



ANTI CORRUPTION COALITION UGANDA

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TERMS OF REFERENCE

PROVISION OF TRAINING SERVICES ON SAFEGUARDING IN ANTI-CORRUPTION AND ACCOUNTABILITY WORK

1.0 INTRODUCTION

Anti-Corruption Coalition Uganda (ACCU) was established in January 1999 and officially registered as an NGO in 2004. ACCU unites like-minded individuals and organizations dedicated to raising awareness, exposing, and advocating for the reduction of corruption in Uganda. Since its inception, ACCU has remained committed to fostering an accountable and corruption-free society through diverse initiatives, working with both national and grassroots partners to ensure citizens' voices are effectively represented in governance and accountability processes.

As part of its commitment to advancing structured learning on integrity and accountability, ACCU has established a virtual academy to provide specialized training for young people, aimed at guiding capacity-building and empowering youths to actively participate in the fight against corruption. To ensure that the training modules are effectively rolled out through online learning platforms, ACCU seeks to identify and support a core facilitator who will lead the training on safeguarding in anti-corruption and accountability.

2.0 BACKGROUND

Corruption continues to undermine Uganda's governance, service delivery, and development efforts, with an estimated UGX 9.14 trillion lost annually (Inspectorate of Government, 2024). Corruption in Uganda is mainly caused by; weak citizen capacity to engage government on accountability, limited citizen monitoring of public services, limited access to information, low state responsiveness to citizen accountability demands, poor implementation of anti-corruption laws, limited capacity of anti-corruption agencies, impunity, patronage and mild political will to fight some forms of corruption. This has resulted into; poor public service delivery, high cost of delivering public services, an increasing national debt burden, denial of basic human rights, under-development and worsening economic conditions.

To address these challenges, Anti-Corruption Coalition Uganda is implementing a project titled '*Civic Engagement for Accountability Project (CEAP)*' with an overall objective of

contributing to improved transparency and accountability among state and non-state actors in Uganda.

The project is implemented at national level and in the 8 districts of Yumbe, Terego, Madi-Okollo and Obongi in West Nile and; Moroto, Napak, Nakapiripirit and Nabilatuk in Karamoja, and focuses on tackling corruption in critical service delivery sectors of health, education, justice, livelihood and environment which directly affect ordinary Ugandans.

The project supplements government efforts in combatting corruption through strengthening accountability of state actors in Uganda, and enhancing the capacity of non-state actors to demand for transparency and accountability at national and sub national levels.

3.0 JUSTIFICATION FOR THE CONSULTANCY

Uganda has demonstrated commitment to fighting corruption through enactment of various legal, policy and institutional frameworks, and by ratifying regional and international instruments such as the United Nations Convention against Corruption (UNCAC) and the African Union Convention on Preventing and Combating Corruption (AUCPCC). These instruments emphasize the importance of education and public awareness as key strategies in preventing corruption and promoting a culture of integrity.

Despite efforts by government institutions, civil society, and development partners, corruption remains deeply entrenched in public and private sectors, and safeguarding concerns within anti-corruption initiatives are often overlooked. Limited awareness of safeguarding principles and accountability mechanisms exposes citizens, especially the youth, to risks of exploitation, harm, and exclusion. There is need for structured, context-specific safeguarding education within anti-corruption work to equip the youth, with knowledge and skills to recognize risks, uphold ethical standards, and promote safe, inclusive, and accountable practices in the fight against corruption.

While some actors have developed stand-alone trainings and sensitization materials on safeguarding, Uganda still lacks a harmonized and institutionalized safeguarding curriculum and modules that can be integrated into formal and informal learning spaces, professional development programs, and civic education initiatives. This gap undermines efforts to ensure that anti-corruption work is conducted in a safe, ethical, and inclusive manner, and limits the building of a values-based society committed to integrity, protection, and accountability.

Therefore, ACCU developed a comprehensive anti-corruption module on safeguarding in anti-corruption, aimed at ensuring that integrity promotion efforts are conducted in a safe, ethical, and inclusive manner, and now seeks a facilitator who can effectively deliver this module, inspire youth-led activism, and sustain the academy's learning processes.

3.1 General Objective

To engage a consultant to train youth virtually on safeguarding in anti-corruption using developed modules.

3.2 Specific Objectives

- To identify a qualified facilitator with expertise in safeguarding, integrity, accountability, governance, and youth engagement to lead the online training.
- To deliver specialised virtual trainings for youth on safeguarding in anti-corruption.

4.0 SCOPE OF WORK

The consultant will be responsible for delivering the module on safeguarding in anti-corruption under the virtual academy. Specifically, the consultant will;

1. Review the module and related training materials, and develop an online training delivery plan, including a session outline, methodology, and interactive tools tailored to youth engagement.
2. Facilitate interactive online training sessions for youth participants using the safeguarding in anti-corruption module, including innovative digital learning approaches such as, polls, case studies, group work, role plays, simulations, and breakout sessions to ensure effective knowledge transfer and active youth participation.
3. Equip youth participants with the knowledge, skills, and values to detect, resist, and report corruption, while inspiring and mentoring them to serve as integrity ambassadors and anti-corruption advocates within their communities.
4. Administer pre-and post-training assessment tools to measure knowledge acquisition among participants.
5. Document key insights, challenges, and success stories during the training process.
6. Participate in debriefing sessions with ACCU to share lessons learned and propose improvements for subsequent trainings.

5.0 METHODOLOGY

Prospective consultants are encouraged to propose the most suitable methodology for the delivery of the training. Consultants should outline a clear methodology, the strategy and methods to be used in delivering the module. The final methodology will be refined together with ACCU to ensure alignment with project objectives.

6.0 EXPECTED OUTPUTS

Prospective consultants are expected to provide detailed technical and financial proposals detailing the consultants' understanding of the Terms of Reference and attach relevant CVs.

7.0 TIMEFRAME FOR THE CONSULTANCY

No.	Task	Days	Responsible Party
1.	Publication of the terms of reference	8 th September 2025	ACCU
2.	Delivery of Expression of Interest / Technical and Financial Proposals.	19 th September 2025	Consultants
3.	Submission of inception report	24 th September 2025	Consultant
4.	Conclusion of contractual process	24 th September 2025	Consultant & ACCU
5.	Delivery of the training	October - December 2025	Consultant

8.0 LEVEL OF EFFORT

This assignment is expected to take 5 days.

9.0 REQUIRED SKILLS AND EXPERIENCE

Required qualifications for the assignment;

- Degree in Social Sciences, Public Administration, Development Studies, Law, Human Rights & Governance, or related field.
- At least 5 years' experience in designing, facilitating and delivering training programmes, including safeguarding or protection-focused content.
- Proven expertise in governance, accountability, anti-corruption, and safeguarding principles, including prevention of exploitation, abuse, and harm.
- Strong knowledge of Uganda's governance, accountability and safeguarding frameworks.
- Experience in online learning design and facilitation, with skills to ensure safe and inclusive participation.
- Demonstrated experience in youth engagement, mentoring, and capacity building with attention to protection and inclusion.
- Excellent research, communication, and reporting skills, with the ability to integrate safeguarding standards into training materials.

10.0 SUBMISSION OF PROPOSALS

Interested consultants should submit a **technical and financial proposal** (methodology, work plan, CVs, relevant samples) to the **Executive Director**, Anti-Corruption Coalition Uganda at info@accu.or.ug , with a copy to amarlon@accu.or.ug , **not later than 19th September 2025**.