



Terms of Reference (ToR)

Training on Psychosocial First Aid Counselling for Government School Teachers

Note: This ToR covers two separate consultancies: (1) a 3-day training for Female Government School Teachers and (2) a 2-day training for Male Government School Teachers. Interested consultants may apply for one or both consultancies. Please indicate clearly in your application which consultancy/consultancies you are applying for.

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.

Background of the Assignment:

Under the project, KK will organize training on PFA for previously trained Psycho-Social First Aid (PFA) government teachers to strengthen their further skills and address challenges in providing PFA. The details of each consultancy are outlined below.

Consultancy A: 3-Day Training on Psychosocial First Aid Counselling for Women Government School Teachers

Under the project, KK will organize a three-day Refresher 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.

Consultancy B: 2-Day Training on Psychosocial First Aid Counselling for Male Government School Teachers

Under the project, KK will organize a three-day training on PFA for the 14 previously trained Psycho-Social First Aid (PFA) government teachers to strengthen their further skills and address challenges in providing PFA.

Objectives of the Assignment

(Applicable to both Consultancy A and Consultancy B)

- Strengthen the capacity of government school teachers to effectively support students in managing anxiety, stress, and distress arising from events affecting their emotional well-being through Psychosocial First Aid (PFA).



- Reinforce teachers' understanding of practical, age-appropriate techniques to provide immediate emotional support, foster a safe and supportive classroom environment, and identify students who may require additional care or referral.
- Enable teachers to provide hands-on support in developing monthly reports on the delivery of psychosocial first aid counselling, ensuring a survivor-centered approach and promoting students' resilience and mental well-being within the school setting.

Major Deliverables:

Consultancy A – Female Teachers (3-day training):

The expected deliverables from the three-day training include;

- An assessment will be conducted to measure gaps and design a refresher course.
- Design and delivery of three-day Refresher 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).
- Pre and post-training assessment instruments and results summary

Consultancy B – Male Teachers (2-day training):

The expected deliverables from the two-day training include;

- An assessment will be conducted to measure gaps and design a refresher course.
- Design and delivery of two-day Refresher training sessions for 20 male 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).
- Pre and post-training assessment instruments and results summary

The training will cover the following key areas:

(Applicable to both Consultancy A and Consultancy B)

- 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:

Consultancy A (Female Teachers): The duration of training will be three days in district Peshawar.

Consultancy B (Male Teachers): The duration of training will be two 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:

(Applicable to both Consultancy A and Consultancy B)

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

Essential Skills of the Trainer:

(Applicable to both Consultancy A and Consultancy B)

- Master degree in psychology or related field
- Proven record of delivering PFA as a trainer to other organizations for at least 7 years
- Familiar with working on gender inclusive projects/programmes
- Familiar with the local context
- Proven record of working with survivors of GBV in areas such as Peshawar
- Ability to communicate effectively in local language

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 to the under signed not later than 28th June, 2026. Incomplete applications and submission to any other email will not be entertained.

Please indicate in your application whether you are applying for Consultancy A (Female Teachers), Consultancy B (Male Teachers), or both.