

COORDINATE ENFORCEMENT OF CHILD RIGHTS

UNIT CODE: SW/OS/CP/CR/03/6/A

UNIT DESCRIPTION

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

ELEMENTS AND PERFORMANCE CRITERIA

ELEMENT These describe the key outcomes which make up workplace function (to be stated in active)	PERFORMANCE CRITERIA These are assessable statements which specify the required level of performance for each of the elements (to be stated in passive voice) <i>Bold and italicized terms are elaborated in the Range</i>
1 Identify vulnerable children	1.1 <i>Child vulnerability criteria</i> is established according to National child protection laws and policies 1.2 Community volunteer teams are formed according to established child vulnerability criteria 1.3 <i>Training tools</i> are developed according to vulnerability criteria requirements 1.4 Training is carried out according to standard requirements 1.5 Vulnerability data collected is analyzed and report prepared according to standard procedures
2 Assess child rights violation	2.1 <i>Child right violation</i> allegation is reported based on child right protection framework 2.2 <i>Child violation indicators</i> are identified based on child rights protection procedures 2.3 Nature of violation is assessed 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 applied in line with the child protection information management guidelines 2.8 Social inquiry report is prepared and presented according to assessment requirements

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3 Establish corrective plans of action	3.1 Nature of child right violation are established and assessed according to existing child protection policies and laws 3.2 Rescue plan is developed 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
4 Carry out action plans	4.1 Needs assessment is carried out according to child protection guidelines 4.2 Assessment report is prepared and disseminated as per child protection procedure 4.3 Child protection committee are formed according to child welfare policies 4.4 Child friendly spaces are advocated for based on their suitability to child protection 4.5 Sensitization trainings are carried out based on child welfare requirements 4.6 Child welfare support systems are formed and strengthened according to child rights regulations 4.7 Child rights enforcement action plans are documented according to standard procedures
5 Maintain child protection networks	5.1 Child service providers' database is developed and updated as per standard requirements 5.2 Child protection network task force is established, and periodic reporting is carried out according to standard requirements 5.3 Collective strategies are developed through periodic child protection network meetings 5.4 Best practices and progressive score cards are prepared and shared in accordance with network policy guidelines 5.5 Child protection network documentations are maintained and updated according to network policy

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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>Bold and italicized terms are elaborated in the Range guidelines</i>
	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.

VARIABLE	RANGE
1. Child vulnerability criteria may include but are not limited to:	<ul style="list-style-type: none"> • Poverty levels • Orphan hood • Socio-economic factors • Education • Health • Disabilities • Abuse and neglect • Child headed households • Child offenders • Children of imprisoned mothers • Parenting • Children in institutions • Street children
2. Training tools may include but are not limited to:	<ul style="list-style-type: none"> • Child identification tools • Training manuals • Flip charts • Writing materials • Video clips • Projectors • Flyers • Laptops

VARIABLE	RANGE
3. Child right violation may include but are not limited to:	<ul style="list-style-type: none"> • FGM • Child marriage • Child trafficking • Physical abuse • Child labor • Child torture • Child exploitation • Children in armed conflicts • Malnutrition • Sexual harassment/defilement • Harmful cultural practices
4. Child violation indicators may include but are not limited to:	<ul style="list-style-type: none"> • Bruises • Wounds and injuries • Withdrawals • Aggression • Bleeding • Broken limbs • Pinch marks • Frequent hunger • Poor personal hygiene • Fatigue • Truancy • Drug and substance abuse • Suicidal tendencies

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.

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