



NEWSLETTER FIRST TERM 2021

Dear Forum Members

As we enter 2021 it is hard to believe that the Covid-19 pandemic is still with us, and does not seem to be disappearing soon. In the Western Cape we trust we have past the peak of the second wave, however it still calls for ongoing vigilance and the essential need to keep wearing face masks, social distancing and using hand sanitiser/ washing our hands regularly. None of us would like a third wave! As I write, I am so aware that many of you have lost loved ones, whether family, friends or colleagues, bringing with it much heartache and challenges – to all of you, on behalf of the Forum we send our condolences.

Over the past month I am hoping many of you have managed to take a break and get some much needed rest after a challenging 2020.

So what does the Forum have to offer its member in 2021?

We will revert back to a quarterly newsletter which will be emailed out to the members and interested parties, and be available on the Forum website www.wcfid.co.za. On the Training/Capacity Building front, the Training Team has put together a very exciting programme for the first quarter. In light of the ever changing circumstances in which we find ourselves, announcements and detailed planning will only happen on a quarterly basis in order to remain relevant and make the necessary adjustments, and you will receive the training programme monthly.

The updated edition of **Right to Protection** (booklet) and **Report It** (pamphlet/poster), the sadly much needed information tools look at identifying and reporting sexual abuse of children and adults with intellectual disability (available in English, Afrikaans and isiXhosa) will shortly be available.

Excitingly, the All About Me life skills programme is soon to be available as an online programme, expanding its reach and availability (read on for more details). Please do look at our website if you would like to purchase any of the resources.

Vanessa Japtha, the Advocacy Manager, has been actively collaborating with partners and engaging with government around numerous issues, from accessing the Covid vaccine, extending the social relief grant, creating awareness around challenges with SASSA, not to mention the 'Right to Education' campaign. We continue to actively engage around the opening of the day care centres.

This year will be the 40th year of One-to-One Day. The rollout of this amazing funfair day that reaches more than 2,700 people with intellectual disability from our member organisation will be dependent on the pandemic – Felicity Dreyer, the Forum Administrator, will keep you updated.

This year the Forum reaches the amazing milestone of 50 years - we certainly need to acknowledge our founders, the various Boards and ALL the members over the years. Watch this space for developments on how we will celebrate the occasion.

Thank you to each member, as collectively we are the FORUM - without you we have no voice. Please continue to engage with us and provide feedback, as this is the only way we are able to ascertain the needs of the sector.

To everyone, we wish you all the best for 2021.

Warm regards

Tessa

Tessa Wood, Director

Hello from the training team!

We've got some interesting topics and courses lined up for 2021 and we hope you'll find it helpful and enjoyable!

We're starting the year with a **2-day Labour Law webinar** by Ali Ncume, who is back again to help us understand the various elements of labour practice. Check the programme to see the topics he'll be covering.

We are also VERY excited to bring you training on the **Protection of Personal Information Act**. This training will be broken up into 2 segments with an introduction on 17 February 2021 and follow up training thereafter. It will be crucial for your organisation to understand this act and implement the guidelines so please diarise and RSVP as soon as possible.

The WCFID has converted our **All About Me, Life Skills and Sexuality** training into an online course and we could not be more excited! This course, which was usually held over 2 or 3 days, will now be accessible for all our members to complete in their own time and with significant online support. Please keep watching our communication platforms for dates and costs for this course which will be held in the second term.

If you or your team are interested in other training topics, please email Aimee at programmes@wcfid.co.za and we'll do our best to accommodate it this year.

Aimee

Aimee Isaacs, Programme Manager



INTRODUCTION TO LABOUR LAW -2 DAY WORKSHOP

Presenter: Ali Ncume, Labour Lawyer, Ncume Consulting

Brief: Ali Ncume is a labour lawyer and business owner who enjoys sharing his passion for labour law with the non-profit sector. In this 2 day workshop he will discuss the following:

The importance of trust between employer and employee

What is an employee?

Understanding the meaning of "dismissal"

Misconduct vs Incapacity

Misconduct: substantive fairness

Misconduct: procedural fairness

Drafting disciplinary charges

Disciplinary interview vs Disciplinary Hearing

Date: Tuesday 9 and Wednesday 10 February

9:00 a.m. – 12:00 p.m. daily

Zoom online training - no cost

Book here:

https://docs.google.com/forms/d/1OPW13AzqOJCXt4UvCe0Dodw8ujGO1REX9OvwwLyDHkw/viewform?edit_requested=true

PRINCIPALS MEETING: ALL PRINCIPALS AND SUPERVISORS OF SPECIAL CARE CENTRES/24 HOUR FACILITIES FOR PEOPLE WITH SEVERE OR PROFOUND INTELLECTUAL DISABILITY

Presenter: Tessa Wood, Director, WCFID

Brief: An update on the current climate within the special care sector.

Date: Tuesday, 16 February

10:00 a.m. – 12:00 p.m.

Zoom online training – no cost

Book here:

<https://docs.google.com/forms/d/18ixFzK1A5IFcMAy5gCx35BnYB-qqs4cxQQoy-ejVEqg/edit>



AN INTRODUCTION TO THE PROTECTION OF PERSONAL INFORMATION (POPI) ACT

Brief: The POPI Act is South Africa's data protection law. The purpose of the Protection of Personal Information Act (POPIA) is to protect people from harm by protecting their personal information. To stop their money being stolen, to stop their identity being stolen, and generally to protect their privacy, which is a fundamental human right.

To achieve this, the Protection of Personal Information Act sets conditions for when it is lawful for someone to process someone else's personal information. It's important for all business to know comply with the POPI Act and businesses, including non-profit organisations, will need to comply by 1 July 2021.

Both the POPIA and PAIA (previously enforced by the South African Human Rights Commission) is monitored and enforced by a juristic person, the Information Regulator who:

- has jurisdiction throughout the Republic of South Africa,
- is only subject to the Constitution and the law and must be impartial and perform its functions and its
- powers without fear, favour or prejudice,
- must exercise its powers and perform its functions in accordance with POPIA and PAIA, and
- is accountable to the National Assembly.

Date: Wednesday, 17 February
10:00 a.m. – 12:00 p.m.

Zoom online training – no cost

Book here:

https://docs.google.com/forms/d/1epf2aSIGXZJh_mZ4nqzTKtE2bUm2Q5PDjMpFNVE9hqY/edit



GRIEF, LOSS AND COPING STRATEGIES DURING COVID-19

Presenter: Representative from Hope House Counselling Centre

Brief: This session will focus on looking at the individual and how they are coping with grief and loss, and what coping mechanisms can be put in place to assist employers and employees as they return to the work space.

Date: Wednesday, 24 February
10:00 a.m. – 11:00 a.m.
Zoom online training – no cost

Book here:

<https://docs.google.com/forms/d/1aikC5-ytX6k2pPgDAkXibAAB7Qcvj0BbRb7zh--JBOI/edit>