

HAPPY WATOTO HOMES KIKATITI/NGORIKA

- VOLUNTEERS WITH HAPPY WATOTO HOMES AND SCHOOLS -

People aspiring to become volunteers should as good as possible fit the following criteria:

1. Ought to be adults, preferably aged 21 years or above
2. Should have skills and a level of education that are useful within our organisation and hard to find within Tanzania. For examples, see our list below. A volunteer shall under no circumstances perform duties that can just as well be done by a Tanzanian employee
3. English fluency should be of a level that allows the volunteers to be an example, even those volunteers who do not specifically come to teach English
4. Should preferably come in pairs rather than alone, so that they can share experiences of living and working in a foreign context and be a companion to share the experiences with
5. Preferably come for a period of 3 months or longer, so as to have ample time for observation before giving our staff training on the job, adjusted to our specific setting
6. Should pay for their air ticket and residence permit (see schedule). The organisation will make a room available and the volunteer can join in our meals. If they want to cook something different, they can do so at their own expense in the kitchen in the volunteer house

When joining our organisation the following general rules and principles apply:

1. Volunteers aren't responsible for the behaviour of the children and thus always a matron/patron or teacher is in charge. This also implies that if a child misbehaves, a volunteer can show their dissatisfaction with such behaviour but only a staff member can decide on and apply any punishment
2. The staff bears responsibility for the activity that the volunteer is involved in. In class the teacher is responsible and the volunteer supports him/her. The same applies in arts, music, sports, social activities of the home, the matron/patron is responsible
3. Alcohol should be consumed responsibly. Exposure to the children should be reduced to an absolute minimum. Practically it means one can't drink within our compounds
4. Tobacco use should also be restricted to a time and to place that children don't see it, i.e. only behind the volunteer house
5. At no time it is allowed to offer alcoholic drinks or tobacco or any other drug to any child
6. A volunteer can get a lift if the organisation's car has a trip anyway, but can never demand the driver to go anywhere or drive oneself. The only exception being that a volunteer can be collected from the airport and returned to the airport at the beginning respectively at the end of one's stay

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Fields in which we would especially appreciate volunteer support are among others:

1. **School:**

- a. Every teacher should also put substantive effort in assisting us to further improve our teaching methodology
- b. Teachers with experience in handling "difficult" children, slow learners, children who are intellectually/academically behind relative to their age, etc. We have started a Special Needs Class and would love to improve this further
- c. Teachers for sports and games, for the school (primary and kindergarten) as well as for both homes
- d. Mathematics teachers
- e. English teachers, not only for the children, but also for stimulating our teachers, matrons and other staff to improve their English
- f. Music teachers, for both the homes and school
- g. Information and Communication Technology teachers. We have the computers and an internet connection, but our capacity to teach their uses is rather limited

For the school points a) till d) are priority areas

2. **Care givers for the homes:**

- a. **Professional care givers**, who, in close cooperation with our matrons and patrons, work to further improve our ways of caring for the children and raising them, taking into consideration our local context. Areas to look at could be i. Rewarding and Punishing ii. Sex Education iii. Physical fitness iv. Bullying v. How to Cope with one's History (e.g. rejection by relatives, abuse history, having an intellectually impaired mother, etc)
- b. **English teachers**, not only for the children, but also for stimulating our teachers, matrons and other staff to improve their English
- c. **Art teachers** (using a range of materials) for both homes, stimulating creativity. One can think of the following, and many more, examples:
 - i. Making puzzles
 - ii. Origami paper games
 - iii. Making decorations for the rooms
 - iv. Most children find it very difficult to repair their clothes
 - v. Cooking
- d. **Music teachers**, for both the homes and school

3. **Social workers with experience:**

- a. Areas to look at include child psychology, multicultural cooperation (we receive children from several tribes and social environments), communication and cooperation with relatives (some refuse to take responsibility for the children, or might want to follow adverse traditional practices like early marriage), as well as systems of registration of data on the individual child, their relatives, medical history, school progress, etc.