

Terms of Reference (ToR)

Consultancy: Safeguarding

1. Background

Right To Play is a global organization that protects, educates and empowers children to rise above adversity through the power of play. We work with children in some of the most difficult and dangerous places on earth, helping them to stay in school and graduate, to resist exploitation and overcome prejudice, to prevent disease and to heal from war and abuse.

For 25 years, Right To Play (RTP) has delivered programs with impact in both development and humanitarian contexts. As pioneers in a unique approach to learning, both inside and outside of the classroom, we harness play, one of the most fundamental forces in a child's life, to help children dismantle barriers and embrace opportunities. We are a leading development organization focused exclusively on using the power of play to transform children's lives.

Project Summary

RTP Palestinian Territories is leading a program called "Enhancing Quality and Improved Education 2.0" (EQIE 2.0) funded by NORAD. The program covers both the Gaza Strip and the West Bank. In the West Bank, the EQIE 2 program supports 300 children in the second grade, across 4 governorates and 10 locations, helping them improve their foundational skills in Arabic reading and writing while also supporting their emotional well-being. In the Gaza Strip, the EQIE 2 program supports 150 children in the second grade within the governorate of Deir Al-Balah, helping them improve their foundational skills in Arabic reading and writing while also supporting their emotional well-being. Sessions cover psychosocial support and psychological first aid to help children navigate times of crisis, build resilience, and cope with challenges. The program additionally focuses on strengthening RTP implementing NGO partner, Tamer Institute for Community Education, where institution interventions occur to advance the organization, primarily in capacity building staff and facilitators in play-based best practices for supporting children. The program runs from 2025 to 2029, working with the same children across the years to ensure their learning loss faced is addressed.

Right To Play is committed to strengthen partners' capacity to work effectively in Palestine, the INGO seeks a qualified consultant to design and deliver capacity building to create or strengthen their safeguarding capacity inclusive of investigative procedures.

Applications should be sent to Laura Cuzzuol: lcuzzuol@righttoplay.com, by 31st July 2026.

2. Scope of Work

The scope of the consultancy will depend on how soon a Safeguarding consultant can be recruited in either the West Bank or Gaza and his/her capacity. Ideally, to ensure partner ownership of the process, we would like the funded partner to lead on the development of a safeguarding capacity building plan, with technical oversight from the consultant and the RTP safeguarding focal points and global safeguarding specialist.

Right To Play aims to engage a consultant to support the partner organization in strengthening existing or creating safeguarding capacity and procedures in program management, to ensure all staff have the capacity to design and deliver on their initiatives, to the highest standards of safeguarding and minimum standards in protection. As such, we are currently envisaging a maximum **of 45 days** (see breakdown below) over **the 5-month period (August-December 2026)**. The role will be based in Palestine. Travelling is requested only across locations in the West Bank (Ramallah, Bethlehem, Salfit, and Nablus governorates), as the consultant will be based in the West Bank and will work remotely with the Gaza team. Due to hazard area restrictions, some work might be in remote modality.

The consultant is expected to ensure that safeguarding approaches, reporting mechanisms, and capacity-building activities are adapted to the evolving humanitarian context in Gaza, including access constraints, displacement, and interruptions to services.

3. Deliverables

The consultant will work in close collaboration with the Safeguarding and Program teams to effectively deliver the requirements below. The scope of work will focus on the following areas:

1. Revise the implementing partner Safeguarding Framework and related procedures in line with the recommendations based on Right To Play safeguarding assessment tool, including the development of Right To Play partner standards

and liaise with staff on, for example, the operationalization of programmatic standards like risks assessment, safeguarding recruitment checks for community representatives and investigative collaboration with RTP. [3 days]

2. Support the appointment and capacity of partner's Safeguarding Focal Points and senior leadership [2 days]
3. Following the design of a training curriculum for the partner staff in different departments, the consultant will deliver a series of in person/remote trainings between August and November 2026 per each partner's location. [5 days development of training materials, 2 days preparation, 8 days delivery = 15 days]
4. Support partners to localize their related procedures such as a reporting, disclosure and response system (including investigations) for staff and programs' participants, ideally with the global safeguarding specialist and RTP Palestine safeguarding focal points [up to 6 days]
5. Design and develop digital safeguarding and data protection procedures for program, MEL and Communication activities [3 days]
6. Follow up and produce final report on the implementation of the safeguarding framework of the Right To Play partner [6 days]
7. Ongoing support based on the partner needs until end of 2026 [10 days – with advice of RTP Palestine safeguarding focal points]

The final list of expected deliverables will be finalized in collaboration with the selected consultant but are likely to include:

- Inception meeting with the RTP and partner to discuss and agree the scope of work;
- Safeguarding assessment tool to identify strengths and weaknesses of partner;
- Embedded safeguarding framework on the ground, for example, organizational safeguarding policy, TOR for safeguarding focal points, safeguarding code of conduct have been operationalized by the partner;
- List of safeguarding training priorities and implementation of those trainings;
- Safeguarding reporting mechanism including child-friendly reporting mechanism and disclosure procedures for partners;
- Strengthening of digital safeguarding standards;
- Contribute to the design and implementation of safeguarding MEL tools.

4. Qualifications

Right To Play seeks an energetic, thoughtful, and committed consultant. The successful candidate will have experience in providing and/or coordinating support to local organizations.

Essential

- Degree in social sciences, social work, human rights and preferably with a focus on child safeguarding/ child protection/ child rights. Relevant experience would compensate for lack of educational background
- Experience designing and implementing comprehensive safeguarding systems for aid/humanitarian organizations
- Understanding of international best practice on safeguarding
- Experience designing and implementing referral pathways and confidential incident reporting systems within the Palestinian context
- Ability to communicate technical concepts clearly to partners
- Excellent interpersonal skills and the ability to engage appropriately with partners' staff across various job functions
- The person or firm engaged will be expected to have worked with safeguarding, protection, child protection and gender in both development and emergency settings
- Excellent written and fluent in English and Arabic

Desirable

- Previous knowledge of Right To Play and partner an asset
- Knowledge on trauma informed care - psychological first aid

5. Application Requirements

Interested consultants or firms are requested to submit:

- An expression of interest detailing their interpretation of the TOR and work schedule
- A detailed budget for proposed costs including all taxes liable to be paid, transport, per diem costs and translations' costs
- A capability statement demonstrating how they meet the required qualifications and competencies
- Copies of Curriculum Vitae (CVs).
- Two references (including one from your last client/employer).

N/B: The entire bid should be a MAXIMUM OF SEVEN (7) pages including the budget.

If you believe you qualify for this post and you are the candidate that we are looking for, please submit your applications as per the bid requirements in English by submitting proposals to RTP Safeguarding Specialist Laura Cuzzuol by email: lcuzzuol@righttoplay.com

The closing date for applying is the 31st of July 2026.

The shortlisted 3-4 candidates may be invited to submit modifications or have a short interview for the final selection.