

## ENFORCEMENT OF CHILD RIGHTS POLICIES

**UNIT CODE:** SW/OS/CP/CR/03/5/A

### UNIT DESCRIPTION

This unit specifies the competencies required to enforce child rights policies. It involves identifying vulnerable children, assessing child rights violation, identifying corrective plans of action, carrying out action plans and maintaining child protection networks

### ELEMENTS AND PERFORMANCE CRITERIA

<b>ELEMENT</b>	<b>PERFORMANCE CRITERIA</b>
These describe the key outcomes which make up workplace function (to be stated in active)	These are assessable statements which specify the required level of performance for each of the elements (to be stated in passive voice) <i><b>Bold and italicized terms are elaborated in the Range</b></i>
1 Identify vulnerable children	1.1 <i><b>Child vulnerability criteria</b></i> is obtained according to National child protection laws and policies 1.2 Community volunteer teams are identified according to the established national child vulnerability criteria 1.3 <i><b>Training tools</b></i> are assembled according to training requirements 1.4 Training is conducted as per the training requirements. 1.5 Vulnerability data is collected and shared according to standard procedures
2 Assess child rights violation	2.1 Allegation of <i><b>Child right violation</b></i> is reported based on child right protection framework 2.2 <i><b>Child violation indicators</b></i> are identified based on child rights protection procedures 2.3 Nature of violation is recorded based on standard procedures 2.4 Child safety is assessed based on child protection requirements 2.5 Other children's' safety is assessed based on child protection requirements 2.6 Support, linkages and referrals are conducted based on nature of child right abuse 2.7 Case record sheet is filled in line with the child protection information management guidelines 2.8 Social inquiry report is prepared and presented according to child protection guidelines.

<b>ELEMENT</b> These describe the key outcomes which make up workplace function (to be stated in active)	<b>PERFORMANCE CRITERIA</b> These are assessable statements which specify the required level of performance for each of the elements (to be stated in passive voice) <i><b>Bold and italicized terms are elaborated in the Range</b></i>
3 Identify corrective plans of action	3.1 Nature of child right violation are identified and recorded according to existing child protection laws and policies. 3.2 Rescue operation is determined and carried out according to nature of threat 3.3 Rescue and placement of children is conducted in accordance child protection guidelines 3.4 Nature and extent of harm on the child is determined based on immediate assessment of the child 3.5 Linkages to relevant child service providers are undertaken according to needs and workplace guidelines
4 Carry out action plans	4.1 Initial needs assessment is carried out according to child protection guidelines 4.2 Initial needs Assessment report is prepared as per child protection procedures 4.3 Activities are identified according to the initial needs' assessment report. 4.4 Activities are assigned and executed according to the need's assessment report. 4.5 Monitoring and evaluation of action plan activities is carried out as per the standard requirements. 4.6 Preparation of Monitoring and evaluation report as per standard reporting requirements.
5 Maintain child protection networks	5.1 Child service providers' database is updated as per standard requirements 5.2 Child protection network periodic reporting is carried out according to standard requirements 5.3 Collective strategies are carried out through periodic child protection network meetings 5.4 Child protection network documentations are maintained and updated according to network policy guidelines

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

<b>VARIABLE</b>	<b>RANGE</b>
1. Child vulnerability criteria may include but are not limited to:	<ul style="list-style-type: none"> <li>• Poverty levels</li> <li>• Orphan hood</li> <li>• Socio-economic factors</li> <li>• Education</li> <li>• Health</li> <li>• Disabilities</li> <li>• Abuse and neglect</li> <li>• Child headed households</li> <li>• Child offenders</li> <li>• Children of imprisoned mothers</li> <li>• Parenting</li> <li>• Children in institutions</li> <li>• Street children</li> </ul>
2. Training tools may include but are not limited to:	<ul style="list-style-type: none"> <li>• Child identification tools</li> <li>• Training manuals</li> <li>• Flip charts</li> <li>• Writing materials</li> <li>• Video clips</li> <li>• Projectors</li> <li>• Flyers</li> <li>• Laptops</li> </ul>
3. Child right violation may include but are not limited to:	<ul style="list-style-type: none"> <li>• FGM</li> <li>• Child marriage</li> <li>• Child trafficking</li> <li>• Physical abuse</li> <li>• Child labor</li> <li>• Child torture</li> <li>• Child exploitation</li> <li>• Children in armed conflicts</li> <li>• Malnutrition</li> <li>• Sexual harassment/defilement</li> <li>• Harmful cultural practices</li> </ul>

VARIABLE	RANGE
4. Child violation indicators may include but are not limited to:	<ul style="list-style-type: none"> <li>• Bruises</li> <li>• Wounds and injuries</li> <li>• Withdrawals</li> <li>• Aggression</li> <li>• Bleeding</li> <li>• Broken limbs</li> <li>• Pinch marks</li> <li>• Frequent hunger</li> <li>• Poor personal hygiene</li> <li>• Fatigue</li> <li>• Truancy</li> <li>• Drug and substance abuse</li> <li>• Suicidal tendencies</li> </ul>

## REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit of competency.

### Required Skills

The individual needs to demonstrate the following skills:

- Planning
- Communication
- Management
- Teamwork
- Monitoring and evaluation
- Reporting
- Computer
- Analytical
- Networking
- Coordination
- Advocacy
- Multitasking
- Critical thinking
- Problem solving

### Required Knowledge

The individual needs to demonstrate knowledge of:

- Child rights legislations and policies
- Child welfare and protection
- Conducting child interviews
- Child protection policy framework
- Child rights advocacy

- Child participation
- Project management
- Barriers to child protection
- Harmful and retrogressive cultural practices
- Violence against children
- Vulnerable children/Special needs children
- Documentation

### **EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

1 Critical Aspects of Competency	Assessment requires evidence that the candidate: 1.1 Identified vulnerable children 1.2 Assessed child rights violation 1.3 Developed and carried out rescue plan 1.4 Formed child protection committee and advocated for child friendly spaces 1.5 Formed and strengthened child welfare support systems 1.6 Documented child rights enforcement action plans 1.7 Maintained child protection networks 1.8 Demonstrated understanding of child rights legislation and policies
2 Resource Implications	The following resources should be provided: 2.1 Workstation
3 Methods of Assessment	Competency in this unit may be assessed through: 3.1 Oral 3.2 Written 3.3 Observation 3.4 Case study
4 Context of Assessment	Competency may be assessed: 4.1 On-the-job 4.2 Off-the –job 4.3 During Industrial attachment.
5 Guidance information for assessment	Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended.