CARRY OUT COMMUNITY-BASED CHILD PROTECTION STRATEGIES

UNIT CODE: SW/OS/CP/CR/02/6/A

UNIT DESCRIPTION

This unit specifies the competencies required to carry out community-based child protection strategies. It involves developing child protection strategies, forming child protection networks, developing stakeholder policy agreement and carrying out child protection strategies. It also entails monitoring and evaluating CBCPM and teams.

ELEMENTS AND PERFORMANCE CRITERIA

ELEMENT	PERFORMANCE CRITERIA
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)
	Bold and italicized terms are elaborated in the Range
1. Develop child protection strategies	1.1 Existing ***child protection structures*** are identified according to child protection requirements
	1.2 Assessment of existing community structures is carried out according to standard requirements
	1.3 Assessment report is prepared and disseminated based on child protection requirements
	1.4 ***Child protection barriers*** are identified based on assessment report of community structures
	1.5 ***Children in especially difficult circumstances*** are mapped and profiled according to existing child protection policies
	1.6 Caseworks are developed according to history of abuse
	1.7 Safety concerns for child protection are defined according to community environment and detailed caseworks
	1.8 Enforcement of ***child abuse prevention guidelines*** is carried out based on existing national safety programmes
	1.9 Community action plan is prepared based on identified child protection barriers
2. Form child protection networks	2.1 ***Stakeholders in child protection*** are mapped based on community child protection strategies
	2.2 Stakeholders in child protection are mobilized as per child protection guidelines
	2.3 Stakeholders ***child protection services*** are determined according to child protection barriers

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) *Bold and italicized terms are elaborated in the Range*
	2.4 Child protection services are synchronized according to child protection barriers 2.5 *Child protection resources* are identified according to child protection barriers 2.6 Collaborations are done based on available resources and activities of various child stakeholders 2.7 Coordination between sectors and levels is defined based on child protection frameworks 2.8 Linkages are formed based on community-based child protection mechanisms.
3 Develop stakeholder policy agreement	3.1 Areas of intervention are identified as per child protection guidelines 3.2 Linkages are formed based on service delivery and child protection guidelines 3.3 Coordination between sectors and levels is defined based on child protection frameworks 3.4 *Content of policy* is developed according to child protection guidelines 3.5 Policy agreement is upheld based on MOU
4 Implement child protection strategies	4.1 *Training materials and equipment* are developed as per community child protection strategies 4.2 Stakeholders are mobilized according to training requirements and child protection strategies 4.3 Trainings are conducted according to community child protection strategies 4.4 Advocacy campaigns on child protection are carried based on child protection strategies 4.5 *Child protection media campaigns* are conducted according to child protection strategies 4.6 Referrals and linkage are strengthened as per child protection strategies 4.7 Creation of *community* awareness and sensitization is conducted according to child protection requirements 4.8 Child rights clubs are established and strengthened as per child protection standards 4.9 CBCPM teams are formed, trained and mandated

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) ***Bold and italicized terms are elaborated in the Range***
	according to child protection strategies 4.10 Preparation and dissemination of reports on child implementation strategies is performed according to the required guidelines
5 Monitor and evaluate CBCPM and teams	5.1 Monitoring, evaluation and reporting tools are developed based on monitoring and evaluation procedures 5.2 Reporting is carried out based on M&E tools developed 5.3 Collected data is analyzed as per M&E procedures 5.4 M&E report is prepared and disseminated according to M&E requirements 5.5 Recommendations are shared and adopted as per M&E report

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 protection structures may include but are not limited to:	• Laws • Standards and regulations • Policies
2. Child protection barriers may include but are not limited to:	• Retrogressive cultural beliefs and practices • Ignorance • Poverty • Inaccessibility • Hard to reach children protection services • Political good will

3.	Children in especially difficult circumstances may include but are not limited to:	• Refugees • Children in armed conflicts • Children in to substance abuse • Children living with disabilities • Children living with HIV • Children living on the streets • Children of prisoners • Sexually exploited children • Begging children • Children in prostitution • Children in severe poverty • Children affected by natural disasters • Child labor • Trafficked children • Children in ASAL areas
4.	Child abuse prevention guidelines may include but are not limited to:	• Child protection policy • Alternative family care • Regulation on formation and operation of charitable institutions of children

5.	Stakeholders in child protection may include but are not limited to:	• Civil society organizations (CSO)
		   o CBOs
		   o FBOs
		   o NGOs
		   o Development partners
		• Government ministries
		• Religious institutions
		• Learning institutions
		• Parents
		• Children

6.	Child protection services may include but are not limited to:	• Rehabilitation • Rescue • Medical care • Re-integration • Guidance and counselling • Psychosocial support • Sensitization on child rights and • Protection

7. Child protection resources may include but are not limited to:	• Finance • Human • Technologies • Child protection institutions
8. Content of policy may include but are not limited to:	• Referrals mechanisms • Child protection barriers • Child abuse indicators • Child protection stakeholders • Child protection policies • Reporting mechanisms • Documentation
9. Training materials and equipment may include but are not limited to:	• Manuals • Flyers • Brochures • Flip charts • Writing materials • Video clips • Projectors • Laptops
10. Child protection media campaigns may include but are not limited to:	• Posters • TV and radio advertisements • Print and electronic media • Social media • Banners
11. Community may include but are not limited to:	• Family • Opinion leaders • Local administration • FBOs • Religious leaders

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
- Monitoring and evaluation
- Reporting

- Computer
- Analytical
- Networking
- Coordination
- Team work
- Critical thinking
- Problem solving

Required Knowledge

The individual needs to demonstrate knowledge of:
- Child protection policy framework
- Child protection
- Child rights advocacy
- Child participation
- Project management
- Barriers to child protection
- Harmful and retrogressive cultural practices
- Violence against children
- Vulnerable children/Special needs children

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 and assessed existing child protection structures
		1.2 Developed caseworks
		1.3 Identified child protection barriers and developed child protection strategies
		1.4 Formed child protection networks
		1.5 Carried out child protection strategies
		1.6 Conducted M&E of CBCPM and teams and prepared reports
		1.7 Demonstrated understanding of child protection
2	Resource Implications	The following resources should be provided:
		2.1 Work station
		2.2 Computer
		2.3 Training manuals
3	Methods of Assessment	Competency in this unit may be assessed through:
		3.1 Oral

		3.2 Written tests
		3.3 Observation
		3.4 Third party
		3.5 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.