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**Terms of Reference (ToR)**

**3 days Trainings on Psychosocial First Aid Counselling for Women Government School Teachers**

# Introduction of the Organization:

Khwendo Kor (KK), meaning “Sisters’ Home” in Pashto, is a non-profit, non-governmental organization established in 1993 under the Societies Act 1860. Since its inception, KK has been working tirelessly to promote the rights of women and children through education, health, sustainable livelihoods, advocacy and peace building. KK strives to create enabling environments where women and marginalized groups can thrive socially and economically.

1. **Background of the assignment:**

Khwendo Kor is implementing the project “Faith in Action- Mobilizing Civil Society For Lasting Social Change". The overall goal of the project is women and girls live empowered lives free from gender-based violence. Under the project, KK will organize a three -day training on PFA for the 20 previously trained Psycho-Social First Aid (PFA) government teachers to strengthen their further skills and address challenges in providing PFA. The objective of the training is to capture the GBV Guiding principles, Survivor centered approach and the role of the PFA counsellors in developing a safety plan and how to link a survivor to a local referral service provider.

1. **Objective of the Assignment:**

The objectives of the training is to;

* Enhance the capacity of schoolteachers to provide Psychosocial First Aid (PFA) to students in distress, in line with IASC guidelines, while promoting a survivor-centered approach that empowers students to make informed and independent decisions.
* Support and mentor teachers serving as PFA focal persons in developing safety plans for students who may be experiencing gender-based violence (GBV) or other forms of trauma.
* Strengthen the coordination and referral mechanisms between school-based PFA focal persons and external service providers, particularly by improving collaboration with District GBV Committees, to ensure timely and appropriate support for affected students.

# Major Deliverables:

The expected deliverables from the three -day training include;

* Design and delivery of three -day training sessions for 20 female teachers of government schools as per approval from the donor
* Report (including a post-training evaluation, including key learnings and recommendations)
* Submission of sessions report and PPTs/handouts).

# The training will cover the following key areas:

* Review of essential PFA concepts, communication skills, and GBV guiding principles, referrals and survivor-centered approaches.
* Identifying and addressing common obstacles faced by teachers
* Understanding the socio-cultural impact of GBV and suitable counselling interventions.
* Strengthening collaboration with government departments for improved survivor support.
* Managing stress and preventing stress while supporting survivors.

# Duration of the Training:

The duration of training will be three days in district Peshawar.

# Participants and training venue:

The costs pertaining to logistics and venue arrangements will be the responsibility of KK. In addition, KK will ensure the attendance of the trainees by provision of mobility cost to the venue. The boarding and lodging of the trainer/ will be undertaken by the selected trainer for this assignment. Ensuring the attendance of the trainees will be the responsibility of KK.

# Training Methodology:

* Group discussions and experience-sharing sessions
* Role play
* Presentation
* Practical case study analysis
* Reflection sessions for feedback and improvement

1. **Essential Skills of the trainer**

* Proven record of delivering PFA as a trainer to other organizations for at least 5 years
* Familiar with working on gender inclusive projects/programmes
* Familiar with the local context
* Proven record of working with survivors of GBV in remote areas such as Peshawar

**Application Process and Requirements:**

The interested individuals with above qualification and experience can apply and submit their CV, Technical and financial proposal on [**placementjobskk@gmail.com**](mailto:placementjobskk@gmail.com)to the under signed not later than 12th August 2025. Incomplete applications and submission to any other email will not be entertained.