

HAZEL'S FOOTPRINTS TRUST REPORT 2022

PAMOJA LEO
TRANSFORMING CARE FOR
ORPHANED AND VULNERABLE
CHILDREN

The logo for Pamoja Leo is located in the bottom left corner. It consists of the word "pamoja" written in a white, lowercase, cursive script. Below the "o" in "pamoja" is a small, white, geometric icon resembling a snowflake or a stylized snowflake. The entire logo is set against a solid red circular background.

pamoja
leo

Note from our Director

I remained in Tanzania for the entire length of the grant with 3 years without leaving Tanzania due to Covid-19.

While this period of time was incredibly challenging personally, it was an incredible period of growth for the organisation! I invested a lot of time into developing effective systems and training for our staff to have the greatest impact on the community possible.

The organization we are now compared to where we started is night and day! However, with growth, comes the reality of working in this field at the grassroots level, and the trauma we experience with these children every day. We work with death, abuse and some of the darkest times in our youngest members of society. The secondary trauma experienced by staff has led us to now have a volunteer counsellor available for all of our staff after the pressures we saw take an emotional toll. We are proud of the fact we can provide care to our employees so they can continue to support the children most in need.

I remain fully committed to Pamoja Leo and Tanzania. I live next door to the Pamoja Leo office, daycare and centre and will remain in Tanzania for 11 out of 12 months of 2023.

Due to the challenge of electricity and the internet, we have shifted to doing a lot of donor communications on WhatsApp as it helps with reducing file sizes, getting pictures to people and is much more accessible to us in Tanzania.

Pamoja Leo social workers are known for working with the most complex cases and working out the best solutions to ensure children can thrive. The hours spent in Government offices advocating on behalf of a child are hours well spent and well fought.

Issa worked tirelessly, late into the evenings and on weekends when needed. He started challenging conversations that needed to be answered and would not stop till solutions were found. Thank you for helping us pay his salary for the last three years and we hope that we can continue working with Hazle's Footprints Trust in memory of Hazel and the charitable work she did.

Thank you.



Georgina Harris Hill
Founder & Director of
Pamoja Leo



Introduction

Over the last 3 years Hazel's Footprints Trust has funded Pamoja Leo on implementing its programs by funding the dedicated social worker Mr. Issa Mmanga. Issa is the social worker who works on building brighter futures for families through ensuring access to education and livelihoods to orphaned, abandoned and abused children and the women that mother them.

His work took on many faces and activities during that time but at its core he was responsible for following up on children's education, getting them into school and troubleshooting what may be going on when they aren't attending or when they are underperforming academically and socially.

Issa was also in charge of our adult education programmes, working with both teenage mothers to return to education and helping women caring for orphaned and abandoned children to get the education they need to start a business so they can afford to send their children to school and meet their children's needs.

Lastly, he ran our schools outreach program reaching 600 school girls directly and a further 2,500 indirectly, as well as 65 government officials including 14 teachers and further 4 police officers at the government Women & Gender Desks by going into schools and educating children about how to report and identify abuse, their rights and creating safer schools for girls, as well as supporting them to start school programs to help other girls. We also supported 10 schools to start child-led project to help make their schools safer and easier to access for all. This included renovating a "girls room" where they could access period products, creating a little school shop and the money to be reinvested into other school needs. The project activities were funded in partnership with the British Foreign Schools Society (BFSS)

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January 2022

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Pamoja Leo TZ
Registered NGO iNGO/R2/000427

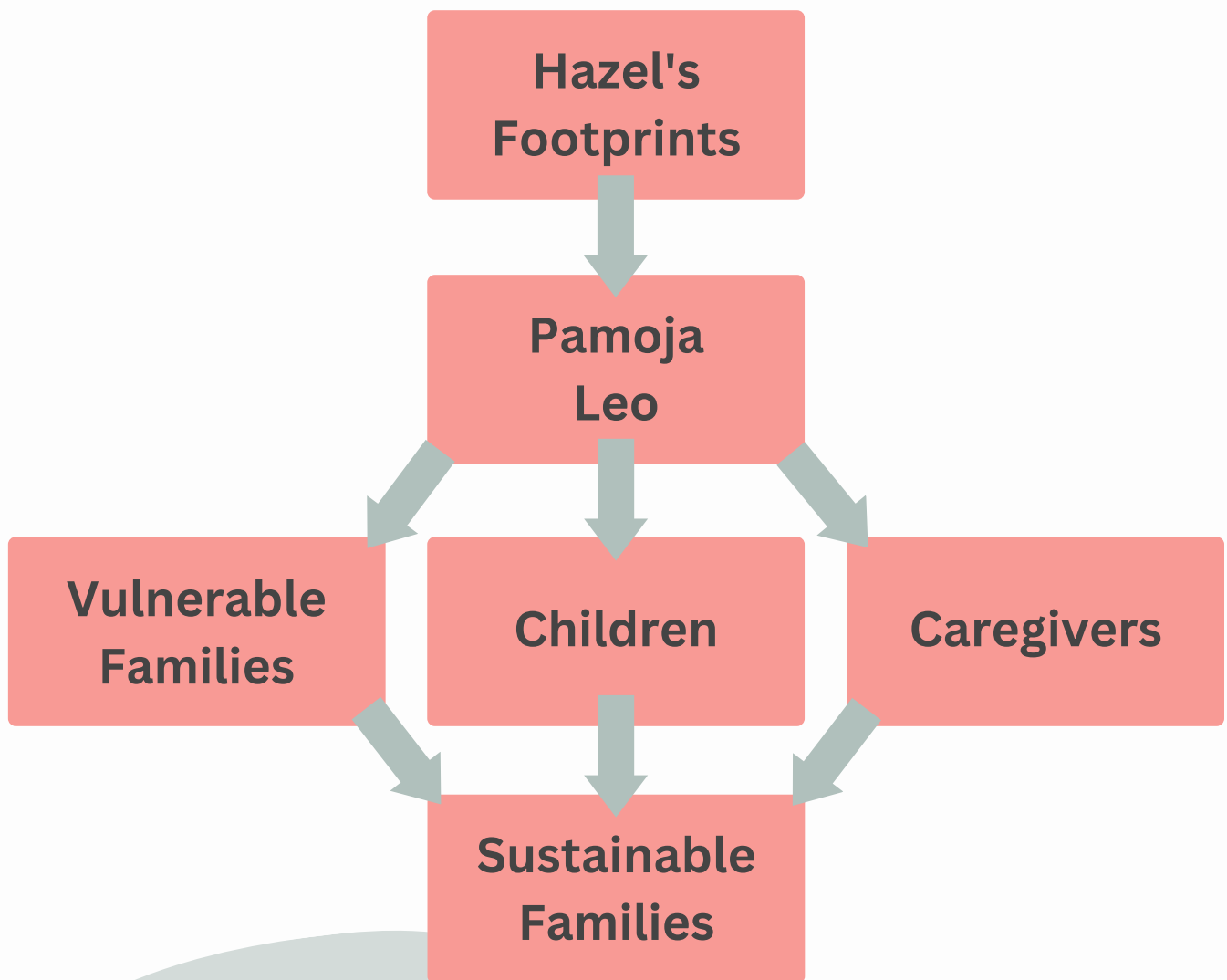
Pamoja Leo UK
Registered Charity: 1162710

Introduction continued

A report wouldn't be complete without mention of COVID-19 and its impact. Issa was instrumental in our overall response to the pandemic. He oversaw converting our school bus into a mobile food van providing thousands of kilos of food to our families when they were on lockdown and delivering educational resources by way of MP3 players and worksheets. He provided phone and in-person support for caregivers who were worried or lost jobs during that time and mobilized women to make masks, make and distribute soap and it was his idea to provide hand washing stations to the government social welfare offices so that we could continue to work safely. While the impacts were differently felt in Tanzania with only 6 months of school closures, he was a vital part in being adaptable, ensuring safety and continuity of provision for the children and their families when they were already experiencing such hardships in life.



Hazel's Support to Pamoja Leo



Hazel's Footprints

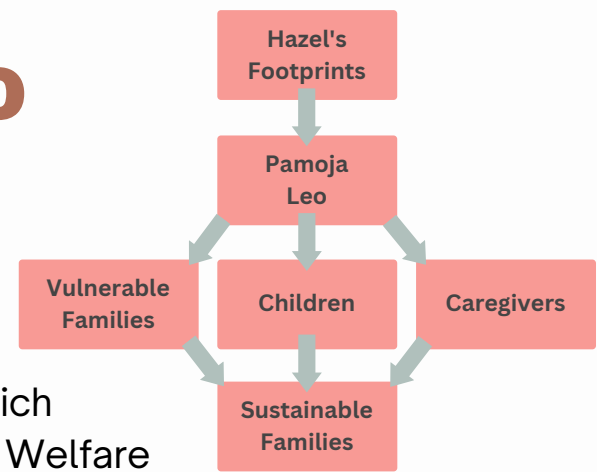
Hazel's Footprints Trust funds Pamoja Leo so that it could afford to pay the salary for one of our social workers to perform his daily duties.

Pamoja Leo (PL)

Pamoja Leo employed Issa in our Social Workers team to implement our education and family support projects.



Hazel's Support to Pamoja Leo



Vulnerable Families

In collaboration with different stakeholders which includes Local Government Authorities (Social Welfare Department), Community social workers and Village or Ward Executive Officers, we are able to identify families in need of services provided by Pamoja Leo. These families include foster families and kinship families taking care of orphaned /abandoned children.

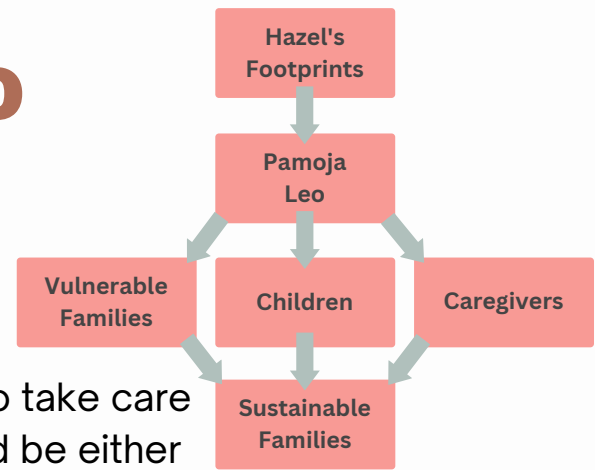
Children

- Children aged between 0-5 years are supported to attend the Pamoja Leo Early Childhood Education Center for free. Whereby they received the following services:
 - Montessori education
 - 2 meals per day
 - Transport
 - Medical support
 - Psychosocial support for the children and their caregivers
 - Milestones tracking for every child and taking necessary action for a child who lags behind his/her required milestones.
 - Food parcel and crisis support
- Children aged above 6 years are supported to attend Nursery, Primary, Secondary and Vocational education in their areas. Whereby they get the following services;
 - Payment of school fees
 - Support on school needs provision
 - Medical Support
 - Psychosocial support
 - Home visit to track their academic performance
 - Food parcel and crisis support
 - Support their transport cost and meals
 - Provision of different pieces of training
 - Ensuring their mothers; relatives, foster, adoptive or biological have support they need to raise their children in their care.

Hazel's Support to Pamoja Leo

Caregivers

These are individuals (adults) who are willing to take care of orphaned or abandoned children, they could be either kinship caregivers, foster carers or adoptive parents.



- Through your support, our social worker has been able to support the livelihoods of caregivers by offering the following services to help create sustainable family circumstances so that they can provide necessary services to their children, including sending children to school and providing meals on the table. The following services were provided:
 - Provision of Crisis Support (housing and food parcels where required)
 - Clothing
 - Psychosocial support
 - Generation of business ideas through the identification of business opportunities
 - Provision of business training and skills
 - Support of business set-up through the provision of capital or materials
 - Building the culture of saving through enrollment of families on PL saving challenge
 - Home visits for follow-on case plan implementation
 - Provision of various parental training and support
 - Biological family tracing
 - Legal and medical support

Sustainable Families

Our goal is always to help families to take care of their children by providing all basic needs and keeping children safe in raised in their families.

- Through your funding, our social worker has been able to support caregivers to keep children in the families as opposed to without this support many children would end up in orphanages, on the street, or in extreme poverty.

Pamoja Leo appreciates your generous support for these past 3 years and here below is the milestone and impacts that have been achieved highlighted per every program that our social worker has achieved.



Event at Pamoja Leo HQ in November 2022 celebrating the start of 12 days of activism against Gender Based Violence. The event was attended by the British High Commission Head of Child Protection, the Tanzanian Head of Women & Gender Desks, the Regional Police Commander and, most importantly, hundreds of children from our programmes this year!

Case Study 1: Matilda

We met Willow at age 15 with her newborn daughter Matilda. Willow had been sexually abused by her stepfather for years. A community member came and reported to our Social workers, who then coordinated with the authorities to arrest the man. Willow and Matilda were taken to safety and placed with one of over 100 volunteer foster Mums that Pamoja Leo has trained. Willows' rapist and abuser was convicted and sentenced to 30 years in prison.

Because of Pamoja Leo's Early Childhood Development (ECD) Centre, Willow got to go back to school where she is thriving, and her daughter Matilda now aged 3, attends our preschool every day and gets access to a fantastic education and emotional support. Willow also gets to be the Mum she wants to be, and has the support at the ECD centre to help lighten the load. Your funding played a vital role in supporting Willow and Matilda, including weekly counselling to Willow, regular follow-ups in school by our social worker and constant talking to teachers to create an environment that Willow felt comfortable. After years of being excluded from school by her stepfather and then because she became pregnant, her confidence was so low! At many moments fear and low self-esteem meant she almost quit or would just stop trying. Also, trauma and some bullying meant that she struggled with the social aspect of school during the first year.

Today Willow's confidence has transformed to the point she stood up and gave a speech to the chief of police and the British High Commission representative about her ambition to be either a police officer, social worker or lawyer because she wants to help children who have been abused. When we speak about children that are often failed by mainstream programs to get into school, Willows's story captures how important having a social worker that takes a holistic approach is to ensure that she is supported at each and every stage. Willow has passed her exams and her vision for the future is now a very real possibility.

Matilda, Willows's daughter is an extremely bright little girl and we know that the program is vital for both her and her Mum to overcome their terrible past and build a new future - one that is so wonderful to see unfold.

Key innovations and noteworthy events this final year 2022.

- 1. Over the last 2 years, we worked towards transforming the daycare to meet the UK definition of a "Trauma Informed Setting" by implementing and creating Swahili language resources and training on trauma-informed practices to create a whole setting approach to how we support children. A long-term goal achieved by our staff.**
- 2. The Bean Bag project. Improving caregiver's interactions in education through play-based learning.**
- 3. Implemented the child status index MEAL system across our programs to evaluate the impact of all our interventions on the children.**
- 4. Implemented milestone tracking across our daycare environment. Due to the high-quality data, we have been collecting and evaluating we have researchers from two different Universities coming to study our early childhood education program,**
- 5. We hosted the British High Commission representatives at Pamoja Leo for a day of activism against violence against women and children.**
- 6. Worked with care-leavers (who previously lived in an orphanage institution) and particularly those that had been exploited or mistreated in care to access educational opportunities through our teen mothers' engagement work.**
- 7. Getting the hardest-to-reach children into education. While these numbers are smaller, these are children from highly complex situations that are not targeted in other interventions and we were successful in getting them engaged and regularly attending.**
- 8. Moved into a bigger and better property to host our family centre, ECD center and offices.**

Early Childhood Development Center (ECDC)

1. Pamoja Leo's Early Childhood Development Center (PL ECDC) is the free daycare that accepts vetted vulnerable children who come from vulnerable families, the PL ECDC offers a Montessori approach on teaching children. Children attending PL ECDC receive a balanced diet per day which was not possible for their families to afford. A balanced diet helps children with their mental development and physical growth which is determined through the assessment of milestone development for every child.
2. Child protection is the key of PL work, vulnerable children attending PL ECDC are assured with their safety through well articulated policies as well as professional, loving and caring social workers, teachers and all staffs at the center but also attendance of child to the center gives his/her caregiver ample time for income generating activities without worrying about the safety of his/her children.

These are all children living in very vulnerable situations that may otherwise have fallen out of school completely or never started. Children whose trauma, family structure and needs fell outside of the mainstream support services.

Indicator	2020	2021	2022	Total
People trained in positive discipline	26	70	85	181
People trained in play-based learning	26	31	50	107
People trained in safeguarding	26	31	105	162
# of children enrolled at PL ECDC	34	26	29	89
# of outreach school children (pre+primary)	25	20	22	67
# of school needs given	374	1,197	653	2,224
# of food parcel given	515	124	59	698
# of home visits made	163	220	154	537
# of medical visits	27	53	20	100

Indicator Descriptions

Parental trainings

A total number of 450 caregivers and community members were trained on different parental topics (positive discipline, playbased learning and safeguarding) for an average of 8 training sessions per year. This included our innovative work creating beanbags for families to take home along with a manual on how to engage children in educational games and our work using protective behaviors and on community mapping.

Children enrolled at PL ECDC

A total number of 89 children were enrolled at PL ECDC for the past 3 years and 58 children in this time have graduated to join nursery education level to both private and government schools.

Children enrolled at outpost schools

A total number of 67 children were enrolled at private and government schools for the past 3 years and they are at different stages doing well with their studies due to the support from PL. After-school support and teaching is provided for some.

Schools materials and needs given

A total number of 2,224 school materials were given to children enrolled at PL ECDC and outpost schools, these materials and needs included the following: uniforms, shoes, bags, pens, exercise books, school books, various school fees, and mathematical sets).

Food parcels given

A total number of 698 food parcels were given, these parcels included: rice, maize flour, beans, charcoal, peanut butter, vegetables and fruits.

Home visits

A total number of 537 home visits were made which involved follow ups progress on case implementation, health follow up for children, Assessments and documentation as well as mentoring and coaching of parents on proper parenting.

Medical visits

A total number of 100 medical visits were made which involved taking children to see a doctor for medical examinations and treatments so as to keep every child healthy.

Mamapreneurs

As a part of building strong and sustainable families, Pamoja Leo set up the mamapreneur program to help loving and caring mothers to have means of taking care for their families without being worried on how to provide for their family. With this initiative, caring mother are supported to come up with business ideas, given training and supported with capital and materials to start agreed business ideas as a source of income generation to the family. PL monitors all business on making sure they are sustainable and providing income for the families to thrive.

Indicator	2020	2021	2022	Total
# of women completed business training	11	20	6	37
# of people completing skills training	8	45	10	63
# of business start up grants.	11	20	6	37
Amount of Saving collected for families	0	675,000	167,000	842,000

Business Training

- A total number of 37 women were supported with business training and completed their training program before support was provided.
- A total number of 63 women were supported on various trainings to complete different specific skills for their business, for example juice making skills, tailoring skills, poultry keeping skills etc.
- A total number of 37 businesses were set up and supported with capital and/or materials. These business ranged from tailoring, poultry keeping, juice making, cashew nut processing, general stores selling different materials, and restaurant business.
- A total amount Tsh 842,000/= was collected through Pamoja Leo saving scheme challenge by women supported to expand their businesses.

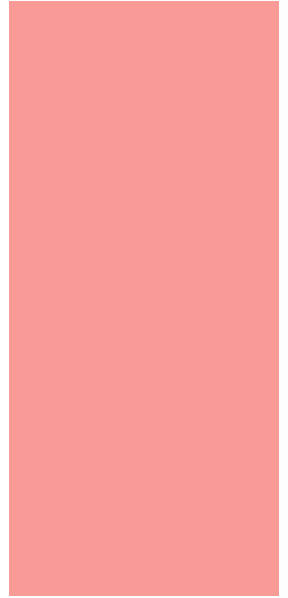
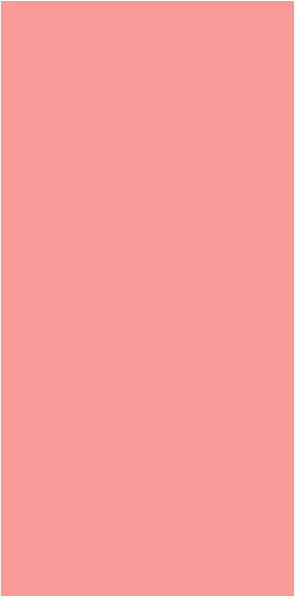
Case study: Aunty Zara and her savings!

In December 2022 Aunty Zara achieved her goal of buying a new sewing machine. This machine was one that would allow her to do much more complicated designs and improve the quality of her work.

She managed to save 70% of the cost of the machine and we granted her the final 30% through our saving program matching scheme.

Zara was her great-niece, but after the death of her niece, she decided to take Zara in as her daughter. Raising her from infancy with Pamoja Leo's support.

This is a huge success story!



Girls Group Project

Due to the increasing trend on rates of abuse cases to children in Tanzania, as well as in the Tanga region, Pamoja Leo as a key stakeholder in advocating and protecting children's rights according to the Tanzania Child Act of 2009. We found there is a need to have a girls group club and train these young girls on how to build their confidence on child abuse recognition as well as reporting and prevention. So PL decided to use it's resources in helping to raise awareness about child abuse to 500+ Girls in Primary schools in Tanga City and the surrounding towns.

PROJECT OBJECTIVES

General objective:

- To reduce all forms of child abuse through creating and raising child abuse awareness to 500+ girls in Tanga city.

Specific objectives:

- 500 Girls are aware about child abuse, prevention and reporting.
- To raise awareness about #116 free support line for reporting abuse
- To train child abuse awarenes through Batiki making training
- To establish a level of child abuse awareness and understanding for pre and post-intervention testing.

Indicator	2020	2021	2022	Total
# Girls trained on child abuse	100	300	220	620
# Girls trained on Batiki making	20	300	220	540
# rape reports.	0	3	2	5
# teen mums supported	10	6	4	20
# of out of school girls now enrolled to school	4	4	2	10

Girls Group Project continued

Girls Trainings

- A total number of 620 girls were trained on child abuse, how to recognize and report the abuse.
- A total number of 540 girls were trained on batik making to remember to preserve evidence if a rape has taken place and every girl remained with a piece of batik as a symbol and remembrance that they are the champions on their classes and community to report and educate other girls and child about child abuse.
- 5 rape case were reported as result of girls club awareness creation on child abuse.
- 20 Teen moms were supported with different items, including transport cost to attend different training and payment of fees for specific vocational skills training.
- 10 out-of-school girls were enrolled back to school to pursue their dreams.
- 60 Government workers were trained on the impact of child abuse within education institutions.

Investing in social workers is Essential to reach ALL children with an education they deserve! Without social worker support many children's emotional struggles, family challenges and unique needs that aren't met in the mainstream world, would be a barrier further holding children back. Issa ensures that challenges are overcome, behavior change can happen, emotional wellbeing is supported and children go to school!

We are forever grateful for the work of social workers and the support Hazel's footprints — Tupo Pamoja, we are together! Together we can change the lives of orphaned, abandoned and abused children.

Just an individual, but priceless impact to many people!



We Thank You.

"Pamoja" means together and we wanted to take this opportunity as a team to say thank you for working together with us to have such a positive impact on so many children's lives.

Without social workers like Issa, all of these children and their families would have gone unseen. There is no other social safety net in Tanzania that would have intervened to do the work that he and the rest of the Pamoja Leo staff have done with your help.



**We did this Together,
we are Pamoja!**