

Uhuru House Girls Survey – July 2019

Results Analysis and Report

Introduction

A one-day retreat was conducted on the 14th July 2019 for all girls accessing the Hekima Place Uhuru House Scholarship Program for higher education, as well as previous graduates of the program. Through this reporting period there has been a total of 30 girls accessing support from this program, with 20 currently active in their individual learning plans, 6 recent graduates and 4 on suspension/withdrawal from the program (appendix A). The day allowed the girls to explore their transition from the Hekima Place residential program to the Uhuru House Scholarship Program and into the next life stage of young adulthood. Uhuru House graduates and older girls shared some of their experiences and offered advice for overcoming the challenges faced with this transition stage. The session allowed the girls to collectively problem solve and off load some of their issues in a safe space, reassuring them of Hekima Place's commitment and love for them as they take ownership over their lives and journey to find their place within society; moving from dependence to independence. A total of 28 girls attended the session.

“Hekima Place is a family that I always wanted and hoped for since I grew up. I have so many sisters that help me whenever I ask for their help. I love my Hekima family”

In addition, all girls present were asked to complete a short survey commenting on their thoughts and opinions in relation to their current living arrangements, education, spiritual development and personal wellbeing. The survey allowed the girls to expand on their answers by providing further comments and suggestions, however, not all girls chose to do this. A total of 17 current Uhuru House Scholars completed the survey and the below report encapsulates their results, providing some wider context based on conversations and sessions throughout the retreat and the reporting period.

Context: Uhuru House Scholarship Program

The Uhuru House Scholarship Program, allows Hekima Place girls to pursue their dreams and fulfil their potential by accessing higher educational or vocational training opportunities. Upon joining the program each girl works alongside Hekima Place's Educational Director and Executive Director to create a realistic learning pathway for them to follow, in the hope of securing employment in their desired industry. This plan not only takes into consideration the academic capabilities of the individual, but also her wider gifts and talents, allowing the individual to explore a wide range of possibilities within their chosen field of study.

Over the survey reporting period 2018/2019, Hekima Place has implemented a number of changes and new initiatives to increase the quality of the Uhuru House higher education program. These changes were instigated by a number of different factors including feedback from Uhuru House Scholars captured in previous survey reports (2017, 2018), as well as an internal in-depth review of the program to ensure Hekima Place is meeting its fiduciary responsibility and wider legal compliance through its administration. As a result, the Hekima Place Policy Committee in both Kenya and the US collaboratively worked on the development of the Uhuru House Scholarship Program Policy and Guidelines. This identified the program as a scholarship fund, requiring the creation of eligibility criteria and a framework of conditions under which the scholarship fund can operate.

Part of the rationale behind the move towards a dedicated scholarship fund for the Uhuru House Scholarship Program was to ensure equality and fairness across the program as raised as an ongoing issue for Uhuru House Scholars through the previous survey reports (2017, 2018). Additionally, it was recognised that the financial impact of the program was having an adverse effect on the Hekima Place Operating Budget and needed to be segregated in a suitable way to portray a true picture of the allocation and spending of funds across the organisation. Finally, a review of the legal environment in which Hekima Place operates suggested a need for the Uhuru House Scholarship Program to have an element of separation from the Hekima Place main residential program which is governed by the Children’s Act, 2001 (Kenya) and the Charitable Children’s Institutions Regulations, 2005 (Kenya) which depicts the work of organisations such as Hekima Place as that of child protection with a focus on children under the age of 18years.

All girls within the Uhuru House Scholarship Program are over the age of 18 and therefore are no longer eligible to live at the Hekima Place campus. As part of their support under this program the girls live in suitable hostels at or close to their school; with their guardians; or in rented apartments sourced by Hekima Place. Following the development and implementation of the Uhuru House Scholarship Program Policy and Guidelines, hostels are the preferred living option for girls within the Uhuru House Scholarship Program, especially for those attending technical colleges on either certificate or diploma courses, as these schools have good quality accommodation solutions on site. In addition, all girls on the program are given financial support to pay for their basic utilities and food, as well as a small amount of pocket money per month.

“The environment that I am in is suitable for me to study and I appreciate Hekima for making that possible by shifting us to another place”

The development of the Scholarship Program required specific legal compliance, and in response Hekima Place has implemented necessary measures for the proper administration of the program. This has included the appointment of a dedicated Scholarship Committee to ensure the integrity of the program

and the distribution of funds under the scholarship program in an appropriate and ethical manner, including making decisions regarding scholars accommodation and access to financial support to meet their basic needs as outlined in the Policy Guidelines.

The Uhuru House Scholarship Program Policy and Guidelines was approved by both the Kenyan Board of Trustees and the US Board of Directors in May 2019, and was implemented on 1st June 2019. All current Uhuru House Scholars were provided a copy of the new policy and guidelines, with detailed explanation and the opportunity to ask questions to the Hekima Place Executive Director. All scholars signed their agreement to the new policy and guidelines for the duration of their individual learning plans as previously agreed under the program.

Uhuru House Scholarship Program: Learning Pathways

The newly implemented Uhuru House Scholarship Program Policy and Guidelines outline some fundamental criteria for establishing a learning pathway (or individual learning plan) for each scholarship applicant/beneficiary. The purpose of these learning pathways is to help map each scholar's journey so that their progress can be easily monitored and financial resource can be allocated accordingly through financial projection.

“Hekima Place has provided everything that I could ever want in terms of education. I went to the best universities in Kenya and am acquiring every knowledge that is there to help me grow”

For the girls who show good academic promise and secure a C grade or above in the KCSE national examinations, Hekima Place encourages and supports them to undertake suitable degree programs in line with their career aspirations. For those achieving a grade between D+ and C a certificate program, followed by a complementary diploma learning pathway is identified. For those who achieve a grade D, Hekima Place identifies a suitable certificate program and for those who achieve below grade D a vocational pathway or employability support is offered to help them enter the job market successfully.

Hekima Place is currently providing 20 girls full time support as part of our Uhuru House Scholarship Program. These girls are undertaking a wide range of educational learning pathways at university, technical and vocational college levels. Of the 20 girls currently being supported, 7 are enrolled in full time degree programs, 2 are enrolled on diploma courses, 9 on certificate courses and 2 on vocational courses. A full list of girls and courses can be found in appendix A.

In the past 12 months Hekima Place has seen a number of learning pathway transitions take place, as scholars complete a stage of their individual learning plan and begin another. Following the completion of their Kenyan Certificate of Secondary Education national examinations, 7 former Hekima Place girls became Uhuru House scholars, undertaking programs at certificate and vocational levels. During this

reporting period, 1 Uhuru House scholar graduated from a diploma course and progressed onto a degree program. In addition, 1 scholar graduated from a certificate program and has enrolled in secondary certificate program, whilst another scholar graduated from a vocational course and has enrolled in a certificate program. There was one scholar who returned from suspension and joined a diploma program.

There were also a number of learning pathways that came to an end through this reporting period with 6 Uhuru House scholars having graduated or awaiting graduation; 3 from degree programs, 2 from certificate programs and 1 from a vocational program. In the next 12 months, Hekima Place expects to have 1 degree graduate, 1 diploma graduate and 2 vocational graduates who will end their learning pathways. There is a potential for a further degree graduate, if one of the current suspended scholars returns to her learning pathway during the next survey reporting period.

2018 Action Point Summary and Update

Last year, based on the issues the girls highlighted within the survey reports, the following recommendations and action points were suggested for further investigation and feasibility assessments. Updates have been provided in GREEN on what has happened in the last 12 months.

- Employ a dedicated member of staff (Transition Worker) to monitor the welfare of all Uhuru House girls, teaching them valuable life skills to transition from institutional care and into society. To provide advice and counsel to help the girls make wise life choices and assist them to fulfil their true potential. To conduct bi-annual home visits to ensure the suitability of the living accommodation of all Uhuru House girls and to assess any newly sourced accommodations.

UPDATE: Although talks surrounding the need of a dedicated staff member to oversee the Uhuru House Program have taken place across the organisation, other organisational priorities and emerging issues have had to take precedence and therefore this action point has not fully been fulfilled. To date no such member of staff has been identified, and a combination of Hekima Place Management Team personnel along with the assistance of the Founding Director has been used to try and ensure that Uhuru House scholars are meeting the terms of their educational programs and that their personal wellbeing is being looked after and maintained.

Increased sector and governmental conversation in Kenya has continually raised the issue of dependency syndrome, and the wider societal issues this causes, as young adults leaving institutional care struggle to transition effectively into society. As the conversation has been raised, dependency syndrome has been something that Hekima Place has been able to identify within some current Uhuru House scholars, as well as previous graduates and beneficiaries of the program. It has been recognised by Hekima Place that a lack of job opportunities for young adults in Kenya is increasing the negative impact of dependency syndrome and as a result more thought has been given to the individual learning pathways of joining Uhuru House scholars taking into consideration future job prospects and career opportunities. Future career guidance and counselling sessions have been discussed for Hekima Place secondary school

pupils, as well as the possibility of working with partner organisations and local businesses to provide career insight days, work experience placements and internships. This was successfully implemented with one joining Uhuru House scholar who was able to complete a 3-month internship with a resident artist at an art and cultural village to help her decide her specialism in the art sector. After her internship and with a greater understanding and knowledge of the sector, she decided to undertake graphic design alongside her fine arts qualification.

The development of the Uhuru House Scholarship Program during this reporting period is an organisational step in the right direction for aiding this transitional life stage for scholarship beneficiaries and reducing the potential for or impact of dependency syndrome. Under the scholarship program policy and guidelines, support has been streamlined to ensure that a beneficiary's basic needs are met, however, it also places increased responsibility on the scholar to provide/meet certain criteria to start developing problem solving skills and independence. Using tactics of choices and consequences, the scholarship program policy and guidelines allows elements of freedom for the beneficiary so that they can take ownership over their education and ultimately their lives.

Despite the progress made during this reporting period, the above 2018 action point regarding the need for a dedicate member of staff to oversee the program should still be considered as a priority for Hekima Place to improve the success and positive impact of scholarship beneficiaries, producing better outcomes for all. In light of the development of the Uhuru House Scholarship Program, this dedicate staff member (noted in the 2018 action points as a Transition Worker) could be fulfilled by the appointment of a dedicated Scholarships Manager who could take on the outlined work of a Transition Worker under the wider management of the Uhuru House Scholarship Program, as well as other in-house and external scholarship programs that are administered and monitored by Hekima Place.

- Uhuru House Scholarship Program policy to be created, to include all the areas of:
 - Learning path and scholarship eligibility
 - Housing and home visits
 - Allowances (hand money, food money, utilities etc)
 - Access to additional support services
 - Additional training provisions
 - Code of conduct/mandatory meetings/responsibilities
 - End of Support

UPDATE: The Uhuru House Scholarship Program Policy and Guidelines has been created, approved and implemented during this reporting period. The policy covers a range of factors and outlines clear scholarship eligibility criteria and learning pathway options for scholars. This has allowed the integrity of the program to be increased and reduces the risk of people failing or not completing their education program. In addition, all allowances have been streamlined to ensure equality and fairness across the program and has introduced actions and responsibilities of the scholar to maintain their scholarship.

- Peer mentoring programme to be established and implemented, alongside dedicated transition training for incoming and exiting Uhuru House Scholarship Program girls.

UPDATE: A formal peer mentoring programme has not yet been established, but remains a priority of the Hekima Place Management Team. Strengthen bonds and trust between the girls is part of the rationale for the meetings and retreats that have taken place over this reporting period to promote teambuilding, problem solving and trust through shared experiences. It has become apparent that this is a necessary activity for graduates of the Uhuru House Scholarship Program, and discussions have taken place regarding the potential creation of an alumni group to be headed by the Founding Director. As yet the details of this alumni group have not been established and is something that is hoped to be completed over the next reporting period. The appointment of a Scholarships Manager or Transition Worker could help aid the creation and delivery of alumni activities and wider peer mentoring for the Uhuru House Scholarship Program.

- Educational follow up to occur every semester to ensure the girls are attending school and to identify any educational shortcomings and address early.

UPDATE: Due to other organisational priorities and emerging issues this has not been implemented successfully. To try and combat this, one of the requirements under the new scholarship program is that scholarship beneficiaries must provide evidence of attendance and interaction with their educational programs. This includes producing school stamped receipts or bank processing slips to confirm school fees payments, as well as regular examination results and attendance confirmations. If the appointment of a Scholarship Manager was agreed, more formal education follow-up would be able to take place through home and school visits.

- Leavers Database to be created to monitor exiting girls progress at 6, 12, 18 and 24 months.

UPDATE: A database has been created, however follow-up on a regular basis has been difficult to manage due to lack of staff time to conduct such follow-ups. A graduate proforma form (appendix B) has been created and was completed by all graduates in attendance at the meeting on 14th July 2019. This information will be uploaded to the database shortly. It is hoped that the new proforma will help in the information gathering of graduate/leaver data moving forward so that impact evaluations and program outcomes can be identified and monitored to help secure future funding and generate stories of success from the program for donors, supporters and sponsors.

The Retreat

Under the Uhuru House Scholarship Program, the girls are required to attend 3 mandatory meetings per year including a retreat day. The main aim of this year’s retreat was to allow the girls opportunity to share experiences and problem solve over some of the challenges they face through this transitional step

“Hekima Place has helped me to solve my problems many times and I am always thankful for that”

of their life journey in Uhuru House. As such, a number of Uhuru House graduates were invited to attend to also share their experiences and to offer guidance and support to younger beneficiaries of the scholarship program. The retreat was also a prime opportunity to celebrate success and to focus on some of the positive outcomes each scholar had achieved so far, to help spread hope for the future. Due to the participant led nature of this retreat, no formal agenda was made, to purposefully allow the discussion to take whatever direction it needed to highlight personal challenges and gain collective input on problem solving methods and activities. As a result, some older scholars and graduates were also able to highlight some life realities and to bring some home truths to dispel some of the disillusion that can be experienced by young adults leaving institutional care, as often referred to as a foundational basis for dependency syndrome. Both the Founding Director and Executive Director were also in attendance to aid these discussions and to provide input around some of the new policy guidelines that some scholars felt were a challenge, especially in relation to financial support. Again, older scholars and graduates were able to effectively articulate the fairness of the financial support offered by the program and to explain how difficult transition out of the program is/would be if the scholarship program was to provide too much financial support.

Survey

“What we need to do is get to know we should not complain but be happy with what we have.”

Summary

The overall responses from the girls continue to be positive, highlighting how the support and love of Hekima Place has benefitted their lives and their futures in the same fashion as the last two years (2017/2018) survey results. This was particularly strong in relation to education, with 100% of the completed surveys strongly agreeing that Hekima Place had increased their life opportunities through education. All the girls continued to agree (at level), that they felt Hekima Place encourages be the best student they can be, and that they achieving their academic potential through their learning pathway.

“Hekima Place has played a big role in my life, through advices and correction and provision of education and my basic needs”

Place
some
them to
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current

“I feel loved and supported by Hekima. I regularly seek help from [my housemate] because of her higher experience. I feel welcomed to come to Hekima Place to see my sisters”

Of the completed surveys, 94% of the girls expressed that they felt loved by Hekima Place, and that they were happy overall with their Hekima Place experience through the Uhuru House Scholarship Program, although only 82% felt

think signing in a book when you are in your own home is the right thing to do”

Hekima Place truly accepted them for who they

are. It was agreed by all, that having the support of a loving and stable family environment has helped increase their life opportunities, but only 82% (compared to 100% in 2018) of the girls expressed that they could still call Hekima Place home. Further comments on the survey reports suggested that this drop has come from the introduction of the signing in procedure at Hekima Place campus to satisfy both Health and Safety and Child Protection regulations. To this effect some of the girls felt that they were no longer part of the Hekima family because they had to sign in and out at the gate upon arrival and departure. It was explained to the girls that this is a common practice for children's homes/institutions such as Hekima Place and was necessary for fire safety regulations and child protection regulations in case of incident. It was also explained that they were not the only ones required to sign in and out, and that all staff members, including the Executive Director was subject to this practice as well as all volunteers and visitors. This explanation satisfied the majority of the girls questioning the practice, however, for a few girls this still seemed unfair. Such notion is a common indicator of dependency syndrome as recognised by the Kenyan government, whereby young adults who transition out of institutional care can't differentiate between the function of a Charitable Children's institution/Children's Home and a regular family home.

"Through Hekima I have grown in my spiritual journey. I can say that I pray but I cannot say that I attend all services because all Catholic churches are up to an hour if I walk but I do try to attend"

Spiritually, all the girls agreed that they had grown in knowledge and relationship with God because of the foundation Hekima Place had provided, allowing them to understand their self-worth, self-value and purpose in life. As a result, the majority of the girls stated that they are continuing to practice their faith in a way that

is meaningful and purposeful to them, and that they consider themselves to be prayerful people. Some girls also outlined how they are reading their bible's more and that through the foundation Hekima Place gave them and their continued interaction with church that they are learning how to interpret scriptures and apply them to their own lives as a source of encouragement.

"Hekima Place has taught me to the importance of growing up in God's family. I am able to read the bible and interpret it effectively to help encourage me"

Marked improvements were recorded through these 2019 survey responses in terms of previous issues indicating a lack of a strong peer network between Uhuru House Scholars. In 2018, 26% of the girls stated that they were not able to consult their sisters for help and advice. In 2019, this has reduced to

"The mums instead of helping, they gossip and bring one down"

"I can't ask for help from mums because they don't help"

only 12% with many girls making comment to how the retreat days and teambuilding development activities have helped them to build stronger bonds with other Uhuru House Scholars, as well as feeling a sense of responsibility to mentor younger Hekima Place sisters. In addition, the 37% of girls in 2018 who

stated that they were not able to consult their Hekima Place mums and uncles for help and advice has slightly dropped to 29% in 2019. However, a number of girls continued to make reference to the issue of mums and uncles gossiping about girls which fuel their distrust in sharing information with them and seeking the help and advice they need.

Whilst it has been agreed, by the majority of Uhuru House Scholars, that the new Policy and Guidelines for the program have created fairness and equality the battle of apartments vs.

“When it comes to housing, I think Hekima is unfair, they don’t consider everyone”

“Somehow I am not fully comfortable with hostel or the living environment which does not allow me to study well and complete homework due to lack of resources and noise”

hostel living continues to be a contentious issue, especially for those staying within hostels.

When reading survey comments in relation to housing it was evident that negative comments were associated with hostel living, whilst positive comments came from those living either with their guardians or in private apartments. The main concerns raised by those living in hostels was a lack of privacy and a lack of security, making them feel unsafe (21%). Many highlighted that hostel living can be noisy and crowded as they have to share living space with others, which in their eyes makes it a non-effective living environment for studying (14%). The other concern highlighted by those living in hostels is the fact that they are not bought basic furniture, like those living in

“I live in the hostel where there is no security, so at times I am forced out of school early so as to be back in the hostel before dark”

apartments are, therefore they feel that they are disadvantaged upon leaving the Uhuru House Scholarship Program as they do not have items such as a bed, cooker and table to start their own independent living. It was pointed out that under the new policy and guidelines the majority of scholars will be placed into hostel accommodation with scholars only being issued an apartment in extreme special circumstances. In addition, guardian living is also an accommodation option that is being promoted by the scholarship program as an alternative to hostel living due to its benefits in increasing successful transition and reducing the effects of potential dependency syndrome. Therefore, equality and fairness will be promoted in terms of housing as the policy is further implemented. The issue of furniture on leaving the program is something that needs to be discussed further by the Scholarship Committee with recommendations being presented to both the Kenyan Board of Trustees and the US Board of Directors for further discussion and development in terms of sustainable commitment in line with equality and fairness for all scholars under the program.

“I would kindly request for learning materials like a laptop for researching school information”

The issue of pocket money has also continued to be a contentious issue throughout this reporting period, with lots of discussion being focused on this throughout the mandatory meetings. However, with the implementation of the new Uhuru House

Scholarship Program Policy and Guidelines, the conversation surrounding this area has shifted. The policy and guidelines promote equality and fairness in this area to ensure that all Uhuru House Scholars are able to access the same level of funds for pocket money, and this is something that was widely welcomed when the policy and guidelines were released. Whilst some scholars feel they should be entitled to bigger sums of pocket money on a monthly basis, with the help of older scholars and graduates, we were able to tackle some of the previous budget difficulties and address some of the reality disillusion that has created previous dependency syndrome and non-successful transition. During these survey results, resource issues have now turned more towards laptops and phones, with the new policy and guidelines outlining that only those attaining a C- or above at KCSE will receive a laptop and that there will be no future upgrading or replacement of laptop and phones, creating increased responsibility on the scholar to look after the resources they are issued. As a result, many of the lower grade attaining scholars have complained that they feel they should be provided a laptop, as well as some older scholars complaining that they need replacements of phones and laptops because the ones they currently have are outdated. To ensure the program stays sustainable, it has been explained to Uhuru House Scholars that these are costs that cannot be maintained, providing justification for the limiting of such resources. The hope is that this will now encourage the girls to either save to fund their own replacements or to find alternatives such as accessing cyber cafes or college/university computer labs etc.

2019 Conclusions and Recommendations

Overall, the survey responses for 2019 were positive, highlighting some increases in all four sectors of housing, education, spiritual development and personal wellbeing. All the girls remain thankful for the provision and opportunities they have been given, and in the most part recognise how lucky they are to be part of the Uhuru House Scholarship Program, expressing their gratitude to Hekima Place for increasing their life opportunities through the gift of education.

As with all things in life, Uhuru House Scholars continue to experience some struggles and are looking for ways to discover who they truly are and how they can succeed and make a positive impact in Kenyan society. The economic environment in Kenya, continues to be unstable, with high levels of youth unemployment and a distinct lack of job opportunities. Even with a university degree it is difficult to secure stable employment, and as a result the country is starting to experience the negative fallout of dependency syndrome, not just from young adults transitioning out of institutional care, but in various forms across this current generation of young people. An increased need for vocational skills has emerged across the country and has led to Hekima Place formalising learning pathways with greater thought being given to future career prospects and increasing employability through access to work experience and internship opportunities. As well as identifying such opportunities for Uhuru House Scholars to undertake, Hekima Place has also launched its own internship opportunities for other Kenyan students studying subjects such as Social Work and Community Development. In turn this has helped to identify better and more meaningful give back activities for Uhuru House Scholars both internal to the organisation and externally through partner organisations, with a minimum number of give back hours outlined in the new policy and guidelines as part of the eligibility criteria for continuing a scholarship.

Additionally, we have also been able to create some short-term graduate work opportunities for Uhuru House Graduates to help increase their employability prospects and secure stable employment.

As this reporting period is reviewed it can be concluded that substantial progress has been made in increasing the quality and integrity of the Uhuru House Scholarship Program, especially in relation to increasing its wider impact through things such as give back schemes and the formalisation of learning pathways. Equality and fairness have now been ensured through the policy framework, and all scholars are now more informed about their entitlements and responsibilities. As with any change, the process of transitioning to the new policy and guidelines has not been easy, as reflected in some of the more negative comments; highlighted challenges and expressed frustrations of current scholars; however, it is believed that these will settle with time as the policy and guidelines become an imbedded foundation of the program. To continue this progress, the following recommendations, of which some are carried over for the last report, are outlined for consideration and further discussion and development:

- Employ a Scholarships Manager to ensure the proper administration of the Uhuru House Scholarship Program as well as the Kate's Kids Scholarship Fund for staff and community members. As well as monitoring the welfare of all Uhuru House Scholars and teaching them valuable life skills to transition from institutional care and into society, the Scholarship Manager could also be responsible for sourcing external scholarships such as HELB to reduce the financial burden on the Uhuru House Scholarship Fund. External scholarships could also be sourced for Hekima Place girls at primary and high school levels to also reduce the burden on the wider Hekima Place operating budget.

“Hekima should consider girls like me who don't have family to visit during vacations and also pay attention to them”

- The Uhuru House Scholarship End of Support Program needs to undergo further discussion, especially around the topic of furniture allocation to reduce the bias between Uhuru House Scholars who live in private apartments and those who live in hostel accommodation. Outside of the survey results, Uhuru House Scholars have requested some standardisation of the celebration of graduations at various levels of a learning pathway. They feel this is an area that has been plagued with favouritism with some graduates receiving excessive gifts compare to others, and some receiving graduation parties when other haven't. It is therefore recommended that a formal Standard Operating Procedure is written for the End of Support process as it currently stands, that compliments the details of the Uhuru House Scholarship Program Policy and Guidelines. Fro this the Scholarship Committee, following further discussion may make amendments to the Standard Operating Procedure regarding details of furniture allocation. A second Standard Operating Procedure should be produced to provide a framework for graduation celebrations.
- A peer mentoring programme should be established and implemented, alongside dedicated transition training for incoming and exiting Uhuru House Scholarship Program girls to continue

the development of problem-solving skills through shared experiences and reducing the potential for dependency syndrome to occur.

- Formal educational follow up to occur every semester to ensure the girls are attending school and to identify any educational shortcomings and address early through revisions of a scholars learning pathway, or by following the outlined suspension and withdrawal framework set out within the Uhuru House Scholarship Program Policy and Guidelines.

Proper maintenance of the leavers/graduate database to take place, monitoring exiting girls progress at 6, 12, 18 and 24 months to identify crucial outcomes data and case study stories that celebrate success and the overcoming of struggle.

Appendix C: 2019 Survey Results

Section 1: Housing

14/17 completed this section	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Q1. Do you feel safe in your current residence house	64% (9)	14% (2)	7% (1)	14% (2)
Q2. Do you feel that you have sufficient resources at your current residence to meet your basic need?	64% (9)	21% (3)	14% (2)	
Q.3 Does your living environment allow you to study well and complete home work for school?	79% (11)	7% (1)	14% (2)	
Q.4 Do you feel you learnt sufficient life skills at Hekima Place to help you successfully transition into independent living?	79% (11)	21% (3)		

“When it comes to housing, I think Hekima is unfair, they don’t consider everyone.”

“I live in the hostel where there is no security, so at times I am forced to get out of school early so as to be in the hostel before dark.”

“The environment that I am in is suitable for me to study and I appreciate Hekima or making that possible by shifting us to another place.”

“I feel safe and loved in the environment I am staying.”

“Somehow I am not fully comfortable with the hostel or the living environment which does not allow me to study well and complete homework due to lack of resources and noise. I need learning materials (laptop) for researching information.”

“Sometimes I argue with my housemate but we always find ways to resolve, maybe because of age difference but I like her and have no trouble with her and her daughter. I am satisfied with the resources I have.”

“I would please kindly request for learning materials like a laptop for researching school information.”

“I kindly request for a laptop for learning purposes and researching things.”

“I feel safe because I live around people who are responsible (family) and the building is fully given attention to security, concerning the tenants. What we need to do is get to know we should not complain but be happy with what we have.”

“I am comfortable with the place I am right now. Best environment. I need a study table though.”

“I really appreciate for this far I have come and thank you Hekima Place.”

Section 2: Schooling/Education

13/17 completed Q1 & Q2 15/17 completed Q3 & Q4	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Q1. Do you feel that you are currently achieving your fullest academic potential on the course and at the education institution you are studying at?	85% (11)	15% (2)		
Q2. Do you feel your teachers and education institution provide you with efficient support and guidance?	54% (7)	38% (5)	8% (1)	
Q3. Do you feel Hekima Place increased you life opportunities through education?	100% (15)			
Q4. Do you feel that Hekima Place encourages you to be the best student you can be?	93% (14)	7% (1)		

"It [Hekima Place] strongly helps me to achieve everything."

"Hekima Place has provided everything that I could ever want in terms of education. I went to the best universities in Kenya and am acquiring every knowledge that is there to help me grow."

"My school does not give me the support I need to a point, like last semester we had to move from one unit to another and when we moved to the other one we could not book onto the unit and after 2 months they said they are sorry it was not able to be done so it became a waste of time for I did few units in a semester."

"I like the course I am taking, however there is not support from teachers but there is support from parents [HP] by guidance and encouragement."

"The institution that I am currently in is very supportive and hence encouraging me to study a lot."

"schooling is all well."

Section 3: Spiritual Development

17/17 competed this section	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Q1. Do you feel you have grown spiritually because of Hekima Place?	94% (16)	6% (1)		
Q2. Do you feel that Hekima Place has helped you develop a closer relationship with God so that you understand your worth, value and purpose in life?	88% (15)	12% (2)		

Q3. Do you still practice your faith on a regular basis?	65% (11)	29% (5)	6% (1)	
Q4. Do you consider yourself a prayerful person?	47% (8)	53% (9)		

"I go to Catholic Church"

"Church has taught me more of prayers and interpreting scriptures."

"when I feel down in faith I pray for God to open my ways."

"While living in Hekima Place, Sunday's helped me a lot because up to now I have a strong relationship with God."

"I love what Hekima gave me in terms of a relationship with God. Thank you Hekima."

"Through Hekima I have grown in my spiritual journey. I cannot say I attend all services because all Catholic churches are up to an hour if I walk but I do try to attend."

"Going to church every Sunday when at Hekima has helped me to be more prayerful and also to go to church now."

"Hekima Place taught me to the importance of growing up in Gods family. Am able to read the bible and interpret it effectively to help encourage me."

Section 4: Personal Wellbeing

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
17/17 completed this section				
Q1. Do you feel loved and supported by your Hekima Place family?	88% (15)	6% (1)	6% (1)	
Q2. Do you consult your Hekima Place mums/uncles for help and advice when needed?	47% (8)	24% (4)	18% (3)	11% (2)
Q3. Do you consult your Hekima Place sisters for help and advice when needed?	59% (10)	29% (5)	6% (1)	6% (1)
Q4. Does Hekima Place provide you with adequate counselling if needed?	65% (11)	29% (5)	6% (1)	
Q5. Do you feel you have been able to grieve or deal with personal issues with the support of Hekima Place?	53% (9)	29% (5)	11% (2)	6% (1)
Q6. Do you feel Hekima Place has increased your life opportunities through the love and support of a stable family environment?	82% (14)	18% (3)		
Q7. Do you feel you are welcome and encouraged to visit Hekima Place whenever you want, and still be able to call it home?	65% (11)	18% (3)	11% (2)	6% (1)

Q8. Do you feel Hekima Place accepts you for who you are?	71% (12)	18% (3)	6% (1)	6% (1)
Q9. Overall, are you happy at Hekima Place?	76% (13)	18% (3)	6% (1)	

“Who signs in when visiting their own home? The mums instead of helping, they gossip and bring one down.”

“I don’t think signing in a book when coming in your own home is the right thing to do. Some mums gossip a lot and that is not healthy.”

“No, I cant ask for help from mums because they don’t help.”

“Hekima Place has played a big role in my life, through advices and correction and provision of education and my basic needs.”

“I feel loved and supported by Hekima. I regularly seek help from Naomi because of her higher experience. I feel that I have love and support of Hekima. I feel welcomed to come to Hekima Place to see my sisters.”.

“Kindly, I would request a list where we can be given a time to come to visit our sisters and say hi to our mums, especially people who are staying in long distance places.”

“Hekima Place has really helped me and made me feel much loved.”

“Provide guidance and counselling facility for Uhuru Girls.”

“Hekima Place is a family that I always wanted and hoped for since I grew up. I have so many susters that help me whenever I ask for their help. I love my Hekima family.”

“Home will always be the place I will come to. I have received so much love which made me accept myself.”

“Hekima should consider girls like me who don’t have a family to visit during vacations and also pay attention to them.”

Section 5: Additional Comments

“Thank you for bringing the personality out in me.”

“I love HP.”

“I love having an opportunity to be in Hekima.”

“Thank you very much for what you have dne to me and everyone – may God bless you.”