



Child Centred Community Development in Practice: Supporting Positive Change for Children, Youth and Community through the Circle of Rights

Summary Report and Recommendations



August 2013

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Overview

From July 29-August 2, 2013, the International Institute for Child Rights and Development (IICRD), facilitated a workshop with Plan RESA to help strengthen Plan's Child-Centred Community Development (CCCD) approach in practice. The workshop built on IICRD's Circle of Rights process and other creative child-centred approaches to support, reflection, understanding of childhood, deeper engagement and social change for children and communities. Following the workshop, Plan RESA staff who attended the training are expected to integrate the lessons learned into their work and strengthen CCCD implementation. This report summarizes and reflects upon the work completed by IICRD and identifies recommendations for the future.

What is CCCD?

Child Centred Community Development (CCCD) is Plan's global rights-based approach to development. CCCD focuses on the role of children in their own development and Plan's commitment to supporting their participation and empowerment. As part of this, Plan is committed to developing practical approaches to engaging children and young people; to listen to their voices; to consult with them at all stages of the project cycle; to act in their best interests; and to support the realisation of their rights.

Reflecting on the Workshop

"I would have missed a great opportunity if not being part of this workshop. I feel more energized and optimistic of being able to do things a lot better."

"It was an eye opener as to how we can operationalize CCCD. It was time well spent."

"My capacity has built, not only in programming but also in managing human resources for greater impact."

"The workshop has been an eye opener and a reminder that traditional ways of doing things might not help the organization achieve it's mission and objectives."

"I feel honoured to have been part of this exciting workshop. This has changed a number of perceptions I initially held when working with children."

What is the Circle of Rights?



The Circle of Rights is IICRD's child-centred intentional planning and action research process supporting social innovation and greater accountability for children and their families.

This reflective process is organic in nature and can be used in many different ways – from re-energizing practitioners, to rethinking how we approach childhood, participation and child protection, to supporting systems change. COR in its pure form helps guide workers, partners, communities and children through four distinct phases: map, engage, plan, and create, to support better outcomes for children and youth in their day to day lives. For more information on COR see Appendix X.

Consultancy Objectives:

1. Develop capacity of Plan RESA staff and partners to engage children, youth, and community in program planning, implementation, and monitoring and evaluation using the Circle of Rights methodology;
2. Introduce Plan Staff to the Circle of Rights Process and other Child-Centred tools to support the implementation of CCCD, particularly focused on child and youth participation and protection
3. Provide opportunity for staff to learn from the Zambian experience of the implementation of the COR and share their own experiences from other innovative child rights methodologies and tools;
4. Explore opportunities for Plan Staff to apply Circle of Rights and tools in their work and identify the supports required
5. Agree on the next steps of scaling up Circle of Rights as part of the tools for operationalizing CCCD in the region.

COR in Practice: Examples from Zambia

A key highlight from the workshop were the presentations from Young People, Citizen's Forum, and Plan Zambia about the Circle of Rights has been implemented in Zambia, and brought tangible changes in the lives of young people. The young people who were involved in the COR process with Citizen's Forum and Plan Zambia were particularly inspirational, as they described how through the use of COR a dormitory is now being built to better protect young people. Plan Zambia also shared how COR has helped to create space for dialogue and change on harmful traditional practices.



What are you leaving with/What next?

Plan Benin will be a pilot country and will use the COR tools to implement CCCD standards. The thing that changed in my opinion is the vision, I am leaving with more ideas about how to put the community in reflections on child participation, child protection issues and we have a good program on child participation at the PU level and we will work more with them with these tools, and I think that we will reach objective to implement CCCD and I think at the end children will do well in the community and child protection will be taken into account in all communities.

Remember the first day somebody said "what doesn't matter is the tool, but how you use it". For me this workshop been has inspiring, engaging, and transforming. Why, the simplicity? I honestly remember when we had the CCCD assessment everyone was afraid, but the way you did it we don't need to know strategies and principles, because in a simple way we apply them we do everything. For sure I am leaving here with a lot of confidence.

Our compassion to the people we are working with is what will change a situation- our compassion. And we loose that sometimes as workers because we are running on our agenda- we are going down the river very fast, we need to get this done and this done by tomorrow – for me the essence of the COR is just about three words: awareness, understanding, and compassion.

Picture this. You are outside and there is a heavy thunderstorm. You are holding a bunch of keys and you are at the doorstep. You try several of them and finally one of them opens. Picture the feeling, that's the feeling that I have...To me this has been a great workshop, and I hope I will be able to pass the excitement that I have back home to the colleagues so that they can take up the tools that I have learned from here. I have not only benefited as a professional but also as a mother. So it's been really different.

What Inspired You?

The presentation by Citizen's Forum and the young people who seem to be empowered by using COR.

The practical nature of the Zambian team (partners and young people) was encouraging and inspiring.

What Surprised You?

What surprised me was the dynamic applications of the principles of the COR. They can be applied to almost everything we do in CCCD.

How simple tools can make lasting imprints. It's not about big words, but having a process understood in the most simple way (through fun and play)!

What Impressed You?

The simplicity of how the workshop was delivered. I have tried to Google the COR before I came to the workshop but hadn't got much and thought it was one of those development theories, but alas it was practical.

The reality in the tools e.g. the balloons protecting all children and the web of protection - it comes out so real and easy to comprehend.



Recommended Next Steps

Based on the feedback from the workshop, it appears that this workshop has been valuable and influential for participants. To ensure that this excitement and enthusiasm is maintained and that tangible changes result in the day to day lives of children and young people in community, we propose the following recommendations at the regional, country, and international level.

Regional

1. **Follow-Up & Support** - During the workshop, each country identified how the tools and approaches learned would be applied to strengthen existing country workplans. Post workshop disseminate the commitments made by countries, and provide follow-up and support to realize these commitments.
2. **Harvest the Learning**- Establish a post workshop process to harvest the lessons learned- what have you done, what has worked, what hasn't, how things could be done differently.
3. **Mentorship & Networking**- Post workshop, provide participants with access to mentorship, online linkages/connections with countries, and establish learning teams to support the strengthening of CCCD.
4. **Monitoring & Evaluation**- Host a follow-up workshop to monitor how participants have integrated workshop learning into their work. A formal evaluation of how COR tools and approaches has strengthened CCCD in practice could also be considered.

Country

1. **Apply and document the learning**- Following the workshop, country participants apply the tools and processes learned and document the process, including adaptations and significant changes that have resulted within individuals, teams, partners, and programming.
2. **Galvanize Support**- Use the tools and approaches applied to generate support within Plan country teams with a focus on doing things differently- e.g. not business as usual
3. **Host a training**- In countries where there is specific strength and motivation and appropriate conditions, host a workshop to re-energize CCCD at the country level with partners, team, and/or community

International

1. **Explore opportunities to strengthen CCCD and other learning processes**-Consider what made this workshop different and how this learning can support the implementation and training of staff on CCCD and within the Plan Academy

For more information

For further information about Circle of Rights implementation in collaboration with Plan Zambia please see the two Circle of Rights Workshop Reports and the Contextualized Circle of Rights Implementation Manual. Should you have any questions or comments please contact Micheal Montgomery (micheal.montgomery@iicrd.org) and Cheryl Heykoop (cheryl.heykoop@iicrd.org). If you would like more information about IICRD please check out our website at www.iicrd.org.

What do you recommend for the future?

It will be good to consider a review meeting considering a field visit in one of the participating countries.

Cross learning will be needed after this. Countries can keep on sharing experiences and human resources

This was a very important Workshop for me, and I'll be looking forward for a reflection after 1 year or so to share the learnings – Well Done



Appendices

1. Workshop Agenda
2. Circle of Rights Overview
3. Pre-Workshop Survey
4. Guiding Quotations
5. Focus on Facilitation
6. Final Evaluation
7. Closing Circle Transcript
8. Action Plans (To be generated by Plan RESA)

Participating Plan Teams

Zambia, Uganda, Rwanda
Tanzania, South Sudan, Sudan
Egypt, Ethiopia, Malawi, Zimbabwe,
Kenya, Benin, RESA,WARO

