



First Term 2024 - a bumper newsletter full of information, news and training



Message from Gail Davids WCFID Director

Thank you to all our members and prospective members for joining us in 2024. We understand the difficulties presented by the current poly crisis we all face, and we remain committed to making a positive impact in the lives of persons with intellectual disabilities.

In 2023 the WCFID said goodbye to Aimee Isaacs in June and Ruth Nugent in December, the Advocacy and Community Engagement Intern, Rachel Meloyer, completed her 12-month Internship and has returned for a 3-month employment contract. We will be appointing new staff in 2024 and an Advocacy and Member Engagement Intern (also a 12-month contract position). We will keep you informed about the updates in this regard. The team has worked hard to ensure that our 2024 programmes are engaging, thought-provoking, and aligned, as far as possible, with the needs of our members.

I would like to express my gratitude to all our members, people with intellectual disabilities, development partners, funders, donors, community members, individuals, government departments, families, and friends of the Forum. Your unwavering support, endorsement, encouragement, and willingness to be a part of our mission and programmes are truly appreciated.

Let us embrace 2024 as a year of action, when we come together and amplify our collective voices. By supporting one another, co-creating solutions, and sharing our experiences, we can navigate through these challenging times.

Best wishes to all for a fulfilling and impactful year ahead. Together, we can ensure that the rights and needs of person with intellectual disabilities are met, making a lasting difference.

Warm Regards, Gail Davids



Training Report

The WCFID training team facilitated a comprehensive training programme throughout 2023. Our wide and diverse range of topics have been well received by both our member and non-membership base. Our topics on autism and ID; how to set up programmes in the home and classroom; how to manage behaviour that challenges; legal aspects; managing substance abuse; NPO compliance training; importance of seating and positioning; and the importance of staff wellness, to name but a few, were well received. We have seen throughout this year a substantial increase in our attendance we are very appreciative to the presenters who have taken their time to present on such important topics. We look forward to an exciting 2024 jam-packed training programme. *Ruth Nugent, WCFID Community Trainer*

digital literacy

Digital Literacy - Enabling Ability

Briefly, digital literacy encompasses many elements such as: the ability to use 'tech' devices i.e., mobile phones and computers, the ability to communicate, collaborate, and to do so with civility - the ability to treat

each other with dignity, respect and common courtesy - to be aware of and to identify risks associated with operating in digital environments.

"Digital literacies are not solely about technical proficiency but about the issues, norms and habits of mind surrounding technologies we use for a particular purpose."^[1]

The development of a Digital Literacy Course (DLC) for persons with intellectual disability aligns with the WCFID's objectives within the intellectual community and aims to assist those with intellectual disability to adapt to, function and communicate within ever-expanding and demanding technological environments.

Set against this background, the DLC, in the initial form of a pilot project, was conceived to facilitate learning about appropriate online behaviour. The aim is to establish an online learning platform, to guide the user through a learning process about the benefits of using social media and how to overcome some of the challenges.

The WCFID's course concept for persons with intellectual disability, gained impetus during the organisation's participation in the DGMT|Amplify Mobilise Change course,^[2] 'Online Communication for Civil Society.'

enabling ability

The WCFID team would like to take this opportunity to thank the team at DGMT for their unwavering support - **from ideation to realisation** - and the National Lotteries Commission for its substantial share of the funding, without which the pilot project would not have been possible.

The first course of the DLC, will be available for registration soon, don't miss the details including feedback from the participants in the pilot project!

The pilot project for the DLC had, from its inception, included the involvement of young adults with intellectual disability. Young adults from a group participating in the WCFID's Programme for Self-Advocates (<https://wcfid.co.za/advocacy/>) agreed to discuss both the positive and challenging aspects of their



experiences when using social media.

The participants in the pilot project, together with their supporters, shared their experiences during information-gathering sessions. These sessions were facilitated by Gregory Sironpong, Manager and Shamila Ownhouse, Employment Consultant and Life Coach from The Living Link Centre (based in Woodstock, Cape Town) who both gave generously of their time to share their expertise. The information gathered during the sessions, under the guidance and professional contributions of the WCFID's development partners laid the foundation for the DLC.

The course cannot replace policies and guidelines of social media companies; it is intended to make learning the basics of social media available in a manner that is accessible to persons with intellectual disability. On a broader level, accessibility addresses the needs of persons with disabilities and, as far as is practically possible, barriers to access on various levels are removed. To work towards this objective, the WCFID has engaged the services of a company that specialises in design accessibility, in accordance with shared international standards. *Sandy Butler, WCFID DLC - Project Coordinator*

[1] Belshaw D. (2014) *The Essential Elements of Digital Literacies*. View video: <https://eavi.eu/the-essential-elements-of-digital-literacies-doug-belshaw-tedxwarwick/>

[2] DG Murray Trust.



Self-Advocacy Report

The self-advocacy sessions were hosted at the WCFID offices. Attendees were a mixture of self-advocates and their supporters so that the individual with intellectual disability can be assisted during the session and thereafter. Dr Cole Goldberg facilitated the sessions, and utilised a research-based training manual that she had developed specifically for people with intellectual disability and self-advocacy.

The sessions covered:

- Introductions to each other and facilitation of an ice breaker activity to assist in building trust and relationships within the session.
- An introduction to self advocacy; lived experiences were discussed and life stories were shared.
- What are human rights, understanding yourself and your needs etc. What emerged was a general disappointment and sadness around their lived experience as people with intellectual disabilities.
- The goal was to develop a self-advocacy plan. Several strategies were discussed in the group, where some individuals spoke about being part of a documentary at their workshop. Through discussions about what it means to be a self-advocate and to stand up for themselves and their rights, an option of creating a letter was suggested. The topics were discussed between self-advocates, where emotional lived experiences were shared. This activity was to provide self-advocates with a medium to express themselves.

The final session was a summary on what had been previously covered, and we explored different human rights and how it applies to daily life; we then looked at responsibilities linked to these rights. The self-advocates reviewed the letter that they had written, and unpacked the content of the letter to make sure that it voiced their needs in an appropriate way. We explored the impact and consequences of their strategy and other strategies.

The course concluded with a small celebration and certificates of commitment.

Advocacy Report

This year has been one of promises for education rights advocacy at WCFID. In his budget speech, WC education MEC David Maynier announced the allocation of R67m for the education of children with severe to profound intellectual disability (SPID), stating:

"We will also spend an additional R67 million this year on improving the resources available to learners with Profound Intellectual Disability (LPID). We are currently in consultation with the relevant stakeholders to finalise the plan for the use of this funding, so that we provide the necessary support to some of our most vulnerable children."



WCED has proposed that these funds be allocated to increasing the Western Cape Government contribution to, *inter alia*, carer salaries, a nutrition contribution for children with SPID at centres and building classrooms. Implementation of this plan should begin in February 2024. This would not have been possible without the advocacy and support of centres and the WCFID Right to Education Team. We pivoted our advocacy to lobby the WC Premier's Office about the urgent need for equitable compliance with our [court order](#).

At a national level, the Social Development, Basic Education and Women, Youth and Persons with Disabilities [announced](#) that the Disability Rights Bill (proposal for a new law) will be submitted to parliament before the next elections in 2024. The Bill should lead to regulations for funding and resourcing the rights of persons with disabilities. WCFID has collaborated with civil society organisations on several [submissions](#) to inform the Bill so that it reflects our [court order](#). WCFID will hold Government accountable for this commitment.



The WCFID will continue working with its partners, Cornerstone Economic Research and Centre for Child Law, to build evidence that Government's current implementation of the court order does not provide equitable access to education for children with SPID. WCFID members participated in Cornerstone's research study on the costing implications of our court order. We are looking forward to sharing the findings of the research report with our stakeholders in early 2024. *Vanessa Japtha, WCFID Advocacy Officer*

TRAINING PROGRAMME: FIRST TERM 2024



LEGAL TALK

Introduction to Labour Law: Focusing on dealing with conflict in the workplace, practical tips on facilitating a hearing, and how to include disciplinary processes within a workplace policy

Presenter: Catherine Isaacs
Senior Legal Advisor, Nosmesa Legal
Date: Wednesday, 31st January
Time: 10:00 a.m. – 1:00 p.m.
Venue: Auditorium, Alexandra Hospital, Annex Rd, Maitland
Cost: Members R150 pp
Non-members R250 pp
(includes handout)

Maximum 40 people, face to face training

This workshop will look at:

- warnings - when, how and why;
- counselling approach – when, how and why;
- conduct that amounts to offences;
- the difference between discipline process and grievance process.

[Register for Legal Talk](#)



FINANCIAL MANAGEMENT

Financial sustainability, risks and tax compliance

Presenter: Michelle Mert
Financial Consultant, WCFID
Date: Wednesday, 7th February
Time: 9:30 a.m. – 12:00 p.m.
Cost: Members R150 pp
Non-members R250 pp
Venue: WCFID training room

Maximum 20 people, face to face training

At this workshop, we will provide you with the essential knowledge and practical insights to ensure your organisation remains compliant with financial and tax regulations. Our presenter has extensive experience in the nonprofit sector, and will guide you through the intricacies of financial management and tax obligations specific to NGOs.

[Register for Financial Management](#)

PRINCIPALS MEETING

All principals and supervisors of special care centres/24 hour facilities for people with severe or profound intellectual disability

Facilitated by: Gail Davids, WCFID
Director and Vanessa Japtha, WCFID
Advocacy Officer

Date: Thursday, 8th February
Time: 10:00 a.m. – 12:30 p.m.

Venue: WCFID training room
Cost: No cost; members only

Options: *View at WCFID Training Room (the presenter will not be present). or on line via Zoom*

[Register for Principals Meeting](#)





**NPO ACT AMENDMENTS BY
GENERAL LAWS (anti-money
laundering, and combating
terrorism financing)
AMENDMENT ACT
AWARENESS WORKSHOP:
How NGO's are affected by
the General Laws
Amendment Act**

Presented by: Abdul Ryklief,
Institutional Capacity Building (ICB)
Department of Social Development
Date: Wednesday, 14th February
Time: 9:30 a.m. – 3:30 p.m.
Cost: Members R250 pp
Non-members R350 pp
(includes light lunch)
Venue: Auditorium, Alexandra
Hospital, Annex Road, Maitland

Face to face training

Our presenter, who specialises in NPO compliance, will share his expertise on the latest amendments, break down the amendments and highlight the specific areas that impact NPOs, from reporting requirements to due diligence measures.

This workshop will provide practical guidance on how to align your organisation's practices to meet the new legal standards.

**Register for NPO
Compliance**

**LEARNING TO USE THE
TOILET:**

**A visual cue resource for
toilet training the child with
intellectual disability**

Presented by: Aimee Isaacs
Occupational Therapist
Date: Wednesday, 28th February
Time: 10:00 a.m. – 12:30 p.m.
Cost: Members R250pp
Non-members R350pp

CPD points: 5 SACE CPTD points
CPTD Cost: Members R350 pp
Non-members R450 pp



HALF DAY WORKSHOP

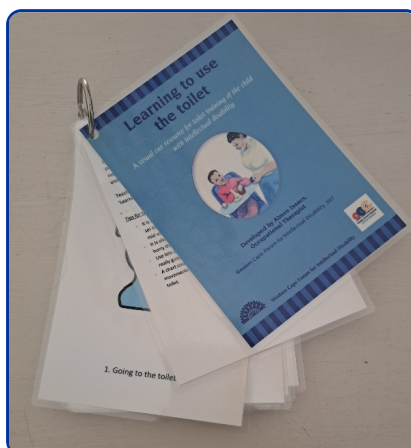
**Wheelchair and buggy
cleaning, positioning;
basic feeding and speech
tips; and transferring the
child with severe to profound
intellectual disability**

Presented by: CSPID Team
Date: Wednesday, 21st February
Time: 10:00 a.m. – 1:00 p.m.
Cost: Members R50 pp
Non-members R120 pp
Venue: Friends Day Centre,
on the grounds of Alexandra Hospital
Annex Rd, Maitland

Face to face training

During the workshop, our expert speakers will cover essential topics such as proper wheelchair and buggy cleaning techniques to maintain hygiene, effective positioning strategies to enhance comfort and prevent complications, basic feeding methods to ensure proper nutrition, speech tips to facilitate communication, and safe transferring techniques for children with severe to profound intellectual disability.

**Register for Half Day
Workshop**



**Register for Learning To
Use The Toilet**

Venue: WCFID Training Room
HR Building, Alexandra Hospital
Annex Road, Maitland

**Maximum of 25 attendees,
face to face training**

(Includes toilet training visual cue resource)



SELF-ADVOCACY

SESSION 1 of 4 - all 4 sessions must be attended to complete the course

Presented by: The Living Link

Date: Thursday, 22nd February

Time: 10:00 a.m. – 12:00 noon

Venue: WCFID Training Room, HR Building, Alexandra Hospital, Annex Road, Maitland

CLOSED GROUP - please e-mail Shakira on coordinator@wcfid.co.za

MARCH IS INTELLECTUAL DISABILITY AWARENESS MONTH.

The WCFID presents an 8-part, 4-week series on global trends in the intellectual disability sector

TO RECEIVE CPD POINTS YOU NEED TO ATTEND BOTH PRESENTATIONS AT ALL 4 MORNINGS

TOTAL COST:

MEMBERS R300.00 with CPD points

NON-MEMBERS R400 with CPD points

OR: price per morning - R50 per member and R120 for non-members

(no CPD points for attending single mornings)

HPCSA points pending. Social Workers can utilise the HPCSA points, following individual submission to SACSSP.

Options for all 4 mornings:

Viewing in the WCFID Training Room (the meeting facilitator will not be present)

or on line via Zoom

For maximum reach and convenience to our members, we will be hosting four x weekly webinars, when two presenters will present on key topics each week. During this month, key global trends in intellectual disability will be outlined and discussed from a best practice and ethical framework perspective. Topics are aimed at increasing the standard of practice of attendees by providing them with best practice model on strategies and practical activities.

First and foremost, consulting people with intellectual disability about their care, needs, and service ideas is a growing call, with best practice suggesting that we need to develop ways in which to support our clients and family members with intellectual disability.



Presentations 1 and 2

GLOBAL TREND:

Presentation 1 - Building Capacity to support and participate (Academic perspective)

Core issues: Education and training is needed by all stakeholders

Presented by: Colleen Adnams
Emeritus Professor of Intellectual Disability University of Cape Town

Date: Wednesday, 6th March

Time: 10:00 a.m. – 11:00 a.m.

Cost: Members R50 pp
Non-members R120 pp

Presentation 2 - Building capacity to support and participate (Practical perspective)

Core Issue: Face to face, online, and learnership-based post-school courses for adults with intellectual disabilities

Presented by: Gregory Sirmongpong, The Living Link

Register for Presentations 1 and 2



Presentations 5 and 6

GLOBAL TREND:

Presentation 5 - Safety and Trauma 1 (Academic perspective)

Core Issue: Supporting families, carers, and service providers experiencing compassion fatigue



Presentations 3 and 4

GLOBAL TREND:

Presentation 3 - Supported decision making (Academic perspective)

Core Issues: How do we assess capacity to participate?

Presented by: Ockert Coetzee
Senior Clinical Psychologist and HOD, Alexandra Hospital

Date: Wednesday, 13th March

Time: 10:00 a.m. – 11:00 a.m.

Cost: Members R50 pp
Non-members R120 pp

Presentation 4 - Supported decision making 2 (Practical perspective)

Core Issue: What practical ways can we involve people with intellectual disability and their supporters in the service we deliver?

Presented by: Helita Mankahla,
Occupational Therapist, Manager, The Open Circle and Gretchen Bains,
Occupational Therapist

Register for Presentations 3 and 4



Presentations 7 and 8

GLOBAL TREND:

Presentation 7 - Prioritising families 1 (Academic perspective)

Core Issue: Involving parents in decision-making: Ethical service delivery and research calls for us

in the home and workplace

Presented by: Dr. Bonita Gordon
Social Worker
Date: Wednesday, 20th March
Time: 10:00 a.m. – 11:00 a.m.
Cost: Members R50 pp
Non-members R120 pp

Presentation 6 - Safety and trauma 2 (Practical perspective)

**Core Issue: Supporting families,
carers, and service providers
experiencing compassion fatigue
in the home and workplace**

Presented by: Cindy Lucas, Centre
manager, and
Tassia Nolan, Social Worker, at
Courage to Care

to involve parents/families in planning our services

Presented by: Prof. Judith McKenzie,
Director of the Including Disability in
Education in Africa (IDEA)
Research Unit.
Date: Wednesday, 27th March
Time: 10:00 a.m. – 11:00 a.m.
Cost: Members R50 pp
Non-members R120 pp

Presentation 8 - Prioritising families 2 (Practical perspective)

**Core Issue: Involving parents in
decision-making: Ethical service
delivery and research calls for us
to involve parents/families in
planning our services**

Video presented by: Antoinette
Davids, Occupational Therapist, LSEN
School

**Register for
Presentations 5 and 6**

**Register for
Presentations 7 and 8**

Overall, we will be focusing on addressing the above global trends within a South African context. Each trend as outlined above will be examined, interrogated and presented from both an academic perspective and from a practical implementation from a community perspective e.g. a school; an NGO working with people with intellectual disability as discussed above.

The information and insights, shared from both the academic perspective and practical implementation, will enhance professional performance of those health practitioners working within the field of intellectual disability from a best practice skill and ethical base. The academic and practical implementation presentations are presented by experienced and qualified individuals with wealth of experience within the intellectual disability sector.

Each presentation will provide the attendees with increased knowledge as well as practical tools on how to integrate what is learnt back into their field of practice.

Each weekly session will provide an opportunity to examine what work is being done within the SA context and what resources are available to make these resources and opportunities accessible to all.

The legal framework on accessibility for a person with intellectual disability will be discussed through the presentations on accessing further education (Right to access education, and Right to employment), as well as safety and care (Right to care and protection of vulnerable people).

The networking component through the Biennial Intellectual Disability Meeting will allow for participant to engage, learn from each other, and make links in order to strengthen their work and service delivery.

Training Guidelines

- *Please note that all training is funding dependent, which may result in unforeseen changes, please check the newsletter for changes to the Training Programme. Changes are also shown on training registration forms.*
- *Unless specified for a closed group or for members only, all training sessions are open to all interested. It is essential to register for training, register online: www.wcfid.co.za*
- **CPD/CPTD PAYMENTS**

- Where CPD/CPTD points are pending, the WCFID will request payment from you once approval for accreditation has been received from statutory /professional bodies.
- Those who have registered for CPD/CPTD points will be notified of approvals via email, together with the WCFID banking details for payment.
- Once your proof of payment has been emailed to Shakira Lakay on **coordinator@wcfid.co.za** your CPD/CPTD certificate will be emailed to you.

DISCLAIMER

Details shared at training sessions, or events, are for informational purposes only. It remains the responsibility of the user to carefully consider any additional information including, but not limited to individual circumstances, relevant law and legal opinion, before making any decisions based on the details shared at the WCFID's training sessions or events.



Western Cape Forum for Intellectual Disability

HR Building, Alexandra Hospital, Annex Road, Maitland, 7405, Cape Town

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