

PEACE BUILDING BASELINE ASSESSMENT

Who: Name: _____

What: Name of Organisation: _____

Where: Place: _____

When: Date of Assessment: _____

SCORING RESULTS

Baseline	1 Year Assessment
No. of 0s =	No. of 0s =
No. of 1s =	No. of 1s =
No of 2s =	No of 2s =
No of 3s =	No of 3s =
List: Areas of strength	
List: Areas of weakness	
Overall assessment	

Peace-building Baseline Assessment

Activity	Rating 0	Start-up Rating 1	Intermediate Rating 2	Ideal Rating 3
Recruit and Screen young people	Intervention needed but service not yet provided	THE ORGANISATION is aware of multiple needs but has no formal system for addressing these.	* Staff assesses children’s individual needs through referral. * In cases of violence, THE ORGANISATION has had a family meeting to assess the child’s needs.	* A standard, formal assessment process exists and THE ORGANISATION uses this for evaluation and follow-through. * Results are documented and monitored. * THE ORGANISATION has a formal agreement with the family/caregiver regarding the support that the child will receive.
Ensure Child Participation	Children are service recipients	THE ORGANISATION determines programme activities and young people are asked to lead from time to time such as in a game or song.	* THE ORGANISATION gets input at programmatic level from the young people affected by community violence. * Children are involved in programme implementation.	* Young people are involved in all aspects of programs related to them. * Major decisions are made with input from young people. * Young people are supported to lead programs relevant to them.
Activity	Rating 0	Rating 1	Rating 2	Rating 3
Caregiver and family support	Children are not assessed.	* THE ORGANISATION does have informal activities for family and caregivers and meets with family if the need arises. * Young people receive services with no formal agreement with the family.	* THE ORGANISATION has formal, regular meetings and activities that inform and support the family or caregiver with violence prevention initiatives.	* THE ORGANISATION provides ongoing family support. * These interventions are monitored and documented. * THE ORGANISATION provides a service to the young people in the context of the family.
Community Ownership	None exists	* THE ORGANISATION determines violence intervention programs for community members. * Community members are involved in executing activities at a delivery level.	* THE ORGANISATION solicits community input at a program planning level. * Community members drive programme implementation. * Major decisions are made by THE ORGANISATION.	* Major decisions are made by community members with input by THE ORGANISATION. * THE ORGANISATION plays a mentoring role but community owns the project.
Physical				
Activity	Rating 0	Rating 1	Rating 2	Rating 3
Environment	This is not THE ORGANISATIO	THE ORGANISATION	THE ORGANISATION has activities which	* THE ORGANISATION facilitates a process with community members

	N's area of intervention.	facilitates a process with community workers and children for occasional environment clean-up activities.	introduces children and community members to environmental 'hot spots' that contribute to a lack of safety.	to liaise with police and local government for the creation of safe, stimulating places for children to play, swim and have recreational activities. * THE ORGANISATION supports community initiatives and activities that lead to safety for all in that environment.
Activity	Rating 0	Rating 1	Rating 2	Rating 3
Protection	Service needed but not provided	* THE ORGANISATION is aware of young people's rights and they are taught to protect themselves.	* THE ORGANISATION supports the child and the family in reporting abuse. * THE ORGANISATION has a child protection policy. * THE ORGANISATION reports abuse and has a system for follow-up to ensure the safety of all children in their programs.	* THE ORGANISATION trains community members as community support structure for child protection. * THE ORGANISATION has a good relationship with the police and social workers to ensure reported abuse will be addressed and the family will get the follow-up and support that they deserve in order to interrupt the abuse. * THE ORGANISATION is involved in community awareness- raising, through public events hosted by trained community members. * Young people have confidence that they will receive formal support if they report abuse to THE ORGANISATION staff.
Emotional				
Activity	Rating 0	Rating 1	Rating 2	Rating 3
* Coping Skills * Self-esteem building * Develop Resilience	THE ORGANISATION recognises a need but does not provide a service	* THE ORGANISATION staff treat all young people with respect and require them to do the same. * THE ORGANISATION has self-esteem building activities, but there is no structured intervention for individual children.	* THE ORGANISATION provides self-esteem building opportunities for young people through formal group sessions and individual work.	* THE ORGANISATION has regular formal meetings with the family to provide feedback on emotional needs of young people and to identify opportunities for showing love and developing a positive self-concept and the role of the family in this. * THE ORGANISATION trains community members to understand the need to treat young people with respect, create opportunities for them to succeed and to praise children in order to build up their self-esteem. * THE ORGANISATION monitors and documents these family interventions and evaluates and documents changes and impact and areas for further improvement.

Conflict Analysis	THE ORGANISATION recognises a need but does not provide a service	The Organisation facilitates mediation so that concerned parties hear each other.	The Organisation facilitates mediation and documents the process as part of advocacy for a service.	The Organisation provides life-skills training that helps young people to understand the causes of conflict and alternate options for conflict resolution. The Organisation hosts activities that support peaceful arbitration.
Resolving conflict	THE ORGANISATION recognises a need but does not provide a service	The Organisation intervenes in conflicts and reprimands offenders and hold them accountable.	The Organisation facilitates conflict resolution and helps individuals to understand the psychological reasons and consequences of behaviour	* The Organisation facilitates conflict resolution. * The Organisation facilitates therapeutic intervention for affected parties. * The Organisation supports the affected parties towards peaceful resolutions.
Self-expression	No service provided	THE ORGANISATION is aware and staff assist young people by creating opportunities for self-expression, opinions and ideas.	THE ORGANISATION has activities that allow for self expression within a safe environment with trained community members.	* Formal opportunities for self-expression are included in life-skills program that young people attend regularly. * THE ORGANISATION facilitates a safe process where young people get an opportunity to express their fears, ideas, emotions and anxieties, within a family setting. * This process is monitored and documented.

Social

Activity	Rating 0	Rating 1	Rating 2	Rating 3
Communication Skills and relationship building	Need identified but service not provided.	* THE ORGANISATION includes skills building in informal activities. * Children are informed of alternate communication methods when poor skills are displayed. * THE ORGANISATION staff encourage children to build good relationships through informal workshops.	* THE ORGANISATION has regular activities that help children build communication skills in a formal life-skills program. * Staff model effective communication. * THE ORGANISATION provides activities that assist children with relationship building.	* THE ORGANISATION gets the family and community involved in effective communication. * Trained counsellors run programs that focuses on building communication skills and forming new and positive relationships. * Individual children with poor communication skills are monitored for improvement, acknowledged for progress and receive positive reinforcement for improved communication and improved relationships.
Gender Education	Need identified but service not provided.	* THE ORGANISATION includes gender education in informal activities.	* THE ORGANISATION includes ongoing, gender education in formal activities. * THE	* THE ORGANISATION has regular gender activities that help children consciousness in a formal life-skills program. * Staff model effective communication regarding gender

			ORGANISATION staff support children to build good relationships through informal workshops.	sensitivity. * THE ORGANISATION provides activities that assist children with relationship building.
Listening Skills	THE ORGANISATION recognises a need but does not provide a service	Young people get told to listen to their elders.	The Organisation includes listening skills in life-skills activities.	* Adults in The Organisation demonstrate good listening skills. * Listening to others are included in life-skills curriculum. * The Organisation works with relevant adults in the family and the environment to develop a sound theoretical understanding the importance of listening and the skill of hearing.
Emotional Intelligence	THE ORGANISATION recognises a need but does not provide a service	Emotional intelligence is demonstrated by ORGANISATION staff.	Life-skills activities to develop emotional intelligence is conducted by The Organisation.	* Relevant adults are trained to understand and recognise emotional intelligence. * Formal assessment activities are included in life-skills programme. * Young people are assisted with understanding emotional intelligence, opportunities for self-assessment and supported with appropriate choices.
Interaction with peers	THE ORGANISATION has no intervention strategy.	THE ORGANISATION staff encourages and facilitate peer interaction.	THE ORGANISATION has a regular program and various intervention strategies that encourage young people to interact with peers through formal programs.	* THE ORGANISATION has a range of intervention strategies including sport, dance, drama, educational programmes, outings and debates that encourage peer interaction. * THE ORGANISATION encourages family to create opportunities for safe peer interaction. * Programs and individuals are monitored and evaluated to see the impact and identify areas for improvement.
Activity	Rating 0	Rating 1	Rating 2	Rating 3
Sense of belonging	Service needed but not provided	THE ORGANISATION staff ensures that all children are participating actively.	THE ORGANISATION introduces opportunities for developing a sense of belonging through activities.	* THE ORGANISATION facilitates conversations and events that ensure that children experience a sense of belonging in The Organisation, family, community and country. * THE ORGANISATION counsellors are trained to intervene in family and work with caregivers to ensure a healthy sense of belonging.
Cognitive				
Activity	Rating 0	Rating 1	Rating 2	Rating 3

Access to school	Service not provided	THE ORGANISATION recognises the need and assists children on an individual basis as the need arises.	<ul style="list-style-type: none"> * THE ORGANISATION conducts an assessment at family level and offers material support e.g. books or a private space to do homework to keep children in school. * THE ORGANISATION provides training to educators and community counsellors on the special needs of children exposed to high levels of violence and conflict and who are simultaneously victims of severe institutional and economic neglect. 	<ul style="list-style-type: none"> * THE ORGANISATION keeps a register of each child with age, gender, grade and school attendance data. * THE ORGANISATION has a formal relationship with the school to identify 'at risk' children. * THE ORGANISATION meets with the family regularly to communicate the child's needs in relation to staying in school and the support that THE ORGANISATION is offering. * THE ORGANISATION liaises with the school in relation to school fees, books and equipment to alleviate the economic burden on the family. * A formal after-school homework support program exists. * Attendance is monitored and children are given adult support and follow-up activities are planned when the need is identified. * THE ORGANISATION provides access to resources such as computers for homework support.
Life-skills	Service not provided	THE ORGANISATION staff and volunteers run informal life-skills workshops.	THE ORGANISATION has a regular, formal life-skills programme that covers a range of topics identified by The Organisation.	<ul style="list-style-type: none"> * THE ORGANISATION has a consistent program and a life-skills curriculum with topics identified by children and THE ORGANISATION staff and community members. * THE ORGANISATION encourages family and community involvement in life-skills education program. * THE ORGANISATION provides access to resources such as computers, games, sports equipment. * Programs are monitored and evaluated to see the impact and identify needs of children.
Peace Building activities	No services exist	The Organisation is aware that these services are needed but feels powerless to address them.	The Organisation takes children on excursions or hosts diversion programmes as alternate activities.	<ul style="list-style-type: none"> * Peace-building activities are defined. * Programs are monitored and evaluated to see the impact and identify needs of children.
The ability to dream	No services exist	The Organisation is aware that these services are needed but feels powerless to	The Organisation hosts related workshops.	* Children are consulted regarding the kind of activities that they would like to participate in and The Organisation facilitates these

		address them.		constructive activities.
Economic				
Activity	Rating 0	Rating 1	Rating 2	Rating 3
Access to pocket-money	Service needed but not provided.	THE ORGANISATION provides children with occasional opportunities to earn pocket money by washing staff cars etc.	* THE ORGANISATION facilitates opportunities for children to plan income-generating projects. * THE ORGANISATION provides formal training on budgeting and planning with families and communities.	THE ORGANISATION networks with other organisations and facilitates opportunities for children to plan regular money-making events on weekends, in which they get access to the profits. THE ORGANISATION encourages children to budget and save. THE ORGANISATION facilitates family and community meetings to discuss income generating projects. THE ORGANISATION facilitates meetings with The City, local government or national agency as required to increase income generating opportunities in the neighbourhood.
Access to economic development	Service needed but not provided	THE ORGANISATION refers young people for long-term opportunities.	THE ORGANISATION pro-actively seeks financial support & resources for children with long-term career planning goals.	* THE ORGANISATION meets with family to share child's long-term vision and the family support needed. * THE ORGANISATION assists children with long-term planning.
Family Income	Service needed but not provided	THE ORGANISATION uses community radio and local news to generate and share information on work opportunities.	THE ORGANISATION trains community members so they can access local government funding for grants or start-up initiatives.	* THE ORGANISATION documents unemployment and income levels and shares at national and local government platforms and every advocacy opportunity to raise awareness and seek intervention. * The Organisation works closely with local government and other relevant stakeholders to facilitate access to opportunity. * The Organisation provides related training and support.
System				
Activity	Rating 0	Rating 1	Rating 2	Rating 3
Access to police protection	Service needed but not provided	THE ORGANISATION supports children to report crimes committed against them, if needed.	THE ORGANISATION has a relationship with police and social welfare and supports children to report crimes and has a formal follow-up process.	* THE ORGANISATION documents police response and has a formal advocacy campaign. * THE ORGANISATION documents referrals to social development and conducts follow-up for monitoring and evaluation purposes. The Organisation facilitates protection strategies, if needed.
Interrupting	Service	THE ORGANISATION	THE ORGANISATION	* THE ORGANISATION works with

destructive activities	needed but not provided	networks with other agencies seeking to reduce destructive practices.	creates educational opportunities to make children more conscious of the end-result, as a prevention tool.	other crime prevention agencies and provides diversion activities to create other options. * Children are engaged in a positive manner to provide guidance and intervention.
Create a Human Rights Culture	Service needed but not provided	The Organisation refers to relevant organisations	THE ORGANISATION pro-actively includes human rights education and the expectation of living in an environment free of violence in all its educational interventions.	* THE ORGANISATION identifies crime hot-spots and works with local government to make the area safer e.g. street lights, transform an open field into a park with police security. * THE ORGANISATION serves as a national advocacy body highlighting the lack of safety, non compliance with MDG and police corruption, as required. *
Children Participate in Advocacy	Service needed but not provided	THE ORGANISATION ensures community understanding of advocacy activities and involvement in child protection.	THE ORGANISATION documents human rights violations and reports at national and international advocacy opportunities.	THE ORGANISATION supports children to tell their stories and make recommendations to national and local government for urgent intervention in breaking gang monopoly, destructive activities and drug usage.
Leadership Skills	THE ORGANISATION recognises a need but does not provide a service	The Organisation directs children to attend leadership workshops	Leadership skills is built into the Life-skills programme	Identified young people, to attend a formal, accredited leadership course.

Specific Objective 2: **Train a cadre of Peace Builders.**

Activities	Outputs	Indicators	Outcome
1. Identify and recruit young men and women from health committees and other CBOs as Peace Builders.	A cadre of young, community-based agents for change.	# of young people attending life-skills workshops.	Young people engaged in peace-building activities.
2. Recruit male role-models to mentor young men and female role-models to mentor young women.	Outreach programmes with varied alternate and opportunity-creating activities.	# of young people involved in Peace Building activities. # of innovative, recreational and opportunity creating activities in the community.	Young people engaged in productive and constructive activities
3. Training-of-trainers course on gender, power and violence reduction.	Skilled, community-based gender educators	# of Peace Builders trained on the links between gender inequality and gender violence. Reduction of incidences of violence against women. Young people whose sexual orientation differs are not abused and isolated.	Increased consciousness of human rights values and inter-personal respect.