



Amazing Maasai Girls Project & Ol-Lentille Trust
2015-2016 Partnership Agreement

SUMMARY

The Amazing Maasai Girls Project (AMGP) is a US-registered 501(c)(3) nonprofit that supports the education of Maasai girls in north Laikipia, Kenya.

Since its establishment in 2011, the AMGP has benefited from the support and guidance of the Ol-Lentille Trust (OLT). OLT maintains a longstanding and active involvement in the local community, supporting education, healthcare, enterprise and conservation.

The goal of a formalized partnership between the AMGP & OLT is to greaten the impact of both organizations in promoting and funding the education, welfare and empowerment of Maasai girls in north Laikipia.

The following document details the objectives, roles and responsibilities of this partnership.

I. PARTNERSHIP OBJECTIVES

- a. To promote the education and empowerment of girls in the local Maasai community.
- b. To maintain sponsored girls in school during term time, safely and always with proper food and shelter.
- c. To preserve the welfare of sponsored girls, primarily with regard to Child Protection (CP) issues, and adhere to CP policies as detailed on pg. 4 (appendix).
- d. To protect sponsored girls from illegal early marriages and childhood pregnancies.
- e. To support girls who become pregnant and to assist girls to re-enter schools if they have dropped out where this is feasible.
- f. To work in accordance with the law and constitution against FGM.
- g. To promote the empowerment of females in the local Maasai communities.
- h. To work together on sustainable mentorship program(s) for sponsored girls, with view to promoting their further education, future employment and enterprise, and general empowerment.

II. TIMELINE

Each of the Partnership Objectives involve ongoing, long-term commitment and is to be reviewed on a bi-annual basis. Success can be measured by the proportion of



sponsored girls maintained safely in school, avoiding childhood marriage and pregnancy, as well as by their academic performance and rates of graduation.

III. PARTNERS' ROLES

a. Ol-Lentille Trust

As a partner, OLT will bring:

- i. 10+ years' experience of working within the local community on matters directly relating to the Partnership Objectives.
- ii. Influence and legitimacy within the local community.
- iii. Day-to-day access to the community and secondary schools patronized by the AMGP. OLT's Trustees John & Gill Elias can offer insights and advice from "on-the-ground".
- iv. Knowledge and experience dealing with topics of major focus, such as Child Protection.
- v. Knowledge and experience of the most economical ways to maintain girls safely in school (CDF applications etc.).
- vi. Knowledge and experience in securing funding by private donors and grants for large and smaller scale education projects in the area.

b. Amazing Maasai Girls Project:

The AMGP will bring:

- i. 5 years' experience running the annual AMGP scholarship program and Amazing Maasai Marathon (AMM) fundraiser in Laikipia.
- ii. Trust within the local community, due to the AMM and scholarship.
- iii. Resources and personnel dedicated to achieving the Partnership's Objectives.
- iv. Remote management of local personnel on all matters relating to the Partnership Objectives by Board Members Molly Fitzpatrick, Sarah Soulié and Paul Ark.
- v. Remote efforts to further the Partnership Objectives by Board Members Molly Fitzpatrick, Sarah Soulié and Paul Ark.
- vi. Access to a growing number of international donors through AMGP products (AMM and Global Run etc.), to fund ongoing work.



Ol-Lentille Trust

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Name: GE

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Amazing Maasai Girls Project

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Appendix

CHILD PROTECTION POLICY

The following is an abbreviated version of the Child Protection (CP) Policy of the Ol-Lentille Trust and outlines the essential CP laws and measures that the AMGP and OLT (the Partners) agree to adhere and uphold.

INTRODUCTION

Safeguarding children is the responsibility of everyone.

Under the UN Convention on the Rights of the Child (1989), Article 19, the Partners recognize their responsibility to safeguard and promote the welfare of children within the legal framework of Kenyan Safeguarding Children policies. **(Kenya: Children's Act 8 of 2001)**. This Act of Parliament makes provision for parental responsibility, fostering, adoption, custody, maintenance, guardianship, care and protection of children. It also makes provision for the administration of children's institutions, gives effect to the principles of the Convention on the Rights of the Child and the African Charter on the Rights and Welfare of the Child.

Kenya 2001 Children's Act relevant excerpts:

5. No child shall be subjected to discrimination on the ground of origin, sex, religion, creed, custom, language, opinion, conscience, color, birth, social, political, economic or other status, race, disability, tribe, residence or local connection.

13. (1) A child shall be entitled to protection from physical and psychological abuse, neglect and any other form of exploitation including sale, trafficking or abduction by any person. (2) Any child who becomes the victim of abuse, in the terms of subsection 1, shall be accorded appropriate treatment and rehabilitation in accordance with such regulations as the Minister may make.

14. No person shall subject a child to female circumcision, early marriage or other cultural rites, customs or traditional practices that are likely to negatively affect the child's life, health, social welfare, dignity or physical or psychological development.

15. A child shall be protected from sexual exploitation and use in prostitution, inducement or coercion to engage in any sexual activity, and exposure to obscene materials.

We are aware that many children and young people are the victims of different kinds of abuse and that they can be subjected to social factors that have an adverse impact upon their lives – including domestic violence, substance misuse, bullying, child prostitution and ritualistic abuse. We aim to ensure that organizations we work with create a safe environment within which children and young people can



thrive and adults can work with the security of clear guidance.

Under the terms of the Kenya Children's Act 2001 anyone under the age of 18 is considered to be a child/young person.

These guidelines are for the use of all paid staff, volunteers and visitors within partner organizations with whom we work. Those organizations will make them available to the parents and carers of the children and young people with whom they work. Through them, we will endeavor to ensure that:

- Children and young people are listened to, valued and respected
- Staff are aware of the need to be alert to the signs of abuse and know what to do with their concerns
- All paid and unpaid staff are subject to rigorous recruitment procedures
- All paid and unpaid staff are given appropriate support and training

All child protection concerns should be acted upon immediately.

These guidelines are divided into the following sections:

1. Recognizing signs of abuse
2. Expected Standards of Adult Behavior
3. Good practice
4. Key Contacts
5. Confidentiality

1. RECOGNISING SIGNS OF ABUSE

It can often be difficult to recognize abuse. The signs listed in these guidelines are only indicators and many can have reasonable explanations. Children may behave strangely or seem unhappy for many reasons, as they move through the stages of childhood or their families experience changes. It is nevertheless important to know what could indicate that abuse is taking place and to be alert to the need to consult further.

Someone can abuse a child by actively inflicting harm or by failing to act to prevent harm. Abuse can take place within a family, in an institutional or community setting, by telephone or on the Internet. Abuse can be carried out by someone known to a child or by a complete stranger.

Physical Abuse

Physical abuse can involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, and suffocating. It can also result when a parent or carer deliberately



causes the ill health of a child in order to seek attention; this is called fabricated illness.

Emotional Abuse

Emotional abuse happens when a child's need for love, security, praise and recognition is not met. It usually co-exists with other forms of abuse. Emotionally abusive behavior occurs if a parent, carer or authority figure is consistently hostile, rejecting, threatening or undermining. It can also result when children are prevented from social contact with others, or if developmentally inappropriate expectations are imposed upon them. It may involve seeing or hearing the ill-treatment of someone else.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, causing damage to their health and development. It may involve a parent or carer failing to provide adequate food, shelter or clothing, failing to protect a child from harm or danger, or failing to access appropriate medical care and treatment when necessary. It can exist in isolation or in combination with other forms of abuse.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. This may include physical contact, both penetrative and non-penetrative, or involve no contact, such as watching sexual activities or looking at pornographic material. Encouraging children to act in sexually inappropriate ways is also abusive.

Some members of our communities hold beliefs that may be common within particular cultures but which are against the law in England. The Partners do not condone practices that are illegal or harmful to children. Examples of particular practices are:

Forced Marriages

No faith supports the idea of forcing someone to marry without their consent. This should not be confused with arranged marriages between consenting adults.

Under-age Marriages

In Kenya, a young person cannot legally marry or have a sexual relationship until they are 16 years old or more.

Female Circumcision



This is against the law yet we know that for some in our communities it is considered a religious act and a cultural requirement. It is also illegal for someone to arrange for a child to go abroad with the intention of having her circumcised.

Ritualistic Abuse

Some faiths believe that spirits and demons can possess people (including children). What should never be condoned is the use of any physical violence to get rid of the possessing spirit. This is physical and emotional abuse and people can be prosecuted even if it was their intention to help the child.

2. EXPECTED STANDARDS OF ADULT BEHAVIOUR

People employed by or otherwise working with the Partners should observe the following requirements where children are concerned:

Staff, trustees and volunteers should:

- Act as positive role models;
- Recognize a person's developmental needs, whether a child or adult;
- Always put the welfare of a child first;
- Set and monitor appropriate boundaries and relationships when working with children, based on openness, honesty and respect for their personal space
- Avoid being over-familiar in word or action;
- Create and maintain a safe and caring environment that enables children to raise concerns about attitudes or behavior they do not like;
- So far as is possible, avoid situations in which you are alone with children or similarly vulnerable people. If necessary, move to a place where you can both be seen by other colleagues or other adults;
- Challenge activities which are abusive e.g. initiation ceremonies, bullying, including those from a child's peers;
- Take action if you have concerns about a child's welfare, or if you have concerns about the behavior of an adult towards a child;
- Support a child making a complaint;
- If a child is hurt or distressed, do your best to comfort or reassure them without compromising their dignity;



- Try to avoid any inappropriate physical contact or behavior that could be unwelcome or misconstrued;
- Where physical contact is necessary, ensure it is in direct response to a person's need. It may be appropriate to hold someone's hand, to put a comforting arm around their shoulder or support/carry them if they have fallen.
- Any physical contact with children should respect their age and individual stage of development.

Staff should not:

- Subject any child to any form of harm or abuse, including calling anyone by derogatory names;
- Attempt to control a child by slapping or hitting them;
- Shake a child or hold them in such a way that it causes pain;
- Physically restrain a child except to protect them from harming themselves or others;
- Take part in horseplay or rough games;
- Allow or engage in inappropriate touching of any kind;
- Do things of a personal nature for children that they can do for themselves or an accompanying adult can do for them;
- Allow or engage in sexually suggestive behavior within a child's sight or hearing, or make suggestive remarks to or within earshot of a child;
- Give or show to a child anything which could be construed as pornographic;
- Dismiss an allegation of any sort of abuse relating to a child's welfare;
- Delay the reporting of an allegation.

7. GOOD PRACTICE

- Every partner organization working with children should have a designated child protection officer who must undergo child protection training. It is the responsibility of this person to make themselves available for consultation by staff, volunteers, visitors, children and their families;
- All staff are responsible for children while on these premises and must make sure that health and safety guidelines are adhered to;



- All staff working with children should receive regular supervision from a more experienced staff member and be encouraged to attend basic child protection training;
- No member of staff should be left alone with a child where they cannot be observed by others;
- Under no circumstances should visitors be allowed to wander around the premises unaccompanied when children and young people are present;
- Staff should be alert to strangers frequently waiting outside a venue with no apparent purpose. Children should not be collected by people other than their parents unless notification has been received;

8. KEY CONTACTS

- Police OCPD Laikipia North 0722 717589
- Kenya Department of Children’s Services 020 272 7980
- Nanyuki District Hospital Dr David Njoroge 0722 853087
- Responsible Director The Ol Lentille Trust Gill Elias 0723 163939

9. CONFIDENTIALITY

Any information about alleged or actual child abuse will only be disclosed where it is in best interests of the child to do so. Furthermore, we have a responsibility to protect the identity of anyone reporting suspected or actual abuse. No such disclosure will be made without careful consultation at senior management level.

Ol-Lentille Trust

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