

TERMS OF REFERENCE FOR WELL-BEING DEBRIEF AND MINDFUL STRESS REDUCTION RETREAT FOR TEACHERS

Reporting To: Area Manager, Dadaab

Location: Dadaab Refugee Camp, Kenya

Budget line: 6114-09-094880-153-6107-1719 (ECHO-JRS)

Budget line: 6471-09-094878-153-6102-1719 (ALWS)

02nd July 2024

Introduction and Background:

a). About LWF

Lutheran World Federation (LWF) is a faith-based humanitarian International Non-Governmental Organization implementing programs in emergency relief, rehabilitation, and development in 32 countries across the world. In Kenya, LWF works through its Kenya-Somalia program with operational field Area programs in Kakuma, Dadaab, and Kismayu. LWF has been present in Dadaab since 2008 and works in three thematic areas of Quality services; pre-primary, Primary education, and Junior Schools (JS) and, Community services.

The overall goal of LWF is to provide access, safe, protective, and inclusive quality education for refugee children within the camps. The program comprises 23 primary schools, of which 15 are hosting JSs and 7 feeder schools with a population of 39,521(21871 Boys, 17650 Girls) learners. To enhance a good learning environment for learners in school, teachers play a vital role in safeguarding and protecting them from external and internal harm that may impede their learning.

b). Context

Life in the refugee camps can be very stressful for both children and adults owing to harsh realities and the unending challenges in meeting daily needs. Most children enrolled in schools in the camp have had to go through some traumatic experiences that have left a lasting impact on their lives. This not only impedes their education but affects their character development as well. Cases of truancy and general lack of discipline are high among children who prefer being on their own in the community. Left unchecked and supported, they may grow into irresponsible adults.

At school, children are given education and psychosocial support to help them gain daily knowledge and skills that will help them shape their future and this is all the efforts put in by the teacher to mold this child into a responsible adult. This has led teachers to overstretch beyond their capacity for the good of the learners thus leaving them worn out, experiencing vicarious trauma and burnout that may lead to PTSD.

Against this backdrop, LWF plans to conduct a 2-day wellbeing debrief session and team building for National teachers away from the duty station. LWF seeks the services of a qualified Consultant to conduct the debrief and teambuilding for 72 teachers.

Rationale for teachers debrief

Debriefing is a psychological treatment intended to reduce the psychological morbidity that arises after exposure to trauma (Hodgkinson & Stewart, cited in Rose 1999). Its origins can be traced to efforts to maintain group morale and reduce psychiatric distress amongst frontline workers after exposure to recurrent trauma.

This debrief is expected to produce a concrete list of what worked well, what didn't, and what needs to improve over time during project implementation. The group debriefing will provide an opportunity for staff to learn from each other, gain new perspectives, and identify positive aspects of each other. It is also expected to help them clarify any misinformation, rumors, or doubts that may have arisen from the incidents encountered during project implementation.

Also, this psychological debriefing will help manage an undue build-up of stress and burnout. Staff who have early signs and symptoms of occupational stress will benefit from the process by being helped to regain their sense of control.

Debriefing will reduce the possibility of psychological harm by talking about what has happened; facts can be reviewed, misconceptions corrected, as well as valid and fair observations taken on board

Debriefings are a demonstrated practice to decrease overall instances of stress and vicarious trauma. Stress with no outlet can cause physical and psychological health problems, impact families, increase substance abuse, and decrease staff overall wellness now and/or down the road during project implementation.

For Psychological debrief and teambuilding to be effective, it will require a serene and ambient quiet place for reflection and meditation, a conducive environment with space to allow outdoor activities, and away from the workplace for a moment. This is to be a place where all activities are held timely.

Goal and specific objective of the assignment

Goal

To strengthen the work ethics, collaboration, and counseling skills of psychosocial/school counselors and education staff working in schools within Dadaab Refugee Camp.

Overall Objectives

To provide high-quality debrief, teambuilding, capacity strengthening, and technical backstopping to teaching staff to ensure that they are functioning effectively and ethically.

A consultant will be hired to provide debrief sessions and teambuilding sessions for 72 staff members.

Specific objectives of the consultancy are to:

- Provide high quality debrief sessions, mindful stress reduction strategies to the teachers
- Strengthen technical skills and psychological competencies of the counselors and support capacity building and personal growth.
- Provide teambuilding sessions to enhance social capital and build resilience with stronger support systems. Aimed at improved productivity.

Expected outcomes

- Experience mental, physical, social, and emotional well-being.
- Enhanced levels of resilience
- Burn-out management and self-care
- Improved team dynamics.
- Examine oneself and reflect on own attitudes towards self and others.
- Enhance the capacity of teachers with knowledge of self-awareness and seek help when need be.
- Enhanced productivity within the organization.

Scope of Work and Dates

The exercise is planned from 26th July to 28th July 2024 Garissa. This will be a two-day exercise supported by 2 consultants within the official working hours according to the laws of Kenya.

Proposed methodology

The consultant will provide a detailed methodology on how to deliver the debriefing sessions within the proposal.

Deliverables and timelines

The following are key deliverables:

- i. A debrief and teambuilding action plan
- ii. Conduct the debrief for staff in the identified location
- iii. Submit a debrief report with recommendations for follow-up and further action within 2 days after the debrief.
- iv. The report should reflect the activities above.

Accountability

While the LWF Area Manager for Dadaab assumes the overall responsibility for contract management, the Consultant will work directly and closely with the SPO- Protection and Social Cohesion

Application

Applicants are invited from suitably qualified consultants. Interested individuals should submit:

- A proposal in line with clause 5. Competence and Expertise Requirements above
- A summary work plan for the proposed consultancy period
- Consultancy fee for the assessment
- Indications of availability to fulfil the consultancy as per the timeframes indicated

Technical and financial proposals to be submitted to procurementfollowup.nairobi@lutheranworld.org and copied to procurement.nairobi@lutheranworld.org with the e-mail subject line clearly marked; *RFP-DF-28953- DEBRIFING CONSULTANCY*. The deadline for submission of applications is 7th July 2024 at 4:00 pm Nairobi time