

# SOUTH AFRICAN NATIONAL ASSOCIATION



## FOR SPECIAL EDUCATION

### SANASE INPUT AT SPECIAL SCHOOLS INDABA: 13 – 15 MARCH 2019.

Programme Director, The Honourable MEC; Mlungisi Mvoko, the Superintendent General; Mr Themba Stanley Kojana, the DDG (IOM); Ray Monwabisi Tywakadi, the Chief Director; ESSS; Mrs Sharon Maasdorp, Directors, Principals, Parents, Social Partners & all Distinguished Guests, I greet you ALL.

#### **SANASE INPUT TO INDABA/CONFERENCE:**

SANASE will raise awareness and lift Crucial issues for serious debate by Conference Delegates for Implementation by the EC DoE as its Legislative Mandate! The issues we are raising are in the Best Interests of the Children who are Learners in the Special (SS) and Full-Service Schools (FSS). This is what the,

#### **CRUCIAL ISSUES FOR RESOLUTIONS:**

What is Untenable, Unacceptable & Non-negotiable is an Inclusive Education Directorate (IE) that is on Automatic Pilot Heading for a Fatal Free Fall! For a Year, March 2018-March 2019, there has been NO Leadership in this Directorate! This is evidenced by the fact that for the Whole of the 2018 Academic Year there hasn't been a Single Principals' Meeting! It means that the Chief Directorate & by Extension the WHOLE Department was OBLIVIOUS of what was transpiring at these 46 Special & 35 Full-Service Schools [FSS].

#### **1. ESSENTIAL SERVICES:**

1.1. The Labour Relations Act (LRA) 46 of 1995 as updated in 2006, defines **ESSENTIAL SERVICES** as:

*"a service the interruption of which endangers the LIFE, PERSONAL SAFETY or HEALTH or the Whole or Part of the Population."*

1.2. SANASE will fit definition posit & argue that Special Schools, particularly those with Boarding Hostels! This becomes prevalent when there are Labour Unions' Industrial Actions or Protest Actions!

#### **2. ASD SPECIALIST AT PROVINCIAL OFFICE:**

2.1. At one of our Scheduled Quarterly Meetings (DoE/SANASE) which were Chaired then by Rev M Manqele with the Blessings of the Late Hon MEC: Mandla Makupula [MHSRIP], Resolutions were endorsed on, inter alia, the following:

2.1.1. The appointment of an Autism Spectrum Disorder (ASD) Specialist at the Provincial Office. This Resolution also resonated with the current SG: Mr Themba Stanley Kojana in meeting he Chaired with SANASE at the Education Leadership Institute (ELI).



#### **SOUTH AFRICAN NATIONAL ASSOCIATION FOR SPECIAL EDUCATION - EASTERN CAPE**

**Chairperson:** Mr Tt August – Cell: 083 575 9071 email: [tandiaugust8@gmail.com](mailto:tandiaugust8@gmail.com); **Dep Chairperson:** Mr LZ Pali – Cell: 060 336 8057 email: [zizipali02@gmail.com](mailto:zizipali02@gmail.com); **Secretary:** Mr AM Gulwa – Cell: 072 108 5099 email: [archiegulwa@yahoo.co.za](mailto:archiegulwa@yahoo.co.za); **Dep Secretary:** Mrs CL Ngamlana – Cell: 083 5586 125 email: [clngamlana@gmail.com](mailto:clngamlana@gmail.com); **Treasurer:** Ms DL Steyn – Cell: 073 990 4251 email: [kuyasaspecialschool@telkomsa.net](mailto:kuyasaspecialschool@telkomsa.net); **Additional Members:** Mr D Bands – Cell: 072 235 3923 email: [principal@arcadiaps.co.za](mailto:principal@arcadiaps.co.za); Mr P Notshe – Cell: 082 479 0884 email: [sithabisohlope@yahoo.co.za](mailto:sithabisohlope@yahoo.co.za)

### **3. CAPACITATION OF SMT MEMBERS:**

3.1. In a random survey conducted by SANASE, we discovered that the MAJORITY of Special & FSS Principals/SMTs were NEVER Trained in:

3.1.1. **LEADERSHIP & MANAGEMENT;**

3.1.2. **FINANCIAL MANAGEMENT;**

3.1.3. **HUMAN RESOURCES MANAGEMENT and**

3.1.4. **CONFLICT MANAGEMENT & RESOLUTION.**

3.1.5. **CURRICULM MANAGEMENT.**

3.2. Our Schools need Principals/SMTs with Compassionate & Ethical Leadership. This should be complemented by Emotional Intelligence. You do NOT, as "*Parentis in Loco*" facilitate & condone the throwing of Learners who are Wheelchair Users into the Back of a Police Van because they were Hungry and Broke into the School Kitchen and Stole Food.

### **4. SUPPORT TO FULL-SERVICE SCHOOLS [FSS]:**

4.1. Another SNAP Survey on FSS by SANASE revealed that MOST Educators in FSS have NOT been Trained how to Teach LSEN. This is a GROSS ANOMALY. This applies to the SMT'S as well.

4.2. We must have a FSS Comprehensive and well Communicated TRAINING & SUPPORT Programme. This program should have a MONITORING and EVALUATION [M & E] Component to it. If we claim that Education is a SOCIATAL Matter and not the Sole MONOPOLY of the Education Department, the ALL Relevant Stakeholders should be Constructively involved.

### **5. COMPREHENSIVE SKILLS AUDIT:**

5.1. Functional Organisations/Institutions periodically conduct a Comprehensive SKILL AUDIT on its Employees in order to Design RELEVANT Training Programmes. This applies to both Professional & Support Staff Components!

5.2. SANASE also want to emphasise the development of JOB DESCRIPTIONS and JOB EVALUATIONS. For example, it cannot be a FAIR Labour Practise to Equally Remunerate a HOUSE KEEPING MOTHER/FATHER in a Special School and that in an Ordinary Public School. This Principle should also apply to EDUCATORS. We propose a Special Schools Allowance!

5.3. We should be posing this Question to the Department of Public Administration and the Department of Labour as to when last were these Positions of the Support Staff Evaluated?

### **6. INFRASTRUCTURE BACKLOG:**

6.1. There is a Huge **INFRASTRUCTURE BACKLOG** in respect of Special Schools. The Schools cited in this document are just cases in point:

6.1.1. **SIGCAU:** Built in 1946 in Mbizana as Frank Devillers Teacher Training College for Girls. One can imagine the state of Disrepair of that 73-year-old Building!

6.1.2. **IKHWEZI LOKUSA** in Mthatha, built by the Roman Catholic Church in 1954 with also an NGO: IMFESANE owning the Land. In reality it's STATE Property on PRIVATE Land. Imagine the condition of a 64-year Building!

6.1.3. **EFATA** in Mthatha, built in 1958 by the Dutch Reformed Church is also a Government School on PRIVATE Land. The Directorate of Legal Services must study the COURT ORDER from the High Court.



---

#### **SOUTH AFRICAN NATIONAL ASSOCIATION FOR SPECIAL EDUCATION - EASTERN CAPE**

**Chairperson:** Mr Tt August – Cell: 083 575 9071 email: [tandiaugust8@gmail.com](mailto:tandiaugust8@gmail.com); **Dep Chairperson:** Mr LZ Pali – Cell: 060 336 8057 email: [zizipali02@gmail.com](mailto:zizipali02@gmail.com); **Secretary:** Mr AM Gulwa – Cell: 072 108 5099 email: [archiegulwa@yahoo.co.za](mailto:archiegulwa@yahoo.co.za); **Dep Secretary:** Mrs CL Ngamlana – Cell: 083 5586 125 email: [clngamlana@gmail.com](mailto:clngamlana@gmail.com); **Treasurer:** Ms DL Steyn – Cell: 073 990 4251 email: [kuyasaspecialschool@telkomsa.net](mailto:kuyasaspecialschool@telkomsa.net); **Additional Members:** Mr D Bands – Cell: 072 235 3923 email: [principal@arcadiaps.co.za](mailto:principal@arcadiaps.co.za); Mr P Notshe – Cell: 082 479 0884 email: [sithabisohlope@yahoo.co.za](mailto:sithabisohlope@yahoo.co.za)

6.1.4. **ST THOMAS**, Built by the Roman Catholics in 1958. The Buildings & the Land belong to the Church and the Department LEASES these Buildings from the Church. The Church has a SAY in the Activities of the School. eg, the School must observe ALL the Catholics Rituals, such as Ash Wednesday, Mass, etc irrespective of the Learners Religious affiliation.

6.1.5. **KHAYALETHU** in East London for the Severe Intellectually Disabled (SID) utilises Old FACTORY Buildings as Classrooms. The School has no Playing Fields for REHABILITATION of these Learners! The Infrastructure Directorate must Accelerate the Construction of this NEW School, more so that a SITE has already been IDENTIFIED!

6.1.6. **AMASANGO** in Grahamstown was NEVER Built. The Teaching & Learning Environment is far from being Conducive for Effective Learning! They are currently using PREFABRICATED structures as Classrooms.

## **7. HUMAN RESOURCES SHORTAGES:**

7.1. Every year the EC DoE will issue out Schools' **STAFF ESTABLISHMENT [PPN]** but has NEVER been Fully POPULATED. This is most prevalent in SUPPORT STAFF and Non-Teaching PROFESSIONALS; i.e. Therapists, Social Workers, etc.

7.2. What are the possibilities of forging Partnerships with UNIVERSITIES, Department's of HEALTH & SOCIAL DEVELOPMENT (DoH & DSD) for their Students to do their Practical's at these Schools?

7.3. Personnel in Special Schools do suffer from what is termed "**COMPASSION FATIGUE**", thus will need **DEBRIEFING** Sessions by Psychologists.

## **8. HUMAN RIGHTS WATCH REPORT:**

8.1. The Human Right Watch [HRW] Report of 2015, titled: "**COMPLICIT IN EXCLUSION**" published that there are over **Half a Million (±500 000)** Children with Disabilities are out of School. Furthermore, Hundreds of Thousands of Children with Disabilities, who are presently in School, are left behind.

8.2. These were their **FINDINGS** in **FIVE** Provinces: **KZN, Gauteng, Limpopo, Western Cape & Northern Cape:**

8.2.1. **Discrimination accessing Education:** Schools often decide whether they are willing or able to accommodate Learners with particular disabilities or needs.

8.2.2. **Discrimination due to lack of reasonable accommodation in Schools:** Many Learners in Mainstream Schools face Discriminatory Physical and Attitudinal Barriers they need to overcome in order to receive an Education.

8.2.3. **Discriminatory Fees & Expenses:** Children with Disabilities in Special Schools **PAY School FEES** that Children without disabilities do not, i.e. in **NO FEE Schools**.

8.2.4. **Violence, Abuse & Neglect in Schools:** Children with Disabilities are more Vulnerable to such Unlawful and Abusive practices.

8.2.5. **Lack of Quality Education:** Learners with Disabilities in many Ordinary Public Schools receive LOW quality Education in poor Learning environments. This is due to LACK of Teacher Training & awareness about INCLUSIVE Education Methodologies & the DIVERSITIES of Disabilities.

8.2.6. **Lack of Preparation for Life after Basic Education:** Many Adolescents & Young Adults with Disabilities stay at Home after compulsory education; Many LACK Basic Life Skills. Their progression into SKILLS-BASED Work, Employment or Further Education is affected by the type and quality of Education available in the Special Schools they attend.



### **SOUTH AFRICAN NATIONAL ASSOCIATION FOR SPECIAL EDUCATION - EASTERN CAPE**

**Chairperson:** Mr Tt August – Cell: 083 575 9071 email: [tandiaugust8@gmail.com](mailto:tandiaugust8@gmail.com); **Dep Chairperson:** Mr LZ Pali – Cell: 060 336 8057 email: [zizipali02@gmail.com](mailto:zizipali02@gmail.com); **Secretary:** Mr AM Gulwa – Cell: 072 108 5099 email: [archiegulwa@yahoo.co.za](mailto:archiegulwa@yahoo.co.za); **Dep Secretary:** Mrs CL Ngamlana – Cell: 083 5586 125 email: [clngamlana@gmail.com](mailto:clngamlana@gmail.com); **Treasurer:** Ms DL Steyn – Cell: 073 990 4251 email: [kuyasaspecialschool@telkomsa.net](mailto:kuyasaspecialschool@telkomsa.net); **Additional Members:** Mr D Bands – Cell: 072 235 3923 email: [principal@arcadiaps.co.za](mailto:principal@arcadiaps.co.za); Mr P Notshe – Cell: 082 479 0884 email: [sithabisohlope@yahoo.co.za](mailto:sithabisohlope@yahoo.co.za)

8.2.7. *Segregation & Lack of Inclusion permeates ALL levels of SA's Education System and reflect fundamental BREACHES of the UNCRPD.*

## **9. HUMAN RIGHTS WATCH [HRW KEY] RECOMANDATIONS:**

- 9.1 **AFFRIRM** commitments to guarantee the Right to **INCLUSIVE** Education for ALL Children with Disabilities [CWDs].
- 9.2 **REQUIRE** all Public Schools, as defined in the South African Schools Act [SASA], to ensure reasonable accommodation for all Learners with Severe to Profound Intellectual Disabilities [LSPID].
- 9.3 **ESTABLISH & DIFINE** short term and time frame to ensure learners with disabilities [LWDs] can transition from *“Special Needs Education”* or Special Schools to **INCLUSIVE MAINSTREAM SCHOOLS**.
- 9.4 **PUBLISH** Norms & Standards [N & S] for **FUNDING** of inclusive Education to ensure Public Special Schools can qualify as *“NO FEE SCHOOLS”*
- 9.5. **TRANSLATE “Education WP6”** into a comprehensive **LAW** binding National & Provincial Governments, ensuring it is in line with the **UNCRPD**.

## **10. INCLUSIVE EDUCATION; 2001:**

The **LACK** of full implementation of the 2001 Education WP6 arise because of:

- 10.1. *Negative attitudes to and stereotyping of differences.*
- 10.2. *An inflexible curriculum.*
- 10.3. *Inappropriate languages or language of learning and teaching.*
- 10.4 *Inappropriate communication.*
105. *Inexcusable and unsafe built environments.*
- 10.6. *Inappropriate and adequate support services.*
- 10.7. *Inappropriate policies and legislation.*
- 10.8. *The non-recognition and non-involvement of parents.*
- 10.9 *Inadequately and inappropriately trained education managers and educators.*

## **11. CONCLUSION:**

- 11.1 ESSS must conduct an Audit, in collaboration with ECHTL & DSD, in rural & Townships of Children with disabilities and those on waiting **LISTS**.
- 11.2 Build another ASD Boarding School in the former Transkei Homeland. [There is only ONE ASD School in the province and it is in Port Elizabeth.
- 11.3. Train and empower all Circuit Managers in Inclusive Education and Special Needs Education [SNE].
- 11.4. The Inclusive Directorate, in collaboration with the relevant Stakeholders must Develop a Comprehensive Annual Calendar of Events which will include, *inter allia*, the following:
- 11.4.1. *Schedule of workshops/accredited Training;*
- 11.4.2. *Schedule of Quarterly meetings with Principals of Special & Full-Service Schools;*



---

### **SOUTH AFRICAN NATIONAL ASSOCIATION FOR SPECIAL EDUCATION - EASTERN CAPE**

**Chairperson:** Mr Tt August – Cell: 083 575 9071 email: [tandiaugust8@gmail.com](mailto:tandiaugust8@gmail.com); **Dep Chairperson:** Mr LZ Pali – Cell: 060 336 8057 email: [zizipali02@gmail.com](mailto:zizipali02@gmail.com); **Secretary:** Mr AM Gulwa – Cell: 072 108 5099 email: [archiegulwa@yahoo.co.za](mailto:archiegulwa@yahoo.co.za); **Dep Secretary:** Mrs CL Ngamlana – Cell: 083 5586 125 email: [clngamlana@gmail.com](mailto:clngamlana@gmail.com); **Treasurer:** Ms DL Steyn – Cell: 073 990 4251 email: [kuyasaspecialschool@telkomsa.net](mailto:kuyasaspecialschool@telkomsa.net) **Additional Members:** Mr D Bands – Cell: 072 235 3923 email: [principal@arcadiaps.co.za](mailto:principal@arcadiaps.co.za); Mr P Notshe – Cell: 082 479 0884 email: [sithabisohlope@yahoo.co.za](mailto:sithabisohlope@yahoo.co.za)

- 11.4.3. Schedule of Quarterly meetings with relevant stakeholders;**  
**11.4.4. Schedule of workshops and meetings with Circuit Managers;**  
**11.4.5. Schedule of Sporting, Cultural and Recreational School Events;**  
**11.4.6. Establish a Task Team to Develop a Costed Management Plan of the Indaba Resolutions;**  
**11.4.7. This Management Plan must have a Monitoring & Evaluation [M & E] component.**

**“Speak up for people who cannot speak for themselves.  
Protect the Rights of all who are helpless.  
Speak for them and be a Righteous Judge”.  
Protect the Rights of the Poor and Needy.” [Proverbs Ch 31v8 & 9]**

**“FIAT JUSTITIA RUAT CAELUM” Meaning “  
Let justice be Done though the heavens Fall”**



---

**SOUTH AFRICAN NATIONAL ASSOCIATION FOR SPECIAL EDUCATION - EASTERN CAPE**

**Chairperson:** Mr Tt August – Cell: 083 575 9071 email: [tandiaugust8@gmail.com](mailto:tandiaugust8@gmail.com); **Dep Chairperson:** Mr LZ Pali – Cell: 060 336 8057 email: [zizipali02@gmail.com](mailto:zizipali02@gmail.com); **Secretary:** Mr AM Gulwa – Cell: 072 108 5099 email: [archiegulwa@yahoo.co.za](mailto:archiegulwa@yahoo.co.za); **Dep Secretary:** Mrs CL Ngamlana – Cell: 083 5586 125 email: [clngamlana@gmail.com](mailto:clngamlana@gmail.com); **Treasurer:** Ms DL Steyn – Cell: 073 990 4251 email: [kuyasaspecialschool@telkomsa.net](mailto:kuyasaspecialschool@telkomsa.net) **Additional Members:** Mr D Bands – Cell: 072 235 3923 email: [principal@arcadiaps.co.za](mailto:principal@arcadiaps.co.za); Mr P Notshe – Cell: 082 479 0884 email: [sithabisohlope@yahoo.co.za](mailto:sithabisohlope@yahoo.co.za)