



# Strategic Plan

2018 – 2021



*Educate a woman. Educate a generation.*

## a Girl & her world Strategic Plan 2018 – 2020

**Our Vision:** Our vision is for a gender equal world where Girls realise their full potential in communities where they can enjoy their rights and assume their responsibilities.

**Our Mission:** We partner with Girls and communities to increase access to education and create meaningful and lasting solutions to poverty.

### Strategic plan snapshot:

We work with Girls, their families and communities to:

- Increase access to quality education for Girls. This includes access to early childhood education, primary and high school education and vocational training
- Create lasting solutions to poverty for Girls' families through livelihood strengthening including small business training and support
- Build resilience to keep children protected
- Strengthen organisational capacity to implement effective projects
- Strengthen local partnerships to promote locally owned solutions and sustainability
- Strengthen Australian based partnerships to enable strategic growth of the organisation.

## Strategic Goal 1:

### Scale up our efforts in increasing access to education for Girls<sup>1</sup>

Global research shows that educating Girls leads to a reduction in poverty outcomes such as; poor health, unemployment, dependency on welfare and gender inequality.

*Girls' education is a strategic development priority. Better educated women tend to be healthier, participate more in the formal labor market, earn higher incomes, have fewer children, marry at a later age, and enable better health care and education for their children, should they choose to become mothers. All these factors combined can help lift households, communities, and nations out of poverty. World Bank report <http://www.worldbank.org/en/topic/girlseducation>*

While the Fiji Government has taken greater ownership of Girls' education in recent years, a Girl & her world has been able to help increase access. Both to primary and secondary school and tertiary and vocational opportunities. In this strategic plan period, we will look at ways to increase access to early childhood education as well (ECE).

We work in Rakiraki because we have grassroots connections to leaders and change agents there who want to see young women reach their potential and help lift their community out of poverty.

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<sup>1</sup> aGahw recognises and values the importance of quality education for children. However, supporting local stakeholders with improving the quality of education available in and around Rakiraki is out of scope of this strategic plan.



**1.1 We will:** Increase early childhood education opportunities for Girls in and around Rakiraki, Fiji.

**We will do this by:**

- Assessing formal and non-formal early childhood education barriers and opportunities for Girls aged 2-6 years.
- Partnering with families, communities and formal education providers to increase access to early childhood education for Girls aged 2-6 years.

**1.2 We will:** Increase access to primary and high school education for no less than 40 Girls in and around Rakiraki, Fiji, per year over the next three years.

**We will do this by:**

- Assessing potential Girls for support according to set criteria
- Working with Girls and parents/carers to complete the required paperwork to ensure transparency and accountability
- Providing resources and support to overcome barriers and enable access to education for Girls.
- Monitoring school attendance rates, engagement and experience of the Girls at least twice a year
- Strengthening partnerships with local education providers and department of education
- Educating families and communities about the value of Girls' education
- Providing support and mentoring to Girls
- Facilitating a peer support program for Girls
- Partnering with local stakeholders to identify resource gaps within schools and developing and enabling local solutions (library supplies, sustainable menstrual hygiene products).

**1.3 We will:** Partner with young women from in and around Rakiraki, and their families, to increase their access to tertiary education and vocational training in Fiji.

**We will do this by:**

- Strengthening partnerships with education and vocational training providers
- Developing partnerships with organisations working in tertiary education and vocational training support in Fiji or the Pacific (e.g. NGOs already working in this area)
- Facilitating links between education and vocational providers and the young women and their families
- Enabling access to career counselling and support for young women
- Facilitating a peer support group for young women
- Enabling access to leadership training and support for young women
- Conducting research into barriers and enablers of access to tertiary education and vocational training for young women in Rakiraki, Fiji
- Providing funding and resource subsidies to overcome barriers to accessing tertiary education and or vocation training
- Conducting regular monitoring of the young women’s engagement and experience at tertiary education or vocational training
- Working with the young women to develop them as change agents to create lasting positive change for their communities.

## Strategic Goal 2:

### Partner with Girls’ families to create lasting solutions to poverty and enable them to support their daughters’ education

To increase parents’ sense of dignity and to avoid creating dependency on welfare, a Girl & her world seeks to engage Girls’ mums and dads in income generating opportunities. These small businesses enable them to take back responsibility of their daughter’s education with pride and create a sustainable livelihood. Through providing seed capital and skills’ training, we hope to bring about lasting change and community owned solutions.



**2.1 We will:** Work with Girls' parents/carers and communities to strengthen income generating opportunities and livelihoods.

**We will do this by:**

- Partnering with Girls' parents/carers to assess income generating opportunities and working with them to develop and implement sound business plans
- Facilitating access to local income generating training and support services
- Providing support with start-up costs and incidentals as required
- Monitoring the success and support needs of the parents/carers at least twice a year
- Enabling access to self-help groups and saving and loans schemes (where available) for young woman and their families
- Supporting parents/carers to transition out of the program once their livelihood is self-sustaining
- Encouraging parents/carers to invest in their Girls' education.



## Strategic Goal 3:

### Build resilience to keep children protected

Children in the communities we work in are vulnerable, subjected to exploitation and abuse from adults or other children, including physical, emotional and sexual abuse, and neglect. Children need protection from the effects of poverty, abuse, neglect, and unequal access to essential services. They need justice systems that recognise their unique needs and support services that build resilience and strengthen the factors that protect them.

All project related work of aGahw will ensure that we ‘first do no harm’ in any intervention we fund or promote. We have a Child Safeguarding Policy and procedures that aims to ensure our projects do not increase risks to children. Through our child protection activities, we partner with children and their communities to promote the safety and well-being of children and their families.

We recognise that creating a safe environment for children relies heavily on their own resilience as well as the families and community around them. That’s why we partner with local services to provide training for children to increase their understanding of their protective factors (e.g. understanding their rights, where to go for help, how to protect themselves and internal resilience). We also enable training for families and community members on child protection risks and what they can do to reduce risks and promote protective factors for children.

**Objective 3.1:** Increase access to information and support that builds skills and resilience to enable children in Rakiraki to realise their right to protection.

**We will do this by:**

- Assessing the child protection risks and protective factors for children in Rakiraki
- Partnering with children and their communities to strengthen community-based child protection mechanisms
- Mapping national systems and services to allow staff and volunteers to refer children and families to relevant services as needed
- Strengthening partnerships with relevant local stakeholders (e.g. Fiji Women’s Crisis Centre, Fiji police, counselling services)
- Facilitating access to no less than two workshops a year on child protection and resilience building for children and youth
- Promoting peer education and support for Girls that increases knowledge of their rights and responsibilities
- Providing support to girls to enable them to lobby duty bearers to claim their rights.



## Strategic Goal 4:

### Strengthen the capacity of the organisation's staff and volunteers to deliver community owned development activities

Our Fiji team is well connected to local networks and services and works well in collaboration. We seek to provide regular training for our team and encourage exposure to new ways of working and innovate, effective ideas and methods, informed by community needs. We come with many years' experience in the development and other community-based sectors between us. Our Australian team has access to sector training and resources that improve our ability to work closely with the Fiji team and we are always looking for ways we can do better and be better. We trial new ways of communicating, reporting and delivery of programs regularly and learn by doing. Both teams love and believe in the work we do and want to do it well.

**4.1 We will:** Have high functioning teams in RakiRaki and Australia to provide guidance, strengthen governance, fundraising and accountability and ensure effective program implementation.

#### **We will do this by:**

- Strengthening monitoring and evaluation systems and procedures to collect data that measures and communicates processes and impacts of project activities
- Recruiting and training an active group of volunteers in Rakiraki of no less than 4 people by January 2019
- Reviewing and updating the Terms of Reference for the board and other strategic documents by December 2018
- Conducting regular board meetings
- Conducting a policy Audit by August 2018
- Updating existing policies and developing new ones by December 2019
- Recruiting additional volunteers in Australia to support fundraising and social media and communications initiatives
- Providing professional development opportunities for Fiji based staff and volunteers
- Provide professional development opportunities for Australian based volunteers
- Developing and implementing an internship program
- Strengthening financial management systems and reporting.



## Strategic Goal 5:

### Strengthen local partnerships

We believe in locally owned solutions and the ability at the local level to achieve these. Our Australian based team has a strong connection to our Fiji team and we communicate regularly. We bring interns and people new to the field seeking exposure alongside our work to provide fresh eyes and complement existing roles, both in Australia and Fiji. They bring new tools and techniques and areas of speciality to our work.

Our Fiji team is linked in with local organisations, including schools, local police and the Fiji Women's Crisis Centre, and is aligned with Fiji Government development priorities.

**5.1 We will:** Partner with local services, organisations and groups to ensure the work of a Girl & her world remains locally owned, effective and sustainable.

#### **We will do this by:**

- Strengthening existing partnerships with school staff and volunteers in and around Rakiraki
- Developing new partnerships with school staff and volunteers in and around Rakiraki
- Developing partnerships with early childhood education, tertiary and vocational service providers
- Strengthening the aGahw community volunteer team through the recruitment of additional volunteers and training
- Recruit a locally based part time project officer to support the project coordinator with the peer support, tertiary and vocational elements of the programme
- Conduct regular meetings and training sessions to keep partners actively engaged and affecting decision making

- Actively involve children, families and community members in the monitoring, evaluation and learning of project activities
- Increase the capacity of duty bearers to fulfil their responsibilities through training and support
- Work towards an exit strategy where aGahw will withdraw from leading project activities and handover to the community or adapt activities to fill gaps and complement existing services.

## Strategic Goal 6:

### Strengthen Australian-based partnerships to enable strategic growth of the organisation and support effective program delivery

We are a small organisation which is a strength when partnering with community-based supporters in Australia. We are able to engage meaningfully and facilitate genuine connections with the community we work with in RakiRaki. We invite individuals, groups and schools to be transformed by this connection, while they raise funds and awareness of issues surrounding Girls' education in rural areas.

**4.1 We will:** Develop and strengthen partnerships with Australian based schools, Non-Government Organisations (NGOs), philanthropic organisations and corporate institutions.

#### **We will do this by:**

- Strengthening existing partnerships with schools and developing new ones to promote fundraising opportunities and collaborative partnerships (e.g. youth to youth connections)
- Identifying partnership and fundraising opportunities with corporate companies
- Developing partnerships with identified companies to diversify income generation streams
- Developing and strengthening partnerships with likeminded organisations and institutions to create mutually beneficial relationships and increase collective impact
- Developing systems and procedures for partnership management.

