

# Consultancy Opportunity – Anti Racism and decolonisation in policy and advocacy

## Terms of Reference

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### About Plan International UK

Plan International UK strives to advance children's rights and equality for girls all over the world. We recognise the power and potential of every single child. But this is often suppressed by poverty, violence, exclusion and discrimination. And its girls who are most affected. As an independent development and humanitarian organisation, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children.

### Background and rationale

In the context of the spotlight on the #BlackLivesMatter movement in Summer of 2020 and prior to that the #CharitySoWhite movement, Plan UK has been discussing what actions we can take as an organisation, and individuals working within it, to ensure that anti-racism is actively embedded in our work.

The Policy, Advocacy and Research (PAR) team is committed to working proactively to contribute to the wider changes need in the international development and humanitarian sectors to challenge the histories and hierarchies of colonialism embedded in discourse and ways of working. By undertaking a process of reflection, learning and action, which must be continuous and ongoing, we want to shift the work that we do and ways that we work that are part of that racist system. We start from an understanding that INGOs are a part of the social and economic system in which racism is embedded and many of the ways we work and what we do are part of that structural racism. We also approach this work with an intersectionality lens, recognising the impact of overlapping and interdependent systems of discrimination experienced by individuals and groups.

The PAR Team have developed an anti-racism action plan to ensure that anti-racism and anti-oppression is embedded in our ways of working. As part of the next steps of this plan we want to gain a deeper understanding of where we are in this work right now and come together as a team to discuss how we can openly, collectively and collaboratively reflect, (un)learn, re-imagine our role in the policy and advocacy space, globally and in the UK. This will feed into a 3-year influencing strategy for our work that we will be developing over the summer.

## Objectives

We are currently planning to deliver work over two phases. The overall objective is to help PAR reflect on our own conscious and unconscious bias and how these may show up in our work, help us reflect on the progress we have made in embedding anti-racism and decolonisation thus far and set out practical proposals for us to embed in our influencing strategies in relation to the content and approach of our work. The consultancy phases will involve a critical review of our work as well as supporting with developing proposals to build into our future strategy.

### A separate consultancy will be delivering the following output:

- Analysis of the recent/current work of PAR from a critical lens – identifying problems and opportunities through an audit of the past 3 years of policy/advocacy papers and research reviewing the issues we focus on, how we work, and our use of language and tone; and preparing a report with the findings and recommendations from this audit

### The desired outputs from this consultancy are:

1. Review of good practice sector work and transformative thinking on anti-racism, decolonisation and aid in policy and advocacy, that Plan UK can learn and draw from as we are developing our own approach
2. Facilitating a workshop with the PAR team to help us collectively and collaboratively reflect on findings of Phase 1 and the review of good practice sector work; and start to re-imagine our role in the policy and advocacy space, in particular in relation to our influencing work on global development and humanitarian issues.
3. Develop written proposals for how Plan UK can implement a new, actively anti-racist approach to our policy and advocacy work over a 3-5 year period. This may include speaking to several colleagues in other parts of the Plan family to feed into our thinking.

We also welcome suggestions as to the best process to follow based on the consultants' prior experience.

## Audience

The outputs will be for internal use only across Plan International UK and other offices across the Plan federation

## Timeframe:

Work to be completed by July-August 2021

## Skills and Qualifications

**We would highly welcome applications from BAME women, in particular young women.**

- A commitment to promoting and supporting child and girls' rights
- A commitment to principles of anti-oppression and anti-racism
- Excellent understanding of the UK political context and policy landscape of INGO's working on women and girls' rights
- Demonstrable experience working on anti-racism and decolonisation in the international development and/or humanitarian sector, in particular in developing strategies and roadmaps to increase antiracism, diversity, inclusion and equity principles and practice
- Experience facilitating interactive conversations and workshops about social justice, gender justice, racism, colonialism, gender and intersectionality
- Strong understanding of child protection and safeguarding and how this applies to partnering with youth focused and youth-led civil society organisations
- Experience in delivering internal reviews and recommendations for similar organisations
- Demonstrably strong analytical, writing and communication skills, with an excellent track record of writing high quality research reports for consumption by external policy and programme audiences
- Ability to deliver on tight time frames and meet deadlines

## Budget

We have a budget of approximately £2500 to complete the work.

## Application Process

Plan UK welcomes a response to these Terms of Reference, with a CV and short written statement including:

- The consultant(s)' suggested approach including methodology and schedule
- An outline of costs & timescales
- A capability statement demonstrating how they meet the required qualifications and competencies;
- Examples of relevant previous work
- Copies of all relevant Curriculum Vitae (CVs). Only CVs for the specific individuals that will form the proposed evaluation team should be included.
- Two references (including one from your last client/employer).

N/B: The entire bid should be a maximum 10 pages including the budget. Examples of previous work should be included in an Annex.

Responses should be sent to: [Florence.waller-carr@plan-uk.org](mailto:Florence.waller-carr@plan-uk.org) and no later than 9<sup>th</sup> June. Remote interviews will be conducted w/b 14<sup>th</sup> June.