



Miale Ya Tumaini

Kenya

IMPROVEMENT ROADMAP

June | 2023



Overview of this Children's Home

Background & Mission

Diana Wambui Ngugi is the Director of Miale Ya Tumaini (Kiswahili for Rays of Hope) Children's Rescue Centre which is situated along Gataka road in Ongata Rongai, Kajiado North Sub-County. A few years ago as she carried out her duties as a community social worker in the nearby Kware slums, she realised that the hungry children of the community spent their time begging for food instead of going to school. Diana didn't look away and was determined to create a community centre to help kids get off the street and into school.

She tried to find funding support to help her launch the community centre that was desperately needed, but continually came up empty until she crossed paths with Kenya Works (<https://www.kenyaworks.org>). Partnering with Kenya Works proved to be much more than financial support for the community centre. The organisation shares the common values of empowering children to succeed in school by offering enrolled kids a safe haven, daily meal, homework help, and parental outreach to address common concerns of impoverished families, such as financial literacy, parenting skills, as well as medical and psycho-social services. Through the help of Kenya Works, the empowerment and feeding centre was opened in 2014.

For 3 years, Diana kept monitoring the children who flocked to the centre to eat and realised that the need was even greater. Some children required more than just food, and she therefore decided to open the rescue centre in 2017. The home currently supports 123 school-age children rescued from abuse or neglect and includes 10 children with disabilities who were transferred to the centre when their initial home closed down during the Covid

pandemic. Kenya Works continues supporting the centre and recently purchased land where construction is underway for the home, which currently sits on leased land.

Miale ya Tumaini's vision is to ensure no child goes to bed hungry within its community and to have an empowered community, with a mission to reduce poverty levels in the community through feeding, empowerment and access to psychosocial services.





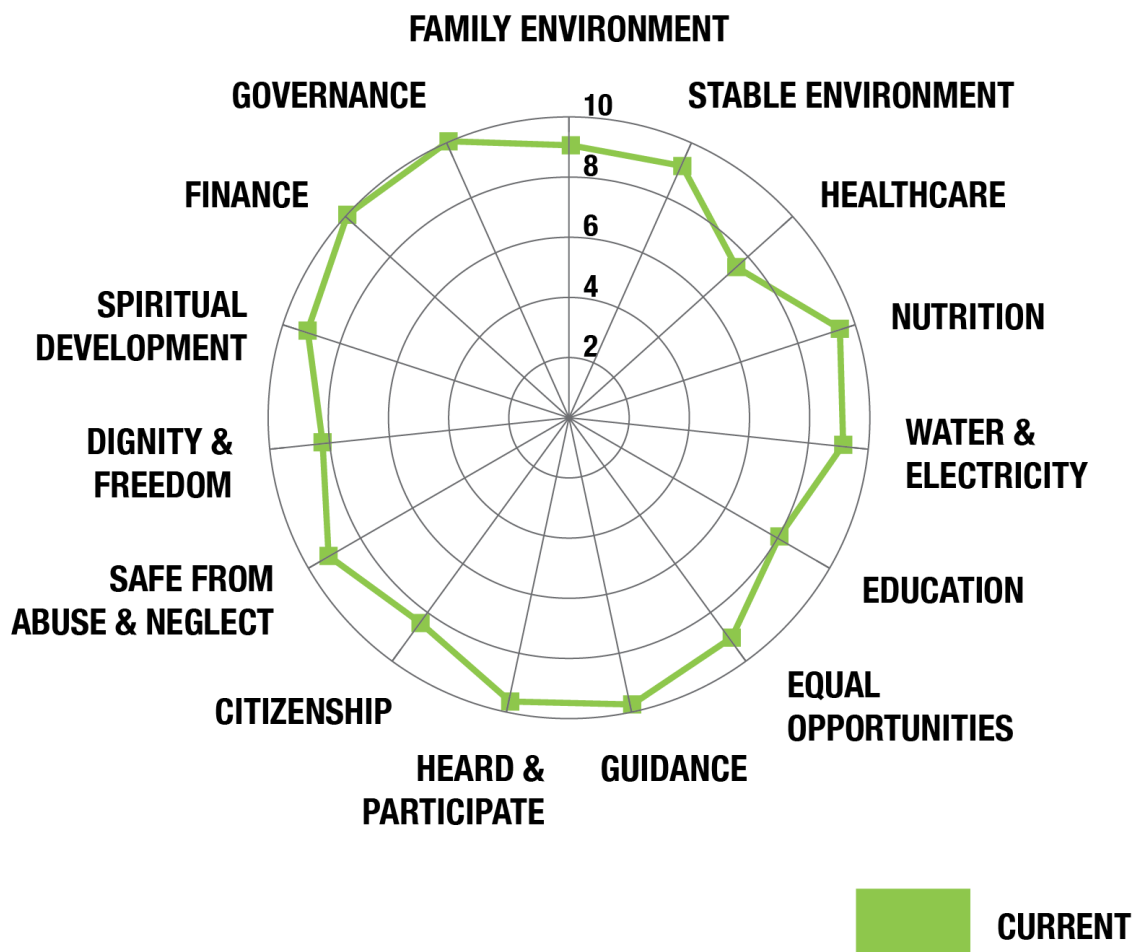
The Thrive Assessment

What is the Thrive Assessment?

In 1959, the United Nations (UN) adopted the Declaration of the Rights of the Child, which defines children's rights to protection, education, healthcare, shelter, nutrition and more. We have codified all 13 Rights, as well as a Finance Standard and a Governance and Human Resource Standard, resulting in a total of 15 standards. These standards ensure that children receive care that truly helps them to thrive, now and in the future.

The Thrive Assessment will be administered every 6 months with each partner home to chart the progress of each standard. Our team works with caregivers to outline next steps which are then compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

EDUCATION SUPPORT

PROJECT DESCRIPTION	Tutoring and assisting with homework for those in upper classes is a challenge for the only teacher in the home owing to the big number of children. He is often assisted by the caregivers only when they are available, hence consistency not guaranteed. We are requesting assistance with paying a monthly salary for 1 tutor to assist in the evenings. Holidays and weekends. (Ksh.20,000 per month)
ESTIMATED FUNDING	\$ 20,000 KES/month \$ 141 USD/month

HIRE ADDITIONAL SOCIAL WORKER & COUNSELLOR

PROJECT DESCRIPTION	There is a need for the home to have a stay-in social worker and an additional counsellor who could be specific to the duty since those already there double up as caregivers and office assistants during the day, and they do not work during the nights. We are requesting assistance with payment of a monthly salary of Ksh.25000 each.
ESTIMATED FUNDING	\$ 50,000 KES/month \$ 354 USD/month

HIRE ADDITIONAL CAREGIVERS

PROJECT DESCRIPTION	Given the big number of children in the home, having 3 caregivers working during the night is way below the government's required ratio of caregiver to children. Adding 2 more caregivers will give the children access to better care. We request support with payment of a monthly salary for each of them at Ksh.15000.
ESTIMATED FUNDING	\$ 30,000 KES/month \$ 213 USD/month



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

Due to the fact that Miale ya Tumaini is a children's rescue centre, the number of children supported continually changes. Currently, they are caring for 123 children with 10 who have special needs. Generally there are not less than 120 children at any one given time. Since the centre started with a feeding program, Miale Ya Tumaini has 2 locations, one being the home and the other a community empowerment centre situated a few kilometres from the home. The community empowerment centre still administers the feeding program where they serve lunch daily to about 1000 women and children and both centres help serve the surrounding community.

All school-aged children are supported in education regardless of whether they are integrated back into their families or not. Diana is not only the director, but also a professional counsellor. The home has the partial support of Kenya Works, a US-based non profit-organization that supports several other projects in Kenya (<https://www.kenyaworks.org>). The centre has 23 workers, among them volunteers and interns who work in different departments (social workers, counsellors, cooks, caregivers, lawyer intern, cleaners, admin staff). There are currently 4 staff who work during the night (3 female and one male). Owing to the large number of children, a ratio of 1:10 between caregivers and children is not possible. The home has therefore paired every younger child with an elder one, who then works with the particular caregiver per dormitory to ensure proper care is provided. About 40% of the children are above 13 years of age, hence the partnering system works well. Children are fewer during the school term since most of them go to boarding schools, whereas others attend school from home. The special needs children have consistent caregivers amongst the 23 staff at any given time. During the school term, boys are accommodated in 1 dormitory whereas during the holidays, they occupy 3. The girls are housed in 2 dormitories all the time. Every child has a file with all records from admission to exit at the home. The home commenced some training for the caregivers earlier this year, with invited facilitators coming from the nearby health centre and also from qualified staff who are all degree holders in their various professions.

The management holds weekly meetings with all staff to evaluate and deliberate on care for the children. Siblings are encouraged to maintain their familial bonds whenever a disconnect is spotted and this includes sharing of beds and doing activities together. Parents and guardians are encouraged to visit the children at any time of the day since most of them are beneficiaries of the feeding program. The home is privileged to have 4 counsellors amongst the staff who assist the children and staff.

☐ Hire 2 additional caregivers to increase coverage during the nights.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

House rules are age appropriate and well explained to the children. Consequences for infractions result in a denial of privileges (e.g. trips), which alternatively are granted as a reward for those who follow rules. There is a Child Protection Policy in place for guidance. Nicknaming is discouraged and addressed if it occurs amongst the children. The children have unstructured time during school holidays and every Saturday from 10.a.m after chores, where they can engage in activities of their choice. The home also has a quiet time everyday apart from weekends between 3-4 p.m when everyone, including staff, are expected to stop what they were doing and remain quiet for some time. Children are allowed to eat, work and play together and they seem to gravitate to each other based on age, gender and the schools they attend. Caregivers have weekly meetings with the Director to discuss behavioural ideas to effectively teach and correct, as well as learn ways of creating a good environment and incorporating family values with children under their care. Besides weekly meetings, all staff are in a WhatsApp group where they are constantly discussing and addressing issues as they arise. Each staff member receives 2 days off every month and they are also free on Sundays. Some staff are on 6-month contracts whereas others are on 3-month contracts, all of which are consistently renewed. The staff turnover rate is less than 20% annually. Traditionally, there are children going out every month to help work on the small farm the home has within their community empowerment centre, attend football tournaments, or take Sunday walks to church which provide perfect opportunities for them to engage in family groups. Hiking and other off campus trips happen during school holidays and December, but the frequency is subject to availability of funds.

☐ None at the moment.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Although the home currently has no annual general health checks scheduled, check-ups do happen as children are admitted to the home. Children who fall sick are taken to the nearby Saitoti Public Health Centre which ensures to notify the director of every medical camp that comes to visit the community. All children requiring specialized treatment are well cared for in various hospitals within the city of Nairobi, which includes children with HIV, epileptic conditions, sleeping disorders and those receiving physiotherapy. The children are covered under the National Health Insurance Fund (NHIF) which provides for groups of 3 children at a fee of ksh.500 (5\$) monthly. This support enables them to access services from some specific private hospitals for some cases. The nearby Saitoti public Health Centre also offers free services for minor cases. For cases of expectant girls who are also rescued from abuse and neglect, they access care from the nearby St.Georges Private Clinic at a minimal fee.

It is not easy for the home to trace all children's vaccination records owing to the nature of rescue. Most of them are rehabilitated and underlying issues with family are addressed before they are reintegrated back to their families. However, each child has a file where all records are kept, including medical check ups and all incidents that occur during their stay in the home. Currently the home is updating each child's records on a database for easy maintenance of their information. Adolescent girls are well taught on menstrual hygiene and disposal and have access to enough sanitary supplies. There is a schedule for diaper changes even as the home tries to transition younger children and some special needs children out of using them by monitoring bowel movements, reminding them to visit the toilet and assisting them to use the toilet where it is required. There are staff always on standby to assist them. There is sufficient soap and water hygienically placed in all required areas, and children are always reminded to wash their hands after visiting toilets and before eating. Brushing of teeth happens at least once a day, but the trend is seen to be changing since it is now taught in schools under the new Career Based Curriculum (CBC). The home has 3 fully equipped first aid kits. No lice have been spotted on the children but there are cases of recurrent ringworms that are always treated when they appear. There are also no cases of bedbugs. Additionally, there haven't been cases requiring orthodontic service so far, but those would be addressed if required.

- ☐ Home to work on obtaining children's vaccination records which will be part of the database upgrade.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children are well fed with appetising food and enough calories to support their growth. Children who require special care are given fruits daily, whereas the rest have them at least once a week or more frequently depending on donations and the season. Beef, sardines (locally known as omena), beans, greens and lentils are alternated for the meals to ensure enough protein intake daily. The home rears chickens and therefore the children will often have chicken meat and eggs, with priority given to those under special care. Vegetables are also made available in most of the meals, including daily when in season and at least twice a week when out of season. The food is prepared hygienically and there is a freezer for storage where necessary. The home ensures to keep all kitchen areas and utensils clean and free from toxic substances. Cooks are assessed and issued health certificates annually, and the nearest Saitoti Health Centre often sends personnel to provide training and offer nutritional advice. The home is always the first the health centre chooses for sensitization in case of a disease outbreak, as was the case with a recent cholera outbreak that was announced in the country and has already been contained. Food is stored separately from other storages within the home. Fumigation is also frequently done to curb rodents (rats) that are occasionally a problem.

- ☐ None at the moment



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The home has had a borehole since October 2022 that provides enough water for all necessary use. The water is pumped into tanks and filtered to the taps. Inspection by government personnel was done after it was sunk, and a recent inspection done in February 2023 deemed the water fit for consumption. The home has 8 fully functional bathrooms and pit latrines separated equally for boys and girls. When need arises, the home engages professional services to clear the toilets. There is enough lighting around the compound with flood lights fixed in strategic areas and additional lighting is provided by the community street lights. The home has also acquired some solar panels that are in the process of installation. There are several fire extinguishers that are checked frequently and all children and staff are trained in fire fighting skills and know the assembly point. While no fire drills have been conducted previously, the home is to start conducting them since the thrive assessment. There is proper piping and trenches dug to redirect excess water in case of floods. The administration takes inventory every quarter for accountability, and there is a list of contacts for professionals who are available, in case of property maintenance needs. There are no shower heads in the bathrooms since bathing happens in basins and working water points. There are also no smoke alarms as of yet. The staff received some training on water safety and the benefits of drinking water in February that was offered by health officers and the director wishes to continue the training. The children are always reminded of the need to drink plenty of water.

☐ To work towards having smoke alarms.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All primary-age children attend various schools within the community for primary education whereas those in high school are in different boarding schools within the country. Homeschooling is done for those in kindergarten by a qualified Early Childhood Development (ECD) teacher. Children above 7 years have been assessed and those with no underlying issues are able to identify letters of the alphabet and articulate the sounds. Two children aged 13 and 15 years respectively are still in kindergarten owing to significant developmental delays, they receive special care by way of hospital check ups and supplements. They also receive assistance from the ECD teacher who has skills in special needs education. The teacher has activities in place for those with severe learning disabilities as well. Children above the age of 11 are beyond grade 3, apart from two girls who are still struggling to read and write. They are receiving 1:1 coaching and the progress is good. Not all children above the age of 9 are able to do basic maths, but those with difficulties receive assistance from the ECD teacher. Tutoring and assisting with homework for those in upper classes remains a

challenge due to the large number of children and limited time of the teacher and caregivers. The need for an additional tutor to assist with homework has been identified. Children below school age are engaged in various games and art therapy to aid in their development as they prepare to attend school. The home has a library with age appropriate books, minimal art material, and reading time is scheduled in the evenings and Saturdays. There are proper plans to assist the children after they leave the home, including those who are reunified with families and continue receiving education support. After vocational training, college or university, they are empowered to start up small businesses or assisted in obtaining internships and guided on job searching. The children are encouraged to save their pocket money, a culture that has helped in transitioning for some where their savings can be used to startup small businesses. School grades are discussed during half term and end of term for every child, and there is always a staff member allocated to provide performance analysis for further intervention. There are teams amongst the staff who are allocated various age groups to discuss performance and offer support. Access to computers was initially allowed, but is currently on hold after some teenagers were found sneaking in flash discs with inappropriate content. According to the director, plans are underway to install an application that doesn't require the internet.

- ☐ Hire an additional tutor to help with coaching and assist children with homework in the evenings.

— Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

The children sleep in dormitories with each having a dedicated closet for storage of clothes and personal items. The home strives to offer equal opportunity for every child to attend school. Special consideration has been given to all special needs children. Those with wheelchairs can be moved to sleeping and dining areas with ease as there are ramps at the entrances to their rooms and the dining area. Diet has been planned such that it accommodates all children depending on the available food. The play area isn't as conducive to equal opportunities, but can accommodate those with special needs to some extent. There are proper plans for transition of all children regardless of gender or family history. Follow-ups are made to their homes after reintegration and measures put in place through the feeding and community empowerment programs to ensure they are protected and well sustained. There are both male and female mentors amongst the staff and volunteers who offer counsel to the children in the various areas of their professions (counsellors, social workers, teachers, lawyers and medical students). The home is privileged to be receiving interns from universities that are within the locality. Assessments and treatment resources are always being sourced for the children with learning and physical disabilities. The home tries as far as they can to ensure all needs including physiotherapy, provision of wheelchairs, required aid equipment and glasses are provided as the need arises.

- ☐ Hire an additional social worker for ease of family tracing and reintegration of children back to families.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The home has a clear profile document for use when recruiting new caregivers, as well as every other worker in the home. The Child Protection Policy guides the caregivers in role modelling for the children as well as other aspects pertaining to care for children under institutional care. Children are educated about their bodies and boundaries, and the young ones have been taught a song (dubbed “these are my private parts, no one should touch them”). There are clear set rules that guide the children in what is expected of them and the children are paired to ensure they watch over each other (an elder child to a younger one). Several pairs are attached to a specific staff member for continued guidance and the children love the system. The home has 4 counsellors who are part of the staff (inclusive of the director) and they are always interacting with the children to offer them psychological and therapeutic services. Counselling is happening nearly daily, but there are sessions scheduled for every Saturday. To ensure quality mentorship is offered to the children, there are periodical staff appraisals done every 3 months or 6 months, depending on the employment contract. Caregivers in particular fall under the 3 month category. There are also weekly meetings where challenges are discussed and addressed. Caregivers are guided on how to model, teach and reinforce basic skills and behaviours with the children. Both the caregivers and social workers are responsible for discussion on changes associated with puberty and prepare the children in advance on how to deal with challenges that come with it. Children 11 years and above are educated on responsible sexual behaviour, and the Child Protection Policy has emphasised these teachings. There is career exposure for children 15 years and over with the help of university students who come to the home as part of their internships and are encouraged to mentor children according to the courses they are pursuing. The children are also introduced to farming, cooking, firewood collection, chicken rearing and egg collection, which takes place within the home. Some of them were involved in the process of drilling the borehole and those interested in welding have been allowed to participate in welding of the beds, which is usually done in the home. Transition from the home is planned depending on circumstances. Some are reintegrated with families after a short period with no continued support, whereas others may receive education support through high school, vocational training and/or university coursework..

- ☐ Hire 1 more counsellor specifically for counselling since the ones already there double as office assistants.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

The children are generally allowed to choose what to do with their free time, but sleeping during the day is discouraged. They have access to the library or can participate in any other activity of choice. Many of the girls like singing and practising poems, while others choose to

help in food preparation and cooking. The boys prefer playing football and assisting with gardening at the empowerment centre. They are allowed access to the director's and social work offices to verbalise and express their needs, which are then addressed. The home works with whatever is available to feed the children, hence they cannot participate 100% in menu planning. However, children are allowed in some instances during public holidays and weekends, to get involved with meal preparation. They are free to choose what to wear, but receive guidance on Sundays when going to church. Information on healthcare procedures is communicated to caregivers and children beforehand and they are allowed to ask questions. The children are free to opt out of non-essential activities that they do not want to participate in, but they are guided to discourage laziness. Individual development plans have been implemented for each child and are updated periodically. Academic evaluations are updated 3 times: after the term opens, midterm and end term exams. Children are also allowed to participate in leadership roles in the dorms, through household duties, and through fellowship time in church.

☐ None at the moment



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

Birth certificates for most of the children remain with their parents/guardians since most of them are reintegrated after intervention. However, the home is working closely with the government to obtain certificates for those who have stayed longer and avoid duplication. The director tries to ensure caregivers are trained in ways to help children learn and practice responsibility. Some training by an organisation known as Weza Care has been ongoing. The children are allocated responsibilities that are age-appropriate such as being in charge of the cleanliness of their dormitories with daily duties. Those who can are responsible for washing of their own clothes. The home observes national and local holidays and all children attend Day of the African Child events every year. Director Diana is the Chairperson of the Child Protection Committee in the region and therefore special consideration is given to the home during events. The home is neat and free of litter. Broken items are repaired as soon as they are damaged and whatever items are no longer needed are stored and taken out weekly on garbage collection days. The children are allowed time to participate in non-routine activities with a football team in place that often participates in tournaments. They also get time to go on tours during holidays, when funds are available. Children are taught ethics and governing processes, and have mastered the use of please and thank you as well. They often participate in community service through involvement with the home's empowerment centre by assisting in mowing grass and tending to the flowers during weekends and holidays. Other times the children get involved in clearing nearby river banks and sweeping the areas surrounding the home. Children above 15 years are well taught in life skills. Most of them are able to make grocery lists and go shopping unaccompanied. The oldest adolescents can also budget and are able to order and pay for food at a restaurant. Current events like elections, government taxation and any other major activity taking place in the country are discussed with children who can understand it.

☐ None at the moment.



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

Security within the home has been enhanced by fencing the surrounding area using the same iron sheet material that has been used to construct the buildings of the home. Though not 100% secure, it is currently adequate. There is a German Shepherd dog and CCTV cameras in place as well. Monitoring of the dog's reactions is done by the patron in charge of boys during the night, and the older boys are always alert as well. There was an incident reported of some men who attempted jumping over the fence during the night, but their efforts were thwarted when the boys sounded an alarm to which the community responded well and resulted in the men being arrested. Bathroom and pit latrine toilet facilities are located outside the dormitories a bit far from the dorms, but all activity is monitored through CCTV and there is adequate lighting in the area. Dressing happens in the dormitories and therefore not much privacy is offered. However, there are lockable drawers in the dorms where children can store their personal items. There are separate sleeping areas for boys and girls, but separation according to different age groups is not possible due to the limited space. Currently, there is a separate room for the youngest children who sleep with one caregiver, and an additional room for 2 teenage mothers and their babies. All staff and ancillaries are conversant with the Child Protection Policy and are well versed in positive discipline techniques and alternatives for corporal punishment. Given the circumstances leading to rescue, some cases of truancy are experienced where the home will work hand in hand with the nearby police station to instill discipline, if a situation requires it. Partnering of the children and staff reinforces no one on one time between individuals and also helps safeguard the children. The home ensures no child is abused or exploited in any manner by the caregivers, and they are guided by the Child Protection Policy. The counsellors are able to evaluate the children and address issues that come up. All staff attend Monday meetings where feedback is given and concerns are addressed. All children from 5 years are taught reporting methods, and the partnering system works well in this regard. Children are accompanied by an available staff member when going off campus, apart from those who go shopping within the community. There is a visitor policy in place where parents are allowed to visit their children on Saturday. However, this practice doesn't always work since some parents/guardians will pop in any time to claim their children even though the children were originally removed due to abuse and neglect. The lunch time feeding program encourages unscheduled visitation as well, but the director is able to oversee those situations well. The home has a system in place for evaluating staff and frequent visitors' backgrounds since most of them are from within the community. Children are usually found running up and down the compound as they play and interact. They are not left alone in their cribs or chairs for periods of time and children with wheelchairs are wheeled around the compound as well. Additionally, the home is soon relocating to its new premises where all structures pertaining to accommodation will be upgraded.

☐ None at the moment.



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

Children at this home are bathed at least once daily, and some are bathed twice, if needed. Bullying is not allowed, and all children are encouraged to be kind to each other. Every child has a personal bed with adequate bedding, but there are times when some will share if there is a surge in numbers. The home receives plentiful clothing donations to accommodate both the children as well as the needy within the community, and undergarments are bought. Every new child receives a clothing pack upon enrollment. They are taught to take care of themselves and the younger children and encouraged to do as much as they are able in regards to bathing, brushing teeth, combing hairs and washing clothes. Consequences for infraction of rules are discussed with children ahead of time and communicated in a way each child understands. Bed linens are properly cleaned every weekend or when soiled, and for children with special needs, they are cleaned daily. Each child has their own tooth brush which is changed every 3 months or replaced when lost. Every child also has a personal towel that is washed every week. Currently the play area in the home is not adequate, but they make do with the space they have and it will improve after relocation. Toys and play material are also not currently adequate as they keep getting lost between school and those who go home to reintegration. Native language speaking is sometimes allowed as long as it doesn't exclude others. The children have opportunity to do extra work for allowance and privileges in areas that would have warranted hiring (mostly the elder ones). Every child has a savings membership book where earnings are recorded and saved in the office. They are allowed to withdraw when in need, but generally they are encouraged to save for the future. Staff members are also part of the savings practice. Teenagers are usually not allowed to work in the community for pay, but one older adolescent is currently working since he is done with vocational training.

- ☐ Complete relocation efforts to improve sleeping arrangements and play space areas.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The children have the opportunity to attend the nearby catholic church where they walk to every Sunday. The home conducts daily devotions every morning and evening. All staff attend the morning devotion whereas only those available for night duty attend the evening devotion. Staff together with children have the opportunity to participate in leading, singing, and reading bible verses. They participate in all religious holidays and in every religious activity taking place in the community. Religious books and materials are available in the library and every child has a Rosary that they made themselves. They get opportunities to serve as altar boys and girls in church and they are members of the appointed church group within the community where they attend on rotation. Children below the age of 12 are members of the PMC (Pontifical Missionary Child) group as well. There is no specific place set aside for prayer and meditation within the home, but children are free to pray from any space they find conducive.

- ☐ None at the moment.



Finance Standard

SURVIVING

SUSTAINING

THRIVING

Proper methods of tracking income and expenses are practised, and all transactions are well captured. All donations are recorded and accounted for. The home has an accountant who is also a board member and he ensures all records are maintained and available for review. Filing of tax returns takes place every year according to government requirements. All receipts are filed and made available to the accountant every month for the creation of profit and loss statements. Reviews are done quarterly and external auditing takes place yearly. The home operates on a yearly budget with a detailed plan since funds come from one source (Kenya Works). Controls are in place to ensure no misuse of funds occurs and whatever is not utilised within the budget is returned to the source. The cumulative sum of funds not previously used has partially enabled the acquisition of the new land where the home is soon relocating to. Bank accounts are reconciled monthly with all requests and payments shown.

☐ None at the moment.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The home currently sits on a leased piece of land, hence the temporary nature of the buildings. The adjacent piece of land that functions as the play area is owned by the director's husband, who has allowed its use for free. The home is soon relocating to its new premises so the current one can be repurposed for school use as well as a portion to be used as a transition house. A new caregiver shadows an experienced one prior to assuming duty and the home has a well structured organisational chart that outlines supervision and allows delegation. Staff meetings are held every Monday to address issues and improve processes as well as offer the staff opportunity to receive support and guidance pertaining to their positions. A well defined job description is available for every staff member with details on the terms of employment and the areas of responsibility for their positions. The home has complied with all governance requirements and is licensed to operate. There are periodical in-house training sessions taking place to offer caregivers knowledge on themes such as attachment, child development, caring for a sick child and good hygiene to prevent illness. There is an active Board of Directors that meets thrice a year. There is a vacation and leave policy that allows 24 leave days in a year. However, these are broken down where they work for 6 days in a week and rest on Sundays, and an additional 2 days off per month are alternated due to the constant nature of care needed. Maternity leave of 3 months is given as well as sick leave with a doctor's recommendation. Every staff member has a personal file stored in a safe and it is updated regularly. With the support of the periodical in-house training and reminders during weekly meetings, the staff are able to facilitate child participation.

☐ None at the moment.

Current Improvement Partners



Child in Family Focus

Child in Family Focus - Kenya champions family-based care for Orphaned and Vulnerable Children through Supporting National Care Reform efforts.

The organization engages, enlightens and empowers Charitable Children's Institutions and families for life-changing outcomes through offering technical support in project reviews, organizational capacity development and mentoring on transitioning models of care for OVC.

At Child in Family Focus, all is done to God's glory - pressing toward the mark for the prize of the high calling of God in Christ Jesus. (Philippians 3:14)

For a list of projects and opportunities to coordinate on go to
www.ACHF.org/Projects

