TERMS OF REFERENCE

Consultant for Disability, Special Needs, Diversity, Inclusion

1. BACKGROUND

The Refugee Law Project (RLP) is an outreach project of the School of Law, Makerere University. Our Mission is to empower asylum seekers, refugees, deportees, IDPs and host communities to enjoy their human rights and lead dignified lives. RLP has a wide physical presence with offices in Kampala, Kiryandongo, Lamwo, Adjumani, Maaji, Bidibidi (Yumbe), Palorinya (Obongi), Hoima, Mbarara, Gulu, Kitgum, Nakivale, Kyangwali, and Arua.

We are seeking to recruit a Consultant with expertise in special needs/diversity/inclusion to support the Refugee Law Project in further development of its Comic Relief funded project, “Improving access and retention in inclusive education for refugee children with disabilities”. This three-year project aims to support refugee children with special needs, including visible and hidden disabilities, to access and succeed in inclusive school environments.

The project fits within and extends RLP’s existing Multi-Survivor Programming in that it seeks to support not only the child with special needs, but also their caretakers and siblings, and to promote healing and resilience for both children and caretakers with the aim of enhancing protection for children and providing an environment in which children with special needs can survive and thrive. The project involves RLP Staff and clients, selected schools that refugee children attend in Kampala and Mbarara, and relevant stakeholders impacting on access to inclusive education for refugee children.

The project has the following 4 outcomes:

- **Outcome 1**: Refugee Children with special needs access and remain in inclusive quality education
- **Outcome 2**: Education system has capacity to deliver safe and inclusive quality education for refugee children with special needs
- **Outcome 3**: Children with special needs and their caretakers access timely and appropriate support to improve their physical, psychological and social functionality
- **Outcome 4**: key stakeholders effectively champion social accountability and implementation of policies and commitments on inclusive education

1.1. Request for Expression of Interest (EOI)
Refugee Law Project is inviting applications from consultants to offer technical support to the project’s implementation.

**PURPOSE OF THE CONSULTANCY**

The purpose of this consultancy is to enhance RLP’s understanding of the current state of key stakeholders’ knowledge, attitudes and practice towards disability and inclusive education for refugee children. The Consultant will work with refugee children and their caretakers, RLP staff, external stakeholders including DPOs, Line Ministries, CSOs, and Child Protection Structures, to conduct an assessment that will inform service delivery to refugee children, as well as training of and advocacy with stakeholders.

**SCOPE OF WORK**

To complete this assignment, the consultant is expected to perform the following:

**Phase 1- Assessment Design:**

I. Review of literature on policy frameworks, terminologies/language and practice. Review of existing disability, special needs & inclusive education studies commissioned by government ministries, development partners, or civil society in Uganda, east Africa and sub-Saharan Africa

II. Draft design of methodology and data collection tools required to collect baseline data, and assessment. This includes
   a. Facilitating a discussion with staff to map out relevant stakeholders
   b. Working with the RLP team to develop a detailed methodology on how to carry out the assessment, including criteria for i) literature review, ii) selecting respondents, and iii) development of data collection tools (Key Informant Interview questions, Focus Group Discussion format, Survey instrument)

**Phase 2 – Data Collection, Analysis, Validation**

I. Collect data through combination of
   a. Desk review of documentation and data
   b. Discussions with the project team, Senior Management Team and other staff of RLP
   c. Discussions with management and staff of schools with sizeable numbers of refugee pupils
   d. Refugee household interviews and engagement with children
   e. Key informant interviews with other external stakeholders
   f. Focus group discussions
   g. Site visits
   h. Survey

III. Data analysis and draft report

IV. Conduct a validation workshop to discuss preliminary findings with Refugee Law Project and key stakeholders
Phase 3 – Finalising report and ensuring findings inform the rest of the Project

I. Draft recommendations in draft study report submitted to Refugee Law Project
II. Work with RLP team to develop appropriate action points for training, service delivery and advocacy
III. Finalise recommendations in final study report submitted to Refugee Law Project

2. DELIVERABLES AND TIMELINES

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<thead>
<tr>
<th>Task</th>
<th>Duration</th>
<th>Output</th>
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<tbody>
<tr>
<td>1. Phase 1: Assessment Design</td>
<td>10 Days</td>
<td>Concept Note detailing context, methodology, Data collection tools</td>
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| 2. Phase 2: Data Collection, Analysis, Validation | 15 Days | - Raw data including interview transcripts  
- Draft preliminary report |
| 3. Phase 3: Finalising report and ensuring findings inform the rest of the Project | 10 days | Final report |

3. REPORTING AND LINE MANAGEMENT

This consultancy will be guided by Refugee Law Project specifically the Programme Manager - Mental Health & Psychosocial Wellbeing who is the Project Team Leader, as well as the Senior Management Team. The Consultant will report to the Project Team Leader.

4. QUALIFICATIONS AND EXPERIENCE

The successful candidate should meet the following criteria:

Qualifications & Education

- All applicants should have at least relevant Masters degrees (Special needs, Education, Rural Development, Sociology, Refugee/Forced Migration Studies, etc.) and experience in surveying, qualitative data collection, and qualitative and quantitative data analysis and report writing.

Experience

- Interested consulting firms and individual must have at least five (5) years offering similar services.
- Demonstrated expertise in Disability, Diversity & Inclusive Education approaches, assessments and analysis conducted in urban & remote rural contexts, particularly in Uganda
- Experience working with/in the private sector and with governmental and NGOs (Ministries of Education, Gender etc.)
• Experience developing and delivering technical training is an advantage, not required
• Experience working with government and donors is an advantage.
• Experience working in the disability sector is an advantage

Competencies

• Suitable candidates must have a thorough understanding of diversity, inclusion and exclusion, special needs and disability in a more specific sense but also have a good appreciation of the broader view of social exclusion and how it may apply to education for refugee children.
• Displays cultural, gender, sexuality, religion, race, nationality, disability and age sensitivity and adaptability

Desirable

• Knowledge of the Ugandan special needs context including but not limited to policies
• Experience of working with refugees/or and other forced migrants

NB: RLP upholds the principles of safeguarding and a suitable candidate should be familiar with child safeguarding and adhere to RLP’s safeguarding policy.

If interested, please send the following to recruitment@refugeelawproject.org by 5:00pm EAT Wednesday, 30 September 2020

• A short expression of interest outlining your approach and qualifications
• CV
• 2 references