

POLICY PLAN



Malaika Orphanage Foundation
23 Malongwe Street
Dar es Salaam
Tanzania

April 2024



1.	INTRODUCTION	3
2.	VISION STATEMENT	3
3.	MISSION STATEMENT	3
4.	GOALS AND OBJECTIVES	3
5.	POLICY AREAS.....	3
5.1.	CHILD PROTECTION AND SAFETY	3
5.2.	HEALTHCARE AND NUTRITION	3
5.3.	EDUCATION AND SKILLS DEVELOPMENT.....	4
5.4.	FAMILY REUNIFICATION AND ALTERNATIVE CARE.....	4
5.5.	COMMUNITY ENGAGEMENT AND PARTENERSHIPS.....	4
5.6.	MONITORING AND EVALUATION	4
6.	CONCLUSION	4

1. INTRODUCTION

The purpose of this policy plan is to outline the guidelines and procedures for the operation of Malaika Orphanage Foundation. The primary goal of Malaika Orphanage Foundation is to provide a safe nurturing environment for children who have been orphaned, abandoned or are in otherwise in need of care and protection.

2. VISION STATEMENT

The vision of Malaika Orphanage Foundation is to give orphans and most vulnerable children in Tanzania a worthwhile and fulfilling future.

3. MISSION STATEMENT

The mission of Malaika Orphanage Foundation is to provide a safe home, a caring and loving family and education to these orphans and most vulnerable children, ensuring their well-being, development and eventual integration into society as responsible and productive individuals.

4. GOALS AND OBJECTIVES

- a. To promote the general welfare of orphans and the most vulnerable children in a stable and safe living environment.
- b. To advocate, protect and promote the health and welfare of children and nurture their overall growth and development; including their physical, social, emotional and intellectual needs, allowing them to grow and develop to their full potential.
- c. To raise awareness through education programs to the society purposely for the development of responsibility and self - esteem of the children.
- d. To ensure children are protected from any form of abuse, discrimination, slavery and cruel punishment.
- e. To enhance and enable children to grow within a caring family environment and have access to essential services such as education, healthcare and recreational services.
- f. To prepare children for independent living and successful integration into society upon reaching adulthood.

5. POLICY AREAS

5.1. CHILD PROTECTION AND SAFETY

- All staff members undergo thorough background checks and screening processes before employment.
- Implementation of child protection policies and procedures to prevent and respond to any form of abuse, neglect, or exploitation.
- Ensure adequate supervision and monitoring of children at all times.
- Conduct regular safety audits of the premises and maintain safety standards in accordance with Tanzanian regulations.

5.2. HEALTHCARE AND NUTRITION

- Provide access to quality healthcare services, including regular medical check-ups, immunizations, and treatment for illnesses.
- Ensure a balanced and nutritious diet for all children, taking into consideration their individual dietary needs and preferences.
- Promote hygiene practices and provide necessary facilities for personal hygiene

5.3. EDUCATION AND SKILLS DEVELOPMENT

- Enroll all school-age children in formal education programs, ensuring access to quality primary and secondary education.
- Provide additional educational support, including tutoring and homework assistance, for children who require it.
- Offer vocational training and life skills development programs for older children to prepare them for future employment and independent living.

5.4. FAMILY REUNIFICATION AND ALTERNATIVE CARE

- Prioritize family reunification whenever possible, working closely with social workers and family members to assess the feasibility and suitability of reunification.

5.5. COMMUNITY ENGAGEMENT AND PARTENERSHIPS

- Establish strong partnerships with local communities, government agencies, NGOs, and other stakeholders to support the children's home's activities.
- Encourage community involvement in the care and support of vulnerable children, including volunteering, mentoring, and sponsorship opportunities.

5.6. MONITORING AND EVALUATION

- Develop and implement a robust monitoring and evaluation framework to assess the effectiveness and impact of the children's home's programs and services.
- Regularly review and update policies and procedures based on feedback, lessons learned, and best practices in child welfare.
- Ensure transparency and accountability in all aspects of the children's home's operations, including financial management and decision-making processes.

6. CONCLUSION

This policy plan serves as a blueprint for the establishment and operation of Malaika Orphanage Foundation, with a focus on providing holistic care and support to vulnerable children. By adhering to these policies and principles, we aim to create a nurturing and empowering environment where every child can thrive and reach their full potential.