



# Executive Summary

**Nairobi Attach** is a child-centred mental health and safeguarding consultancy helping schools and institutions across Kenya create trauma-aware, emotionally safe environments where children can thrive. Guided by the *Children Act (2022)* and aligned with global best practice (including *Ofsted* and *Keeping Children Safe in Education* standards), we bridge the gap between **policy and practice**, ensuring that child protection is not only written but lived.

At the heart of our work are two core services:

- **Child Protection & Safeguarding Training** — equipping teachers, leaders, and staff to recognise abuse, understand reporting pathways, and respond confidently to concerns.
- **Child Protection Audits & Policy Development** — reviewing and strengthening schools' safeguarding systems, codes of conduct, and policies so they become active, functional tools in daily practice.

These are supported by specialised capacity-building programs, including:

- **Trauma-Smart Attachment Awareness Training** — helping educators interpret behaviour through the lens of safety and connection, rather than defiance or disobedience.
- **Institutional Care Training Package** — supporting children's homes, adoption agencies, and NGOs in managing trauma and complex care environments.

Each service is backed by **Attach Lab**, Nairobi Attach's research and policy innovation arm, which transforms audit findings and field data into actionable insights, policy briefs, and national recommendations.

By partnering with Nairobi Attach, schools join a growing movement redefining safeguarding in Kenya — strengthening teacher confidence, child wellbeing, and institutional accountability to ensure every child learns in safety and dignity.

# About Nairobi Attach – For Schools & Institutions

## Championing Children's Mental Health, Safeguarding & Policy Innovation in Kenya

Nairobi Attach is a child-focused mental health and safeguarding consultancy based in Nairobi. We partner with schools and institutions to build safe, trauma-aware environments where children can learn, grow, and thrive.

We know that schools are not just places of academics — they hold a statutory and moral duty of care. Our work equips teachers, leaders, and staff with the knowledge, tools, and policies needed to protect children and to strengthen the mental health foundations that support learning.





## Why We Matter to Schools

- **Safeguarding is not optional.** In the UK, schools are inspected by the Office for Standards in Education, Children's Services and Skills (Ofsted) to ensure safeguarding compliance. In Kenya, the Children Act (2022) sets expectations, but many schools lack the practical systems to enforce them. We help close that gap.
- **Children's mental health affects classrooms.** Trauma, anxiety, or neglect often appear as "disobedience" or "low performance." We train teachers to see behaviour as communication and to respond in ways that protect learning and wellbeing.
- **Policy and practice must connect.** This is where our Attach Lab comes in. Attach Lab is Nairobi Attach's research and policy innovation arm. It reviews safeguarding systems within schools and institutions, gathers evidence from audits, and translates those findings into:
  - » **Practical handbooks and staff codes of conduct.**
  - » **Clear safeguarding policies that are legally compliant and usable in daily school life.**
  - » **Policy recommendations that align Kenyan schools with international best practice.**
- For schools, this means you're not just receiving training — you're joining a movement that is shaping **national-level standards** while giving you **tools you can put into practice tomorrow.**

# What We Offer Schools



## Safeguarding Trainings

Practical workshops on recognising abuse, statutory reporting, and building a safeguarding culture across the school.



## Child Protection Audits & Policy Development (via Attach Lab)

Reviewing existing systems, identifying gaps, and co-developing policies, handbooks, and codes of conduct that are not just written but lived.



## Trauma-Smart Attachment Awareness Training

Helping teachers understand trauma's impact on learning and equipping them with trauma-sensitive strategies to foster safe classrooms.



## WhatsApp Support Communities

(for ongoing professional development):

- » **Safeguarding Circle — Daily tools and tips for teachers, caregivers, and leaders.**
- » **Mental Edge Guidance for parents and coaches supporting youth athletes balancing sport and study.**

## Impact in Schools

*"After the safeguarding training, our staff now feel confident to act when a child speaks up."* – School Leader



## From Insight to Practice

The voices of school leaders and teachers show that change is possible — and deeply needed. But lasting change doesn't happen by chance. It comes when schools invest in the knowledge, systems, and confidence that turn safeguarding from words on paper into daily practice, and turn trauma awareness into classrooms where every child can thrive.

- That is why Nairobi Attach offers a suite of **specialised trainings and audits**. Each one addresses a real problem Kenyan schools and institutions face, draws on global best practice (including UK standards such as those set by the Office for Standards in Education, Children's Services and Skills – Ofsted), and delivers practical tools you can use immediately.

The next section outlines these trainings and audits in detail — the challenges they address, and the solutions we provide to help your school build safer, stronger learning environments.

# Nairobi Attach – Trainings & Services for Schools & Children’s Institutions

## 1. Child Protection & Safeguarding Training (Schools)



### The Problem – Kenya:

In Kenya, **1 in 3 children experiences physical or sexual abuse before the age of 18** (UNICEF Kenya, 2019). Yet many schools still lack clarity on how to identify abuse, what their statutory obligations are, and how to respond. Policies often exist only on paper, while children remain at risk because staff are unprepared to act with confidence.

### UK Benchmark / Best Practice:

- In the UK, every school must appoint a Designated Safeguarding Lead (DSL) and ensure all staff are trained on Child Protection at induction and receive annual safeguarding updates.
- This standard is set out in Keeping Children Safe in Education and enforced through Ofsted - Office for Standards in Education, Children's Services and Skills - inspections.
- DSLs undergo advanced training (Level 3) and schools must show evidence of active safeguarding systems.

## Our Solution (Nairobi Attach)

We adapt these standards for Kenyan schools by:



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Training staff to recognise indicators of abuse and neglect.



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Explaining reporting and referral pathways under Kenya's Children Act (2022).



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Helping schools designate safeguarding champions.



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Supporting leaders to embed safeguarding into everyday culture, not just policy.

### Outcomes for Schools:

- Staff who act confidently when safeguarding concerns arise.
- Clear, school-based safeguarding protocols aligned with statutory law.
- Children who feel safe to disclose, knowing adults will respond appropriately.

Fee: **KES 45,000 for 8–10 staff (+ KES 2,000 per extra participant, up to 20).**

## 2. Child Protection Audits & Policy Development (Schools & Institutions)



### The Problem – Kenya:

While many schools and institutions have written safeguarding policies, these often remain unused, misunderstood, or outdated. The gap between **policy on paper and practice on the ground** is one of the greatest risks to children.

### UK Benchmark / Best Practice:

- In the UK, schools are held accountable for safeguarding through Ofsted - Office for Standards in Education, Children's Services and Skills - inspections. Policies must not only exist but be **lived out in daily routines**, staff training, and visible reporting procedures.
- "Keeping Children Safe in Education" (2025) outlines the expectation that safeguarding is everyone's responsibility — not just administrators.

## Our Solution (Nairobi Attach)

We provide audits and tailored policy services that ensure safeguarding is functional, not theoretical:



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**Audits:** Reviewing safeguarding systems, staff knowledge, reporting culture, and lived child experience.



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**Gap Identification:** Highlighting risks and weak spots.



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**Policy Development:** Drafting or refining policies, codes of conduct, and reporting protocols.



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**Implementation Tools:** Creating child-friendly posters, simplified handbooks, and templates to embed policy in daily practice.

### Outcomes:

- Clear safeguarding frameworks rooted in Kenyan law and global best practice.
- Staff and leaders who understand and implement policy, not just store it.
- Children protected by systems that genuinely work.

### Fee:

Our child protection audits are tailored to the size and staffing capacity of each school:

- **Small Schools** (up to 30 staff) — **KES 60,000**
- **Medium Schools** (31–60 staff) — **KES 90,000**
- **Large Schools** (61+ staff) — **KES 120,000**

### 3. Trauma-Smart Attachment Awareness Training (Schools)



#### The Problem – Kenya:

Trauma disrupts brain development and attachment. Children exposed to poverty, violence, neglect, or loss often show behaviours that teachers misinterpret as “defiance,” “laziness,” or “disobedience.” These misinterpretations deepen exclusion and academic struggles not to mention in some schools, teachers resort to violence to correct perceived unruly children – furthering the trauma.

#### UK Benchmark / Best Practice:

- The UK has invested in **Trauma-Informed Schools UK (TISUK)**, providing whole-school training that integrates neuroscience, attachment theory, and practical classroom strategies.
- Many UK local government authorities now mandate trauma-sensitive practices such as:
  - » **predictable routines,**
  - » **classroom “safe spaces,” and**
  - » **teacher strategies for co-regulation.**
- Initial teacher training in some universities now includes trauma awareness.

## Our Solution (Nairobi Attach):

We bring these proven approaches into Kenyan schools through:



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Explaining how **trauma rewires the developing brain** (neuroscience in practice).



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Helping teachers **recognise attachment behaviours** (clinginess, withdrawal, aggression).



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Training in **trauma-sensitive strategies** that support learning without lowering expectations.



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Equipping schools to **design emotionally safe classrooms** that reduce conflict and increase engagement.

## Outcomes for Schools:

- Teachers who interpret behaviour as communication, not defiance.
- Improved classroom climate, less conflict, and better learning readiness.
- Children who feel secure and supported, even when carrying invisible burdens.

Fee: **KES 45,000 for 8–10 staff** (+ KES 2,000 per extra participant, up to 20).

## 4. Institutional Care Training Package (Children's Homes, Agencies, Charities)



### The Problem – Kenya:

Children in institutional care face multiple vulnerabilities: disrupted attachment, high trauma prevalence, and risks of peer-to-peer abuse or exploitation. Staff are often undertrained in responding to these complex needs, which can lead to cycles of harm continuing within care settings.

### UK Benchmark / Best Practice:

- In the UK, children's homes and adoption/fostering agencies are strictly regulated.
- Staff must comply with Working Together to Safeguard Children and undergo mandatory training in safeguarding, trauma, and child development.
- Ofsted - Office for Standards in Education, Children's Services and Skills - inspects homes for safeguarding compliance, and adoption services follow structured matching and preparation processes.

## Our Solution (Nairobi Attach):

We provide a comprehensive institutional package tailored to Kenya's context, covering:

1

### Child Protection & Safeguarding

statutory duties, safe spaces, and reporting.

2

### Trauma Awareness

recognising and managing the effects of trauma.

3

### Attachment Techniques

helping children form trust and stability after broken bonds.

4

### Child Abuse (Victims & Perpetrators)

identifying risks, intervening early, and managing peer-to-peer abuse.

5

### Adoption, Matching & Placement

preparing children emotionally for transitions into families.

## Outcomes for Institutions:

- Skilled staff capable of handling complex trauma and safeguarding risks.
- Safer institutional environments aligned with global best practice.
- Children prepared for healthier futures in families or supported communities.

Fee: **KES 35,000 for 8–10 participants** (+ KES 1,000 per extra participant, up to 20).



## Let's Connect

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Together, we can ensure schools in Kenya are not only places of learning, but places of safety, healing, and resilience.

# Attach Lab – Research & Policy Innovation for Children’s Futures

**Attach Lab** is the research and policy innovation arm of **Nairobi Attach**, created to ensure that safeguarding is not only a school-based practice, but a **national priority**. It bridges the gap between grassroots realities in schools and the policy tables where national frameworks are shaped.

We believe that the voices of teachers, children, and school leaders hold valuable data — data that can shape stronger, evidence-led systems of protection across Kenya.



## What Attach Lab Does



### Safeguarding Audits — Evidence for Reform

Each school audit generates real-time insight into how safeguarding systems function on the ground. These findings are analysed and transformed into anonymised, actionable evidence that informs both school improvement and national advocacy.



### Policy Recommendations & Thought Leadership

Attach Lab produces policy papers that align **Kenyan safeguarding frameworks with international standards** such as *Keeping Children Safe in Education (UK)* and *UNCRC* principles, while remaining grounded in Kenya's *Children Act (2022)* and local realities.



### Research Cards & Policy Briefs

We translate research and field data into **accessible two-page briefs** for policymakers, education officers, and school leaders — distilling complex child protection issues into practical recommendations that can guide national reform.



### Strategic Partnerships

We collaborate with **universities, NGOs, County Governments, and the National Council for Children's Services (NCCS)** to scale the reach of research findings and ensure coordinated, system-level responses.

## Why This Matters for Schools

- Your school's engagement contributes directly to **national-level evidence** that strengthens Kenya's child protection systems.
- You gain access to **cutting-edge research, policy updates, and practical resources** shaped by Kenyan data — not imported frameworks.
- Your school becomes recognised as a **leader in safeguarding innovation**, contributing to a national movement that protects children through evidence, collaboration, and policy change

## Director's Note

When I founded Nairobi Attach, it came from both a personal and professional place. As an adopted child, I have lived the deep truth that children carry wounds we cannot always see.

Too often, schools mistake those wounds for disobedience or weakness. But when teachers respond differently — with trauma awareness and safeguarding clarity — children begin to trust, feel safe, and thrive.

That is the heart of Nairobi Attach: to give schools the tools, training, and confidence to create trauma-aware, safeguarding environments. And through Attach Lab, to ensure these efforts ripple outward into national policy and systemic change.

**Together, let's build schools that are not only centres of learning, but centres of safety and hope.**

— Njambi Magugu

**Founder & Director, Nairobi Attach**

