft Report and provide comments and feedback within five working days after the draft presentation. The consultant will thereafter finalise the Report and will submit the final Report at latest the 30th of November 2018.

WWB and ERIKS will be the owner of the final Report. The consultant must treat all information regarding the organisation and the assignment in confidentiality. The report could only be shared with organisations and individuals after approval by WWB and ERIKS' management.

5. Qualification requirements for the consultant

The consultant shall have:

- At least 5 years' experience in evaluation and strategic planning of development work;
- Extensive knowledge of the Child Rights Programming/ Rights-Based Approach and its implications to programming;
- Good knowledge of participatory methodologies;
- Experience in working in Belarusian context and/ or other countries in Central and Eastern Europe;
- Experience in relation to projects targeting children with disabilities is regarded as an asset;
- Fluency in English required. Knowledge of Russian will be regarded as an asset.

6. Application process

Interested candidates will submit a proposal including:

- Curriculum Vitae that demonstrates the qualifications, skills, experience and track record to deliver the services required and that reflects an understanding of key issues relating to the scope of work;
- Technical proposal which will outline the methodology of the consultancy and the proposed working plan;
- A budget with specified costs including consultancy fee, per diems, transportation, material and other administrative costs.

The interested candidates are required to submit the proposal at the latest by **15 August 2018** to wwb@tut.by and cezar.gavriliuc@eriksdevelopment.org.

Contact persons:

Tatsiana Payeuskaya, chairperson WWB, wwb@tut.by.

Cezar Gavriiuc, Programme Monitoring Officer ERIKS Regional office Eastern Europe, cezar.gavriliuc@eriksdevelopment.org.

Only pre-selected candidates will be contacted for an interview. Incomplete applications will not be considered.

7. Other terms and conditions

A service contract will be signed between consultant and ERIKS and remuneration will be paid out in accordance with it. One requirement from ERIKS will be that one part will be paid in advance and the final part upon delivery of the final report.

The consultant is responsible for including in the offer all costs related to the assignment, and no extra fees will be paid out. Should however unforeseen events occur that risk adherence to the agreed upon deadline and budget, this must be communicated to ERIKS and WWB and a revision of plan and budget agreed upon. In the event that deviations have not been communicated to ERIKS and agreed upon, no compensation for the deviation will be paid.

The costs related to local logistic will be covered by WWB.