A large group of young school children in Nigeria, wearing pink and plaid uniforms, standing in a line outdoors. The children are of various ages, mostly between 5 and 12 years old. They are wearing matching uniforms consisting of a pink short-sleeved shirt and a plaid skirt or shorts. Many of the girls are wearing black headwraps. They are standing in a line on a dirt path, with a green hillside in the background. The text "Centre for Nutrition & Education of Child-Oriented Foundation (CNECOF)" is overlaid in white at the top, and "Nigeria" is overlaid in black below it. At the bottom, the words "IMPROVEMENT ROADMAP" are written in large white letters, and "December | 2023" is written in orange letters.

Centre for Nutrition & Education of Child-Oriented Foundation (CNECOF)

Nigeria

IMPROVEMENT ROADMAP

December | 2023



Overview of this Children's Home

Background & Mission

The Centre for Nutrition & Education of Child-Oriented Foundation (CNECOF) was founded by EL-Polycarp in 2016 with support from the Christian Association of Nigeria (CAN). After growing up in the care of others, Polycarp developed a passion for ensuring that children grow up in safe places and was inspired to start the orphanage. Since inception, the home has partnered with different churches and organizations. Their major focus is to ensure that orphaned and vulnerable children have access to shelter, education and health care. The home is located in Tunfure, Nigeria and they currently have 323 children under their care.

Recent Accomplishments

- They recently completed building a fence around one of their centers as a form of security for the home.
- They made a few new beds for the children.
- The caregivers learned how to make cooking oil from groundnuts.

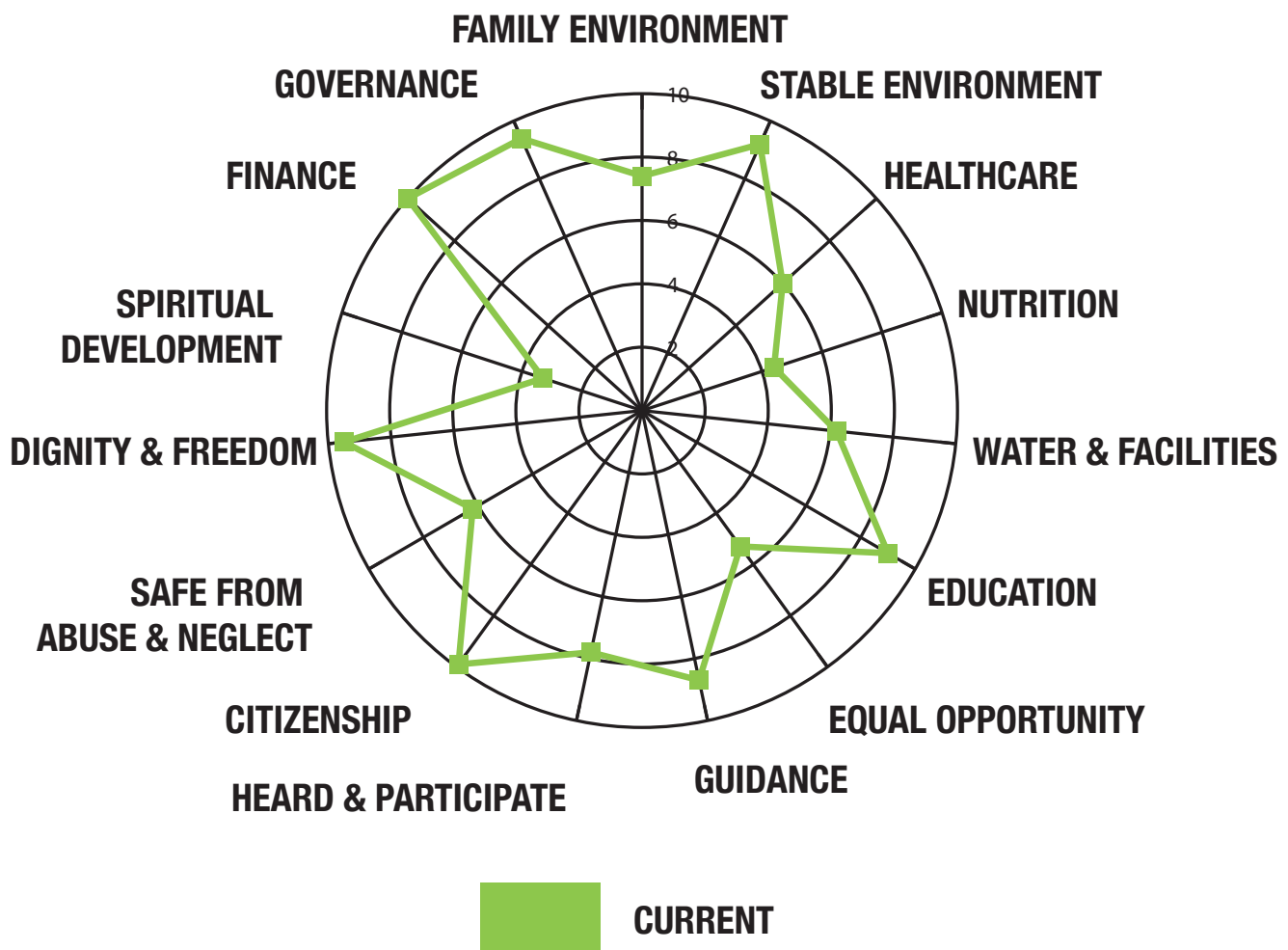


The Thrive Assessment

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 and compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

CONSTRUCTION OF SHELVES

PROJECT SUMMARY	The children in the home do not have enough space to put their personal belongings. Constructing new clothing shelves will ensure that especially older children will have personal spaces for their belongings.
INITIAL ANTICIPATED COST	N 408,000 \$ 500 USD

ESTABLISH A FARM FOR FOOD

PROJECT SUMMARY	The home will start a small vegetable garden that will have basic vegetables like spinach to ensure that the children receive at least vegetable once a day. This project will involve the purchase of seedlings, watering cans, rakes and hoes to start the garden.
INITIAL ANTICIPATED COST	N 408,000 \$ 500 USD

WATER TANK PURCHASE

PROJECT SUMMARY	The home will purchase an extra water tank to add to the ones they already have. An extra tank will be very useful for storing up water, especially during the rainy season.
INITIAL ANTICIPATED COST	N 204,000 \$ 250 USD



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The home ensures they keep proper records of children and have them spend time in groups so that caregivers can properly give them the attention they need. However, the home does not use the services of a psychologist. Even though the home director is trauma-informed, there is no scheduled trauma healing training for staff members. This could be done by ensuring it forms part of their strategic plan for the year. The home also doesn't have their caregivers evaluated by a psychologist at any point and they do not encourage family visitation often.

- ☐ Work on getting proper training on trauma for all their staff, especially caregivers.
- ☐ Set a budget to add a psychologist on their team to help ensure caregivers are evaluated.
- ☐ Encourage family visits so that children can spend time with some of their living relatives.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

The home is doing a good job to ensure that the children have a stable, loving and nurturing environment. However, the home does not give enough time for caregivers to rest. There are also other areas to improve like ensuring that they use a positive discipline approach when giving out punishments to children as well as encouraging staff and other children not to call others by names they are not comfortable with. This could be done by placing a sign that says "Call me Yonnie not SMALLY, I love my name," which would be a good reminder.

- ☐ Place signs around the house reminding children and staff not to call others by names.
- ☐ Establish a staff schedule that allows caregivers to take a day off weekly.
- ☐ Get training for staff on positive discipline approaches.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

The home ensures that children get access to healthcare even though they do not have a designated pediatrician. Instead, they have medical students who come in as volunteers. The home cannot currently afford annual dental exams, eye checks or special checks for children. However, the home could contact local hospitals and see if they are willing to partner with them to provide free or subsidized medical care. There are also organizations like Health & Development Support Programme (HANDS) who provide eye care for vulnerable groups in Nigeria that the home could contact for support. The children do not brush twice a day in order to save on the cost of toothpaste, but the home could use traditional methods like chewing sticks or charcoal to help maintain good dental hygiene without increasing costs.

- ☐ Raise awareness about their medical needs to find partner hospitals.
- ☐ Consider using chewing sticks or charcoal to maintain good dental hygiene.
- ☐ Contact the Health & Development Support Programme (HANDS) to request eye care support.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

The home is not able to provide nutritious meals at all times for the children because of their numbers and insufficient funding. The home needs to invest in a small garden that will provide them with vegetables that they can provide for the children at least once in a day, this will enable the children to have a more nutritious meal. The kitchen is poorly ventilated and needs to be redone properly. Food is generally prepared in a safe and hygienic manner. While the children get seasonal fruits once in a while and the home has a menu designed, they mainly focus on providing what is available for the children.

- ☐ Invest in a garden to provide more vegetables for children- \$500 USD.
- ☐ Redesign their meal plan to include locally sourced food that is high in nutrients.
- ☐ Prioritize building a well-ventilated kitchen as part of their needs list for 2024.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The home is situated in a rocky area, so it is difficult to always get water. They often have to buy water from neighboring communities, especially in the dry season. The home has only one central tap to avoid wastage hence no taps in the bathroom. This is also the situation due to the scarcity of water in the community. The home needs to ensure they put fire extinguishers in place for safety. Generally, the home also needs a maintenance policy to check risks as it concerns safe water and protection against hazards like fire. The home should also write to the Ministry of Water resources in their state to get professionals to advise them on the best approach to get consistent water as well as check the safety of the water.

- ☐ Purchase extra tanks to store water, especially during the raining season- \$250 USD.
- ☐ Contact the Ministry of Water to help resolve water consistency and safety issues.
- ☐ Contact the state fire service so they can receive fire extinguishers and training on how to manage fire hazards.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All the students are doing well in school. They have a library, and the kids can read and write. Children also have times where their caregivers read story books out loud, which adds to the quality of their education and builds their self esteem. However, the kids need tutors in the area of computer training and personal educational development. Although the home has sufficient computers, there is no internet due to the high cost of data. There is also no funding or housing for transition of the children who are aging out.

- ☐ Recruit volunteers to help tutor students, especially on the use of computers.
- ☐ Consider partnering with organizations or families to have a good transition plan for children aging out.
- ☐ Advocate for the government to see if they can get them access to the internet.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

The home ensures that children have equal opportunities as best as they can. Children share spaces because of the population and limited space, but the home could build shelves and new blocks to help create more space. The home has mentors who are available from the church and local community to counsel and guide the children. However, more could be done to organize these mentorship efforts. The home does not have any child with disabilities at the moment.

- ☐ Build shelves so children can have personal space for their belongings- \$500 USD.
- ☐ Establish more organized mentorship groups to prepare the children for transition to adulthood.
- ☐ Add building of new blocks to their priority projects for the year in order to decongest the home.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The caregivers do their best within their own ability to inculcate respectful cultural behaviors in the lives of the Children. Despite these efforts, sometimes the guidance is lacking because caregivers are not trained sufficiently. The children are not really provided with any professional support to manage trauma. The home generally does not have a proper psychosocial support system, but they could benefit from activities like nurture groups to help children start their journey of healing.

- ☐ Ensure that caregivers are trained and qualified to provide trauma informed care & sex education.
- ☐ Incorporate psychosocial activities like nurture groups to help children heal.
- ☐ Find a professional psychologist or social worker to help provide trauma support.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

The home allows children to partake in decision making. The children are allowed to choose their own clothes and hair styles. However, for things like menu planning, the children are not included because the home doesn't want the children to suggest what cannot be provided. The home could encourage children to be part of the menu by listing what the home can provide and guiding the children to plan the menu alongside a nutritionist. The children are not allowed to say no to some non-essential activities like greeting visitors who visit several times a day, as the home considers it culturally wrong. One possible solution is for the home to come up with a visitors policy so that visiting time is regulated and doesn't become overwhelming for the children to continually greet visitors.

- ☐ Encourage children to participate in guided menu-planning with a nutritionist.
- ☐ Create a visitor's policy to regulate visitation times.
- ☐ Encourage caregivers to listen & offer solutions to the children when they verbalize needs.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The home ensures that children learn and practice responsible citizenship by observing all national holidays and also singing the national anthem and reciting the pledge daily. Children also occupy leadership roles within the home. The home has a head boy(senior prefect), health prefect, dining prefect, and social prefect. The children are encouraged for nomination and voted into these positions by other children. Staff have received some training on positive discipline techniques from experienced partners and networks that the home belongs to.

- ☐ Introduce children to state leaders through excursions or scheduled visits.
- ☐ Plan more outings and activities outside the home with the children.
- ☐ Encourage children to take part in competitions at their school or at state level.



Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The home ensures that children are protected from abuse and most of the time, the caregivers look out for any signs of abuse by having one on one sessions with the children. The home does not currently have a psychologist or therapist that works with them, so no intake evaluations are done for the purpose of addressing trauma. However, they do consult their pastors or community leaders, who are experienced to provide counseling when the need arises. They have a child protection policy in place, but adherence to the policy could be improved.

- ☐ Ensure that there is adherence to the child protection policy.
- ☐ Establish a system where children are checked regularly for signs of abuse & neglect and educated on how to report it.
- ☐ Train staff on how to recognise signs of abuse as well as how to prevent abuse in the home.



Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

The children get the needed care to protect their dignity. Children have their bath daily, as well as have access to clothes and undergarments. About 90% of the children in the home do not have towels. Instead, they use wrappers (a piece of clothing) in place of towels to save cost and manage resources like water as they are easier to wash with less water. The children also share bed spaces, even though the home just recently acquired more beds.

- ☐ Ensure clothes used in place of towels are properly washed and dried in a hygienic manner.
- ☐ Work on getting a bigger space as well as more beds for the children.
- ☐ Continue to ensure that children get clothes and undergarments.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The home has a good focus on spiritual life and has sufficient materials and programs to support the children. The home director is a pastor and works with the support of the Christian Association of Nigeria (Can) to provide the needed spiritual support the home needs. The home also participates in weekly bible studies where they are able to share different learnings as well as challenges in their spiritual journey.

- ☐ Continue to ensure that children have access to books and other material to help them thrive spiritually.
- ☐ Have children organize programs to teach religious lessons or hold bible studies with community children.
- ☐ Continue to encourage children to have quiet time for meditation and prayers.



Financial Standard

SURVIVING

SUSTAINING

THRIVING

The home has a good financial system in place. They use good financial softwares to track all their finances and they have all reports in place. The home also has a register where they record expenditures daily. The leadership of the home ensures that their accounts are audited yearly. They also have financial files for each project to track how project funds are expended.

- ☐ Continue to update all financial softwares.
- ☐ Work to share annual financial reports publicly to encourage more donors.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The home has a clear governing system and equips staff with opportunities to build their capacities. The staff try to ensure child participation, but more can be done in terms of training them in that aspect. The home has a board of governors ,a management team and a clear organogram that all staff are aware of. The hierarchy is clear and staff members clearly understand the reporting line, which helps to ensure proper coordination and good governance. They also have a good recruitment process and a proper human resource department.

- ☐ Ensure capacity building for staff in areas like child participation, sex education & trauma informed care.
- ☐ Establish a practice to update all policies yearly or every other year.



Current Improvement Partners



ASOHON

The Association of Orphanage and Home Operators in Nigeria strives to improve orphanages and homes by promoting awareness of laws related to the rights of children and encouraging a united approach in the care of vulnerable children. Learn more at www.asohon.org.

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



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**A CHILD'S
HOPE**
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