



For children and
equality for girls

Public Affairs Consultancy for Crime not Compliment Campaign Terms of Reference

1. Introduction

This terms of reference forms part of the procurement exercise to support the selection of a consultant or consultancy to provide expert advice and support to Plan International UK's public affairs activities outlined within our new #CrimeNotCompliment campaign strategy, and to maximise the opportunity to promote our work to protect and promote the rights of women and girls.

This document also provides information about evaluation criteria and the selection and appointment process.

2. Background

2.1 Plan International UK

Plan International strive to advance children's rights and equality for girls all over the world.

Working together with children, young people, our supporters and partners, we're tackling the root causes of gender inequality and child poverty. We've been building powerful partnerships for over 80 years, and we're now active in more than 70 countries.

More information about Plan International UK can be found at: www.plan-uk.org

2.2 The #CrimeNotCompliment campaign

For over a year, Plan International UK (PIUK) has been running the #CrimeNotCompliment campaign to make public sexual harassment (PSH) a criminal offence, in partnership with Our Streets Now, a grassroots, youth-led campaign to end PSH in the UK through cultural and legislative change.

PSH is a form of violence against women and girls (VAWG). It is unwanted sexual behaviour, actions or gestures, which can be verbal, non-verbal, physical or technology-enabled. Since our [initial report](#) in 2018, we have continued to build our expertise and understanding about the prevalence of PSH and its impact on girls' lives through research and surveys with young women and girls. Our latest report, [What Works for Ending Public Sexual Harassment](#), found that 75% of girls aged 12-21 have experienced a form of sexual harassment in a public space in their lifetime. This figure rose for a number of groups:

- 92% of girls and young women who consider themselves to have a disability have experienced PSH.
- 90% of lesbian, gay and bi-sexual girls and young women have experienced PSH.

- 88% of mixed-race girls, 82% of Black, African, Caribbean and Black British girls, 75% of white girls and 70% of Asian and Asian British girls have experienced PSH.

Our analysis and research shows the existing legal framework is fragmented, incomplete and disjointed. There is no piece of legislation that specifically protects people from public sexual harassment. The result is that many acts of abuse and sexually harmful behaviour fall through the legal cracks, despite the immediate and longer-term harm they cause to victims. That is why we are calling for new cohesive and comprehensive legislation to ensure that women and girls are protected from all types of PSH.

Over the past year, the campaign has gone from strength to strength, with achievements including:

- Amassing over half a million supporters joining our call for new legislation.
- Hosting a roundtable with the Home Secretary and young people on their experiences of PSH in February 2020.
- Meeting with the former Minister for Safeguarding in September 2021 regarding the campaign, with another meeting with the new Minister lined up for mid-January 2022.
- A commitment from the VAWG Strategy to review 'where there may be gaps in existing law and how a specific offence for public sexual harassment could address those'.
- A recommendation from The Law Commission review into hate crime law that the Government should 'undertake a review of the need for a specific offence of public sexual harassment, and what form any such offence should take.' They also indicate in the report that our solution of a new public sexual harassment offence could be an effective and targeted way to address the degrading and sexualised nature of this behaviour that so many young women and girls frequently experience in online and offline contexts.

3. Our requirements

We are looking for experienced public affairs specialists to support key activities outlined within our new campaign strategy. Between February and May 2022, we are looking for support with two activities:

Supporting PIUK to deliver roundtables (to be held between March to mid-April)

PIUK is looking to host around 10 roundtables throughout March and April with Ministers, MPs and young people. The aims of the roundtables are to broaden our pool of engaged and supportive MPs with the campaign and to build young people's engagement and voice.

There are three different 'moments' that these roundtables will seek to influence and because of this, we have separated the roundtables into two tiers.

(1) Tier one – local roundtables ahead of International Anti Street Harassment Week – a global event where campaigners from across the world take action on street harassment.

During this week (3-9 April), PIUK and OSN will be carrying out a number of campaigns activities and it would be highly beneficial for MPs to be supportive of this.

We propose that the roundtables are held in early March, between members of Plan UK's Youth Advisory Panel (YAP) and their MPs and OSN members' MPs. This will help us both with content collection and awareness-raising during the week of activity, and also in gathering a wider pool of MPs who may carry out activities such as take forward our bill if they're successful in the Private Members' Bill (PMB) ballot.

(2) Tier two – targeted roundtables seeking to influence MPs before the new Parliament.

In order to increase awareness of the issue, we intend to run a series of roundtables, targeted at those who will be able to influence the Queen's Speech and those who may be inclined to use our bill in the PMB ballot.

It has not yet been decided for certain which groups we wish to target, and our aim is to for the consultant(s) to help in mapping which parliamentarians to invite who would have the most impact in helping us to achieve our objective of making PSH a criminal offence.

We are looking for applicants to support these roundtables through:

- Providing administrative and logistical support in the organisation and delivery including:
 - o drafting briefing papers for young people and MPs
 - o carrying out risk assessments in line with our safeguarding policies
 - o sending out invitations and relevant papers and other administrative support, as required.
- Identifying parliamentarians who we could invite to the roundtables to support us in taking forward new legislation, such as parliamentarians who would support us to influence the Queen's Speech or would be inclined to use our bill in the PMB ballot.

The PMB ballot (expected to be mid-May)

PIUK and Our Streets Now Our Streets Now have worked with leading international human rights lawyers to develop a draft bill, which draws on best practice from across the world but is tailored to the UK's unique legal traditions and context. We are seeking an MP to table our Bill through the PMB route as one avenue to secure legislative change. We would therefore like applicants to support the Public Affairs Officer to influence the PMB ballot in May, including by:

- Advising on activity to carry-out in the run-up to the ballot
- Leading on MP outreach the days following the ballot, with the aim to secure an MP to table our Bill.
- Undertaking analysis of the MPs who have been successful in the ballot, and advising which candidates may be the most likely to table our Bill.

Consultant profile

Consultants should have the following experience, knowledge and skill set:

- Experience of organising and managing high profile events with parliamentarians and other stakeholders;
- Expertise and knowledge of parliamentary processes and strategies to influence;

- Strong knowledge of parliamentary processes, including the passage of a bill.

It would also be desirable if the consultant had:

- Experience of working with young people;
- Experience of working with charitable organisations;
- Experience working on legislative campaigns.

4. Ways of working

Consultants will be responsible for the day-to-day management of the roundtables and communication with attendees. PIUK's UK Policy and Advocacy Manager and Public Affairs Officer will be responsible for oversight of the roundtables. Once the roundtables have taken place, it is expected that PIUK staff and Our Streets Now will follow up with relevant Ministers and MPs, as appropriate.

The roundtables will involve direct engagement with young people. Consultants will be required to sign up to and respect Plan UK's Safeguarding requirements which will be supplied.

Other deliverables outlined in this ToR will involve consultants working closely with the Policy and Advocacy Manager, Public Affairs Officer and OSN staff. This may involve joining meetings with relevant PIUK and OSN staff from time to time, for example, in co-ordinating activities around the PMB ballot.

5. Our budget

Competitive proposals are welcomed. Payments will be made by BACS upon submission of an invoice.

6. Your Response

If you would like to be considered for this work, please submit your proposal outlining the following areas:

- **About you or your organisation**

Please provide:

- An overview of your organisation including the CVs of the person/people you would propose working with us on this project.
- Examples of relevant previous work done for comparable organisations and a brief summary of how you see your strengths against our requirements.
- How you/your organisation aligns with [Plan's values](#) and how you/your organisation uphold these in the way you work.

- **Ability to meet our requirements**

Based upon our requirements set out above please provide an outline of how you would propose to work with us on the two deliverables outlined.

- **Costs**

Please set out a detailed breakdown of the costs associated with the deliverables outlined.

Please breakdown costs associated with:

- The delivery of the roundtables throughout March and April
- The costs associated with supporting a PMB ballot.

Please submit your proposal to ngaire.reynolds@plan-uk.org no later than **EOP 21st January 2022**.

7. Selection Process

The closing date for the submission of proposals is **EOP, 21st January 2022**. Proposals will be assessed against the criteria set out in section 3 above. Those consultants/consultancies that are selected will be invited to an interview to present and discuss their proposal.

Interviews will take place week commencing 24th January.

8. Vetting and due diligence

The individual / company successful in being appointed to carry out this work will be subject to a range of vetting and due diligence checks including a vetting check using the [Accuity 'Online Compliance'](#) screening process. The Accuity system identifies whether a person or organisation comes up in a search on: Adverse media, Enforcement or Government Sanction Lists.

The deliverables outlined will involve engagement with young people. Consultants will be required to sign up to and respect Plan UK's Safeguarding requirements which will be supplied. A basic DBS check will also be required.