

Disadvantage2Advantage!

for children under 18 years

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FAIR LIFE AFRICA FOUNDATION

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Disadvantage to Advantage

Introduction

Fair Life Africa Foundation set up the Care Continuity Challenge Initiative in January 2011, with the objective to minimise and ultimately eradicate the street child phenomenon in Nigeria. As a first initiative, its focus was on street children, their care and empowerment in society. **Disadvantage to Advantage (D2A)** is the second initiative of Fair Life Africa, which focuses on lending support to disadvantaged children in society. The decision to adopt an initiative like this was based on lessons learned from the operation of the CCC Initiative. The Foundation would like to see more children, who are also more likely to excel as a result of its intervention, benefitting from its support.

Objectives

Through the **Disadvantage to Advantage** Initiative, Fair Life Africa aims to:

- Seek out children with potential for excellence, who are disadvantaged in society to support;
- ‘Adopt’ these children, and provide them with long-term succour and opportunities for growth (physical, mental, emotional, spiritual, intellectual and academic);
- Enrol children in schools/universities or vocational centres/technical colleges to learn and thrive;
- Groom and guide each child to locate their unique gifts and train them to utilise them for the betterment of themselves and society;
- Mediate between children/youths and societal agencies and structures, to enable them to navigate through the commercial, creative and political world and function successfully.

The project goal is thus summarised:

“To identify and support children with potential, but disadvantaged in society, and help them achieve success in life.”

Programme Plan

The main criteria for support through the programme are:

- A. Recipients of support are children, boys and girls, who qualify for assessment between the ages of 9 and 17;
- B. Recipients of support are disadvantaged in society, either by poverty in health or in wealth;
- C. Recipients of support are bright and capable, with potential for excellence with adequate aid.

The first plan of action is to locate the children who qualify for support through the programme. This will be done by:

1. **Community Outreaches** – that is by liaising with community leaders and informing them of our programme and its opportunities, and asking them to refer members of their community in need of support to us for assessment;
2. **Church Outreaches** – we will also liaise with churches, via their leadership and groups, to identify those in the community in need of our assistance;
3. **School Outreaches** – we will visit schools and enquire about those who are excelling, but have challenges paying their fees, so as to sponsor their education;
4. **Youth Networks and Charity Referrals** – other charities, government agencies or youth groups who have identified children in need can re-direct them to us for assessment and support;
5. **Sponsor Referrals** – sponsors may refer family/friends/associates that have excellent children, limited by disadvantage in the community. They may also wish to sponsor these individuals personally through the programme;
6. **Print, Publications and Media Campaigns** – through these usual outlets of seeking awareness and sponsorship for our work, we will also be able to seek out/receive beneficiaries to support.

All referrals/candidates will be subjected to a period of assessment, to ascertain their claim to poverty in health or in wealth, and also to determine their skills and potentials. A decision to adopt will be taken on a case by case basis, subject to the capacity of the organisation to provide long-term benevolence to the child. Those who qualify for support from the ***Disadvantage to Advantage*** Programme will gain access to the following opportunities:

- Primary and/or Secondary education
- Tertiary education
- Vocational and/or Technical education
- Arts and Sports Training/Development
- Life Skills Training
- Guidance Counselling
- Mentorship
- General health care and treatment
- Internships and Apprenticeships

- Small Business grants
- Employment support
- Respite and/or long-term residency

As adoptees into the programme from childhood, beneficiaries will continue to receive aid and guidance from the programme into adulthood, until they are ready to stand unsupported. However, recipients will receive continuous assessments to determine the level of support they need to continue to thrive and achieve their potentials, so as not to disempower them by being over-controlling and/or protective.

Fair Life Africa will collaborate with families, government and non-governmental agencies, as well as corporate bodies to provide the necessary support to each child. By this, children/youths will:

1. Be able to reside in their own homes where possible, while accessing care services;
2. Continue to attend good public schools, while receiving additional private tutelage;
3. Be referred to other Charity Homes for long term accommodation needs, or to address certain challenges they present, while in receipt of scholarships from Fair Life Africa;
4. Access business grants, through Microfinance banks in partnership with Fair Life Africa;
5. Receive medical assessments and treatments from partner hospitals and/or clinics.

These are some of the benefits collaboration affords. By operating in this way, Fair Life Africa will be a medium, a facilitator and a benefactor to children within the community, who require assistance to defeat an inherent or structural disadvantage. Fair Life Africa will also open its Home for certain children in need to receive temporary respite or long-term shelter. Shelter is one of the ways we will meet the needs of children we support, but is not a default approach.

Fair Life Africa will not be an enabler for vices or delinquency to propagate, by:

1. Ensuring that where possible, the family exercises its responsibilities to its child;
2. Requiring that children seeking certain privileges meet specific competencies for support;
3. Exercising due discipline to resident children that will be adequate in optimal home environments;
4. Safeguarding the life and rights of abused and vulnerable children in accordance with government policies and laws.

Though street children are no longer the focus group in this programme, they will still qualify for support, as they are still disadvantaged. However, in our dealings with them, our priority will be *'to get the best (most capable/gifted) out of the street first'*. It is therefore likely that street children will make-up the numbers of those seeking shelter in the Home. In light of this, we can only offer accommodation to boys, while referring girls in need of shelter to other agencies, until another Home is opened for girls.

At any point during the programme, reconciliation with their family will be encouraged, but in accordance with the best interest and wishes of the child. Reconciled children will also be supported to attain independence, as long as they are committed to the programme of rehabilitation and self-empowerment, and do not relapse.

Criteria for Interventions

The various criteria for interventions are explained below.

1. Family Reconciliation

A child will be assisted to reconcile with their family:

- i. If he knows where he lives and can direct us;
- ii. If he has a contact number to call and verify the information he gave;
- iii. If he has family located within the South-Western states of Nigeria;
- iv. If he has no family within the South-Western states, but we have sufficient information, contact, and resources to make the trip to see his family and safely return;
- v. If he desires to be reconciled with his family, and has taken (or is ready to take) responsibility for his actions;
- vi. If we can be assured that his family will take him back and look after him;
- vii. If reconciliation with his family (or that particular family member) is in his best interest.

2. Access to Primary/Secondary Education

For a child to be enrolled in private a primary/secondary school, s/he must be:

- i. Academically bright and studious;
- ii. Within school age and eager to continue his/her education.

3. Access to Vocational/Technical Training

A child will be enrolled in a vocational/technical college if s/he:

- i. Has an interest in a particular trade or has been trained before;
- ii. Is not enrolled in school, but ready to take basic lessons in literacy and numeracy;
- iii. Is able to combine both full time academic study with his/her vocation of choice;
- iv. Is not academically strong or driven, as a back-up option;
- v. Is hardworking, talented and ambitious.

4. Access to Arts/Sports Academy

A child/youth will be enrolled in an Arts/Sports Academy if s/he:

- i. Has an interest in a particular art/sport or has been trained before;
- ii. Is not enrolled in school, but ready to take basic lessons in literacy and numeracy;
- iii. Is able to combine both full time academic study with his/her career of choice;
- iv. Is not academically strong or driven, as a back-up option;
- v. Is hardworking, talented and ambitious.

5. Access to Tertiary Education

A young adult will be sponsored to attend a tertiary institution if s/he:

- i. Has completed the necessary classes/courses for entry into higher education;
- ii. Passed the relevant courses/exams with exceptional grades;
- iii. Has shown him/herself to be diligent and astute;
- iv. Has chosen his course of study after seeking and receiving adequate counsel;
- v. Is ready to commit wholeheartedly to the course, without engagement in other vocations.

6. Access to Internships/Apprenticeships

A child/youth will be assisted to engage in an internship/apprenticeship if s/he:

- i. Has completed the necessary classes/courses for basic training in the field;
- ii. Passed the relevant courses/exams with good grades;
- iii. Has shown him/herself to be diligent and astute;
- iv. Has chosen his/her occupation/vocation after seeking and receiving adequate counsel.

7. Access to Small Business Grants

A young adult will receive a small business grant if s/he:

- i. Has successfully completed his/her course of study/training;
- ii. Is able to prepare a comprehensive and practical proposal;
- iii. Has been engaged in appropriate employment, through an internship/apprenticeship;
- iv. Has shown him/herself to be diligent and astute, with good professional reference;
- v. Submits a proposal, which is approved by the Board of Trustees for financing.

8. Access to Employment Support

A young adult will receive assistance to secure paid employment if s/he:

- i. Has successfully completed his/her course of study/training;
- ii. Passed his/her courses/exams with good grades;
- iii. Has been engaged or sought engagement in appropriate paid/voluntary occupation;
- iv. Has chosen his/her occupation/vocation after seeking and receiving adequate counsel.

9. Access to Respite/Residency

A child/youth may reside temporarily or long-term at the Home:

- i. If he was found on the streets, and doesn't have a safe place to sleep;
- ii. If a return home at the time is inadvisable or unsafe, and he has no other guardian;
- iii. If a family crisis has resulted in his temporary homelessness.

Programme Challenges

The programme is not without its challenges. The main challenges relate to their accommodation in the Home, and children living in their family homes. Here are some that have been identified:

- A. As street children are not exempt from the programme, and require long-term accommodation to be fully rehabilitated, we would have a problem trying to accommodate street children and other vulnerable children in need of temporary or long-term shelter. This is because the children from the street may wrongly influence the other children, or present as a risk to them;
- B. Disadvantaged children within the community who live with their families may continue to experience challenges with their accommodation and schooling, if there is crisis at home. It will be hard to assist children without including their family to a certain extent. Consider the case of a family in poverty, who engage their children in the family trade. A child may be compelled to spend his homework/study time working for the family, and may not thrive at school;
- C. The combination of running a Home full-time, while also supporting several children in the community, will require a high staff over-head, as the Home must be adequately staffed to minimise conflict, and also to deliver efficient interventions in the rehabilitation process;
- D. Every year, the funds required to run the programme will escalate, as the number of children being supported increase, and as the children progress to the stage of tertiary education, scholarships and business grants.

Benefits for Children, Families and Society

Aside from the above mentioned challenges, which can be overcome, there are also several benefits of the programme to the children, their families and society at large.

1. **Empowerment for Child:** The child will be supported to complete his/her schooling and/or learn a vocation that will provide him/her with opportunities in life;
2. **Protecting Family Life:** As support is given to children in need, families are prevented from breakdown, and encouraged to thrive. This ultimately results in more stable communities;
3. **Entrepreneurs/Workers in Society:** Being well trained and educated, the children become entrepreneurs/workers, rather than beggars, and contribute to the economic growth of society;
4. **National Security:** Children that might have contributed to increased crime rates in the future are now more able to contribute to the safety of society, by being active citizens and beneficiaries to societal growth;
5. **General Well-Being and Fortune:** The whole society's attitude and well-being is improved whenever we perform good deeds to others, who are later opportune to help others. Sooner or later, we personally benefit, either from the direct good deeds done by someone indirectly touched by us, or by the general improvement in our society and social welfare.

The Strategic Plan

There are a number of considerations we need to take in order to ensure that the programme is effective and sustainable. These are:

PROGRAMME PATHWAYS

There are four main pathways to success that is available to each child. Continuous assessments will aid in guiding the child into one of these pathways. Mentors and befrienders are also available to help children to build their self-awareness and esteem, and give them the confidence to pursue their dreams.

THE ACADEMIC – This is the route whereby a child completes his/her Primary and Secondary education, and then chooses to continue into Higher education. This child will be focused on his/her studies, and may do vocational training recreationally to build his/her skills base. However, children taking this route will be advised not to engage in too many extracurricular activities, and use their extra time to study and complete their academic assignments.

THE APPRENTICE – This is the route of learning by practice. The child will choose a vocation or a trade that s/he wants to devote her/himself to, and study it until s/he has gained mastery or a relevant qualification to practice it independently. S/He may work as an apprentice or serve as an intern in a company. Children who choose this path will be encouraged to devote their spare time to learn basic literacy, numeracy and IT skills, so that they will be able to communicate well and thrive in the commercial world.

THE ATHLETE – This is the route whereby a child builds on his/her natural ability and strength to get by in the world. The child taking this route needs to be excellent in the field that s/he has chosen, so that s/he can be a true contender, and will not have wasted her/his investment. Regardless, all children must complete a basic level of education to qualify for support as an athlete, especially as many academies require a basic level of academic attainment in order to enrol talented sportsters.

THE ARTIST – This is the route whereby a child builds on his natural gifts and talents to get by in the world. The child taking this route needs to be excellent in the skill that s/he has chosen, so that s/he can be a true contender, and will not have wasted her/his investment. Regardless, all children must complete a basic level of education to qualify for support as an artist, as many artists spend years struggling to make a living from their talent, and need to hold normal jobs to get by (in addition to their artistic work).

In addition to these pathways, all resident children will be subject to a regime of discipline and a curriculum of learning basic life skills and home economics. Each child will have a mentor to assist them through the programme, and will regularly receive guidance, emotional and spiritual counselling too. As these pathways vary, the time-frames for attaining success for each child will vary too.

PROGRAMME RESOURCES

Labour Resources

THE ADMINISTRATIVE TEAM – This is the team that runs the organisation, and is necessary regardless of the programme in operation. They include:

1. **The Chief Executive Officer** – Oversees the operation of the Home and the Office, and ensures that the organisation is achieving its objectives;
2. **The Development Officer** – Seeks out corporate partners to sponsor the organisation and its initiatives, and follows up on regular physical and cash donors;
3. **The Administrative Assistant/Accountant** – Performs administrative duties as directed by the CEO and keeps accurate financial records for audit purposes;
4. **The Online Fundraiser** – Maintains an online presence of the organisation, communicating our activities to the general population and soliciting donations from individuals and companies;
5. **The Cleaner** – Ensures that the Home and Office are adequately cleaned, and assisting in minor errands in and around the office grounds;
6. **The Day Security Guard** – Secures the compound and its properties, and screens new visitors;
7. **The Night Security Guard** – Guards the residents of the Home against external attack.

THE SOCIAL CARE TEAM – This is the team required to run the programme effectively. They are supervised by the CEO and include:

8. **The Matron/Nurse** – Manages the smooth running of the Home and its activities, establishing discipline, showing care and giving nurture to the children;
9. **The Social Worker** – Carries out the continual assessment of each child in the Home, and follows up on those outside, giving recommendations for additional interventions as necessary;
10. **The Programme Facilitator** – Creates awareness of our work among street children and the general community, facilitates and monitors children receiving support within the community;
11. **The Cook/Assistant Matron** – Caters to the nutritional needs of the children and the staff resident at the Home, and covers for the Matron when s/he is on leave;
12. **Three Support Workers** – Assist the children to develop their personal, social, academic and vocational skills while in the Home, and supporting the social worker in delivering interventions.

The members of this team will work shifts, and often stay overnight at the Home to ensure that there are always TWO support staff residing with the Matron and the children in the Home. This will keep the staff to children ratio at an optimal level (1:4), to minimize and deal with conflict in the Home.

These two teams make up the FLA Team, and comprise of 14 persons at this level of support. It may be necessary to employ an additional social worker, as the work load progressively increases, to round off the team at 15 people.

THE PRO-BONO TEAM – These are the volunteers and skilled professionals whose valuable input we need to carry out our many duties, and without whom our labour and financial needs will soar!

The programme needs one or two **child psychologists** to assist in the assessment and treatment of the children. We will need two or more **tutors** to give the children basic literacy, numeracy and IT lessons, and two or more **trainers** who will teach the children various vocational and life skills. We will also need **befrienders** and **mentors** to befriend the children, and mentor them as they progress through their various pathways. Finally, we will need a good supply of **volunteers** to assist the Team on outreach, on the field doing follow up work, and in the Home to supervise the children as they play and learn.

Capital Resources

THE HOME – The Home will need new furnishings, particularly new bunk beds with sidebars, new storage cabinets for the children’s belongings, new dining tables, new curtains, new mattresses, sheets and towels, and the repair/replacement of some appliances. We also need new medicines and resources for the First Aid Cabinet, more supplies of personal hygiene items (such as toothbrushes, sponges, creams etc), more educational resources (including exercise and notebooks, pens and pencils, calculators etc), more recreational resources (i.e. games and toys), more cleaning and garden supplies (e.g. detergents, buckets, brooms etc), new sets of clothing, food provisions and kitchen supplies.

THE OFFICE – The office requires a replacement laptop, an additional computer and a UPS. We also need more printer papers, printer ink, folders, files and filing cabinets and new office chairs.

THE ORGANISATION – The organisation needs more printed and branded material (banners, leaflets, brochures, profiles, envelopes, business cards and donation boxes). We need an inverter, a second official vehicle and a Minibus for transporting the children. There is also a need for general repair and maintenance of the grounds, including a new coat of paint on the building and fences.

Financial Resources

THE BUDGET PLAN – Apart from the initial investment in capital to get the Home fully furnished and equipped, the table below shows the projected amounts we should expect to spend in the first year.

EXPENSE HEAD	Weekly Average	Quarterly Average	Annual Projection
<i>Fuel/Gas/Utilities</i>	20,000.00	260,000.00	1,040,000.00
<i>Food Expenses</i>	50,000.00	650,000.00	2,600,000.00
<i>Transport Expenses</i>	15,000.00	195,000.00	780,000.00
<i>Telecommunication</i>	12,000.00	156,000.00	624,000.00
<i>Print/Stationary</i>	8,000.00	104,000.00	416,000.00
<i>Social Care/Empowerment*</i>	87,000.00	1,131,000.00	4,524,000.00
<i>Household/Miscellany</i>	5,000.00	65,000.00	260,000.00
<i>Equipment/Appliances</i>	5,000.00	65,000.00	260,000.00
<i>Maintenance/Repair</i>	10,000.00	130,000.00	520,000.00
<i>Events/Media and PR</i>	18,000.00	234,000.00	936,000.00
TOTAL	230,000.00	2,990,000.00	11,960,000.00

In addition to these regular expenses, we can project the following human resource costs:

STAFF/RESOURCE	Monthly Wages	Per Staff Cost	Annual Projection
<i>Chief Executive Officer</i>	300,000.00	300,000.00	3,600,000.00
<i>Development Officer</i>	75,000.00	75,000.00	900,000.00
<i>Social Worker</i>	75,000.00	75,000.00	900,000.00
<i>Admin/Accountant</i>	60,000.00	60,000.00	720,000.00
<i>Matron/Nurse</i>	60,000.00	60,000.00	720,000.00
<i>Programme Facilitator</i>	60,000.00	60,000.00	720,000.00
<i>Online Fundraiser</i>	45,000.00	45,000.00	540,000.00
<i>Cook/Relief Matron</i>	45,000.00	45,000.00	540,000.00
<i>Support Workers (x3)</i>	120,000.00	40,000.00	1,440,000.00
<i>Cleaner</i>	25,000.00	25,000.00	300,000.00
<i>Security Guards (x2)</i>	60,000.00	30,000.00	720,000.00
<i>Volunteer Allowances</i>	30,000.00	n/a	360,000.00
<i>Staff Care/Emergency Relief</i>	20,000.00	n/a	240,000.00
<i>Bonuses/Miscellany</i>	25,000.00	n/a	300,000.00
TOTAL	1,000,000.00		12,000,000.00

The Social Care/Empowerment cost is based on an average investment of N300,000 per resident child per year (working with 12 children in the first year) and N150,000 per non-resident (working with six in the first year). This cost is inclusive of their personal care needs, clothing needs, health needs, and educational/training needs. As it cannot be accurately estimated, a relatively high average has been assumed just in case. A Staff Care/Emergency Relief fund has also been included, to prepare for unforeseen instances in which members of the FLA Team might need aid.

According to this budget plan, the programme can run effectively on a budget of **N24,000,000** per year.

THE FUNDRAISING PLAN

Trustee Contributions: The organisation will seek additional trustees that can help to fund the administrative expenses of the organisation, which most companies and individuals are reluctant to fund. A goal of **50%** of annual expenditure (at **N12,000,000**) shall be sought from trustees and directors.

Corporate Partnerships: Proposals will be prepared and delivered to various corporate organizations to solicit their sponsorship of the programme either by donating financially on a quarterly or annual basis, or alternatively, by the provision of the needed resources (e.g. minibus, inverters, laptops etc). Support in the form of discounted services will be sought, particularly with relation to schools and hospitals. A goal of **30%** of annual expenditure (at approx. **N7,000,000**) shall be sought.

Non-Profits/International Grants: Proposals will be prepared and delivered to various non-profit organizations and International agencies to solicit their sponsorship of the programme through funds transfer to Fair Life Africa Foundation's account. We will also seek support in the form of physical

provisions of food and household supplies, clothing and educational and recreational resources. A goal of **10%** of annual expenditure (at **N2,400,000**) shall be sought from non-profits, including Churches.

Individual Sponsorships: Proposals will be delivered to notable personalities and individuals in the community to lend their support to the programme either by donating on a monthly, quarterly or annual basis, or alternatively, by the provision of the needed resources. Friends of the Trustees are our primary contacts; however, more individual sponsors will be sought by the distribution of our leaflets at prestigious events, and distribution of our donation boxes at strategic locations. A goal of **20%** of annual expenditure (at **N4,800,000**) shall be sought.

Professional Affiliations: We will seek out partnerships with hospitals, vocational training centres, other non-profit partners who provide psycho-social support and other medical interventions that will benefit the children, in the hopes that these partnerships will ultimately reduce our running cost and make us more effective. For example, a handy carpenter could volunteer his services as a carpenter for the Home or trainer for the children. A goal of **2%** of annual expenditure (at **N480,000**) shall be sought.

Friends and Family: We would also ask individuals who have already identified themselves with the Foundation to continue to support the project either by cash or kind. We would build on the network of friends in receipt of our newsletters, and those affiliated through social media. The contributions from these groups tend to be sporadic, but substantial. A goal of **5%** of annual expenditure (at **N1,200,000**) shall be sought.

Events: We will invite friends to attend our Monthly Birthday Parties, where they can volunteer and bring provisions for the Home, so as to raise additional awareness and aid for the programme. We will also host annual Christmas Parties, which will encourage occasion specific giving and take advantage of seasonal charity drives to seek support for our cause. A goal of **2.5%** of annual expenditure (at **N600,000**) shall be sought.

Online Promotions: We will take advantage of the promotions available to us via GlobalGiving and 234Give to raise awareness of our work and solicit for online donations. We will also continue to build our online presence through Facebook, Twitter, LinkedIn and regular postings on our blog. By growing our image, we hope to grow our reach and desirability with corporates and donor/funding agencies too. A goal of **3%** of annual expenditure (at **N720,000**) shall be sought.

Charity Shop: In the long-run, we will benefit from setting up a Charity Shop, where by members of the community may come to purchase items that have been donated to the Home/Office/Organisation, but are not needed or are in excess. These sales will result in more funding for the organisation ultimately.

According to this fundraising plan, our goal for the first year's expenses has been exceeded by over N5,000,000. Some of these modes of giving overlap however. These goals are low and attainable, with sufficient investment in fundraising and development of the organisational image online and through other media. Also, the goals are based only on projected regular expenditure, and do not factor in the cost of furnishing/equipping the Home and Office to a reasonable operational standard to commence the new programme, nor the cost of purchasing new vehicles.

THE COST-MINIMISATION STRATEGY

There are various cost minimisation approaches that could be adopted. The utilisation of volunteers, professional affiliations and physical contributions are some already identified. Other practical ideas for consideration are:

Poultry Farming: This can be done in the backyard and will provide nutrition for all the children, as well as serve as a vocation for some. The excess produce can also be sold locally at the Jakande Market.

Inverters: Despite the initial high expense, this will prove financially beneficial in the long run, as the area suffers from bad light supply. The cost of fuelling and repairing generators are also minimized.

Homemade Clothing: Tailoring and fabric design are vocations many of the children will like, and the final products are very useful for sale and wear.

Vocational Workshops: We have the space to construct some workshops on our external compound. These may be rented out to vocational trainers, who will also take our children in vocational classes.

Charity Shop: A Charity Shop will make profit from unused donated items, and also create more awareness about our work and needs, thereby encouraging more giving.

PROGRAMME LOGISTICS

In order for the smooth running of the programme, and the organisation, the following logistical considerations have also been made:

Volunteers: Transportation allowances will be given to volunteers on a daily basis, to help with their journey to and from the Home;

Driver: There is no allowance in the budget for a driver, because it is more preferably to employ support workers that can drive. In the long-run, other staff members can learn to drive too;

Transportation: A minibus will be sought, which is a necessary asset to the Home, to transport the children safely. It will be particularly useful for conducting outreaches and group outings;

Banking: A separate account shall be opened to distinguish short-term programme funds from long-term administrative funds and staff wages, and encourage saving and effective budgeting of resources;

Reporting: Financial accounts shall be prepared monthly, and shared with the Trustees quarterly. An audit of the organisation's accounts will be prepared every two years (*currently not reflected in the annual budget*). An annual report will be produced and distributed among our sponsors and partners;

Security: We will identify with the local police, and build a positive relationship through regular reporting, so that in times of crisis, we may be able to call upon them to assist;

Home Tracing: During home tracing to locate their parents/guardians, a security guard will accompany the social worker, support worker and child, for the safety of all involved;

Police Extract: A police extract shall be obtained from one of the two Juvenile Welfare Centres, prior to the child's arrival to the Home. This will be retained and taken along on any home tracing excursion, to protect the organization from harassment;

The Ministry: Permission will be sought from the Ministry of Youth Sport and Social Development prior to the admission of a child into the Home as a resident. A positive relationship will also be built, so that we can make referrals in the case of children that need additional interventions or need to be transferred into State care.

Risk Management Plan

The risks identified are in relation to street children and running a Rehabilitation Home. These risks must be minimised to promote the safety of all the children, staff and volunteers at the Home.

Security:

- a) We will establish a friendly relationship with the local Police in case of any incident at the Home;
- b) We will perform security checks on entry and exit of every child, and also of persons who visit the Home, especially children's families;
- c) We will be accompanied by a security guard on first time home-tracing excursions to children's homes, in order to avoid any unforeseen occasion of violence from a child's parent/guardian.

Health and Safety:

- a) Sick children will be given immediate medical attention to restore their health, and so as not to cause an epidemic in the Home;
- b) Children will be trained on hygiene and encouraged to bath well, wash their clothes and their hands before and after meals;
- c) Children will not be permitted to operate any heavy equipment or electronic appliance/device without supervision;
- d) The children will not be left unaccompanied at any time, except when sleeping in their rooms;
- e) Sharp objects like blades, knives, pins are often used by the children of the street to find their way out of trouble on getting into trouble with their peers or care givers. These instruments should be kept away from the boys as they often make use of them to defend themselves at the slightest provocation;
- f) The Home will be adequately equipped with working fire alarms and extinguishers, and the Administrator will be on ground with keys to security doors in the case of a fire emergency;
- g) The First Aid Room will be well stocked with in-date medical resources and kept out of reach of the children.

Conflict Resolution:

- a) Children will be inducted through the Home rules and taught discipline. They will be rewarded for good behaviour, so as to adopt new ways of relating to each other and dealing with conflict;
- b) Strict rules and punishments shall be used in curbing fighting in the Home. Children who are aggressive and insubordinate will be asked to leave and may not be permitted to return;
- c) In the case of a fight, the children involved will be immediately separated and punished. They may stay on if repentant, but will be observed closely, to curb repeat behaviour;
- d) Children who engage in dangerous vices like promiscuity/homosexuality or persist in substance addiction, will be expelled from the programme, to protect others from their influence;
- e) Children who threaten staff, behave uncontrollably or pose a risk to the safety of anybody at the Home, will be immediately removed and prevented from returning.

Conclusion

The heart of this programme is to provide an opportunity for the able, but hindered, to rise above their situation and achieve! It recognises that many that constitute the wealth of our nation are wasting away for lack of nurture, whether on the streets or in impoverished homes. Fair Life Africa believes that everyone deserves a fair chance at life, and given that chance, the whole of society stands to benefit from the maximisation of its resources. Helping the less fortunate is not just charity, it should be policy.