



***Reason to Hope***  

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***Seychelles***

**National Council for Children  
Plans and Key Priorities for 2024**

## **Introduction**

NCC's priorities for 2024 take into consideration the six goals outlined in the National Development Plan, the Ministry of Youth, Sports and Family strategic plans, the country's recovery from the impact of the coronavirus disease 2019 (Covid-19) pandemic and the consolidation and reinforcement of the rights of the child within this context.

The 2024 priorities align with the five interconnected Goal Areas and will enable staff to deliver more flexible community-based approaches that emerged as essential adaptations for service continuity during the pandemic. The identified priorities will strengthen NCC's public and private partnerships and empower children and their communities to adopt the concept of 'local solutions to local problems'.

## **Our Vision**

Ensure all the children of Seychelles have a safe and healthy childhood and that their rights are respected and protected

## **Our Mission**

To always put children at the heart of what we do.

## **Our Core Values**

We act with integrity

We respect the feelings, wishes and rights of the child

We embrace diversity and equality

We adopt a rights based approach

## **Our Goals**

**Goal 1** Advocate and lobby for the rights and protection of the best interests of the child

**Goal 2** Provide diverse, quality and innovative services

**Goal 3** Celebrate the achievement and talent of our children

**Goal 4** Give children a voice

**Goal 5** Create a happy and safe Children's Care Home

## **Guiding Principles**

NCC is driven by the Convention of the Rights of the Child (CRC) and therefore non discrimination is a guiding principle of all NCC's work.. It strives to understand the root causes of the violation of the rights of the child and aims to influence institutions and social norms so that no child is left behind.

**Equality** is at the heart of everything NCC does. The Council works with, and offers support to children regardless of their background, ability or disability, age, creed, race, sexual orientation, gender or socio-economic status. It aspires to address inequalities and empower children.

## **The three Key Priorities for NCC for 2024 are**

- Build the capacity for parents, carers, professionals and the local community to create safe and supportive environments where children can thrive - (Goals 1 to 5)
- Provide high quality care for the children living at the President's Village (Goal 5)
- Use digitilisation to transform service delivery (Goal 2)

## NCC Priorities for 2024

### Key Strategic Priority: Every child to feel safe and protected

Priority 1 Build the capacity for parents, carers, professionals and the local community to create safe and supportive environments where children can thrive. This covers all 5 Goals.					
Objectives	Actions	Who responsible	Timescale	Outcomes/KPIs	Cost implications
<b>Increase staff's capacity to provide an improved and high quality service (Goals 1 and 2)</b>	Shadow visits for identified staff such as Child Support Officers, therapists, admin officers, training officers and managers	CEO, SHRO and Managers	Between Q1 and Q3 – Feb to Sept	All staff who have taken part in the shadow visit initiative show an improvement in their engagement with their clients and in their productivity	SR 4000
	Train the Trainer workshop on Safeguarding, Child Protection and Safer Recruitment led by Marie Collins UK	CEO, Training section and Marie Collins, UK	March 2024	50 practitioners trained in Basic Safeguarding and Child Protection by the end of Feb 2024 25 HR officers have developed a better understanding of Safer Recruitment by the end of Feb 2024	Sponsored by British High  SR 20,000 for snacks and venue
	Exchange visits (local/national, regional or international) to learn from best practices	CEO and relevant Managers	By the end of November 2024	NCC leaders applying that learnt from the exchange visits towards the strategic leadership of their section, NCC or PV.	
	Train identified Admin staff on Intake procedures and referrals	GL and Team 3 admin staff	By the end of Q1- dtbc	2 Admin staff able to deal with intakes by the end of April 2024	

<b>Staff professional development</b>	Staff Training Plan 2024  Online safeguarding course  Staff Retreat	SHRO and managers	Feb to Dec	Diploma – CV Masters in Psychology – DW Leadership course – RL Degree course – SF Safeguarding – SD and LN	
<b>Design and deliver Safeguarding and CP training programmes specific to the needs of the participants (Goals 1 and 2)</b>	5 day programme Training of Trainers for Ministry of Health focusing on Safeguarding and Child Protection matters	Training Section	Jan to November 2024 –refer to Training Plan for actual dates	75 Health professionals have developed a deeper understanding of Safeguarding and Child Protection by the end of November 2024	SR 10,000
	'Keeping Myself Safe' and 'Online Safety workshops for P6 children as part of their Transition to Secondary school	Training and Communication sections	Jan to October 2024 refer to Training Plan for actual dates	At least 85% of the P6 children who took part in the workshops report they feel empowered and better equipped on how to keep themselves safe from harm including online safety.	SR 6,000
	Deliver UNCRC workshops to S1 students from 6 secondary schools	Training Team and Human Rights Officer	Terms 2 and 3 - refer to Training Plan for actual dates	85% of the S1 students report they have a better understanding of the UNCRC	SR 5,000
<b>Develop relevant Parent Education Programmes for parents and care givers (Goals 2 and 5)</b>	Provide tailor made Parent Education programmes for PV staff, DAs, NGOs, interested organisations, professionals and parents referred by the Family Tribunal, Social, Education and others	Training and Psychology Sections	Feb to Oct 2024 – refer to Training Plan for actual dates	At last 85% of the participants report they have developed a better understanding of healthy child development and Positive Parenting Practices	SR 10,000

	Deliver Family Workshops in three regional areas	Training section	Area 1 – Jan to March Area 2 – May to July Area 3 – Aug to Oct	80% of participants are empowered to use new ideas and approaches for managing their children	SR 5,000
<b>Strengthen NCC service provision on Inner islands (Goals 1 and 2)</b>	Supporting Children In Need – an Empowerment programme for school counsellors and Deputies from Praslin and La Digue schools focusing on Safeguarding and Child protection	Training and Psychology Sections	June-August 2024 - dtbc	At least 10 staff from 5 schools trained (5 school Counsellors and 5 Deputy Heads)	SR 10, 000
	Initiate Empowering project for La Digue identified group of 12- 14 year old girls	KT and GL	Term 2 - dtbc	85% of the girls report they have benefited from the programme	SR 6,000
	Deliver bereavement workshops on Praslin and La Digue	GL and KT	March to June - dtbc	Positive comments from 85% of the participants	SR 6,000
	Parent Education programme – La Digue and Praslin	Training Team and KT	Q3 and Q4 - dtbc	Positive comments from 85% of the participants	SR 6,000
<b>Therapeutic intervention (Goal 2)</b>	Community based therapy to continue at Anse Royale	GL and RL	From Feb and ongoing	Positive comments from 85% of the participants	
	Empowering girls project using Group counselling and application of the Self Love programme piloted in 2023 – Anse Royale and Mont Fleuri Sec schools	DW, CB and CEO	Terms 1 and 2 - dtbc	Positive comments from 85% of the participants and school counsellor report improved attitude and behaviour of 85% of the participating girls	SR 4000
	Empowering boys project using Group counselling and application of the Self Love programme piloted in 2023 – Plaisance and Anse Boileau	DW, CB and CEO	Terms 1 and 2 - dtbc	Positive comments from 85% of the participants and school counsellor report improved attitude and behaviour of 85% of the boys taking part	SR 4000

<b>Strengthen existing networks and build new ones (Goal 3)</b>	Festival Zanfan activities – Think Like a Lawyer; Hot Seating; Traditional Sports; Book Parade; dance and art workshops, Children’s Bazaar and other activities celebrating children’s talents	SF, FB and FZanfan Committee	June 2024	Successful and well promoted Festival Zanfan	SR 200,000
	Bi Monthly story telling session at the National Library or NCC playroom incorporating the introduction of story sacks	Training Team, CEO, SAREP and Volunteers	Starting 21 February and bi monthly until Nov 2024	30 children to participate in the International Mother Tongue Day session in Feb.. 8 to 10 children to attend the bi-monthly session	SR 10,000
	Implementation of the ECCE Plan – Safeguarding Policy for the Early Years and Stay and Play in 2 districts	FB and NGOs	By the end of Nov 2024	A draft Early Years Safeguarding Policy approved by the end of June 2024  Stay and Play operational in 2 districts by the end of June 2024	SR 25,000
<b>Promote and support research on child related topics to inform evidence based policies and programme</b>	Collect data on family composition from 6 primary schools in Seychelles and produce a report	Training section	Feb to April 2024	Information gathered to be used for future planning of parenting programmes	SR 2500
	Carry out research using 80 to 100 children aged 9-13 years to discuss their problems and needs as children of Seychelles	CEO and Training section	Qtr 3 - dtbc	Findings of research shared widely in order to influence social, health and educational policies	SR 15,000
	Research the impact of singing on a group of disaffected boys	CEO and Plaisance primary school	Jan – March 2024	Findings of research shared with the Education Department	SR 5000
	Research –Why do children run away from home?	SD and LN	May to August 2024	Findings research shared with various Ministries	SR 5000

<b>Create platforms for children to express their views and feelings on issues that matter to them (Goal 4)</b>	Konekte.Zen Series	Communication and Training Teams and SNYC	August 2024		tbc
	Children's Safeguarding Conference – Mahe and Inner Islands	Training and Therapy teams Education, Health & Social Services officers	March and October 2024	At least 40 S1 children from the Inner Island schools have taken part in the conference and 80 S1 children from the Mahe schools	SR 200, 000
	S2 or S3 students - Live Press Conference with the President as part of the Universal Day of the Child – Theme is	Communication and Training Teams	21 November 2024	16 S2 or S3 students have had the opportunity to engage with the President	SR 6,000

<b>Priority 2 Provide good quality care for the children living at the President's Village (Goal 5 )</b>					
<b>Objectives</b>	<b>Actions</b>	<b>Who responsible</b>	<b>Timescale</b>	<b>Outcomes/KPIs</b>	<b>Cost implications</b>
<b>Recruit good quality Staff to vacant posts</b>	Advertise and recruit a PV Manager	SHRO and CEO	By the end of Feb 2024	Successful recruitment of a PV Manager by the end of February	SR 10,000
	Recruit a counsellor or psychotherapist to work with the older children	HR officers and Senior Child care officer (SCCO)	By the end of March	Successful recruitment of a counsellor by the end of March/April	SR 6.000
<b>Improve the quality of care provided by the Child Care section</b>	Revise the Scheme of Service and structure for the child care section	SHRO, PV HR Officer and others	By the end of October 2024	A revised and new SOS and structure in place by the end of December 2024	SR 10,000
	Review and revise the educational, leisure and recreational provision	HR, SCCO and Training Team	By June 2024	An increased number of children report they feel happy and safe	SR 18,000

	Introduce a more engaging and attractive Suspension Programme or Alternative Curriculum for the more vulnerable children	SCCO and working group ASB School Council	By March 2024	Reduced suspension Adoption of an Alternative Curriculum for the disaffected children	SR 50,000
<b>Ensure every child has an appropriate Care Plan</b>	Further develop the individualised care plan for each child – review and update	SCCO and panel	By the end of April 2024	Effective Care plans helping children to make progress in various aspects of their life and well being	SR 5000
<b>Explore transformation of the residential care system for children</b>	Arrange to share options for radical change to the residential care system for children with the President and key stakeholders	CEO, SHRO and Managers	By the end of Q2 - dtbc		
<b>Staff development</b>	Shadow visits to learn from best practice from other care givers	HR and SCCO	By the end of Term 2	Successful school visits conducted and completed by CSOs	
	5 CSOs to participate in the IECD RPL training	HR and SCCO	dtbc	Successful completion of RPL by 5 CSOs	SR 25,000
	Workshops for CSOs on how to plan engaging and enjoyable daily routines and programmes for children under their care	CEO	Feb to March	A more engaging and attractive daily routine/programme in place for the children	
	Staff retreat focusing on their well being	HR	dtbc		SR 10,000
	First Aid course	HR and all staff	dtbc		tbc
<b>Compliance to Standards</b>	Collect evidence against the 22 Care Standards as part of the compliance process and procedures	PV manager	Ongoing		
	Monitor of financial practices to see how well they comply with the standards and how well the recommendations have been implemented	PV manager Accounts Officer	dtbc		

**Priority 3 Transformation of Service delivery using Digitilisation (Goal 2 – provide diverse and innovative services)**

<b>Objectives</b>	<b>Actions</b>	<b>Who responsible</b>	<b>Timescale</b>	<b>Outcomes/KPIs</b>	<b>Cost implications</b>
<b>Digitization of information</b>	Convert analog to digital format – recording of data/information that can be used in digital technology.  Help staff to adapt to using technology as a communication tool – more CPD on the use of technology	SF, LN and DICT	dtbc	Staff better aware of the use of digital technology	SR 25,000
<b>Digitalization</b>	Provide staff training on digital literacy.  Information processing to adapt to the ever changing digital landscape eg digital signatories, video conferencing, online learning and counselling; digital certificates	SF, LN, DICT, Training and Therapy sections	Q 4 - dtbc	Effective use of digital platforms for communication and work purposes	SR 25,000
<b>Explore the creation of a virtual regional safeguarding hub</b>	Research on existing virtual hubs and existing interactive platforms for professionals to share practices  Develop link with ex Child Ombudsman from Mauritius	CEO, SF and DICT	By the end of October 2024	Use the findings to set up a virtual Indian Ocean Safeguarding Hub in 2025	