

# Care Management Plan

## South Africa



### OVERVIEW

#### Company Mission

Our company mission is to make it the norm for young men and women from developed countries to live and work as volunteers in a developing country; they should work on projects which have a clearly favourable impact on host-communities. In this way, we will continue to create a multi-national community with a passion to serve and to inspire.

#### Care Programme Mission

Our Care programme mission is to provide sustainable educational support, care and protection to disadvantaged children and vulnerable groups to enhance their physical, social, emotional and cognitive development.

#### Background Information

Nearly 20 years have passed since the advent of democracy, yet most young South African children continue to grow up in a profoundly unequal society in which they face simultaneous threats to their development. These include poverty, malnutrition, illness, exposure to violence and insufficient stimulation. These factors compromise their health, psychological and educational outcomes and can have a negative lifelong impact. Good nutrition, health care, supportive parenting and early learning opportunities promote child development and mitigate the impact of poverty and other threats to wellbeing.<sup>1</sup>

#### Partners (partner name, principal, max. number of volunteers, children in centre)

1. **Butterfly Way Educare** | Penny Way, four volunteers, 40 children
2. **Charlene's Angels** | Charlene Williams, four volunteers, 60 children
3. **Little Shine** | Elaine Domingo, four volunteers, 50 children
4. **Little Steps** | Maria da Fatima, four volunteers, 20 children
5. **Masikhule Educare** | Miriam Solani, four volunteers, 60 children
6. **Mother's Love Educare** | Edmore Mazungunye, two volunteers, 50 children
7. **Nourish Educare** | Pretty Devulana, two volunteers, 60 children
8. **Open-Door Educare** | G. Bedford, four volunteers, 70 children
9. **Sunflower Educare** | Yvonne Mnana, three volunteers, 60 children
10. **Sunrise Care Centre** | Berenice Bougaard, six volunteers, 190 children
11. **Tehilah Educare** | Ursula Brown, three volunteers, 60 children
12. **Vrygrond Care Centre** | Cynthea Williams, three volunteers, 70 children

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<sup>1</sup> <http://www.ci.org.za/depts/ci/pubs/pdf/general/gauge2013/SouthAfricanChildGauge2013.pdf>

All projects are based in the Southern Suburbs of Cape Town, namely Capricorn Park/ Vrygrond, Lavender Hill and Seawinds. Placements are located either in working class areas or formal settlements and townships. The children come from disadvantaged communities and are generally part of the black or coloured<sup>2</sup> demographics. They also tend to be from underprivileged homes whose parents are unemployed or addicted to alcohol or drugs. In the formal settlement of Vrygrond, there is a large influx of refugee populations (mainly from the Democratic Republic of the Congo), which is changing the demographics of the community.

## GOALS

In order to work towards our Care programme mission, we have set the following goals to achieve in the placements where we send volunteers:

### 1. Increase literacy

The second Millennium Development Goal (MDG) aims to achieve universal primary education by ensuring that children everywhere can complete a full course of primary schooling. A sub-indicator monitoring the performance of this goal is the literacy rate of 15-24 year old men and women.

Whilst 93% of South Africa's population is functionally literate, they are not at the appropriate reading and writing level for their age.<sup>3</sup> This is particularly prevalent in schools and impacts employment potential. The reason for the low level is a lack of basic literacy skills that were not developed during childhood.

### 2. Promote early childhood development

Early childhood is the period from birth to eight years of age. It is critical to a child's cognitive, social, emotional and physical development.<sup>4</sup> Early education and preschool programmes enhance children's language and maths test scores, behavioural skills and long-term educational attainments.<sup>5</sup>

Systematic measurement of early childhood development has multiple benefits. We aim to assess each child's physical, social, emotional and cognitive development. Volunteers look for early signs of learning difficulties and provide essential resources to support these children at their placements.

### 3. Increase emotional support and care to children

Many of the children grow up without one or both of their parents due to the impact of poverty. They are often left at home or in institutions with little stimulation or company. Children without parental care are at a higher risk for discrimination, inadequate care and abuse.<sup>6</sup>

Many children who attend our centres live in townships and do not have stable family environments due to a high unemployment rate, substance abuse and involvement in gang related activities. Volunteers serve as positive role models for the children and assist in providing the essential emotional support they do not receive at home.

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<sup>2</sup> In South Africa the term "coloured" is used as an ethnic label for people of mixed ethnic origin, including Khoisan, African, Malay, Chinese, and white.

<sup>3</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/sf.html>

<sup>4</sup> [http://www.unicef.org/lac/Inequities\\_in\\_Early\\_Childhood\\_Development\\_LoRes\\_PDF\\_EN\\_02082012\(1\).pdf](http://www.unicef.org/lac/Inequities_in_Early_Childhood_Development_LoRes_PDF_EN_02082012(1).pdf)

<sup>5</sup> [http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079922573/ECD\\_LAC.pdf](http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079922573/ECD_LAC.pdf)

<sup>6</sup> [http://www.unicef.org/publications/files/Children\\_and\\_the\\_MDGs.pdf](http://www.unicef.org/publications/files/Children_and_the_MDGs.pdf)

#### 4. Improve the level of stimulation to each child

In most families at least one of parent works full-time or is unemployed but uninvolved in the life of the child. Thus, children can be left at home with no stimulation and little company. At our centres volunteers give each child the attention they need. Volunteers' activities encourage mental, physical and social exercises. Early exposure to stimulating activities strengthens a child's memory, learning ability, physical health, social skills and emotional coping techniques.

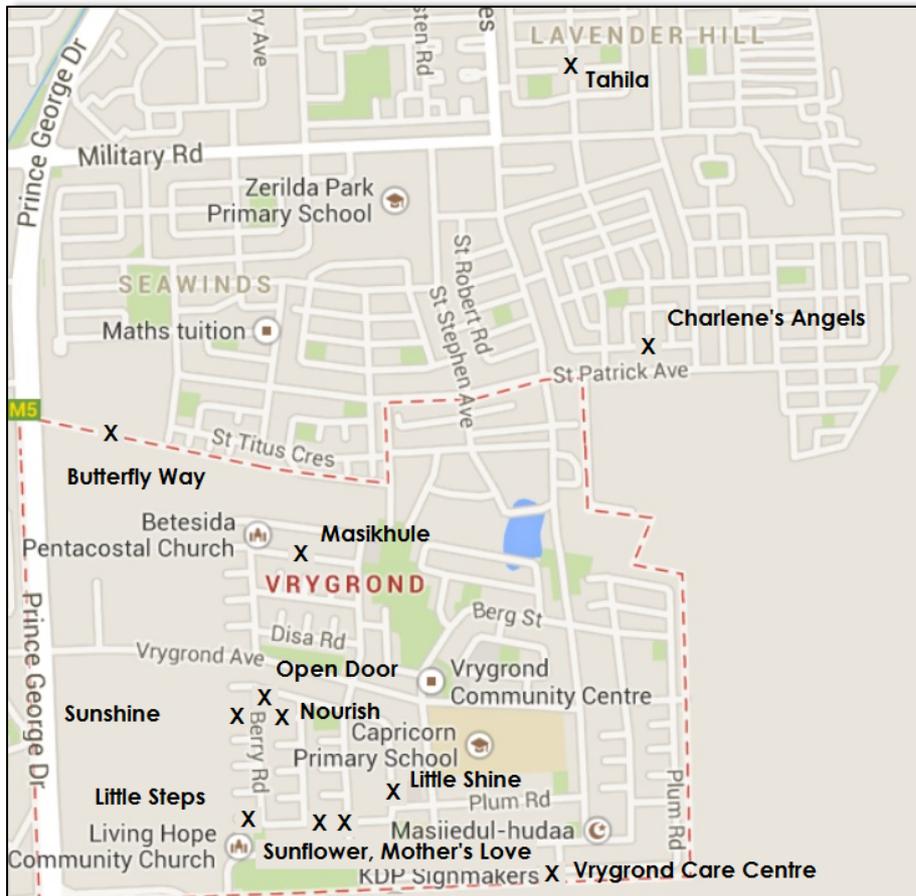
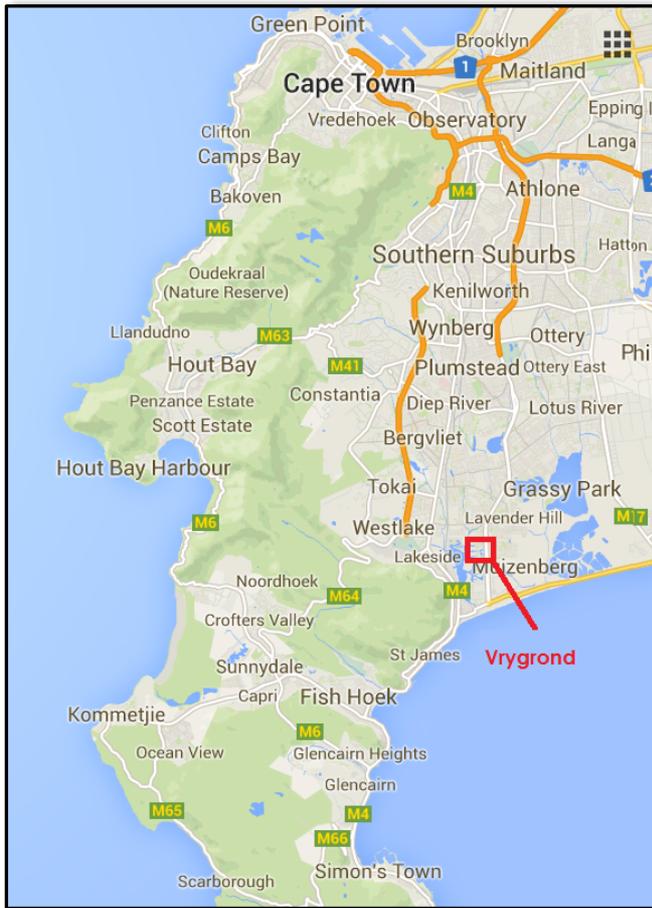
## RESOURCES

- a. 100 (average) Care volunteers per year
- b. One x Projects Abroad Care Coordinator
- c. Myprojectsabroad resources ([www.projects-abroad.co.uk/resources](http://www.projects-abroad.co.uk/resources))
- d. Bi-weekly workshops/ discussion sessions conducted by staff
- e. Volunteer-led workshops
- f. Guest speakers from various non-profit organisations and partners
- g. Books, stationery, games, PCs and Internet access in the Projects Abroad office
- h. Community & Care group trips (four or more per year)

## MONITORING & EVALUATION

- a. Regular feedback with placements
- b. Onsite weekly visits by staff
- c. Annual report from Care project
- d. Feedback with Projects Abroad staff
- e. Volunteer workshops/ discussion sessions – attendance, feedback and significant outcomes to be tracked each week by staff
- f. Volunteer Debriefing forms and End of Placement feedback forms
- g. Biannual Placement Evaluation Feedback
- h. Early childhood care and development: Overall developmental status of children recorded after six months. Analysed by placement, area (motor, social, cognitive) and age. Results are compared with international standards. Based on this data, more resources are focused on problem areas
- i. Children's Feedback: (In line with United Nations Convention on the Rights of the Child – Article 12 regarding a child's right to participation)

# LOCATION OF PLACEMENTS



Projects Abroad			
Care Programme - South Africa			
	INDICATORS	MONITORING (MEANS OF VERIFICATION)	ASSUMPTIONS
<b>Company Mission: (the change we want to see in the greater society)</b>			
Our company mission is to make it the norm for young men and women from developed countries to live and work as volunteers in a developing country; they should work on projects which have a clearly favourable impact on host-communities. In this way, we will continue to create a multi-national community with a passion to serve and to inspire			
<b>Care Programme Mission: (the change we want to see for the target group)</b>			
Our Care programme mission is to provide sustainable educational support, care and protection to disadvantaged children and vulnerable groups to enhance their physical, social, emotional and cognitive development.	2014 is the implementation and mind-set changing year. Head Office-led status reviews will take place every 3 months. We expect to have the foundations of the new Care programme in place by the end of 2014	<ol style="list-style-type: none"> <li>1. Onsite visits</li> <li>2. Placement staff feedback</li> <li>3. Projects Abroad staff feedback</li> <li>4. Volunteer feedback (DQs &amp; EOPF)</li> <li>5. Children feedback</li> <li>6. Test results</li> </ol>	<ol style="list-style-type: none"> <li>1. Number of volunteers does not drop considerably</li> <li>2. Number of volunteers with a good grasp of English does not drop considerably</li> <li>3. Political and civil stability in the countries we work</li> <li>4. No natural disasters that could affect our work</li> </ol>
<b>Goal 1: (what we want to achieve)</b>			
<b>INCREASE LITERACY</b>			
	Actions: (the tasks that need to take place to achieve the goal)		
1.1	Each volunteer to hold 2 Reading Club (after school reading) classes per week at their placement		
1.2	Create a library at the Vrygrond office for story books that volunteers could read to children	Encourage volunteers who want to bring donations to bring English language books	
1.3	For a minimum of 1 hour per week research and document new learning and teaching aids	Introduce this activity as part of the 'office' work to go on in afternoons (after 12.30pm) in the community centre in Vrygrond, under the Care Coordinator's guidance and supervision. A 'Treasure Chest' / library to be implemented for the new materials created	
1.4	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis, including profile of child, learning ability, test results, etc.		

1.5	One-on-one lessons	Slower learners to be identified and be allocated to more experienced volunteers		
1.6	Create visual learning aids on the placement walls and make sure these are updated every month	Introduce this activity as part of the office work to go on in afternoons in the community centre in Vrygrond, under the Care Coordinator's guidance and supervision		

**Goal 2:**

**PROMOTE EARLY CHILDHOOD DEVELOPMENT**

	Actions:			
2.1	Run 1 workshop per month for volunteers on early childhood development (ECD)			
2.2	Weekly meetings with the caregiver to assess what the placement needs for the following week. This will be done by the Care Coordinator who will then make plans with the volunteers accordingly (as per below)			
2.3	Create weekly activity timetables to focus on 4 key areas of ECD	Adapt these volunteer activities to the existing local curriculum		
	i. Physical - morning exercise, sport and dancing			
	ii. Social - introduce team games and group activities			
	iii. Emotional - meditation and counselling			
	iv. Learning - classroom activities			
2.4	Ensure no child is left by themselves for a substantial length of time by doing headcounts when each new activity starts and ensuring children have activities to engage in during break times			
2.5	Engage children in regular games and activities to improve their attention span			
2.6	Create a behavioural chart and update daily for all children in order to identify and monitor the times when the children are most challenging			

**Goal 3:**

**INCREASE EMOTIONAL SUPPORT AND CARE TO CHILDREN**

	Actions:			
3.1	Run 1 workshop per month on sexual abuse and child safe practices			
3.2	Increase awareness of signs of child abuse			
3.3	Ensure all volunteers receive a copy of our Child Protection Policy			
3.4	Run workshops twice a week for volunteers, so they can incorporate the techniques and activities in the classroom. Care Coordinator to also encourage volunteer-led workshops by those with some experience	Create a weekly timetable for afternoon activities at the Vrygrond Community Centre. This should include 2 workshops per week, research and creation of materials		
3.5	Ensure activities are aimed at involving everyone (improving team participation)			

Goal 4:				
IMPROVE THE LEVEL OF STIMULATION TO EACH CHILD				
	Actions:			
4.1	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis, including profile of child, learning ability, test results, etc.			
4.2	Design and initiate 4 mini-campaigns per year	For 2014: Environment, HIV awareness, health and safety, life skills (problems that they deal with in townships on a day-to-day basis)		
4.3	Engage children in regular games and activities to improve their attention span			
4.4	Create a behavioural chart and update daily for all children in order to identify and monitor the times when the children are most challenging			
4.5	Introduce creative activities each day to help develop motor skills			
4.6	Introduce arts and crafts activities weekly with focus on recycled materials/ garbage			