

# 2021

## Annual Report



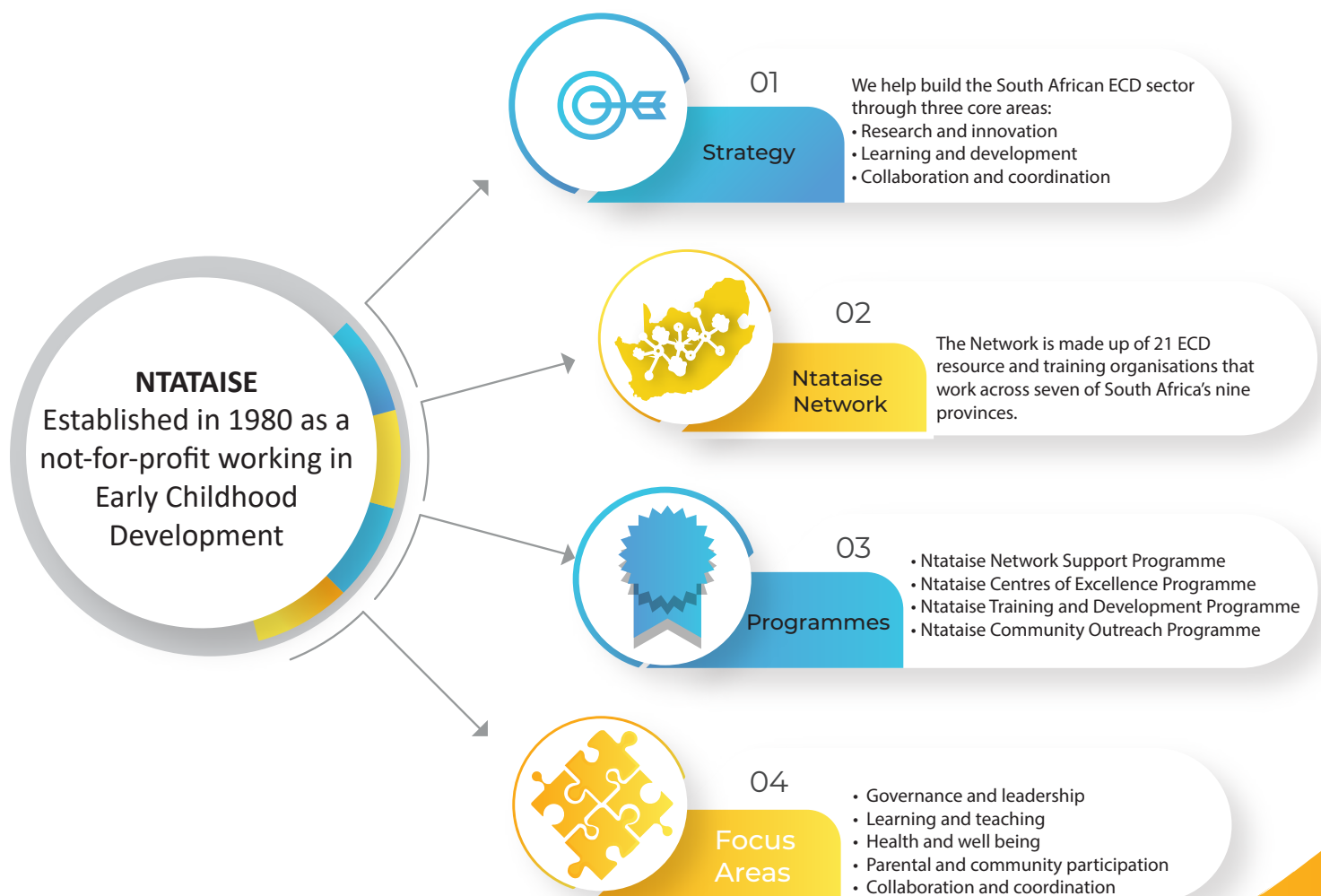
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# About us

## *Ntataise: 'To lead a young child by the hand.'*

Ntataise's purpose is to serve young children by improving the reach and quality of Early Childhood Development (ECD) provision. We do this by empowering women through ECD training, and working with our Network to support communities through outreach programmes & mentoring.



# From the Directors

In reflecting on Ntataise's critical contribution to the ECD sector in 2021, one question comes to mind: what did we do best over the past year? The effects of the pandemic were still front of mind, and those working in ECD were still adjusting to the unpredictable and responding to hard realities. How did we help?

The answer to this lies in Ntataise's decentralised model of working with its Network partners. Member organisations are on the ground and understand immediate and concrete needs; sharing this information and planning appropriate responses with Ntataise means that collaborative interventions are practical, agile and timely. They respond to real needs rather than being defined by top-down imperatives. For example, high levels of stress due to Covid-19 (loss of income, sporadic lockdowns, changed routines, sickness and loss of life) were obvious in communities, affecting everyone, including principals, practitioners, caregivers and children. Ntataise and its Network responded by developing programmes which strengthen social and emotional learning in order to support ECD centres, programmes and practitioners. They in turn could assist those in the communities. Building on this approach was the increased attention to the prevention of gender-based violence (GBV) and ways of working with government to address this. A more explicit focus on developing gender-responsive ECD environments has emerged, including innovations around becoming more male-inclusive.



**“2021 saw Ntataise taking up a number of issues that emerged in 2020 as a consequence of the pandemic. Given the number of positive examples of the power of the Ntataise/Network relationship to inform meaningful action, 2021 was also a year of reflecting on how to strengthen these feedback loops and collaborative processes. ‘Time to Think’, in terms of both self-reflection and outward-focused exploration, was a theme running through all Ntataise’s engagements with its Network partners.”**

*Sarah McGuigan, Executive Director*



**“At the heart of Ntataise’s work is the recognition that every child needs early stimulation to give them a good foundation in life. Our most critical contribution over the past 41 years has been to make sure that young children don’t miss this opportunity. 2021 was difficult and challenging, as we saw these opportunities shrinking rather than expanding. The standout issue for us in 2021 was, therefore, the ability to be strong in striving to recapture normality.”**

*Puleng Motsoeneng, Director*

Collaboration as a way of scaling impact was a major focus point in 2021. One important example was the establishment of the new partnership with the Caregiver Learning Through Play consortium, funded by the Lego Foundation. By empowering parents and other caregivers to bring play into the home, Ntataise is strengthening its commitment to the importance of early stimulation in a child's overall development and progress towards school readiness.

Active collaboration is also shown through Ntataise's commitment to working with government to strengthen the sector, and 2021 saw continued strong relationships at both national and provincial levels. We sit on various committees of the Inter Sectoral Forum to share the voice of civil society with government. We have been funded by Department of Social Development (DSD) to roll out our Centres of Excellence programme in five provinces. In 2021 this partnership with DSD (which will move across to the Department of Basic Education with the function shift) was extended for a further 3 years. We also assisted government with the Vangasali campaign to help increase centre registration (and therefore eligibility for support) and stepped in with the implementation of delivery of the ECD Employment Stimulus Relief Fund (ECD-ESRF).

Ntataise's focus on the importance of early stimulation means that we cannot do the work on our own. Ntataise's role, with its partners, must be to empower and capacitate all people around children. This includes empowering parents or caregivers as 'first teachers', and making sure that our practitioners receive quality training, delivered through our various programmes. Key to 2021 was a realisation that we cannot afford to lose our workforce; we need to protect those who have already built up experience and are trying to get ahead in the field.

2021 will stand out as a busy and varied year for Ntataise. From this central commitment to child stimulation and care, we found ourselves working at many levels. Looking forward, Ntataise will continue to create new initiatives and develop existing programmes with our Network and other partners to build and professionalise the ECD sector. We thank our Board members and staff for their commitment and energy, and our funders and other partners for their ongoing support. Most especially, we thank our Network members for their tireless commitment to the Ntataise Network's 'family responsibilities.'

  
Sarah McGuigan,  
Executive Director

  
Puleng Motsoeneng,  
Director



# Who we are

## Trustees



Simon Mokalodise  
Chairperson



David McCall  
Treasurer



Maggie Nkwe



Jane Evans



Johannes Machatola



David Evans

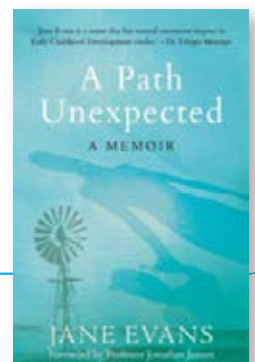
## The journey celebrated

**“Someone asked, “*Who will teach the children?*”**

**It was the heart of the matter, the crux of the challenge. The question would lead to the dawn of a new world for many South African women in rural areas, and for me. ”**

*A Path Unexpected, page 62*

Published by Jonathan Ball, Johannesburg, 2021



This question was one of many which spurred Jane Evans on to begin Ntataise with the women living on a rural farm in the Free State over 40 years ago and this is how Ntataise's key mandate – to help women from marginalised communities gain the knowledge and skills needed to establish and sustain Early Childhood Development (ECD) programmes – was formed. Ntataise has proved its longevity and sustainability, and is now one of the largest and most successful ECD networks in South Africa.

Ntataise is proud of Jane Evans' memoir 'A Path Unexpected', which charts Ntataise's journey as well as her own. Pioneering and innovative, throughout its highs and lows the small non-profit grew to influence generations of young children and the women who teach them.

# Who we are

## Staff



**Sarah McGuigan**  
Executive Director



**Puleng Motsoeneng**  
Director



**Alice Chomane**  
Training co-ordinator



**Kaley Le Mottee**  
Monitoring, evaluation and  
project manager



**Sophie Masilela**  
Quality assurer and  
project manager



**Sibusisiwe Ndlovu**  
Quality assurer and  
project manager



**Anneza Julian**  
Fundamentals trainer



**Mantoa Mokhothu**  
Facilitator and assessor



**Moleboheng Leburu**  
Facilitator, assessor and  
moderator



**Bonny Ntsoeleng**  
Centres of Excellence  
co-ordinator



**Maria Mohalele**  
Outreach Co-ordinator



**Ellen Mokitlane**  
Outreach Programme  
facilitator



**Melita Kakudi**  
Outreach Programme  
facilitator



**Tseleng Mkhwanazi**  
Parent Programme  
facilitator



**Simone Rawlings**  
Fundraising and PR



**Maria Selialia**  
Outreach Programme  
practitioner



**Palesa Tsuela**  
Data capturer



**Kiewit Motsoeneng**  
Data capturer



**Carla Prinsloo**  
Administrator



**Pearl Ndovela**  
Administrator



**Ntsoake Msimanga**  
Fieldworker



**Molebogang Moopeloa**  
Fieldworker



**Sam Modiakgotla**  
Driver



**Emma Guza**  
Housekeeping



**Margaret Sothoane**  
Housekeeping



**Mohanoe Tsie**  
Driver and caretaker

# The year in review

## 1. Ntataise Network Support Programme

Through this programme Ntataise provides Network members with on-site support, training content, mentoring and quality assurance to strengthen the quality of their service delivery and organisational operations.



### 1.1 App-based platform: Modelling play filled learning



Ntataise continued to develop its 'ECD Digital Learning Experience' App, an online teaching and learning system which gives adults the opportunity to "learn through play" in order to increase their understanding of playful pedagogy by modelling ways in which children learn through play. The App is a "game world" where users can participate in quizzes and a variety of simulated activities. The App also allows users to showcase and to practise any new learning or skills they have developed through these activities. The goal is to incentivise ongoing learning for continuous professional development of ECD trainers, practitioners and ECD Supervisors/Principals.

The App also houses the annual Ntataise ECD Championship. In October 2021 Ntataise held its third annual ECD Championship digital game. Participants took part in a series of exciting and fun challenges with the chance of winning weekly prizes. The Championship reinforced and assessed uptake of training topics and content covered in workshops: topics include the National Curriculum Framework, social and emotional competencies, digital literacy and the Standard Operating Procedures for re-opening of centres after Covid-19 lockdowns. The Championship had 191 active players, 95 of which were ECD practitioners and centre managers. The platform is also a data collection system, tracking practitioner performance and practice in support of Ntataise's monitoring and evaluation (M&E) activities.



## 1.2 Organisational Development – ‘Time to Think’



Ntataise helps its Network members to strengthen their organisation in various ways, by providing a range of skills development initiatives. In 2021, the emphasis was on building experience in self-reflection through the theme ‘Time to Think’. Directors, trainers/ facilitators and administrators were introduced to practical techniques and tools (including the BRIDGE ECD Practitioner Quality Reflection Tool) to reflect on their knowledge, skills, work practices, behaviors and attitudes in an aware and critical manner. The goal was to enable organisations to identify and address gaps in their own daily practice, and in the training and support programmes provided to their beneficiaries. This training also helped Network members develop reflective practice in their beneficiary ECD practitioners. On-site training at 15 organisations reached 82 Network directors, trainers, facilitators and administrative staff.

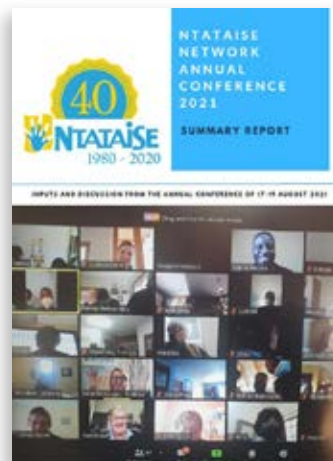
## 1.3 Directors’ Forum Meetings and the Ntataise Network Annual Conference



A critical component of the Ntataise Network Support Programme is to provide a platform for members to learn from each other, share ideas and keep abreast of developments in the sector. Two online and two in-person Director’s

Forum meetings were held in 2021. The Ntataise Network Annual Conference, which is a major event in the Ntataise calendar, took place in August. The ‘Time to Think’ reflection theme which guided organisational development in 2021 was also a thread running through all Directors’ Forum meetings, as well as throughout the Conference.

The 27th Ntataise Network Annual Conference was held in the context of Ntataise’s ongoing celebrations of over 40 years of work, and gave founding Network members an opportunity to reflect on their own journeys with Ntataise. Through inputs from influential guest speakers, the conference also focused on the present and future ECD landscape and its opportunities and challenges. The Conference was held virtually over three mornings and was attended by 99 Ntataise Network member staff and 21 guests.



The report summarises the main inputs to the conference and is available on: [shorturl.at/dnpDY](https://shorturl.at/dnpDY)

## 1.4 Training of Trainers

Human Resource development is central to Ntataise’s strategy to increase access to quality ECD opportunities for young children. Ongoing training and support of ECD Trainers is essential to ensure the delivery of good quality training, support and capacity building programmes for ECD practitioners.

In 2018, Ntataise and its Network members designed and developed the Ntataise Occupational Certificate: Early Childhood Development Practitioner qualification at NQF Level 4. The current vocational ECD unit standard based qualifications are due to fall away mid-2023. Ntataise has developed a programme aimed at preparing trainers for the move to the occupational based qualification, and introducing them to the new occupational training environment in South Africa. Through its coverage of adult learning theory, the programme helps trainers grow their understanding of how adults learn in a training context.

The training combines online workshops with home study learning, using a learning platform which organises all resources in one place and allows participants to track their progress. Participants are expected to read and watch videos to build knowledge, and to write, talk and do in their daily training work, practising what they have learned with peers on the course and in the workplace.

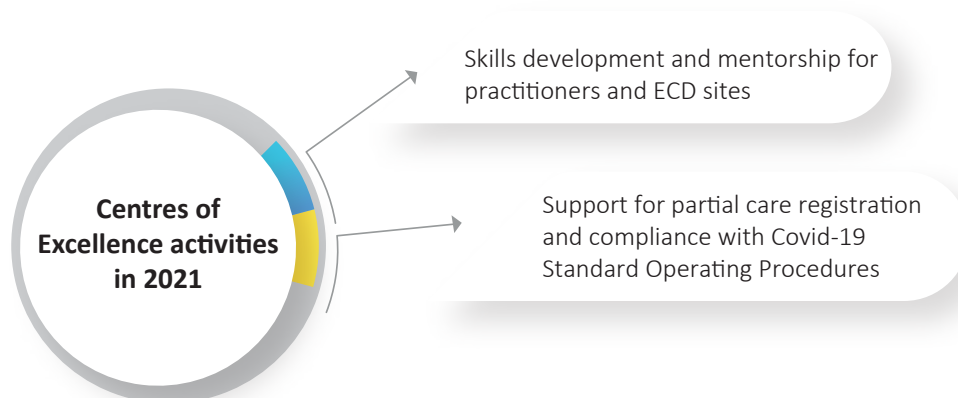
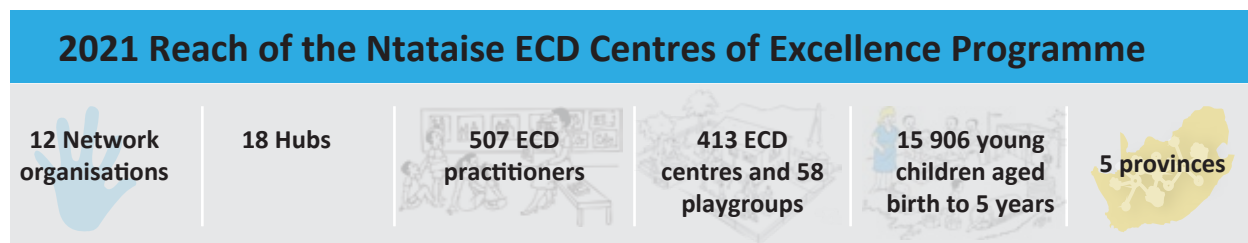
20 Ntataise Network Trainers were enrolled on the programme in August 2021.



## 2. Ntataise Centres of Excellence Programme

The Centres of Excellence Programme is a development and mentoring programme that provides a system of support for community and home-based ECD facilities to move from survival mode to delivery of sustainable and quality services for vulnerable young children. In 2021, the programme was implemented by twelve Ntataise Network organisations, reaching 507 ECD practitioners/centre managers/ volunteers who care for 15 906 children aged birth to six years in 413 ECD centres and 58 playgroups.

The concept of ECD Centres of Excellence is the basis of Ntataise's overall approach to building quality in ECD. The model uses the Ntataise Network members as implementing partners to provide the mechanism for scale, contextual range and collective innovation.



### 2.1 Skills development for practitioners and ECD sites

The focus in 2021 has been on training, skills development and psychosocial support for ECD practitioners and centre managers to help ECD facilities recover from the impacts of the pandemic, and to ensure alignment of ECD daily programmes to the National Curriculum Framework and Covid-19 Standard Operating Procedures. Training workshops have equipped practitioners with the knowledge, skills and resources to create stimulating early learning environments using a variety of play activities which address their holistic development. Workshops were followed with on-site visits to ECD centres to provide one-on-one mentorship and support. Mentors helped practitioners apply the knowledge gained in training workshops in practical ways. Digital capacity building was also addressed.

### 2.2 Support for partial care registration

In 2021 Ntataise implementing partners worked with 208 unregistered ECD centres and 30 unregistered playgroups to support improved compliance to health, safety and legislation norms and standards, including Covid-19 Standard Operating Procedures. The registration jamborees, on-site support and provision of Vangasali application packs has contributed to an increase in the number of ECD sites submitting full registration applications to local DSD (Department Social Development) offices.

### 3. Ntataise Training and Development Programme

The provision of a formally recognised and accredited qualification at Level 4 on the National Qualifications Framework (NQF) paves the way for a career in ECD.

#### Ntataise Network members offering Ntataise FETC: ECD Level 4 training in 2021

**12 Ntataise  
Network  
organisations**

**347 ECD  
Practitioner new  
enrollments**

**5 Provinces**



At Ntataise's home base in Viljoenskroon in the Free State, Ntataise continued with the training, mentoring and support of 105 ECD practitioners in the Ntataise Further Education and Training Certificate (FETC): ECD Level 4 qualification programme. The five groups which made up the enrolment for this qualification in 2021 care for approximately 1 890 young vulnerable children aged birth to five years in community and home-based ECD centres and playgroups. These are situated in poorly resourced, marginalised communities in the northern Free State and North-West provinces.

In November 2021, Ntataise held graduation ceremonies for 105 ECD practitioners who successfully completed the Ntataise FETC: ECD Level 4 qualification programme. The graduation ceremonies were attended by honourable guests including representatives of provincial Department of Basic Education, ETDP SETA and local municipalities. Despite the challenges and delays brought on by Covid-19 since early 2020, Ntataise has managed to continue

delivering its training programmes with the integration of digital technology and a blended learning approach.

The graduation is a significant milestone, not only for Ntataise, but for the graduates who have managed to persevere through the 18-month programme despite all obstacles. This included 32 ECD practitioners who were trained by Ntataise in Nellmapius, Pretoria, 31 practitioners who operate in Welkom, 19 practitioners in Klerksdorp and 23 practitioners in Orkney.

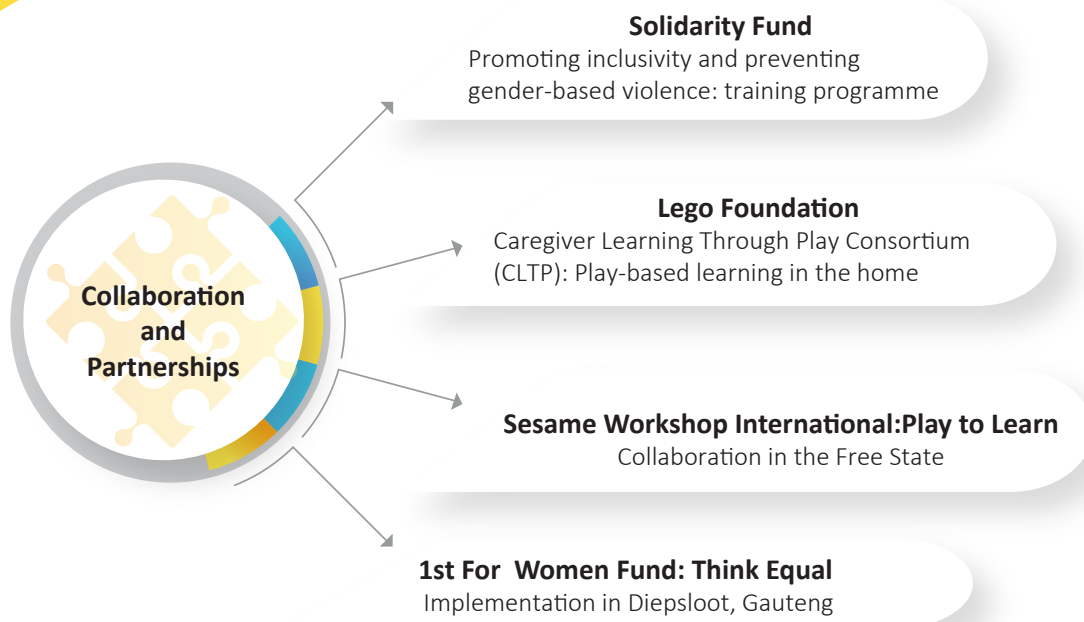
### 4. Ntataise Community Outreach Programme



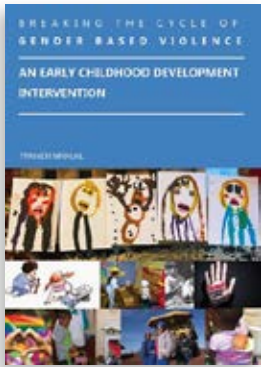
Access to ECD services is a significant challenge to poor communities in South Africa, particularly where parents/caregivers simply cannot afford to send their children to ECD centres, no matter how low-cost these might be. In response to this situation, the primary goal of Ntataise's Community Outreach Programme is to provide play and learning opportunities for pre-school aged children who are not in a pre-school or home-based ECD programme. Ntataise does this through its toy library and mobile playgroup units. In 2021 this approach has been strengthened through the collaborative Caregiver Learning Through Play Project described in the Partnerships section of this Annual Report.

## 5. Special Projects in 2021

Ntataise has long recognized that collaboration and partnerships can drive, support and enhance the impact of early childhood care and education interventions, helping them to reach scale and stay sustainable.



### 5.1 Solidarity Fund: Promoting inclusivity and preventing violence against women and children



In early 2021 Ntataise was awarded a grant by the Solidarity Fund to develop a training module to help prevent and respond to gender-based violence (GBV) within the context of ECD. The goal is to help break the cycle of GBV by (i) intervening in the formative phase where value systems and attitudes to gender are formed; and (ii) influencing the mindsets, attitudes and values about gender equality of adults working with young children and their parents. Ntataise developed training materials and a module/short course to guide an ECD workforce development programme. The first phase orientated Ntataise Network directors, trainers and facilitators to the GBV prevention module, and provided a platform for trainers to reflect on their own gender values, norms and beliefs. 53 Ntataise trainers/ facilitators were orientated to the module and to date have extended the training with 433 ECD practitioners, 233 parents/caregivers and 327 key community stakeholders.

The goal has been to promote the adoption of gender-responsive practices in the setup and management of the play environment, activities, play materials and interactions with children.

### 5.2 Caregiver Learning Through Play (CLTP): Promoting play filled parenting



In January 2021 the consortium of Hope WorldWide SA, Save the Children SA, Ntataise and ELRU were awarded a four-year grant by The Lego Foundation to capacitate parents/caregivers and ECD practitioners in extending play-based learning into the home. The project targets primary caregivers, ECD practitioners, ECD administrators and policy makers.

In September 2021 Ntataise piloted the CLTP activity sessions with parents and caregivers in the northern Free State and North West provinces. These sessions give parents and caregivers the knowledge and skills to encourage play in the home. In this pilot phase of the project, Ntataise play facilitators reached over 2,600 parents and caregivers. Ntataise, partnering with Ntataise Network members, will extend the project further in the Free State and North West provinces, as well as into Mpumalanga and Limpopo provinces over the next three years.



## 5.3 Sesame Workshop International – Play to Learn: Engaging the community



In February 2021, Sesame Workshop International contracted Ntataise to implement the Play to Learn pilot project in Thabo Mofutsanyane and Motheo districts in the eastern Free State. The project aimed to reinforce the power of learning through play for young children in the classroom and at home through three prongs of programming: 1) caregiver workshops with play filled learning messages and activities, 2) educators' training on integrating play filled learning into education services, and 3) social workers' training on integrating play into their existing centre-based and home-based services. Ntataise partnered with Free State Ntataise Network members Ntsoanatsatsi, Tshepang and Realeboga Bakubung to deliver the programme with 171 ECD practitioners/supervisors, 72 primary caregivers and 40 district officials.

## 5.4 1st for Women Fund Think Equal Programme: Creating values change



The 1st for Women Fund focuses on the eradication of gender-based violence in South Africa through a three-pronged strategy which incorporates a preventative schools-based programme, amongst other initiatives. In line with this commitment, 1st for Women is funding Ntataise to work in partnership with the UK-based NGO Think Equal to implement a programme aimed at helping children develop social and emotional abilities that will encourage them to respect all living things, value diversity and support human dignity.

In 2020, the project worked with 22 ECD centres in the township of Diepsloot in Gauteng. In 2021, a further 50 ECD centres were selected and trained to deliver the programme. The project will continue for a third year in 2022 with extension to a further 100 ECD centres in Diepsloot.

# Donor support

### Funding:

1st for Women Fund  
Deutsche Bank South Africa Foundation  
Donaldson Trust  
F Carter Trust  
HCI Foundation  
Helga Blake Charity  
Jawitz Properties (Pty) Ltd  
Jim Joel Fund  
National Department of Social Development  
New Settlers Foundation  
Ntataise USA - Friends of South Africa  
Saide  
The Federated Employers' Mutual Assurance Company (RF) (Pty) Ltd  
The Haggie Charitable Trust  
The Inglis Family Charitable Trust  
The Old Mutual Staff Volunteer Fund Trust  
The Oppenheimer Memorial Trust

The RB Hagart Trust  
The Robert Niven Trust  
The Sisi and Savita Charitable Trust

### Donations from Individuals:

Antoinette & Basil Hersov  
David Metter  
Julian Ogilvie Thompson  
Miss Virginia Ogilvie Thompson  
Mr & Mrs GM Ralfe

### Donations in kind

AVI  
George Pappageorgiou  
J C Decaux  
The Lunchbox Fund

# Viewpoints



## Stand outs

**What stood out for you in 2021?**

### Ongoing impacts of Covid-19

Empty schools, centres and playgrounds

Social distancing and masks affecting children's fun and play

### Changing needs

New or expanded initiatives on prevention of gender-based violence, on nutrition, food security, increased mobile playgroups and home visits

### Community and partnerships

Stakeholder partnerships for information sharing (e.g. Department of Health and SABC: Takalani Sesame)

Support-giving activities and workshops spearheaded by Ntataise; organisations coming together to help those in need

### Persistence and resilience

Perseverance, passion and commitment of principals and practitioners to the children and caregivers in their communities, and their insights into their circumstances

We asked our Network members to reflect back on what stood out for them in 2021, and to share their hopes and concerns for the ECD sector for 2022 and beyond.

## Concerns

**What are your concerns for 2022 and beyond?**

### Long term effects of the pandemic

Negative effects on quality of provision due to staffing cuts and subsequent shortages

More children at risk of missing out on ECD due to loss of parents or caregivers, or to ECD centre/programme closures

### Increased financial constraints

General anxiety around organisational funding continues

General anxiety around financial management of ECD programmes and centres due to lack of fees

### Over-formalisation of ECD

Function shift may result in children being placed in environments where the facilities are not suitable or age-appropriate

Function shift may result in children being taught with inappropriate methodologies and pedagogies which do not meet play-based good practice

### Loss of dedicated ECD workforce

Closures and staffing cuts have led to exits from the sector

Anxieties and uncertainties around the function shift have led to exits from the sector

Misinformation relating to ECD practitioner qualification requirements



# Hopes

## What are your hopes for 2022 and beyond?

### Increased political will in support of ECD

Use of data gathered from Vangasali and other initiatives to ensure better policy implementation

Recognition of the importance of ECD and the work that has been done by practitioners and organisations in the sector

### Children can return to schools and centres

Increased employment in the country so that parents/ caregivers can pay fees

Centres at risk of closing are given support so that children in under-provisioned areas do not lose out

### Return to normality

Children are able to play, discover and share freely with their peers in order to learn and develop

While the move to online training has benefits which need to be sustained (e.g. improved digital skills), in-person training will bring back our connectedness to a shared mission

### Strengthened holistic approach to ECD

Increased understanding of the importance of the very early years, early stimulation and play and interactions in the home

More provision of parenting programmes which are widely accessible

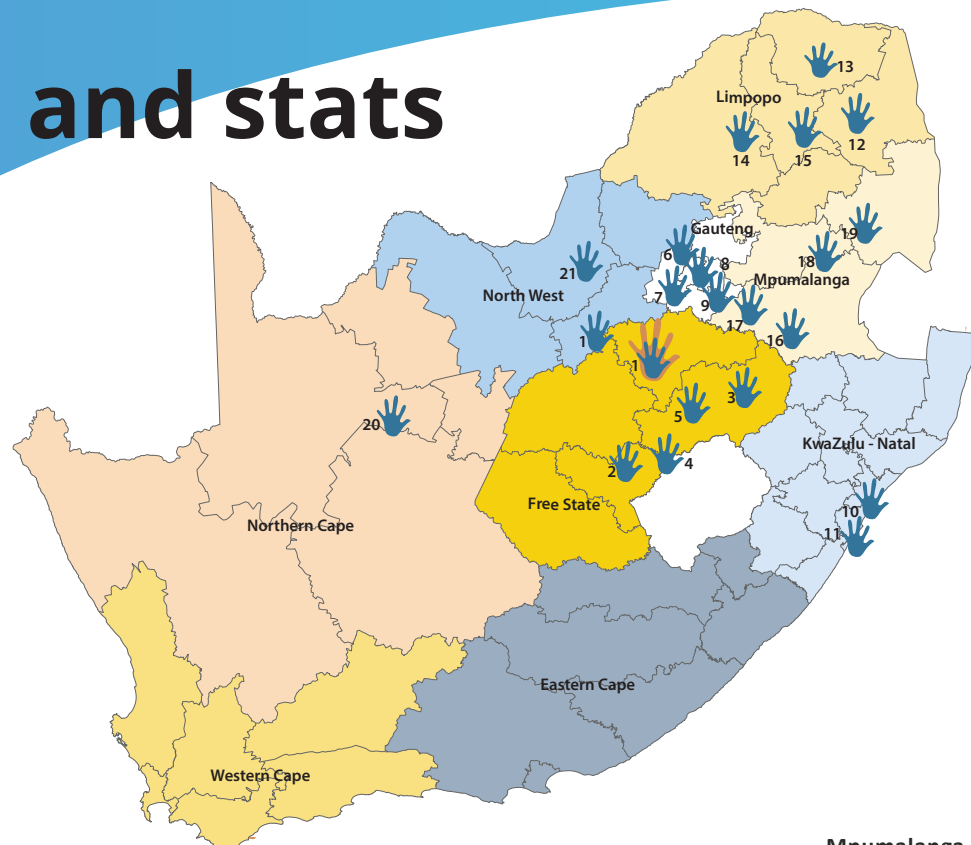
These themes were collated from inputs from the following Ntataise Network members, with thanks to all those who took part.

- Education Africa
- Royal Bafokeng Institute
- Golang Kulani Early Learning Centre
- Safe and Sound Learning Association
- Greater Soweto Association for ECD
- Siyathuthuka Nursery School Projects
- Katlehong Early Learning Resource Centre

- Thukakgaladi Integrated Development Project
- Lesedi Educare Association
- Tshepang Educare Trust
- Natal Early Learning Resource Unit
- Ntosoanatsatsi Educare Trust
- Realeboga – Bakabung Training and Development Agency



# Facts and stats



## Free State

1. Ntataise
2. Lesedi Educare Association
3. Ntsoanatsatsi Educare Trust
4. Realeboga-Bakubung Training & Development Agency
5. Tshepang Educare Trust

## Gauteng

6. Education Africa
7. Greater Soweto Association for Early Childhood Development
8. Katlehong Early Learning Resource Unit (KELRU)
9. Safe and Sound Learning Association

## KwaZulu Natal

10. Natal Early Learning Resource Unit (NELRU)
11. New Beginnings Training and Development Organisation

## Limpopo

12. Golang Kulani Early Learning Centre
13. Kanimamba Training & Resource Centre
14. Thukakgaladi
15. Thušanang Trust

## Mpumalanga

16. Masakane Trust
17. Siyathuthuka Nursery School Projects
18. Sithuthukile Trust
19. Ntataise Lowveld






## Northern Cape

20. Custoda Trust

## North West

21. Royal Bafokeng Institute

## 2021 Ntataise Network Reach

					
Free State	459	388	14 479	3 488	
Gauteng	683	481	18 542	3 650	
KwaZulu Natal	287	120	5 000	70	
Limpopo	677	412	22 397	819	
Mpumalanga	718	322	13 046	293	
Northern Cape	313	0	11 083	35	
North West	50	0	400	349	
<b>OPERATING IN PROVINCES</b>	<b>7</b>	<b>3 187</b> PRACTITIONERS REACHED	<b>1 723</b> COMMUNITY, HOME-BASED AND PLAYGROUPS REACHED	<b>84 947</b> CHILDREN REACHED	<b>8 704</b> PARENTS/CAREGIVERS SUPPORTED/TRAINED





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Ntataise South Africa