



TERMS OF REFERENCE FOR DEVELOPING YOUTH PROTECTION STRATEGY

J-FLAG is seeking to contract the services of a Consultant to develop a Youth Protection Strategy to ensure young people who participate in our programmes and activities are safeguarded from physical, sexual, emotional or any other undue harm.

Background and Context

J-FLAG is the foremost organisation advocating for, and working to improve the human rights situation of lesbian, gay, bisexual and transgender (LGBT) persons in Jamaica. The organisation promotes social change by empowering the LGBT community and building tolerance for, and acceptance of LGBT people to increase tolerance and create the foundation for policy and legislative reform.

J-FLAG recognises that young people have distinctive needs, problems, concerns and expectations and that it is therefore pertinent that we meaningfully engage with young people around their rights and responsibilities, especially as it relates to the acute impact of LGBT intolerance and homophobia on their lives.

The organisation fundamentally appreciates and respects the rights of young people to participate in decision-making endeavours that prepare them to take an active role in their own development, especially as it relates to LGBT rights advocacy and the goal of making Jamaica a comfortable place for all Jamaicans to live, work, do business and raise families.

The organisation understands that young people may be at risk while taking on these roles and as such is seeking to ensure it does not perpetuate and/or facilitate any harm to young people under the organisation's purview.

Scope of the Youth Protection Strategy

J-FLAG is contracting the services of a consultant to develop the *Youth Protection* strategy. The strategy should aim to do the following:

1. Provide a clear definition of youth.



2. Clearly define the categories of persons who are covered by the strategy.
3. Ensure appropriate procedures are developed and followed where youth engagement is concerned.
4. Recognise that the safety and welfare of young people are paramount and that whatever their age, gender, disability, culture, ethnic origin, colour, religion or belief, social status or sexual identity, they have a right to protection from abuse.
5. Provide a mechanism to deal with reported concerns and subsequent actions.
6. Guide J-FLAG as an institution in the conduct of its employees and volunteers and prevent incidents and allegations of abuse.

The resulting Youth Protection Policy will be adopted and used at an organizational level to ensure:

- that applicants for employment and volunteer service are screened for a history of behaviour potentially detrimental to youth.
- that there is training for both employees and volunteers and youth in the child and youth protection policy and in appropriate supervision.
- that a system is in place for reporting allegations and/or concerns regarding youth protection issues
- that there is a response system in place for allegations and/or concerns regarding child youth protection issues.

Required Competencies

- ✓ A BSc. in Public Policy, Youth Development, Human Resource Management, Law, Social Development or related Social Science field
- ✓ Minimum one year's experience in developing policies, manuals, protocols and guides for the workplace
- ✓ Specific experience in conducting desk research related to human rights and gender and sexual minorities
- ✓ Specific experience working with young people within a development framework
- ✓ A strong commitment to delivering timely and high-quality results, and comprehensive reporting
- ✓ Good written and oral communication skills including the ability to communicate with various stakeholders and the ability to concisely and clearly express ideas and concepts



Key Deliverables & Timeframe

The consultancy will last for a total of ten days. The following deliverables are expected:

- A discussion paper on the necessity and the proposed implementation of the Youth Protection Strategy.
- A draft policy which includes a framework for translating the policy into action to be discussed with staff and additional stakeholders
- A finalized policy following consultations

Expression of Interest

Interested individuals should submit the following documents.

- Curriculum vitae outlining specific and relevant experience
- A sample of a policy, protocol or guide previously developed
- A detailed plan outlining proposed activities and outcomes
- Details of the expected budget to undertake the consultancy

Applicants who do not submit all required supporting documents will not be considered for the consultancy.

Priority will be given to qualified young people below 29 years. All applications will be treated with the strictest confidence.

ALL APPLICATIONS MUST BE SUBMITTED TO JOBSATTHEFORUM@GMAIL.COM BY 3PM ON NOVEMBER 30, 2015.

For further information contact Karen Lloyd at 787-2934.