

REFRESHER TRAINING OF POLICE OFFICERS IN MANAGEMENT OF SEXUAL GENDER BASED VIOLENCE (SGBV) IN NORTHERN KENYA

Background

IIRR is an international not for profit Non-Governmental Organization that works with communities to develop innovative yet practical and sustainable solutions to poverty eradication through innovation and community empowerment.

With a grant from the United Nations Trust Fund (UNTF) to End Violence against Women (EVAW), International Institute of Rural Reconstruction (IIRR) is implementing a project entitled; Stop Violence against Women and Girls in Samburu, Marsabit and Isiolo Counties in Northern Kenya.

The project seeks to create enabling environment for greater gender equality, translating commitments into action to reduce Gender Based Violence (GBV), including Female Genital Mutilation or Cutting (FGM/C), early forced marriages, beading for sexual exploitation and other forms of domestic violence. The project goal is for Women and girls in Marsabit, Samburu and Isiolo counties of Northern Kenya to be better protected from SGBV and other harmful cultural practices and survivors to have improved access to services and support (psycho-social, medical, and legal) by December 2018. To achieve this, the project will translate commitments, laws and policies into action to prevent and protect women from violence and other harmful practices. Existing GBV related laws will be enforced, women and girls rights improved and services and protection for survivors strengthened. Building on experiences of International Institute of Rural Reconstruction in Community-led development, the project will increase engagement with key stakeholders including communities (elders, women, youth, girls), religious leaders, teachers, health workers, law enforcers-police, legal department-judiciary, and others raise awareness, change behaviors, build capacity of local actors to protect women and girls and also support GBV survivors.

The project goal is for Women and Girls in Marsabit, Samburu and Isiolo Counties of northern Kenya to be better protected from violence and other cultural harmful practices and survivors of GBV access to services and support to services improved by 2018. The goal is to be achieved through 3 outcomes namely;

1. Cultural and Gender sensitive positive behavior change is influenced and sustained for the protection of women and girls against SGBV
2. Laws and policies to protect the rights of women and girls and prevent violence against them are implemented more effectively through improved practices of law enforcement officials and increased awareness on available legal frame work among the community

3. Response service coordination plan developed and strengthened in Marsabit, Samburu and Isiolo Counties in Northern Kenya

Terms of Reference for Refresher Training of Police Officers in Management of SGBV

Preamble

IIRR aims at strengthening the capacity of police officers to be able to address SGBV with communities in the project implementation areas in Wamba-Samburu, Kargi and Korr in Marsabit and Merti-Isiolo. The project has adopted a multi-sectoral approach in which the police are partners to ensure justice is served and perpetrators/offenders convicted through the enforcement of laws and policies against SGBV. The project implementation strategies seek to support the police in responding to all forms of Gender Based Violence in the project areas and also operate a well-functioning Gender Based Violence Reporting Desk at the respective police stations in the hot spot areas. Increased capacity of police officers will help enhance protection of women/girls and response to SGBV cases in a more professional way.

Main objective of the training

IIRR seeks the services of a highly qualified individual to conduct refresher training for identified group of 30 police on Sexual Gender Based Violence. The training will include aspects of GBV case management, reporting and referral processes. The training should look at all aspects of the practice within the response strategy to SGBV related issues and concerns, linking the security systems to survivor centred approaches.

Specific objectives

- To strengthen the capacity of police officers on SGBV prevention and response
- To increase Police Officers knowledge on how to respond to SGBV cases more effectively through effective case management
- To train police officers on the legal/justice systems for SGBV
- To review the functioning of the Gender Based Violence Reporting Desk (GRD) established at police posts and identify strategies to address identified gaps
- To increase the knowledge of police officers on Child protection related issues and the pertaining laws and policies (Sexual offences acts, FGM act, Counter trafficking act, Children's act in line with the international child rights)

Expected number of police officers to be trained

- At least 30 Police Officers

Training methodology

Consultant will be free to employ an interactive training methodology which includes presentations, plenary discussions, Question and Answer, Small group discussions, brainstorming sessions, case studies, role play, games and expert panel interviews, Videos, etc. Lengthy lectures or large group discussions may be minimized as much as possible remembering that most individuals learn best through engaging methods.

Key deliverables/outputs

1. Develop an inception report detailing the process and strategy to be employed to achieve the objective of this training as stated above. It should include a detailed training schedule/plan
2. Prepare training materials and handouts to be given to participants
3. Conduct pre-post confidence evaluations to assess level of knowledge before and after the training
4. Conduct training sessions for the participants identified and invited by IIRR
5. Agree on an action plan to be implemented by the participants after the training
6. Compile a training report including the following sections;
 - Executive Summary (max 1 page)
 - Preliminary pages – Acknowledgment, Acronyms and Table of contents
 - Main report to include:
 - i. Background Information: Brief on the training and context;
 - ii. Training purpose and objectives
 - iii. Lessons learnt, best practices and opportunities for improvement
 - iv. Action plans to be implemented by participants
 - v. Recommendations
 - vi. Appendices
7. Present the draft report to IIRR team for review before producing a final draft
8. Submit a Final Training Report to IIRR in both soft/hard copy

Required qualifications

1. Degree in Law, Social Science, Gender or related field. A related master's level degree will be an added advantage
2. Demonstrate experience in designing and implementing SGBV training programs
3. Strong skill in training and facilitation
4. Excellent written and spoken English
5. Strong report writing skills
6. High level, up to-date knowledge and understanding of SGBV and child protection rights, laws and policies
7. At least Five (5) years of experience in SGBV issues, child protection and human rights
8. Familiarity in similar training's with Northern Kenya region communities (Pastoralist's) will be an added advantage

Time line for the training

Successful consultant/trainer will deliver the training within the month of November 2017 guided by the following parameters;

- Run back to back training's involving at least 30 police officers; 10 police officers in Wamba-Samburu; 10 in Kargi and Korr; and 10 in Merti-Isiolo)
- Each site training will take Two (2) days, thus a total of 6 days for all 3 training's and additional 2 days for preparation of training plan/materials and report compilation
- The travel from Nairobi and to the different training sites in the field may take up to 4 days

Application Process

Interested applicants who meet the required profile are invited to submit an expression of which should include;

1. Technical proposal that summarizes your understanding of the TOR, the proposed approach and tools to be used for the assignment,
 2. Financial proposal providing cost estimates of consultancy fees
 3. Contacts of three organizations that have recently contracted you to carry out a similar assignment
- **Only shortlisted consultants/trainers will be contacted:**
 - **Send your EOI by Tuesday, 14th November 2017 to: recruitment@iirr.org**