

Capacity Building on Disability Mainstreaming for Christian Health Association of Kenya (CHAK) Terms of Reference

1. Background

Christian Health Association of Kenya (CHAK) is a leading national Faith Based Organisation (FBO) of Protestant churches' health facilities and programmes from all over Kenya. Established in 1946, CHAK has the goal of promoting access to quality health care.

Vision

Quality Healthcare for all to the glory of God.

Mission

To facilitate provision of quality healthcare services through health system strengthening, innovative health programs, training and research, advocacy, and partnerships as a witness to the healing ministry of Christ.

Values

- ✓ Integrity
- ✓ Transparency
- ✓ Accountability
- ✓ Professionalism
- ✓ Innovation
- ✓ Equity

CHAK's programmes and activities are guided by the six-year Strategic Plan 2017-2022 which has clustered the organisation's core functions into the following strategic directions:

1. Health service delivery
2. Health systems strengthening
3. Capacity Building and Research
4. Financial Management, Resource Mobilization and Sustainability
5. Advocacy and Partnerships

CHAK affirms that the human rights of all persons with disabilities are an inalienable, integral and indivisible part of all human rights and fundamental freedoms. CHAK is committed to the inclusion and empowerment of persons with disabilities and to promote their well-being and uphold their human rights. To this end, CHAK will work to embed disability inclusion in all aspects of the project cycle, as well as at the work place, in order to foster an enabling environment in which people with disabilities can effectively engage in and benefit from CHAK's programmes and fully and effectively participate on an equal basis with others.

2. Disability Mainstreaming Capacity Building Objectives

a. Overall Objective:

To enhance disability mainstreaming practice in CHAK programmes and projects.

b. Specific Objectives:

1. To deliver a one-day in-person disability training workshop to key staff with representation from CHAK's various programmes, projects and functions
2. To guide the organisation to develop an action plan for ensuring disability mainstreaming in its various programmes, projects and overall strategic plan
3. To provide tools to aid the organisation in evaluating its progress towards disability mainstreaming in its various programmes and projects

c. Expected Results

1. Customised disability mainstreaming training approach
2. Deliver one-day disability mainstreaming workshop to key CHAK staff (approximately 20 staff)
3. Action/Follow up plan to ensure disability mainstreaming in CHAK's strategic plan, programmes and projects
4. Disability mainstreaming evaluation framework

3. Qualifications

- Minimum of a Bachelors' Degree in Social Sciences, Human Rights, Development Studies or related field.
- At least five (5) years of relevant professional experience in designing and delivering disability mainstreaming training
- Demonstrated experience in supporting organisations to become more disability inclusive
- Experience working with Disability Persons Organisations
- Networks of Disability Persons Organisations
- Excellent facilitation and presentation skills

4. Timeframe

The one-day capacity building workshop is expected to be conducted by the end of May 2022.

5. How to apply

Qualified consultants should submit technical and financial proposals to secretariat@chak.or.ke and hr@chak.or.ke by 20th April 2022.