



Request for Consultancy Proposals Learning Partner

Funder Safeguarding Collaborative

The ability of charitable organizations to prevent abuse and exploitation across their operations has been the subject of intense media and political scrutiny. While a few organizations have been singled out for particular criticism, there is growing recognition that keeping people safe requires a sector-wide commitment to improving practices. This includes ensuring that funders promote safeguarding within their own organizations and support improvements in practice within the organizations they fund.

The Funder Safeguarding Collaborative (FSC), launched in March 2021, promotes collaboration, listening, and learning among funders with the aim of strengthening safeguarding practices globally. Founded by Comic Relief, Global Fund for Children, National Lottery Community Fund, Oak Foundation and Porticus, the FSC brings together a broad range of grant making institutions who are committed to improving practices that keep people safe from harm and abuse. We promote positive change through three mutually reinforcing strategies:

- **CONNECT:** The FSC connects funders to existing safeguarding knowledge and expertise and promote alignment around best practice. We achieve this facilitating peer-to-peer learning spaces, sharing resources and best practice guidance, and bringing funders together to find new ways to align approaches.
- **SUPPORT:** The FSC aims to ensure that funders have access to high-quality expertise to support their efforts to keep people safe. We achieve this through providing an advice service, a community of practice for safeguarding leads, bespoke consultancy support and a modular training program.
- **INVEST:** The FSC provides opportunities for members to invest in evidence-informed initiatives to improve global practices. Our initial investment aims to foster local approaches to keeping people safe in Uganda.

The work of the FSC is underpinned by our five core values:

- **Safety:** We believe that everyone has the right to feel safe. We take action to ensure that our institutions and the organizations we fund protect people from harm.
- **Listening:** We value the expertise of others and welcome the contributions that diverse voices bring to the conversation.
- **Learning:** We acknowledge what we don't know, value the knowledge that others bring, and commit to continually learning, adapting, and then learning some more.
- **Practicing trust:** We cultivate relationships based on mutual trust and respect. We create spaces where it is safe to ask questions, learn from mistakes, and challenge the status quo.
- **Shifting power:** We actively promote a more equitable system that values and supports the power and knowledge within the organizations we fund and the communities they serve.

Purpose of the Consultancy

Reflecting the FSC's commitment to listening and learning, the Learning Partner will support the FSC to embed a learning culture across all aspects of our work. As this is a new initiative, the consultant will be responsible for developing a comprehensive learning framework that allows us to document what we are doing and to understand whether our work is achieving the desired changes (or not) and why.

In line with our values, we anticipate a collaborative and co-creative approach. Reporting to FSC Director, the consultant will accompany the FSC team over an 18month period to help us implement the learning framework and embed intentional learning and reflection practices in our ways of working together.

Key Deliverables

The consultancy will take place over an 18month period starting in August 2021 until January 2023. The consultancy is remote based, with regular remote communication with other members of the FSC team.

Initial development: August – September 2021

- Develop a comprehensive learning framework which allows us to capture and share learning across all aspects of our work.
- Facilitate the development of a theory of change, constructed in collaboration with FSC members and other key stakeholders.
- Support the operationalization of the learning framework through developing concrete tools and resources we can use to embed learning in our work.

Accompaniment: October 2021 – December 2022

- Accompany the FSC team in the implementation of the learning framework.
- Conduct a baseline assessment of attitudes, knowledge and organizational practices in relation to safeguarding among FSC members.
- Accompany the FSC team in tracking changes in the attitudes, knowledge and organizational practices of FSC members in relation to safeguarding.
- Facilitate regular intentional learning and reflection spaces, internally and with FSC members, to embed a learning culture within our ways of working.
- Every 6 months (October 2021 - March 2022; April 2022 – September 2022), document progress and emergent learning for presentation to the FSC Steering Committee to inform internal planning.
- Every 6 months, document emergent learnings in creative and accessible formats for sharing across FSC members and externally within the sector.

Reflection and Review: January 2023

- Produce a final report, outlining what has been achieved and the learning generated to inform FSC strategic planning and decisions about scaling, sustaining or re-planning FSC activities.

Desired Qualifications, Experience and Skills

Essential

- Extensive experience developing learning frameworks and tools for use within collaboratives and/or network organizations.
- Proven experience accompanying and supporting organizations to implement learning frameworks and embed a learning culture.
- Excellent qualitative research and analytical skills with the ability to understand and organize complex information from multiple sources.
- Excellent communication skills, in support of collective enquiry, learning and decision making.
- Positive, proactive self-starter with flexible attitude to adapt to different working culture and environments.

Desirable

- Familiarity with the field of philanthropy with experience working with funder agencies and/or funder collaboratives.
- Experience of developing monitoring, learning or evaluation frameworks related to safeguarding and/or protection.

How to Apply

The FSC is nested within founding member Global Fund for Children who provide administrative support and technical expertise to develop and grow the Collaborative. The successful consultant or consultancy team will be contracted by Global Fund for Children.

To apply, please submit the following to careers@globalfundforchildren.org, with "FSC Learning Partner" in the subject line:

1. CV
2. A letter of interest highlighting relevant experience, outlining how you would go about the consultancy, the number of days required, daily rate and whatever else you may need (2 pages max)
3. A sample of relevant past work
4. 2 References

The position is available for immediate hire and applications will be considered on a rolling basis. Candidates are encouraged to submit applications as early as possible. Applications submitted after 30th June 2021 will not be considered. Only short-listed applicants will be contacted.

If you have any questions about the consultancy prior to applying, please submit them in writing to careers@globalfundforchildren.org under the subject line "FSC Learning Partner Inquiry".