

TRUSTNEWS

3RD QUARTER ISSUE – 2022

NEWS YOU CAN TRUST

IN THIS ISSUE:

- 2** The Tsantsabane disaster response
- 4** SIOC-CDT re-launches engagement events post pandemic
- 7** Alleviating period poverty in 2022
- 9** The school uniform and stationary project – ensuring that learners have dignity and the tools to learn
- 12** Mandela Day highlights
- 14** Essential theatre equipment and surgical instruments donation takes place at Postmasburg District Hospital
- 16** SIOC-CDT and North-West University join forces to up the ante on school management and leadership
- 19** A report back on the Custoda Trust partnership for Early Childhood Development
- 21** Grade 12 learner support initiative extended in 2022
- 23** The Capacity Building for Children with Disabilities project bringing hope and a positive future for children with disabilities
- 27** SMME's supplier workshops – phase 1 roll out



There is no doubt that South Africa is increasingly experiencing changes in weather patterns. These changes are associated with climate change. Evidently the Northern Cape has been particularly adversely affected. Our beneficiary community of Postmasburg in the Tsantsabane local municipality recently suffered the effects of flash-floods. When events such as this happen, it is required of organizations such as SIOC-CDT to come through for people who are left destitute; with their lives disorganized. When the flash-floods hit Postmasburg, we responded in the quickest possible way. In this issue, we share a glimpse of the response we carried out in the aftermath of this disastrous event.

CONTINUES INSIDE

We are also delighted to have been able to relaunch our face-to-face engagements. We've included an article in this issue about the various engagements that have taken place this year, with summaries of the various focus areas for the roadshows, meetings, engagement events and more. It has been a busy period and a much needed one, as even though we put various mechanisms into place when physical engagements were not possible; there is nothing quite like face-to-face events.

One of these of course, is the Thabazimbi Community Representative Trustee Elections. We've penned information for your reading pleasure, detailing how the Thabazimbi community engaged in ensuring that they elected their Community Representative Trustee during the elections process in July 2022.

Our efforts in education, training and skills development continue to intensify and bear positive results. We continue to implement interventions to benefit our education sector; with learners, educators and schools' management being central focus areas. Read about our capacity building initiatives in this issue, including efforts in the Early Childhood Development space.

Our fight to end period poverty goes into top gear. We have a new partnership in this battle, through which we aim to accelerate our donation of good quality sanitary towels and education to girl-children in schools within our beneficiary communities. You can read about how this partnership was implemented in 2022 in this issue.

The beneficiary communities' Health and Social Welfare needs continue to be a priority. A healthy community with less social ills is destined to be a productive one. We believe our interventions through the donations of surgical machinery and equipment to Postmasburg District Hospital will go a long way.

The response from the business sector, youth formations and communities at large to our call for engagements on enterprise and community development has been amazing. This has made a success of our community roadshows and supplier day workshops held across the JTG district, Thabazimbi and Tsantsabane municipal areas. For your reading pleasure, there is an article in this issue that focuses on the workshops and engagements.

We sincerely hope that you enjoy reading this issue.

Refilwe Sebogodi
Editor



THE TSANTSABANE DISASTER RESPONSE

On 23 April 2022, significant parts of the Tsantsabane Local Municipality were unexpectedly hit by wild flash-floods with high-speed winds and excessive rainfall. This resulted in substantial infrastructure damage to houses, municipal infrastructure, local churches and creches. Many houses had their roofs completely blown away and some had cracks appearing in their walls; causing the houses to be uninhabitable. Many households were left homeless, seeking accommodation with relatives and neighbours and many lost most of their belongings. It was critical for SIOC-CDT to assist in this crisis situation.

The damage to municipal infrastructure made many township areas in the municipality inaccessible and disrupted service delivery across the entire municipal area. After a thorough assessment of the situation, the Tsantsabane Local Municipality, in consultation with ZF Mgcawu District Municipality, declared the situation as a local disaster area as per prescripts of the Disaster Management Act. This prompted the Tsantsabane Local Municipality's activation of the multi-stakeholder committee meetings to canvas urgent relief for the affected families and assist with some of the damaged Municipality infrastructure. The committee included government entities, in the main, the Northern Cape Provincial Department of Co-operative Governance, Human Settlement and Traditional Affairs, Department of Social Development and the ZF Mgcawu District Municipality, NGOs and business players.

Continues on next page >>

SIOC-CDT RE-LAUNCHES ENGAGEMENT EVENTS POST PANDEMIC

SIOC-CDT RELEASED R2,631,009 TO BE USED IN THE FOLLOWING WAYS:

- Repairs on the nine (9) houses which were identified and verified as most deserving in Boichoko and Postdene.
- The Wouter Kabouter local community creche/ ECD centre in Postdene was fixed.
- 76 identified households received family grocery vouchers and blankets.
- 3 identified soup kitchens were provided with groceries and full gas cylinders to help prepare hot meals.
- Hired machinery for re-gravelling a total of 5 985 kilometres of selected internal streets was provided.



The relief provided to the community of Tsantsabane saw a total of 4 local SMMEs also benefitting from procurement opportunities in the repairing of the damaged ECD centre and the nine houses. The repairs further created no less than 18 short term labourer job opportunities as well as work for 15 labourers who accompanied the yellow fleet during the relief drive.

“We are very happy that we achieved all of our goals within six weeks, in comparison to our estimated eight weeks. Our Board of Trustees played a very significant role in making sure that resources were swiftly availed for this emergency situation.”

VUSANI MALIE – CEO, SIOC-CDT

One of our commitments as SIOC-CDT is to walk the journey with the communities we endeavour to develop together with all material stakeholders to our cause. We do this by living up to the following values in everything that we do as a Community Development Trust:

- Commitment to building healthy and trustworthy relationships;
- Being inclusive and transparent in our decision making;
- Being accountable to our stakeholders and
- Being compassionate towards our beneficiaries.

Even though we devised innovative ways of staying in touch with our communities and stakeholders during the pandemic in an effort to live up to our values, we still felt that it was not enough without physical contact. Moreover, the rurality of our beneficiary areas means that the most effective form of engagement and feedback is through physical contact. It is for this and other reasons that as soon as the country came out of the period of lockdown, we rolled out a broad stakeholder engagement plan to interact with all our material stakeholders once again through face-to-face contact.



ENGAGEMENT WITH LOCAL MUNICIPALITY COUNCILS

The November 2021 local government elections ushered in a new era of local government wherein new councils were bestowed in all five of our beneficiary communities. In the second quarter of the 2022 financial year, SIOC-CDT embarked on a series of engagements with the respective councils in an effort to solidify relations with these important stakeholders; introduce SIOC-CDT and its community development strategy to newly elected councillors; share project milestones and deliberate on future projects within their respective communities.

Continues on next page >>



The meetings took place with the respective councils of Joe Morolong, Gamagara and Ga-Segonyana between the months of April and May 2022. The councils engaged have pledged their support to SIOC-CDT's Community Development Strategy (CDS) and the respective municipal councils have also recommitted themselves to collaborating with SIOC-CDT on pursuing sustainable community development in the respective municipal areas.

COMMUNITY REPRESENTATIVE TRUSTEE ELECTIONS FOR THABAZIMBI

In order to remain accountable to all our beneficiary communities, the governance structure of SIOC-CDT makes a deliberate provision for all of its beneficiary communities to be represented by a Community Representative Trustee on its Board of Trustees. The communities are therefore given an opportunity to elect their preferred candidate to serve as a Trustee on their behalf. All beneficiary communities with the exception of Thabazimbi have had elections

to elect their Community Representative Trustee. The Thabazimbi elections were therefore an important step towards ensuring that all of the beneficiary communities are represented at Board level.

The election process began with a consultative process with the Thabazimbi Local Municipality as the custodian of local government, and followed by Trustee elections awareness campaigns within the various communities in Thabazimbi from 13–23 June 2022. The awareness campaigns were also used as roadshows where SIOC-CDT was introduced to the communities; the CDS thoroughly outlined and the projects portfolio for the Thabazimbi area highlighted. The awareness campaigns were followed by voter registrations held between 09–10 July 2022 and candidate nominations which were done both manually and electronically between 25 June–06 July 2022. The process culminated with the elections which were successfully held on 22 and 23 July 2022 in hybrid format, i.e., both physically and electronically.

The elections process was a resounding success in that a significant number of community members participated and the candidate Trustee was elected without any objections from the community. Mr Tumisang Pilane was elected as the Thabazimbi Community Representative Trustee and will assume his duties as a SIOC-CDT Trustee upon his appointment by the Board and subsequent inclusion as a Trustee by the Master of the High Court as per the Trust Deed.

ENGAGEMENT WITH THE BUSINESS AND YOUTH SECTOR IN THE NORTHERN CAPE

Prior to the pandemic, it was part of SIOC-CDT's engagement strategy to hold sectoral

engagements with the youth and business sectors in all of the beneficiary communities. When the country came out of the pandemic period in the second quarter of 2022, SIOC-CDT decided to reconvene the sectoral engagements in order to, amongst others; highlight SIOC-CDT programmes that are focused on youth and business development; obtain feedback on the impact of previously implemented programmes and outline future programmes for the two sectors, which are considered critical stakeholders to SIOC-CDT's work.

A total of four (4) workshops were successfully convened in Joe Morolong, Ga-Segonyana, Gamagara and Tsantsabane on 10–11 August 2022. These sessions were well attended by those targeted and provided a platform for meaningful engagements around interventions aimed at youth and business sector development in the beneficiary communities.

The feedback obtained during these sessions will be used to guide SIOC-CDT's conceptualisation of future programmes and the refinement of existing ones in order to ensure impactful interventions for youth and business sector development in the beneficiary areas.

COMMUNITY ROADSHOWS

Community roadshows are SIOC-CDT's traditional way of engaging directly with its beneficiaries and these important interactions had been adversely affected by the pandemic. Fortunately, due to the end of the pandemic, community roadshows have recommenced in the Northern Cape beneficiary communities. The community roadshows were held in Gamagara, Ga-Segonyana and Joe Morolong from 15–26 August 2022. A total of 13 community roadshows were held, covering all the wards in the respective municipalities.

The purpose of the community roadshows was to reconnect with beneficiary communities post the COVID-19 pandemic, to provide feedback on issues previously raised by communities and to give project updates and milestone achievements on SIOC-CDT projects in the respective municipalities. The community roadshows were conducted with the help of the local municipalities, with councillors and traditional leaders also taking part. These community roadshows were a resounding success and were well attended. The feedback obtained was relevant across all SIOC-CDT's community development strategy programmes and will help in reshaping our approach as the Trust.

"Community development has a long history of innovation and learning from experience." BEN BERNANKE

"It is through our engagement with our material stakeholders that we are able to learn from experience and innovate in our endeavour to achieve sustainable community development."

VUSANI MALIE – CEO, SIOC-CDT

ALLEVIATING PERIOD POVERTY IN 2022

Since the launch of its ‘Sanitary Towels Programme’ in 2018, SIOC-CDT has provided over 25,000 sanitary products to almost 5,000 learners in 40+ schools across its beneficiary communities.



A recent report – ‘Period Poverty: Stigmas add to young girls’ woes’ estimates that “at least 7 million South African girls don’t have access to basic sanitary products each month”. This results in “an estimated 30% of young girls not attending school during their menstrual cycle”.

As part of its commitment to invest in the upliftment of beneficiary communities – with education and health and social welfare as key focus areas, SIOC-CDT has, for the last few years, been proactively involved in the procurement and distribution of female hygiene products across its beneficiary schools.

This year, in partnership with Blossom Care Solutions (a mission-centric social enterprise), 6,000+ sanitary products have been delivered to 12 Northern Cape schools on a quarterly basis. The focus extends beyond sanitary product delivery only and includes education aimed at providing our young women with a greater understanding and knowledge of menstrual health in its entirety.

This education includes normalising monthly menstrual cycles as a natural and necessary part of the female body, busting myths around menstrual cycles being shameful or dirty as well as some tips on how to best care for oneself during your cycle and the management of any period related pain.



In addition to combatting period poverty, as a mission-critical social enterprise, Blossom Care Solutions is structured to ensure that every one of its factories employs locals, especially women, to benefit locals through job creation and youth development.

THE LIST OF THIS YEAR’S NORTHERN CAPE RECIPIENT SCHOOLS WITH BLOSSOM CARE SOLUTIONS INCLUDES:

Pako Middle School	KS Shuping High School	Tongwane Middle School
Kopano Middle School	Lesedi High School	Relekile Primary School
Vlaktefontein Primary School	Maikaelelo Primary School	Deben Primary School
Sishen Intermediate Mine School	Agang Thuto Primary	Ratang Thuto High School

In addition, although Blossom Care Solutions do not have a branch in Thabazimbi area and therefore cannot supply to them, the following schools are supplied with sanitary towels that are procured by local suppliers for SIOC-CDT:

Dwaalboom Primary School	Tswelopele Primary School	Northam Comprehensive School
--------------------------	---------------------------	------------------------------

“We are excited by our alignment with Blossom Care Solutions. This collaboration enables us not only to accelerate and strengthen our existing sanitary towel distribution programme, but to augment it with the menstrual health education so desperately needed amongst young female learners in our beneficiary schools.”

VUSANI MALIE – CEO, SIOC-CDT

1. Period poverty: Stigmas add to young girls’ woes – Health-e News

THE SCHOOL UNIFORM AND STATIONERY PROJECT

Ensuring that learners have dignity and the tools to learn

The school uniform project commenced in 2020 as a school shoes programme that catered for 335 beneficiaries. In 2021, it was extended to include school uniforms. The number of beneficiaries went down to 272 learners, but each learner now received school uniforms, shoes and stationery. In 2022, the programme expanded again to include other essentials.

On an annual basis SIOC-CDT supports selected schools in its beneficiary municipalities with the provision of school uniforms and stationery packs for learners.

The schools themselves are identified with assistance from the Department of Education at district level as well as by

working directly with the beneficiary schools in each area to identify learners that are most in need. The school uniform project, an extension of the SIOC-CDT annual school shoe project, forms part of a much bigger and more holistic community education focus. To date, this focus has also seen the distribution of female hygiene sanitary products across various schools falling within the communities.



“One of our greatest goals is for our communities to see us as an organisation that both understands and responds to community challenges. We want to draw even closer to our communities and are committed to getting involved as frequently as possible in projects that truly make a difference in the areas in which we operate. A key component of this will be our continued focus on education and learners’ needs.” VUSANI MALIE – CEO, SIOC-CDT

Local suppliers are given an opportunity to submit quotations to supply these schools with the required school uniform items listed below (in the correct colours for each school):



2 x t-shirts (1 long sleeve and 1 short sleeve)



1 x pair of school shoes



1 x skirt/tunic (girl) or trousers (boy)



1 x school jersey



2 x pairs of socks

1 x stationery pack worth R500 (includes Scientific Calculator, 4 pens, 4 pencils, 2 standard erasers, standard scissor, 42g Pritt glue, pencil case, standard sharpener, 30cm ruler and a set of mathematical instruments)

Continues on next page >>

“Our goal is to provide assistance and care to as many young deserving learners across our communities as possible,” says Vusani Malie, CEO, SIOC-CDT. “By providing these school uniforms, SIOC-CDT aims to not only minimise bullying in schools and the number of days learners are absent from school as a result of a lack of uniforms but also encourage and enable higher educative performance and motivate young learners.”

Feedback to date affirms that this initiative is playing a very important role in these children’s lives. “It has restored their self-esteem and confidence,” says one of the school beneficiaries. “Some learners would

stay at home simply because they did not have a jersey to wear, especially during winter.

“They now feel equal to and the same as their peers. This leads to them feeling so much more comfortable at school, with their focus now able to be directed 100 percent on their schoolwork.”

Initiatives such as this result in the school environment becoming a much safer space for learners and has greatly encouraged them. “It has also led to a much stronger connection between the school and its learners with the wider community. If learners are happy, parents are happy.”

LIST OF SCHOOLS IDENTIFIED FOR 2022

SCHOOL AND AREA	NUMBER OF BENEFICIARIES
Marataditse Primary School (Kleineira Village, Joe Morolong)	20
Tongwane Middle School (Churchill, Joe Morolong)	20
KS Shuping High School (Tsineng, Joe Morolong)	21
Itekeleng Primary School (Maphinick, Joe Morolong)	31
Pako Middle School (Bothithong, Joe Morolong)	30
Kopano Middle School (Cassel, Joe Morolong)	23
Noord-kaap Primêre Skool (Olifantshoek, Gamagara)	30
Sishen Intermediate Mine School (Sesheng-Mapoteng, Gamagara)	18
Relekile Primary School (Ditshoswaneng, Ga-Segonyana)	36
Rekgarathhile High School (Seoding, Ga-Segonyana)	31
Vlakfontein Primary School (Kagung, Ga-Segonyana)	32
Lesedi High School (Batlharos, Ga-Segonyana)	19
Agang Thuto Primary School (Skeyfontein, Tsantsabane)	13
Ratang Thuto High School (Boichoko, Tsantsabane)	25
Asmandia Primary School (Postdene, Tsantsabane)	30
Dwaalboom Primary School (Dwaalboom, Thabazimbi)	33
Northam Comprehensive School (Northam, Thabazimbi)	35
Naletsana Combined School (Koedoeskop, Thabazimbi)	27

MANDELA DAY HIGHLIGHTS

As part of its culture and continued efforts to make a difference in the lives of its beneficiary communities, this year’s Mandela Day saw SIOC-CDT embark on various social causes during the months of July and August in honour of the spirit of giving.

S IOC-CDT focused on delivering a minimum of one project within each of its five beneficiary communities.

THE VARIOUS RECIPIENTS INCLUDED:

- **Spitskop Special Needs School (Thabazimbi Local Municipality)**, which provides care, stimulation and education for children between the ages of 3 and 16 – all of whom suffer with pervasive developmental disorders. This includes autism, downs syndrome, epilepsy, brain damage, cerebral palsy, hard of hearing, spina bifida, partially sighted, learning barriers and other problems, all of which affect normal development. SIOC-CDT’s Mandela Day activities saw it provide two trampolines to replace a broken one, the preparation of a meal for all the children and the handover of educational toys.
- **Thusa Bagodi Community Project (Joe Morolong Local Municipality)** is a community-based care and support services for older persons. It currently caters for 18 elders. Its purpose – to take care of the elderly, keeping them fit and healthy. Part of its activities include playing sport with other similar organisations in the area. In support of their efforts, SIOC-CDT donated blankets, sewing material, sport items and groceries.
- **Kopanang Golden Games (Gamagara Local Municipality)** started as a mechanism to elevate the activities of older people to a higher level. Its goal is to provide care and support whilst protecting and developing vulnerable

Continues on next page >>



“There are so many incredible and worthwhile initiatives being run across our beneficiary communities – seemingly ordinary citizens going above and beyond the call of duty. Everyday heroes! It has been an honour to support their efforts this Mandela Day. Our thanks and appreciation to representatives from all local municipalities and DSD offices for their assistance and support in the delivery of our Mandela Day initiatives.”

VUSANI MALIE – CEO, SIOC-CDT



groups and people with special needs, with a particular focus on the elderly. It focuses on sport and recreational activities and events whilst at the same time strengthening and advancing service delivery and support to the elderly. As part of its Mandela Day activities, SIOC-CDT donated sport items and materials, groceries and blankets.

- **Wouter Kabouter ECD (Tsantsabane Local Municipality)** caters for 54 children.

After suffering flood damage earlier this year, SIOC-CDT's initial response saw it assist with the refurbishment of the centre. However, this did not include the play area. This Mandela Day, SIOC-CDT brought paints, brushes and other painting tools and set to task cleaning and painting the play area. Representatives also helped the children resettle into the space after the trauma of seeing their centre destroyed by the storms. Educational toys were also donated.

- **Kopanang Bagodi Service Centre (Tsantsabane Local Municipality)** aims to improve the quality of lives of elderly citizens who reside in the area by supporting them emotionally and providing them with healthy meals. Activities include games, literacy and life skills classes, arts and crafts as well as prayer and bible sharing. SIOC-CDT provided sewing machines and blankets for the elderly as well as groceries for all the elders who benefit from this project.
- **Morethusi Care of the Aged (Ga-Segonyaya)** caters for 39 elders. It aims to keep the elderly active through gaming activities and gardening. As part of its Mandela Day activities, SIOC-CDT provided gardening materials and seeds as well as blankets and groceries.

❖ ESSENTIAL THEATRE EQUIPMENT AND SURGICAL INSTRUMENTS DONATION

takes place at Postmasburg District Hospital

Postmasburg District Hospital is the sole level one District Hospital within the Tsantsabane/Kgatelopele sub-district (ZF McGawu District). This hospital services the communities of both the Tsantsabane and Kgatelopele Local Municipalities. However, the hospital has been unable to provide the comprehensive district hospital package of care due to a non-functional operating theatre. This is primarily due to a lack of the critical surgical theatre machinery and equipment. In line with our Health and Social Welfare strategy, it became apparent that SIOC-CDT's intervention with the Health Department needed to be facilitated.



“SIOC-CDT's intervention with this donation was critical in enhancing our long-term plan of reviving this deteriorated facility and ensuring that our hospital delivers high quality health care services to our communities and most importantly save lives.”

BEAURANNE LUVUNO, CEO OF POSTMASBURG DISTRICT HOSPITAL

Continues on next page >>

The hospital's lack of critical surgical theatre machinery and equipment is one of the identified service delivery challenges within the public health sector. This puts many lives in the beneficiary communities at risk in terms of health care. The service package of the district hospital is to provide specialist services such as Paediatric Health Services; Obstetrics and Gynaecology; Internal Medicine; General Surgery and Family Physician. The functioning of the operating theatre at the Postmasburg District Hospital has been a longstanding concern for more than 5 years. This has put the community of Postmasburg and surrounding areas (including Kgatelopele sub-district areas) under tremendous pressure, with patients having to travel far distances to access services such as General, Gynaecological and Obstetric surgical procedures as well as other minor procedures including Orthopaedic, Dental, Ophthalmology, etc.

Pregnant women, often in labour, and who require surgical interventions, have to travel an estimated distances of ± 210 kilometres to the tertiary hospital (Robert Mangaliso Sobukwe Hospital – Kimberley). These include high risk cases such as undiagnosed breech presentations, complications during the birthing process, e.g. prolonged labour and more. These patients are transported with an ambulance, traveling more than 2 hours to the referral hospital, notwithstanding the fact that Postmasburg has only one functional ambulance.

In SIOC-CDT's assessment of the situation, it was identified that a functional theatre would reduce the risk of maternal and neonatal deaths and decrease medico-legal lawsuits. It would also reduce the referral of uncomplicated orthopaedic cases to the regional hospital, Dr. Harry Surtie Hospital –

Upington, that is situated ±220km away. The wash-out of open fractures, especially those obtained during motor vehicle accidents, could be done on-site at Postmasburg District Hospital.

As a response, a total budget of R3,726,245,34 was made available by SIOC-CDT and utilised for the procurement, equipment delivery and installation of critical theater equipment and surgical instruments. High value items in the package are the supplied modern Anaesthetic Machine with Patient Monitor, two Diathermy machines and the Autoclave (sterilizing machine).

The operational theatre will ensure the provision of essential services i.e. emergency caesarean sections, minor operations, dental care – particularly for the children, and cataract removals for the elderly, amongst others. Pregnant women are primary beneficiaries of the services rendered to the beneficiary community and adjacent areas.

All of above forged the foundation of the decision made by the SIOC-CDT Board of Trustees to positively consider an intervention to ensure the realisation of operationalizing the theatre. This will expand the District Hospital Comprehensive Health Package and will ensure a positive contribution in the preparation towards National Health Insurance (NHI).

“Much as the theatre will be assisting the hospital with various surgical services, in the main, pregnant women are the identified primary beneficiaries. Curbing maternal deaths is one of the critical health care areas we would like to impact on speedily and we believe SIOC-CDT's intervention at Postmasburg District Hospital will go a long way in this effort” says CEO Vusani Malie.

SIOC-CDT AND NORTH-WEST UNIVERSITY JOIN FORCES

to up the ante on school management and leadership



The quality of a school is closely linked to the quality of its leaders and managers. In line with its strong focus on education, training, and skills development (a key part of its development plan), SIOC-CDT recently partnered with North-West University in an initiative aimed at empowering school leaders within its beneficiary communities to lead and manage schools more effectively.

There is no easy solution for the current challenges that the South African school system faces. SIOC-CDT assessed solutions to the complex challenges facing education, and made the decision to develop and invest in a project designed to assist school leaders and managers.

The Advanced Diploma (SLM) programme is aimed at enhancing the capacity of school leaders to lead and manage schools in such a way that learners will ultimately benefit, despite the myriad of challenges associated with rapid societal change.

Continues on next page >>



TO ACHIEVE THIS GOAL EMPHASIS IS PLACED ON:

- Improving collaborative and critical leadership and management of the curriculum (including a focus on distributed instructional leadership – leadership of teaching and learning).
- Establishing evidence-based and action-research based decision making in schools.
- Making optimal use of information and communication technology (ICT) for efficient school management.
- Ensuring that schools:
 - are run as efficient and effective learning organisations;
 - work with and for the community;
 - build a caring and supportive school culture and community;
 - contribute to the continual strengthening of the school system.

“Education changes the world! There can be no greater contribution that society can make to its youth than to ensure as valuable and empowering an education as possible. Efficient leadership and management comprise a critical element of any educational institution – schools included. We are grateful to North-West University for this partnership as we strive to level the playing fields across schools within our beneficiary communities and continue in our efforts to educate our learners as effectively as possible.”

VUSANI MALIE – CEO, SIOC-CDT



Targeted primarily at Senior Management Team (SMT) members the programme aims to create opportunities to school leaders to internalise, acquire and develop the values, knowledge and skills that are crucial for effective leadership and management of schools being highly complex learning organisations.

To implement this project, SIOC-CDT partnered with North-West University with a focused approach; beginning with a group of school leaders and managers within the SIOC-CDT beneficiary communities (John Toalo Gaetsewe District and the Tsantsabane Local Municipality in the Northern Cape and the Thabazimbi-Dwaalboom circuit in Limpopo).

In South Africa, unlike many developed countries, there is currently no entry level qualification for the appointment of school principals. This is in sharp contrast with the situation in many other professions where

leadership and management training and qualifications are prerequisites for appointment in senior positions.

Developed by the National Department of Basic Education (DBE), the Advanced Diploma: School Leadership and Management (Advanced Diploma (SLM)) is aligned with the new National Qualification Framework (NQF) that is intended to take forward the National Development Plan’s (NDP) vision for 2030: *Improvement of human resources in the education system and school management.*

Offered over 24 months on a part-time basis, this programme follows a blended learning programme with great emphasis being placed on self-directed or independent learning. The ultimate aim is to develop a corps of education leaders who apply critical understanding, values, knowledge and skills to school leadership and management within the vision of democratic transformation.

❖ A REPORT BACK ON THE CUSTODA TRUST PARTNERSHIP FOR EARLY CHILDHOOD DEVELOPMENT

The importance of Early Childhood Care and Education (ECCE), and the role it plays in breaking the cycle of poverty and inequality, is undeniable. It is proven to be the key driver in impacting a country's future economic growth and improvement for the young children and Early Childhood Development (ECD) practitioners in South Africa.

In line with its focus on education, training and skills development, SIOC-CDT recognises the significance of competent and quality trained ECD practitioners across its beneficiary areas. This has seen it, once again, partner with Custoda Trust – an accredited Training and Service Provider with the ETDP Seta, to train these practitioners in order to build a pipeline of competent and capable teachers and practitioners for the ultimate benefit of our ECD learners.

Based in Delportshoop, Custoda Trust offers the Further Education and Training Certificate: Early Childhood Development – NQF Level 4 – Qualification ID 58761 (140 credits) and the Higher Certificate: Early Childhood Development NQF Level 5 (120 credits) Qualification ID 23117 as well as various skills and management training programmes throughout the Northern Cape. Its vision – to see ECD centres that are inclusive, well-equipped with qualified staff and trained management committees, working hand-in-hand for the benefit of the child, family and community.

The most recent set of graduates, sponsored by SIOC-CDT, received their Statement of

Results and Certificates at a Graduation Ceremony on 15 July 2022 in Ulco, Northern Cape Province. This ceremony saw no fewer than 65 ECD practitioners obtain their Higher Certificate: ECD.

The first group, consisting of 25 practitioners and achieving a 100% pass rate, is the first group ever to experience virtual training at Custoda Trust, having commenced their training in the middle of the Covid-19 pandemic (September 2020). Their final contact training session took place in October 2021. The honour of top student in this group was awarded to Popinyana Elesang – a practitioner at Creative Kids (beneficiary area – Gasegonyana, Magojaneng Village).

Two additional groups, consisting of 20 practitioners each, commenced their qualification in January 2021 and attended their final contact training session in January 2022. Once again, a 100% pass rate was achieved across both groups. The top student award in these two groups was presented to Keitumetse Sebolao from Mahube a Moso within Ga-segonyana municipal area and Yolanda Mienies from Bana located in Gamagara.



All qualified ECD practitioners that obtained their Higher Certificate: ECD are now eligible to apply for vacant departmental posts for Grade R teachers, all of whom are already employed in local Primary Schools that have Grade R classes.

Another two groups of 25 practitioners each are currently busy with their Further Education and Training Certificate: ECD (NQF Level 4) and are part of this cohort funded by

SIOC-CDT. Both these groups are expected to complete their contact training in November 2022 and are expected to graduate in May 2023.

Since this initiative's origin in 2020, SIOC-CDT has invested in no fewer than 205 ECD practitioners across its beneficiary communities as part of its commitment to strengthen their competence and content knowledge.

“Early Childhood Development (ECD) lays the foundation for a child’s life. The role of the teacher is crucial. To provide effective education and learning to these children requires effective and skilled teachers. The completion of qualifications such as these allows for the professionalisation of the ECD sector whilst simultaneously creating pathways for ECD practitioners.” VUSANI MALIE – CEO, SIOC-CDT

GRADE 12 LEARNER SUPPORT INITIATIVE EXTENDED IN 2022

SIOC-CDT's Grade 12 Learner Support (2022) initiative focuses on Mathematics and Physical Sciences at various high schools across its beneficiary communities. Its goal – to improve the quality of teaching and assessment activities as a contribution towards enhanced learner performance, especially in the most challenging areas of the official Grade 12 curriculum.

The low performance of South Africa's education system is generally believed to have a negative impact on the extent to which it contributes towards the production of skilled people and ultimately economic growth and national development (Khoza, 2014 p.4).

In line with its core focus on education, training and skills development, SIOC-CDT has a key goal to enhance the employability of young people across its beneficiary communities. In the quest to attain said goal, annual support is offered to Grade 12 learners to improve results and the number of learners who pass – with a particular focus on gateway subjects such as Mathematics and Science to enable these learners to access post-school education.

SIOC-CDT has offered this support over the past few years, including to the Class of 2021 that saw significant improvements in its pass rate. The improvement in results in the Northern Cape, and in the JTG district specifically, gives a measure of hope that with dedication and appropriate supplementary support it is possible to bring about improvement in learner performance.

Observations made during 2021 (via school visits) clearly indicated the value that supplementary classes add to normal schooling, if planned well and monitored closely by both the Department of Education (DoE) and funding partners.

It is against this background that the SIOC-CDT Grade 12 Learner Support (2022) initiative was proposed as an appropriate strategy for rendering supplementary support to the 33 high schools from the John Taolo Gaetsewe District and the Tsantsabane Local Municipality within the ZF Mgcawu District.

Building on previous learnings and successes, this year's learner support programme has been strengthened by enhanced preparation of subject teachers. This initiative, called subject clinics, focuses mainly on support; enabling teachers to keep abreast with the implementation of official DoE pacesetters and on improving the quality of assessment activities, especially in the most challenging areas of the official Grade 12 curriculum.



FOCUS AREAS INCLUDE:

- School-based learner support for all Mathematics and Physical Science learners across 33 high schools.
- Quarterly subject clinics to ensure all teachers are sufficiently prepared to align their teaching with the official DoE pacesetters and that they are supported to address those areas of the curriculum that subject analysis results indicate as the biggest challenge areas. These one-day sessions are held in partnership with the DoE.
- Additional/supplementary support for high potential, better performing learners with the view of developing those higher order skills and attributes required for successful study at university. This part of the supplementary education programme focuses on:
 - High quality, high impact teaching challenge learners with high potential to further enhance their performance and in so doing contribute to enhancing educational excellence in beneficiary schools;
 - Enhancing well-informed career decision-making by participants;
 - Enhancing participants' chances of accessing higher education;
 - Preparing participants for higher education life; and
 - Supporting learners to process applications for programmes of choice at a post school institution of choice.

With reference to the afore-mentioned learner performance data from the 2021, NSC results indicated an upward trend in the number of learners operating on a bachelor's level (931) from which participants were drawn.

“We are excited by the commitment and dedication of both the teaching staff and learners across our beneficiary communities for these supplementary learning initiatives and programmes. Our continued thanks and gratitude to the DoE and other stakeholders for working with us as we create additional opportunities in which our learners have the opportunity to grow and excel.”

VUSANI MALIE – CEO, SIOC-CDT



THE CAPACITY BUILDING FOR CHILDREN WITH DISABILITIES PROJECT

Bringing hope and a positive future for children with disabilities

As part of its Health and Social Welfare programmes, SIOC-CDT created their Capacity Building for Children with Disabilities programme in 2018. Targeting the entire Northern Cape, SIOC-CDT partnered with Uhambo Foundation to leverage their experience and expertise. At the time, there was a backlog of 1,011 people and children requiring assistive devices to enable them to participate meaningfully in schooling and other socio-economic activities.

According to Stats SA, “The national disability prevalence rate is 7,5% in South Africa. The prevalence of a specific type of disability further indicates that 11% of persons aged five years and older experienced visual difficulties; 4,2% had cognitive difficulties (remembering/concentrating); 3,6% suffered hearing difficulties, and about 2% faced communication, self-care and walking difficulties.

The sad reality is that persons with severe disabilities will often experience difficulty in accessing education and employment opportunities.

Further, households headed by persons with disabilities were also found to have less access to basic services compared to households headed by persons without disabilities.

There were also disparities in terms of access to assistive devices across population groups and geography”.¹

The SIOC-CDT Capacity Building Project for Children with Disabilities first identified that lack of transportation was one of the biggest barriers when it came to accessing rehabilitation services for people living with disabilities. Children and adults with mobility disabilities could also not access the services or resources for posture support mobility devices available and, as a result, suffered significant secondary complications.

Without correct posture support, children developed significant secondary complications. These included curvatures of the spine, dislocated hips and life-threatening pressure sores. The most common cause of death for people with mobility disabilities was preventable pressure sores.

Without mobility, children could also not go to school or participate meaningfully in their communities.

Of further concern was the lack of sufficient budget within the Northern Cape Department of Health (NCDoh) to procure mobility and other assistive devices in addition

to a scarcity of trained personnel to assist in service provision. This was compounded by the NCDoh Rehabilitation Team having identified an increase in the number of children with cerebral palsy and an increased need to support young children with disabilities of Early Childhood Development (ECD) and early school going age.

A third challenge was the stigma in the community against people living with disabilities, often resulting in a lack of referrals for assistance.

In response to the third challenge, disability awareness is delivered through “Let’s Talk Disability” (LTD) sessions. An LTD intends to raise awareness about disability and to stimulate local conversations about the social model of disability, inclusion and the rights of people with disabilities. It also provides an opportunity to explore personal and communal preconceived ideas about disability and reimagine these through facilitating a space where various stakeholders can share experiences, learn and problem-solve together.

Referrals tend to flow from these dialogues. Typically, community dialogues are conducted at each outreach clinic site or ECD centre.

Over a **3.5 year period**, SIOC-CDT has provided **350 new mobility devices** (and properly seated each child), conducted a total of **138 sitting clinics** at various sites throughout the province to increase therapists’ capacity to support children with disabilities, developed a referral capacity training programme, a referral pathway and held **60 community disability talks**

1. <https://www.statssa.gov.za/publications/Report-03-01-59/Report-03-01-592011.pdf>

The project's initial and pressing priority was to eradicate the backlog of devices for children in the Department of Health (DoH) database and to capacitate the 38 therapists employed by the DoH at the time. This capacitation focus encompassed ECD practitioners from at least 18 ECD centres, prioritising those located in SIOC-CDT's beneficiary communities.

No fewer than 306 ECD practitioners from 44 centres were trained to work with children with disabilities with a specific focus on increasing knowledge around the importance of play; inclusion in school, family and community; the right to education for children with disabilities; and legal and policy framework for inclusion in South Africa. The training of the Department of Health Rehab team of Rehabilitation Clinicians on inclusive ECD programme support was expanded to include the Department of Education's Severe to Profound Intellectual Disability (SPID) team.



“The SIOC-CDT Health & Social Welfare team developed a united model that went beyond just supplying devices, focusing rather on building an ecosystem that is conducive for children with disabilities. It is believed that once children are appropriately seated, they can participate on par with their peers in school to help them realise their full potential. We envisage a bright future for children with disabilities in the Northern Cape region.”

VUSANI MALIE – CEO, SIOC-CDT

To improve the severe disconnect between parents of children with disabilities and the networks of support in low-resource communities, a vibrant parent network was established throughout the three year period. Although not part of the initial project design, this parent network has played a significant role during 2021 and 2022 in raising the awareness of parents and has been a catalyst for local change.

The parent network has grown in one year from 1 to 531 parents, of which 142 are in the Northern Cape, and the rest across South Africa. Although now complete, SIOC-CDT has ensured the sustainability of this project in the form of ongoing referral pathways, parent networks, training and mentorship programmes and more.

The project close-out report showed satisfaction from the NCDoh on all of the targets reached. There has been a significant shift in perception in the Northern Cape, aided by this project. This has built the confidence of ordinary South Africans to have constructive conversations in their families and neighbourhoods.

The change in perception about disability and people with disabilities is deemed crucial for sustainable change in academia and activist communities.

SIOC-CDT are very honoured to have been able to work in close collaboration with the DoH, to partner with the Uhambo Foundation and to the many ECD practitioners and teams that have formed such a key part of this project throughout its period of existence.

Following the success of the first project, the Board have approved the capacity building for children and adults with disabilities project for a duration of 36 months in the Thabazimbi sub-district- starting from 1st July 2022 and running until 30th June 2025. SIOC-CDT is undertaking this in partnership with the Limpopo Department of Health and Uhambo.

SMME's SUPPLIER WORKSHOPS – PHASE 1 ROLL OUT

As part of its overriding Community Development Strategy, SIOC-CDT remains committed to its goal of enterprise development. A key part of this involves the ongoing empowerment of SMME suppliers across its beneficiary communities.



In line with SIOC-CDT's focus to empower suppliers and to increase its delivery across this key mandate, a series of supplier workshops was held in the 2nd quarter of the year across all five of its beneficiary communities.

Hosted by SIOC-CDT's Enterprise Development and Supply Chain Management divisions, this series of workshops was held from end July (25th) to early August (5th).

The purpose – to identify and locate capable, competent and appropriate potential suppliers and service providers across its five beneficiary communities to deliver goods and services required by SIOC-CDT and its partners.

During the course of these workshops no fewer than 352 SMME suppliers were registered on SIOC-CDT's SMME Online Portal. The registered supplier locations are split as follows across the beneficiary communities – Thabazimbi (63), Ga-Segonyana (99), Gamagara (93), Joe Morolong (40) and Tsantsabane (57).

The SIOC-CDT SMME Online Portal serves as a virtual marketplace to connect buyers with suppliers. Buyers can host their requirements, with SMMEs able to register to access these prospects. The same portal also contains resources for SMMEs should they lack certain requirements or require assistance to be able to access and capitalise on these opportunities.

SIOC-CDT's goal is to integrate several existing databases into its SMME Online Portal, thus creating a single platform for the advertising of all procurement opportunities available through SIOC-CDT and its partners moving forward.

The support and presence of the Small Enterprise Development Agency (SEDA) at these workshops provided further support to the SMME attendees on other essential areas such as compliance documentation, SARS and BBBEE.

SIOC-CDT's Supply Chain Management team is currently vetting all suppliers registered on the portal, all of whom will receive feedback on the status of their application and whether approved. This is part of SIOC-CDT's efforts to prepare its SMME suppliers for the 2023 financial year.

Whilst the system is closed to any new registrations until 1 October 2022, those suppliers who have registered will be able to access their profiles.

SIOC-CDT is also currently in the process of designing a supplier development programme based on feedback and information gathered during these workshops and recent community roadshows held. Further information will be forthcoming.

“Our sincerest thanks to both SEDA and the staggering number of SMME suppliers who attended these workshops. The intelligence gathered during these sessions will not only increase our understanding of SMME suppliers' challenges but, in so doing, enable us to improve and increase efficiencies across our supplier development programmes.”

VUSANI MALIE – CEO, SIOC-CDT

TRUSTNEWS

1ST QUARTER ISSUE – 2022

NEWS YOU CAN TRUST

www.sioc-cdt.co.za