**Amnesty International UK seeks a freelance consultant to complete a needs analysis of teachers in Scotland.**

**About Amnesty**

Amnesty International UK (AIUK) is a national section, or branch, of a global movement of over seven million supporters, members, and activists. Collectively, our vision is of a world in which every person enjoys all of the human rights enshrined in the Universal Declaration of Human Rights and other international human rights instruments. Our mission is to undertake research and action focused on preventing and ending grave abuses of these rights. We are independent of any government, political ideology, economic interest, or religion.

**Amnesty International values diversity and welcomes applications from all sections of the community.**

**Background**

Human rights education (HRE) is central to developing knowledge and understanding about human rights; forming attitudes and behaviours respectful of those rights; and enabling the skills and ability to uphold and protect human rights. Our HRE programme is a strategic priority for AIUK and a global priority for the international Amnesty movement.

Amnesty International UK produces free Human Rights Education teaching resources, online courses and training for teachers to enable them to teach human rights in their contexts. We also run a youth coaches programme in schools which aims to support youth activists to feel confident when using activism tools and a Words that Burn poetry project.

**The project**

In 2024 Amnesty International UK will be recruiting a freelance consultant/s to undertake a needs analysis of teachers, including senior leaders, in Scotland to help us to better understand the opportunities for HRE and HRE advocacy within these contexts. This needs analysis will also help us to recognise the challenges for teachers when teaching HRE in Scotland and enable us to develop a strategy to respond to teachers’ needs so that they are better able to deliver effective HRE and to advocate for HRE within their contexts.

**The role**

We are seeking to recruit one or more freelance consultants to research and carry out a needs analysis of teachers and senior leaders in Scotland to enable us to understand where there are opportunities for Human Rights Education in Scotland. This needs analysis will recognize the needs of teachers and opportunities for HRE across the entire age range from 3-19 within Scotland. It may include questions on the following topics;

* Teaching Resources
* Teacher Training Courses
* Online courses
* Mentoring and Coaching support needed from Amnesty International UK for teachers to teach human rights
* The barriers to teaching HRE within a Scottish context
* The opportunities for teaching HRE within a Scottish context
* How teachers can get involved with HRE advocacy and what support is needed to do this

This needs analysis will use both qualitative and quantitative research methods and some access to current teachers that Amnesty works with may be possible, although it is preferable for the consultant to have their own education contacts in Scotland. Once the research is complete a report detailing the findings from the needs analysis will be submitted to AIUK by the consultant.

You will have:

* Significant knowledge and experience of the Scottish educational context
* Knowledge and understanding of Human Rights Education
* Experience of carrying out education research and education research methodologies
* An understanding of the difficulties and opportunities surrounding designing and undertaking research within formal education settings in Scotland
* Excellent written communication skills
* Ability to make recommendations
* Ability to work collaboratively with a range of colleagues and partners
* Ability to accept constructive feedback and work in partnership with AIUK to make improvements and amendments to the needs analysis research and report as required
* Understanding of, and commitment to, the aims and objectives of Amnesty International.
* Understanding of, and commitment to, equity, diversity and inclusion

The main point of contact for this work will be Amnesty International UK’s Education Officer for Teachers and Schools and HRE Manager. There will also be liaison with members of the Human Rights Education team, the Programme Director for Scotland and the Head of Nations and Regions.

**Timeline**

The final copy of the needs analysis report needs to be completed by 31st December 2024.

**Conditions of Contract**

Amnesty International UK will pay the successful consultant a fee in two stages, at an agreed midpoint and on completion of the needs analysis report.

The consultant will be a self-employed person responsible for taxation and national insurance or similar liabilities or contributions in respect of their fee. The successful consultant will not, therefore, be entitled to Amnesty International’s Staff Terms and Conditions and nothing in this agreement constitutes a Contract of Employment.

**Deliverables**

The central output of this project will be the teachers needs analysis report for Scotland which will help to inform how we develop our education work to support teachers in Scotland to deliver HRE. A copy of the raw data will also be required. Copyright will belong to Amnesty International UK.

**Logistics**

The consultant would be required to work from their own home, or place of work, and be willing to meet frequently with Amnesty staff, including the HRE team, online via MS Teams.

**Budget**

The available budget for this project is £2500 for 5 days of work. Please outline the breakdown of your fee and expenses in your tender submission.

**Submissions**

Tender submissions outlining your proposed approach for this research, along with an outline of key questions you may use in the needs analysis, your experience and schedule should be received by Monday 9th September with interviews to be held the week commencing 16th September. If you wish to include an example of a piece of education research that you have previously produced, please do so but this is not essential.

If you would like to discuss this in more detail, please contact the Human Rights Education team: hre@amnesty.org.uk