



TERMS OF REFERENCE:
RESEARCH CONSULTANCY
Research on Key Instances of LGBTI+ Roll-Back:
Legal Arguments and Advocacy Tactics

Project: Research on the LGBTI+ Roll-Back: Legal Arguments and Advocacy Tactics

Project Location: Remote

Duration: [3-4 months]

Reporting to: Head of Policy and Public Affairs

Background:

Founded in 2011, [Kaleidoscope Trust](#) works to uphold the human rights of lesbian, gay, bisexual and transgender (LGBT+) people in countries around the world where they are discriminated against or marginalised due to their sexual orientation, gender identity, gender expression and or sex characteristics (SOGIESC). We work with British and international institutions and partners to support the work of LGBT+ activists to bring about positive legislative, policy and social change for LGBT+ people everywhere.

The proposed research aims to document and analyse key instances of recent LGBTI+ roll-backs, focusing on the legal arguments employed by those seeking to restrict rights. The research will help inform future advocacy efforts by understanding the successes and failures of past legal and advocacy strategies.

Scope of Work:

Kaleidoscope Trust is seeking the services of a consultant or a team of consultants to **research and draft a research report reviewing key instances of LGBTI+ roll-back from a legal perspective.**

The tasks will include, but are not limited to:

- Reviewing and synthesising existing academic literature, policy papers, legal reports, and relevant case law on LGBTI+ rights roll-backs globally over the last 10-15 years.
- Identify the historical, social, and political contexts behind the most significant LGBTI+ rights reversals.
- Analyse the legal justifications and arguments employed to facilitate or justify the roll-back of LGBTI+ rights in these key cases, including legal precedents, constitutional interpretations, or human rights derogations. Investigate how international law, national constitutions, or regional human rights frameworks were invoked (or sidelined) during these roll-backs.
- Where possible document and assess the strategies employed by those advocating for LGBTI+ roll-backs (e.g., religious, political, or legal actors) and by defenders of LGBTI+ rights (local activists, NGOs, and international organisations). Compare and contrast different advocacy approaches, including legal challenges, public campaigns, and diplomatic efforts.

The consultant will be responsible for delivering periodic progress updates to Kaleidoscope Trust, detailing findings, insights, and ongoing research efforts. They will also be responsible for writing a comprehensive report that outlines the findings of the research, including the detailed analysis of legal arguments, advocacy tactics, and lessons learned.

The report should include an executive summary, in-depth case studies as well as key legal and advocacy insights.

Deliverables:

- Inception Report- An initial report outlining the research methodology, timeline, and key milestones (to be submitted within the first two weeks of the consultancy).
- Draft Report- A draft version of the final report, including preliminary findings, analysis, and case studies, to be submitted for feedback and review at the end of Month 3.
- Final Report- A detailed final report, including an executive summary, key findings, analysis, case studies, and recommendations.

Consultant's Profile:

The ideal candidate will have:

- A postgraduate degree in law or a related field.
- At least 5-7 years of experience in researching or working on human rights, or related legal issues.
- Proven experience in conducting legal research.
- Experience working with NGOs, international organisations, or advocacy groups focusing on human rights.
- Strong research, analytical, and writing skills.
- Knowledge of international human rights frameworks and regional legal systems.

Budget:

The total budget for this consultancy will be £8,000 [Eight-Thousand Great British Pounds], inclusive of all fees, taxes, and expenses. The consultant will be paid in three instalments, based on the successful completion of agreed deliverables.

Application Process:

Kaleidoscope Trust is committed to equality and diversity and we particularly encourage applications from women, all sections of the LGBT+ community and all minorities.

Interested candidates should submit the following:

- CV/Resume detailing relevant experience.
- Proposal (max 2 pages) outlining the research approach, timeline, and methodology.
- Sample of Previous Work

Please email the above documents, along with a completed Recruitment Monitoring and Analysis Form, to recruitment@kaleidoscopetrust.com, titling your communication:

“Consultancy: LEGAL KT REPORT”.

Closing date: Thursday 14th November 23:59 GMT