



I. General Information

Title of Consultancy: **CONSULTANCY FOR THE DEVELOPMENT OF E-MODULES AND STORYBOARD FOR AN E-LEARNING COURSE FOR THE NATIONAL POLICE STANDARD OPERATING PROCEDURES ON PREVENTION AND RESPONSE TO GENDER-BASED VIOLENCE**

Duration of the Assignment: **10 days.**

Supervisor: **Project team**

Closing Date: **30th August 2020.**

II. Introduction

Women's Empowerment Link (WEL) is a non-profit, non-partisan, non-governmental women's right organization that is committed to empowering women and girls to realize their full potential, worth, and strength politically, socially and economically through advocating for opportunities that explore their potential. WEL prides in contributing to the national and local agenda that promotes gender equality and women's empowerment on social, political and economic spheres.

Since 2015, WEL has been working with the National Police Service (NPS) as an institution to improve the accountability and gender-sensitivity of its structures and operations, including on how they handle cases of Gender Based Violence (GBV) and Violence Against Women (VAWG) such as Female Genital Mutilation in Kenya. To date, we have trained over 4000 police officers in handling cases of VAWG targeting 8 Counties and forty-five (45) police stations. At the policy level, WEL and partners supported the NPS with the formulation and development of the Police Standard Operating Procedures (SOPs) on ending GBV/VAWG that is linked to the Multi-sectoral SOPs.

In partnership with UNFPA and NAILAB, WEL is currently implementing an E-Learning Programme to support National Police Service (NPS) in operationalization of the Police Specific Standard Operating Procedures (SOPs) on ending Gender Based Violence (GBV) including Female Genital Mutilation (FGM) and other Violence Against Women and Girls (VAWG).

The purpose of this project is to develop and roll out an E-learning programme (modules) on effective management of GBV crimes including FGM in Kenya that is in line with the SOPs, primarily targeting the National Police Service. The main objective is to build the capacity of the National Police Service (NPS) officers on the Standard Operating Procedures for Prevention and Response to Gender-Based Violence in Kenya. The e-learning module seeks to achieve the following specific objectives: a) Improve the NPS officer's knowledge and understanding of the forms, causes and drivers of gender-based violence including FGM in Kenya; b) Enhance the officers' knowledge on existing legal framework on prevention and response to GBV offenses including FGM; and c) Improve the ability/capacity of the NPS officers to provide accessible, timely and survivor-centered response and investigative [police] to GBV survivors.

The SOPs provides a systematic and uniform approach in dealing with GBV/VAWG incidents and cases reported to the police at police stations, posts and patrol bases countrywide. The SOPs focus on improved presumed and later proven to be survivor experience; thorough and effective investigations; community awareness-raising; collaboration and policing; training of officers in the handling of SGBV & VAWG; and increased collaboration between multi-sector stakeholders

III. Context

To address Gender Based Violence (GBV) and Violence Against Women and Girls (VAWG) including Female Genital Mutilation (FGM) challenges in Kenya, WEL partnered with the National Police Service (NPS) and other development partners to develop a harmonized National Police Standard Operating Procedures (SOPs) on GBV prevention and response. The SOPs provide a systematic and uniform approach for dealing with SGBV/VAWG incidents and cases reported to the police. Completion and successful launch of this SOPs in January 2019 marked the first phase in the overall program aimed at increasing the capacity of police officers on ending GBV. The second phase comprised of the development of Training and Learning materials including Training Modules, Facilitator Manuals, as well as conducting actual face to face training targeting over 100,000 police officers. However, the COVID-19 pandemic has created new challenges for the classroom-based capacity-building model. Therefore, there's a need for new and innovative ways to improve the capacity of the Police to handle cases of SGBV and enforcement of COVID-19 related regulations so that women can be empowered to use the criminal justice system to seek justice in a dignified, safe and fair way across the 47 counties in Kenya

Kenya has over 1,500 police stations distributed across the 47 counties, with over 100,000 police officers serving in these stations. As GBV occurs everywhere in the country, it is imperative that all police officers across the 47 counties have the requisite knowledge, attitudes and capacities to respond to cases and incidents of GBV and boost coordination and quality of GBV prevention and response interventions.

III. Objectives of the Consultancy

The purpose of this consultancy is to analyze and undertake a review of the existing training modules' content and design the contents/storyboard for the e-learning course on effective management of GBV crimes including FGM in Kenya, primarily targeting the National Police Service. The overall objective for the e-learning course will be to enhance the capacity of the National Police Service (NPS) officers on the Standard Operating Procedures for Prevention and Response to Gender-Based Violence in Kenya. The specific objectives are:

1. Improve the NPS officer's knowledge and understanding of the forms, causes and drivers of gender-based violence including FGM in Kenya;
2. Enhance the officers' knowledge on existing legal framework on prevention and response to GBV offenses including FGM;
3. Improve the ability/capacity of the NPS officers to provide accessible, timely and survivor-centred response and investigative [police] to GBV survivors including FGM;

IV. Scope of Work and Expected Tasks

Under the supervision of the project team, the consultant will undertake the following tasks:

1. Work with the project team to understand existing content and to design the content into storyboards to meet the agreed learning objectives
2. Elaborating the learning objectives and content for the e-learning course
3. On the basis of (2), developing the curriculum and storyboard for an e-learning course, including the contents, interactivity and design of the screens to be used in the delivery of the course.

Once the storyboard of the e-learning module has been finalized, it will be provided to WEL and NAILAB who will create and host the online version of the course.

V. Specific Tasks

Deliverable 1	A concept note detailing e-learning development planning.
Deliverable 2	Modules

Deliverable 3	storyboards with lessons learnt per each module
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VI. Timeframe

The assignment is expected to take 10 working days from the date of signing the contract

VII: Remuneration

Remuneration will be calculated based on qualification and experience and will be paid on a 30%- 40% - 30% Modality in the contract. This will be broken down as follows: -

Instalment Period	Deliverable	% of payment
1 st Instalment	Approved inception Report	30%
2 nd Instalment	Draft Reports	40%
3 rd Instalment	Final module and storyboard, incorporating suggestions and recommendations from WEL	30%

Note that all payment will be made via Cheques/ Direct Bank Transfers upon approval of all deliverables by relevant authority within WEL.

VIII: Qualifications and Competencies

The consultant must have at least:
 Academic qualifications in instructional design or demonstrated experience in designing and delivering e-learning programmes; strong teaching abilities; excellent writing and editing skills, including the ability to explain technical information in a concise manner; attention to detail and respect for timelines.

IX. Submission of Application

Interested consultants should provide the following to info@wel.or.ke on or before **30th August 2020**

- Cover letter;
- CV with 3 references for all members who will be engaged in the assignment;
- Copies of reports of previous work conducted.
- Technical proposal:
Applications will be assessed based on the proposed methodology and level of experience of candidates

X. Terms of Service

This is a non-staff contract modality of hiring at WEL. The incumbent shall not be considered as staff of WEL and are therefore not entitled to any privileges or any other special status or conditions as WEL staff.