



## Terms of Reference

### Consultancy to support the work of the European Network on Statelessness to address childhood statelessness in the UK

April 2021

#### Introduction

Little is known about the children and young people affected by statelessness in the UK and there has been only limited research or policy focus on this issue to date. With the support of the Paul Hamlyn Foundation, ENS is currently delivering an 'Explore and Test' project to address this gap through evidence-gathering, awareness-raising, engagement, and advocacy, with the aim of promoting the reduction of childhood statelessness in the UK. Working with UK-based ENS members, child and migrant rights experts, and other key stakeholders including stateless activists, affected communities, and local authorities, is central to the success of this work.

#### About ENS

ENS was founded as a coordinating body and expert resource for organisations in Europe working to promote the right to a nationality. At the heart of our strategy is an understanding of the need to mainstream and raise awareness about statelessness and nationality rights, build civil society's capacity to act, and be an effective catalyst for change. Our London-based Secretariat coordinates the activities of our growing and diverse membership across Europe of over 160 organisations and individual experts in 41 countries, ranging from large international NGOs to grassroots and community organisations, legal advice agencies, research and policy thinktanks, and prominent international law experts. Our work is structured under three pillars: awareness-raising and knowledge-sharing, law and policy development, and networking and capacity-building. Having started out as an initiative primarily driven by policy experts, we are particularly proud of our progress on how we work with stateless communities. We have also made effective strides in developing our partnerships with organisations working on the issues affecting stateless people's lives, including forced displacement, child rights, gender equality, access to justice, and discrimination.

#### About the project

This project represents a new approach for ENS, as we increase the ENS Secretariat's direct work in a specific national context where a policy window or opportunity for impact has been identified. As an 'Explore and Test' project, we are working with external learning and evaluation partners to assess how this work can create sustainable change beyond the life of the grant, both through wider stakeholder engagement on the issue of childhood statelessness and the potential for future ENS development. The project began in June 2020 and will run until the end of March 2022.

Project resources are being targeted towards project management capacity in the ENS Secretariat, activity and evaluation costs, and some support for ENS members and affected communities to participate in project activities. It is intended that, as a result of the project, ENS will gain increased insight into how to intervene directly in a national context and how statelessness can be mainstreamed into the work of child and migrant rights organisations, as well as learning

about the promotion of participation of stateless activists and communities in change efforts. UK-based ENS members and partners will gain knowledge and understanding of the issues surrounding childhood statelessness and capacity to increase policy, legal and practice work in this area. There will be an increased awareness of issues and pathways to status resolution, particularly amongst youth and community organisations who may not have a clear understanding of nationality-related challenges for children and young people. Communities and activists with experience of migration and statelessness in the UK will be able to access more opportunities to make meaningful contributions to sector advocacy and campaigning (including with ENS) and will have increased access to information on childhood statelessness and the support services available.

In summary, the project outcomes are:

1. An evidence base is created for use in advocacy leading to long-term system and policy change to protect children and families at risk of statelessness in the UK.
2. Child and migrant rights actors in the UK (including communities) have more awareness to support stateless children and more proactively engage and invest in statelessness.

Since the project began in June 2020, ENS has carried out research activities, including a review of published literature and statistics, stakeholder mapping, engagement and relationship-building, mapping of children and young people affected, and worked with two ENS members to carry out reviews of their legal casework with affected young people and families. We have also carried out targeted advocacy interventions, including in response to the UK Government's 'New Plan for Immigration' proposals, and worked with external MEL consultants to develop a MEL framework for the project. Activities to be carried out in 2021-22 include targeted policy work to respond to specific policy windows; designing an advocacy strategy for the short, medium, and long-term and carrying out targeted short-term advocacy; working with representatives of communities affected by statelessness to co-produce and pilot two engagement/information workshops; and mapping training needs, identifying training opportunities, and influencing the inclusion of statelessness content in existing and planned training programmes on citizenship and children's rights in the UK.

In terms of staffing, ENS Head of Policy & Research supervises the project, coordinating and supporting project activities, and ensuring links to ENS's wider regional work. Other ENS Secretariat staff support various project activities providing expertise and input on community engagement, child rights, human rights advocacy, legal policy, strategic communications, and project administration support. UK-based ENS members are also contributing to project and evaluation activities. External MEL consultants, Jo Knight and Anna Beasley, are guiding MEL activities.

### About the consultancy

ENS is seeking a Consultant to lead and coordinate key project activities between May 2021-March 2022, working closely with the ENS Secretariat staff team, under the supervision of the Head of Policy & Research. The Consultant will devise and deliver innovative strategies, develop our relationships with key stakeholders, and make a significant contribution to reducing childhood statelessness in the UK. ENS Secretariat staff will support the work of the consultant with additional capacity resourced through the project. In addition to consultancy and staffing resources, there is also a project budget to support project

activities. In addition to the activities and deliverables listed in the table, the Consultant may be asked to input to planning and strategic discussions with the ENS Senior Management Team, and participate in project Monitoring, Learning & Evaluation (MEL) activities (i.e., data collection and recording, reflection session, reviewing MEL reports).

Activities	Deliverables	Indicative timeframe
<p><b>1) Launch and disseminate the project policy report:</b></p> <ul style="list-style-type: none"> <li>• Work with ENS team to plan &amp; deliver an (online) launch event to disseminate the project policy report and its recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Online launch event</li> <li>• Dissemination emails/articles</li> </ul>	<p>May-June 2021</p>
<p><b>2) Design an advocacy strategy for the short, medium, and long-term to implement report recommendations, and carry out targeted short-term advocacy:</b></p> <ul style="list-style-type: none"> <li>• Design advocacy strategy</li> <li>• Implement short-term goals</li> <li>• Foster medium to long term engagement on the issue among sector advocates</li> </ul>	<ul style="list-style-type: none"> <li>• Advocacy strategy</li> <li>• At least 1 advocacy tool (e.g., policy/parliamentary briefing)</li> <li>• 10-15 advocacy meetings (e.g., MPs, sector colleagues, Home Office, etc.)</li> </ul>	<p>June 2021-March 2022</p>
<p><b>3) Work with representatives of communities affected by statelessness to co-produce and pilot two engagement/information workshops:</b></p> <ul style="list-style-type: none"> <li>• Work with ENS staff and representatives of affected communities to co-design materials for two different workshops (one more basic intro to statelessness/nationality rights; one more detailed on rights &amp; signposting to advice, and advocacy)</li> <li>• Support piloting, reflection &amp; any necessary revision of workshop materials for future use</li> </ul>	<ul style="list-style-type: none"> <li>• Draft materials for two different community workshops</li> <li>• Two workshop pilots</li> <li>• Finalised materials for two community workshops</li> </ul>	<p>August-December 2021</p>
<p><b>4) Map training needs, identify training opportunities, and influence inclusion of statelessness content in existing and planned training programmes on citizenship and children’s rights in the UK:</b></p> <ul style="list-style-type: none"> <li>• Drawing on information gathered through the project, as well as consultation and engagement with key sector stakeholders and PHF, work in partnership</li> </ul>	<ul style="list-style-type: none"> <li>• Mapping of training needs &amp; opportunities covering short, medium &amp; long-term</li> <li>• Statelessness content included in training activities of key stakeholders as</li> </ul>	<p>September 2021-March 2022</p>

<p>with PHF and sector colleagues to produce a mapping of training needs, existing training, and gaps to address in future.</p> <ul style="list-style-type: none"> <li>• Influence the inclusion of statelessness content in existing training/capacity-building initiatives in close collaboration and consultation with sector colleagues, and, if appropriate, influence and support inclusion of statelessness content in at least three planned initiatives.</li> </ul>	<p>appropriate (e.g., CORUM, UNICEF, others)</p>	
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### Budget for the work

The total budget available for the Consultant is **£19,700, inclusive of VAT and expenses**. Please note that the Consultant **must be a UK resident** for tax purposes. We anticipate the above activities requiring a **minimum of 55 days** of a Consultant's time spread across the project period (minimum one day per week with flexibility for contact at other times and additional days in busy periods). There is a separate budget to cover project costs related to delivery of the listed activities as well as staffing capacity within the ENS Secretariat to support the work.

### About you

We are looking for a UK-resident policy and advocacy specialist with a proven track record in child rights. Creative and innovative, you will be a skilled communicator and pride yourself on producing high quality policy analysis to influence change within civil society and among decision-makers. You will have solid experience of working collaboratively and building inclusive alliances with key stakeholders, including communities and activists, which you can use to help us inspire others to work together to end childhood statelessness. You will have experience working in a child rights context and will understand children's welfare issues in the UK, including those facing children subject to immigration control. You will have knowledge of the domestic, regional, and international human rights frameworks, an understanding of citizenship issues, and proven experience of working within networks and coalitions for campaigning, policy, and advocacy purposes across the UK.

### Skills and selection criteria

- Postgraduate level qualification in a relevant subject or equivalent experience.
- Experience at senior level in policy development and/or advocacy/campaigning roles with a specialisation in child rights.
- Ability to present complex legal and policy information clearly, comprehensively, and accurately orally and in writing to legal and non-legal audiences.
- A good understanding of UK and international child rights and human rights law, including an understanding of the different devolved contexts, knowledge of UK nationality law and policy, and experience working on issues affecting children and young people subject to immigration control.
- Knowledge of different approaches to lobbying for change, including understanding of legislative processes across the UK, and work with elected and non-elected officials.

- Experience of delivering capacity building and/or training on issues related to child rights or related topics.
- Experience of community engagement and working with young people to facilitate their engagement in decision-making and influencing activities.
- A good understanding of the principles of safeguarding.
- Strong IT skills, highly articulate with excellent English written and oral skills, and the ability to communicate with a range of audiences.
- Ability to deliver under pressure, meet deadlines and take personal responsibility for work.
- Ability to work effectively with a range of stakeholders, including senior staff, trustees, policy makers, practitioners, communities from diverse cultural and linguistic backgrounds, and young people.

### Your expression of interest

We would welcome a discussion with any interested Consultant prior to expressing interest formally. Your formal expression of interest should be no more than 2 pages (excluding your CV to be attached separately) and include the following information:

- A brief summary of your skills and experience relevant to the work
- A recent example of how you have achieved policy impact in your work in a relevant area (a brief description of the impact you sought to achieve; how you achieved it; what worked well, what didn't)
- A breakdown of the number of days you would allocate to each of the project activities/deliverables outlined in the table and an indication of your availability within the indicative timeframes

Please send your expression of interest and CV to [josephine.foster@statelessness.eu](mailto:josephine.foster@statelessness.eu) by email. We are recruiting on a rolling basis, but we are looking to recruit someone **as soon as possible** and will be conducting an initial review of expressions of interest **on 12 May 2021**. Please put 'ENS Consultant: Childhood Statelessness in the UK' in the subject line of your email.

### Further information and inquiry

If you have any questions or would like to discuss this opportunity further before expressing interest formally, please contact **Nina Murray, Head of Policy & Research** ([nina.murray@statelessness.eu](mailto:nina.murray@statelessness.eu))