



Botswana Gender Based Violence
Prevention and Support Centre



2023

Annual Programme Performance Report

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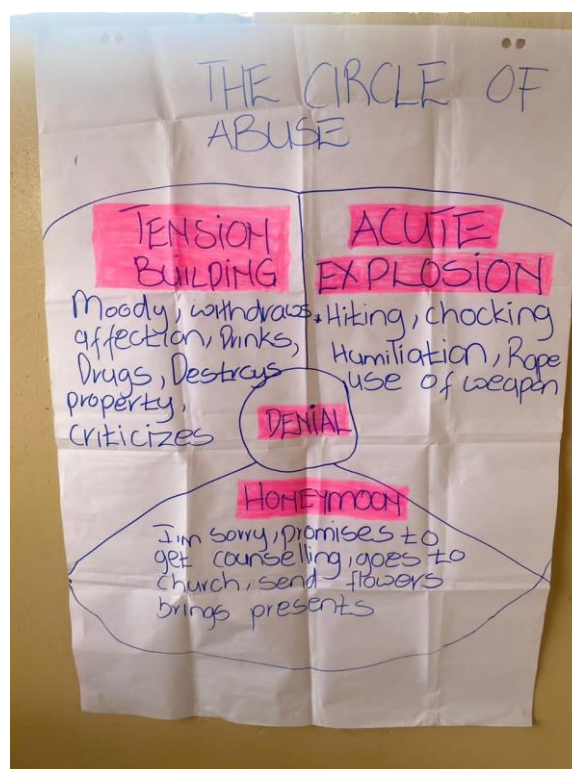
Acronyms

AGYW	Adolescent Girls and Young Women
ABYM	Adolescent Boys and Young Men
ART	Antiretroviral therapy
BGBVC	Botswana Gender Based Violence Prevention and Support Centre
BOMRA	Botswana Medicines Regulatory Authority
CEO	Captive Eye Organization
DHMT	District Health Management Team
DREAMS	Determined, Resilient, Empowered, AIDS Free, Mentored and Safe
EpiC	Meeting Targets and Maintaining Epidemic Control
FAM	Finance and Administration Manager
FHI360	Family Health International 360
FSW	Female Sex Workers
GBV	Gender-Based Violence
GGDHMT	Greater Gaborone District Health Management Team
HIV	Human Immunodeficiency Virus
HPP	Humana People to People
HWWB	Hope Worldwide Botswana
ICHBS	Integrated Community Based Health Services
KP	Key Populations
PD	Programmes Director
PEPFAR	President's Emergency Plan for AIDS Relief
PEP	Post-Exposure Prophylaxis
PP	Priority Populations
PrEP	Pre-Exposure Prophylaxis
PWID	People Who Inject Drugs
PWUD	People Who Use Drugs
MOH	Ministry of Health
NAHPA	National AIDS and Health Promotion Agency
NYG	Nkaikela Youth Group
SBCC	Social Behavior Change and Communication
SPO	Senior Programmes Officer
SM&E	Senior Monitoring and Evaluation Officer
SSI	Stepping Stones International
STI	Sexual Transmitted Infection
TO	Technical Officer
TWC	Tebelopele Wellness Centre
TWG	Technical Working Group

1. Introduction

This Annual Report provides details of activities implemented by Botswana Gender-Based Violence Prevention and Support Centre (BGBVC) from 1st January to 31st December 2023. Botswana Gender-Based Violence Prevention and Support Centre (BGBVC) is a non-profit organisation, which aims to raise awareness about gender-based violence, while providing care and support to survivors of gender-based violence in Botswana. The organization currently operates three (3) drop-in centers located in Gaborone, Francistown and Ghanzi where clients are able access a wide range of live saving services which include psychosocial support counseling, post GBV care clinical services, shelter, and legal support services.

In 2023, BGBVC program was funded by Ministry of Youth, Gender, Sports, and Culture (MYGSC) through the Gender Affairs Department, Family Health International (FHI 360), Allan Gray, Tache Foundation and Sexual Violence Research Initiative (SVRI). In addition to the above, the organization also received some donations from corporates and individuals to support the program.



Donor	Type of Funding	Program Area Supported	Sites
Government of Botswana	Annual Subvention for GBV prevention, care, and support	<ul style="list-style-type: none"> × Community Engagement and Demand Creation Program × Post GBV care and Psychosocial support Program. × Leadership and Governance Program × Operations Management Program × Resources Development and Communication Program × Monitoring, Evaluation and Learning Program 	Gaborone Francistown Ghanzi
Family Health International Epic Project	Restricted Project Funding for HIV/GBV integration	<ul style="list-style-type: none"> × Community Engagement and Demand Creation Program × Post GBV care and Psychosocial support Program. × Leadership and Governance Program × Operations Management Program × Monitoring, Evaluation and Learning Program 	Gaborone
Allan Gray Foundation	Restricted Funding – Systems Strengthen	<ul style="list-style-type: none"> × Post GBV care and Psychosocial support Program. × Leadership and Governance Program × Operations Management Program 	Gaborone Francistown Ghanzi

		<ul style="list-style-type: none"> ✘ Resources Development and Communication Program 	
Tache Foundation	Donation – Restricted – Shelter Program	<ul style="list-style-type: none"> ✘ Post GBV care and Psychosocial support Program 	Gaborone and Francistown
Sexual Violence Research Initiative (SVRI)	Restricted – Research	<ul style="list-style-type: none"> ✘ Monitoring, Evaluation and Learning Program ✘ Operations Management Program 	Gaborone

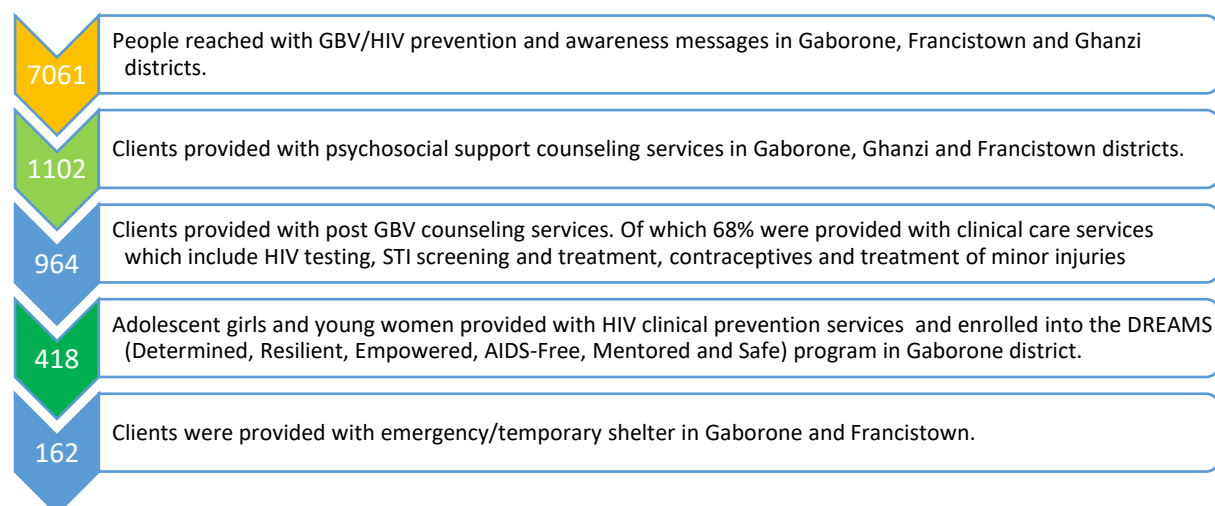
2. Annual Programme Performance

The report will highlight the achievements, challenges and lessons learnt under each of the following Programme areas:



2. 1 Key Program Highlights

A) Service Delivery: Community Engagement and Demand Creation, and psychosocial support and Post GBV care programs.



In addition to the above, BGBVC managed to implement the following initiatives to strengthen/enhance service delivery:

- Collaboration with Tebelopele to implement the Ko-Majiteng project in Kweneng East. This initiative focused on preventing and raising awareness about gender-based violence (GBV) specifically among boys and men.
- Collaboration with Gabz FM and Orange Botswana for wider dissemination of messages and increase demand for services through radio interviews and social media posts.
- Conduct support supervision and onsite mentorship to field teams.

B) Leadership and Governance Program

- Recruitment and appointment of additional Board members to fill vacant positions. This was followed by a board capacity development training and establishment of Board sub-committees.
- Review of the BGBVC policies and strategic documents including the Handbook on Strategic Human Resources Management, and the Financial Policies and Procedures Manual.
- Review and approval of the 2022 Annual Report and the 2023 Annual Workplan and Budget by the Board.
- Timely completion of the 2022 Audit with an unqualified opinion

C) Resources Development and Communication Program

- Submission of 3 proposals submitted for funding (Ministry of Health, European Union, and Australian High Commission). Only one (1) proposal (Australian High Commission) was approved and is being implemented.
- Orange Botswana sponsorship worth BWP123,300.00 to support the Orange Day Campaign. The sponsorship covered radio slots/airtime for BGBVC to conduct interviews, disseminate GBV prevention/awareness messages and promote available services.
- BGBVC received a free slot worth BWP63,000 from Gabz FM and the chance to serve as executive producer of a 30-minute GBV feature, which has so far covered over 20 topics in the GBV thematic area since March 2023. The purpose being GBV awareness and demand creation.
- Development of the BGBVC commercialization strategy that will be finalized in 2024. The strategy will help BGBVC diversify its income.
- Accreditation of the BGBVC training and consultancy services by Botswana Qualification Authority. This will form part of the BGBVC commercialization strategy.
- Donations of computers/laptops and cell phones by Botswana Insurance Holdings Limited, St Patrick Society and Spar Botswana.
- Financial donations from De Beers Group sight holder, St Patrick Society, and other corporates and individuals.
- Successful application for a social media and marketing volunteer with Japanese International Cooperation Agency (JICA). The volunteer will arrive in January 2024.

2.2 Program Performance by strategic area

2.2.1 Community Engagement and Demand Creation Project

The Community Engagement and Demand Creation program aims to address the social determinants of GBV and HIV while creating demand for prevention, care, and support services provided at the BGBVC sites located in Gaborone, Ghanzi and Francistown. BGBVC utilizes interpersonal and mass media strategies to actively engage with communities to raise awareness on GBV and create demand for services as described below.



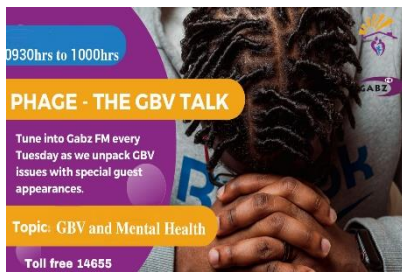
One to One individual session

GBV/HIV education and screening of individuals visiting the BGBVC drop-in centres and during outreach. One to one session provided an opportunity for BGBVC teams to have in-depth discussions with individuals on GBV and their experience. Clients who needed services were immediately linked with counsellors.



Group Level discussions, dialogues, and conversations.

Activities that allowed group level interactions such as workplace presentations were conducted by the BGBVC teams. These provided an opportunity to discuss issues of GBV and promote available services.



Radio Talk shows/Interviews

BGBVC in partnership with Gabz FM hosted a weekly radio talk show "titled Phage" to specifically discuss GBV and related issues and promote available services. Furthermore, Orange Botswana sponsored BGBVC with radio airtime to conduct interviews and promote its services.



Use of social media

Facebook posts: Use of social media to promote BGBVC services including the toll-free number.

Awareness Campaigns and Public Events

BGBVC in collaboration with other NGOs including KP led organizations organized 2 GBV awareness walks to raise awareness on GBV and call the public to stop GBV. The campaigns were covered on local media and led to an increase dialogue on GBV on media.



Public at BGBVC stall in one of the events conducted in the community.

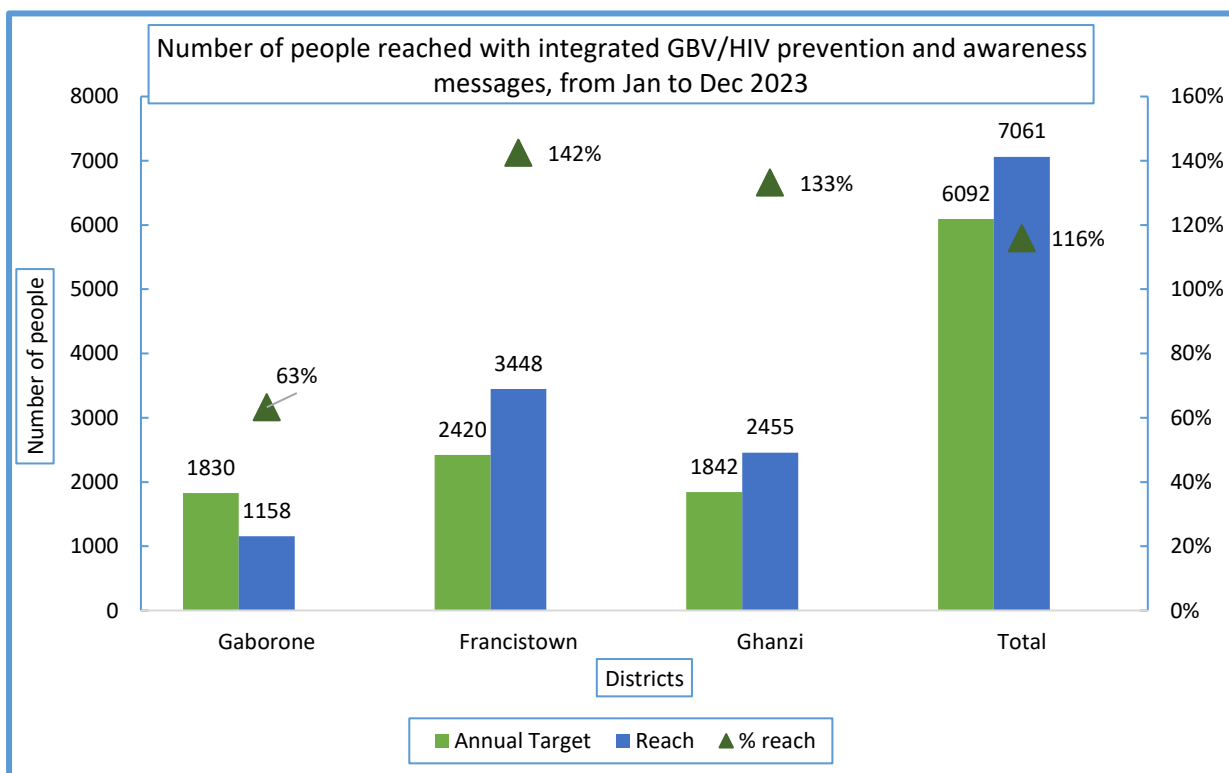


Figure 1: Number of people reached with integrated GBV/HIV prevention and awareness messages, from Jan to Dec 2023

Figure 1 shows that a total of 7,061 people were reached with integrated GBV/HIV messages against a target of 6,092. Francistown and Ghanzi districts exceeded their annual targets by 42% and 33% respectively. This is attributed to group level interventions which provided an opportunity to reach more people. In Gaborone, the teams were limited to using one to one approach to identify adolescent girls and young women for enrolment into the DREAMS program.

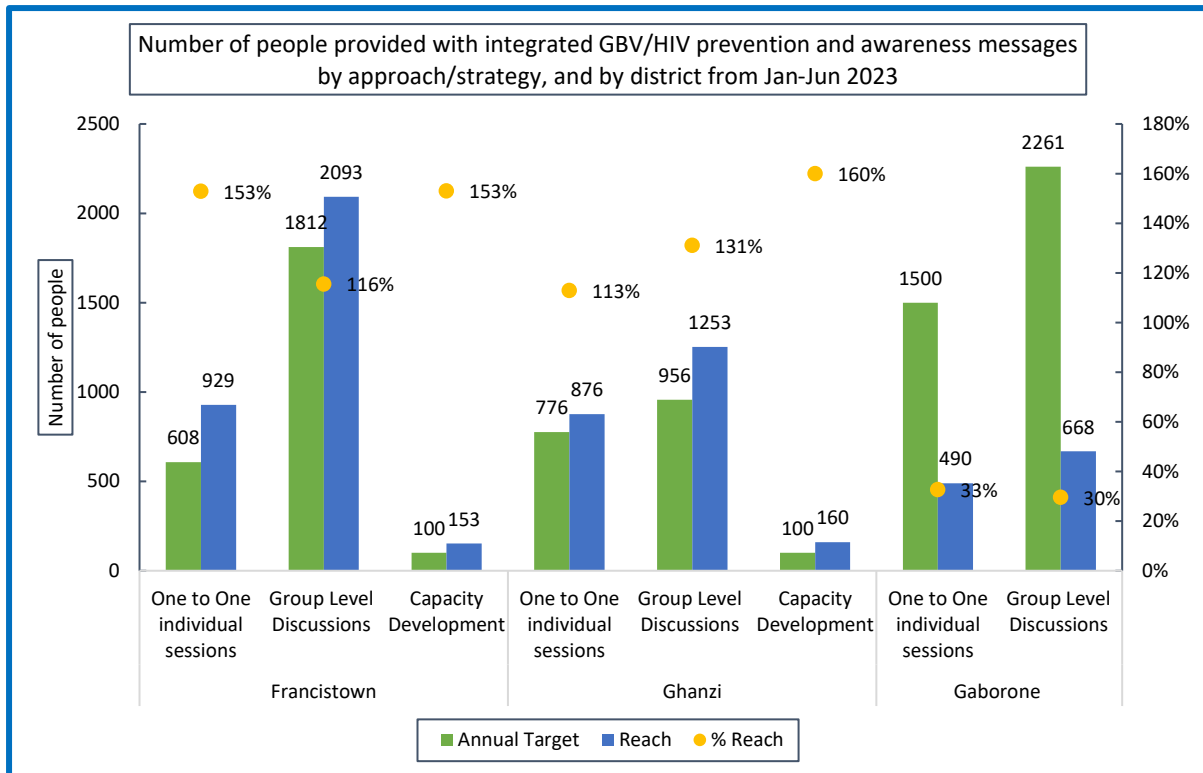


Figure 2: Number of people provided with integrated GBV/HIV prevention and awareness messages, by approach/strategy, from Jan-Dec 2023

Figure 2 shows that BGBVC used different approaches to engage with communities and individuals to raise GBV awareness in all districts. As explained in Figure 3, Ghanzi and Francistown districts implemented more group level interventions which provided an opportunity to reach more people as compared to one-to-one individual sessions. Group level interventions included stalls and presentations made at public events/activities and wellness activities organized by corporates and government ministries/departments.



Ms. Phelelo Moswetsi, a Community Mobilizer presenting on GBV during a VDC capacity meeting in Tlokweng.

In addition, BGBVC teams also conducted capacity building/development for service providers, such as police officers, teachers, and Village Development Committee members to equip them with skills and knowledge on handling GBV issues.

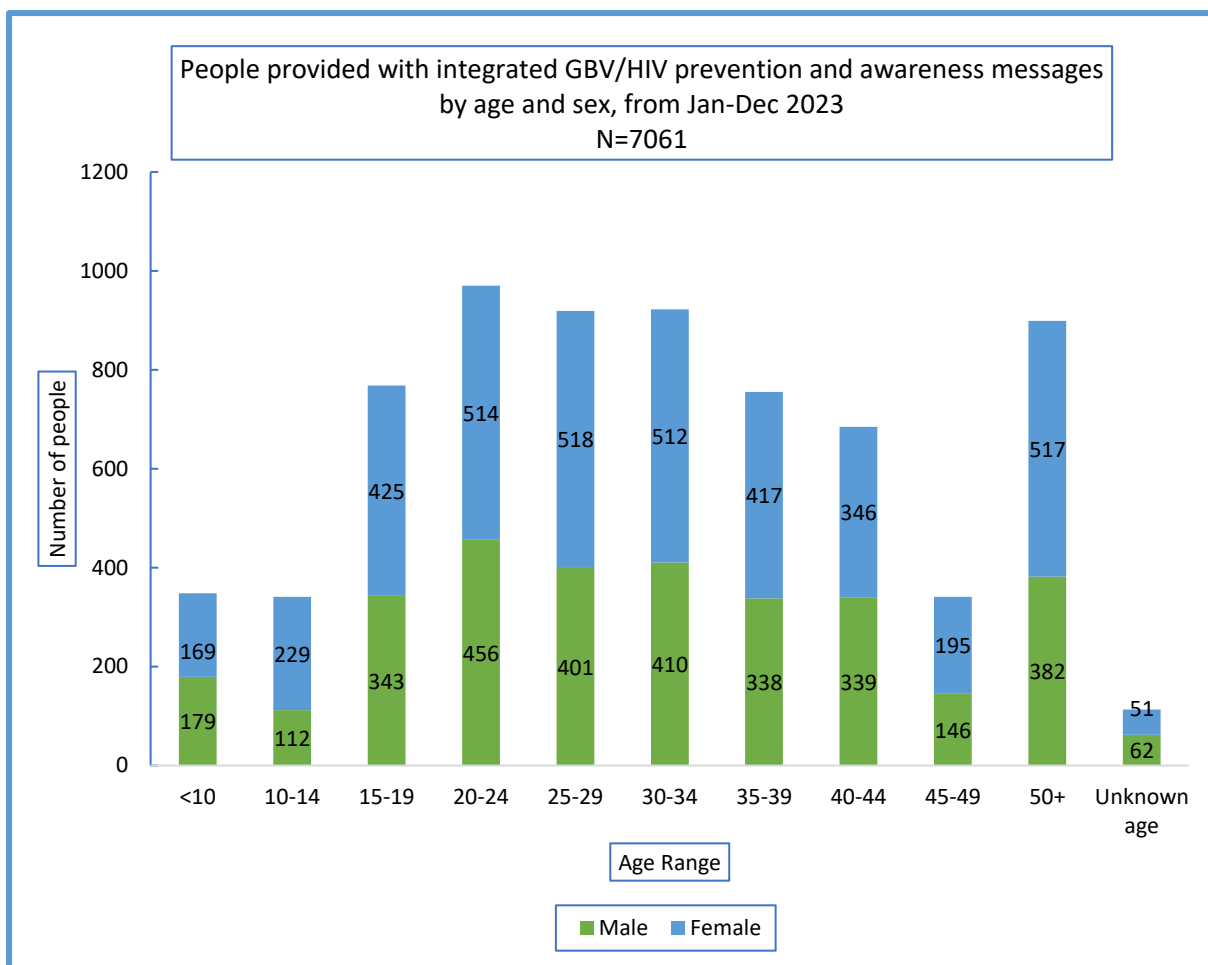


Figure 3: People provided with integrated GBV/HIV prevention and awareness messages by age and sex, from Jan-Dec 2023

Figure 3 shows that there was a wider reach/coverage in people provided with integrated GBV/HIV prevention and awareness messages for both females and males. Most of the people reached were aged between 15 to 34 years for both males and females. This can be linked to the school and workplace-based presentations made in all districts. The age cohort of 50 and upwards were mostly reached through Kgotla and community-based dialogues as was the case in Ghanzi and Francistown.

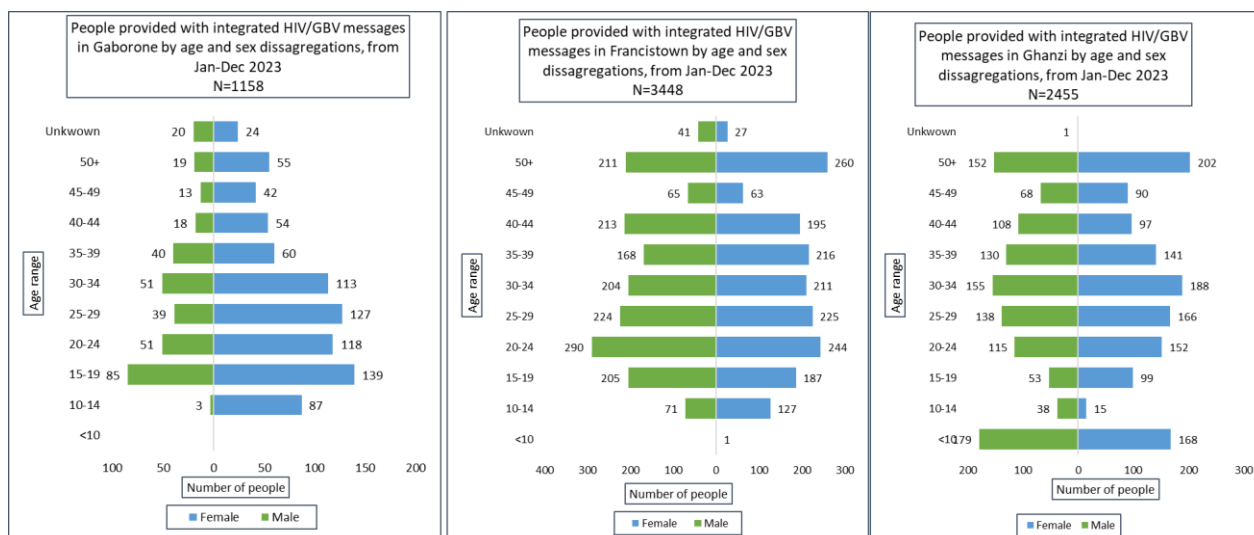


Figure 4: People provided with integrated HIV/GBV messages by district, age, and sex disaggregation, from Jan-Dec 2023

Figure 4 shows that there was no significant difference between males and females reached with integrated GBV/HIV prevention and awareness messages in Francistown and Ghanzi districts. In Gaborone, there were more females reached with messages and this is due to the DREAMS programs that mainly focus on Adolescent Girls and Young Women aged 10 to 24 years.

In addition to the above activities, BGBVC implemented special projects targeting adolescents and young people in Gaborone, Ghanzi and Francistown.

a) School Based GBV Prevention Program

In July 2023, BGBVC received funding from the Australian High Commission to implement a school based GBV prevention project using the Connect with Respect Curriculum developed by UNESCO. This project is implemented in Ghanzi and Francistown districts to enhance existing/ongoing GBV prevention activities. The overall objective/goal of the project is to contribute to the reduction of school-related gender-based violence (SRGBV) in Botswana by:

- Raising awareness on school-related gender-based violence among teachers and students in Ghanzi and Francistown
- Enhancing knowledge and understanding amongst students to adopt positive attitudes and develop skills for respectful relationships free from violence.

Key Strategies/Approaches

- Classroom based sessions led by trained community mobilisers from BGBVC. These are integrated within ongoing guidance and counseling activities. Each student will be expected to complete 7 sessions.
- Supportive counseling services provided by BGBVC counsellors together with guidance and counselling teachers for any students who need assistance.
- Capacity development and training of teachers and BGBVC community mobilizers to effectively deliver the sessions. Training of teachers will be essential for their development and understanding of GBV and how this can affect student performance.
- Monitoring and Evaluation to ensure that data is collected and analyzed to measure impact and to inform future interventions.

By end of December 2023, the following activities were completed to pave way for implementation:
Botswana Gender Based Violence Prevention and Support Centre
2023 Annual Performance Report

- National and District Level Consultation:** The BGBVC management team organized a briefing meeting with UNESCO, Ministry of Education and Skills Development leadership in Gaborone. This was followed by district level consultation and stakeholder engagements in Ghanzi and Francistown. The district level consultations and stakeholder engagement meetings were held jointly with Ministry of Education and Skills Development leadership technical teams.



Some of the stakeholders who attended the School Based GBV prevention consultative meeting organized by BGBVC in collaboration with Ministry of Education and Skills Development in Ghanzi



A group of stakeholders who attended the School Based GBV prevention consultative meeting organized by BGBVC in collaboration with Ministry of Education and Skills Development in Francistown.

- Training of Teachers and BGBVC Staff:** A total of 29 participants were trained on using Connect with Respect Manuals and facilitators guide in Ghanzi district. Participants of the training included heads of the guidance and counseling department, guidance and counseling teachers, school heads, village champions, and 5 BGBVC staff. UNESCO-trained facilitators, including one officer from the Ministry of Education and Skills Development, one senior secondary school teacher, and one BGBVC staff member, facilitate the training.



Teachers and BGBVC staff who attended the Connect with Respect Program Training in Ghanzi. The was organized by BGBVC in collaboration with Ministry of Education and Skills Development.

b) DREAMS program

In Gaborone, BGBVC implemented the DREAMS (Determined, Resilient, Empowered, AIDS-free, Mentored and Safe) activities. DREAMS program is an ambitious public-private partnership aimed at reducing rates of HIV among adolescent girls and young women (AGYW) in the highest HIV burden countries. DREAMS was announced on World AIDS Day 2014, and in 2015 USAID began activities in ten countries in sub-Saharan Africa: eSwatini, Kenya, Lesotho, Malawi, Mozambique, South Africa, Tanzania, Uganda, Zambia, and Zimbabwe. These countries accounted for nearly half of all the new HIV infections that occurred among AGYW globally. In 2017, DREAMS expanded to five new countries: Botswana, Côte d'Ivoire, Haiti, Rwanda, and Namibia. The DREAMS core package aims to:

- Empower adolescent girls and young women and reduce risk through youth-friendly reproductive health care and social asset building.
- Mobilize communities for change with school- and community-based HIV and violence prevention.
- Reduce risk of sex partners through PEPFAR programming, including HIV testing, treatment, and voluntary medical male circumcision; and
- Strengthen families with social protection (education subsidies, combination socio-economic approaches) and parent/caregiver programs.

In Botswana, DREAMS is implemented by multiple partners who work together to ensure full implementation of the DREAMS package. In 2023, BGBVC role under the DREAMS program was to provide secondary clinical services which include PrEP, HIV testing, contraceptive method mix, STI screening and treatment. In addition, BGBVC provided post GBV care and psychosocial support services to AGYW enrolled in the DREAMS program.

Screening for adolescent girls and young women (24 years and below) is conducted to assess if they are eligible for the DREAMS enrolment. AGYW who are eligible are being offered PrEP, HIV testing, contraceptive method mix, STI screening and treatment before being referred for primary services provided by other DREAMS partners (Hope Worldwide Botswana and Humana People to People).

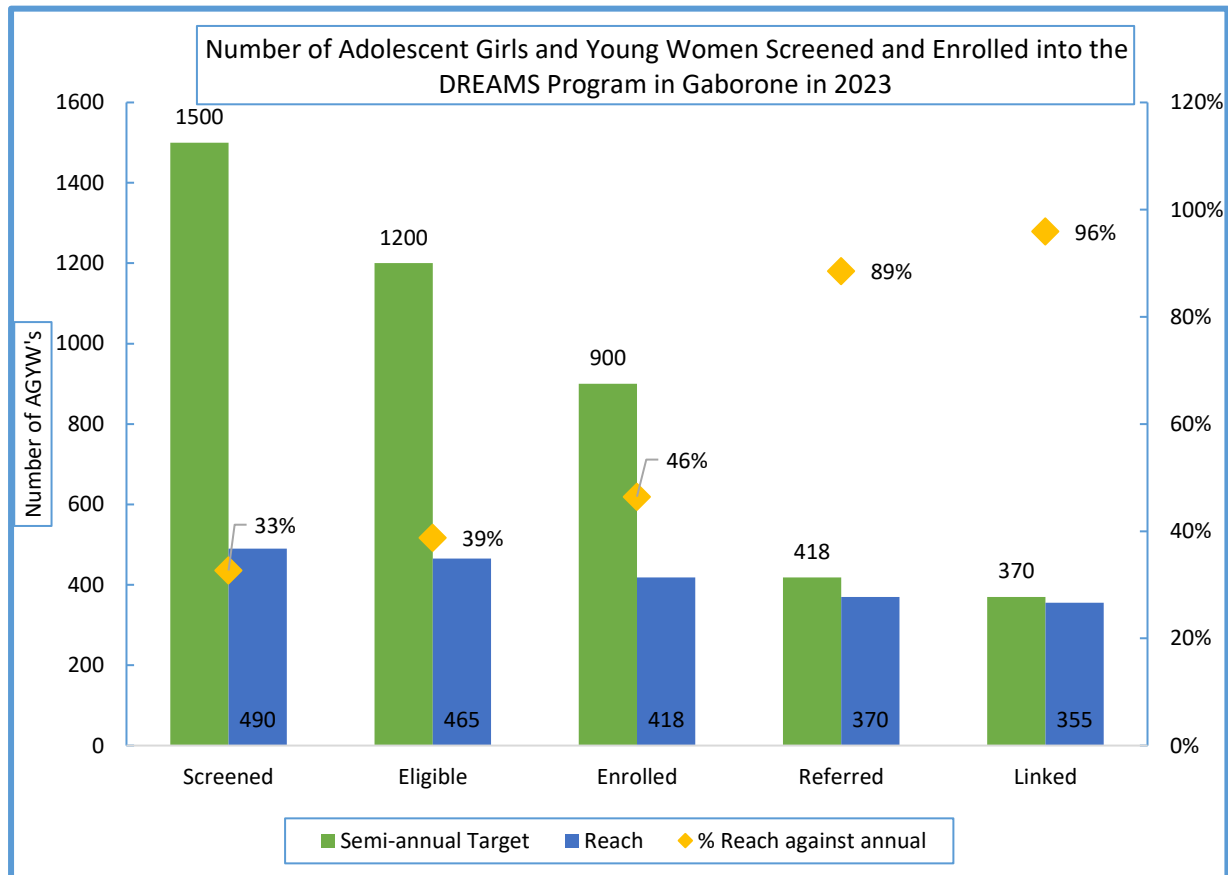


Figure 5: Number of Adolescent Girls and Young Women Screened and Enrolled into the DREAMS Program in Gaborone in 2023

Figure 5 indicates that BGBVC only screened 490 AGYW (33% achievement of the annual target) for DREAM eligibility. Of these, 465 (39%) were found to be eligible for DREAMS and 46% provided HIV prevention clinical services and referred to other DREAMS partners to access other services. Uptake of DREAMS services remains low as most of the AGYW drop off the cascade due to conflicting priorities and lack of time.

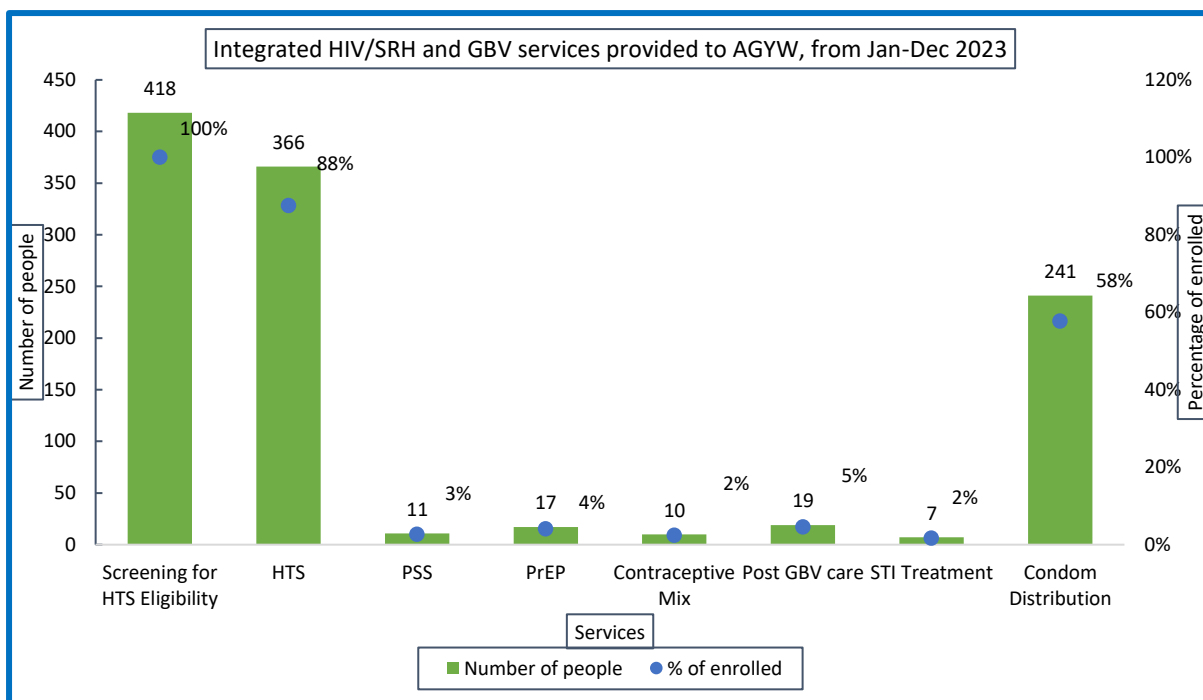


Figure 6: Integrated HIV/SRH and GBV services provided to AGYW, from Jan-Dec 2023

Figure 6 shows that HTS services was the most accessed service by AGYW during the year. Out of 418 AGYW who were eligible for DREAMS program, 88% were provided HIV testing services, 5% provide post GBV care counseling, 4% initiated on PrEP, 3 % provide psychosocial support counseling, and 2% treated for STIs. The low uptake of PrEP was due to unavailability of these services at BGBVC clinic due to delays in the clinic's accreditation process for prescribing and dispensing HIV medications.

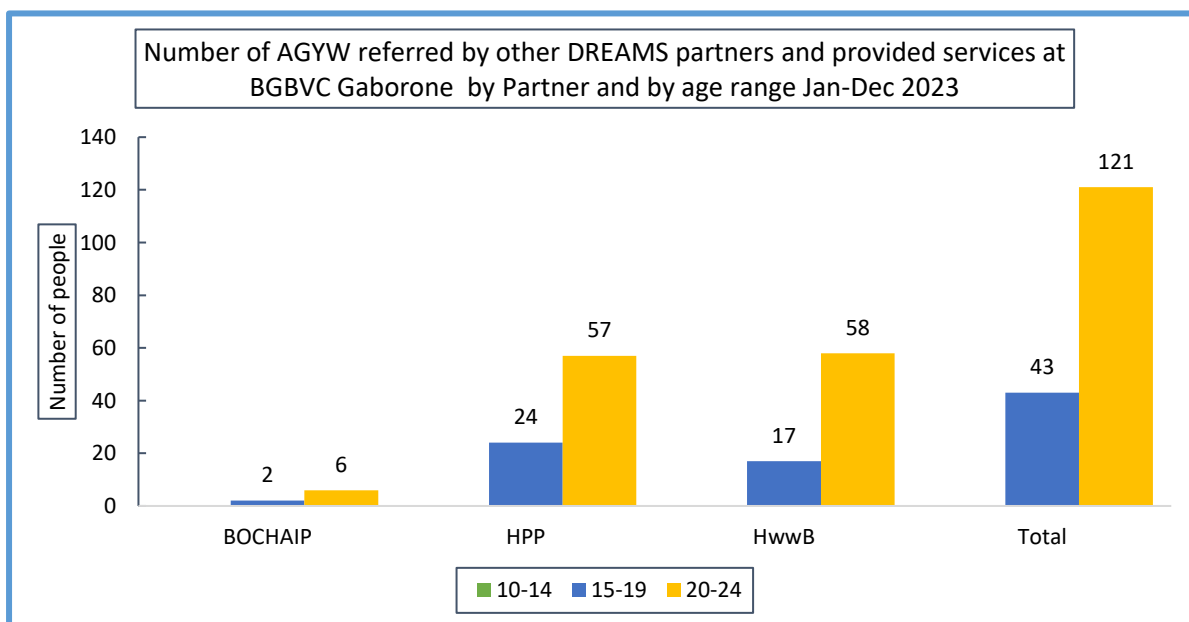


Figure 7: Number of AGYW referred by other DREAMS partners and provided services at BGBVC Gaborone by Partner and by age range Jan-Dec 2023

Figure 7 shows that most of the AGYW referred to access services at BGBVC were those aged between 10 – 24 years. This is due to these partners mainly targeting out of school youth for DREAMS mobilization.

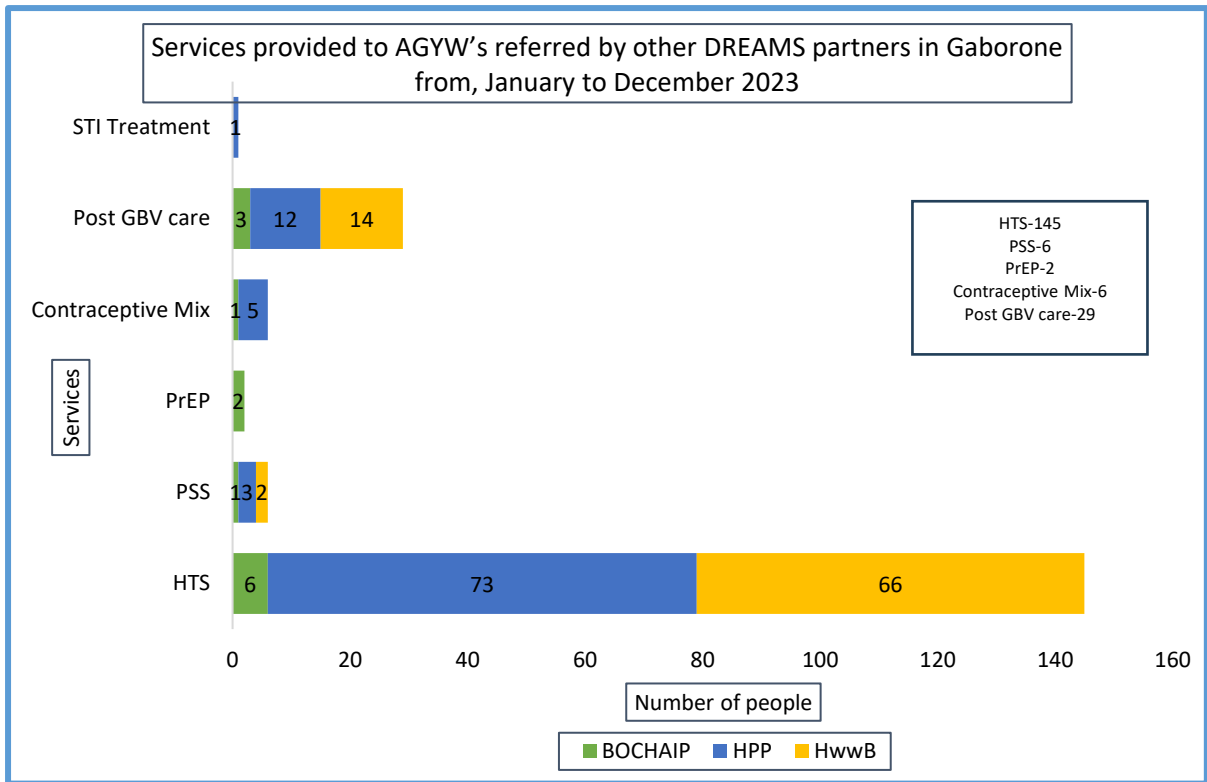


Figure 8: Services provided to AGYW's referred by other DREAMS partners in Gaborone from, January to December 2023

Figure 8 shows that provide a wide range of services to AGYW referred by other partners, with HTS services being the most accessed services. This is a similar trend with those AGYW mobilized directly by BGBVC under figure 7. Delays in clinic accreditation hindered the provision of services like Pre-Exposure Prophylaxis (PrEP) due to the clinic's inability to prescribe and dispense HIV medications promptly.



BGBVC community mobilisers providing services during a DREAMS mobile activity at Gaborone University College (GUC)

Using media for wider dissemination of GBV/HIV prevention and awareness messages

To complement the above in-person activities, BGBVC used radio and social media to engage communities on GBV prevention and promote its services. BGBVC collaborated with Orange Botswana and Gabz FM to implement some of its media activities aimed at raising awareness as explained below.

a) Radio and TV Interviews

Orange Day Campaign

BGBVC with support from Orange Botswana implemented a campaign titled “Orange Day campaign” aimed at raising awareness and action to end violence against women and girls by calling upon activists, governments, and UN partners to mobilize people and highlight issues relevant to preventing and ending violence against women and girls. Orange Botswana sponsored BGBVC with BWP123,300.00 worth of radio airtime to support the campaign which started on the 25th of May to November 25, 2023. Through this campaign and support from Orange Botswana, BGBVC was able to:

- To raise awareness on GBV and its impact on the lives of Batswana and Botswana residents. The media and radio slots provided as part of the sponsorship were extremely useful in achieving this objective.
- To promote and brand BGBVC as a centre where survivors/victims of GBV can access services to avoid long term mental and health complications because of GBV.



BGBVC and its stakeholders taking a stand against GBV during a GBV awareness walk held as part of the orange Day campaign activities in Gaborone.

b) Phage-The GBV Talk on Gabz FM

Gabz FM radio collaborated with BGBVC to host a weekly radio talk show titled “Phage” which aired weekly Tuesdays from 9:30 am to 10 am. The show featured BGBVC staff, and other stakeholders such as community and religious leaders who were invited to discuss a wide range of GBV topics. Over 20 topics were covered through the talk show. Among the topics covered were gender-based violence (GBV) and its concepts, rape, defilement, intimate partner violence, and socialization and GBV.



Ms. Kitso Motlhale, Technical Officer – Psychosocial Support and Post GBV care program, as guest during one the radio interview organized by Gabz FM GBV Talk Show

b) Social Media Facebook

<https://web.facebook.com/botswanagbvpreventionandsupportcentre>



BGBVC used Facebook posts, videos post and opinion polls to engage its followers on GBV issues and create demand for its services. Utilizing concise captions, compelling images, and graphics through flyers, BGBVC conveyed the urgency of reporting GBV and encouraged individuals to actively contribute to positive change. Furthermore, social media was instrumental in promoting a toll-free number (14655) introduced in February 2023, which not only served as a reporting hotline but also provided access to counseling services, allowing individuals to seek assistance and make appointments.



Good morning online family.

We hope you had safe holidays. Talk to us for your clinical, counselling and other health related services.

We also have an emergency toll free for your convenience: 14655



BGBVC joined the Botswana Council of Churches' walk this morning, amplifying the voice of faith in the 16 Days of Activism against GBV, a powerful testament to the collective religious commitment to raising awareness and combating gender-based violence.

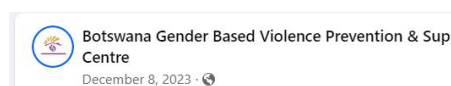
Solidarity can go a long way in ending GBV and everyone is implored to put in the work and fight GBV.

"NO MEANS NO"

#LetsEndGBV #CommunityEngagement #16DaysActivism Council of Churches - Botswana



You, Zwane Tshephang and 21 others



Stand against Gender-Based Violence! Silence perpetuates h Report GBV, support survivors, and break the cycle.

Every voice matters in creating a society free from violence a

Our toll free number is 14655
#EndGBV #BreakTheSilence



2.2.1.1 Activities Progress and Outputs

Objective 1: To increase by 10% the number of people reached with messages that change/transform harmful gender norms, practices, and behaviours that fuel GBV in the communities of Gaborone, Francistown and Ghanzi districts by December 2023.					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1.1	Develop/Adapt curriculum to be used for GBV education sessions (Adolescents, Youth and Adults)	3 tools age-appropriate tools adapted/developed	Adoption of Connect with Respect toolkit by UNESCO to implement school based GBV prevention activities in Ghanzi and Francistown. In Gaborone, the team continued implemented DREAMS activities.	None	Continue using the Connect with Respect Toolkit in Francistown and Ghanzi targeting schools. Use In her Shoes curriculum, specifically targeting men and older population groups.
1.2	Training of BGBVC education teams on the developed/adapted curriculum	11 people trained	Successful completion of consultative meetings held with UNESCO and Ministry of Education and Skills Development to implement the school based GBV prevention program using connect with respect toolkit. A total of 29 people trained in Ghanzi as per the project workplan.	Training in Francistown was not implemented due to the delays on consultative meetings and conflicting schedules with school calendar of activities such year-end exams.	Fast track training in Francistown and ensure that training is completed in Q1 of FY24.
1.3	Identification/selection of communities and target populations for GBV educational activities	1 community in Ghanzi and Francistown identified. - School - Ward	The district selected their communities as follows. <u>Gantsi District:</u> Wards:	Gaborone district did not select any community due to district focus on DREAMS program.	Continue implementing activities working closely with village/community leadership for sustainability.

		<ul style="list-style-type: none"> - Police - Facility 	<ul style="list-style-type: none"> • <i>Kabakae</i> • <i>Morama wards</i> <p>Schools</p> <ul style="list-style-type: none"> • <i>Kabakae Primary School</i> • <i>Gantsi Primary School</i> • <i>Itekeng Junior Secondary Schools</i> <p><u>Francistown District:</u></p> <p>Wards</p> <ul style="list-style-type: none"> • Blocks 1, 2 and 3 <p>Schools</p> <ul style="list-style-type: none"> • <i>Phatsimo Primary School,</i> • <i>Satellite Primary School,</i> • <i>Montsamaisa Junior Secondary School and</i> • <i>Goldmine Junior Secondary School</i> 		
1.4	Conduct GBV prevention and empowerment sessions to targeted audiences in the community	1,830 in Gaborone 300 in Ghanzi 300 in Francistown	<p>Gaborone: 490 AGYW enrolled in DREAMS program.</p> <p>Ghanzi and Francistown districts did not complete any behavioural activities due to the ongoing Connect with Respect activities.</p>	None	<p>Roll out the school based GBV prevention project in Ghanzi and Francistown focusing on schools.</p> <p>Roll-out the in her shoe's curriculum for use for adult populations in Ghanzi and Francistown districts.</p>

					Continue supporting DREAMS program in Gaborone
1.5	Conduct educational campaign targeting malls and other community centres and national events	<ul style="list-style-type: none"> • 2,261 in Gaborone • 2,420 in Ftown • 1,841 in Ghanzi 	<p>A total of 7,061 people reached by all districts (<i>exceeding annual target by 116%</i>). Below are the district contributions to the achievement:</p> <ul style="list-style-type: none"> • 16% were reached in Gaborone. • 35% were reached in Ghanzi. • 49% were reached in Francistown 	None	Continue with community education activities targeting various community spots and invitation by other stakeholders
1.6	Wider dissemination of messages using media (Facebook page, radio and TV)	20, 000 followers of the BGBVC Facebook page	19,375 of 20 000 (annual target)	None	Continue with social media posts, opinion polls on Facebook and link these to BGBVC services.
Objective 2: To increase by 10% the number of people accessing GBV care and support services provided at BGBVC drop-in Centres in Gaborone, Francistown, and Ghanzi by Dec 2023					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
2.1	Intensive promotion of BGBVC services and toll-free number using media (social media, TV and Radio) – drop-in clients	<p>A total of people 283 visiting as drop-in clients.</p> <p>Annual Targets per district</p> <p>Gaborone: 170</p>	<p>A total of 485 clients came in to access counselling services were drop-in clients because of promotional and demand creation activities across all districts.</p> <p>District performance against annual target:</p>	The overachievement is a result of increased media coverage which led to enhanced promotion of its services, especially in Gaborone.	Promote Ghanzi and Francistown centres using social media and other media channels

		Francistown: 93 Ghanzi: 20	<ul style="list-style-type: none"> • Gaborone: 364 (214% over achievement of annual target) • Francistown: 49 (46% achievement of annual target) • Ghanzi: 72 (360 achievement of annual target) 		
2.2	Collaborate with partners to improve linkage to post GBV services (attend partners)	A total of 854 people received as referrals from other partners. Annual Targets by District <ul style="list-style-type: none"> • Gaborone: 680 • Francistown: 94 • Ghanzi: 80 	A total of 388 clients came to access counselling services as referrals from other partners showing a 30% achievement of annual target. District performance against annual target: <ul style="list-style-type: none"> • Gaborone: 256 (38% achievement of annual target) • Francistown: 94 (100% achievement of annual target) • Ghanzi: 38 (48% achievement of annual target) 	Lack of funds to conduct joint activities with organizations affected referrals. Lack of transport funds to reach BGBVC drop in centres remains a challenge for clients to complete referrals.	<ul style="list-style-type: none"> • Conduct joint mobile outreach activities with other partners for immediate handover of clients to BGBVC. • Strengthen collaborations with other partners for referrals of GBV survivors. Participate at district level referral or technical meetings to address any referral challenges.
2.3	Printing of flyers and branding of offices	None	No printing was done during the year. IEC materials were sourced from Gender Affairs Department and donors for distribution	Lack of funds to print materials internally.	<ul style="list-style-type: none"> • Utilize social media posts. • Identify opportunities for printing buffer stock.
2.4	Conduct demand creation activities targeting highly densely populated areas and hot spots and link clients to services	A total of 1,067 people reached through mobile outreaches/mobile stops:	A total of 195 people reached through mobile outreaches/mobile stops:	Gaborone and Ghanzi didn't not have vehicles throughout the year to conduct mobile outreaches. The Vehicle in Gaborone was involved in an accident and replacement took	Procure a vehicle for Gaborone and Ghanzi to assist with mobile outreaches.

		Annual Targets by district <ul style="list-style-type: none"> • Gaborone: 850 • Francistown: 117 • Ghanzi: 100 	District performance against annual target: <ul style="list-style-type: none"> • Gaborone: 101 (12% achievement of annual target) • Francistown: 60 (51% achievement of annual target) • Ghanzi: 34 (34% achievement of annual target) 	longer. In Francistown, a vehicle was donated mid-year, and this was useful in conducting mobile outreaches.	Promote toll-free line for clients in hard to reach areas to utilize to access services.
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Objective 3: To enhance the capacity of community leaders and frontline workers to effectively manage GBV cases in Gaborone, Francistown and Ghanzi districts by Dec 2023

Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
3.1	Identify slots and conduct capacity building sessions for community leaders – Dikgosi	20 for each district	This has been implemented in -Ghanzi 11 (8 Males, 3 Females) -Francistown; 11 (7 Males, 4 Females)	Conflicting schedules and a lack of time for most leaders	To collaborate with Dikgosi forum for better implementation in the next year
3.2	Identify slots and conduct capacity building sessions for religious leaders	20 for each district	It has been implemented only in Francistown and exceeding the annual target. -Ghanzi 0 Francistown 32 (16 Males, 16 females)	Minister’s fraternal played a significant part in mobilizing their members for the meeting	Utilize it as a baseline to reach more religious groups and do the same for Ghanzi
3.3	Identify slots and conduct capacity building sessions for Teachers	20 for each district	It has been implemented in -Ghanzi – 42 (17 Males, 25 females) -Francistown; 42 (9 Males, 33 females)	Strong relations with schools made it an effortless exercise	Maintain existing partnership with schools
3.4	Identify slots and conduct capacity building sessions for the Police	20 for each district	It has been successfully done in -Ghanzi 15 (7 Males, 8 Females) -Francistown; 39 (20 Males, 19 Females)	Francistown reached more than the target at 195% whereas Ghanzi did 75% of the annual target- making it successful for both districts	Do continues engagements with police for easy referrals

3.5	Identify slots and conduct capacity building sessions for health providers	20 for each district	This has not been implemented in any of our stations. -Ghanzi 34 (15 Males, 19) -Francistown 29 (5 Males, 10 Females)	Finding a convenient time for a GBV capacity building sessions was a challenge at first due to time constraints, but the activity was eventually implemented	We are to utilize their staff meetings to reach them.
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2.2.1.2 Lessons Learnt

Challenges

- Lack of resources to conduct mobile outreaches and improve district coverage. All sites continue to operate with skeletal staff to conduct educational and mobilization activities.

Strategies for Improvement in 2024

- Utilize/invest on using social media and mainstream media to mobilize communities and promote services provided at the BGBVC centres.
- Enhance toll-free promotions for the benefit of clients who might not be able to come to the drop-in centres to access services.
- Engage with community members, leaders, and stakeholders at district level to identify or leverage on existing resources to support community engagement activities.

2.2.2 Psychosocial support and Post GBV care program



BGBVC drop-in center in Gaborone

BGBVC provides psychosocial support services as part of the comprehensive post GBV care service package. Psychosocial support services include counselling, temporary and emergency shelter, legal support, and referral for other social services. All these services are provided in all the BGBVC drop –in centers located in Gaborone, Francistown and Ghanzi. Shelter services are only available in Gaborone & Francistown. Psychosocial support is provided by qualified counsellors daily. Shelters are managed by shelter assistants who work closely with the counsellors to support admitted clients. Admission at the shelter is limited to clients whose lives are at risk or eminent danger.

Counselling focuses on helping the client deal with negative cognitive and behavioral effects of painful/traumatic experiences which affect their daily lives. BGBVC adopts a client-centered approach in providing counselling. Care/intervention plans are developed and implemented by the counselor and the client. The care plans are guided by the SOPs which require the client to complete a minimum of six sessions to assure quality. Counsellor work closely with other service providers available internally and externally for referrals and continuum of care. GBV and HIV screening is conducted to all clients who need counseling and those that need further clinical interventions are referred to the BGBVC clinical team (Gaborone) or other external facilities. Clients who need legal support services are referred to the Legal officer. Depending on the individual cases, clients are then referred appropriately to access justice services. Clients who meet the shelter admission criteria are also provided with shelter.

Types of Counseling services provided at BGBVC drop-in centers.

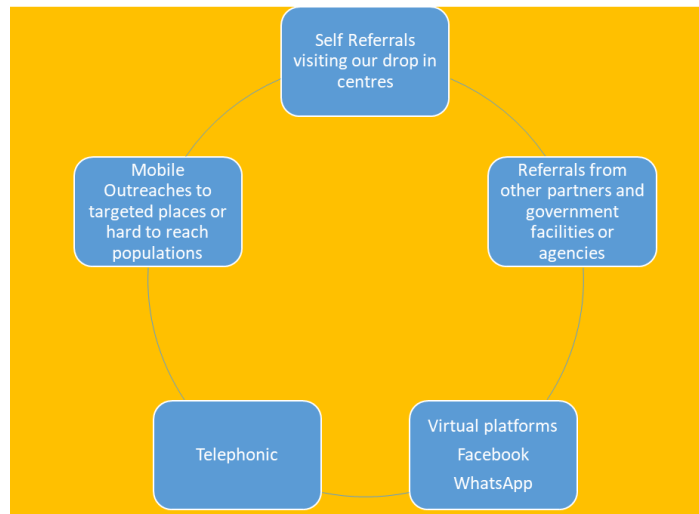


Family Counseling



Group Counseling

In 2023, BGBVC continued providing psychosocial support services using its drop-in centers in Gaborone, Francistown and Ghanzi. Mobile outreaches were mostly conducted in Gaborone targeting hard to reach communities such as AGYW, key population groups. Virtual and tele-counseling platforms were used to provide clients alternative avenues to access counseling services from the comfort of their homes and workplaces. BGBVC will continue to collaborate with other service providers to strengthen referral networks and improve continued care for clients. On-the-job training, mentorship and supervision of counsellors and shelter assistants were provided to improve the quality of psychosocial support services.



BGBVC provided a total of 1,102 people with psychosocial support services in 2023. Of these, 964 (88%) were GBV related cases while 138 were non-GBV related cases.

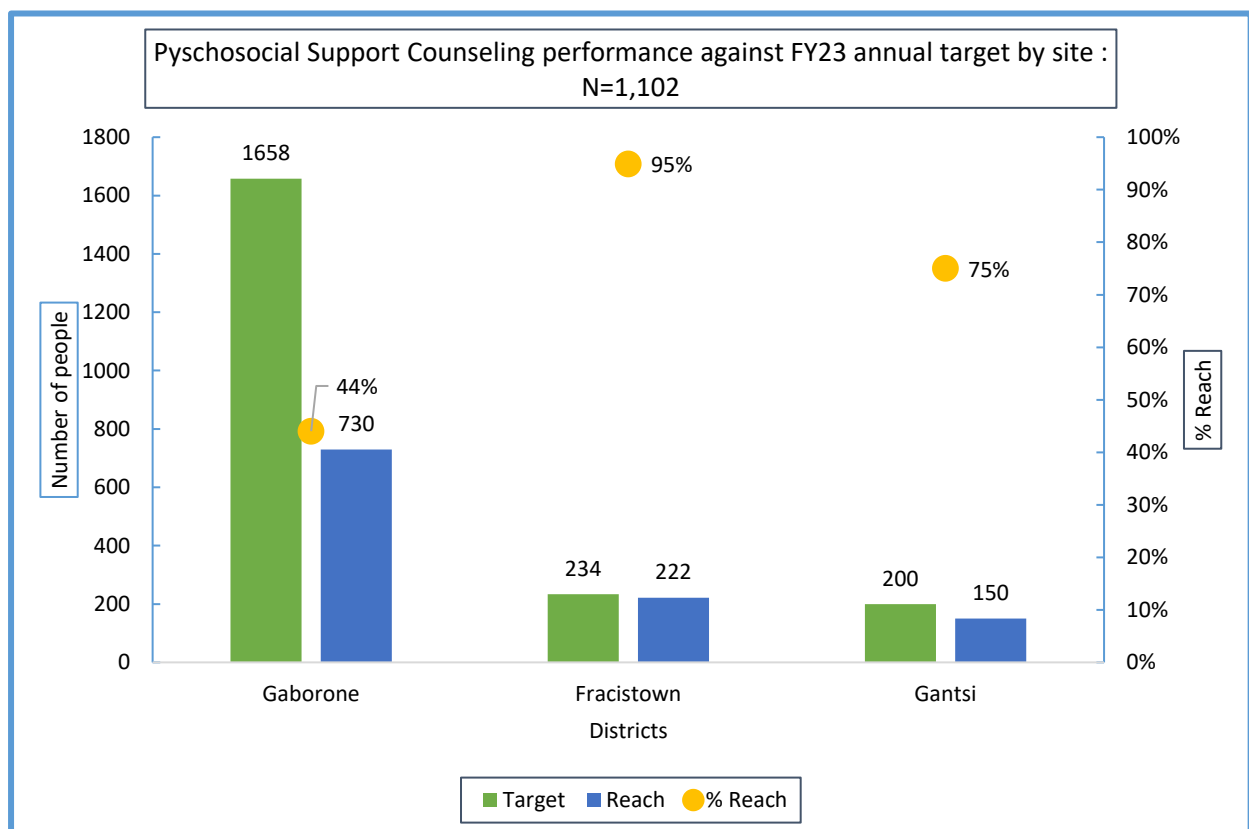


Figure 9 Psychosocial support counseling performance against FY 23 annual target by district.

Figure 9 indicates that Francistown and Ghanzi achieved 95% and 75% of their annual targets respectively. Gaborone District achieved only 44% of its annual target despite providing the highest number of clients with counseling across all districts. The low performance in Gaborone district is

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attributed to the closure of the office following the incident at centre, lack of vehicles for mobile outreaches and reduced staff levels towards the end of the year. In the next year, Gaborone will intensify its efforts to utilize tele counselling to reach more people and leverage on existing collaborations to reach more people.

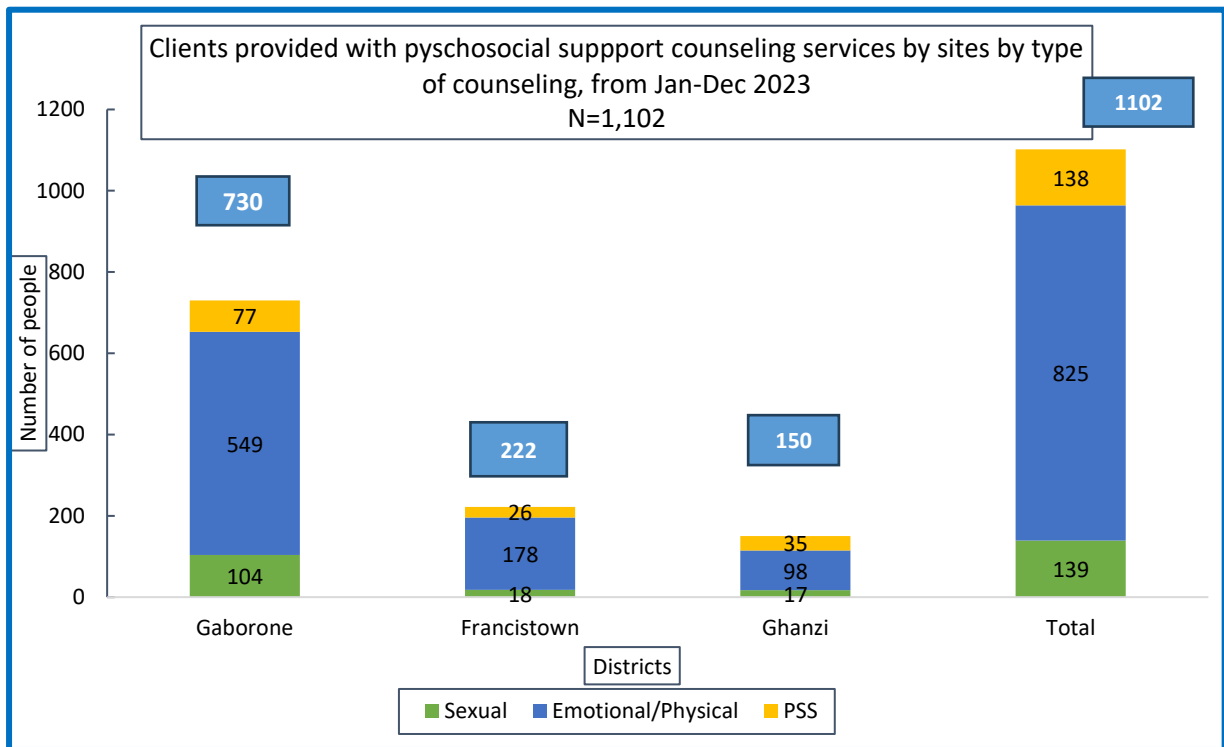


Figure 10: Clients provided with psychosocial support counseling services by sites by type of counseling, from Jan-Dec 2023

Figure 10 indicates that 75% (825) of the people who came for counseling services at all BGBVC centres reported to have experienced physical and emotional violence, followed by those who reported sexual violence at 12.6% and those who needed psychosocial supported services for non-GBV related cases at 12.5%. Gaborone centre recorded the highest number of people who came in for counseling services when compared to other districts. All the sexual violence cases reported were those that were outside the recommended 72-hour period and therefore were not eligible for clinical post rape services.

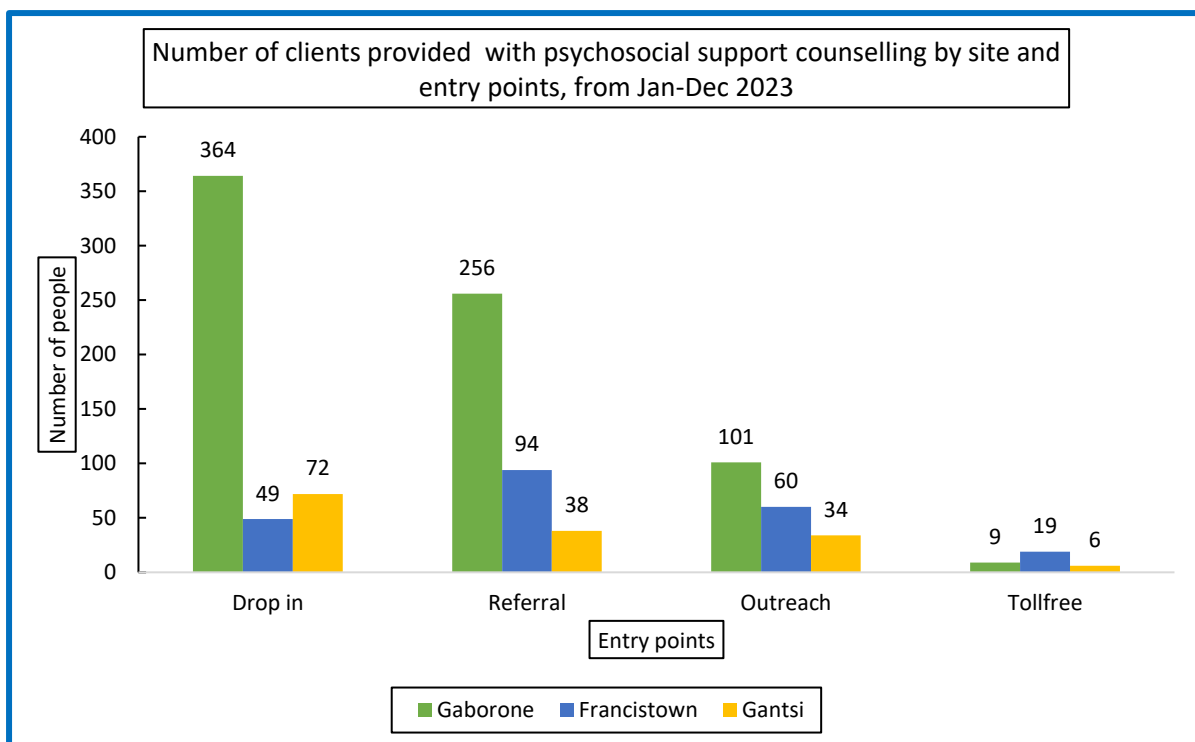


Figure 11 Number of clients provided with psychosocial support counselling by site and entry points, from Jan-Dec 2023

Figure 11 shows that clients who came in for counseling services came in through various platforms/strategies. In Gaborone, the drop in strategy proved to be effective as it registered more clients than outreach, referrals, and toll-free services. The same applies to Ghanzi district. In Francistown, most of the clients came in as referrals from other partners or service providers. Toll-free services were introduced towards the end of the year, hence the low yield. In the next year, BGBVC will continue to maximize on marketing its services across all sites to reach more people.

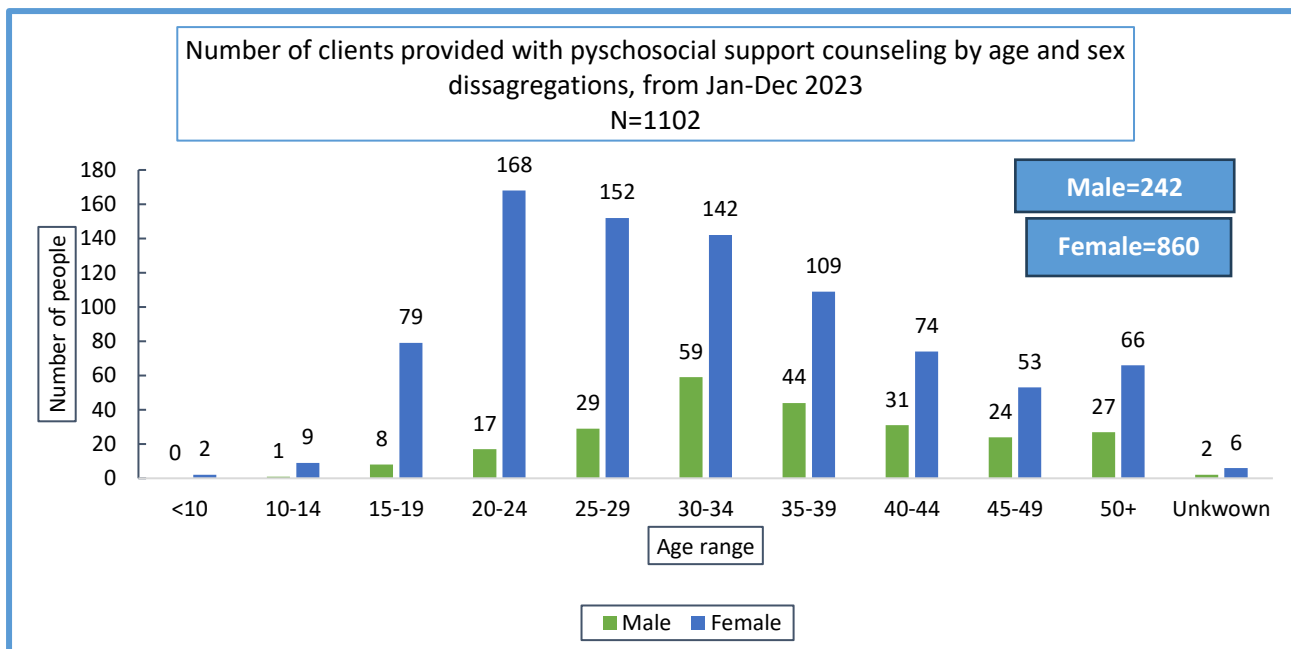


Figure 12 Number of clients provided with psychosocial support counseling by age and sex disaggregations, from Jan-Dec 2023

BGBVC strives to provide services for girls, boys, men, and women. A total of 860 females and 242 males were provided with psychosocial support services in FY23. Figure-12 shows that the age cohort with the highest number of people is aged between 19 and 39 for both males and females. This can be linked to demand creation activities conducted in all the districts.

In May 2023, BGBVC halted couple counselling services which may have also affected the number of males seen during the year. In the next year, BGBVC will intensify virtual/tele counselling to reach out to more men and conduct couple counselling was possible.

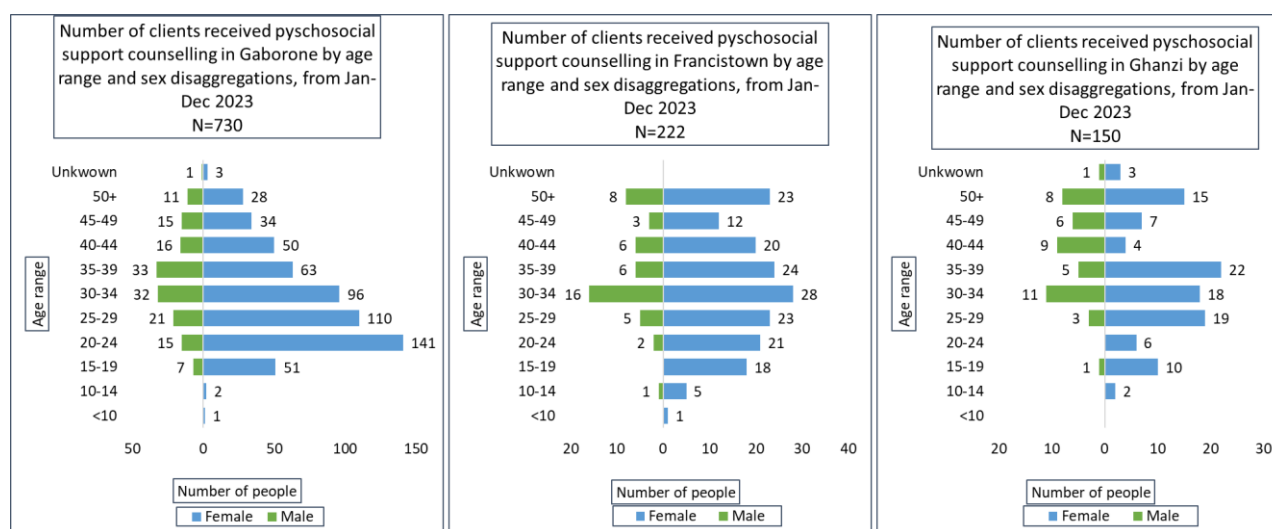


Figure 13: Number of clients received psychosocial support counselling by district, age range and sex disaggregations, from Jan-Dec 2023

Figure 13 shows that there were more females reached than males across all the 3 districts. In Gaborone, the highest number of people who received counseling were those aged between 20 – 24 years, while in Francistown and Ghanzi it was those aged between 30 – 34 years. The Gaborone district supports the DREAMS project and therefore most of the clients who are referred by DREAMS mobilization partners are between the ages 15 to 24 years.

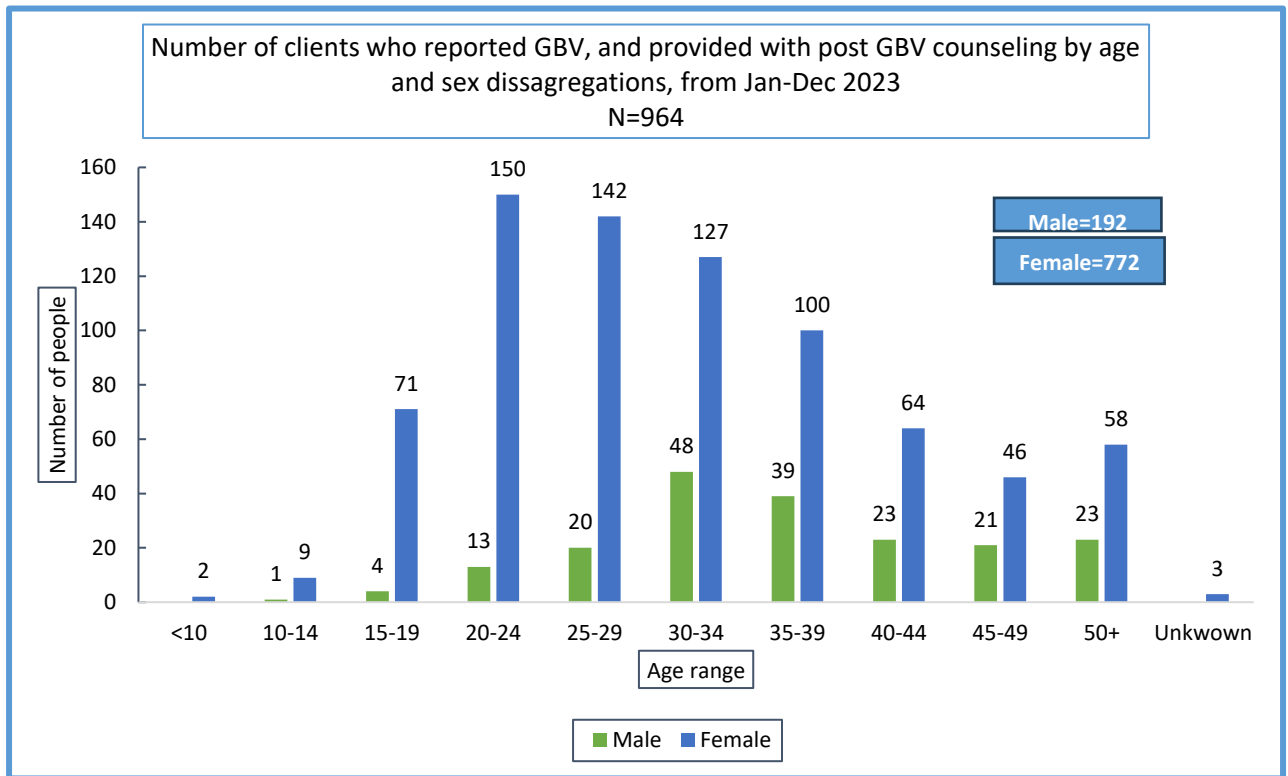


Figure 14: Number of clients who reported GBV and provided with post GBV counseling by age and sex disagggregations, in 2023.

Figure-14 shows that 80% (772) clients who reported to have experienced GBV and provided with post GBV care counseling services were females. Most of the clients who came for GBV counseling services were aged between 15 to 34 years for females and 20 – 39 years for males.

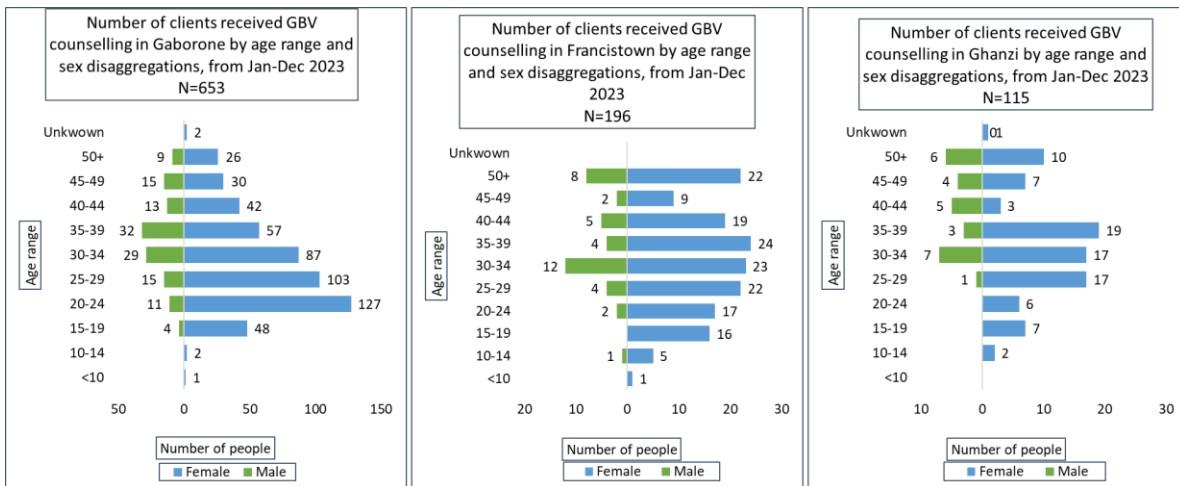


Figure 15: Number of clients who reported GBV and provided with post GBV counseling by district, age range and sex disaggregations, from Jan-Dec 2023

Figure 15 shows that there were more females provided with GBV counseling across all the 3 sites. There were a significant number of people aged 50 years and above who were provided GBV counseling in all sites. This shows that GBV is a multifaceted issue that cut across all age groups especially for women.

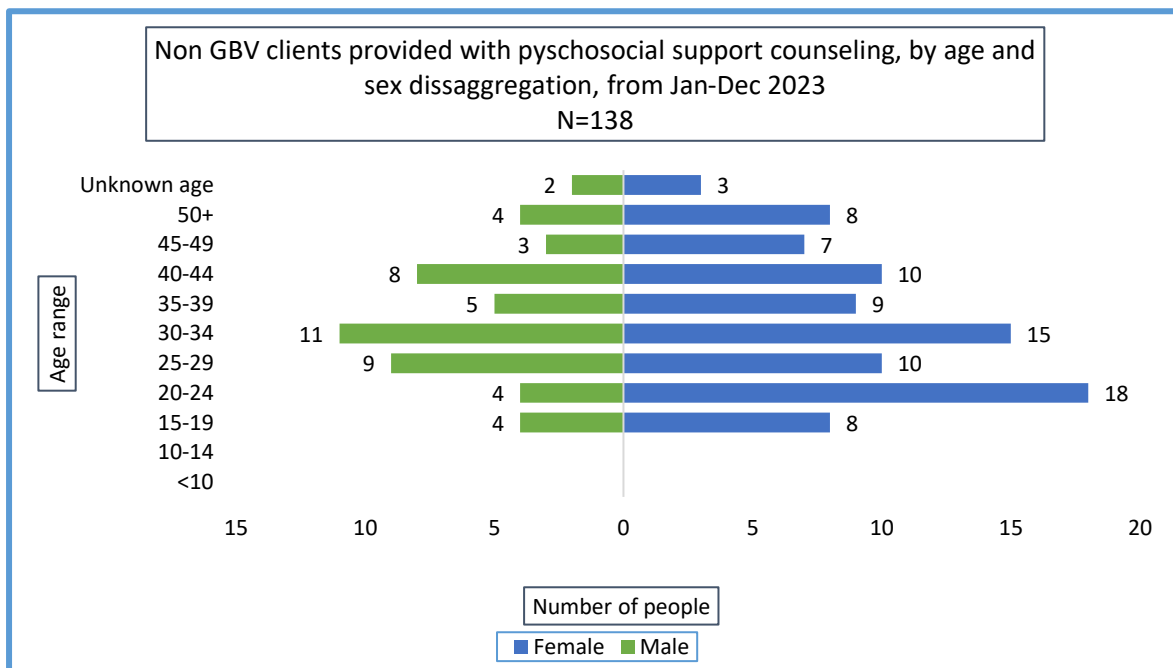


Figure 16: Non GBV clients who were provided with psychosocial support counseling services, by age and sex disaggregation, from Jan to December 2023

Figure-16 shows that there was no significant difference in number of people who came in for non-GBV related counseling services for both males and females aged between 25 – 50 years and above.

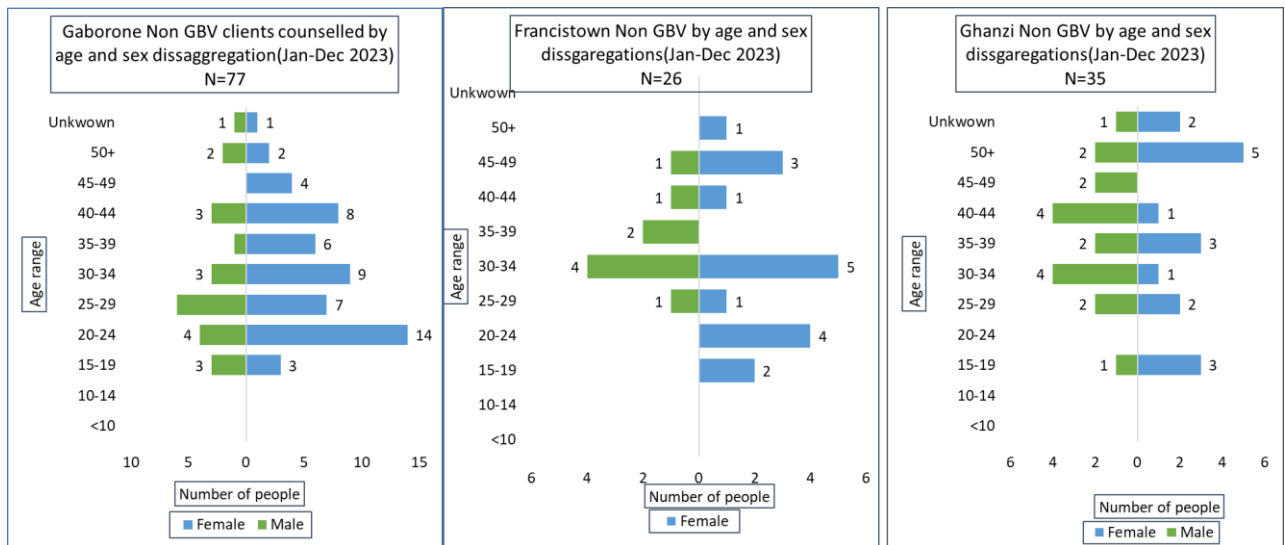


Figure 17: Non GBV clients who were provided with psychosocial support counseling services by district, age, and sex disaggregation, from Jan to December 2023

Figure-17 shows that 56% (77) of the clients who were provided non-GBV related counseling services were in Gaborone, followed by Ghanzi at 25% and Francistown at 19%. There is a need to intensify promotion of non-GBV related counseling services as this can be useful for integrating GBV prevention and education. In 2024, BGBVC will consider commercialization of these services to generate funds to sustain the program.

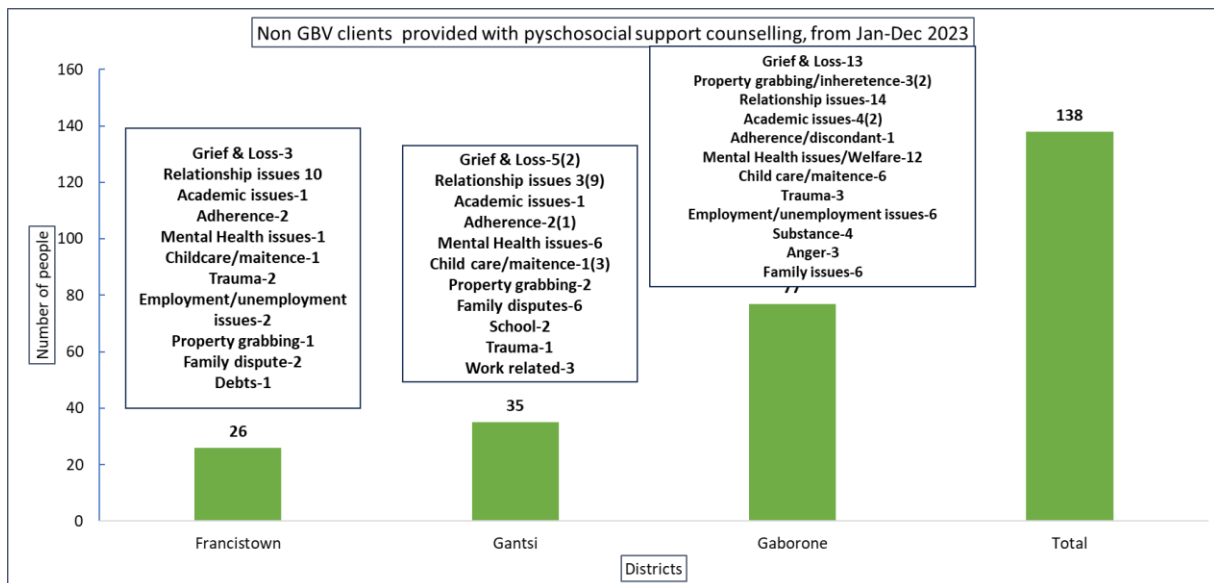


Figure 18: Non GBV clients provided with psychosocial support counseling services by type of issue presented.

Figure-18 shows that BGBVC received a total of 138 cases of non-GBV issues during the period being reviewed. Of the total, Gaborone, Ghanzi and Francistown constituted 56%, 25% and 19% respectively. In 2024, BGBVC will intensify its screening across all sites to use these issues as entry points for GBV. IPV screening will be employed to ensure that all cases received are screened for possibility of GBV.

a) Post GBV Clinical Care Services

BGBVC provides clinical services to survivors of GBV at its clinic in Gaborone. Other districts refer the clients to local clinics/facilities.

BGBVC clinical package for GBV survivors is aimed at preventing HIV infection and unwanted pregnancies as shown below.

Minimum Service Package – Post GBV care services	
Services provided to survivors of physical, emotional & sexual violence.	Additional services provided to survivors of sexual violence – within 72 hours.
<ul style="list-style-type: none"> • Counseling (first – support) • HIV Testing services • STI screening, prophylaxis, and treatment • Treatment of minor injuries • Shelter (clients in imminent danger) • Referrals for other services as necessary • Pre-Exposure Prophylaxis 	<ul style="list-style-type: none"> • Post Exposure Prophylaxis • Emergency contraception

Due to delays in provision of license to BGBVC Gaborone Clinic to provide complete package of HIV care and treatment services, the clinic didn't have Pre and Post Prophylaxis.

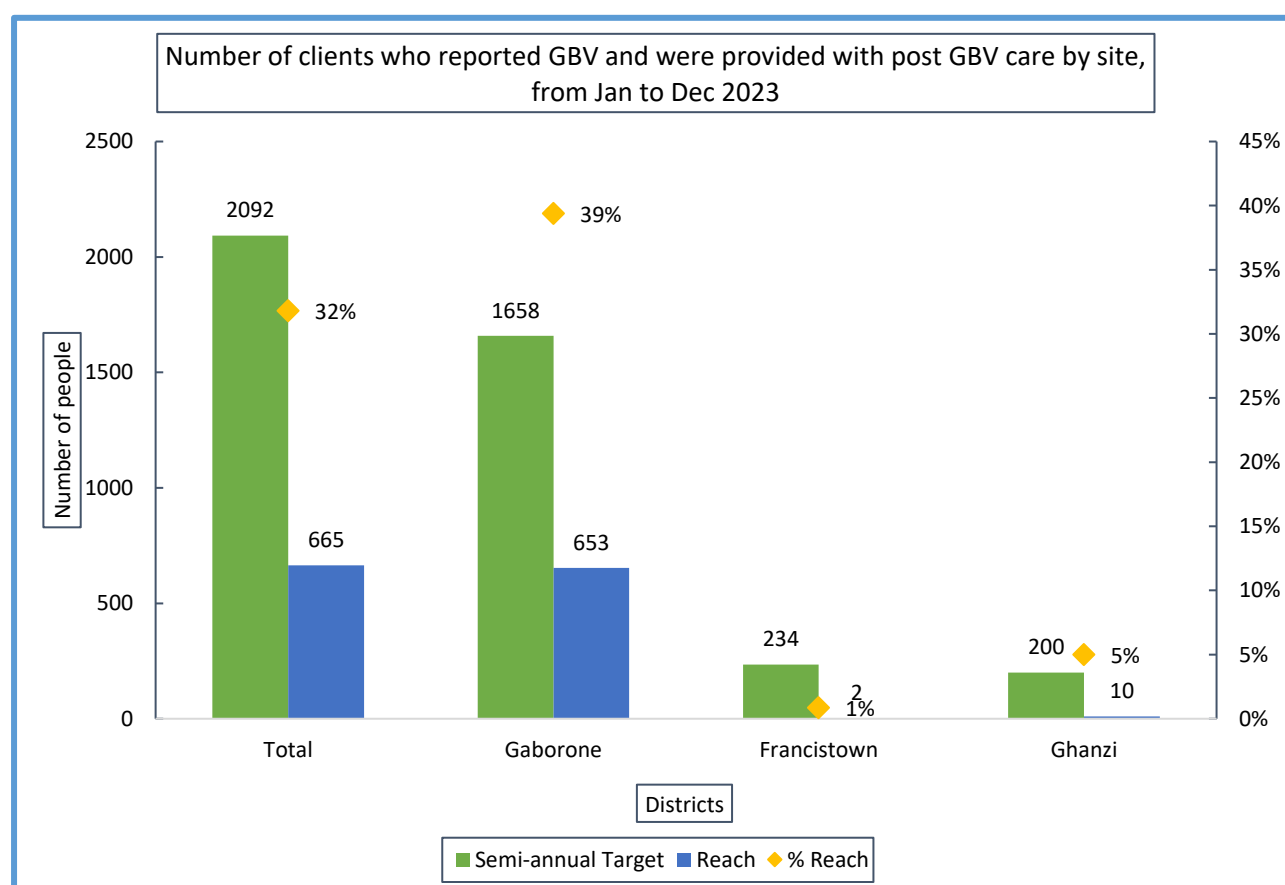


Figure 19: Number of clients provided with post GBV care clinical services by site in 2023.

Figure-19 shows that a total of overall a total of 665 clients were provided with post GBV clinical care against an annual target of 2,092 which translates 32% annual achievement. Gaborone achieved 39% of its annual target, while Francistown and Ghanzi only achieved 1% and 5% respectively. In Gaborone,

clinical services are provided on site, while Ghanzi and Francistown are expected to refer clients to local clinics for clinical services. In November 2023, the technical team conducted a support visit to Ghanzi and Francistown sites to provide onsite mentorship and orientation to the counsellors and outreach teams on the post GBV care minimum package, and the importance of integration of HIV/SRH and GBV services for survivors of GBV. The two districts will be monitored closely in 2024 to ensure that a complete package of post GBV care is provided to all clients.

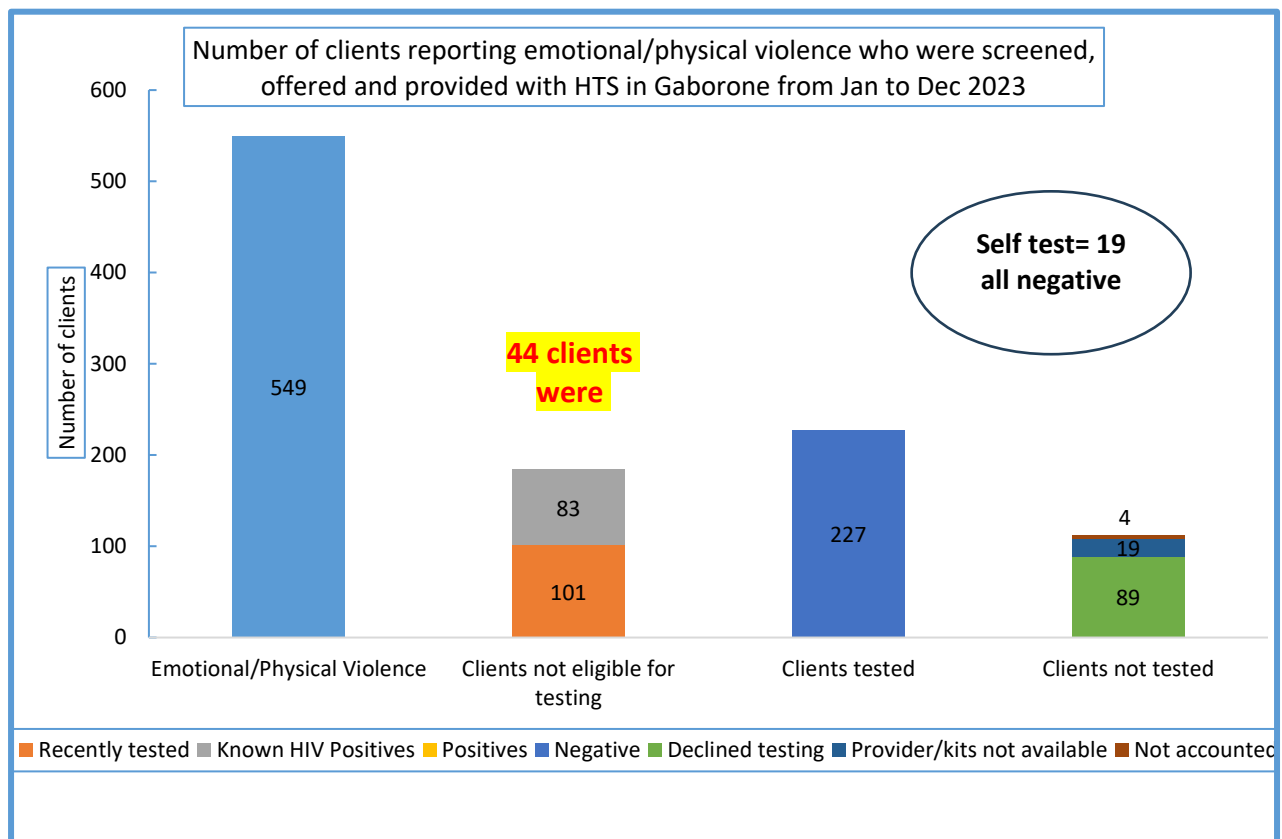


Figure 20: Integrating HIV Testing Services for Clients Reporting emotional/physical violence in Gaborone, from Jan to Dec 2023

A total of 549 people reported emotional/physical violence in Gaborone, and they were all screened for HIV as indicated in the graph. Of the total, 184 were found not to be eligible for testing because 101 of them were recently tested while 83 were known positives. Furthermore, 44 of these clients were referrals from other clinical partners as demonstrated in the graph. A total of 227 clients were tested, of which 19 of them were provided with self-test kits. 89 clients declined testing due to various

reasons and the dominant reporting not psychological ready to test. 19 of the clients were not tested because at the time, the HTS wasn't available.

In 2024, BGBVC will intensify its screening for HTS and quality service provision to ensure all GBV clients receive HIV testing.

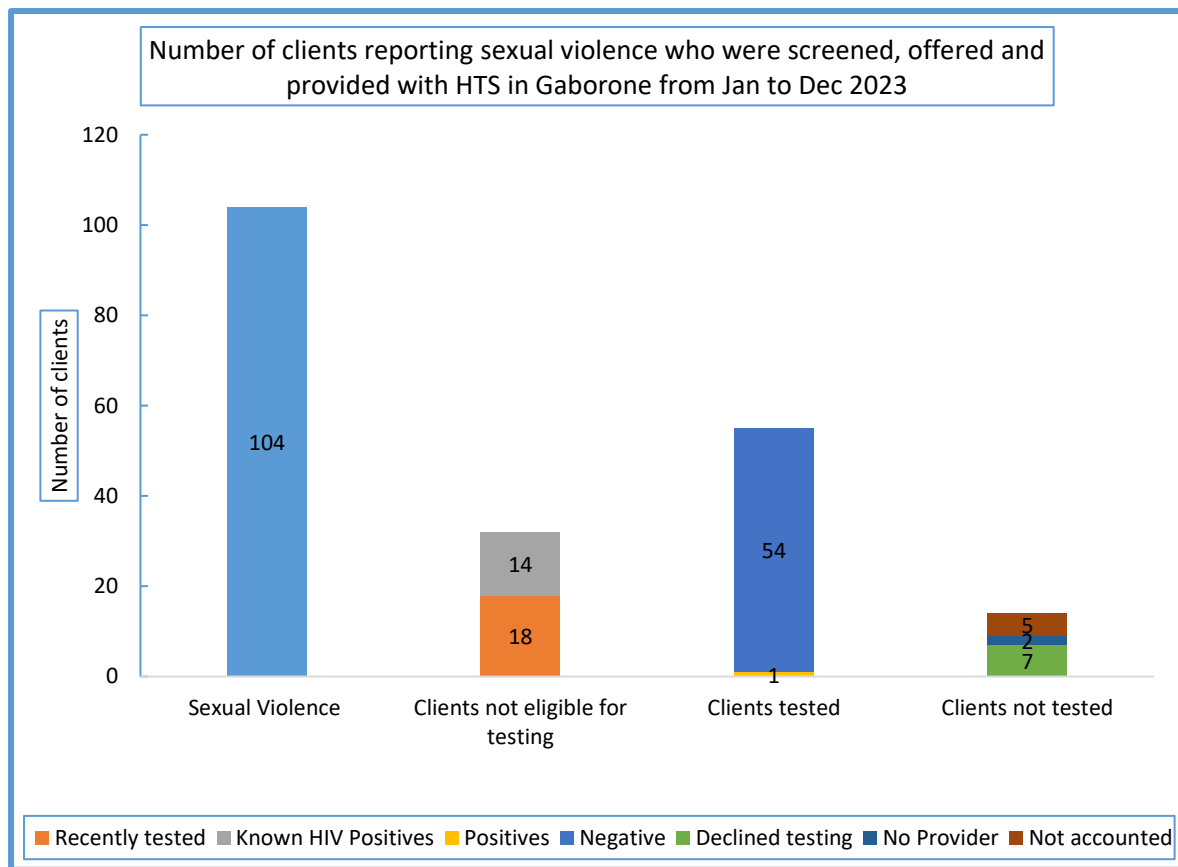


Figure 21: Integrating HIV Testing Services for Clients Reporting sexual violence in Gaborone, from Jan to Dec 2023

Figure-21 shows that there was a total of 104 cases of sexual violence attended at by BGBVC Gaborone drop-in centre. All the cases were outside the recommended 72-hour period to be offered clinical prevention services such as Post Exposure Prophylaxis and Emergency Contraception. All 104 clients were screened for HIV risk exposure HIV, and only 55 were tested for HIV and only 1 client tested HIV positive and was linked to care. 14 clients were already HIV positive and on treatment. These were provided with adherence counseling. There was a total of 18 clients who were recently tested by other partners and didn't need to be tested. 7 clients were not ready to be tested.

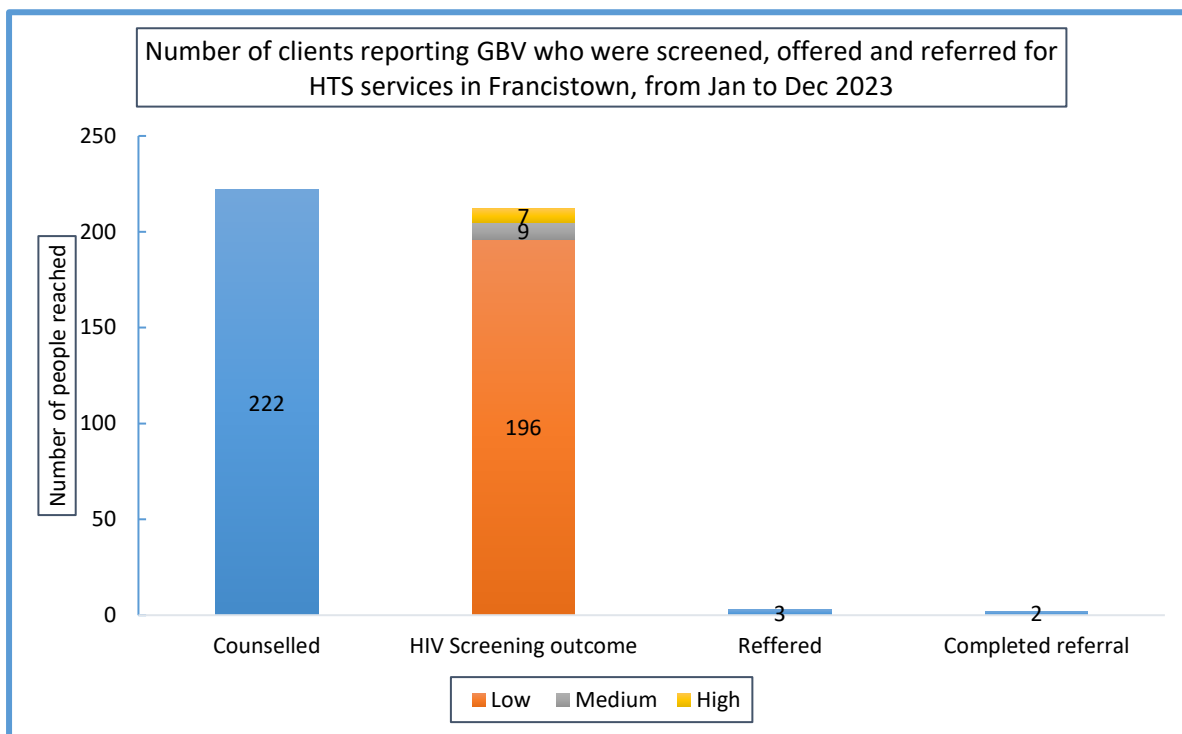


Figure 22: Integrating HIV Testing Services for Clients Reporting GBV in Francistown, from Jan to Dec 2023

Figure-22 shows out of the 222 clients who reported GBV and provided counseling services in Francistown, 196 were found to be low risk of HIV exposure, 9 medium risk and 7 high risks. Only 3 clients were referred for HIV testing services and 2 completed referrals. During the site monitoring visit conducted in November, counsellors were advised to refer all clients reporting GBV for HIV testing services as they were already at high risk of acquiring HIV. In addition, the site was also advised to establish strong linkages with Tebelopele Wellness Clinic and Botswana Family Welfare Association to improve referral completion.

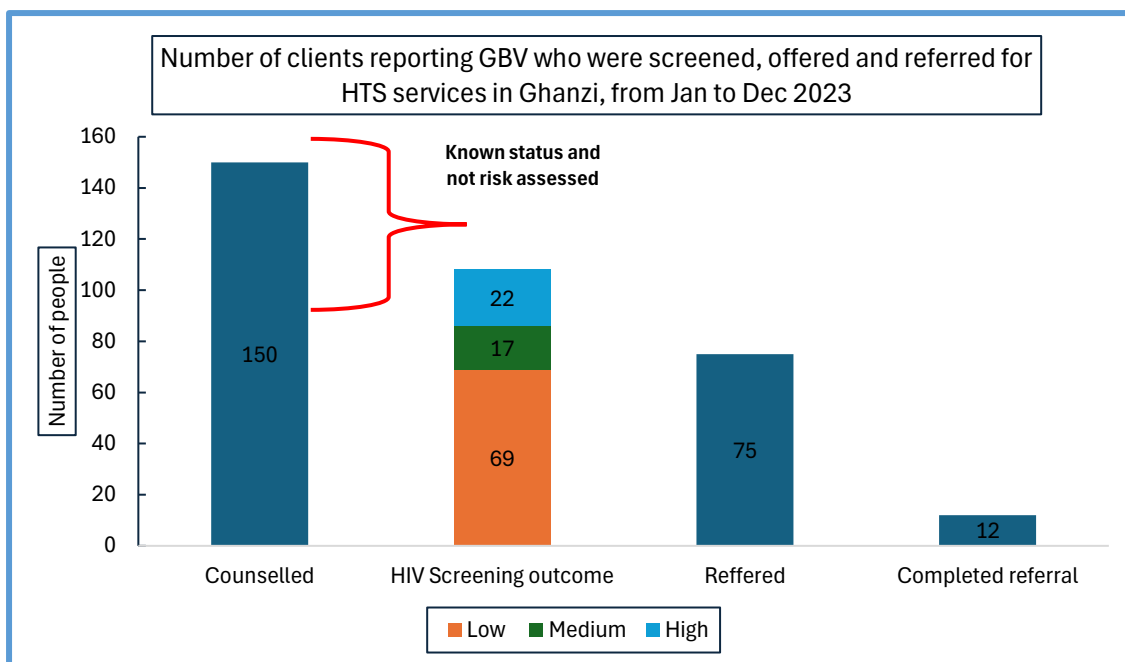


Figure 23: Integrating HIV Testing Services for Clients Reporting GBV in Ghanzi, from Jan to Dec 2023

Figure 23 shows that out of the 150 people who reported GBV violence and screened for HIV risk exposure at Ghanzi site, 69 of them were found to be at low risk, 17 were medium risk while 22 were high risk. Despite the HIV risk outcome, 75 clients were referred for HIV testing as they were already experiencing GBV. Only 12 completed clients had completed the referrals by the end of year. Low referral completion rates are a result of the lack of a follow-up system by the BGBVC counsellors. This was addressed during the site monitoring visit conducted in November 2023. In 2024, the site will prioritize warm handover of clients to Tebelopele Voluntary Counseling centre to ensure timely referral completion.

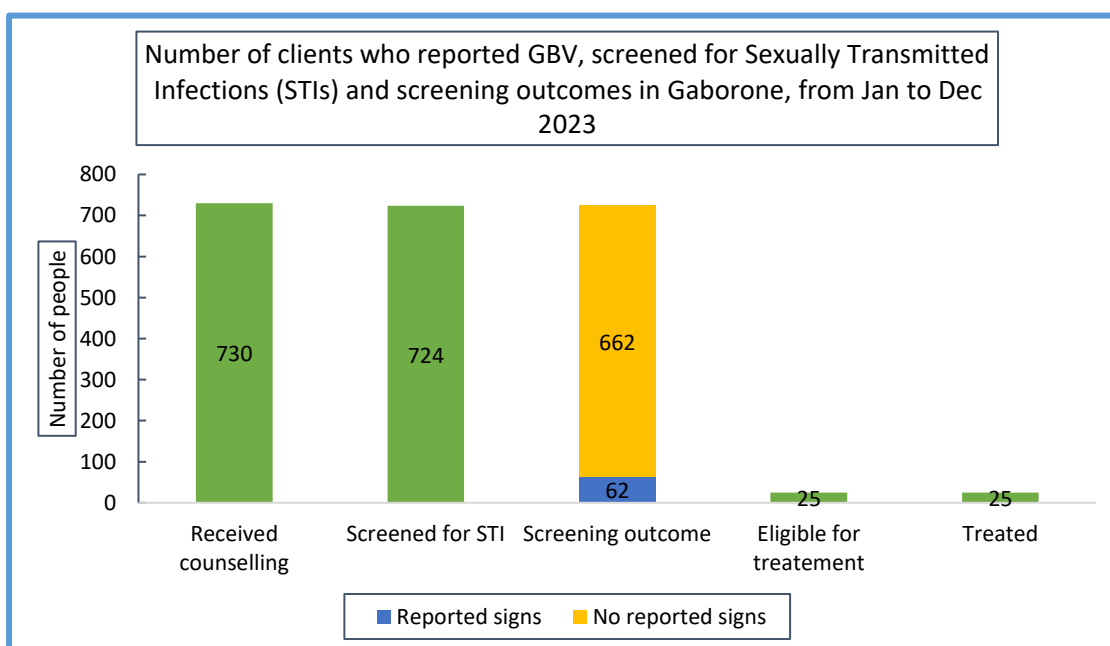


Figure 24: Integrating STI Screening and Management for Clients Reporting GBV in Gaborone, from Jan to Dec 2023

Figure-25 shows that out of the 730 clients who received GBV counseling at BGBVC Gaborone site, 724 were screened for sexually transmitted infections (STIs). Of those screened, 62 reported signs of STI and only 25 were confirmed cases and these were treated at the BGBVC clinic in Gaborone.

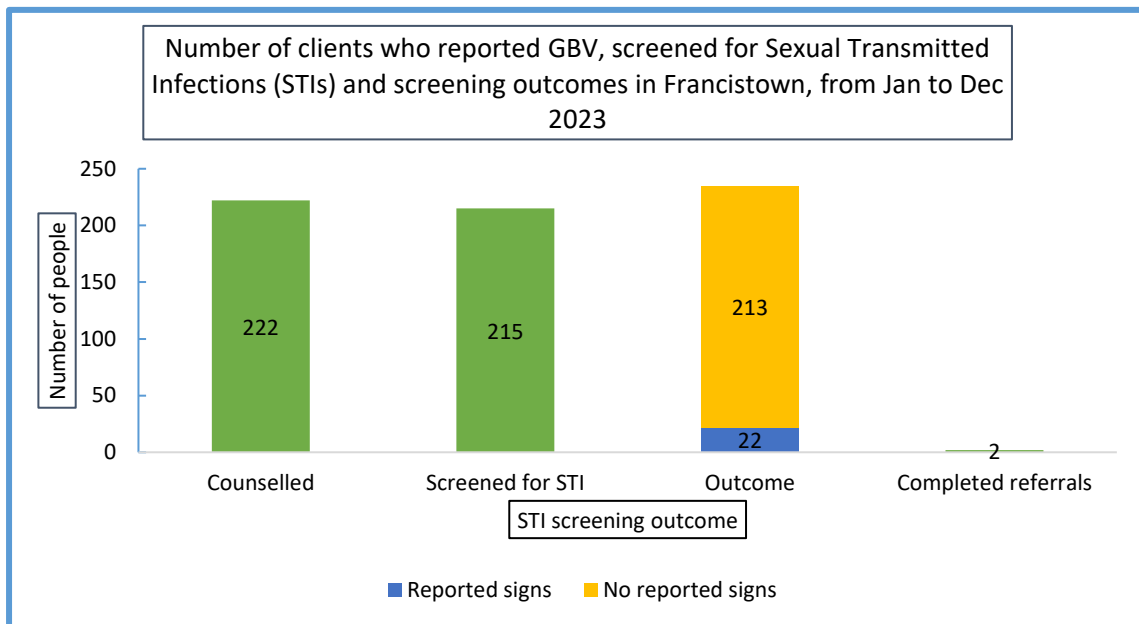


Figure 25: Integrating STI Screening and Management for Clients Reporting GBV in Francistown, from Jan to Dec 2023

Figure 25 shows that out of the 222 clients who received GBV counseling at BGBVC Francistown site, 715 were screened for sexually transmitted infections (STIs). Of those screened, 22 reported signs of STI and were referred for further assessment at local clinics and only 2 completed referrals. In 2024, the site will prioritize warm handover of clients to Tebelopele Wellness Centre and Botswana Family Welfare Association (BOFWA) to ensure timely referral completion.

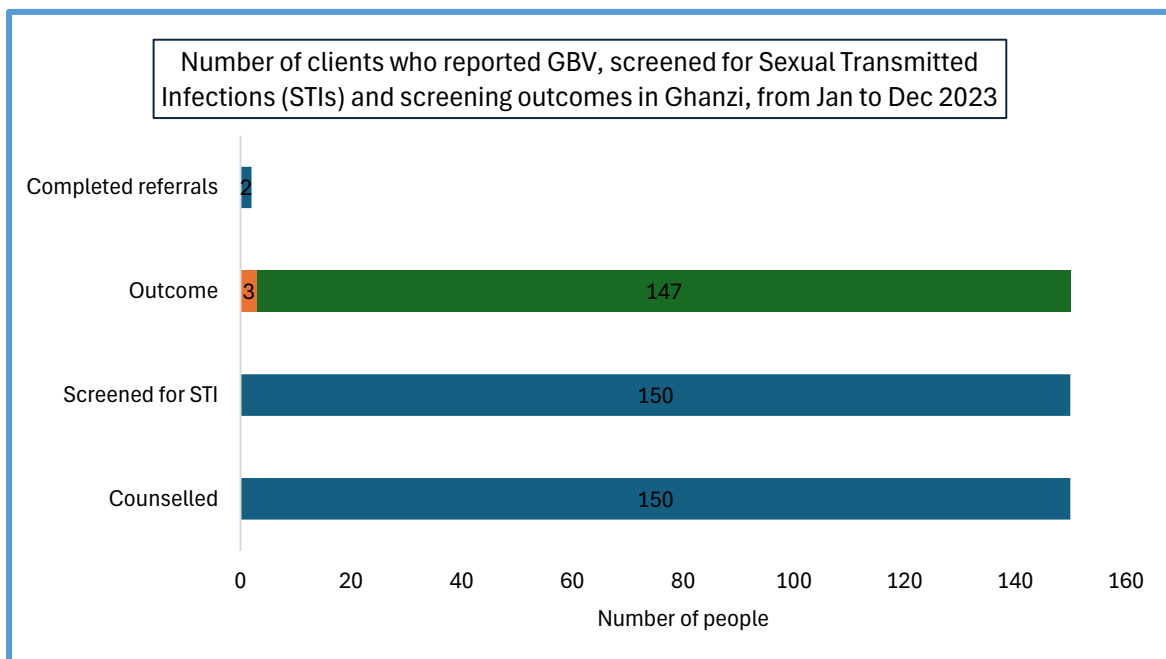


Figure 26: Integrating STI Screening and Management for Clients Reporting GBV in Francistown, from Jan to Dec 2023

Figure 26 shows that out of the 150 clients who received GBV counseling at BGBVC Ghanzi site, 150 were screened for sexually transmitted infections (STIs). Of those screened, 3 reported signs of STI and were referred for further assessment at local clinics and only 2 completed referrals. In 2024, the site will prioritize warm handover of clients to local clinics to ensure timely referral completion.

Provision of Emergency & Temporary Shelter

Shelters are managed by shelter assistants who work closely with the counsellors to support admitted clients. Admission at the shelter is limited to clients whose lives are at risk or eminent danger. In 2024, BGBVC operated at total of 4 shelters (2 in Gaborone and 2 in Francistown). In total there were 205 clients provided with temporary/emergency shelter.

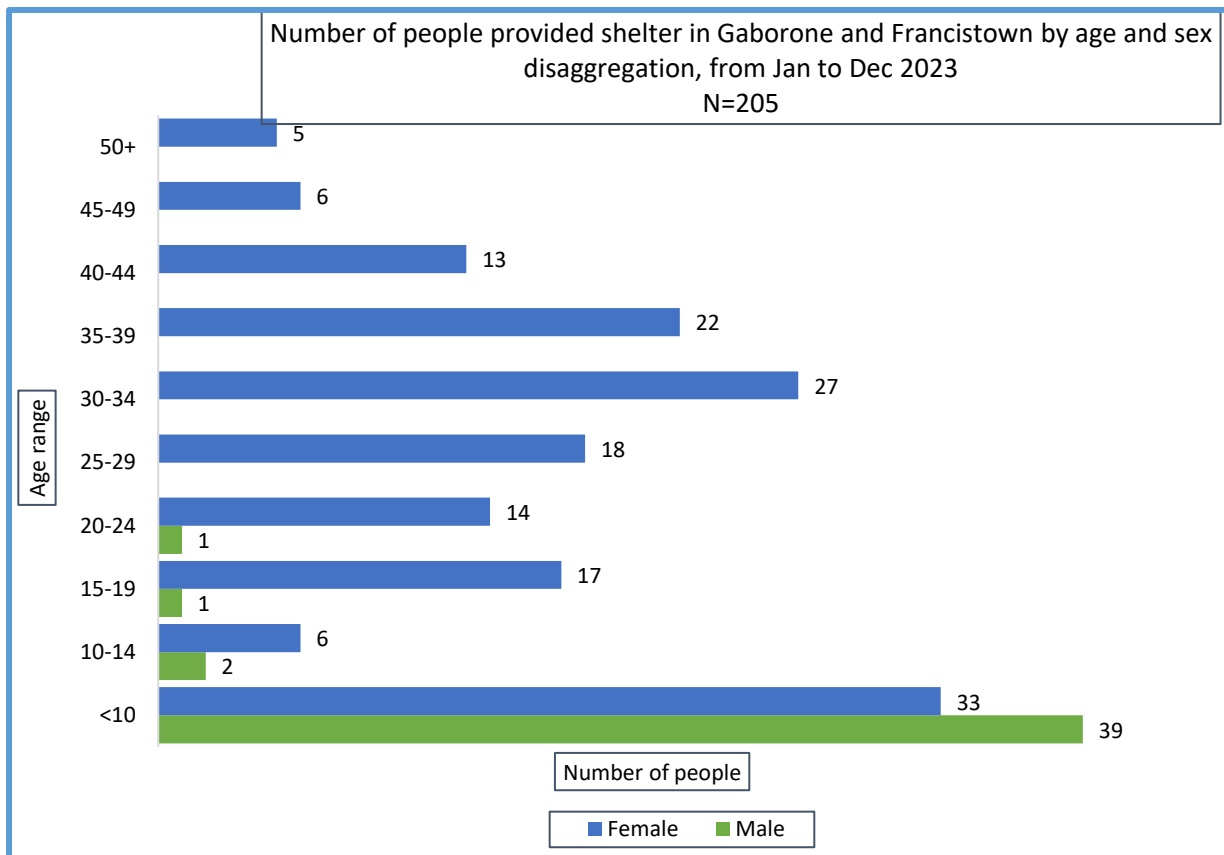


Figure 27: Total number of people provided with emergency shelter in Gaborone and Francistown disaggregated by age and sex in 2023.

Figure 27 shows that a total 205 people were provided with emergency and temporary shelter in 2023. Majority of these were females at 78%. The age cohort with the highest number of admissions were children under the age of 10 who were accompanying their mothers. These children were referred to external experts for psychosocial support services. In 2024, BGBVC will design train counselors on providing counseling for children.

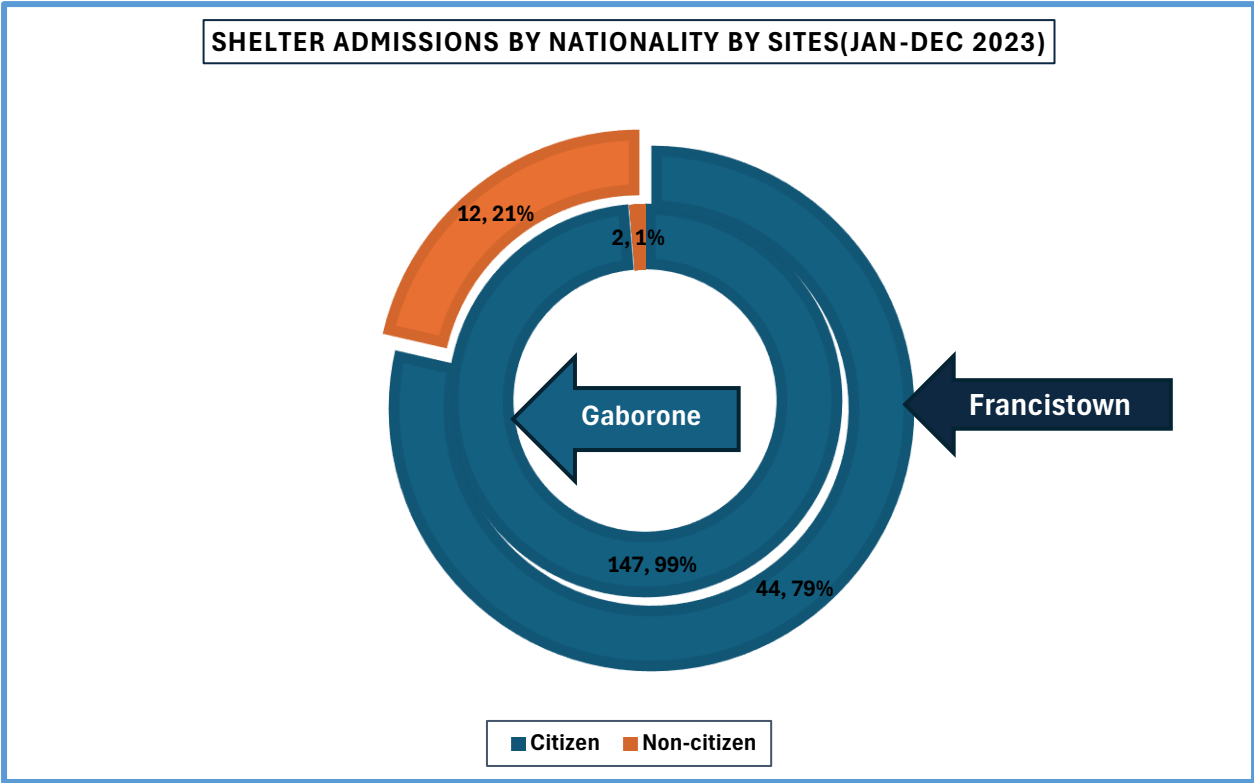


Figure 28: Total number of admissions by nationality from Jan to Dec 2023.

Figure 28 shows that there were more citizens provided temporary/emergency shelter at BGBVC in 2023. Non-citizens accounted for 1% of the total people provided shelter in Gaborone and 21% in Francistown. Francistown works closely with the Immigration department through Dukwi camp which is closer to the site hence high numbers of non-citizens in the shelters.

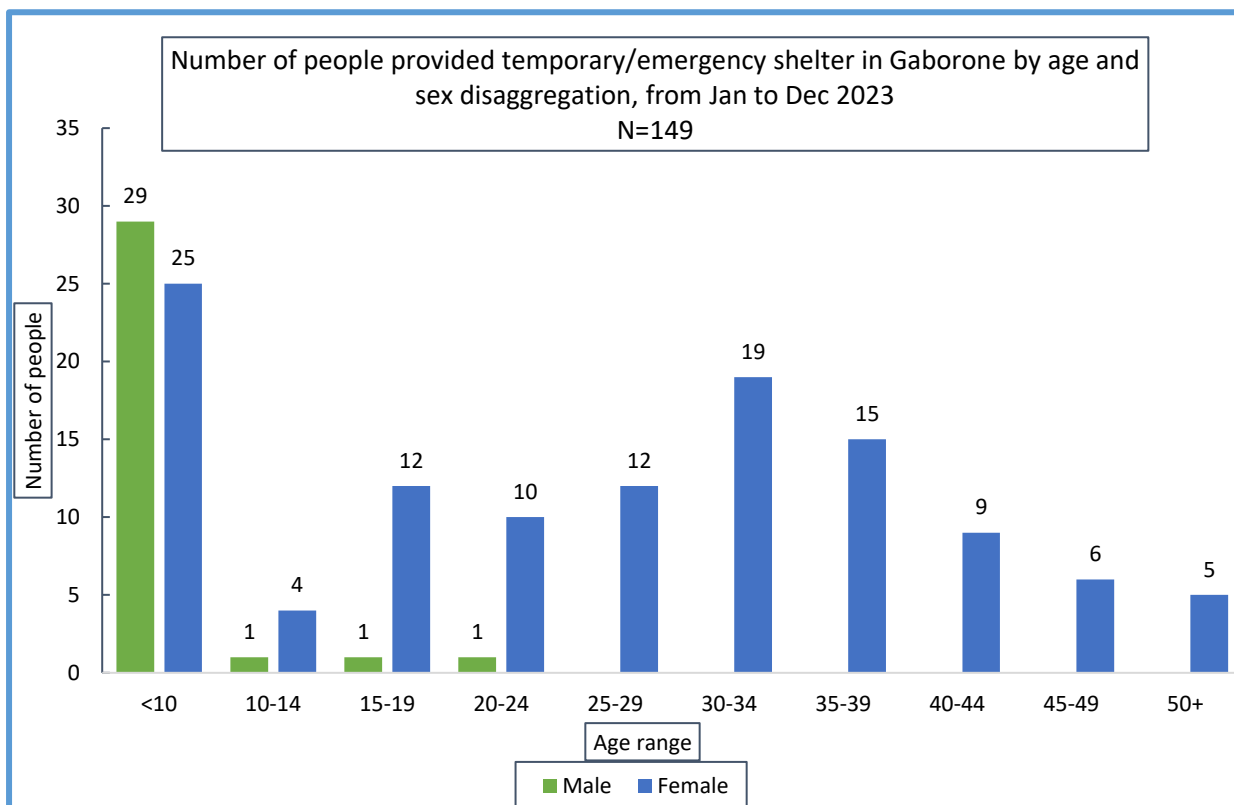


Figure 29: Total shelter admissions in Gaborone by age and sex from Jan to Dec 2023

Figure-20 shows that there were 149 people provided with temporary/emergency shelter in Gaborone in 2023. Of these, 76% were females and 24% males. A significant number (54) of children less than 10 years of age were admitted into the shelter and these were children accompanying their mothers.

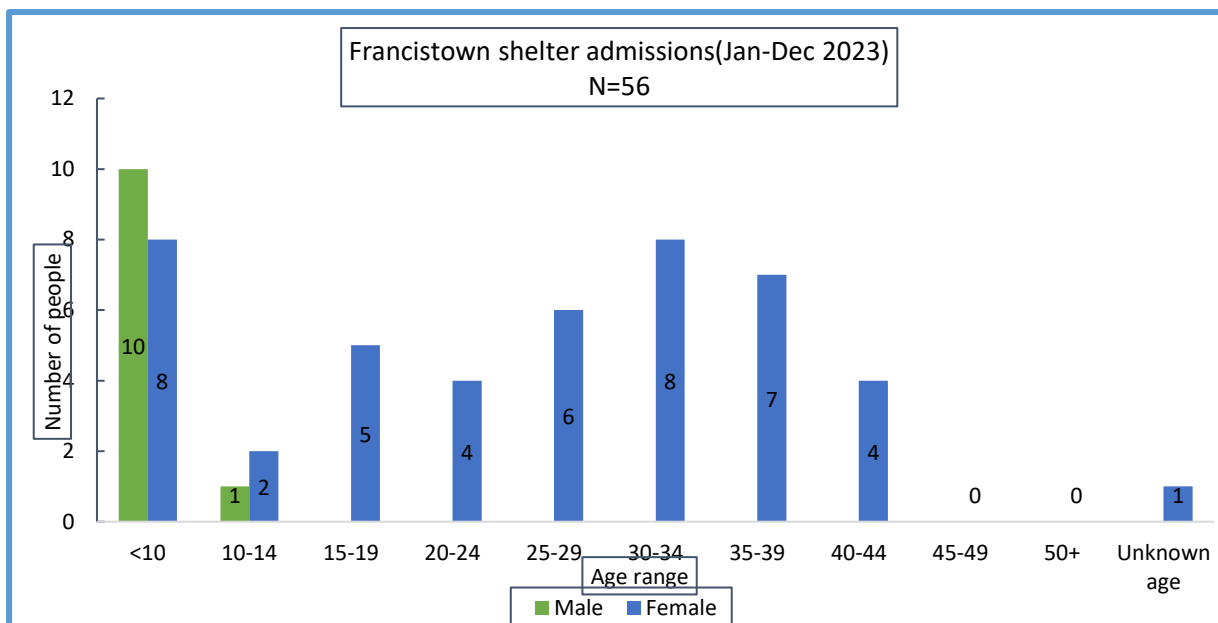


Figure 30: Total shelter admissions in Francistown by age and sex from Jan to Dec 2023

Figure 30 shows that a total of 56 people were provided with shelter in Francistown of which females and males constituted 80% and 20% respectively. Similar trend of children than 10 years of age had the highest number (18), and they were accompanying their mothers.

Referrals for continued care

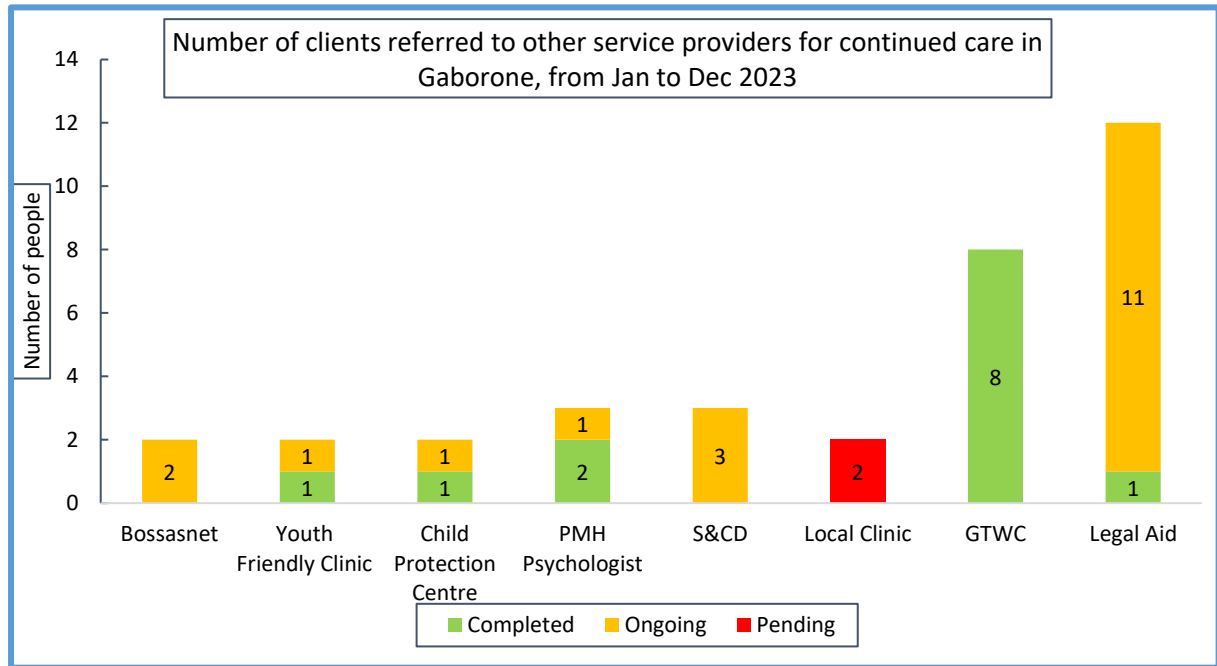


Figure 31: Referrals for continued care in Gaborone, from Jan to Dec 2023

Figure 31 shows that a total of 33 referrals were made to other service providers in Gaborone in 2023. Of these, 12 were completed, while 19 are ongoing and 2 are pending.

- A total of 64 clients were provided legal counsel by BGBVC Legal and Policy Advisor consultant and 12 of these cases were referred to Legal aid Botswana and only 1 completed referral.
- A total of 8 clients were referred to Tebelopele Wellness Centre Gaborone (GTWC) for PrEP initiation.

In 2024, BGBVC will continue to leverage on its existing collaborations for strong referral network to improve referral completion rate.

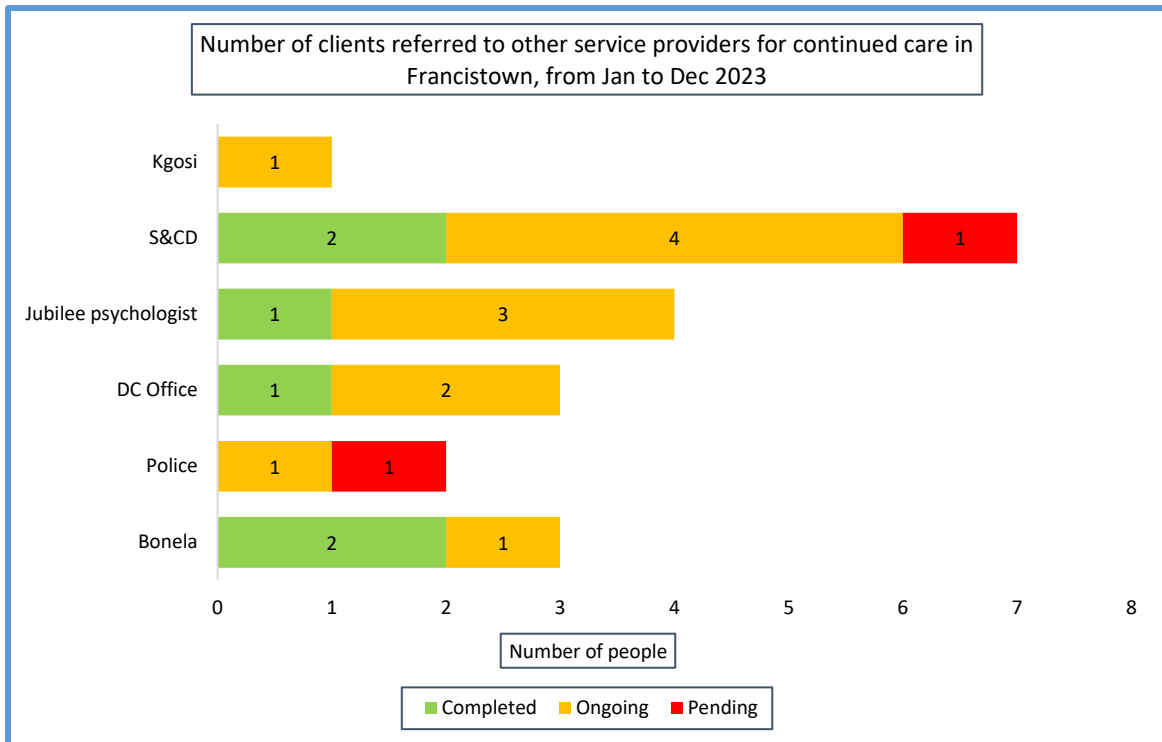


Figure 32 Referrals for continued care in Francistown, from Jan to Dec 2023

Figure 32 shows that a total of 20 referrals were made to other service providers for continued care in Francistown. Of these, 6 completed referrals, 12 are still ongoing and 2 are pending. The highest number of referrals were made to S & CD followed by Jubilee psychologist, there no referrals to the clinics.

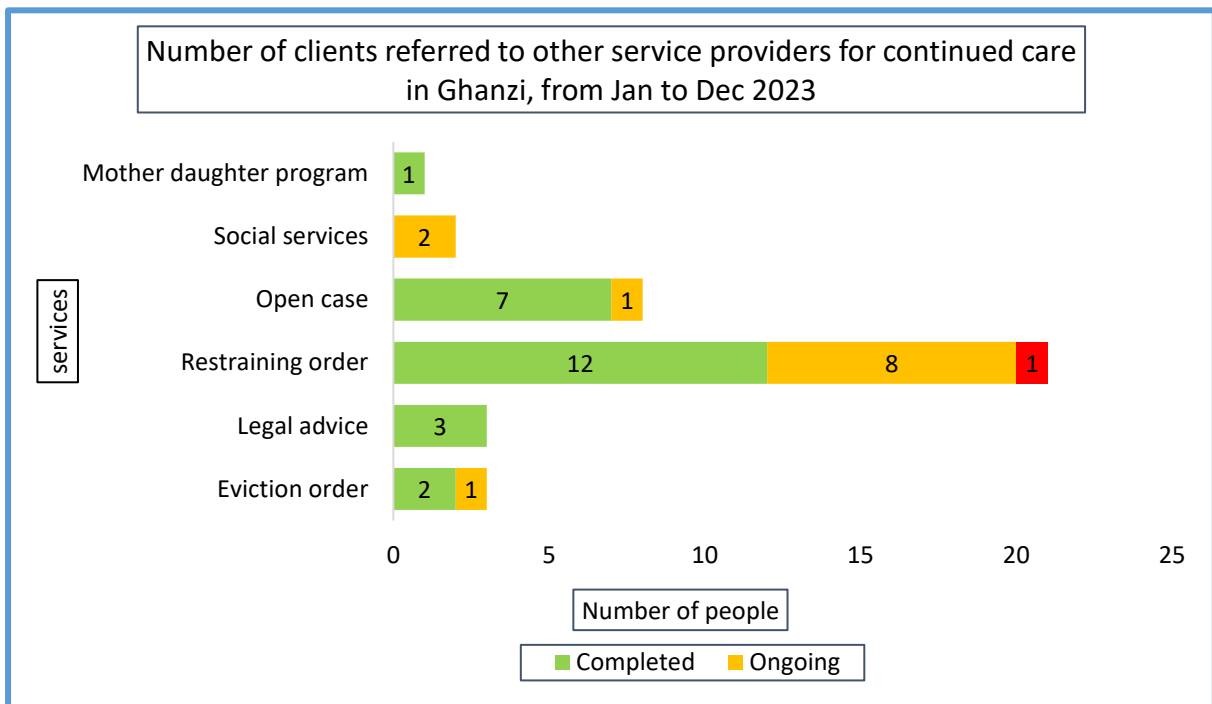


Figure 33: Referrals for continued care in Ghanzi, from Jan to Dec 2023

Figure 33 shows that 38 referrals were made to other service providers for continued care in Ghanzi. Of these, 25 completed referrals, 12 are still ongoing while only 1 is pending. This illustrates that Ghanzi was relatively successful in its efforts to refer, comparing it to Gaborone and Francistown. 66% of its referrals have been completed and only 3% of referrals were pending. In the next year, the district will continue to leverage on the strong referral networks they have in the district and warm referrals.

2.2.2.1 Activities Progress and Outputs

Objective 1: To increase by 10% the number of people accessing post GBV and psychosocial support services provided at BGBVC drop-in Centres in Gaborone, Francistown and Ghanzi by Dec 2023					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1.1	Provide daily counselling services at the Drop-centers and shelter	<p>A total of 283 people visiting as drop-in clients:</p> <ul style="list-style-type: none"> Gaborone: 170 Francistown: 93 Ghanzi: 20 	<p>A total of 485 clients came into access counselling services were drop-in clients and these can be linked to promotional activities conducted through media. (171% achievement of annual target)</p> <p>District Performance/Progress to date:</p> <ul style="list-style-type: none"> Gaborone: 364 (214%) Francistown: 49 (53%) Ghanzi: 72 (360%) 	<p>The overachievement is a result of increased media coverage and strong presence in the district which led to enhanced promotion of its services especially in Gaborone.</p>	<p>Continue promoting other sites especially Francistown using social media and radio slots provided by Gabz FM and those sponsored by Orange Botswana</p>
1.2	Conduct mobile counselling services working closely with the education and demand creation teams	<p>A total of 1,067 people reached through mobile outreaches:</p> <ul style="list-style-type: none"> Gaborone: 850 Francistown: 117 Ghanzi: 100 	<p>A total of 195 clients who received counselling services were reached through mobile outreaches showing 18% achievement of the annual target.</p> <p>District Performance/Progress to date:</p> <ul style="list-style-type: none"> Gaborone: 101 (12%) Francistown: 60 (51%) Ghanzi : 34 (34%) 	<p>In Gaborone, mobile outreaches were mainly focused on the identification of AGYW for DREAMS enrolment and most of these AGYW received other services such as HIV testing. There were few clients who needed counselling, hence the low performance.</p>	<p>Intensify mobile outreaches in Gaborone to targeted places and integrate GBV education to increase service uptake.</p> <ul style="list-style-type: none"> Integrate Intimate Partner Violence screening across all clinical services such as HTS, STI management, PrEP and contraceptives.

1.4	Collaborate with other service providers or organizations for referrals	A total of 854 people received as referrals: <ul style="list-style-type: none"> Gaborone: 680 Francistown: 94 Ghanzi : 80 	A total of 388 clients came to access counselling services as referrals from other partners showing a 45% achievement of annual target by half year. District performance against annual target/Progress to date <ul style="list-style-type: none"> Gaborone: 256 (38%) Francistown: 94 (100%) Ghanzi : 38 (48%) 	Despite our good working relationship with other key stakeholders, referrals from other partners were lower during the year and this may be linked to issues around lack of time, resources by clients to reach BGBVC centers. Francistown, however, reached 100% of its annual target.	<ul style="list-style-type: none"> Promote the BGBVC toll-free line to allow clients to access services at the comfort of their homes, communities and workplaces. Conduct joint mobile outreach activities with other partners for immediate handover of clients to BGBVC. Strengthen collaborations with other partners for referrals of GBV survivors. Participate at district level referral or technical meetings to address any referral challenges.
Objective 2: To enhance the quality of counselling and shelter services provided in Francistown, Ghanzi and Gaborone shelters by Dec 2023					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
2.1	On Job training/orientation for counsellors and shelters staff on counselling and shelter SOPs, client case management protocols and service standards	20	20 counsellor's/shelter assistants trained. <ul style="list-style-type: none"> Gaborone 11 Francistown 7 Ghanzi 2 		<ul style="list-style-type: none"> Continue monitoring and mentorship of counsellors to ensure adherence to the SOPs. Organize a refresher training in the next year.

			The training was facilitated by the Technical Officer Counselling and Shelter		
2.2	Monitoring of counsellors and shelter assistants to ensure implementation and tracking of client care plans	18	Weekly performance meetings are conducted at each site to evaluate and plan for weekly performance. Monitoring of performance through different platforms. Senior Counselors produce monthly reports on performance.	Inconsistency in monitoring by Senior Counsellors which affected program performance.	Devised monitoring plan (already started).
2.3	Review of client files for each counsellor and shelter assistants for quality checks and completeness of sessions	18	There is backlog in reviewing clients file from January. In Gaborone and Ghanzi almost 70% of the files were reviewed. Francistown have less number of files reviewed.	Senior Counselors have inadequate skill in reviewing files. During site visits, some files were signed when they were incomplete and erroneously completed. Senior Counselors lack of supervision in filing of counselors and feedback on review.	Monthly check in and reports with senior counsellors to ensure that this activity is implemented accordingly. Develop a tool for guidance in reviewing files.
2.4	Training of counsellors and shelter assistants on the latest psychosocial support interventions designed for children and adults	20	There is no training done	There has been continuous engagement with Clinical Psychologist Association in an effort to engage one of them, but it hasn't yielded much as they seem to be always engaged and lack of interest.	-BGBVC have engaged a clinical psychologist on consultancy basis as well as a clinical social work volunteer to provide the training. - Continuous sharing of online resources (webinar, virtual trainings,) with counsellors and shelter assistants for capacitation

					and sharpening their intervention.
2.5	Conduct client exit interviews analysis and satisfaction surveys for clients receiving services at drop-in centres and shelter (twice a year)	2	Client satisfaction surveys are completed for Gaborone. Ghanzi only had 7 surveys for the year and Francistown had zero.	Analysis wasn't done for Gaborone. There was no sufficient data for analysis for Ghanzi and Francistown Ghanzi community reluctant to complete the surveys, some dont know how to write nor read.	Liase with M& E and Senior Counselors to reinforce this activity.
2.6	Conduct Counsellor and shelter assistant's observations and debriefing sessions	19	Observations for all the the first quarters done for all counsellors.	Feedback sessions and documentation of observations not sufficient.	Documentation and feedback to counsellors
2.7	Conduct supervisory visits to sites	12	3 site visits done to Francistown and 1 in Ghanzi.	Limited resources to conduct supervisory visits.	Use other avenues to ensure supervision and use of virtual platforms pending availability of funds.

2.2.2.2 Lessons Learnt

Challenges

- The tragic incident of client's death at Gaborone Drop-in center affected delivery of services at the BGBVC centre. The organization had to halt couple counselling which also impacted negatively on the program as far as male involvement and family reunification is concerned.
- The reluctance of the clients to come for the follow up sessions negatively affects session completion rate, ultimately affecting quality.

Strategies for Improvement in 2024

- BGBVC will promote its virtual platforms and tele counselling options to reach more clients and improve its session completion rate. Currently, the toll-free is operating but needs intensive marketing which will help to diversify counselling strategies.
- Intensive monitoring of counsellors to improve the provision of quality post GBV clinical care services.
- Volunteer expert will be engaged to provide among other things, debriefing /mental care to counsellors.
- Enhancement of security measures to assure client and counsellors safety.
- Use of tele counselling for couple counselling.
- Engage volunteers to improve overall performance of the counselling program.

2.2.3 Operations Management Program

The goal of this program is to ensure that BGBVC develops and implement policies and systems to ensure effective use of resources and account to stakeholders. In the first half of the year, this program prioritized the review of key operational policies and documents for effective management of financial and human resources. The review process assisted the program to align in these policies and procedures with organizational needs. Through this program, the organization continued to comply with statutory obligations such as the audit report. Additionally, the program continued to work within the limited budgets to create a good working environment towards improving staff motivation and retention. The section below provides details of activities that were implemented during the reporting period.

Key highlights

- Timely completion of the audit report with an unqualified opinion
- Timely completion and submission of donor financial reports
- 2022 Staff appraisals conducted, and performance objectives compiled for 2023.
- The Procurement Committee established that will provide procurement oversight.
- Development of Risk Management Framework and this was followed by training of BGBVC staff on risk management

2.2.3.1 Activities Progress and Outputs

Objective 1: To enhance BGBVC financial management systems and processes to effectively meet organizational needs, comply with donor and statutory requirements by December 2023					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Conduct Annual Audit 2022	Unqualified FY 22 Audit Report	Unqualified FY 22 Audit Report	None	Implement recommendations made by the auditors and prepare for the 2023 Audit
2	Conduct month end closure and compile Monthly Financial Management reports	12 management reports reviewed and approved by the CEO	Monthly Financial management reports were submitted for review and approval by the CEO	None	Continue compilation and submission of Financial Management Reports to the CEO
3	Compilation and submission of donor reports	FHI 360, Allan Gray, Tache Foundation Reports compiled and submitted timely	FHI 360, Allan Gray, Tache Foundation Reports compiled and submitted timely	None	Continue with timely submission of donor reports and update submission tracker.
4	Submission of Tax – annual returns	2022/23 Annual Returns submitted	2022/23 Annual Returns submitted	None	Continue with timely submission Annual Returns
5	Review and update of the financial policy handbook and policies	Finance policy handbook reviewed and approved by the Board	Reviewed by the Finance and Audit Committee. Feedback provided to management.	None	Work on the board comments and submit for approval
6	Develop and implement Risk Management Policy and Strategy	Risk Management Policy and Strategy approved by the Board	Risk Management Policy and Strategy draft sent to the Board for approval.	None	Approval of the policy and strategy by the board. Implementation of the risk management strategy.
7	Preparation and monitoring of organizational and donor budget for FY 23 and FY 24	FY 23 budget implemented with no variances and deficit	FY23 organisational budget developed, and donor	None	Develop budget for 2024 and monitor.

		managed using master budget tracker. FY 24 budget developed and approved by the Board	budgets are being monitored for FY23		
8	Update Fixed Asset Register	Fixed Asset Register up to date	Fixed Asset verification done, register up do date	None	Continue updating the register as defined in the policy
9	Conduct clinical and office supplies stock taking	Stock takes conduct/Inventory databased established	Done	None	Conduct 2024 stock take
Objective 2: To create and maintain a positive, values and performance-based work environment by 2023					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
Policies and Systems Strengthening					
1	Review and disseminate the HR policy/handbook	Human Resource Policy developed and approved by the Board	The Human Resource Policy was reviewed and updated by the management team. The document was shared with FHI 360 HR team for additional reviews. The policy was reviewed by the Board Relationship Committee and additional comments made for management to review.	None	Address Board comments and submit the revised document to the board for approval in the 1 st Board meeting of 2024
2	Implement the Performance Management system	2022 Performance Reviews conducted, and 2023 performance agreements developed, signed, and filed	The 2022 Performance Reviews were conducted, and 2023 performance objectives compiled and filed	None	Conduct 2023 Performance Appraisals and Compile 2024 Performance Objectives in Q1 of 2024

					Prepare for Annual Performance reviews to be conducted in December 2023.
3	Linkage of time sheet with payroll system for effective allocation/charge of staff time	Monthly Payroll based on timesheets	Timesheet system is used but not yet linked to the payroll system	HR Officer resigned during the year and the process of linking the timesheet with payroll system was not achieved.	Consult the donor FHI 360 HR team to provide technical assistance to BGBVC on linking timesheet with payroll in 2024
4	Develop and implement and staff leave monitoring and Tracking tool	Leave tracking form linked to payroll	Leave tracking tool developed and linked to the payroll system	None	Monitor staff leaves and update tracker monthly.
5	Conduct Supervisory Training for supervisors	All supervisors trained	Supervisors not yet trained	HR Officer resigned early this year therefore planning for the training is delayed.	Unit heads to be assigned this role in Q1 of 2024. This should be included in the weekly or monthly unit meetings
Workplace Culture, Staff Welfare and Development					
6	Conduct Job satisfaction surveys and staff exit interviews	Job Satisfaction Survey conduct once year	No surveys conducted yet	HR officer resigned during the year.	Work closely with M&E team to conduct the survey in Q1 of 2024.
7	Set up a BGBVC workplace Culture promotion and Wellness Committee	1 committee set and functional	Wellness committee established and functional. The Committee TORs and Plan for 2023 was developed and shared with management for approval.	None	Develop and Implement 2024 Wellness activities.
8	Develop and implement the BGBVC workplace culture promoting and wellness program	1 event held per quarter other activities such as per calendar	These activities were integrated within wellness activities conducted in 2023.	The Staff Annual Retreat was not held due to limited funds	Intensify workplace culture and team building activities in 2024

			In addition, each unit organized activities to celebrate their team members birthdays.		
9	Develop a BGBVC staff training/capacity development database to inform staff development plans	1 database developed	None	The resignation of the HR officer affected this activity	Work closely with M&E team to assist in developing a tool to conduct staff skills audit and use the information to create a database and staff development plans in 2024
Objective 3: To strengthen the BGBVC procurement systems and processes to effectively procure and engage legitimate suppliers that provide quality and valuable services or products that meet organizational expectations by December 2023					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Review and update of the Procurement policy handbook	Procurement policy handbook reviewed and approved by the Board	The policy has not been reviewed	Focus was on the finance policy and the review of the procurement policy will be done once the finance policy has been approved by the Board	Prioritize review of the Procurement Policy in Q1 of 2024
2	Develop a supplier Database for FY 23	2023 Supplier's databased developed	None	Lack of time by the finance team to complete this activity due to other assignments	Include this activity in the 2024-year plan.
3	Orientation of project team on procurement processes	All project team leads provided orientation on	None	Same as above	Same as above

		the procurement processes			
4	Establish a BGBVC procurement committee	1 committee established and functional	A committee is established and functional	No variance	Request for Technical Assistance from FHI 360 to provide training to the BGBVC procurement committee.

2.2.3.2 Lessons Learnt

Challenges

- Resignation of the Human Resources and Administration Officer early during the year affected most of the HR related activities.
- Outdated operational policies that are not aligned with current organizational needs.
- Inadequacies in the management of petty cash, equipment, and other office administrative logistics at district level. Administration duties at district level are currently assigned to program staff with limited administration skills.

Strategies for Improvement in 2024

- Complete review of policies to align with the current organizational needs and best practices to improve efficiency and working environment.
- Assign the admin officer some of the roles of HR. The admin officer will be supported by the Finance and Administration Manager to ensure that the HR related activities are implemented accordingly.
- Organize in-house training for district officers on management of petty cash and safeguarding of office equipment policy and processes.
- Engage FHI 360 to provide technical assistance in implementing some of the activities such as timesheet management and enhancement of procurement systems and processes.
- Install a master budget tracking module on the accounting system to effectively monitor master budget performance.

2.2.4 Leadership and Governance Program

Leadership and Governance provides strategic oversight and safeguards the interests of the organization and its stakeholders. In 2023, BGBVC's priority was on strengthening its governance structures by recruiting and appointing additional board members to fill vacant positions.

Below are the key achievements for this program:

Key highlights

- Review of the organizational policies including key operational documents such as the BGBVC Handbook on Strategic Human Resources Management, Financial Policies and Procedures Manual and Procurement Policy and Procedures.
- Development of the new strategic and policy documents such as the Risk Management Policy and Frameworks, Information Technology Policy, Staff Attraction and Retention Strategy, and the Succession Plan
- Recruitment and appointment of additional Board members to fill vacant positions. This was followed by a board induction and capacity development training.
- Review and approval of the 2022 Annual Report and the 2023 Annual Workplan and Budget by the Board.
- Unqualified 2022 audit report

2.2.4.1 Activities Progress and Outputs

Objective 1: To strengthen the capacity of the existing board to provide strategic leadership and guidance to BGBVC management by December 2023.					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Develop and implement a robust membership drive	At least 20 new members recruited	A total of 5 new members were recruited to fill vacant posts of the Board. 10 new members joined the organization.	None	<ul style="list-style-type: none"> Develop a BGBVC membership database for easy tracking and management of members. Integrate membership recruitment with demand creation and service promotional activities. Engage a Membership and Volunteer coordination focal point within existing staff members
2	Organize governance training and induction for existing and potential board members	9 Board members including newly recruited members trained/inducted	7 members completed a 2-day board induction/training which was facilitated by an external consultant	None	None
3	Organize Annual General Meeting and elect/appoint new Board	1 AGM with at least 20 people attending	Not implemented due to lack of membership	The priority for the year was recruit members to fill the vacant board positions while recruiting new members. Once fully functional, the Board will	Hold the 2024 AGM to fulfil the constitutional requirements.

				play a key role in recruiting other members.	
4	Develop, implement, and monitor Board plan	1 plan developed with at least 80% implementation rate	The 2023 board plan and shared with all board members for implementation.	Over 60% implementation of the board plan. Some activities were not implemented to lack of time and other commitments by the board members	<ul style="list-style-type: none"> • Conduct a board retreat to review the Board plan and develop a 2024 performance plan. • Engage a Board secretary who will keep track of Board activities and remind them on pending activities
5	Conduct Quarterly Board Executive Committee Meetings: <ul style="list-style-type: none"> - to review and accept management reports and - Discuss Board Plans 	4 Meetings held	<p>A total of 3 board meetings were held with Board with attendance rate of 85% and above.</p> <p>1 Meeting held per Board Sub Committee to review the policies and strategies presented by the management.</p>	None	<ul style="list-style-type: none"> • Continue with Board virtual meetings as these have proved to be convenient for the Board members. • Develop sub-committee deliverables for the year which will form part the broader board plan.
6	Approve organizational policies and strategic documents	<ol style="list-style-type: none"> 1. Strategic Plan 2. Resources Mobilization strategy 3. Communication Strategy 4. HR policy 5. Finance Policy 6. IT Policy 7. Procurement Policy 	<ul style="list-style-type: none"> • All the revised draft policies and strategies were presented to the Board sub committees for review before approval by the Board. • Management is still working on addressing feedback provided by the sub committees. 	The review process took longer than expected and therefore the approval of the revised policies and strategies will be done in 2024.	Approved all polices and strategies in 2024

		8. Employee Attraction and Retention Strategy 9. Succession Plan 10. Risk Management Policy			
7	Establishment of functional Board sub-committees	3 Committees Established	All 3 board sub committees were established and managed to hold their meetings as planned.	None	None
8	Review and approve the BGBVC Annual Workplan and Budget	1 Workplan approved	The 2023 Annual Workplan and Budget was approved by the Board on March 2023	None	None
Objective 2: To provide strategic direction and maintain high level of accountability to donors and other key stakeholders					
Activity No/Code	Activity Description	Annual Target	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Organize monthly management meetings to review program and financial performance	12 meetings held with documented summary technical and financial reports	Management meetings held by management to discuss program and financial performance as planned.	None	None
2	Review and approval of BGBVC and Donor Technical and Financial Reports	FHI 360, TACHE, Allan Gray and GeAD technical and financial reports submitted as per the stipulated timelines.	All donor reports due for the reporting period were submitted on time	None	Continue to monitor submission of reports
3	Review of Programmes Director and Finance	FY 22 Performance review conducted and 2023 Performance	The 2022 PD and FAM reviews were conducted and performance objectives for year 2023 approved.	None	Review 2023 performance and set 2024 performance objectives

	and Admin Manager Performances	agreement for PD and FAM			
4	Represent BGBVC at strategic national Level advocacy and technical meetings	As and when required	BGBVC staff continue to represent BGBVC at national level meetings organized by Government Ministries, Departments and other CSOs and Umbrella Bodies	None	Continue attending national and regional technical working group and committee meetings.
5	Review and submit to the Board the organizational policies and strategic documents	Submit for the board approval the: 1. Strategic Plan 2. Resources Mobilization strategy 3. Communication Strategy 4. HR policy 5. Finance Policy 6. IT Policy 7. Procurement Policy 8. Risk Management Policy 9. Employee Attraction and Retention Strategy 10. Succession Plan	All the revised draft policies and strategies were presented to the Board sub committees for review before approval by the Board. Management is still working on addressing feedback provided by the sub committees.	The review process took longer than expected and therefore the approval of the revised policies and strategies will be done in 2024.	Address the Board comments and edits and re-submit the policies and strategies for approval.
6	Review the BGBVC Workplan and Budget before submission to the Board for approval	2023 and 2024 Annual Workplans submitted	2023 Annual Report and 2024 workplan were compiled and submitted to the board for approval as planned	None	None

2.2.4.2 Lessons Learnt

Challenges

- Inability for the organization to hold its Annual General Meeting as stipulated in the constitution due to low membership. The membership recruitment drive was affected by the resignation of the graduate intern who was coordinating the membership recruitment program.
- The delay in approval of the strategic and policy documents presented to the board by management. Most of the board members were new and therefore needed time to understand the organization operations and policy environment and this prolonged the review process.

Strategies for Improvement in 2024

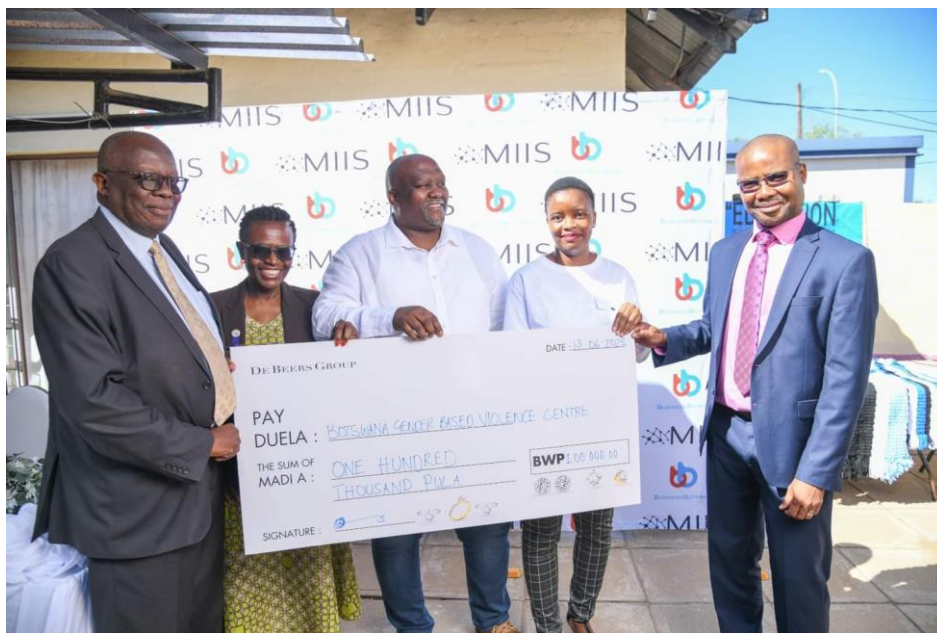
- Follow-up on potential members to pay their membership and join the organization. Assign one of the staff members to coordinate membership recruitment.
- Continue with membership drive to attract more members to join the organization using social media and radio slot opportunities.
- Address the comments and feedback made by the board sub committees on all policies and strategic documents for approval by the board.
- Utilize virtual meetings for Board and Sub Committee meetings.

2.2.5 Resources Development and Communication Program

Resources Development and Communications remains an integral component of the BGBVC program. In 2023, BGBVC focused its efforts on developing strategies to assist in diversification of funding to support existing funding mechanisms. A Resources Development and Communication expert or consultant was engaged to oversee the implementation of these activities.

Key highlights

- Received donations (money and equipment) from corporates, individuals, and charitable organizations such as Botswana Insurance Holdings Limited, Spar Botswana, St Patrick Society and Beers Group & Business Botswana



Picture: BGBVC CEO and Senior Counsellor in Francistown receiving a cheque donated by Beers Group & Business Botswana

- BWP20,752.00 raised from secondhand clothing, unused furniture, and equipment sales. This exceeds the annual target P10,000 set for this activity/strategy.
- Partnership with Orange Botswana and Gabz FM to enhance BGBVC visibility through social media and radio slots.
- 3 proposals submitted for possible funding (Ministry of Health, European Union, and Australian Embassy). 1 proposal was approved (Australian Embassy) to support implementation school based GBV prevention activities in Francistown and Ghanzi for 12 months.

2.2.5.1 Activities Progress and Outputs

Objective 1: To increase by 10% unrestricted funding/income generated from business development efforts by 2023					
Activity No/Cod e	Activity Description	Targets	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Finalize the BGBVC Workplace GBV prevention and care training for GBV Focal Points/Peer Educators	1 Training Manual finalized.	BGBVC workplace training curriculum was submitted to BQA for accreditation, and this was approved late November 2023	None	Submit to HRDC for registration and recognition as a Non-Credit Bearing Short Course.
2	Accreditation of the BGBVC Workplace GBV prevention and care training for GBV Focal Points/Peer Educators with Botswana Qualifications Authority (BQA)	Training Accredited and at least 4 staff certified as trainers with BQA	BGBVC Training and Consultancy accredited by BQA late November 2023	None	Marketing of the training consultancy and generate funds
3	Branding and marketing of the BGBVC Workplace GBV prevention and care training for GBV Focal Points/Peer Educators with corporates, other CSOs and Government Institutions.	<ul style="list-style-type: none"> • Agreements made with 2 corporates to provide training. • At least P200,000 raised from agreements made from agreements and other trainings conducted 	This activity can only implement once the training program has been accredited by BQA and other related bodies.	The accreditation process takes time and therefore this affected the roll-out of this activity.	Package and marketing of the training consultancy programme in 2024.
4	Market Analysis and Commercialization of the BGBVC	Commercialization and pricing strategy developed	Draft BGBVC Commercialization Strategy was developed through the	None	Finalize the commercialization strategy and business plan for

			Resource Development and Communication Consultant		approval by the Board and implementation
5	Branding and marketing of BGBVC services targeting the working class and corporates	<ul style="list-style-type: none"> 2 agreements (2 year) reached with corporates for BGBVC to provide psychosocial support services to their staff. System established and implemented to charge clients accessing commercialized services. At least P50,000 raised through commercialized services 	This can be done after the approval of the commercialization strategy and business plan by the board	None	Same as above
6	Selling of unused donated clothes and excess equipment and furniture	At least 10,000 raised through sales	P20,752.00 raised from second hand clothing and equipment sales	None	Continue with the strategy in 2024
Objective 2: To increase by 10%, income generated through submitted funding proposals					
Activity No/Cod e	Activity Description	Targets	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Respond to Calls for proposals and submit proposal for funding	<p>At least 3 proposals submitted for funding.</p> <p>At least P2,000,000 raised through proposals</p>	<p>3 proposals submitted (EU, MOH and Australian Embassy.</p> <p>P340,000 raised through the approval Australian Embassy project.</p>	None	Continue with submission of proposals for funding.

			Submission of a proposal through a consortium at USAID.		
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2.2.5.2 Lessons Learnt

Challenges

- Lack of an internal resource's development and marketing focal point to oversee the above activities delays implementation of the activities. An external consultant will need to work with someone internal to follow up on some assignments that need management and board approvals.

Strategies for Improvement in 2024

- Finalize and roll-out implementation of the commercialization strategy to assist in diversification of income.
- Branding and marketing of the BGBVC training consultancy services targeting corporates, government, and other civil society organizations.

2.2.6 Monitoring, Evaluation, and Learning Program

The M&E focuses in ensuring that all data quality management processes and activities are implemented accordingly, and reports submitted timely to internal and external stakeholders. In efforts to strengthen data management and quality reporting, the M&E recommended configuration of the electronic data management system DHIS 2 to facilitate real time reporting. Monitoring and Evaluation framework was also developed as guide to Monitoring processes and systems strengthening purposes.

2.2.6.1 Activities Progress and Outputs

Objective 1: To strengthen existing data management systems and processes to improve quality of BGBVC program data by Dec 2023					
Activity No/Code	Activity Description	Targets	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Review and operationalize the BGBVC M&E and Learning plan and align it with strategic plan	1 M&E and Learning Plan Developed with relevant supporting documents	Monitoring and Evaluation plan (2023-2025) that is aligned with strategic plan developed.	The Operationalization of the Plan not yet done.	Operationalize M&E plan.
2	Review and update the project specific M&E plans	Update the EpiC Project M&E Plan Develop the Allan Gray Project M&E Plan	Update as above, M&E plan developed covers all projects.	None	N/A
3	Develop and disseminate a data protection and sharing policy	1 Data protection and sharing policy developed and all project team leads sensitized	The section form part of the monitoring and evaluation plan and complete.	Completion of the section dependent on the completion of M&E plan.	Continue support and ensure staff adhere to data protection and sharing procedures are followed.
4	Migrate/Phased roll-out of an electronic data management system	1 system developed and rolled out	System development complete.	Developed system did not meet data protection policy requirements	Policy Interim system DHIS 2 opted for while awaiting review.
5	Extract and compile Monthly Data sets for all program activities and indicators	Monthly Data sets compiled for each program and indicator	Data sets for all program activities available and up to date.	No variance.	Need to continue updating the datasets timely and store in server for backup purposes.
6	Conduct Monthly data verifications	Monthly verifications conducted for all sites.	Monthly data verifications done consistently at Gaborone site. Ghanzi and Francistown	Data Verification not done at sites.	Develop data verification tool for use at sites and share for use.

		Verification reports compiled shared	data verification not fully utilized.		
7	Conduct Data Quality Audits	2 Audits conducted (6 months and 12 months DQA reports compiled and gaps addressed	Gaborone data Quality audits were done regularly through EPIC team support. The audits were also conducted during support visits done Gantsi and Francistown respectively.	Only 1 data audit exercise in a whole year for both Gantsi and Francistown.	Consistently conduct data audits to improve data quality bi-annually.
Objective 2: To improve program data utilization for performance management and decision making at district and national level by 2023					
Activity No/Code	Activity Description	Targets	Achievements/Outputs	Explanation of Variance	Priorities for 2024
1	Program Performance Dashboards	Dashboards for all projects shared monthly	Consistent with dashboard reporting in Gaborone.	Dashboard was only for Gaborone site. Gantsi and Francistown there were specific dashboards for the sites.	Develop performance dashboard for the program for all districts.
2	Organize Performance Review and experience sharing meetings.	Monthly, Quarterly and Annual Performance review meetings held	8/12 Performance review meetings held in a year.	Performance meetings was affected by changes in program including staffing. Reduction in EPIC staff led to loss of staff morale and active coordination of review meetings.	Conduct review and experience meetings monthly without fail.
3	Compilation and Dissemination of Program Reports.	Monthly, Quarterly and Annual Reports compiled and disseminated	All program reports were compiled and disseminated	None	Continue compiling and sharing of reports to other staff members and stakeholders

2.2.6.2 Lessons Learnt

Challenges

- Lack of data assistants at site level compromises data quality. Currently, data capturing is assigned to volunteers and other technical staff with other responsibilities.
- Delayed rollout of reporting system against set schedule.

Strategies for Improvement in the next reporting period

- Training of existing personnel in data capturing
- Provide virtual support to address any data discrepancies.
- Finalize and roll-out DHIS-2 system to improve real time data capturing and reporting.

3. Indicator Performance

Indicator Description	2023 Annual Target	2023 Reach	% achievement
Community Engagement and Demand Creation Program			
Number of people who successfully complete the individual and/or small group-level GBV prevention interventions designed for the target population	600	0	0%
Number of referrals made from prevention seminars, stakeholder activities, campaigns, and media, to access post-gender-based violence (GBV) clinical care based on the minimum package at the BGBVC drop-in centre	N/A	389	N/A
Number of BGBVC staff provide in-service training to implement standardized GBV prevention interventions	6	5	83%
Number of people provided with integrated GBV/HIV prevention & awareness messages	6,092	7,061	116%
Number of people successfully completing a capacity building seminar conducted by BGBVC during the reporting period	200	313	157%
Psychosocial Support and Post GBV Care Program			
Number of people provided counselling services	2,092	1,102	53%
Number of people who were offered clinical services (<i>HIV testing, PrEP, STI management and Contraceptives</i>) based on the individual assessment outcomes	N/A	282	N/A
Number of people who received access post-gender-based violence (GBV) clinical care based on the minimum package onsite	1,658	653	39%
Number of people who successfully completed referrals to access post-gender-based violence (GBV) clinical care services offsite	N/A	12	N/A
Number of people who meet the BGBVC shelter criteria admitted at BGBVC shelters	N/A	205	N/A
Number of people discharged at BGBVC shelter as per the BGBVC SOPs	N/A	204	N/A
Number of people who were supported/provided legal counsel services	N/A	79	N/A
Number of counsellors and shelter assistants completing in-house training.	8	8	100%

Success Story

Partnering for Change – BGBVC and Orange Botswana partner to end GBV in Botswana

Responding to the increasing cases of GBV in Botswana, the Botswana Gender Based Violence Prevention and Support Centre and Orange Botswana partnered to implement the “Orange Day” Campaign. The campaign was launched on May 25, 2023, and ended on 25th November 2023. The campaign is aligned to the UNiTE campaign that has proclaimed the 25th of each month as “Orange Day” to raise awareness and call for action to end violence against women and girls by calling upon activists, governments, and UN partners to mobilize people and highlight issues relevant to preventing and ending violence against women and girls, not only once a year on 25 November, the International Day for the Elimination of Violence against Women, but every month.

On the 25th day of every month, BGBVC and Orange Botswana staff would wear orange and use radio slots sponsored by Orange Botswana to disseminate messages and call for to end violence against women and girls in communities, at home, in public spaces, in schools and workplaces. Facebook posts were used for wider dissemination of messages and further engagement with followers.



In addition to these awareness activities, Orange Botswana used the campaign to engage their staff to actively participate in the GBV response by dedicating their time and resources towards ending GBV. This led to the following initiatives that continue to benefit clients supported by BGBVC:



Orange Staff donation drive: Orange staff donated clothing for GBV survivors, and their families admitted the shelter.

Let's join forces in fighting GBV

Let's change the narrative of GBV in Botswana. Orange Botswana Foundation has partnered with Botswana Gender Based Violence Prevention and Support Centre and you, Botswana, to create more safe spaces for women and children.

How to donate:

1. Dial *145#	6. Enter First Name
2. Select Orange Money Transactions and enter PIN	7. Enter Surname
3. Select Option 4 "Pay"	8. Enter Donation Amount
4. Select Option 7 "Donations"	9. Enter PIN for confirmation
5. Select Option 1 "Orange Foundation"	

 **Foundation**
 **Orange Money**


Orange Money Fund – That was created for Orange Botswana customers and the public to donate towards ending GBV. Proceeds will be donated to BGBVC in our effort to create a safe space for women and children who have fallen victim to abuse.

The orange day campaign will continue in 2024 and BGBVC will continue to collaborate with Orange Botswana and other organizations to implement the campaign.

BGBVC Launches Toll-Free Services



In 2023, the Botswana Gender Based Violence Prevention and Support, launched its toll-free line to improve access to long term psychosocial support services provided at the BGBVC centres.

The toll-free line will be useful to:

- Clients who don't have time and resources to visit our drop-in centres due to work commitments or staying far from BGBVC sites.
- Enable clients to make appointments with counsellors for tele counselling services. This will reduce congestion at BGBVC drop in sites.
- Clients who are hesitant to visit drop-in centres due to personal issues including fear or stigma associated with GBV. Clients will be able to access services at the comfort of their homes or workplaces.

Our Donors

