

## Terms of Reference

### Learning Product on the Inclusion of People with Complex Disability

#### Objective of the Assignment

As part of Inclusive Futures focus on research and learning, Sense International is seeking a consultant to develop a learning report and a shorter learning product focusing on gathering learning and best practice on the Inclusion of People with Complex Disabilities. Whilst there is knowledge on disability inclusion, there is often a lack of understanding and knowhow in relation to the needs of people with complex disabilities. This means steps are not being taken to include people with complex disabilities, and as a result they are missing out on development initiatives. This learning product will provide practical and clear advice, and examples of what can be done to include all people with disabilities particularly those with complex disabilities in education, health, and livelihoods programmes.

The primary audiences for the learning product are disability and mainstream development organisations, and disability inclusion departments in local and national government. The secondary audience is FCDO and other donors to show ‘what works.’

This task will include desk review as well as designing and facilitating a learning workshop in Nepal from 27-28 February 2025, just prior to possible attendance at the DBI conference 1-3 March 2025 in Pokhara Nepal (for further insight). Analysis and assimilation of findings into a longer report and shorter learning product.

The consultant will work closely with Sense International and other consortium members.

#### Background information on Sense International:

Sense International’s vision is a world in which all people with deafblindness are empowered to be equal and active members of society. Deafblindness is a complex



disability, with a combination of impairments and associated challenges. We are the leading international organisation supporting people with deafblindness and multi-sensory impairments (MSI), working in partnership to ensure that anyone with deafblindness/MSI facing barriers to inclusion has access to advice, guidance, and support to live, learn and thrive. Our rights-based approach is rooted in the UN Convention on the Rights of Persons with Disabilities.

The ambitions of our 2022-27 strategy are to uphold and realise the rights of people with deafblindness:

**Innovate** People with deafblindness are included in national systems

**Inform** People with deafblindness, and the people who support them, have more information, skills and knowledge

**Influence** People with deafblindness are recognised in laws, policies and budgets

### Background information on Inclusive Futures Consortium:

- The Inclusive Futures Consortium consists of specialists and global leaders in disability and development from more than 20 international organisations led by Sightsavers as the Fund Management Team (FMT).
- The Inclusive Futures programme is funded by UK Aid and works with the public and private sectors, people with disabilities and the organisations representing them to ensure there are equal opportunities for everyone and a global future that's disability inclusive.
- Sense International (SI) is a key partner working on the Inclusive Futures programme working on projects (known as Task Orders (TOs) within the programme) across Bangladesh, Nepal, Kenya, and Tanzania to ensure the inclusion of people with deafblindness and complex disabilities.



- As part of the Inclusive Futures programme Sense International is coordinating the development of a learning product on the Inclusion of People with Complex Disabilities within the countries in which Inclusive Futures has been operating.

### Deliverables:

1. Longer Learning Report on Inclusion of People with Complex Disability
2. Learning product with key findings and recommendations on the Inclusion of People with Complex Disability (Approx 5000 words/16 pages)

### What learning questions will the product respond to?

Priority learning questions include:

- What policies, services and practices are already in place in the countries in which Inclusive Futures has been operating to ensure inclusion of people with complex disability?
1. How can development programmes ensure that they are reaching and including people with complex disability through inclusive programming?
    - a. What are the barriers?
    - b. What are the enablers?
  2. What are the examples of best practice that can be shared to demonstrate inclusion of people with complex disability?

### Timeframe:

December 2024:	Advertising TOR
January 2025:	Selection and onboarding of consultant
February 2025:	Desk review 27-28 Feb Collaborative Learning workshop (in Pokhara, Nepal)
March 2025:	1-3 March Possibly attend DBI conference (Pokhara, Nepal) (for further insight) Analysis of findings and write up of learning report and product by mid- March. (Aim is for product to be ready by GDS 2 <sup>nd</sup> -3 <sup>rd</sup> April)



### Detailed activity outline for discussion:

Activity	Month	Detailed task	Responsible	Consultant Days	Consulted
<b>Advertise TOR</b>	Dec 2024	Advertisement	SI		FMT
<b>Selection and Onboarding of consultant</b>	Jan 2025	To induct on DID and Inclusive Futures. To discuss the full concept and deliverables for full understanding	SI/ FMT	2	
<b>Validation group discussion on the concept and identify TOs that are relevant</b>	Jan 2025	Introduce learning piece, establish validation group. Consultant to introduce the validation group to the concept, learning questions, the methodology and the proposed learning product. Agree on TO's to review for learning.	Consultant, SI, FMT	1	Validation group
<b>Desk review</b>	Jan/Feb 2025	Conduct the desk review of existing materials (20-30 documents) from DID task orders – develop an	Consultant	5	FMT



Activity	Month	Detailed task	Responsible	Consultant Days	Consulted
		outline report and identify data gaps that need addressing in workshop			
<b>Reflection session (1)</b>	Feb-2025	Session with SI and FMT to appraise the findings and gaps in data in the desk review, review the focus of workshop discussion and approach	Consultant and SI  FMT logistics	1	Validation group
<b>Face to face workshop to fill data/information gaps.</b>	27-28 Feb 2025 1-3 March 2025	Face to face workshop to be held prior to DBI conference in Nepal, with participation from SI staff from Bangladesh (CDD), Nepal (NDFN), India, Kenya and Tanzania and selected consortium partners and FMT. Possible attendance at DBI conference (further insight)	Consultant	7 (including travel)	SI & FMT and consortium partners.
<b>Data analysis</b>	Mar 2025	Data analysis from workshop and secondary data	Consultant	3	SI



Activity	Month	Detailed task	Responsible	Consultant Days	Consulted
Detailed outline report	Mar 2025	Suggested structure for report including summarised findings	Consultant	3	SI
Reflection session (2)	Mar 2025	Reflection and verification session to discuss the findings and agree on the recommendations. <sup>1</sup>	Consultant and SI FMT logistics	1	FMT and Validation Group to attend
Finalise report and Learning Product	Mar 2025	Finalise Report and separate Learning Product (16 pages) produced according to Inclusive Futures branding and Sense International logo	Consultant	5	SI and FMT

## Safeguarding

We understand safeguarding to be about ensuring the safety and well-being of everyone with whom we work - including people with deafblindness, their families, carers, and other professionals. This obligation naturally extends to our staff, trustees, volunteers, and

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<sup>1</sup> Note: Any feedback beyond validation group needs to be consolidated in one document for consultant.



interns, as well as those in our partner organisations and other personnel associated with Sense International.

SI has a zero-tolerance approach to bullying, harassment, violence, exploitation, and abuse. SI requires the successful candidate to comply with our Child and Vulnerable Adult Policy and Procedure and to sign its Child and Vulnerable Adult Protection Code of Conduct.

### Expressions of Interest:

Please submit your expressions of Interest in this assignment by COP 7<sup>th</sup> January 2025 to [Elizabeth.ewen@sense.org.uk](mailto:Elizabeth.ewen@sense.org.uk) clearly marked with the title “EOI Complex Disability”, outlining your interest in this assignment and your expertise, your availability and your day rate.