



**ATTENTION:** Managers and staff of early childhood development programmes and partial care facilities  
Managers of early childhood development network organizations, training organizations, associations and similar entities  
Stakeholders in the early childhood development sector

**Communication regarding the unethical training planned and or facilitated by members of the ECD sector on Covid-19 regulations and pre-opening documents as issued by the Department of Social Development for the preparation and planning of the reopening of ECD Programmes and Partial Care facility that provide aftercare services.**

The Department has recently been informed of a number of structures within the Early Childhood Development sector that have positioned themselves as training providers in the terms of orientation and training specified in the Standard Operating Procedures and Guidelines. These so called trainers are charging members of the ECD workforce exorbitant fees to access training that remains the responsibility of the ECD programmes and or partial care facilities owners, principals and or managers in the preparation for the reopening; and also threatens that if ECD programmes do not undergo the training will not reopen. ***The Department of Social Development condemns this type of behaviour and views it as opportunistic and some form of exploitation*** to ECD programmes and or partial care facilities, particularly those serving poor communities. The Department further want to emphasise that ***NO ECD programme will be penalised for not attending trainings planned by these organisations.***

The Department of Social Development herein refers to the Standard Operating Procedures and Guidelines that were disseminated on 24<sup>th</sup> June 2020:

The Standard Operating Procedures Guidelines indicate under Section 8.2.1 "Staff orientation, capacity development and support' that staff require orientation and training on a number of areas as a measure that is to be taken prior the reopening of ECD programmes and or partial care facilities. This measure is in line with the overall purpose of the Standard Operating procedures and Guidelines which seeks to:

- provide measures to address, prevent and combat the spread of COVID-19
- provide customised and applied procedures and guidelines to accommodate the unique circumstances that apply to an early childhood development



programme and/or partial care facility with particular reference to age-appropriateness

- comply with the minimum health, safety and social distancing measures on COVID-19 during the period that the state of national disaster is in place

Section 8.2.1.2 “Guidelines for implementation’ goes further to provide guidelines of the staff orientation, capacity development and support, stating the following:

- a) Training of all staff may be in the form of in-service training and peer-to-peer training
- b) Provide staff with opportunities to develop and share suggestions that will make the re-opening of an early childhood development programme and/or partial care facility practical and safe for them and the learners.
- c) Staff members to use new procedures and directions to develop:
  - i. Checklist for themselves to use
  - ii. Posters and notices that can be displayed on the walls for staff and children
- d) Involve all staff to reflect and work together on ways in which they will adjust the curriculum and learning programmes for children without compromising the important pedagogical principle of active learning through play

The Department of Social Development therefore strongly urges and recommends that all managers, owners and or principals of ECD programmes and or partial care facilities to take responsibility for this aspect of orientation, capacity development and support and use it as an opportunity to optimally prepare staff in their own management, the management of children and that of a safe environment under the context of the pandemic. ***ECD programmes that need assistance should please contact the local Department of Social Development offices.***

Issued by:



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**Department of Social Development**

**Date: 24 June 2020**