

# Mission and Policy Statement

Nyumba Ya Tumaini (NYT)

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## 1.0 MISSION STATEMENT

To rescue, rehabilitate, reintegrate and re-socialize street boys.

## 1.1 VISION STATEMENT

To ensure that every street boy is rescued, rehabilitated and reintegrated into the community and/or family sustainably.

**Our Values** : Faith in God, Family, Compassion, Integrity, Team Work, Respect

To realize our mission and vision the following shall be our:

## 1.2 OBJECTIVES:

### 1. Rescue street boys

To remove the boys from the streets and afford them with care and protection by providing them with basic needs such as food, clothing, medical care and shelter while protecting their rights;

### 2. Rehabilitate the rescued street boys

Provide the rescued children with psychosocial support, counseling sessions, literacy classes, sporting and recreational activities, detoxification and medical care to enable them to transform.

### 3. Reintegrate the rehabilitated child through: -

- a. Facilitation of reintegration for the rehabilitated children with their families after they are located by the Nyumba Ya Tumaini staff through the Home Tracing program.
- b. Facilitation of access to education and vocational training for children reintegrated with their families and those under NYT long term programs and
- c. Creation of Networks for collaboration and referral opportunities in relation to medical services for children who require long term care as well as offering long term institutional care.

### 4. Re-socialize reintegrated child by:

- a) Empowering the family to meet the needs of all the children in the nuclear family, keep them all together and minimize separation of siblings.
- b) Connecting the child to community social programs such as schools, churches, recreational facilities, health centers.
- c) Engaging and involving the community throughout reintegration of the child so they are central to the process of smooth transition of the child within the community.

### 5. Prevention Programs:

- ❖ Facilitation of Prevention programs within communities, while rescues are conducted directly from the streets there is need to have gate keeping structures that will intervene in the event a child is at risk of ending up in the streets. This will

ensure children are shielded from having to experience the unforgiving street life and minimize the number of children opting to go to the streets.

6. Economic Empowerment:

- ❖ Where appropriately possible, facilitation towards economic independence of families: This will enable families to holistically and equally provide for all the children in a given household.
- ❖ Targets for empowerment will mostly include families of children that have been reintegrated and those under our prevention program. Home assessments to establish eligibility shall be conducted

## **2.0 ACCOMMODATION AND SERVICES**

### **2.1 BOARDING FACILITIES**

NYT admits boys only housed in a 5 bedroom complex with the following grouping:

8-10, 10-12, 13-15,

The separation is age appropriate to ensure the children complement each other's developmental milestones.

The institution is made up of a living room, entertainment room, 5 bedrooms and an extended outside dorm, 4 bathrooms and 4 toilets

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### **2.2 EMERGENCY MEDICAL ATTENTION**

Where emergency medical attention arises at any stage of the rescue/rehabilitation NYT has collaborated with the following institutions who offer medical treatment free of charge or at subsidized rate. They are: -

- Ongata Rongai Sub-County Hospital- Ongata Rongai
- Kenyatta National Hospital
- Nairobi Women's Hospital- Ongata Rongai
- Fatima Mission Hospital- Ongata Rongai
- St. Mary's Hospital-Langata
- St. Mary's Hospital - Kiserian
- Wama Hospital - Ongata Rongai

These institutions also provide pre-care for the children before admission and routine check-ups for the child during their lifetime at NYT.

### **2.3 RECREATION**

To supplement and compliment the formal education, NYT provides entertainment for the children in the form of television, wide array of reading materials, excursions (if funds

allow) and age appropriate toys. The children also enjoy sports facilities within the compound.

## **2.4 SPIRITUAL**

Children Rescued from the streets come from diverse religious backgrounds which NYT addresses through its daily devotions, mid-week and Sunday services for Christians. For non-Christians tailor-made legally accepted modes and days of worship are planned in accordance with the respective denomination. Support in conducting the religious observance is given by professional volunteers in their areas of worship.

NYT is a Christian based institution that nurtures those under its care on Biblical teachings. Training and Equipping in the ways of our Lord Jesus Christ is central to our work and as such all children are encouraged to attend our daily devotions and services voluntarily.

## **2.6 SOCIAL DEVELOPMENT**

Through our mentorship program made up of professionals and university students from various backgrounds the children do receive inspirational talks, guidance and professional counseling.

## **2.7 BASIC EDUCATION**

Because NYT receives children from the streets most of them have very basic formal education or none at all. Initially, all the children are taken through in-house fundamental literacy classes in numeracy, reading and writing. Depending on a child's strength, preferences and availability of resources a child is either enrolled in a formal school or a vocational/technical school.

## **3.0 MANAGEMENT**

### **3.1 NAME AND ADDRESS OF PERSONS IN CHARGE**

**Benedict Nguli Muya**

Address: P.O.BOX 51193-00100

Tel: +254 723969073

Email:nyumbayatumaini@gmail.com

### **3.2 QUALIFICATION OF THE PERSONS IN CHARGE**

Diploma in Food Science Technology- The Kenya Polytechnic, Nairobi; 1995-1997

Diploma/ HE Youth and Children's Ministry-Oak Hill Theological College, Middlesex University, London UK; 2003-2006

#### **4.0 PERSONNEL EMPLOYED IN THE MANAGEMENT OF THE CENTRE**

**4.1 MANAGER:** the overall supervision and coordination of the Institution is done by a qualified manager who is in charge of the finances and facilities of NYT.

**4.2 SOCIAL WORKER:** aids in management of children files, discipline, complaints, behavior and general welfare of the children. She/he is trained in social work development. Our social workers must have minimum 3 years working with children.

**4.2 FOOD:** trained cooks with background in nutrition are employed to ensure the meals prepared for the children are hygienic, adequate, child friendly, nutritious and balanced.

**4.3 SUPPORT:** house mother and one house father have been employed to provide a familial environment for the children. They have a background in first aid and counseling and are therefore a proper first point of contact for children who might be in need of such care.

**4.4 CLEANLINESS AND GENERAL AMBIENCE:** cleanliness at NYT is achieved through a synergy between the children and the staff at the institution.

All employees have valid certificates of good conduct and have been properly oriented on the children's' need to love and care. Additionally, they have demonstrated competence and desire in upholding morality and thus are perfect role models. In total there are 2 female and 3 male workers thus ensuring a proportional gender balance.

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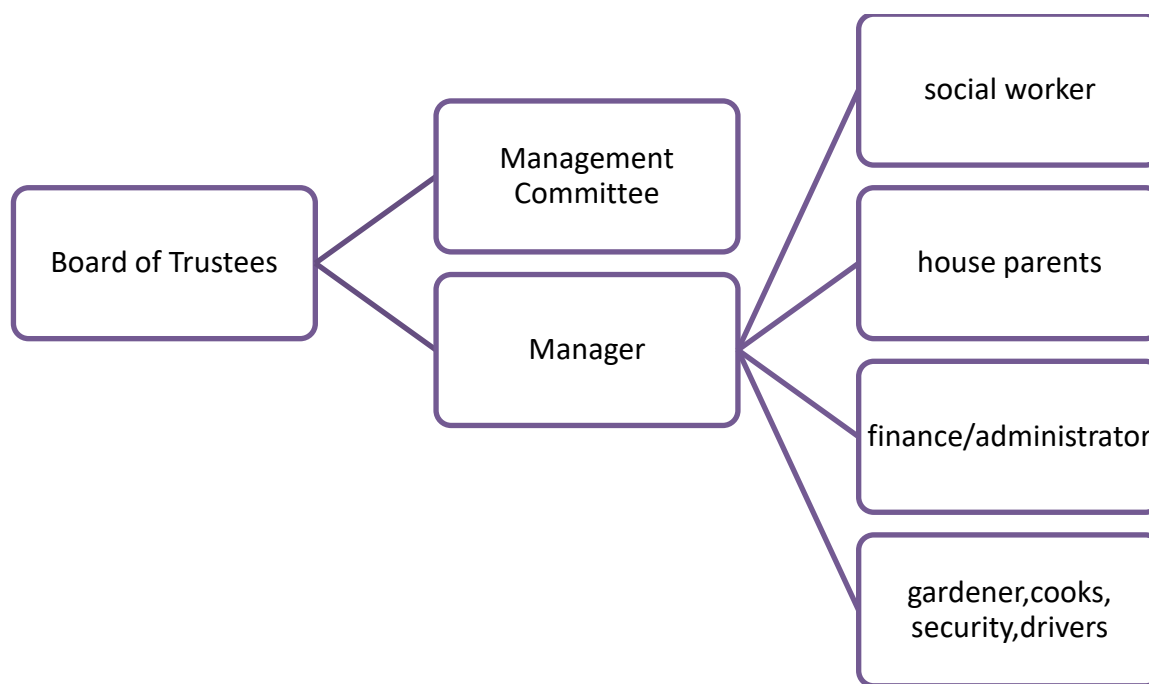
The members of staff are consistently monitored, assessed and reevaluated to reinforce good virtues that the children can associate with.

**4.5 PROMOTION OF ROLE MODEL EXAMPLES BY STAFF:** backgrounds checks are initially done on every staff/volunteer. Staff have regular bonding with the children where they share their one on one life experience with the children on all areas of life. Drug/substance abuse, use of foul language, all inappropriate conduct and sexually explicit material are banned from the compound of NYT.

#### **5.0 HUMAN RESOURCES DEVELOPMENT POLICY**

☞ See separate HRD policy.

#### **6.0 ORGANIZATION STRUCTURE**



**7.0 AGE RANGE, GENDER AND NUMBER OF CHILDREN INTENDED TO BE ACCOMMODATED**

**7.1 CAPACITY**

Gender	Boys
Age range	8-15 years
capacity	26 children
Emergency spaces	4 at any one time

**7.2 CAPACITY TO ACCOMMODATE CHILDREN WITH DISABILITIES**

Where a rescued child is found to be with disabilities a needs assessment is conducted to establish the nature of the disability and the required intervention. NYT can be able to provide support for children with mild disabilities (hearing aids, spectacles, clutches) and refer all other cases to specialized institutions within our networks of partners with support of the Sub County Children Officer and Ministry of Education.

**8.0 Needs range intended to be provided to the Children**

NYT provides for the rescue, rehabilitation, reintegration and re-socialization of street boys. The needs provided are temporal-shelter, medical care, food, education, clothing, counseling and psychosocial support within and outside the institution after successful reintegration.

**9.0 ADMISSION CRITERIA IN EMERGENCIES**

The following is our criteria for emergency criteria: -



1. Lost and found child in the streets with no immediate contact of family/relatives but can be traced within 48 hours;
2. Children (up to a maximum of four at any particular request period) who need emergency shelter vide the SCCO awaiting permanent placement.
3. Procedure for emergency admission:
  - An emergency circumstance is: lost and found child in the streets with no immediate contact of family/relatives but can be traced within 48 hours.
  - NYT will receive a request through the area Sub County Children Officer (SCCO).
  - NYT will endeavor to pick the child from the SCC-office.
  - NYT will provide immediate medical (if necessary) care, food, shelter, clothing, and counseling.
  - If there is no resources to continue keeping the child, NYT will work with the SCCO to divert the child to an institution or caregiver that has the necessary resources and meets the age criteria of the child.
  - All children admitted under emergency will be provided with care for a maximum of 21 days from date of admission.

#### **10.0 STRATEGIES FOR COUNTERACTING ADVERSE EFFECTS BECAUSE OF SIZE OF POPULATION (ABOVE 20)**

We have attained 100% compliance of the internationally recognized and accepted child-staff ratio of 1:15.

Where a deficit may occur it is addressed by our qualified volunteers who are recruited all year round. Additionally the children are divided into small manageable groups according to age and assigned a member of staff where age appropriate counseling and recreation activities are deployed.

#### **11.0 PROMOTION OF THE HEALTH OF THE CHILDREN**

In promoting and safeguarding the health of the children the following precautions are employed:

- ❖ In house staffs are trained in first aid; and
- ❖ Through the medical facilities at paragraph 2.2 the children are accorded medical treatment round the 24 hour clock and
- ❖ In case of emergency situations the institution has arranged for the patient to be ambulated to the nearest health facility; and
- ❖ The Children are provided with mosquito nets and their rooms are well ventilated, the water is well treated and the children are well fed with a balanced diet; and

#### **12.0 EDUCATION**

The school going children attend the Arap Moi Primary school which is adjacent to NYT to monitor their movements as they are prone to escaping given their background. However given their background most children are accorded in-house elementary literacy classes in numeracy,

reading and writing. Those that show interests in advancing with formal education are accorded the opportunity at schools nearest to their point of reintegration. Those that show interests in other life paths are accorded vocational/training institution depending on the availability of resources.

Easily accessible material is available at NYT's well-stocked library.

### **13.0 RECREATIONAL, SPORTING AND CULTURAL ACTIVITIES**

The home rests on one acre piece of land, with ample space where the children have adequate recreational facilities. The home has a field where children can enjoy football and engage in other sporting activities like basketball, volleyball and other sporting activities that are of benefit to the development of the child. We also have recreational time where children are able to watch TV and educative films. Children are also able to showcase their talents during talent shows and this has helped in building confidence and self-esteem among the children. The home also arranges for leisure trips outside Kajiado North and arranges for those in our care to attend holiday camps where they meet children and young people from all walks of life. This holiday camp enhances their relational skills and widens their friendship horizons.

### **14.0 CONSULTATION WITH CHILDREN ACCOMMODATED THE INSTITUTION (CHILD PARTICIPATION)**

The right to participation means that children have the right to form and air views, right to expression, right to thought, conscience and religion, right to association amongst others. Based on evolving capacities, children have a unique body of knowledge about their lives, needs and concerns together with ideas and views derived from direct experience. These rights ensure that children's views and ideas are considered in all matters that affect them at NYT and the society at large.

We have adopted the following principles to encourage participation;

- **Voluntary:** children are never forced to participate which means they don't need to have to answer any questions or join any activities if they don't want to.
- **Informed:** children are always fully furnished with the background of every activity or process within the institution before implementation. They are accorded opportunities to veto the activity and share their ideas which are then recorded and implemented to the greatest extent possible.
- **Best interests:** the best interest of the children is paramount at all times
- **Open forums:** Through their leaders the children participate giving their input which is then evaluated and implemented when and where possible. These open forums are in form of child barazas, suggestion boxes and open communication lines to the SCCO and levels of NYT management.
- **Open door policy:** The management maintains an open door policy allowing children to air their grievances at any time of the day.

## **15.0 ARRANGEMENTS FOR PROTECTION OF CHILDREN AGAINST CHILD ABUSE**

NYT has a comprehensive child protection policy which is regularly reviewed and updated in tandem with changing laws, government policies and emerging trends. All persons whether staff or visitors must go through the CPP and consent to its terms and conditions.

Additional security is deployed at night to ensure that the children are protected.

## **16.0 FIRE SAFETY PLAN**

Apart from installing regularly assessed fire equipment we also conduct regular fire drills. We have also set up a fire assembly point and have informed the children of its purpose. Members of staff are also trained on fire safety procedure. Because NYT provides boarding facilities we have adopted the safety and health manual guidelines from the Kenya Government as follows:

1. By keeping our doorways at least 5 feet wide and can only closed from the inside; and
2. By designating an emergency exit;
3. By closing the dormitory doors when there are no children and depositing the keys with the house parents;
4. By ensuring our windows are grill less;
5. By placing functioning fire equipment at each exit;
6. By regularly taking a roll call and maintaining the records;
7. By inspecting hygiene standards of the building on alternate days of the week;
8. By disallowing visitors from the boarding areas;
9. By designating sick bays in case of outbreaks;
10. By ensuring a stand by vehicle is available to address any emergencies.

## **17.0 RELIGIOUS OBSERVANCE**

Daily devotion is one of the sessions that are incorporated into the literacy classes of the children accommodated in the institution. A volunteer usually facilitates this class or intern and the children fully participate. On Sundays children are allowed to visit the nearby churches of their choice which is usually supervised by a staff. The daily devotions do not focus on any specific denomination but on spiritual values and virtues that the children should have. The institution also hosts qualified guest speakers to take the children through spiritual services in line with their religious denomination.

## **18.0 CONTACT ARRANGEMENTS BETWEEN CHILDREN AND THEIR RELATIVES**

At the point of admission, the children are asked if they have their parents or guardians contacts and this is used to establish a link between the children and their loved ones. Homes visits are also conducted to establish the places of origin and assess the situation in preparation for reintegration. Parents, relatives and friends are also allowed and encouraged to come visit their children at home on designated days. Children are also allowed to visit their parents, relatives and friends where possible usually during school holidays or weekends. Before reintegration parents and relatives are

invited to NYT for a Family Group Conference and Therapy sessions to strengthen bonding between them and also to advance the child's best interest.

## **19.0 COMPLAINTS PROCEDURE**

To address any complaints we strictly adhere to the institutions' complaint procedure as provided herein.

## **20.0 REVIEW OF PLACEMENT PLANS**

Placement plans for each child shall be reviewed and revised on a regular basis. All placement plans will be reviewed at least monthly so that no child is overlooked in proper care. Upon doing so it must be circulated within 10 working days to all persons involved in the care of the child. This responsibility rests with the NYT manager or the social worker.

## **21.0 TYPES OF ACCOMMODATION**

Each child is provided with their own bed with blankets, two clean sheets, a duvet and a bed cover. For children with bed wetting problems they have special Mackintosh mattresses. There are adequate beds for each child.

Dormitories are built in cubicles and each cube holds two double decker beds, each cubical holds 4 children that sleep on individual beds. We have four dorms for the boys. A male staff can easily access each dormitory in cases of emergency. The home also has an extra room for younger children who have been rescued from the streets and cannot interact with older children.

## **22.0 ANTI -DISCRIMINATION POLICY**

### **21.1 STATEMENT OF INTENT**

Adopted from the constitution of Kenya A.53: the Management of NYT endorses that:

53. (1) Every child has the right--

- (a) To a name and nationality from birth;
- (b) To free and compulsory basic education;
- (c) To basic nutrition, shelter and health care;
- (d) To be protected from abuse, neglect, harmful cultural practices, all forms of violence, inhuman treatment and punishment, and hazardous or exploitative labour;
- (e) To parental care and protection, which includes equal responsibility of the mother and father to provide for the child, whether they are married to each other or not; and
- (f) Not to be detained, except as a measure of last resort, and when detained, to be held -
- (i) For the shortest appropriate period of time; and

(ii) Separate from adults and in conditions that take account of the child's sex and age.

(2) A child's best interests are of paramount importance in every matter concerning the child.

All staff are committed to:

1. Encourage positive role models, displayed through activities that promote non-stereotypes images/words.
2. All children will be encouraged to participate in all activities.

## **21. 2 SERVICE PROVISION**

No child will be discriminated against on the grounds of sex, race, religion, color or ethnicity.

Wherever possible those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of NYT to provide the necessary standards of care.

NYT will strive to ensure that all services and projects are accessible and relevant to all targeted age groups.

We will strive to promote equal access to services by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.