

# Huruma Children's Home

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Kenya

WELCOME TO HURUMA CHILDREN'S HOME

# IMPROVEMENT ROADMAP

January | 2024



# Overview of this Children's Home

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## Background & Mission

Huruma Children's Home Ngong is located in Olkeri Village, near Ngong Town, Kajiado North Sub-County. The founder and director, Mama Zipporah, started a bible club in her house in 1984 and was invited to an open air meeting in one of the slum areas of Ngong (Mathare). She saw many children scrambling for food, which moved her to start a club and later establish a feeding program through the help of wellwishers. Some land which had been donated to her was later taken back so she moved to family land on which the home stands to date. In 1989, Mama Zipporah and her husband founded Huruma Trust Fund, which is composed of representatives from the department of social services, local administration, the local church and the community. The trust started the home that same year in a housing structure that was made of mud and wattle and accommodated 7 children. Later, the Trust saw a need to start a primary school and eventually a secondary school. Over the years, the number of children supported has increased to over 150 girls and boys. The age of children ranges from 0-18 years old. The vision of Huruma Children's Home is that every child who comes to Huruma will have a personal relationship with Jesus Christ and excel in academics so that they are fully equipped to become future Christian leaders. Their mission is to empower children in need to become productive members of society through rehabilitation, education and self reliance skills.

## Recent Accomplishments

- Repainting of the kitchen and dining hall was completed.
- The home has reintegrated 12 children over the past year.
- In-house training for caregivers was carried out.

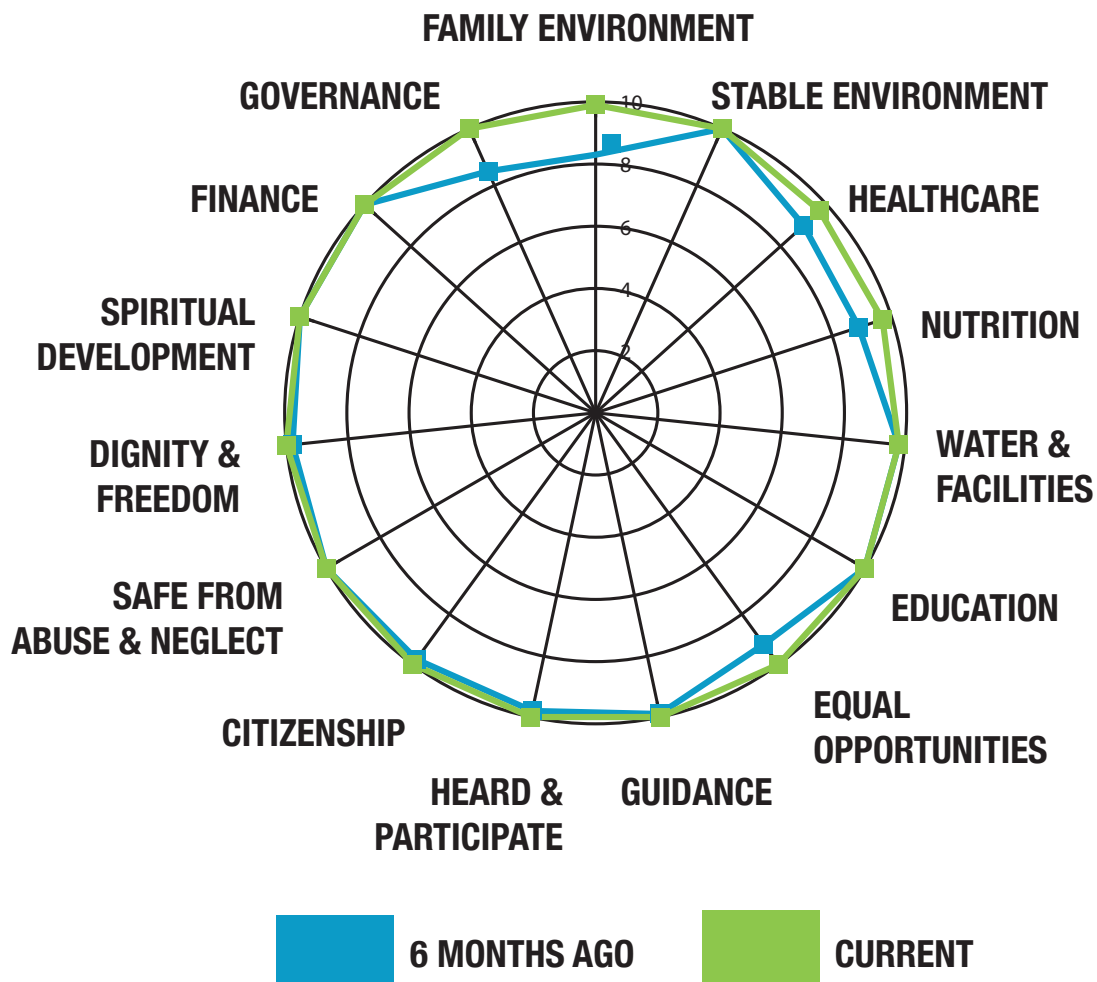


# The Thrive Assessment

## 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 compiled into an Improvement Roadmap.

## Current Thrive Scale



# Strategic Initiatives

## SINK A BOREHOLE

<b>PROJECT SUMMARY</b>	The home has a plan of sinking a borehole in their newly acquired land where they will later build a transition house.
<b>INITIAL ANTICIPATED COST</b>	4 Million KES

## INSTALL A FENCE

<b>PROJECT SUMMARY</b>	Installation of concrete polls around the 15 acre land will commence- 5000 KES per poll, approximately 500 polls.
<b>INITIAL ANTICIPATED COST</b>	2.5 Million KES

## INSTALL A WATER PUMP

<b>PROJECT SUMMARY</b>	A water pump and solar panels will be installed and piped for supply of water into the facility.
<b>INITIAL ANTICIPATED COST</b>	6 Million KES



## Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The ratio of children to caregiver is according to the government requirement. There are 11 caregivers taking care of 70 children, including the director who sleeps with the youngest babies since she lives within the home. Each house has a house mother who stays with the children for 7 days and when off-duty, there is a reliever who steps in for them. The home has continuous inhouse training for caregivers. Newly employed caregivers are taken through an orientation process before they start working. Blood related children are allowed to spend time together. The home has a counselor who also serves as the social worker and carries out her duties as required. Caregivers have constant meetings with the therapist to receive guidance on care for the children. Visitation by family members is allowed and children are also allowed to visit their families during long holidays.

- Plan caregiver training on trauma informed care that is facilitated by professionals.



## Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

Rules and regulations are clearly explained to the children and put on the notice board in the dining hall. Consequences for infractions of rules are positive discipline based and appropriate to age. A few cases of nicknames are reported amongst the children, but the management is able to handle it. Children have free time mostly in the evenings and weekend afternoons after their tutoring. The home has a dining hall where children eat together according to age group. Every caregiver has four days off every month, which is rotational. Caregivers have weekly meetings with the counselor to give reports, receive guidance and help where required. The turn over rate is below 20% since most of the caregivers have been in the home for more than ten years, except for a few who have been employed recently. The home has in-house activities e.g games and athletics for the the children where they compete per house and caregivers fully participate. They also celebrate children's birthdays, do farm work and participate in other activities like renovations within the home together.

- Continue with current practices.



## Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Children receive full medical checks annually, which is continuous since they have their own health centre. The home does not have vaccination documents for a few of the children who joined when they were already past vaccination age, but they have documentation for the rest. Soap and water are readily available near all dining areas, toilets and nursing areas. Children are always reminded to wash their hands after visiting the toilet, before eating and as needed. The home has a health centre with a qualified nurse, but they also take the children to Ngong Level Four Hospital and St Mary's Mission Hospital for cases that require further attention from a physician. There is a sufficient supply of sanitary pads and disposal bins for girls. Adolescent girls are taught in school or by caregivers about their menstrual cycles, what to expect, and how to care for themselves. Additionally, the home often invites a doctor who comes to educate the girls. Children brush their teeth once daily. A small percentage of the children brush their teeth twice a day. Upon admission to the home, children are checked for lice and treated. Each child has a medical file in the health centre, which is updated with all medical reports. The home uses the health centre for first aid and also has a fully equipped First Aid Kit.

- Emphasize with children who need it to brush teeth twice a day.



## Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children are well fed with enough calories daily. Preparation of food is done in a hygienic manner and in a clean environment. The kitchen, dining hall and food storage areas are free of toxic substances, pests and they are well ventilated. The food is sweet, tasty and appetizing. In cases where food is not appetizing, the children have taken food to the director's office seeking intervention. Children are served proteins and vegetables on a daily basis. Fruit is only served daily to those with special medical cases, while the other children are served fruit when available. An in-house nutritionist helps to ensure children are receiving appropriate nutrients. Cooks receive an in-house training on food safety and preparation from the nurse, and they also submit a food handling certificate every six months.

- Obtain funding to purchase fruits for daily provision to all children.



## Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The facility was inspected by government officers in November and approved to be safe. It has a borehole that supplies clean water which is safe for drinking and domestic use. All the bathrooms have functional light bulbs and the home has a safe method for sewage disposal. Sleeping areas have two doors to provide easy exit in case of an emergency and solar backup is used in the case of a power outage. Water is pumped in the tanks for emergency use. The home has maintenance personnel on call and one on the ground for borehole maintenance. Safety concerns have been addressed and facilities are safe and capable of withstanding the elements. There are water taps specifically meant for drinking water and deemed safe to drink. Children do not use showers, but instead use bathing buckets. The home has installed security lights in all the areas both inside and outside rooms for security purposes. There are no smoke alarms, but there is a fire assembly point and a bell used to conduct fire drills. The home has fire extinguishers in place. They passed the recent government inspection and were approved to continue operation. The home has installed a fire cutout gadget, in case there is a problem with electricity. In-house staff training on importance of drinking water is done frequently. Children are encouraged to drink sufficient water daily.

- Plan on installing smoke alarms.



## Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All the children are enrolled and attend school 100%. Every child ages 7+ can identify each letter of the alphabet and articulate the sound, and those who cannot are helped by a tutor. Children 11 and above can read and write. Ages 9 and above can do basic addition, subtraction, multiplication, and division. For the younger ones, once they start walking, they are taken to the daycare in the school where they are introduced to developmental activities. Evaluation for children with learning disabilities is done in school and measures are put in place to help them. Younger children are provided with age appropriate materials. The older ones have a time to study every evening. The school has a library with age appropriate reading materials, which are accessible for the children at all times. There is a computer lab and internet where all children take computer lessons and are in a position to access them during free time. Group and one on one tutoring happens every Saturday. Children within grade one can read and write, and those who cannot are helped by the teachers. The home has transition houses for those that have completed high school and joined college. Discussion of grades is done by the teachers, caregivers, and counselor quarterly. The home has adequate age appropriate art supplies for the children.

- Acquire additional learning materials, especially text books.

## Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Every child has a lockable box where they keep their belongings. The home has ensured that all children attend school and have access to teachers from the school who teach rotational classes with them. They have no severe disability cases, but in case any arise, they have plans in place. All children are entitled to transition to adulthood regardless of their age, gender, disability or family history. Both male and female mentors and adults act as role models and are available for counsel. The home provides adequate resources for children with learning disabilities, including tutoring. Resources and expertise have been identified to accommodate physical disabilities and efforts are made to provide special accommodations. One child has been provided with a club foot boot.

- Obtain more funding to enable children to pursue education at the university level.
- Begin building a vocational program for youth within the newly acquired land.



## Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The home utilizes a job description that they use when employing new staff. All the staff members model respectful character for the children. Children are educated about their bodies by the nurse, house mothers and the counselor. They have a simple and clear set of guidelines that are communicated with the children so they can understand expectations. Upon admission, children are provided psychological healing and therapeutic resources, with continuous follow up that happens every Friday. In-house training of caregivers on how to model, teach, and reinforce basic life skills and behaviors with children happens on a weekly basis. Education on responsible sexual behaviour is done in school, though the social worker and caregivers also step in to educate the children at home. Caregivers receive in-house training on how to manage sexual behavior. Children 15 years and above are incorporated in home activities such as farming and assisting in repairs around the home, and they are given a token of appreciation. The home has a transition house where children go to continue with their post high school education. The transition home is situated some kilometers from the home, and they have plans of expanding so as to accommodate more young adults. The home also communicates and provides support to children enrolled in vocational training and university courses. Additionally, those with families are reintegrated to continue college while living with their families. There is a plan in place for supported independent living, which is available for one year, post college and university. Children participate in life skills activities regularly, like scouting.

- Seek funds for expansion of the transition house in Ndeiya in Kiambu County.





## Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children are given a chance to decide what they want to eat, especially on special occasions such as Christmas, Easter holidays and birthday celebrations. They verbalize and express needs, which are acknowledged and addressed immediately. The home allows children to participate in menu planning once in a while. Children can choose what they want to wear, but with the caregivers guidance. Before any medical procedure is administered, children and caregivers are provided with information and given a chance to ask questions. Children can opt out of non-essential activities that they do not want to participate. The home has a data base which is regularly updated as their development plan for the children. There are leadership roles for children where they are allowed to campaign for various positions and voted on during a set election day.

- Continue with current practices.



## Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

All the children have birth certificates. Caregivers are trained on ways to help children learn and practice responsibility. Children have personal responsibilities like washing their clothes, cleaning the sleeping areas and the compound. Observation of national holidays is a tradition, children are invited to perform and entertain the public and government officials during these holidays. Non-routine activities such special outings happen on weekends and during holidays. Ethics and governance is taught in school during social study lessons. All children have a mentor who teaches them life skills and financial management. They are given pocket money and allowed to do their back to school shopping. The home has engaged children in community service where they clean the roads in Ngong town. Children also have access to television where they watch current events happening in the whole world such as the world cup, presidential elections and other major events.

- Continue with current practices.



## Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The home has a perimeter wall, security guards and CCTV cameras that keeps it secure. Boys and girls have separate sleeping areas and toilets with private bathing and dressing areas. There's an in-house training for staff and ancillaries on positive discipline techniques and alternatives to corporal punishment. The home has a written policy on one on one interaction between children. It has also implemented a child protection policy that ensures children are not abused or exploited, which is signed by caregivers. In-house caregiver training on the recognition and prevention of child abuse is done on a weekly basis. Caregivers and the nurse evaluate children for signs of abuse and neglect regularly and follow the procedures in place to report findings. Children are taken out of the crib immediately when they wake up. Children are always accompanied by an adult during outdoor activities. Visitors sign a visitation book with their personal details such as contact number and identity card number. Upon employment, the new staff submit a police clearance letter, copy of their identity card, and three references as a way of checking their background information.

Continue with current practices.



## Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

All the children take a bath on a daily basis or immediately when they soil themselves, for the younger ones. They are encouraged to show kindness to each other. No bullying, belittling or using any unkind words is allowed. There is no sharing of beds or bedding under any circumstance. The home supplies adequate clothing and undergarments for all the children. Children are taught how to care for themselves and are allowed to do as much for themselves as possible. They have proper bed linens, which are cleaned daily for those younger ones who wet the bed and weekly for the older ones. All children have their own tooth brush and are not allowed to share it. They also have their own towels, which are cleaned once a week. The home has a safe and adequate play area with sufficient age appropriate playing materials available during their play time. Children are allowed to speak their native language, especially siblings. Teenagers have the opportunity to work in the community in a safe environment or in the home, and keep what they earn.

Continue with current practices.



## Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

There is a church where they hold their services every Sunday and sometimes they attend other church services when invited. Prayers are done every day in the morning, afternoon and evening. Children participate in religious holidays such as Christmas and Easter. The home has adequate spiritual and religious materials such as bibles and story books, which are accessible to the children. Children lead services and daily prayers, with the help and guidance of the caregivers and staff. The home also uses the chapel for prayer and meditation.

- Acquire additional bibles to accommodate new children and replace old torn copies.



## Financial Standard

SURVIVING

SUSTAINING

THRIVING

The home has a form of tracking their income and expenses. Records are maintained and available for review. Receipts are well filled and made accessible for review during auditing. Controls are in place to minimize opportunities for misuse of funds as they have a budget which they operate on. Bank accounts are reconciled monthly. Both an internal and external review is done on the financials quarterly. A qualified accountant keeps the books for the home, reconciles the accounts, and also submits the income tax returns for the home. Validation of the books is done internally and verified by an external auditor.

- Continue with current practices.



## Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The land is owned by the director, who has leased it to the home out of goodwill with no financial attachment. The home has an oraganizational chart that explains roles, responsibilities and the delegation of duties. All the employees have a written job description that outlines their roles and responsibilities. The home has complied with all licensing, auditing and governance requirements and hence, they are certified to operate. Meetings are held on a weekly basis with monthly in-house training on child attachment, developement, caring for sick children and good hygiene to help prevent illness. The home has an active board of directors who meet thrice a year. Staff files are kept and updated regularly. In-house training is provided to staff on the importance and practical ways to facilitate child participation on monthly basis.

Continue with current practices.



# Current Improvement Partners



## Child in Family Focus

Child in Family Focus is driven by the need to bridge the advocacy and awareness gaps evident in the alternative care arena in Kenya. The organization is committed to raising awareness about disadvantaged children in need of permanent, safe and loving homes and eliminating the barriers that hinder them from realizing their basic need of a family. The organization engages, enlightens, and empowers children's institutions and families for life changing outcomes. Learn more at [www.childinfamilyfocus.or.ke](http://www.childinfamilyfocus.or.ke).



## Hope for Huruma Foundation

Hope for Huruma Foundation raises awareness about this home and fundraises to provide financial support for the day to day running of the home.



## Leigh's Mission

Leigh's Mission supports transitioning children from the home. Originally, they set up a sewing centre in the home to provide a sustainable skill for the children and later built a transition house, Mama Leigh Anne's Home. That home is where young adults from Huruma are housed as they are prepared for independent living.

For a list of projects and opportunities to coordinate on go to [www.achf.org/projects](http://www.achf.org/projects)

