

# Terms of Reference – Pilot Projects

## Working with boys and young men to reduce gender-based violence in Wales

March 2023



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## About Plan International UK

Plan International UK (PIUK) is a global children's charity. We strive to advance children's rights and equality for girls all over the world, including girls in the UK. As an independent development and humanitarian charity, we work alongside children, young people, our supporters, and partners to tackle the root causes of the challenges facing girls and all vulnerable children, so that children can realise their rights.

At PIUK we believe that girls' rights are universal, but across the UK as well as internationally, girls' rights are threatened by poverty, gender inequality, violence, unfair policies, and ingrained discriminatory attitudes.

## Our work in the UK

We have programmes in the UK (Cambridge, Manchester, and Wales) which focus on connecting girls to their rights. In addition to this, we work on several campaigns to advance the rights of girls in the UK, including our Crime Not Compliment campaign which aims to make public sexual harassment a crime. Within our UK work we aim too:

- **Focus on the Root Causes-** Address the unmet needs of girls and young women who experience the symptoms but aren't connected to the causes
- **Convene and connect the sector** - To encourage conversation and collaboration between practitioners, reducing duplication of effort and creating more effective programmes
- **Provide a clear, insight-led narrative** - Aggregate the data gathered by Plan International UK and other providers to create a comprehensive picture of the needs of girls and young women

An important way to accelerate positive outcomes for girls and young women is to work with other people and groups that can impact their lives including boys and young men, activists and youth led organisations. We work in partnership with several local youth organisations who know the communities and their specific challenges in the most detail.

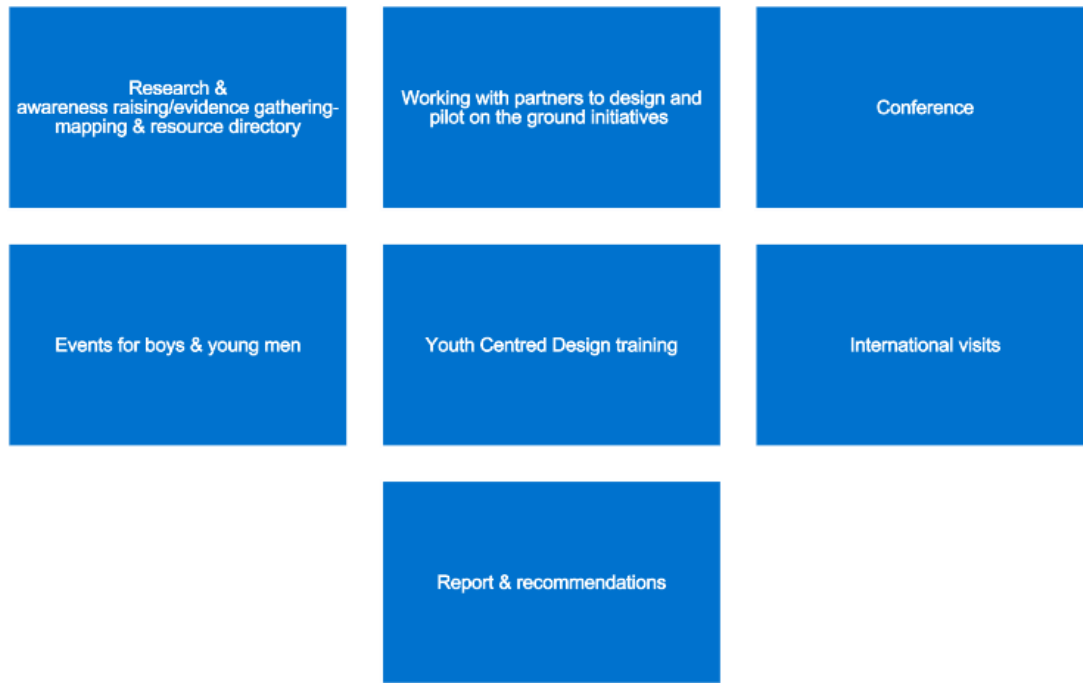
## Engaging with boys & young men to reduce gender-based violence

We know through our work in schools and with young people that both boys and girls are facing big challenges. We also know there is an epidemic of gender-based violence and misogyny throughout society.

The Welsh Government VAWDASV strategy 2022-2027 states:

“It is more than ‘behaviours’ that enable VAWDASV, it is societal norms, attitudes and beliefs that must be challenged as these are what perpetuate, excuse and legitimise VAWDASV. It is true that we may not end VAWDASV during the life of this strategy but by setting our sights this high we may well achieve our aim to make Wales the safest country in the Europe for everyone, to undermine the environment in which domestic abuse takes place and to de-normalise sexual harassment and violence, and the behaviours which enable it, in all parts of our society.”

During 2023-24 PIUK will be working with partners and allies in Wales with the aim of carrying out the following activities: raising awareness, getting the importance of early preventative work on the agenda and understanding the challenges those supporting young people (and young people themselves) feel they are facing:



### **Pilot project aims and objectives**

We are seeking expressions of interest from a range of organisations who wish to carry out direct engagement with boys and young men.

#### **Aim:**

To explore the impact of projects & initiatives working with boys and young men, learn about what works (& what does not work).

#### **You or your organisation will:**

- Be responsible for having all necessary insurance and safeguarding policies in place
- Attend inception meeting and evaluation meeting and keep in regular contact with PIUK staff
- Provide evaluation data and case study/studies
- Already be well-placed and have relationships with boys/young men who could participate in your project activities. You can be any kind of organisation - school, youth group, charity, community organisation etc.

### **About the opportunity**

PIUK is seeking organisations to deliver interventions/activities with boys and young men that may help in reducing Violence against women domestic abuse sexual violence (VAWDASV).

Your project will:

- a) Work with boys or young men between the ages of 13-25 (it does not have to span the whole age range)
- b) Consist of between 6 & 12 sessions, ideally with the same group of participants
- c) Follow a clear, structured plan of activities
- d) Be delivered by appropriately qualified and experienced staff
- e) Involve an element of co-design or co-production with young people
- f) Agree to complete standardised impact and evaluation data

Content of your sessions will focus on some or all the following areas

- a) Developing a positive sense of identity as a boy/young man
- b) Challenging harmful gender & social norms
- c) Exploring masculinity
- d) Creating safer, more equitable communities
- e) Raising awareness of Gender Based Violence and its impacts
- f) Respectful, healthy relationships

## Timeline

Activities	Timings
Deadline for applications	Friday 31 <sup>st</sup> March 5pm
Inception meetings	w/c 10 <sup>th</sup> April
Delivery of projects	Between mid-April-Mid July
Data analysis, evaluation & project report	July 2023

## Budget

Costs for each individual project should be **between range of £3,000-6,000 (including VAT). All costs, including travel expenses, should be covered in this overall amount.** We are looking to support a minimum of 3 projects and depending on the number and size of the applications we receive, up to around 8 in total. We hope to work closely with the successful organisations on the project design and how their proposal fits with the overall budget.

## Safeguarding Children and Young People

These projects will include dealing with data about children. UK Data Protection law and Safeguarding Children and Young People legislation must be adhered to at all times. In addition, Plan International UK has its own Data Protection and Safeguarding Children and Young People policies that must be adhered to. This will require confidentiality and protection measures in the design and planning of data collection, data storage and

reporting. Data must only be processed in line with the consent given by the child or young person and, if there is no explicit consent, must not be used.

All staff working directly with young people must be DBS checked by their employer. You may not permit someone without a valid DBS check to work with children during this project without written agreement from Plan International UK.

Your organisation must have its own child protection policy, safeguarding procedures and adequate insurance to cover the activities that will be carried out.

### **Risk assessment**

The project team, together with Plan International UK, will lead a risk assessment of potential unintended negative impacts and a risk management plan detailing explicit protocols to minimize risks. The successful organisations will be expected to sign and abide by Plan International UK's Data Protection policy and Safeguarding Children and Young People policy, research principles, and guidelines.

### **Application process**

We invite interested candidates to submit the following application documents:

1. Expression of interest addressing expertise, track record and ability to meet deliverables– max 2 pages
2. Outline of what your project will deliver to young people
3. Project outcomes and outputs (including number of sessions, no of young people, the impact/change you hope to see)
4. Tell us about the young people who you will work with
5. Describe any added value you can bring to the project
6. Detailed budget including all costs (costs should include VAT)
7. Management structure outlining who will deliver the work and how it will be supervised
8. One example or link to previous similar work you have done
9. Copy of your organisations child protection policy and safeguarding procedures.

*We are committed to the safeguarding and protection of children, young people, and adults in our work. We, therefore, apply rigorous recruitment and selection processes to ensure that only those who are suitable are recruited to work for us. Accordingly, engagement as a partner at Plan International UK is subject to a range of vetting and due diligence checks.*

### **Diversity and inclusion**

- Plan International UK is committed to being an inclusive organisation and we encourage applications from those who wish to work with us from all backgrounds

### **Please send submissions to:**

Anne-Marie Lawrence, Wales Development Manager Plan International UK:  
[Anne-Marie.lawrence@plan-uk.org](mailto:Anne-Marie.lawrence@plan-uk.org)

The full application can be sent by email in word or PDF. Please follow all email submissions with a second, short email to ensure your submission has been received.

**Deadline for applications: Friday 31<sup>st</sup> March at 5pm**

[www.plan-uk.org](http://www.plan-uk.org)

Follow us on Twitter: @planuk

If you have questions or would like to chat through your ideas, please contact [anne-marie.lawrence@plan-uk.org](mailto:anne-marie.lawrence@plan-uk.org) or call on 07458 129654