

Technical specifications

The aim of the procurement is to find the Contractor who will carry out training aimed at developing the Children's House service and inter-agency cooperation. The topic of the training – working with children and families from multicultural backgrounds in the context of the Children's House (Barnahus) model – requires specific knowledge of the Children's House and international experience. As there is no such competence in Estonia, we would like to invite an external expert to act as a trainer.

The procurement is financed under the 2021–2027 Cohesion Policy Funds measure 21.4.7.9 “Services aimed at children and families are of high quality and meet the needs of families”, under the grant conditions “Supporting children and families”, activity 2.2 “Supporting children with multiple and diverse needs and their families”.

1. Training objective and target group

The aim of the training is to improve the knowledge and skills of Children's House employees and network partners working in a multidisciplinary team with children and families from a multicultural background. The training helps to increase the participants' competence in multicultural issues, supports the implementation of the principles of equal treatment and inclusion, and helps to meet the [quality requirements](#) of the Barnahus service, including standard No 3 ('inclusive target group').

As a result of the training, participants will acquire knowledge about working with children and families from multicultural backgrounds in the context of the Children's House.

The target groups for the training are the employees and network partners of the Children's House, including police investigators, child protection specialists, prosecutors, and forensic doctors.

2. Content, requirements, and outcome of the training

The training consists of three consecutive face-to-face training days, which include both face-to-face instruction and a study visit to the local Children's House (Barnahus). A study visit is an important practical part of the training, which must enable participants to directly experience (*and analyse*) the application of the principles learned in a real work environment and support the achievement of learning outcomes. After face-to-face training days, there will be one online training day. All parts of the training must be completed by December 2026 at the latest.

Group size: up to 20 participants

Face-to-face training days (including the study visit) are organised in increments of four academic hours, while the duration of online training is eight academic hours. The total volume of the training is 20 academic hours.

A suitable space for contact training is provided by the Contractor.

General learning outcomes / expected outcomes

A participant who has completed the training:

- Understands the principles of inclusive practice and multidisciplinary cooperation in the work of the Children's House and analyses the possibilities of their implementation in cooperation between different institutions and specialists.
- Analyses the impact of stigma, racism, and unconscious bias in working with sexually abused children and adopts appropriate approaches to support marginalised and non-speaking children.
- Understands the role of language and terminology in providing services to abused children.
- Knows the principles of inclusion, cultural awareness, and international standards (including Barnahus quality standards).

- Reflects on the impact of their social role and personal identity on work and uses the Social GRACES tool to better understand diversity and inclusion.
- Identifies and analyses linguistic, cultural, and systemic barriers in the provision of the Barnahus service and implements multidisciplinary work (MDT) models to support children who are being discriminated against and in disadvantaged situations.

Role and responsibilities of the Contractor:

- Confirmation of the specific focus and topics of the training in cooperation with the Contracting Authority;
- Compilation and coordination of virtual training materials with the Contracting Authority;
- Provision of training materials to participants. Contacts necessary for exchanging information with participants (e-mail addresses) shall be forwarded to the Contractor by the Contracting Authority.
- Together with the price offer, the Contractor presents an initial vision of the training structure in accordance with the above-described objectives and general learning outcomes. Contact trainings are carried out at the Contractor's premises. The Contractor shall forward the exact location of the venue to the Contracting Authority electronically (by e-mail) no later than one (1) week before the start of the training.
- The Contractor shall issue a certificate of participation in the training to each participant.

3. Execution and confirmation of completion

The Contracting Authority pays for the service in stages.

Phase I – after face-to-face training.

Phase II – after the online training has taken place.

The completion of each phase shall be confirmed by e-mail.

4. Environmentally friendly solutions

The Contractor must give priority to environmentally friendly solutions in the performance of the Agreement:

- refrain from printing out training materials, etc., without compelling need, and give priority to sharing materials in digital form;
- the materials supplied in digital form must be stored and transmitted in an optimal volume in order to avoid unnecessarily large data files and thus reduce digital pollution.

5. Requirements for the trainer

- A trainer must have at least three years of work experience as part of the multidisciplinary team at a foreign Children's House.
- Minimum of a bachelor's degree is required.
- Have competence in adult education. In order to demonstrate competence in adult education, the following must be submitted:
 - evidence of education and/or qualifications in the field of adult education;
 - proof of completed training/trainings
 - evidence of training experience (CV).