

**Child and Family Welfare**

**Operational Plan**

**2017-2020**

**MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION**

31 March 2017

**Acronyms & Abbreviations**

Acc Accountable Institution (for objective)

AC Advisory Committee

BDR Birth and Death Registry

BL Baseline

CB Capacity Building

CBO Community Based Organisation

CCPC Community Child Protection Committee

CFWOP Child and Family Welfare Operational Plan

CFWP Child and Family Welfare Policy

CP Child Panel

CPC Child Protection Committee

CPIMS Child Protection Information Management System

CHRAJ Commission for Human Rights and Administrative Justice

CJS Community Justice System

CMP Communication Management Plan

CSO Civil Society Organisation

CSU Child Support Unit

DCPC District Child Protection Committee

DOC Department of Children

DP Development Partner

DCD Department of Community Development (under MMDAs)

DOVVSU Domestic Violence and Victim Support Unit

DSW Department of Social Welfare (under MOGCSP)

FOATs Functional Organisational Assessment Tools

FBO Faith-Based Organisation

FJS Formal Justice System

GBA Ghana Bar Association

GBV Gender Based Violence

GES Ghana Education Service

GES Ghana Education Service

GIS Ghana Immigration Service

GHS Ghana Health Service

GLC Ghana Legal Council

GOG Government of Ghana

GPC Ghana Psychology Council

GPoS Ghana Police Service

GPrS Ghana Prison Service

GRB Ghana Refugee Board

HR Human Resources

HRDP Human Resource Development Plan

ICT Information and Communication Technology

ILGS Institute of Local Government Studies

J4CCC Justice for Children Coordinating Committee

J4COP Justice for Children Operational Plan

J4CP Justice for Children Policy

JS Judicial Service

JCC Junior Correctional Centre

LEAP Livelihood Empowerment Against Poverty

LGS Local Government Service

MDAs Ministries, Departments and Agencies

M&E Monitor & Evaluate

MERIL Measure, Evaluate, Report, Improve & Learn

MMDAs Metropolitan, Municipal and District Assemblies

MOCRA Ministry of Chieftaincy and Religious Affairs

MOE Ministry of Education

MOF Ministry of Finance

MOGCSP Ministry of Gender, Children and Social Protection

MOLGRD Ministry of Local Government and Rural Development

MOH Ministry of Health

MOI Ministry of Interior

MOJAGD Ministry of Justice & Attorney-General Department

MoU Memorandum of Understanding

MOYS Ministry of Youth and Sports

NA Not Applicable or Not Available

NCPC National Child Protection Committee

NGO Non-Governmental Organisation

NHIS National Health Insurance Scheme

OP Operational Plan

PI Performance Indicator

PM Project Management

PPME Policy Planning, Monitoring & Evaluation (in MDAs)

PPP Public-Private Partnership

Q Quarterly

R Rating

RCPC Regional Child Protection Committee

Resp Responsible Institution (for initiative)

RSIM Research Statistics and Information Management

SDO Social Development Officer

SER Social Enquiry Report

SJO Self/Jointly/Outsource

SOP Standard Operating Procedure

Supp Supporting Institution(s) or stakeholders

SWO Social Welfare Officer

TA Traditional Authority

TBD To be determined

ToR Terms of Reference

ToT Training of Trainers

UNICEF United Nations Children's Fund

# INTRODUCTION AND BACKGROUND

The Child and Family Welfare Policy (CFWP) was formulated to establish a well-structured child and family welfare system in Ghana. It provides for both preventive and corrective approaches to promote the well-being of children and to protect them from harm. The policy was developed through significant consultations with various stakeholders. It sets out to achieve (6) objectives and identifies specific strategies for their achievement.

This Operational Plan was designed to provide guidance to all stakeholders in the implementation of the Policy. It also ensures that there is a coherent and coordinated framework for operationalization of the Policy and provides a framework for monitoring implementation by different stakeholders.

The Operational Plan identifies key interventions to implement the strategies set forth in the Policy. Furthermore, for each intervention, it specifies the milestones to be achieved by key stakeholders involved in implementation and the envisioned time frame between 2015 -2019. Specific activities towards the milestones have been identified and costed for 2016.

The plan was developed and validated by government, civil society and development partners. Each year, the Ministry of Gender, Children and Social Protection will request these stakeholders to identify and share their planned activities for the year with respect to the Operational Plan. At the end of year, the stakeholders will come together, again under the leadership of the Ministry of Gender, Children and Social Protection, to reflect on progress made and lessons learned in achievement of the Policy objectives. As part of this review process, annual activities and their associated cost are expected to be defined for the following year, thereby up-dating this Operational Plan on a rolling basis.

The document includes references to the six objectives and strategies of the Child and Family Welfare Policy. For easy reference, the Strategy description from the Child and Family Policy has also been included.

# OBJECTIVES

OVERAL GOAL: To establish and effective child and family welfare system

The objectives are:

1. CFW initiatives effectively preventing and protecting children from all forms of violence, abuse, neglect and exploitation.
2. Effective coordination of the CFW System at all levels
3. Empowered children and families to better understand abusive situations to make choices to prevent and respond to situations of risk
4. Capacitated institutions and service providers to ensure quality of services for children and families in urban and rural areas
5. Reformed laws and policies to conform to the CFW System
6. Adequate human, technical and financial resources required for the functioning of the CFW System at all levels

# COSTING & BUDGETING

The initiatives, as described in the Scorecard require resources – human, physical, structural and financial resources. ***The total cost estimates indicated in the scorecards are in*** ***thousands of GH¢ (000’s)*** - the total costs for the 4 year period from 2017 to 2020. The financial year starts on 1 January. The years are:

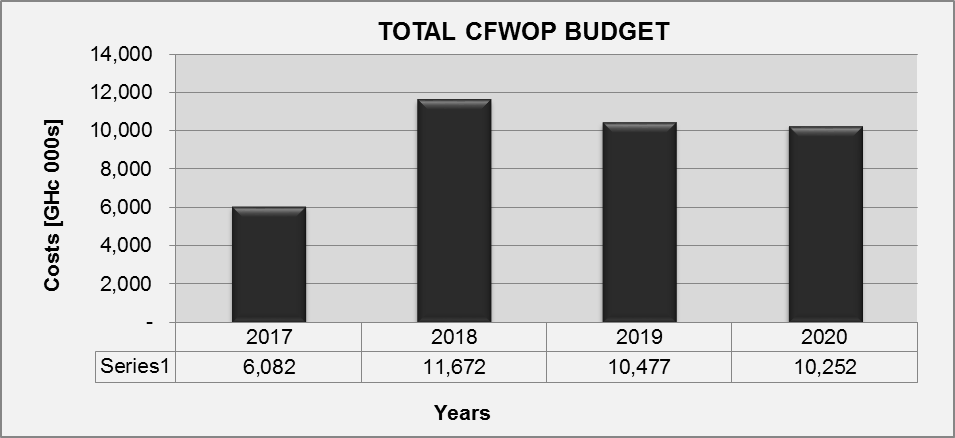
Year 1: Jan - Dec 2017

Year 2: Jan - Dec 2018

Year 3: Jan - Dec 2029

Year 4: Jan - Dec 2020

***Figure 1*** shows that the **total** **CFWOP budget** for the 4 year period is approximately **GH¢ 38.5 million** with GH¢ 6 million required for 2017 and approximately GH¢ 11 million per year for subsequent years.

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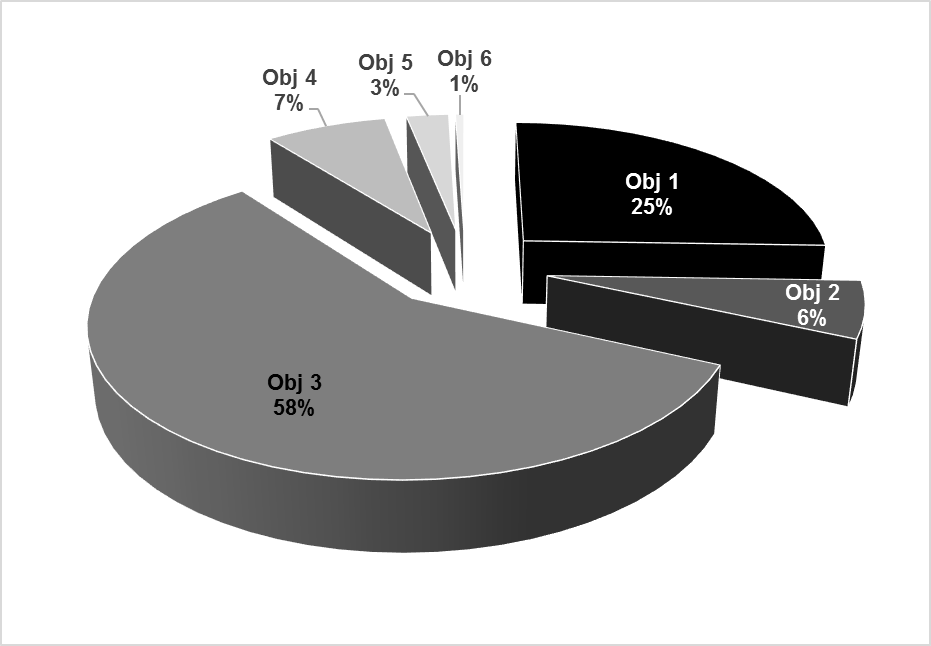


**Figure 1: Total CFWOP budget for the 4 year period 2017-2020**

**Notes:**

1. The cost estimates in this CFWOP are current costs of March 2017.
2. These costs are in addition to the normal budgets of stakeholders for salaries and day to day operations. This CFWOP budget includes all required strategic initiatives required to achieve the six policy objectives. These strategic initiatives (programmes, projects and activities) include capital as well as non-capital initiatives.
3. These are just cost estimates and will have to be verified in future. When detailed project plans are developed, based on status quo assessments, more accurate costs can be determined.
4. The scorecards will be updated on a quarterly basis as more information become available. Refer to the implementation framework for this CFWOP.
5. The specific funding sources for the various strategic initiatives are to be determined. Obtained funds for this OP will be managed according to the approved funding mechanism by the NCPC/CFWCC supported by the DOC secretariat.

***Figure 2*** depicts the distribution of costs among the six policy objectives. It will be noted that Objective 3 requires the majority of funds, namely 58%, followed by Objective 1 with 25%.

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**Figure 2: Cost** **distribution among the six objectives**

# SCORECARD

This section contains the scorecard for CFWOP presenting the six objectives with their strategies (on the left hand side) with related strategic initiatives (on the right hand side). Note that the term ‘accountability’ is used for objectives and ‘responsibilities’ for initiatives. Initiatives could be programmes, projects or activities – all requiring resources, incl. financial resources.

**Key:**

Acc = Accountable Institution (for objective/strategy)

PI = Performance Indicator (for strategy)

BL = Baseline

NA = Not Applicable or Not Available

CP = Current progress (2016)

Resp = Responsible Institution (for initiative)

Supp = Support Institution(s) or Stakeholders

SJO = Self / Jointly / Outsource

X = Timing

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| ***OBJECTIVE 1:***  ***STRATEGY 1.1:*** | **CFW INITIATIVES EFFECTIVELY PREVENTING AND PROTECTING CHILDREN FROM ALL FORMS OF VIOLENCE, ABUSE, NEGLECT AND EXPLOITATION.**  **Strengthen Community Structures**  The Policy recognises, reinforces and supports the roles and responsibilities of the family and community in protecting children from violence, abuse, neglect and exploitation. The Policy advocates that traditional leaders, Chiefs and Queen mothers shall be responsible for facilitating dialogue and engagement through organised community forums and debate on child and family welfare issues in order to help increase the common understanding of issues and discuss different solutions and resources available. Chiefs and queen mothers should ensure that families are faring well and mobilise support when challenges arise. In areas where there are no chiefs or queen mothers, other community leaders and elders should assume this responsibility.  The Policy encourages community leaders to work in collaboration with social workers and assembly authorities when needed in matters relating to child and family welfare. Leaders of faith-based organizations are encouraged to use their platforms and leadership positions to advocate for the protection of children; and to assist in matters relating to child and family welfare. Due to their influence on people’s belief systems and personal behaviors, faith-based organizations should:   * support positive family values and non-violent behavior through communication and education initiatives; * provide direct help to vulnerable families and serve as their advocates; * provide care and support services to families, children and adolescents; * participate in national co-ordination activities to minimize duplication and enhance the establishment of complementary programmes, projects and activities   Efforts should be undertaken to increase the understanding and capacity of community structures and religious leaders to be able to play the expected role in the child and family welfare system. |
| ***ACCOUNTABLE:*** | **MMDAs** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A.** **Strengthened TA role** (in protecting children and preventing violence as measured by the no of National/Regional champions trained  **[MMDAs]**  **B.** **Strengthened FBO role** in child protection as measured by % of FBOs actively engaged in child protection programmes according to the FBO Strategic Plan **[MMDAs]**  **C.** **Level of Community support:** [volunteers/ teams/ networks helping to protect children from violence, abuse and exploitation] as measured by the number of community plans implemented, developed by community champions  **[MMDAs]**  . | BL= TBD  17= 10/50  18= 20/100  19= 50/150  20= 50/200  BL= TBD  17= 20  18= 40  19= 60  20= 80  BL= TBD  17= TBD  18= 200  19= 400  20= 600 | 1. **Engage chiefs and traditional leaders** at regional and district levels in a process of change for enhanced understanding and appreciation of child protection matters; engage selected Regional House of Chiefs *[link with the J4COP]* | 5 | DOC | MOCRA, MMDAs, House of Chiefs, CSOs,  Media | J | 700 | 100 | 150 | 200 | 250 |
| 1. **Develop & disseminate facilitation guidelines / resources / tools:** on role of chiefs and traditional leaders in support of protection of children from violence, abuse and exploitation *[link with the J4COP]* | 0 | MOCRA | DOC, MMDAs, House of Chiefs, CSOs,  Media | S | 200 | X | X |  |  |
| 1. **Train & capacitate identified ‘champion’ traditional leaders** in child protection: develop a TOR for selecting ‘champion’ traditional authorities serving as role models; through existing networks/ structures; then train these selected ‘champion’ traditional authorities to use the facilitation resources and tools *[link with the J4COP]* | 0 | MOCRA | MMDAs, House of Chiefs, CSOs,  Media | J | 240 |  | X | X | X |
| 1. **Promote visibility of success stories by ‘champion’ traditional leaders** who have taken action against child protection violations and helped to prevent child abuse, violence and exploitation in their community; by means of various media forums and outlets; showcase success stories at annual events [based on quarterly performance review] *[link with the J4COP]* | 0 | MOCRA | MMDAs, House of Chiefs, CSOs,  Media | J | 150 |  | X | X | X |
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| 1. **Finalise a FBO Strategic Plan** to promote awareness about child protection at all levels through partnerships with FBOs; provide technical assistance for development of the Strategic Plan *[link with the J4COP]* | 50 | DOC & DSW | DCD, NGOs,  CSOs, FBOs | J | 400 | X | X |  |  |
| 1. **Develop information, education & communication tools and resource to promote family values** (according to the strategic plan) with FBO leadership; incl. tips on the role of leaders of FBOs in partnership with other stakeholders *[link with the J4COP]* | 0 | MOCRA | FBOS, DOC, NGOs,  CSOs, FBOs | J | 200 |  | X | X | X |
| 1. **Engage and capacitate FBO** to use the materials and other means for promotion of child protection and welfare *[link with the J4COP]* | 0 | DSW and DCD | DOC, NGOs,  CSOs, FBOs | J | 0 | X | X | X | X |
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| 1. **Roll out community facilitation toolkit** (according to Strategy 3) to create awareness on child protection issues at community level and support champions/ volunteers/ teams/ networks facilitating a dialogue on community action against violence, abuse and exploitation (budget under strategy 3) | 25 | DSW/CD | MMDAs,  CSOs | J | 0 | X | X | X | X |
| 1. **Support the development of community-based plans**, community declarations and/or by-laws for the protection of children; engage with selected communities leading to development of community-based plans/declarations or by-laws; hold child online protection (COP) awareness sessions with selected communities *[link with the J4COP]* | 0 | DSW/CD | MMDAs,  CSOs | J | 400 | X | X | X | X |
| 1. **Support community events** (based on community-based plans, well-motivated and prioritised) to enable communities make public declarations against violence, abuse and exploitation; highlight protection issues and solutions *[link with the J4COP]* | 0 | DSW/CD | MMDAs,  CSOs | J | 400 | X | X | X | X |
| 1. **Hold information sessions at selected communities** to inform and dialogue with communities/ champions/volunteers/ teams/ networks on formal service provision available in their area to assist with **serious child protection cases** *[link with the J4COP]* | 0 | DSW/CD | MMDAs,  CSOs | J | 200 | X | X | X | X |

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| ***STRATEGY 1.2:*** | **Early Interventions through Social Protection**  The objective of social protection interventions is primarily to reduce poverty amongst the extreme poor. There are direct links between social protection and reduced child protection risks (unnecessary separation from family; child marriage; and child labour). The Department of Social Welfare shall be responsible for maximizing use of social protection interventions to address child and family welfare concerns. Direct family support services that should be made available to address some of the child protection and welfare challenges that families might experience include:   * Economic empowerment through improved links to social protection programmes, such as LEAP, capitation grants, the National Health Insurance Scheme and free maternal care, school uniforms or school feeding programmes; * Identification and supporting appropriate community day-care options for children to ensure they are cared for in a safe environment while family members are engaged in other activities.   Research shall be undertaken to better understand the impact of existing social protection interventions and their possible effect on violence, abuse, neglect and exploitation of children. |
| ***ACCOUNTABLE:*** | **MOGCSP** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A.** **Number of vulnerable children/ households on LEAP** | BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD | 1. **Promote enrolment of children from identified extreme poor households** onLEAP (LEAP 1000) and other complementary services [in LEAP Budget] | … | MOGCSP | MOLGRD, MOH/NHIA, MOE/GES, MOC, DPs | J | 0 | X | X | X | X |
| 1. **Conduct research** **on the impact of LEAP** (incl. LEAP 1000) and other complementary services on child protection; monitor and evaluate the impact of interventions to better understand the linkages between social protection and better protection outcomes for children [get a copy of the document] *[Link with research in strategy 6.1]* | 0 | MOGCSP | MOLGRD, MOH/NHIA, MOE/GES, MOC, DPs | J/O | 400 | X |  |  | X |
| 1. **Review and strengthen LEAP communication materials** to include aspects of child protection issues; based on research to identify gaps | 50 | MOGCSP | MOLGRD,  DOC | J | 150 | X |  |  |  |
| 1. **Promote usage** of LEAP communication material by DLICs and CLICs | 0 | MOGCSP | MOLGRD,  DOC | J | 80 | X | X | X | X |

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| ***STRATEGY 1.3:*** | **Improved Child and Family Welfare Services**  The Government has an obligation to provide specialised services to children, families and communities when community structures fail. State institutions must respond to child protection cases that are reported to them, and in situations considered to be an emergency. The Child and Family Welfare system would not depend solely on court processes for family engagement but would make use of courts in criminal and some specific cases. The essence is to provide greater flexibility and discretion to the social welfare officers to work with family and community members when a child protection case is brought to their attention.  The emphasis of the System is on promoting welfare and restoring the well-being of victims. Welfare cases should be addressed from a welfare perspective rather than from a legal perspective. It is the responsibility of MOJAGD and law enforcement agencies to prosecute perpetrators. A child protection case reported to the police must be referred to the Social Welfare and Community Development Department; the police cannot decide on the removal and placement of children unless it is for immediate safety. In such situations, the placement of a child in an emergency situation must be decided by the Social Welfare and Community Development Department.  The Department of Social Welfare and Department of Community Development at the MMDA level are responsible for social welfare service delivery at regional and district level. When problems arise that go beyond the competence of a district, for example, emergencies on a large scale or issues affecting more than one district (trafficking of children for example), then national-level direct service delivery is provided, still involving all relevant social welfare officers and community leaders. The Social Welfare and Department of Community Development at the MMDA level has the responsibility to:   * Support and engage with traditional processes and community structures at the local level; * Provide prevention and response services * Identify community members to mentor and provide assistance to children and families; * Create linkages between social welfare and social protection programmes. * Lead an initial inquiry into a child protection case, draw up an agreed plan of action, and ensure action plan implementation. * Lead follow-up on child protection cases and monitor prevention and response service delivery. * Collect and analyse data generated through service provision and share with regional level.   In support of the functions of the Social Welfare and Community Development, the MMDAs shall:   * Ensure adequate staffing for child and family welfare in relation to the population and the services to be provided as outlined in this Policy; * Ensure that resources are available; * Facilitate dialogue with traditional leaders, community representatives, civil society and faith based organisations about service delivery; * Facilitate direct dialogue with families in their communities about how best to improve services; * Facilitate strong connections with other relevant social service providers (health, education, social protection) to ensure consistency between and integration of services. |
| ***ACCOUNTABLE:*** | **MOGCSP** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A. Ratio of SWOs/population**  **B. % of SWOs equipped SOPs**  . | BL= 1/32000  17= 1/TBD  18= 1/TBD  19= 1/TBD  20= 1/TBD  BL= 0  17= TBD  18= TBD  19= TBD  20= 50 | 1. **Recruit required Social Workers/SWOs** in all MMDAs according to policy needs [from MMDA budgets] | 0 | LGS | MMDA;  MOGCSP  MOLGRD, NGOs | J | 0 | X | X | X | X |
| 1. **Establish a system with SOPs and supporting ICT for child protection case management information flow**; with linkages to all relevant service providers (police, justice, etc.); linking districts-regions-national level information; develop, print and disseminate associated forms, procedures and information; incl. child online protection (COP) *[Link to J4COP]* | 0 | DSW and DCD at district level | MMDA,  MOGCSP,  MOLGRD, GHS, GES, MOLGRD  MOI, MOC, DOC, JS | J | 400 | X | X |  |  |
| 1. **Develop a case management information pack**: Improve case management practices; lead the initial inquiry into child protection cases when not satisfactorily settled at community level; develop plans of action and ensure action plan implementation | 0 | SWOs at DSW and DCD at district level | MMDA, MOGCSP, MOLGRD | J | 200 | X |  | X |  |
| 1. **Train** **social workers**, health professionals, teachers and other welfare service providers to improve consideration of child protection issues in their work; based on SOPs. | 0 | DSW and DCD at district level | MMDA,  MOGCSP,  MOLGRD, GHS, GES, MOLGRD  MOI, MOC, DOC | J | 1500 |  | X | X | X |
| 1. **Organise periodic case management conferences** to strengthen process of monitoring case management and resolution of individual cases. | 0 | DSW and DCD at district level | MMDA, MOGCSP, MOLGRD | J | 200 | X | X | X | X |
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| 1. **Identify & select community mentors**: Identify at least 10 mentors per district for children at community level; 216 x 10 = 2,160 mentors for 4 year period; SWOs & CDOs help identify community members to mentor and provide assistance to children and families to prevent and respond to child protection issues *[Link with J4COP]* | 0 | DSW/CD | MMDA;  MOGCSP  MOLGRD  LGS Secretariat | J | 200 | X | X | X | X |
| 1. **Conduct regular community outreaches**: work more actively in communities on child protection issues, incl. giving parenting advice to help preventing violence, abuse and exploitation of children; based on information materials developed on protection issues; equipment and transportation support for DSW and DCD are needed | 0 | DSW/CD | MMDA;  MOGCSP  MOLGRD,  LGS Secretariat | J | 200 | X | X | X | X |
| 1. **Hold regular meeting with traditional leaders**: SWOs & CDOs have regular dispute resolution meetings with traditional leaders (as required) to assist in settling child protection related disputes and issues, considering the policy principles; support with equipment and transportation for DSW and DCD *[Link with J4COP]* | 0 | DSW/CD | MMDA;  MOGCSP  MOLGRD  LGS Secretariat | J | 200 | X | X | X | X |
|  |  |  |  |  |  |  |  |  |  |
| 1. Integrate child protection matters in curriculum of Nursing and **Medicine training institutions;**   Sensitise GHS on child protection matters in curriculum of Nursing and Medicine training institutions | 0 | GHS | GES with support from MOGCSP; MOLGRD  MOI, MOC, DOC | J/O | 250 |  | X | X |  |
| 1. Sensitise **educational professionals** (teachers, headmasters, school counsellors) to more readily consider child protection as part of their work;   Finalise Guidance and Counselling Policy; develop tools and materials to support safe school interventions on sexual harassment, corporal punishment, bullying and COP  Child online protection: Train 88 teachers and 4 head teachers in Child online protection (300% increase) | 0 | GES | MOGCSP; MOLGRD  MOI, MOC, DOC | J/O | 250 |  | X | X |  |
| 1. Curriculum of teaching colleges: Integrate child protection matters in curriculum of **teaching colleges**;   Sensitize GES on the introduction of child protection matters in curriculum of Colleges of Education by end of 2017 | 0 | GES | MOGCSP; MOLGRD  MOI, MOC, DOC | J/O | 250 |  | X | X |  |

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| ***STRATEGY 1.4:*** | **Alternative Care – when the child’s family is not an option**  The Policy seeks to ensure the child is maintained within his or her family as much as possible and only suggests removal of a child in case of immediate danger or if a negotiated solution among all concerned parties cannot be agreed.If families, communities and social workers do not find a solution to a given child protection case, coercive action mandated by a court, such as a care order to remove a child from their home, shall be considered to ensure the child’s immediate and long-term well-being. This shall be considered as a measure of last resort.  Some exceptional cases may make it difficult to place a child in a typical family network or a previously determined family option. These may include children accused of witchcraft and children who have been abandoned, particularly linked to an HIV or AIDS situation. Some children with severe disabilities may require access to specialised services not available in their community. In an emergency situation in which a child’s immediate safety is considered to be at risk, the child could be removed prior to a care order being issued, but this must be issued subsequently by a court within a 72-hour period.  As soon as a care order is issued, a costed care plan with steps to find long-term family-based care (family reunification, foster care or adoption) must be established. Services shall be made available to strengthen and rehabilitate the family and the child, with the intent of reuniting them as soon as possible. The placement of a child shall be sought within his or her family, within the same community or a local placement as best as possible. A pool of pre-determined persons, who are appropriate options, shall be established in all communities, rural and urban, by the Social Welfare and Community Development Department social workers, in collaboration with chiefs and elders. Residential homes for children may be considered as a temporary solution if no immediate placement in the community is found while a longer-term family-based alternative is sought. |
| ***ACCOUNTABLE:*** | **DSW** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A. Reduced need for residential care** **services**  **B.** **Level of social awareness** created on foster care and adoption as measured by … | BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD  BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD | 1. **Finalise and obtain approval of the Adoption and Foster Care Regulations**: Technical working group to finalise the two regulations with AGs office and submit the regulations to parliament for approval | 80 | DSW | AGD, Parliament | J | 50 | X |  |  |  |
| 1. **Sensitise key adoption stakeholders** (DSW officers, judiciary; Births and Deaths Registry staff) on their roles in adoption; train and orient staff based on developed orientation materials; provide equipment and supplies as required; establish a staffing/ recruitment administrative processes;  **Hold briefing sessions with external partners** (Embassies, Consulates, Adoption Agencies) to inform them about the new adoption system and processes to follow – based on developed briefing materials, checklists etc. | 0 | DSW | MOGCSP | J | 400 | X | X | X | X |
| 1. **Establish and maintain Central Data Base on adoption and foster-care** (adoptable children and prospective adoption/foster parents); train stakeholders and test run database; provide equipment and supplies | 0 | DSW | MOGCSP | S | 300 | 150 | 50 | 50 | 50 |
|  |  |  |  |  |  |  |  |  |  |
| 1. **Monitor residential homes for children**: Department of Social Development staff visit each residential home to monitor at least twice a year residential homes for children, noting those that need to be closed; provide transportation and supplies | 0 | DSW |  | J | 400 | X | X | X | X |
| 1. **Review and development of standards for residential homes for children**: Organize Technical working group meetings to review and up-date standards; monitor and enforce standards. | 0 | DSW |  | J | 50 | X |  |  |  |
| 1. **Engage managers of residential homes for children**, other stakeholders on standards; training and awareness-raising; hold quarterly meetings with managers at district and regional level | 0 | DSW |  | J | 400 | X | X | X | X |
| 1. **Support re-integration of children from institutions to family based care** and close down non-complaint residential homes for children (2015: 28 closed down 2016: 11 closed down); supervise residential homes for children; provide support for reintegration of children into families (permanency); monitor placement of children; provide travel and transport and logistics support to DSW. | 0 | DSW |  | J | 800 | X | X | X | X |
|  |  |  |  |  |  |  |  |  |  |
| 1. **Implement Communication for Social Change Strategy for promotion of family-based care:** conduct public education and awareness; social mobilization; partnership and networking; and inter-personal engagement; roll out communication strategy; review the communication strategy; create child friendly version of the C4D; finalise communication messages, channels and tools with assistance of creative agencies; link family-based care communication for Social Change with the overall ‘Social Drive for Child protection’ *[rephrase initiative]* | 50 | DSW | DCD; MOLGRD; CSOs, FBOs | J/O | 250 | X | X | X | X |

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| ***OBJECTIVE 2:***  ***STRATEGY 2.1:*** | **EFFECTIVE COORDINATION OF THE CHILD AND FAMILY WELFARE SYSTEM AT ALL LEVELS**  **Regular coordination and improved information and data management**  Each Ministry, Department and Agency implementing the Policy shall monitor its performance, analyse shortcomings and address these to contribute to the Policy objectives. Policy implementation shall be monitored and coordinated at national level by the Department of Children. A time-bound, costed Action Plan for the implementation of the Policy shall be developed by the Department of Children in consultation with key state institutions and other actors. Implementation of the Action Plan shall be monitored at least every 6 months, based on inputs and up-dates from all stakeholders. A comprehensive information management system for child protection shall be established for purpose of monitoring, analysis and planning, based on improved processes for information and routine data collection and analysis at local level and of specialized services. |
| ***ACCOUNTABLE:*** | **MOGCSP** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A.** **% of CPCs submitting quarterly reports** on time and according to standards %Regional / % District | BL= NA  17= 80/80  18= 80/80  19= 80/80  20= 80/80 | 1. **Hold NCPC meetings** as per ToR; inaugurate and validate the TOR for the NCPC; hold quarterly meetings for NCPC | 75 | MOGCSP | DOC, MMDAs LGSS, Local NGOs, TAs, GES, GHS | J | 160 | X | X | X | X |
| 1. **Hold CFWCC meetings** as required according to the ToR *[link with the J4COP]* | 50 | MOGCSP | DOC, MMDAs LGSS, Local NGOs, TAs, GES, GHS | J | 80 | X | X | X | X |
| 1. **RCPCs meet quarterly**: Regional Child Protection Committees established/revived and meeting as required quarterly *[link with the J4COP]* | 25 | MOGCSP | DOC, MMDAs LGSS, Local NGOs, TAs, GES, GHS | J | 160 | X | X | X | X |
| 1. **Establish more DCPCs**: Scale up the establishment DCPC in 40 MMDAs by 2018 *[link with the J4COP]* | 0 | MOGCSP | DOC, MMDAs LGSS, Local NGOs, TAs, GES, GHS | J | 0 | X | X |  |  |
| 1. **DCPCs meet quarterly**: District Child Protection Committees as a sub-committee of the District Social Services Committee established/revived and meeting as expected in 20 pilot districts by 2017; according to the ToR *[link with the J4COP]* | 0 | MOGCSP | DOC, MMDAs LGSS, Local NGOs, TAs, GES, GHS | J | 1500 |  | X | X | X |
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| 1. **Draft concept paper to conceptualize web-based system** for information sharing and monitoring of Policy implementation and child protection issues *[link with the J4COP]* | 20 | DOC | MOGCSP | J | 32 | X |  |  |  |
| 1. **Establish a child protection information management system (CPIMS):** at different levels and provide training and orientation for data base managers by 2017; hold stakeholder validation meetings to finalise the web based data based Software development by 2017 ICT equipment installation by 2017 (Server, routers, PCs, UPS, etc.) *[link with the J4COP]* | 0 | DOC | MOGCSP | J | 220 | X | X |  |  |
| 1. **Develop training guidelines/manual for stakeholder training** by 2018; **train** all relevant stakeholders at national, regional and district level on the use of the database by 2018; Link relevant stakeholders to the database 2018 *[link with the J4COP]* | 0 | DOC | MOGCSP | J | 220 | X | X |  |  |
| 1. **Operationalise the CPIMS** *[link with the J4COP]* | 0 | DOC | MOGCSP | J | 0 |  | X | X | X |

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| ***OBJECTIVE 3:***  ***STRATEGY 3.1:*** | **EMPOWERED CHILDREN AND FAMILIES TO BETTER UNDERSTAND ABUSIVE SITUATIONS TO MAKE CHOICES TO PREVENT AND RESPOND TO SITUATIONS OF RISK**  **Empower Children and Young Persons**  The Policy recognises children and young persons as agents of change in their own capacity. The active engagement of children and young persons in addressing child protection issues is strongly encouraged. Specifically, the Policy encourages:   * Efforts that make it possible for children to feel safe to discuss issues of violence and abuse; * Children’s associations and support groups, including for vulnerable groups such as children living on the street, survivors of child abuse, and children with disability; * Children’s participation in decision making processes at family, school and community level; * Inclusion of children’s voices in research, monitoring and assessments of child protection issues. |
| ***ACCOUNTABLE:*** | **MOGCSP** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| 1. **A.** **No of children’s clubs / No of children participating** in children’s clubs / recreational activities collected from GES/CPMIS | BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD | 1. **Develop & maintain database of existing clubs**: Identify and map all existing clubs relevance to child rights and protection, taking note of strategies used, lessons learnt and experiences to date etc.; operationalise the database | 5 | DOC | GES, NCCE, DCD, NGOS, CBOS, DSW, FBOs, GPoS | J | 160 | X | X | X | X |
| 1. **Develop standards** for the management of children’s clubs | 25 | DOC | GES, NCCE, DCD; NGOS, CBOS, DSW, FBOs, GPoS | J | 100 | X |  |  |  |
| 1. **Institutionalise child participation** at all levels (Com/Distr/Reg/Nat) by making time and space available for club meetings/activities and opportunities for children to engage in decision-making | 0 | DOC | GES, NCCE, DCD; NGOS, CBOS, DSW, FBOs, GPoS | J | 60 | X | X | X | X |
| 1. **Train all club patrons/patroness and executive members**: collaborate with CSOs to conduct training; develop quarterly reporting format | 0 | DOC | GES, NCCE, DCD; NGOS, CBOS, DSW, FBOs, GPoS | J | 0 | X | X | X | X |
| 1. **Form new clubs and strengthen existing clubs**: Liaise with government and CSOs to form new clubs; integrate the use of the developed guidelines in the empowerment of children process in schools | 0 | DOC | GES, NCCE, DCD; NGOS, CBOS, DSW, FBOs, GPoS | J | 0 |  | X | X | X |
| 1. **Establish 5 more recreational centres** in at least 5 regions across the country through engagement of MOLGRD; construct five new recreational centres through PPPs | 0 | MOGCSP | MOYS, GES, DOC, MMDAs, TAs, NCCE, Centre for National Culture, CSOs, Private sector | J | 15000 |  | X | X | X |

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| ***STRATEGY 3.2:*** | **Empower Families through Social Dialogue and Change**  In line with the Children’s Act, parents, care-givers and families shall retain primary responsibility for the welfare of their children and for the provision of basic needs (food, clothing, shelter, health care and education), support in times of distress or sickness, support for the child’s socialisation and identity development.  Families are particularly responsible for providing a safe environment for children, based on love, security and protection from all forms of violence, abuse, exploitation and neglect.  Under this Policy, community discussions, forums and debates shall be promoted to empower families to prevent and take action against child protection concerns through an open, frank, balanced and respectful dialogue.  The Social Welfare and Community Development Department at district level and supported by civil society actors, shall lead these exchanges. The discussions will raise awareness about community concerns and challenges related to child and family welfare, determining common solutions and resources.  Community dialogue and engagement shall include sharing information on relevant aspects of parenting and understanding of children’s physical, social, cognitive, moral and spiritual development. |
| ***ACCOUNTABLE:*** | **DCD** |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A. Behavioral change / skills** **of parents** as measured by…  **B. No of districts where toolkit** are rolled out and used | BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD  BL= 100  17= 150  18= 190  19= 216  20= 216 | 1. **Provide technical support to the ‘Child Protection Social Drive’ Secretariat** where needed for improved sustainability - to coordinate the implementation of the Communication for Behavioural & Social Change strategy for child protection *(for details, see Communication Strategy content)* | 0 | DCD | DSW; GES; Domestic Violence Secretariat; CBOs, NGOs | J | 200 | X | X | X | X |
| 1. **Launch ‘Communication for Behavioural & Social Change’ Strategy and the ‘Child Protection Social Drive’** with brand and associated products; by engaging creative agencies for branding and creative products; launch and sustain interventions under the social drive; report on the launch | 10 | DCD | DSW; GES; Domestic Violence Secretariat; CBOs, NGOs | J | 150 | X |  |  |  |
| 1. **Support implementation of ‘Child Protection Social Drive’ interventions,** incl.regular showcasing of positive results and changes; integrate the intervention into existing programmes; create the platform to sharing documentation and regular reports of the intervention | 10 | DCD | DSW; GES; Domestic Violence Secretariat; CBOs, NGOs | J | 550 | X | X | X | X |
| 1. **Roll out a community facilitation toolkit** in Districts for dialogue on child protection and local, collective solutions to child protection challenges; train master trainers, trainers and community facilitators; establish system for monitoring and reporting on social changes; identify parenting groups in need and support them where needed | 45 | DSW and DCD | NCCE, GES, NGOS, CBOs | J | 4000 | X | X | X | X |
| 1. **Give visibility and share successes of parents who are champions in parenting** to encourage role modelling; by sing media, etc. | 0 | DSW/CD | NCCE, GES, NGOS, CBOs | J/O | 0 | X | X | X | X |
| 1. **Integrate child protection in pre-marital counselling sessions**: Engage FBOs and traditional leaders (at national level) to develop training manual to guide their operations; build capacity for selected religious leaders; develop reporting mechanism to document the process | 0 | DSW | NCCE, GES, NGOS, CBOs | J | 0 | X | X | X | X |
| 1. **Support community drama groups** to highlight issues of protection of children at community level; partner with local theatre groups/companies; develop story lines and scripts; produce perform; document the most significant change stories; **Develop and broadcast theatre for development on child protection for TV and radio**: Engage creative company to develop concept and script for theatre for development; produce play rights, drama, poetry for theatre for development; sign MoU with TV and radio stations; roll out drama, poetry on theatre for change | 0 | DCD | ISD, NCCE DSW, DOC, SPA, Media, NGOs CSOs, CBOs, GES | J/O | 2000 | X | X | X | X |

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| ***OBJECTIVE 4:***  ***STRATEGY 4.1:*** | **CAPACITATED INSTITUTIONS AND SERVICE PROVIDERS TO ENSURE QUALITY OF SERVICES FOR CHILDREN AND FAMILIES IN URBAN AND RURAL AREAS**  **Social Welfare Resources and Capacity Building**  The Policy considers capacity development of human resources as central. New capacities and competencies will be required to interpret and deliver on the Policy, especially in terms of community development, mediation, family and youth work.  An assessment of current human resources of key institutions shall be undertaken, identifying human resource gaps and capacity building needs. Strategic human resources planning to support Policy implementation shall also be developed. Such plan should consider the distribution of human resources according to criteria such as population density, incidence of problems, levels of poverty and catchment areas for services.  Curriculum reform in partnership with tertiary level educational institutions is important for long-term capacity strengthening of the work force. In-service training and orientation; development of detailed guidance and procedures shall also contribute to capacity-building. | |
| ***ACCOUNTABLE:*** | **DSW** |  |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A. % compliance to HRDP**    **B. No of institutions with Child Protection curriculum** integration into professional training | BL= NA  17= NA  18= 90  19= 90  20= 90  BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD | 1. **Develop a HR Development Plan** for SW practitioners based on a staffing and skills assessment, identifying human resources gaps and capacity-building needs to implement this CFWOP; use consultant support; validate report and disseminate HRDP; include structures and lines of communication *[Refer to strategy 1.3 for staffing of SWOs]* | 0 | DOC | DSW, DCD | J | 250 | X |  |  |  |
| 1. **Roll out the pilot SW workforce strengthening initiative**: Conduct sensitisation and reform workshops with staff in 20 districts; a total of 1420 staff in 10 regions; monitor and document change; do rapid assessment and highlight ‘early wins’; scale up according to gaps identified in the HRDP and the pilot projects | 50 | DSW/DCD | MMDAs, DOC, Chieftaincy, LGS | J | 1000 | X | X | X | X |
| 1. **Develop guidelines and SOPs for SW/CD workforce for formal and community structures at district level**, emanating from process of reform; use technical assistance to assist with ‘codifying’ experiences into standard guidelines and operational procedures; validate and input by technical working group (develop and validate by Dec 2017) [Refer to strategy 1.3] *[Link to J4COP]* | 0 | DSW/DCD | MMDAs, DOC, Chieftaincy, LGS | J | 150 | X | X |  |  |
| 1. **Train SW staff according to guidelines and SOPs** (see above under 4.1.2); based on developed and disseminated training manuals and materials to address capacity gaps; based on recruited resource persons and identified key staff to be trained; proved TOT for staff of key institutions at the National level – 3 TOT sessions for the Northern, Middle and southern Sectors; step down training of staff for the extension staff at the district level- for 50 districts *[Budget in strategy 1.3]* | 0 | DSW / DCD | MOGCSP, DOC, LGS, NYA, MMDAs | J | 0 |  | X | X | X |
| 1. **Build capacity of other service providers** (teachers, health workers, police officers, judiciary etc.) in support of the implementation of the CFWP/ CFWOP; based on **developed guidelines, SOPs, directives** for service providers; support the training/ToTs and capacity-building; start in pilot districts (capacity building for the police has started; the health sector is also in the process of developing guidelines) *[Incl. in Strategy 1.3]* | 0 | DSW / DCD | MOGCSP, DOC, LGS, NYA, MMDAs | J | 0 | X | X | X | X |
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| 1. **Develop new courses for identified institutions**: Form a curriculum development expert team and develop curriculum; validate the draft curriculum with stakeholders; seek accreditation from the national accreditation board | 0 | MOGCSP | Universities and training institutions  DCD, DSW | J | 800 | X | X | X | X |
| 1. **Integrate child protection into professional training**: Sign MoUs with key institutions to incorporate child protection into curricula and train teaching staff | 0 | MOGCSP | Universities and training institutions  DCD, DSW | J | 300 |  | X | X | X |
| 1. **Develop supervisory and evaluation tools for field work by students**: Students assisted/guided to undertake field work/placement in area of child protection | 0 | MOGCSP | Universities and training institutions  DCD, DSW | J | 50 |  | X |  |  |

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| ***STRATEGY 4.2:*** | **Build Alliances with Civil Society Organisations**  Women, youth organizations, CBOs, NGOs, INGOs, volunteers, would be encouraged to formulate and implement appropriate programmes within the scope and approach of this Policy at national and sub-national level. They would implement these programmes with community leaders, youth groups, religious groups, professional bodies and traders associations at each level of society.  While maintaining their independence as civil society organisations, these organisations shall operate in conjunction and in collaboration with other child and family welfare actors and work within this Policy framework, adopting its strategic direction and approaches. In particular, CBOs, NGOs, INGOs shall:   * Contribute to the development of research, monitoring and evaluation initiatives; * Advocate for the improvement of services through increased collaboration; * Participate in national co-ordination and sub-national activities to minimize duplication and enhance the complementary of programmes; * Facilitate information sharing through formal or informal networks.   The Government is responsible for determining the standards of work of civil society organization and determining appropriate areas of interventions and support. It is the Government that has the responsibility to negotiate agreements with civil society organizations providing services or supporting interventions under this Policy. | |
| ***ACCOUNTABLE:*** | **DOC** |  |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A.** **Level of CSO capacities on standards and guidelines** (from pilot of CP practice) as measured by … | BL= TBD  17= TBD  18= TBD  19= TBD  20= TBD | 1. **Create platforms for regular CSO interaction**: to exchange experience; ensure CSO representation in coordination structures at every level (refer to Objective 2); identify membership for Regional Coordination Committees for Child Protection to include CSOs in all regions; establish and maintain database for CSOs;  **Build capacity of CSOs** on standards and guidelines developed through the roll-out of the CFWOP; incl. orientations and training | 20 | DOC | MOGCSP, DOC, LGS, CBOs, NGOs, FBOs, MMDAs | J | 200 | X | X | X | X |
| 1. **Encourage CSOs to incorporate CFWOP initiatives into their programmes**: Review guidelines for registration of CSOs / CBOs / NGOs (providing CP services) by DSW to incorporate the CFWOP; re registration and renewal of licenses; identify CSOs in the area of CP who were not engaged in the Policy Development Process; sensitise CSOs on the CFWP/OP; encourage CSO to incorporate elements of CFWOP into their own programmes and actions; review of annual reports by officers of DSW to check alignment of activities with the CFWP | 0 | DSW / DCD | MOGCSP, DOC, LGS, CBOs, NGOs, FBOs, MMDAs | J | 80 | X | X | X | X |
| 1. **Encourage CSOs to play active part in CPCs and M&E** of CFWOP initiatives | 0 | DOC | MGCSP, MDAs, MMDAs, CSOs, DPs | J | 40 | X | X | X | X |

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| ***OBJECTIVE 5:***  ***STRATEGY 5.1:*** | **REFORMED LAWS AND POLICIES TO CONFORM TO THE CFW SYSTEM**  **Legal and Policy reform**  The Policy requires the legal framework to be reformed for successful implementation.  Amendments to the Children’s Act 1998 (Act 560) will be required. Amendments to the Juvenile Justice Act (2003) may also be warranted. Existing action plans, policies and guidelines on specific child protection issues would be reviewed and amended in light of the provisions of this Policy. The MOGCSP will lead the legal and policy reform process in partnership with relevant ministries. | |
| ***ACCOUNTABLE:*** | **MOGCSP** |  |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A. Progress [%] of Children's Act amendment** to be in line with CFWP  **B.** **Progress [%] of Juvenile Justice Act** **amendment** to be in line with the J4CP | BL= 25  17= 50  18= 100  BL= 25  17= 50  18= 100 | 1. **Amend relevant sections in Children's Act** based on analysis of key priority areas and stakeholder meetings; validate amendment propositions  * **Submit Cabinet memo for approval** with proposed amendments – by end 2017 * **Submit proposed amendments to Parliament**: Hold/organise advocacy sessions with Parliament and relevant stakeholders – by 2018 * **Parliament approves proposed amendments**: Hold/organise advocacy sessions with Parliament and relevant stakeholders; Parliament debates and approves the Amendment Bill – by end 2018 | 0  0  0 | MOGCSP-DOC | AGD, DSW, GPS MOELR, NGOS, CBOs, Parliament, Legal Aid, CHRAJ | O | 500 | X | X |  |  |
| 1. **Amend relevant sections in**  **Juvenile Justice Act** based on analysis of key priority areas and stakeholder meetings; validate amendment propositions *[Link to J4COP]*  * **Submit Cabinet memo for approval** with proposed amendments – by end 2017 * **Submit proposed amendments to Parliament**: Hold/organise advocacy sessions with Parliament and relevant stakeholders – by 2018 * **Parliament approves proposed amendments**: Hold/organise advocacy sessions with Parliament and relevant stakeholders; Parliament debates and approves the Amendment Bill – by end 2018 | 0  0  0 | MOGCSP-DOC | AGD, DSW, CBOs, MOELR, NGOS, Parliament, GPS, Legal Aid, CHRAJ | O | 500 | X | X |  |  |

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| ***OBJECTIVE 6:***  ***STRATEGY 6.1:*** | **ADEQUATE HUMAN, TECHNICAL AND FINANCIAL RESOURCES REQUIRED FOR THE FUNCTIONING OF THE CFW SYSTEM AT ALL LEVELS**  **Analysis of and Advocacy for Adequate Financial, Technical and Human Resources**  The Government shall make resources available for the implementation of the Policy. This CFWOP provides the budgets, timelines and roles and responsibility for the required strategic initiatives (programmes, projects and activities).  The Child and Family Welfare system outlined in the Policy creates a cost-effective and efficient system in that it is drawing on locally available resources and capacities of community-structures as a way to ensure sustainability and greater efficiencies. Government funded services will not replace community actions, but complement them. Efforts will be made to ensure the appropriateness and sustainability of community initiatives. Budget analysis and public expenditure reviews will be conducted in the area of Child and Family Welfare issues.  Note: Adequate human resources are provided for in strategies 1.3 and 4.1. | |
| ***ACCOUNTABLE:*** | **MOGCSP** |  |

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| ***Strategy PI*** | ***Target*** | ***Initiatives*** | ***CP***  ***%*** | ***Resp*** | ***Supp*** | ***SJO*** | ***Cost***  ***GH¢000*** | ***17*** | ***18*** | ***19*** | ***20*** |
| **A. % of required CFWOP budget approved**  **B.** **% of MDAs and MMDAs with approved budgets for CFWOP implementation** | BL= NA  17= 90  18= 90  19= 90  20= 90  BL= TBD  17= TBD  18= TBD  19= TBD  20= 100 | 1. **Advocate and mobilise financial resources** required to execute this CFWOP – incl. lobbying and promotion of budget allocations at MDAs and MMDAs | 10 | MOGCSP | MDAs, MMDAs | J | 0 | X | X | X | X |
| 1. **Implement the established reporting lines for SW/CD Officers**: of district level social welfare/community development officers and their links with respective ministries and with MMDAs: District and national level engagement to develop clarity on roles and reporting lines *[Link with strategies 1.3 and 4.1] [link with the J4COP]* | 10 | MOGCSP | DSW, GES, DOC, GHS, CHRAJ, MOF, LGSS, MMDAs, NCCE | J | 100 | X | X | X | X |
| 1. **Integrate Child protection issues into the Medium-Term Development Plans of MDAs and functional organisational assessment tools (FOATs)**: Train and sensitise MDAs on the importance of child protection by NDPC, DOC and LGS; provide technical support to NDPC to integrate child protection issues into medium terms development guidelines by relevant MDAs | 80 | NDPC | MOGCSP MOF, DSW, GES, DOC, GHS, LGSS, MOLGRD, RCC | J | 100 | X | X | X | X |
| 1. **Develop indicators for monitoring compliance with** **NDPC MTDP guidelines** on child protection (by 2017) *[link with the J4COP]* | 10 | MOLGRD | NDPC | J | 0 |  | X | X | X |