



NCPD

National Council of & for
Persons with Disabilities



Quadrennial REPORT 2022 - 25

www.ncpd.org.za



Table of Contents

1. CHAIRPERSON'S REPORT	4
2. NATIONAL DIRECTOR'S REPORT	6
3. NCPD AT A GLANCE	9
4. STRATEGIC CONTEXT	18
5. PROGRAMMES	22
6. RIGHTS, ACCESS & SOCIAL JUSTICE	40
7. UNIVERSAL ACCESS & BARRIER REMOVAL	42
8. ASSISTIVE DEVICES & MOBILITY ENABLEMENT	45
9. COMMUNITY SUPPORT	50
10. NATIONAL SYSTEMS THAT DRIVE DELIVERY	51
11. PUBLIC TRUST & NATIONAL PROFILE	52
12. FINANCIAL PERFORMANCE & RESOURCE STEWARDSHIP	53
13. DONOR VALUE ENGINE	65
14. GOVERNANCE, ETHICS & RISK	67
15. CHALLENGES	70
16. FUTURE FOCUS – STRATEGIC DIRECTION	71
17. APPENDICES	73

1. CHAIRPERSON'S REPORT

Dear Fellow South Africans,

It is my privilege to present this Integrated Report on behalf of the Board and leadership of the National Council of and for Persons with Disabilities (NCPD). This report reflects the work, commitments and impact of our organisation across the period 2022 to 2025 — years that tested our resilience, sharpened our purpose and deepened our resolve to build a truly inclusive South Africa.

Since our establishment in 1939, NCPD has served as a national anchor for disability rights, inclusion and social participation. As a public benefit organisation and a Disabled Persons Organisation (DPO), we operate independently from the state and depend on the trust of our partners, donors and communities to fulfil our mandate. That trust is something we do not take lightly, and this report is our account of how we have honoured it.

South Africa is a country where approximately 17% of the population have some sort of a disability — and yet systemic exclusion remains a daily reality for far too many of those citizens. Children are denied access to schooling. Persons with hearing loss navigate a world largely unaccommodating of their communication needs. Persons with disabilities in rural communities face barriers that their counterparts in urban areas seldom encounter. These are not abstract statistics. They are the lives that drive the work of this organisation.

Over the reporting period, NCPD made significant advances across several areas. Our flagship Casual Day campaign continued to serve as South Africa's most recognised disability-inclusion initiative, raising funds that were distributed to special needs schools, associated provincial structures, beneficiary organisations and sector partners. Under the 2024 theme "I See You", the campaign generated an estimated R22 million in media visibility value. The 2025 campaign, "Beyond the Label", surpassed that mark significantly — generating just over R26 million in media buzz and reinforcing Casual Day's standing as a national platform for disability inclusion.

We extend a deep gratitude to the continuous efforts of the various media partners involved.

On the advocacy front, NCPD achieved milestones that will have lasting effect. We facilitated South Africa's participation in the Disability-20 (D20) Disability Working Group under the G20 framework, representing the country's disability sector on a global platform. Our Hearing Loss Matters programme celebrated a significant legal victory on 24 October 2025, when the Supreme Court of Appeal dismissed the ICASA appeal in the broadcast captioning-access case — strengthening legal precedent for communication accessibility. We also initiated litigation against the Department of Basic Education to address the systemic exclusion of children with disabilities from schooling, the first such litigation-led advocacy intervention in our history.

None of this work is possible without the people who drive it. Our National Director, Mrs. Therina Wentzel-du Toit, together with the dedicated NCPD team, our provincial chairpersons, the Vava iYouth network of over 1,500 young leaders, and the countless volunteers and community partners across all nine provinces – you are the organisation.

It is with deep sadness that I also acknowledge the passing of our Executive Board Member, Mr Martin Mvulane. Martin gave of himself to the strengthening of disability rights and community structures in South Africa, and his quiet commitment to this cause leaves a mark that endures. We honour his memory.

The challenges ahead are as significant as those behind us. Special needs schools across the country continue to face infrastructure deterioration and inadequate subsidisation. Thousands of children with disabilities remain out of school. Systemic barriers in healthcare, transport, employment and public life persist. We approach these realities not with despair, but with the clarity of an organisation that has been doing this work for more than eight decades.

To our funders, corporate partners, government counterparts and community supporters: your partnership makes our national impact possible.

To persons with disabilities across South Africa: you are the reason we exist, and this work is yours.

Ms Alex Msitshana

Executive Board Chairperson

National Council of and for Persons with Disabilities (NCPD)





2. NATIONAL DIRECTOR'S REPORT

Dear Friends, Partners, Supporters and Members,

As I reflect on the period from 2022 to 2025, I am reminded that the true strength of the National Council of and for Persons with Disabilities (NCPD) lays not in programmes, campaigns or projects alone, but in people. Every achievement documented in this report represents the collective efforts of persons with disabilities, families, community leaders, staff, volunteers, donors, partners and advocates who continue to believe in a South Africa where inclusion is not a privilege, but a right.

The past four years have tested organisations across the country. Economic uncertainty, increasing social needs, rising operational costs and the lingering effects of the COVID-19 pandemic have challenged the sustainability of many civil society organisations. NCPD has not been immune to these pressures. Yet throughout this period, we remained focused on our mission in support of persons with disabilities across South Africa.

What fills me with pride is not only what we achieved, but how we achieved it. With a dedicated team, limited resources and in the absence of direct government funding, our staff continued to find innovative ways to respond to the growing needs of the disability sector. Their resilience, dedication and willingness to go beyond what is expected have enabled NCPD to remain a trusted national voice for disability rights and inclusion.

One of the most important lessons of this reporting period has been the value of listening. Through our work in communities, our provincial structures, member organisations and our participation in the Disability-20 (D20) Working Group under South Africa's G20 Presidency, we engaged with and incorporated 1,846 lived experiences from persons with disabilities across diverse backgrounds and regions. The voices have informed our advocacy priorities and strengthened our commitment to ensuring that policy discussions remain grounded in the realities faced by people every day.

The reporting period also reinforced the importance of education as a fundamental human right. Through our Children's Services and advocacy initiatives, we encountered countless learners and families struggling to access quality education, assistive devices, accommodation, bursaries and appropriate support services. While many dedicated educators and education officials continue to serve with excellence and compassion, we remain deeply concerned by instances of neglect, inadequate accessibility, and systemic barriers that continue to exclude learners with disabilities from meaningful educational opportunities. These experiences have strengthened our resolve to advocate for inclusive, accessible and quality education for all.

At the same time, we have witnessed extraordinary examples of determination and success. We have celebrated learners entering tertiary institutions, youth pursuing careers, families overcoming barriers, and communities working to-

gether to create opportunities where few existed before. These successes remind us why our work matters and why continued advocacy remains essential.

NCPD's influence extends beyond our borders. During this reporting period, we played a leading role in facilitating disability participation within the D20 process and broader G20 engagement structures, ensuring that the perspectives of persons with disabilities are represented within global discussions on economic development, social inclusion, youth participation, gender equality and sustainable development. We are honoured to contribute to shaping a future where disability inclusion is recognised as an integral component of social and economic progress.

The strength of our organisation is also reflected in the growth and renewal of our team. We celebrated the achievements of colleagues who attained doctoral qualifications and welcomed new staff members who have brought fresh energy, expertise and commitment to our work. Together, they represent a diverse and passionate workforce dedicated to advancing disability rights and improving lives.

Our work would not be possible without the support of our partners. I extend sincere appreciation to Norton Rose Fulbright and Webber Wentzel for their invaluable assistance in advancing compliance and litigation matters that strengthen the rights of persons with disabilities. I also thank our donors, sponsors, Casual Day participants, corporate partners, trusts, foundations and

community supporters whose investment in our mission enables us to continue serving communities across South Africa.

I wish to acknowledge our Executive Board, Patron, provincial chairpersons, member organisations, Associations of and for Persons with Disabilities and Provincial Disability structures, volunteers and our network. Your leadership, guidance and commitment continue to strengthen the disability movement and ensure that NCPD remains responsive to the needs of persons with disabilities.

This reporting period was also marked by significant loss within the disability sector. We pay tribute to the late Martin Mvulane, whose commitment to strengthening disability rights and community structures enriched our organisation and the broader movement. We also honour the memory of Dorothy-Anne Howitson, a respected advocate whose contributions to disability rights and public awareness continue to inspire. We remember Prithipal Bhoop Singh for his decades of service and leadership within South Africa's disability sector. It was with much sadness that we said goodbye to Johan Viljoen. Mr. Viljoen leaves us with a rich history of beautiful milestones—not only at the National Council of and for Persons with Disabilities but also at various schools for learners with disabilities, and Johnathan “2J Harmonix” Groenewald, whose creativity, passion and advocacy touched countless lives. Their legacies remind us that progress is built by individuals who dedicate themselves to creating a more just and inclusive society.

As we look ahead, we remain mindful of the challenges facing persons with disabilities in South Africa. Demand for services continues to grow while resources remain constrained. The need for advocacy, accessible education, economic inclusion, assistive technology, accessible communication and community support remains urgent. Yet I remain optimistic. Every challenge also presents an opportunity to innovate, collaborate and strengthen our impact.

The future of disability inclusion cannot be achieved by any single organisation. It requires partnership, shared responsibility and a collective commitment to ensuring that no person is excluded because of disability. NCPD remains committed to working alongside government, civil society, business, communities and persons with disabilities to advance this vision.

To our staff, thank you for your extraordinary commitment. To our partners and supporters, thank you for believing in our mission. To persons with disabilities across South Africa, thank you for your courage, leadership and trust. You remain at the heart of everything we do.

“ Together, we continue building a South Africa where every person can participate fully, contribute meaningfully and live with dignity. ”

Therina Wentzel-du Toit
National Director

3. NCPD AT A GLANCE

WHO WE ARE & WHY WE EXIST

The National Council of and for Persons with Disabilities (NCPD) is a public-benefit, non-profit organisation (NPO) and Public Benefit Organisation (PBO), also known as 'n Disables Persons Organisation (DPO), that is championing disability rights, inclusion and social participation in South Africa for more than eight decades.

Operating independently from the state, the organisation relies on donor support and strategic partnerships to sustain its national programmes, community rights-based work, and service delivery.

NCPD serves as a connector between communities, government systems, civil society and the private sector, ensuring that persons with disabilities gain meaningful access to opportunities, services and protection. Its work spans national advocacy, policy influence, awareness raising, socio-economic empowerment, accessibility reform, programme implementation and community-level support.

Since its establishment in 1939, the organisation has consistently advanced disability rights through research, outreach, systemic engagement and capacity development. Our operational role has grown into a stabilising anchor in the disability sector, as well as a catalyst for inclusive development across policy, education, employment, accessibility and community resilience.



National advocacy, policy influence, awareness raising, socio-economic empowerment, accessibility reform, programme implementation and community-level support

3.1. Organisational Identity

NCPD is a national Disability Peoples Organisation (DPO) mandated to promote, protect and advance the rights and inclusion of persons with disabilities across South Africa. Its operational model integrates:

- Policy influence and human-rights advocacy
- Evidence-based programme delivery
- Community-level mobilisation
- Governance support and sector coordination
- Universal access and socio-economic inclusion

The organisation is guided by human rights principles, universal design, multi-level advocacy and data-driven impact.

3.2. Leadership and Governance

NCPD's leadership structure reflects formal governance continuity and institutional accountability:

- Patron: Dr Vincent Maphai
- DEC Trustee: Mr Dion Rademeyer
- Executive Board Chairperson: Ms Alex Msitshana
- Vice Chairperson: Mr Joseph Komape
- Treasurer: Mr J.P. Muller
- Executive Board Member: Dr Ben Greyling
- Executive Board Member: Martin Mvulane (Deceased)
- National Director: Ms Therina Wentzel-du Toit
- Board of Advisors: Ms Busi Smith, Ms Suraiya Mahomed

This governance foundation ensures organisational reliability, oversight and strategic coherence across all national programmes.

NCPD Detailed Organisational Structure



Sikelelwa Alex Msitshana Chairman

Alex is a Social Development Practitioner with more than 20 years' experience gained in the corporate and development sector.

Alex is an award winning woman and owner of the Company DEF (Jobs for Deaf people) and is on the Presidential board Advisory on disability.

Disability: Post lingual deafness.

Joseph Komape Vice Chairman

Joseph Komape is a qualified Chartered Accountant and tax practitioner with 18 years of work experience in both private and public sectors. He has an in-depth understanding of Financial Accounting and holds a Master's degree in South African and International Tax with specific knowledge of Income Tax, VAT, Employment Tax Incentive, Tax on Retirement Funds, Companies, Estate Duty, Securities Transfer Tax, National Credit, FAIS, Minerals and Petroleum Resources Royalties, Public Finance Management Act, King Report on Corporate Governance.

Disability: Blind.

JP Muller
Treasurer

NCPD Treasurer JP Muller is an expert in financial management and governance. Currently JP serves on the following committees: Member of the Board of Directors of the University of South Africa Foundation Fund, the UNISA Music Foundation, Risk Management Committee, Advisory Board, the Operational Investment Committee, Advisor of the Council Investment Committee. JP is founding member and chairman of “Die Moot” day care centre for adult persons with disabilities.

Father of a child with a disability.

Dr Ben Greyling
Additional Member

Ben is a Scientist and Research Team Manager for the Agricultural Research Council with a keen interest in the molecular genetics of diseases, syndromes & beneficial traits in humans & animals. Ben also teaches molecular genetics at the Tshwane University of Technology. Ben’s particular interest & passion is in informing, educating & sensitising people & organisations on how to accommodate & include persons with disabilities in society. This includes initiatives of accommodation from an employment perspective. Ben is also a Member of the Alma Transition Team – a research group that focused on approaches to address the transition period between school & the work-phase for the severely disabled.

Father of child with intellectual disability.

Penny (Busi) Smith Khuzwayo
Board of Advisors

Busi was previously Chairman of the NCPD’s Children’s Committee as well as a member of the Finance Committee. An accountant by profession. She is currently the Senior Internal Audit Officer at Moga City’s local municipality. Busi is also a financial consultant and is involved with the West Rand School for Children with Disabilities.

She actively promotes the NCPD’s annual “Nappy Run” campaign and is a driving force in the development of this project.

Mother of a son with a disability.

Dion Rademeyer
Trustee DEC

Dion is a businessman with a wide range of management and other skills. He is a medico-legal expert focusing on personal mobility and transportation. He is on the Advisory Forum of the Airports Company of South Africa and was delegated by them before the 2010 World Cup to conduct research on advanced universal design in Beijing, where the 2008 Olympics led to major renewal. He is involved with the South African Bureau of Standards (SABS) as well as the Retail Motor Industry (RMI). He was the Chairman of the International Standards Organization (ISO) and represented South Africa in this capacity in Geneva and Dublin. Dion is also an expert in the field of black empowerment and economic affairs, especially in connection with investments. He has also previously served on the following boards of the NCPD: Nelson Mandela Bay Executive (as Chairman), Provincial Treasurer of the Eastern Cape Association for Persons with Disabilities and the Financial and Executive Council of the NCPD.

Disability: Paraplegic.

Therina Wentzel
National Director

Therina is an activist for inclusion and equity relating to persons with disabilities. She holds a Master’s degree in Social Sciences (Clinical Social Work) and is an expert in partnership forming and advancement through advocacy and programmes. She has many years of experience in Community Engagement, Fundraising and International engagement in disability rights.

Her experience extends to policy development and research and human rights legislation. She is a specialist on reasonable accommodation and creating an inclusive workplace for persons with disabilities.

Martin Mvulane
Additional Member

In Memoriam

Martin is the director of Woodlands Suppliers & a high level corporate supply chain specialist in fast moving consumer goods including the likes of Unilever, Tiger Brands & SAB. Over the past 18 yrs, he has directed business re-engineering projects, building strategic business capability & developing dynamic teams to achieve greater efficiency & profitability in complex environments aligned to new methodologies & processes across multi-national organisations.

As Chief Adaptability Officer of GAD Consulting, his coaching methodology maximises the potential of teams, with his conviction that “if you play to people’s strengths, the weaknesses won’t matter.”

Disability: Quadriplegic

Suraiya Mohamed
Board of Advisors

Suraiya has 15 years’ experience in risk management, consulting, and internal audit areas within the financial services sector. She worked in development, private, retail and investment banks, as well in insurance and asset management companies in various countries.

She is also currently serving on the Employment Equity Forum at Investec Bank, an initiative intended to increase awareness of the Employment Equity Act within the bank.

Dr Vincent Maphai
Patron

He graduated from UNISA with BA degree in 1975. He then studied at the Catholic University of Leuven in Belgium where he completed a Bachelor of Philosophy cum laude in 1976.

This was followed by a Master’s Degree in Philosophy magna cum laude in 1978 from the same university. He holds a PhD from the University of Natal, an honours degree in international politics from UNISA and completed an advanced management programme at Harvard University. Advanced post graduate studies in S.A and abroad.

Chairman of Sibanye-Stillwater and Discovery Board. Actively involved in academic, business and political circles.

Father of daughter with multi disabilities.

3.3. Mandate

NCPD's mandate is to:

- Promote and protect the rights of persons with disabilities.
- Strengthen national and provincial disability programmes.
- Address barriers to full participation.
- Provide sector leadership through inclusive policy and practice.
- Mobilise resources and partnerships for sustainable national impact.

The organisation functions as both a policy influencer and a programme delivery agent, ensuring that national commitments translate into tangible, community-level outcomes.

3.4. National Footprint

NCPD operates through a formal provincial Chairman and an executive board which forms the "Council", ensuring nationwide representation and operational reach.

Confirmed Provincial Chairpersons:	
Free State	Mr Andrew Hofmeyr [Impairment]
Limpopo	Mr Patrick Tshia [Impairment]
Mpumalanga	Ms Cecilia van Rensburg [Parent of daughter with impairment]
Western Cape	Mr Thys Blom [Impairment]
Gauteng	Ms Annalene Rossouw [Impairment]
KwaZulu-Natal	Mr Mac Mia
Northern Cape	Ms Monica Gerhard [Impairment]
Positions subject to Constitution change to resorting directly under NCPD:	
Eastern Cape	Vacant
North West	Vacant

This structure strengthens:

- Local advocacy and community mobilisation.
- Programme coordination and rapid response.
- Visibility and stakeholder engagement.
- Local service delivery.

3.5. Strategic Role in the Disability Sector

NCPD plays a pivotal leadership role in shaping national disability inclusion and strengthening the sector's collective impact. Core contributions include:

- National policy advocacy and technical submissions.
- Facilitating the Disability-20 (D20) under the G20 framework.
- Evidence-based recommendations on universally inclusive tourism and other facilities.
- Documented advocacy supporting individuals with hearing loss.
- Systemic support addressing education exclusion and rights violations in the disability sector.
- Capacity building and sector development across APD and other structures.
- Community-level resilience strengthening through targeted programmes.

Noteworthy contributions include (amongst many others) formal submissions to the tourism sector, structured inputs to the international D20 Disability Working Group, and campaigns aimed at increasing socio-economic participation while reducing vulnerability to GBV.

Through active participation in the Disability-20 (D20) Disability Working Group, NCPD ensured that South Africa's disability sector was represented in global forums. Contributions included structured position statements on:

- Disability inclusion.
- Hearing-loss rights.
- Accessibility reforms.
- Inclusive development priorities.

This role highlights NCPD's responsibility to influence policy and systemic change beyond the scope of programme delivery.

NCPD delivers a comprehensive programme portfolio that includes flagship initiatives such as:

- Casual Day
- Nappy Run
- Vava iYouth

The full programmes list:

	BENEFICIARIES PER YEAR	
	DIRECT	INDIRECT
1. Rural development and Agriculture		
Food security through raised vegetable gardens and food	1490	2450
Local community & rural development initiatives	6500	32500
2. Women and GBV		
Gender Based Violence Support	2100	4860
3. Workplace Services, Job Placement, Internships, Job Creation and Entrepreneurship		
Arts & crafts for the tourist market	218	1090
Job preparation & placement programs 22500 P.A	4200	21000
Diverse & inclusive workplace support to employers	110	Various employers and families
Disability equity training to public & private sector for employers with their staff	1900 employers	
Job Creation Programmes	4300	21500
Inclusive workplace services	1900	9500
Enterprise Development & Support	2000	10000
4. Youth		
Performing Arts & Culture programme for youth	32	160
Skills & vocational training programmes	740	3700
Dedicated scarce programmes skills youth	974	4870
Student & youth programme with 11 universities & 8 TVET colleges & Road Accident Fund	2100	10500
5. Universal design and access and assistive devices		
Importation Tax Rebate Programme for Department of Trade & Industry	190	950
Universal design & access audits for private & public centres	17% of SA population	17 buildings and 9 echo environments
Assistive Devices (Wheelchairs, hearing aids etc.)	1200	6000
Parking permit	3040	15200

The full programmes list:

	BENEFICIARIES PER YEAR	
	DIRECT	INDIRECT
6. Children's programmes and education		
Extensive programmes for children & youth in mainstream schools, special needs school and mostly for children and youth outside of the school system	7210	36050
Nappy Run Campaign	2900	14500
7. Advocacy, human rights and awareness		
Awareness, support and therapy programs	21200	106000
Policy development & support to government (Number unknown, however this programme impacts all of the 17% of South Africans with disabilities and their significant others and families)	17% of SA population	
ICT advisory role to independent communications authority of South Africa (ICASA) - Mostly people who are blind, partially sighted and have hearing loss or deafness	1350000 (estimated)	6750000
Public Education Awareness	17% of SA population	
8. Advocacy and human rights		
Hearing Loss program	540	2700
Human rights activities	9725	48625
Advocacy programs	17% of SA population	17% of SA population
9. Conduit program including empowering of other organisations		
Support to other NPOs, CBO's, DPO's & projects that are not NCPD	429 NPOs; DPO's and CBO's and 320 special schools	

These initiatives collectively advance disability inclusion through national advocacy, sector coordination, programme delivery and public mobilisation.

NCPD also served as South Africa's national focal point for the D20 initiative, together with our partners representing the country's disability sector locally and in international forums. Through this platform, it advocates for inclusive development, employment equity measures, accessible digital ecosystems, educational inclusion and global recognition of disability rights as a core developmental priority.

celebrating
86
years



Level 2
B-BBEE CONTRIBUTOR

Did you know?

17%

of South Africans are persons with disabilities

SERVICES AND ADVOCACY OFFERINGS:



- Children programs including Nappy Run
- Universal Design & Access Principles & Service in the work place
- Mobility, Transport, ICT, Accessible devices
- Inclusive Employment & Enterprise Development
- Disability Information, Resources & Support
- Casual Day
- Hearing Loss
- Advocacy, Disabilism & Human Rights
- Nappy Run
- Youth & Women's Programmes

NCPD

National Council of & for Persons with Disabilities

VISION

An all-inclusive and equitable society where the human rights of all are upheld and protected.

MISSION

Advocating, lobbying and raising awareness for and with Persons with Disabilities in achieving collaborative social and economic inclusion through innovation, partnerships, research, development and services.

OUR PROJECTS



SNAPSHOT OF OUR BENEFICIARIES



ASSOCIATIONS OF PERSONS WITH DISABILITIES (APD) MEMBERS

- APD Western Cape
- APD Free State
- APD Northern Cape
- APD Mpumalanga
- APD Eastern Cape
- APD Gauteng
- APD North west
- APD Limpopo
- APD Kwazulu-natal



4. STRATEGIC CONTEXT

THE GAP WE EXIST TO FILL

The National Council of and for Persons with Disabilities (NCPD) operates within a society where 17% of South Africans has disabilities and continue to face exclusion.

NCPD's mandate and programme portfolio impact is driven by addressing measurable gaps across human rights, education, mobility, accessibility, socio-economic participation and community resilience. This section outlines the evidence-based landscape that necessitates the organisation's interventions.

4.1. National Landscape

South Africa continues to face profound barriers affecting persons with disabilities, particularly children and youth. One of the most pressing indicators of systemic exclusion is the large number of children with disabilities who remain outside the formal education system. This entrenched educational marginalisation reinforces poverty cycles and limits opportunities for independence, dignity and social participation.

Additional national trends include:

- Insufficient inclusive education support.
- Widespread gaps in physical, echo, communication and systems accessibility.
- Limited availability of trained practitioners for diverse impairment related challenges.
- Geographic inequalities disproportionately affecting rural communities.

These conditions underscore the need for strong, evidence-driven advocacy complemented by grounded community-level action – the core of NCPD's strategic work.

Further indicators of systemic challenges include:

- Among 10,390 children aged four to seven in low-income preschools, 5.6% failed a hearing screening and a further 240 had confirmed hearing loss, reinforcing the need for early detection systems.
- South Africa lacks universal newborn hearing screening, despite an estimated 3 to 6 newborns per 1,000 births presenting potential hearing impairment.
- Thousands of children with disabilities remain out of school due to inaccessible transport, long waiting lists, unaffordable assisted-learning needs, and systemic barriers within the public-school system.

4.2. Structural Barriers

4.2.1. Built, Social and Institutional Barriers

Accessibility across key sectors — including tourism, education, healthcare and transport — remains inconsistent and often inadequate. NCPD's submissions to the tourism sector highlighted:

- Physical access deficits.
- Gaps in communication accessibility.
- The economic benefits of inclusive tourism reforms.

These recommendations aim to strengthen compliance, improve user experience and advance universal access across the national tourism value chain.

4.2.2. Special Schools Under Threat

Significant structural failures continue to affect special schools nationally, including:

- Systemic neglect.
- Infrastructure deterioration.
- Inadequate subsidisation.

Field assessments identified more than thirty schools in KwaZulu-Natal at risk, signalling a provincial education crisis requiring immediate intervention. In KwaZulu-Natal alone, 38 special schools are closed due to delayed provincial subsidies. These conditions compromise learners' rights, health, continuity of education and long-term development.

NCPD documented systemic failures at Ikhwezi Lokusa Special School and Vukuzenzele Special School in the Eastern Cape, highlighting the evidence on the bad state of the special-school system on national basis.

4.2.3. Hearing-Health and Communication Barriers

Critical gaps affecting people with hearing loss were documented, including:

- Limited access to medical and audiological services.
- Shortages of assistive communication devices.
- Workplace safety risks resulting from unaccommodated hearing loss.

These barriers undermine communication rights, occupational inclusion and general social participation.

4.3. Rationale for NCPD Intervention

NCPD's interventions directly respond to these measurable challenges and systemic failures. Its advocacy, programmes and partnerships exist to address the gaps that prevent equitable participation.

4.3.1. National and International Advocacy Necessity

As mentioned, the key role the NCPD played as a leader in the South African representation in the Disability-20 (D20) Disability Working Group, ensured that South Africa's disability sector's representation and influence extends further than its own borders and give us a footprint in global forums. NCPD is also the only South African member organisation of Rehabilitation International.

4.3.2. Sector Representation and Policy Leadership

NCPD ensures that:

- South Africa's persons with disabilities are represented in policy spaces.
- Emerging rights concerns are raised.
- Evidence from fieldwork informs national and international policy direction.

This positions the organisation as a strategic bridge between community realities and decision-making structures.

Key contributions include:

- Providing disability-sector inputs to the Ministerial Task Team reviewing Education White Paper 6, contributing recommendations on inclusive education reform
- Submitting formal recommendations to the South African Law Reform Commission on domestication of the UN Convention on the Rights of Persons with Disabilities
- Initiating litigation against the Department of Basic Education to address the systemic exclusion of children with disabilities from schooling – the first litigation-led advocacy intervention in NCPD's history
- Inputs to the Centre for Child Law to develop evidence and prepare affidavits supporting systemic education reform

4.4. Socio-Economic Realities

Disability frequently intersects with poverty, unemployment and increased vulnerability, particularly to Gender-Based Violence (GBV). NCPD's programmes are designed to:

- Strengthen socio-economic participation.
- Improve employment readiness.
- Reduce dependency on state support.
- Increase mobility and accessibility.
- Support rural and underserved communities.
- Address structural risk factors contributing to GBV.

Through these targeted interventions, NCPD contributes directly to breaking cycles of inequality and exclusion across South Africa.



5. PROGRAMMES

DRIVERS OF NATIONAL IMPACT

Please see full programmes list under Strategic Role in the Disability Sector.

5.1. Casual Day South Africa's Largest Disability-Inclusion Campaign

Casual Day is a nationwide fundraising and awareness campaign that invites South Africans to wear casual clothes to school or work, after purchasing a casual day sticker from a participating business, school or institution. Established in 1994, the campaign has grown into a national cultural tradition rooted in creativity, participation and social solidarity and is the flagship project of the NCPD. Casual Day has become one of South Africa's most recognisable social-impact events, providing an accessible platform for millions to engage with disability rights.

Each annual campaign is guided by a strong theme that shapes public messaging, visual identity, merchandise design and national engagement. Funds generated through the sale of stickers and merchandise are distributed to NCPD initiatives, Associated Provincial Councils (APDs), beneficiary organisations, special schools and disability-sector partners.

Casual Day's success is enabled by a large national network of retailers, corporate partners, community organisations, media outlets, provincial structures and public supporters. This network not only expands the campaign's reach, but also strengthens national visibility for disability inclusion.



Merchandise + Stickers

2023

Share a Smile NCPD
North Carolina Police Department

R140 Adult

R120 Kids

SIZES 5XS - 6XL

R100 Caps

R100 Bucket Hats

Stickers R20

T-Shirts, Caps & Bucket Hats

*Mockups only.



"I Share a Smile" - 2023

MERCHANDISE & STICKERS
2024

R150 Adult TShirts
130 Kids TShirts

R110 Caps*
R110 Bucket Hats*

Stickers R20

TSHIRTS, CAPS & BUCKET HATS

SIZES 5XS - 6XL

Casual Day With Persons with Disabilities

Celebrating **30** years! of impact

*ONE SIZE FITS ALL



“I See You” — 2024



MERCHANDISE & STICKERS

2025



R160

Adult TShirt

R140

Kids TShirt

SIZES
5XS - 6 XL

R120

Caps*



TSHIRTS, CAPS
& BUCKET HATS



R120

Bucket Hats*



*ONE SIZE FITS ALL



Stickers
R20

“Beyond the Label” — 2025

5.1.2. Beneficiary Distribution Model

Funds raised are allocated to organisations aligned with NCPD’s mandate, including:

- National programmes/projects.
- APDs and regional structures.
- Special schools and disability units at tertiary institutions.
- Centres supporting persons with disabilities.
- Associated partners delivering rights-based services (NPO’s, DPO’s and CPO’s).
- Cultural organisations and clubs with a focus on the disabled.

Allocation amounts are determined by verified participation, campaign performance and compliance with beneficiary criteria. This model strengthens the national disability-support ecosystem and ensures that grassroots organisations receive tangible benefits from the campaign.

5.1.3. Retail and Corporate Partnerships

Casual Day’s long-term success is made possible through strong partnerships with national retailers and corporate supporters. Partner organisations assist with:

National sticker sales		Merchandise display and promotion	
Period	Amount (R)	Period	Amount (R)
2022-2023	5 054 730	2022-2023	4 998 840
2023-2024	8 348 505	2023-2024	7 674 481
2024-2025	8 845 577	2024-2025	8 803 631

These partnerships significantly expand the campaign’s visibility and resource mobilisation capacity.

The retail activation network included:

Clicks, Alpha Pharmacy, Eskort, Toys R Us, Boerboel Wear, Food Lover’s Market, Whisk Wine Bar, Let’s Party (Montana), Pretoria FM, JAM, The Hub, Pick n Pay, Bidvest Waltons, CB Stores, Local Choice Pharmacies, Killarney Country Club, Kroonstad Country Club, Openseve.

Major donations received as Casual Day contributions:

Name of Donor	Amount Received			
	2022	2023	2024	2025
Momentum Metropolitan	R10 000			
Lithotec Central	R10 000	R12 000		
Lithotec		R12 000	R15 000	R20 000
The Spar Group Limited		R15 000		
Momentum Life			R10 000	
Momentum Centurion			R10 000	
Momentum Life Centurion			R10 000	R9 520
Accord Health			R28 800	
Arm Scor			R13 840	R18 200
ABB				R50 000
	R20 000	R39 000	R87 640	R97 720

5.1.4. Visibility and Media Engagement

Casual Day receives extensive national media coverage each year, reinforcing both campaign visibility and disability-rights messaging.

Key media highlights include:

- National television advertisements for Casual Day and Nappy Run filmed at Edenvale and related coverage through media partners.
- Broad press, radio, digital and provincial media coverage.
- Public education delivered by Dr Hanri Kriel through Huisgenoot/You Magazine and Pretoria FM, with a focus on hearing loss, accessibility and representation.

Casual Day generated an estimated R22 million in media visibility value in 2024, significantly expanding national awareness.

5.1.5. Public Trust and National Profile

Casual Day has become synonymous with disability inclusion in South Africa. The campaign is widely recognised for its credibility, consistent national presence and longstanding role in enabling community-level disability services.

Its trusted brand identity reinforces NCPD's national reputation and strengthens the organisation's relationship with partners, beneficiaries and the public.

5.1.6. Impact on Beneficiary Organisations

Funds raised through Casual Day enable beneficiary organisations to:

- Improve infrastructure and facilities.
- Expand disability-support services.
- Provide assistive devices.
- Strengthen programme delivery.
- Promote inclusion in workplaces, education environments and communities.

Examples of beneficiary support include:

- Funding used to purchase infrastructure and equipment.
- Construction materials for cabinetry in special schools.
- An accessible vehicle supplied to Tshilwavhusiku Raswimisane Special School.

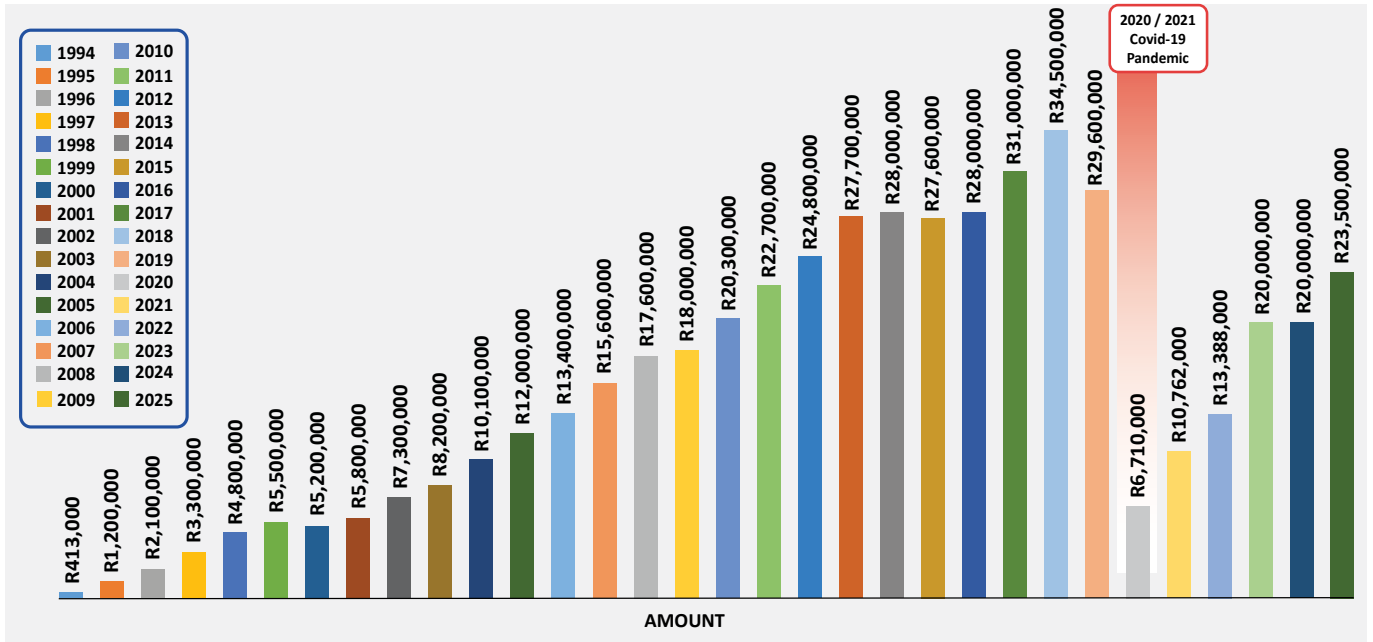
These contributions directly impact daily mobility, dignity and access for persons with disabilities.



5.1.7. Revenue Generation through Casual Day

Since 1994, Casual Day has raised millions, distributing approximately three million stickers annually and generating additional funds through merchandise sales.

Below chart also indicates the massive impact the Covid pandemic had on the main income source of the NCPD.



These contributions forms the cornerstone of the funding for our national service delivery and the impact of the overall services rendered by the NCPD on a national basis.

5.1.8. National Leadership and Representation

Casual Day forms part of NCPD’s broader national and international leadership footprint.

Highlights include:

- Lubabalo Mbeki and Andrew Hofmeyr (from the NCPD) facilitating the first ever D20 Disability Conference in South Africa and managed the process for the full duration of the project, as well as the conference.
- Dr Zukiswa Nzo appointed as Co-Chair of the C20 leadership structure, amplifying South Africa’s voice in international disability-policy platforms.



5.2. Nappy Run – Dignity Through Care

Nappy Run is a national awareness and donation campaign that promotes the rights and dignity of children with disabilities who require nappies and other essential care items. Many families, schools and centres across South Africa struggle to secure the hygiene supplies necessary to support children with disabilities. Without these resources, children face reduced mobility, compromised health and diminished quality of life. Nappy Run directly addresses this gap by mobilising public generosity, strengthening child-rights awareness and channelling donations to families and institutions in need.

Running annually from October to December, the campaign draws national attention to the often-overlooked cost and importance of nappies, wipes, formula and related items for children with disabilities. Donations collected through Nappy Run are distributed to disability centres, early childhood development (ECD) facilities, special schools and families requiring dignity support. The campaign supports approximately 2,000 children with disabilities each year, extending dignity and care through essential supplies.

Nappy Run amplifies public understanding of child-rights issues, encourages responsible community participation and strengthens the national support network for children who rely on incontinence care as part of their daily well-being.

The impact of Nappy Run extends beyond the distribution of nappies.

The programme strengthens:

- **Dignity.**
- **Health and hygiene.**
- **Mobility and comfort.**
- **Social inclusion.**
- **Institutional capacity.**
- **Family support structures.**

These interventions reduce vulnerability, improve daily living conditions and contribute to children's emotional and physical well-being.

5.2.1. National Event, Advocacy and Visibility

The campaign's annual national event serves as a flagship day of action, bringing together families, schools, corporate teams and disability-rights advocates.

Nappy Run's messaging advocates for:

- Child dignity.
- Inclusive early childhood development.
- Rights-based care.
- Public responsibility to support vulnerable children.

National television advertisements enhanced visibility and strengthened the public's understanding of the daily challenges faced by children with disabilities who rely on nappies and other essential hygiene items.

The 14th annual Nappy Run was held at the Johannesburg Zoo on 1 November 2025, expanding public visibility for child dignity, access and the essential-care needs of children and adults requiring incontinence support.

This event reinforces national engagement and strengthens the campaign's public profile each year.



5.2.2 Corporate Partnerships and Support

The 2025 Nappy Run campaign received support from national partners including Concor, Epiroc, Marsh, Enter Media, WPP Media and Clicks. These partnerships strengthened the programme's resource capacity, visibility and distribution footprint across provinces.

Line Item	2025	2024	2023	2022
	R	R	R	R
Income				
Marsh Sponsorship	50 000	55 000	55 000	50 000
Momentum Metropolitan Foundation	-	-	10 000	-
Trisano Trust (Eiroc) Sponsorship	100 000	100 000	100 000	-
Checkers Shoprite Sponsorship	5 000	-	10 000	-
Concor Construction Sponsorship	20 000	-	-	-
Dis-chem Foundation	-	-	-	90 000
Domations from the public	17 571	21 180	19 910	12 011
	192 571	176 180	194 910	152 011



5.3 Hearing Loss Matters (Hlm) – Advocacy, Support And Rights

Hearing Loss Matters (HLM) is a national programme dedicated to raising awareness about hearing loss, supporting affected individuals and advocating for systemic inclusion. The programme aims to break stigma, strengthen communication accessibility and ensure that persons with hearing loss enjoy full and equal participation in society. HLM addresses the needs of individuals affected by:

- Noise-induced hearing loss.
- Age-related hearing decline.
- Congenital or early-childhood hearing challenges.
- Acquired hearing loss.
- Communication barriers in workplaces and public spaces.

Through public education, support services and policy advocacy, HLM advances both individual empowerment and systemic reform.

5.3.1. Evidence-Based Advocacy

HLM produces and disseminates evidence that highlights the prevalence of hearing loss and the systemic failures preventing early identification and support. A key study involving 10,390 preschool children revealed that:

- 5.6% failed a hearing screening, and
- 240 children had confirmed hearing loss.

This study underscored the urgent need for universal early hearing screening in South Africa. HLM uses this evidence to influence policy, strengthen awareness and support advocacy efforts targeting inclusion and accessibility.

5.3.2. National Systems Advocacy

HLM's advocacy efforts include promoting systemic change through policy influence and public-rights interventions. Key areas of focus include:

- Lobbying for universal newborn hearing screening.
- Advocating for accessible captioning in broadcast media.
- Supporting workplace accessibility frameworks for hearing-impaired employees.
- Promoting inclusive communication standards across institutions.

A significant advocacy milestone occurred on 24 October 2025, when the Supreme Court of Appeal dismissed the ICASA appeal in the captioning-access case. This decision strengthened legal precedent for broadcast accessibility and represented a major victory for communication rights.

5.3.3. Direct Support to Persons with Hearing Loss

HLM provides direct support through workshops, information services and online platforms that help individuals navigate daily communication barriers.

The Road to Independence Programme delivered:

- 16 sessions in 2023
- 41 sessions in 2024
- 22 sessions from January to October 2025

5.3.4. Workplace Inclusion Frameworks

HLM contributed to the development of workplace functionality reporting frameworks designed to identify employment risks and support necessary accommodations for persons with hearing loss. These frameworks help organisations assess communication barriers, address safety risks and improve disability-inclusive workplace practices.

5.3.5. Public Education and Awareness

Public education plays a central role in reducing stigma and strengthening national understanding of hearing loss. Across multiple media platforms, HLM provides accessible information and promotes inclusive communication practices.

We delivered national public education sessions through Huisgenoot/You Magazine, RSG and Pretoria FM, focusing on:

- Hearing loss
- Media accessibility
- Representation and inclusion

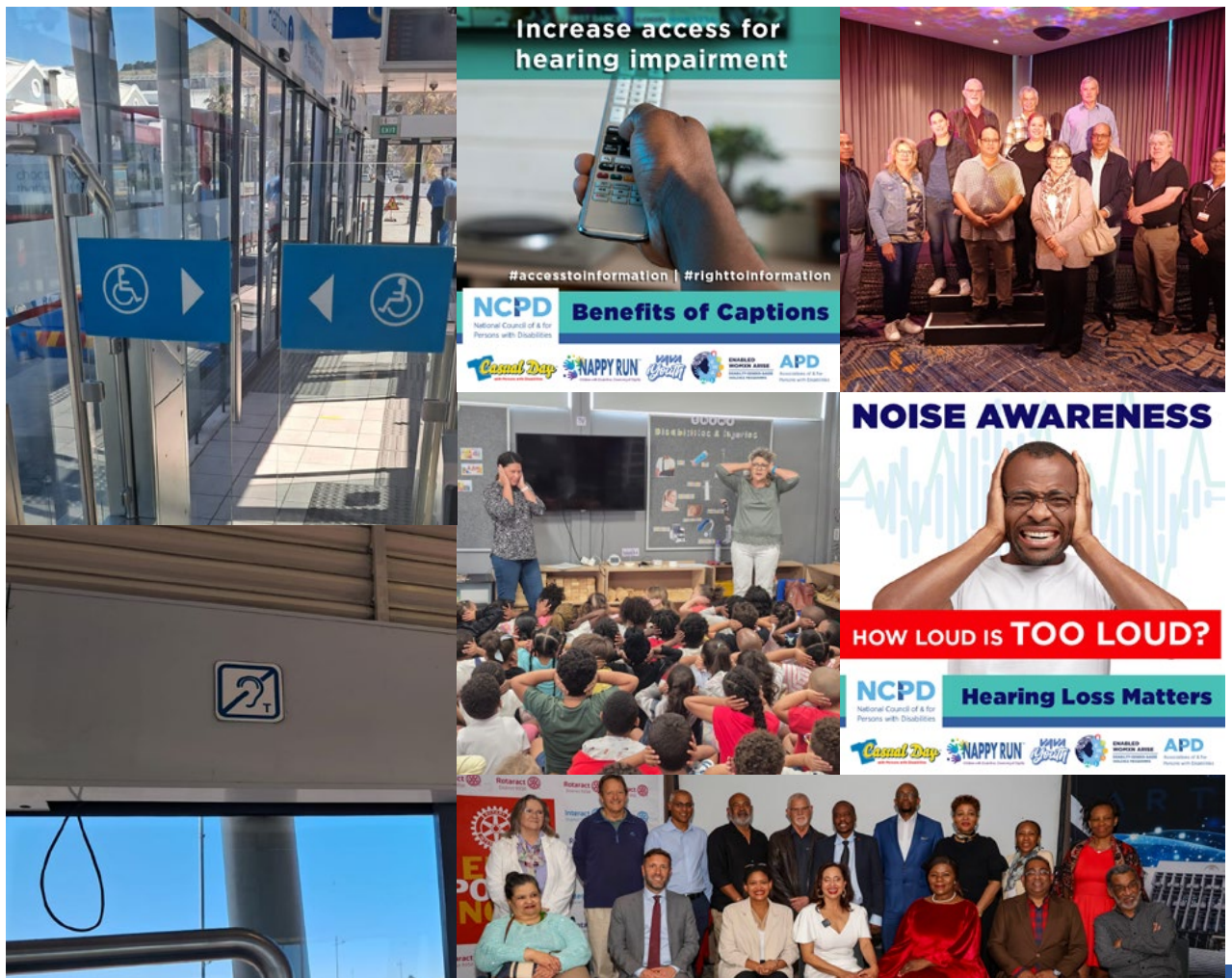
These engagements significantly expanded disability awareness and promoted the need for systemic communication accessibility.

5.3.6. Digital Knowledge Access

HLM’s public education efforts include digital platforms that broaden access to disability knowledge. This includes the publication of a dedicated YouTube panel discussion, extending disability awareness beyond physical events and strengthening national reach.

Since 2015 the NCPD has lobbied for access to news bulletins and public service announcements, which includes the State of the Nation Address and budget speeches as well as the regular addresses by the President on the Covid-19 pandemic in 2020, to carry live captions.

This issue came to a legal battle with the Independent Communications Authority of South Africa (ICASA) in 2025 when the NCPD took them to the Gauteng High Court, Pretoria, to have its Code for Persons with Disabilities Regulations 2021 reviewed and set aside. Although this case was lost, as well as on appeal, the battle is not over. Although South African Sign Language (SASL) is made available by the national broadcaster, this only address a very small portion of hearing-impaired people. We see it as our obligation to address this on behalf of all hearing-impaired people of South Africa to make this important information, of national interest, available to them in a manner they can understand as well.



5.4. Youth Empowerment Building The Next Generation Of Leaders With Disabilities

NCPD's youth programmes strengthen the participation, leadership and employability of young persons with disabilities. Youth leadership development is central to achieving sustainable, long-term inclusion and ensuring that future generations of young people with disabilities become active contributors, leaders and advocates within their communities and national structures.

The youth portfolio promotes leadership skills, workplace-readiness training, advocacy exposure and economic participation. Through these programmes, NCPD develops a pipeline of empowered young leaders who can influence public dialogue, policy direction and community mobilisation.

The programme focuses on:

- Leadership development.
- Workplace-readiness training.
- Skills development.
- Entrepreneurship support.
- Policy advocacy.
- Youth mobilisation and participation.

A national youth disability network of more than 1,500 young people was established, supported by a Vava iYouth Action Team of 100 youth leaders who drive advocacy, support campaigns and strengthen youth representation nationally. Members of the youth disability network further engaged in Y20 Working Groups, participating in international youth policy dialogues on disability inclusion.



5.5. THE ROLE OF PROGRAMMES TOWARDS AWARENESS AND PUBLIC ENGAGEMENT

Casual Day engages millions of South Africans annually, making it one of the country's most widely supported social-development campaigns. Its strong brand identity and inclusive messaging have reinforced the campaign as a flagship event for disability rights.

Key participation and engagement channels include:

- Retail stores and nationwide partner outlets.
- Corporate workplaces and office campaigns.
- Schools, colleges and universities.
- Community organisations and local networks.
- Media platforms – including radio, television, print and digital.
- Online and social media mobilisation.

Sticker distribution and redemption form the financial backbone of the campaign and remain central to revenue generation and public engagement.

Over three decades, Casual Day has built one of the largest participation networks in the social-development landscape.

Key components include:

- More than 2,000 schools participating over three years.
- Hundreds of community organisations.
- National corporate partners.
- Provincial and local structures.
- Retail outlets and distribution partners.
- Government departments.

Nappy Run generates national awareness through a multi-platform engagement strategy that includes:

- Media campaigns.
- Community events and hosted activations.
- Public-education materials.
- School and organisational drives.
- Digital and social media advocacy.

These awareness activities challenge stigma, strengthen public understanding and mobilise support for children with disabilities who require daily care assistance.

6. RIGHTS, ACCESS & SOCIAL JUSTICE

The NCPD champions human rights, equitable access, and social justice for persons with disabilities across South Africa. Through a combination of national systems advocacy, strategic litigation, and direct community support, the organisation works to dismantle systemic barriers, ensuring dignity and Universal Design and Access in all sectors of society.

Key Interventions and Impact

Key Focus Area	Highlights & Impact
National Systems Advocacy	<ul style="list-style-type: none"> • Disability-20 (G20): Served as SA's national focal point, advocating for inclusive development and global policy alignment. • Policy Reform: Contributed to workplace-functionality frameworks and aligned national agendas with international standards.
Legal Interventions & Policy	<ul style="list-style-type: none"> • Litigation: Partnered with the Centre for Child Law to address school exclusion; successfully opposed the ICASA appeal (Supreme Court of Appeal, Oct 2025) regarding broadcast captioning. • Submissions: Provided inputs on Education White Paper 6 and the domestication of the UN Convention on the Rights of Persons with Disabilities.
Education Access	<ul style="list-style-type: none"> • Direct Support: Assisted families with school placements, infrastructure modifications, and assistive devices. • Systemic Unblocking: Collaborated with provincial departments to resolve placement challenges and transport barriers.
Social Work & Case Support	<ul style="list-style-type: none"> • Caseload: Provided direct support to approx. 40 persons per month (counselling, referrals, accommodation). • Grant Access: Assisted approx. 35 persons annually with disability grant applications and physical accompaniment.

Gender-Based Violence (GBV)

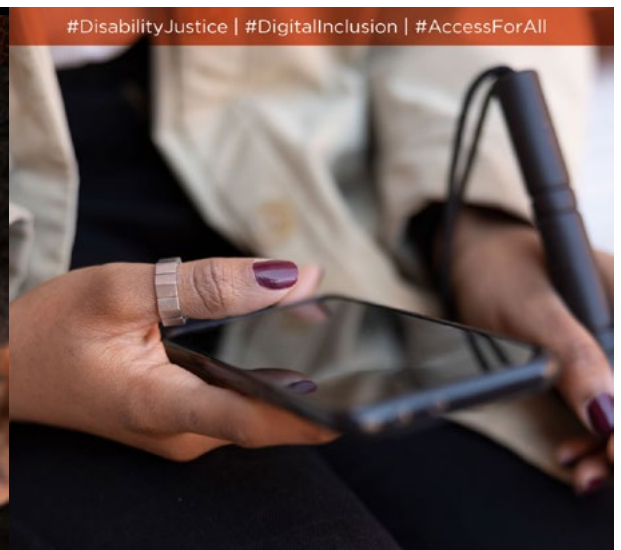
- Capacity Building: Trained 362 SAPS officers, 137 Court Preparation Officers, and 100 shelter workers to provide disability-responsive GBV support.

Economic Empowerment

- Enterprise Support: Supported 65 disabled-owned SMMEs to foster independent livelihoods.
- Job Creation: Facilitated 55 employment, internship, and learnership opportunities (2023-2025) through national partnerships.



#DisabilityJustice | #EndGBV | #16Days | #SupportHerVoice



#DisabilityJustice | #DigitalInclusion | #AccessForAll

Digital Exclusion Is Violence

16 DAYS of Activism 2025

ENABLED WOMXN ARISE
DISABILITY GENDER-BASED VIOLENCE PROGRAMME
a project of NCPD National Council of & for Persons with Disabilities

Access Scan | Hilton Sandton



#BreakHerBarriers | #EndViolence

How much longer must disabled women wait?

16 DAYS of Activism 2025

ENABLED WOMXN ARISE
DISABILITY GENDER-BASED VIOLENCE PROGRAMME
a project of NCPD National Council of & for Persons with Disabilities

Rapid GBV Screening can save lives!

16 DAYS of Activism 2025

ENABLED WOMXN ARISE
DISABILITY GENDER-BASED VIOLENCE PROGRAMME
a project of NCPD National Council of & for Persons with Disabilities

7. UNIVERSAL ACCESS & BARRIER REMOVAL

Universal Access and Barrier Removal focuses on ensuring that environments, services, communication systems and public infrastructure are fully accessible to all persons with disabilities. This work supports dignity, independence and full participation in society and is rooted in the principles of Universal Design and disability rights. Universal Design and Access is defined as an inclusive approach ensuring that buildings, services, environments and systems are usable by all people without the need for adaptation or specialised assistance.

The programme includes accessibility audits, built-environment consulting, tourism-accessibility work, loop-system advocacy and installation, public education on Universal Design, support for accessible nature and recreation spaces and advocacy for inclusive communication systems.

7.1. Built Environment Accessibility

NCPD collaborates with architects, engineers, municipalities, private-sector developers and public entities to enhance accessibility in buildings, facilities and public spaces. Work includes accessibility audits, plan reviews, compliance assessments, Universal Design training and recommendations for barrier removal. These efforts help reduce physical and communication barriers across hospitals, schools, offices, public-transport nodes and recreational spaces.

Access Audits/Access Scan

Date	Activity Type	Organization / Venue	Location
2022			
10 Jun 2022	Access Audit	Hilton Sandton	Johannesburg
8 Aug 2022	Access Audit	DTIC	Tshwane
7 Sept 2022	Access Audit	DTIC	Tshwane
8 Sept 2022	Access Audit	DTIC	Tshwane
24 Nov 2022	Access Scan	Hamptons Office Park	Greenstone
24 Nov 2022	Access Scan	Stoneridge Office Park	Greenstone
2023			
19 May 2023	Access Scan	Sibikwa Art Centre	Johannesburg
23 May 2023	Access Scan	WSWC	Mamelodi
25 May 2023	Access Scan	Smart Start	Johannesburg
31 May 2023	Access Scan	Thanda Community Centre	Johannesburg
01 June 2023	Access Scan	ISFAP	Johannesburg
01 June 2023	Access Scan	Play Africa	Johannesburg

07 June 2023	Access Scan	Outreach Foundation	Johannesburg
07 June 2023	Access Scan	ASSITEJ Windybrow Arts Centre	Johannesburg
13 Nov 2023	Master Class	Universal Design	—
2024			
August 2024	Access Audit	Colgate Palmolive	Johannesburg
29 Sept 2024	Access Scan	Necsa	Pretoria
09–11 Dec 2024	UD & Access Training	Dept. of Public Works & Infrastructure	Johannesburg
2025			
21 Jan 2025	Access Audit	Spur Group	Johannesburg
03 Feb 2025	Access Audit	Spur Group	Durban
12 Feb 2025	UD Training & Scan	Gauteng Provincial Legislature	—
09 April 2025	UDA Training	NCPD Staff	—
17–18 June 2025	Access Audit	PwC	—
09 July 2025	Access Audit	Nisaa Institute for Women’s Development	Johannesburg
17 July 2025	Access Audit	Tears Foundation	—
21–22 July 2025	Access Audit	Lancet Laboratories	—
23–24 July 2025	Access Audit	Lanseria International Airport	Johannesburg
31 July 2025	Access Audit	Mali Martin Polokegong Centre	—
12 Aug 2025	Access Audit	Action Aid SA	—
15–16 Sept 2025	Access Audit	NESTLE South Africa	—
21–22 Oct 2025	Access Audit	VKB-NRF	—
06 Nov 2025	Access Audit	OUTsurance	Centurion

The NCPD also engaged directly with the Minister of Transport, Barbara Creecy, regarding national transport accessibility and the standardisation of parking discs.

7.2. Tourism Accessibility

NCPD provides technical recommendations to strengthen accessibility within the tourism sector. Core components include accessible accommodation, transport access, communication accessibility, staff-awareness training and digital-accessibility assessments. These measures improve the tourism experience for persons with disabilities and support broader compliance with national and international access standards.

We support Universal Access to eco-tourism environments to ensure that natural spaces are accessible to persons with disabilities. A beach access mat and two amphibious floating beach wheelchairs were officially handed over at Gonubie Beach (Buffalo City Metro) to enable access to the ocean for wheelchair users.

7.3. Assistive Listening and Loop-System Advocacy

NCPD promotes communication access through advocacy for loop-system installations in public venues, theatres, auditoriums and conference facilities. A major milestone was reached when Artscape Theatre installed loop-system technology across all five of its theatres following a sustained ten-year advocacy effort by NCPD.

7.4. Accessible Nature & Recreation

NCPD works with conservation entities, tourism bodies and local authorities to expand access to natural and recreational environments. A wheelchair-accessible hiking trail was launched at the Clarens Village Conservancy, providing inclusive access to a natural area that was previously inaccessible.

We are the official screening and certifying partner of the Department of Forestry, Fisheries and the Environment (DFFE) for Beach Vehicle Access Permits. 135 Beach Permits were issued to persons with disabilities with severe mobility impairments.



8. ASSISTIVE DEVICES & MOBILITY ENABLEMENT

The NCPD's Assistive Devices and Mobility Enablement Programme promotes independence and dignity by facilitating access to essential mobility equipment across South Africa. While the organisation does not directly fund these devices, it manages strategic partnerships with corporate donors—such as ABSA and FNB—and community networks to ensure responsible distribution.

The programme is anchored in two core principles: dignity through mobility, ensuring devices are clinically matched to a beneficiary's specific functional and environmental needs, and responsible stewardship, which focuses on the proper allocation and reallocation of equipment. By leveraging these clinical assessment pathways and national networks, the NCPD provides life-changing mobility support to individuals who would otherwise face systemic exclusion from such essential services.



8.1. Assistive Device Distribution

NCPD distributes mobility equipment only when donations are received. Through partnerships and community-directed contributions, individuals are supported with wheelchairs, buggies, walkers, crutches, cushions, spare parts and other specialised devices. During the reporting period, 147 specialised mobility devices were donated and distributed nationally. These were allocated through clinical matching, provincial partner referrals and community networks to ensure appropriate functionality and fit.

Initiative / Sponsorship	Type of Assistance Rendered	Beneficiary
ABSA “Don’t Hide the Ride” Campaign	Funding and issuance of custom wheelchairs and crutches; individual mobility assessments and long-term support.	Lydia Maarman, Mphoentle Masilo, Bettina Nxosana, Katlego Mongoane, Thokozile Thusi, Mohau Makhwelo, Precious Letsie, Jalaaludin Shamil-Nasser, James, Samuela, Barrack Mibizi and Keyanah Weitz.
FNB Mobility Support Donations	Specialised buggies, wheelchairs, cushions and spare parts (Total value: R165,000).	Bongiwe Mzozana, Nceba Khewani, Masabata Nyeoe, Thabo Maleho and Motsamai Thamae.
Device Reallocation Programme	Clinical assessment, refurbishment and structured matching/reallocation of used mobility devices.	Recipients requiring specific mobility matches for refurbished equipment.
Long-term Impact Tracking (ABSA)	Sustained funding for mobility devices and the development of a consistent support ecosystem.	Multiple named beneficiaries over a nine-year period.
Additional Support Streams (Nappy Run 2025)	Funding for wheelchair evaluation services and expanded clinical assessment capacity.	Children with disabilities.

8.2. Mobility Enablement

Mobility enablement ensures access to appropriate assistive devices, functional environmental modifications, mobility-related assessments, reallocation pathways and long-term sustainability support. This includes integrated case assessments, device matching, follow-up engagements and partnerships with provincial APDs, rehabilitation professionals and mobility practitioners.

Key components include clinical assessments before device allocation, training on safe device usage for beneficiaries and caregivers, post-allocation monitoring, workplace and school-based mobility interventions and linkages with provincial rehabilitation networks.

8.3. Functional Access Outcomes

Disability Equity Training (DET)

Date	Organization / Group	Notes
2022		
20 April 2022	NCPD staff	Edenvale: Virtual
30 May 2022	APD Uppington	Virtual
3 June 2022	EDS, Johannesburg	Virtual
21 July 2022	GBV	Virtual
25 July 2022	Hannover Re	Virtual
26 July 2022	Hannover Re	Virtual
16 Aug 2022	GBV	Virtual
17 Aug 2022	Carnival City	Boksburg - Virtual
16 Sept 2022	Court Preparation Officers	Virtual
21 Sept 2022	Court Preparation Officers	Virtual
22 Sept 2022	Court Preparation Officers	Virtual
27 Sept 2022	Western Cape APD	Virtual
18 Oct 2022	Court Preparation Officers	Virtual
19 October 2022	Court Preparation Officers	Virtual
21 October 2022	Court Preparation Officers	NCPD Boardroom, Edenvale
15 November 2022	Court Preparation Officers Northern Cape	NCPD Boardroom/Hybrid
16 November 2022	GVB Shelters	x 2 sessions
17 November 2022	GVB Shelters	x 2 sessions
30 November 2022	NCPD staff	NCPD Boardroom, Edenvale
2023		
14 June 2023	DBSchenker	Kempton Park
20 July 2023	DBSchenker	Kempton Park

19 Sept 2023	NCPD Staff	Internal Training
20 Sept 2023	APD Free State	Provincial Office
2024		
01 March 2024	Spur Group	Johannesburg
25 March 2024	Gauteng Provincial Treasury	Tshwane
17 April 2024	DBSchenker	Kempton Park
18 April 2024	Paul Jungnickel Home	Johannesburg
09 May 2024	DBSchenker	Kempton Park
28 June 2024	APD NMB	Nelson Mandela Bay
30 June 2024	NCPD Staff	Internal Training
25 July 2024	Banthu	Johannesburg
27 Aug 2024	Sipla	Johannesburg
27 Sept 2024	The Other Foundation	Johannesburg
15 Nov 2024	Kimberly Clark South Africa	Johannesburg
2025		
22 Jan 2025	Motus Retail	2 Sessions
03 Feb 2025	SPUR Group	Durban
06 Feb 2025	Motus Group	Johannesburg
10 April 2025	NCPD Staff	Internal Training
25 April 2025	REHAB East London	Virtual
29 May 2025	GBV	Gender-Based Violence Project
05 June 2025	GBV	Gender-Based Violence Project
29 July 2025	Netcare	Virtual
30 July 2025	GBV	Gender-Based Violence Project
07 Aug 2025	Alstom	Virtual
10 Sept 2025	Synergep	Virtual
20 Sept 2025	Loreal	2 Sessions
01 Oct 2025	eStudy SA	Virtual

The NCPD work environment guides and involvement is far reaching and can briefly be summarised by considering information about each subtopic as covered in detailed brochures made available to relevant parties:

a. Workplace & Disability Equity Training (DET) Pamphlet

This leaflet focuses on the NCPD's core workplace offering: educating staff and management to create an inclusive environment.

- Download the Disability Equity Training Leaflet (PDF)
- What it covers: Disability sensitization, reasonable accommodation, breaking workplace barriers, and legislative requirements (White Paper on the Rights of Persons with Disabilities).

b. Universal Design & Access Pamphlet

For businesses looking to audit their physical or digital environment for accessibility.

- Download the Universal Design Leaflet (PDF)
- **What it covers:** Access audits, building inspector training, and advice on the design of accessible buildings and services.

c. Corporate Benefits & B-BBEE Leaflet

This pamphlet is aimed at HR and Corporate Social Investment (CSI) managers to explain the business benefits of partnering with the NCPD.

- Download the NCPD Benefits Leaflet (PDF)
- **What it covers:** Recruitment and placement fees, B-BBEE scorecard points (Management Control/Employment Equity and Skills Development), and Section 18A tax certificates.

Summary of NCPD Workplace Services

- Recruitment & Placement: Sourcing and placing candidates with disabilities into permanent or internship roles.
- Workplace Audits: Scanning physical premises to ensure they meet universal access standards.
- Policy Development: Assisting companies in drafting internal disability and disclosure policies.
- Sensitization Training: Short-term workshops to help existing staff feel comfortable and informed when working with colleagues with disabilities.

9. COMMUNITY SUPPORT

This programme ensures that disability centres, day-care facilities, households and communities have access to essential support, resources and services. Many communities experience chronic shortages of equipment, care supplies and institutional support, particularly in rural and under-resourced areas.

NCPD's community-welfare work includes food relief, care-support items, day-care centre support, institutional strengthening, rural community reach and direct crisis support.

Focus Area	Activities & Support Rendered	Partners & Impact
Food Relief Partnerships	National distribution of nutritional support to disability centres and care facilities.	Collaborated with Food Forward, Genesis Nutritious Food, and Checkers to support 36 centres annually.
Day-Care Centre Support	Monthly provision of essential care products and nutritional items (e.g., Genesis porridge).	Regular support visits to at least four disability day-care centres to ensure institutional stability.
Rural Community Prioritisation	Targeted welfare interventions and social support in under-resourced areas.	Prioritised rural regions to bridge service gaps and promote equitable access to care.
Community Mobilisation	Coordinated care-item distributions, awareness events, and support drives.	Partnered with APDs, volunteers, and community organisations to extend ground-level reach.
Special Schools & Centres	Provision of equipment, infrastructure materials, hygiene supplies, and mobility assistance.	Casual Day funding supported infrastructure at APD Centenary House (Limpopo) and 81 beneficiaries at Kopano Workshop.

10. NATIONAL SYSTEMS THAT DRIVE DELIVERY

Effective national delivery is supported by structured internal systems, governance mechanisms and organisational workflows that ensure accountability, consistency and quality across NCPD's programmes.

G	A	T	M	E	A
1. Gathering (R&D)	2. Assigning & Attending	3. Tracking	4. Monitoring	5. Evaluating	6. Analysing

The organisation maintains national systems for governance, programme monitoring, case escalation, research and data, stakeholder communication and national response coordination.

The GATMEA Governance System

The GATMEA system ensures that all public and stakeholder enquiries are handled efficiently and professionally. Its functions include case routing, escalation pathways, tracking and reporting, performance benchmarking and quality evaluation. The system operates on a formal five-working-day turnaround benchmark, ensuring that enquiries are responded to and resolved within a defined performance standard.

Standardised evaluation forms assess the effectiveness and quality of each completed enquiry, supporting organisational learning and accountability. Structured routing pathways integrate key roles, including the National Director, Research and Development, Universal Design, Finance and Network structures, enabling coordinated national responses.

The system also supports institutional research functions by generating structured beneficiary-needs profiles and organisational-performance insights that inform evidence-based planning. It identifies national disability-related issue patterns, such as transport access, education access, enterprise support and medical or social intervention needs, facilitating responsive programme alignment. Internal governance assets, including system maps and workflow diagrams, form part of the operational control framework and strengthen strategic oversight.

11. PUBLIC TRUST & NATIONAL PROFILE

NCPD's public visibility, advocacy leadership and media engagement ensure that disability inclusion remains a national conversation. Public trust is built through consistent, transparent, rights-based messaging and strong media and community presence.

NCPD engages in national media advocacy, public education, public relations, awareness campaigns, community radio and television, digital engagement and international representation. The Public Relations and Communications Department leads disability-rights promotion and organisational visibility as a dedicated internal communications unit.

The organisation conducts national and community-level media engagements across radio, television and press platforms as part of its structured public-awareness work. Its advocacy portfolio includes campaigns during Human Rights Month, Freedom Day, Youth Day, Women's Day and Disability Rights Awareness Month.

Public education delivered through Huisgenoot/You Magazine, RSG and Pretoria FM strengthened national disability awareness, focusing on hearing loss, media accessibility and representation. Awareness work also included a dedicated YouTube panel discussion, extending reach beyond event-based platforms.

NCPD maintains three national disability Facebook communities (groups) with a combined membership of more than 44,700 people, forming one of South Africa's largest digital disability networks.

The organisation represented South Africa at the D20 Disability Conference in Rio de Janeiro in November 2024, presenting national perspectives on disability inclusion.

In 2025, NCPD's campaigns generated approximately 100 million media impressions through pro bono national media partnerships, significantly expanding visibility. A national disability-awareness partnership with the Football Union of South Africa enabled sport-based engagement activations. Avery Young, aged eight, was appointed national ambassador for Casual Day 2025, strengthening the campaign's child-rights advocacy profile. An in-memoriam tribute honoured the legacy of disability-rights advocate Dorothy-Anne Howitson.

12. FINANCIAL PERFORMANCE & RESOURCE STEWARDSHIP

12.1. Overview

This section provides a consolidated view of the National Council of and for Persons with Disabilities' (NCPD) financial performance and resource stewardship across the **2021-2022, 2022-2023, 2023-2024** and **2024-2025** financial years. The reporting approach is anchored in transparent financial governance, audited compliance, responsible allocation of resources and alignment with national statutory frameworks, including NPO registration requirements, SARS PBO status and B-BBEE codes. The financial information presented draws from audited financial statements for the periods ending 31 March 2022, 31 March 2023 and 31 March 2024, as well as financial summaries for 2023-2024 and 2024-2025 extracted from NCPD's operational reports.

NCPD's financial management is guided by the IFRS for SMEs Accounting Standard, applied consistently across the audited periods. The organisation maintains compliance with its institutional governance obligations, including NPO registration (000-923NPO), PBO status (930020816), tax reference requirements and annual independent auditing by BDO South Africa Incorporated. This ensures that financial reporting remains credible, verifiable and suitable for donor, regulatory and stakeholder scrutiny.

12.2. Financial Reporting Scope and Year Structure

The financial reporting period covered in this Annual Report spans the following financial years:

- 2021-2022 Financial Year
- 2022-2023 Financial Year
- 2023-2024 Financial Year
- 2024-2025 Financial Year

Audited financial statements were available for the years ended 31 March 2022, 31 March 2023 (included as comparative figures) and 31 March 2024. Summary financial statements and income/expenditure breakdowns were available for 2023-2024 and 2024-2025. Distribution data for 2025 remains outstanding and must be requested from management to complete the mandatory multi-year allocation visual.

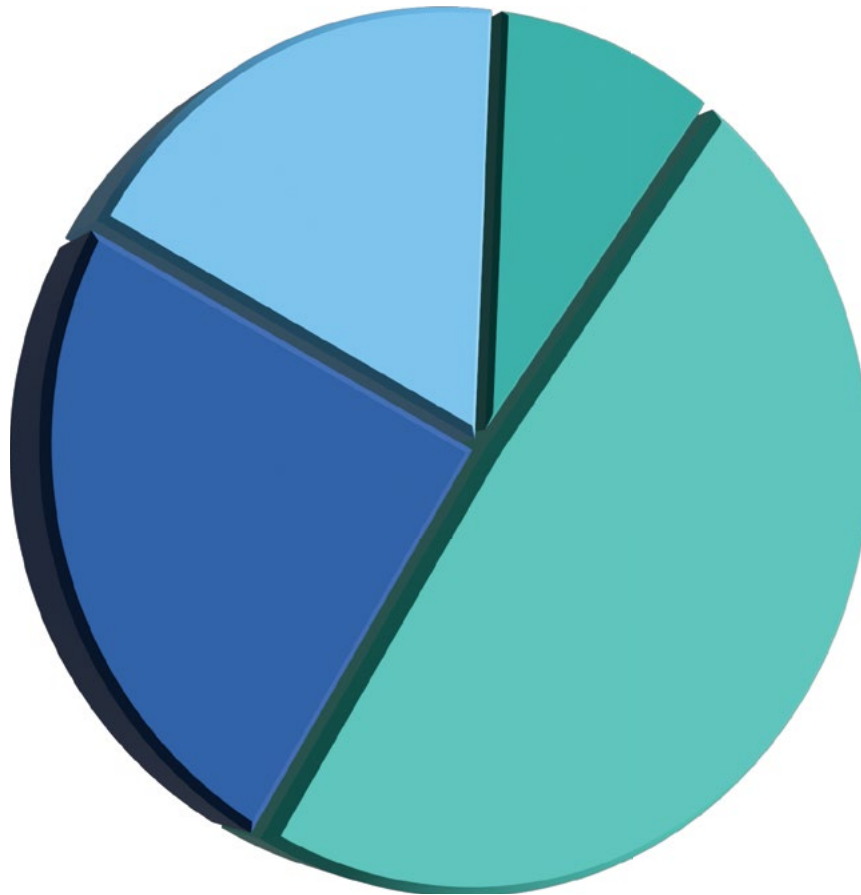
12.3. Revenue Overview Across the Reporting Period


The organisation's revenue base across the three-year period reflects a combination of merchandise sales and sticker donations through Casual Day, Disability Empowerment Concern Trust (DEC) distributions and a variable mix of grants and project income. These sources reflect NCPD's blended model of fundraising, programme-based funding and trust-managed distributions which are for projects and programmes.

INCOME STREAMS


For the year ended 31 March 2022

	2021-2022	Percentage
Merchandise sales (Casual Day)	4 575 652	24%
Sticker Donations (Casual Day)	3 386 014	18%
Disability Empowerment Concern (DEC)	1 800 000	9%
Grants and Projects Income	9 421 380	49%
TOTAL	19 183 046	100%



 Merchandise sales (Casual Day)

 Disability Empowerment Concern (DEC)

 Sticker Donations (Casual Day)

 Grants and Projects Income

INCOME STREAMS

For the year ended 31 March 2023

	2022-2023	Percentage
Merchandise sales (Casual Day)	4 998 840	24%
Sticker Donations (Casual Day)	5 054 730	24%
Disability Empowerment Concern (DEC)	2 650 000	13%
Grants and Projects Income	8 309 716	40%
TOTAL	21 013 286	100%



INCOME STREAMS

For the year ended 31 March 2024

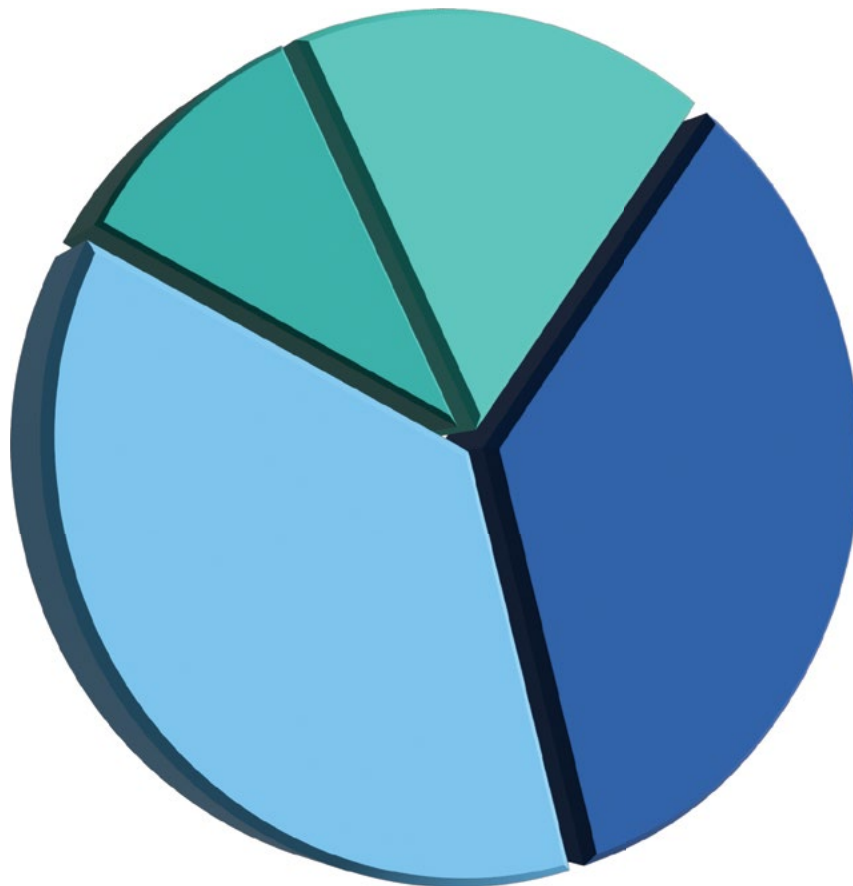
	2023-2024	Percentage
Merchandise sales (Casual Day)	7 674 481	36%
Sticker Donations (Casual Day)	8 348 505	39%
Disability Empowerment Concern (DEC)	2 370 000	11%
Grants and Projects Income	2 848 581	13%
TOTAL	21 241 567	100%



INCOME STREAMS

For the year ended 31 March 2025

	2024-2025	Percentage
Merchandise sales (Casual Day)	8 803 631	36%
Sticker Donations (Casual Day)	8 845 577	36%
Disability Empowerment Concern (DEC)	2 524 070	10%
Grants and Projects Income	4 171 713	17%
TOTAL	24 344 991	100%



12.4. Expenditure Overview Across the Reporting Period

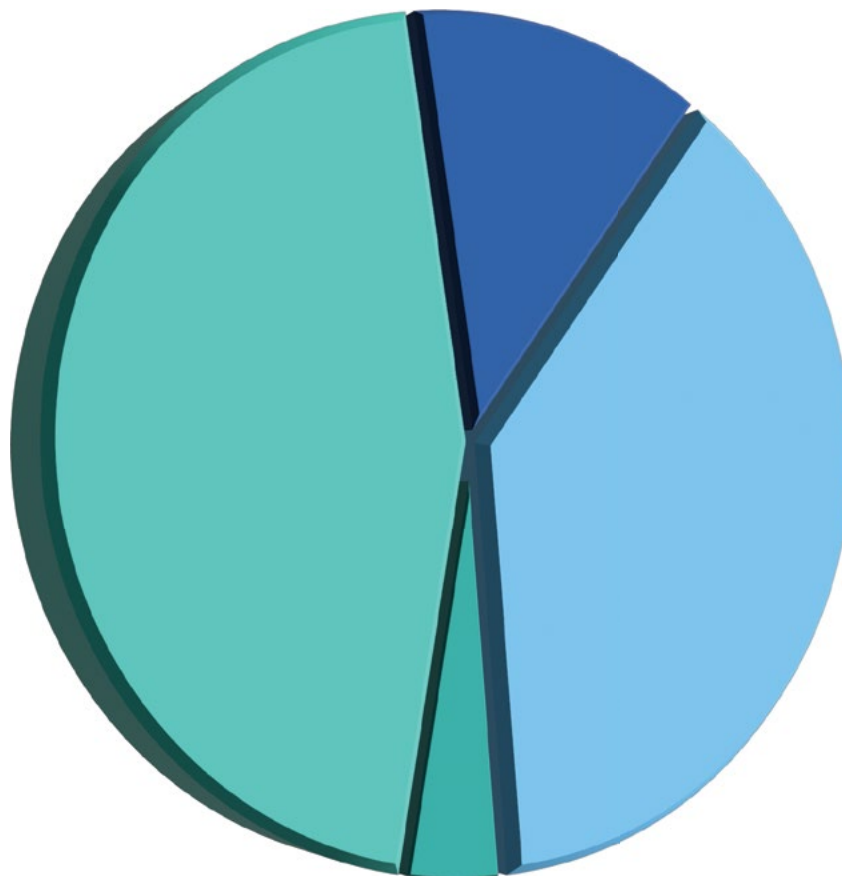
The organisation's expenditure reflects operational requirements and programme-driven spending, including Casual Day programmes, provincial and local project implementation, staff costs and organisational operations.

2021-2022 Financial Year

EXPENDITURES

For the year ended 31 March 2022

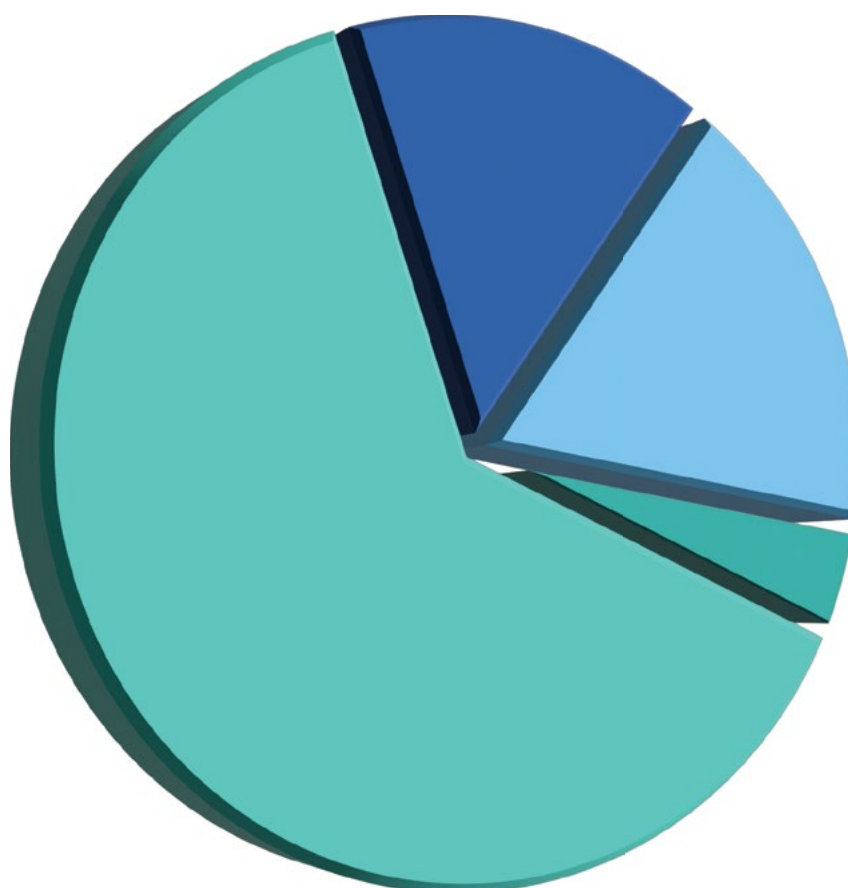
	2021-2022	Percentage
Salaries and Operating Expenses	7 626 018	39%
Other Expenses	804 627	4%
Projects National and Casual Day	8 777 470	45%
Provincial and Local	2 383 511	12%
TOTAL EXPENDITURE	19 591 625	100%





EXPENDITURES


For the year ended 31 March 2023

	2022-2023	Percentage
Salaries and Operating Expenses	4 009 652	18%
Other Expenses	893 821	4%
Projects National and Casual Day	14 128 477	63%
Provincial and Local	3 410 301	15%
TOTAL EXPENDITURE	22 442 251	100%



 Salaries and Operating Expenses

 Projects National and Casual Day

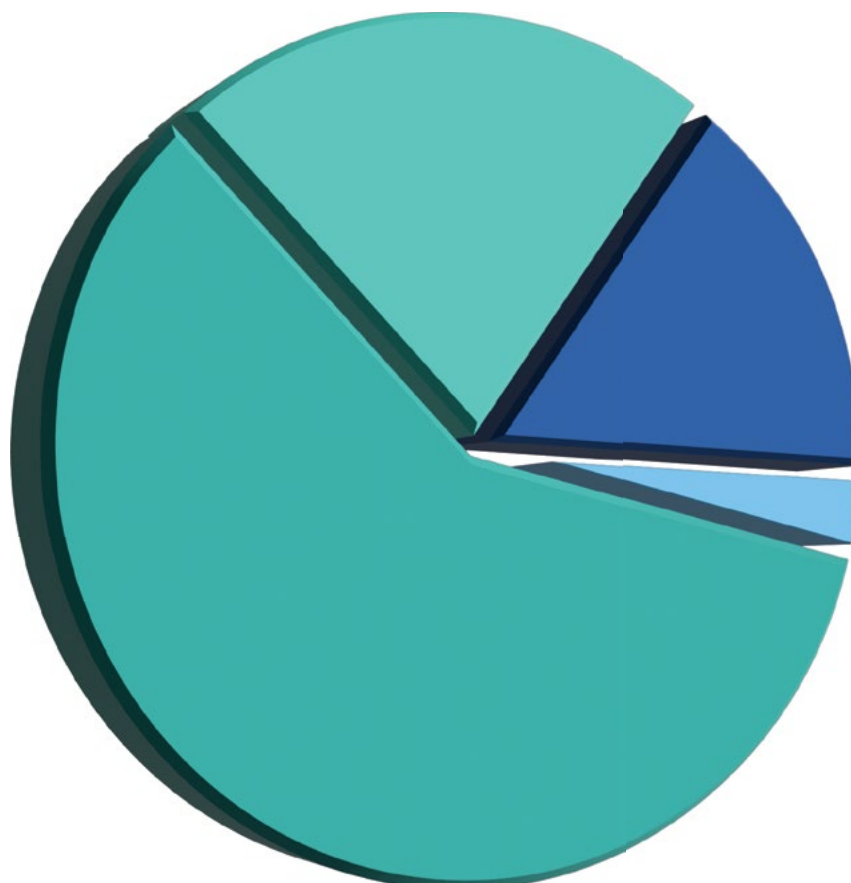
 Other Expenses

 Provincial and Local

EXPENDITURES

For the year ended 31 March 2025

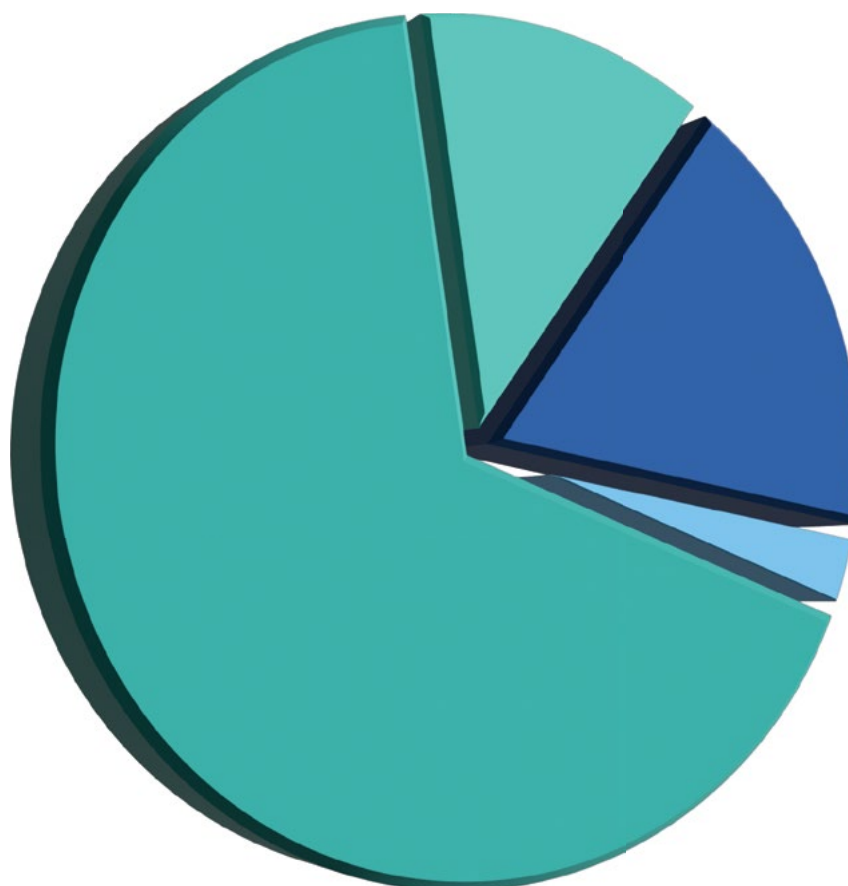
	2023-2024	Percentage
Salaries and Operating Expenses	4 237 938	16%
Other Expenses	827 947	3%
Projects National and Casual Day	15 806 190	59%
Provincial and Local	5 879 500	22%
TOTAL EXPENDITURE	26 751 575	100%



EXPENDITURES

For the year ended 31 March 2024

	2024-2025	Percentage
Salaries and Operating Expenses	5 270 191	18%
Other Expenses	948 178	3%
Projects National and Casual Day	18 864 804	66%
Provincial and Local	3 526 894	12%
TOTAL EXPENDITURE	28 610 067	100%



Salaries and Operating Expenses

Projects National and Casual Day

Other Expenses

Provincial and Local

12.5. Surplus and Deficit Position

The audited financial statements report the following annual results:

- 2021–2022 Audited Result: R2,108,828 surplus
- 2022–2023 Audited Result: R916,983 deficit
- 2023–2024 Audited Result: R589,079 surplus

When viewed alongside revenue and expenditure summaries, the organisation's financial position demonstrates recovery following the deficit in 2022–2023. Surpluses in subsequent audited periods indicate that NCPD maintained positive financial outcomes despite fluctuations in project income and increases in programme expenditure.

12.6. Resource Allocation Framework

NCPD applies a confirmed category-based allocation structure for distributing funds, aligned with its national mandate and operational footprint. This structure remains consistent across the reporting years and is used to evaluate and communicate the proportion of resources directed to beneficiaries.

Category Allocation Structure

- NPO's, schools and tertiary disability units only for Casual Day - 47 percent
- APD's (nine provinces) - 16 percent
- Job Placement, Children, Women, Youth, Deaf, Rural Development, Assistive Devices, B-BBEE - 22 percent
- National Disability Organisations - 13 percent
- Government Disability Units - 2 percent

This framework provides stakeholders with transparent insight into programme-resource distribution and reinforces NCPD's commitment to equitable, needs-based allocations.

12.7. Donor Value, Compliance and Stewardship

NCPD maintains full compliance with statutory donor-governance requirements. The organisation issues Section 18A certificates for tax-deductible contributions, supported by regulated reporting and transparent fund utilisation. Corporate donors derive B-BBEE scorecard value through contributions aligned to Employment Equity, Skills Development, Socio-Economic Development and Enterprise Development.

NCPD distinguishes between donations and sponsorships through formal agreements outlining deliverables, brand considerations, reporting expectations and governance obligations. This ensures clarity, accountability and donor confidence.

NCPD's donor value proposition is grounded in its national footprint, more than eighty years of credibility, ability to reach thousands of beneficiaries annually, Section 18A compliance, alignment with B-BBEE Codes of Good Practice, verified impact reporting and ethical, audited governance.

Donors receive Section 18A tax-deduction certificates for qualifying donations, B-BBEE scorecard value in Skills Development, Enterprise and Supplier Development and Socio-Economic Development, public visibility through national campaigns, partnership-activation opportunities and annual impact reporting. Corporate donors may earn B-BBEE points for supporting black-owned disability enterprises and skills-development pathways in line with the Amended Codes of Good Practice.

The organisation's compliance framework includes NPO registration, SARS PBO accreditation, adherence to B-BBEE Codes of Good Practice and alignment with UN Sustainable Development Goals for impact reporting.

Financially significant partnerships in the reporting period include:

- R3 million contribution from Clicks SA supporting GBV programmes
- R75,000 contribution from Silverstar Casino
- National courier sponsorship by RTT Group for Casual Day, reducing logistics costs and increasing distribution capacity

REPORT OF SIGNIFICANT INCOME (EXCLUDING CASUAL DAY)
FROM 2022 TO 2025

LINE ITEM DESCRIPTION	2022	2023	2024	2025
	R	R	R	R
Disability Empowerment Concerns Trust	1 800 000	2 650 000	2 370 000	2,524,070
Rehabilitation International	1 141 253	-	-	-
Discovery Foundation	250 000	-	-	-
Webber Wentzel	-	-	-	100,000
Crossbow Marketing Consultants	120 753	116 782	172 022	146,189
Armaments Corporation of South Africa (Armscor)	-	-	-	210,000
National Lotteries Commission (NLC)	617 743	350 260	-	459,054
Merseta	3 234 791	-	-	-
Standard Bank	-	635 000	-	-
Institute of Development Studies (IDS)	377 682	-	-	-
Brand South Africa	-	-	140 000	150,000
Road Accident Fund (RAF)	324 313	-	-	-
Accenture	-	1 000 000	-	-
The Public	696 807	1 030 261	3 533 594	1,604,398
Health and Welfare Sector Education Training Authority (HWSETA)	80 775	-	-	-
The Walt Disney Company	-	-	271 700	160,000
WVL Gender Links	-	-	409 668	250,000
Total	8 644 117	5 782 303	6 896 984	5,603,711

These inflows strengthen organisational sustainability and programme reach.

12.8. Social Return on Investment (SROI) Context

This section highlights high-level, financially relevant impact indicators demonstrating how NCPD converts financial resources into measurable outcomes. These indicators reflect direct and indirect beneficiaries supported through projects funded by the revenue and expenditure streams described in this section.

Examples include:

- Rural development and agriculture programmes reaching thousands of direct and indirect beneficiaries
- Women and GBV support programmes reaching more than 6,900 beneficiaries
- Job preparation and placement programmes supporting more than 25,000 people
- Children’s programmes reaching more than 43,000 beneficiaries
- Advocacy and media campaigns reaching more than 127,000 people directly and indirectly, with media value generated through approximately 100 million impressions
- Institutional support to 429 NPO’s and 320 special schools nationally

These figures illustrate financial efficiency and the high conversion of funding into tangible social outcomes, supporting NCPD’s stewardship narrative.

13. DONOR VALUE ENGINE THE FUNDRAISING ARCHITECTURE

NCPD’s sustainability is supported by a strategically diversified Donor Value Engine that mobilises financial and in-kind contributions from corporate entities, retail partners, individual donors, media partners and logistical networks. As a public-benefit organisation that receives no government funding, NCPD relies entirely on donor generosity, trust and shared values. The Donor Value Engine integrates fundraising, brand equity, compliance frameworks, B-BBEE alignment, corporate value propositions, long-term partnership management, impact reporting and stewardship systems to ensure that contributions strengthen national disability inclusion in measurable ways.

The NCPD offers a variety of benefits to donors, including Section 18A certificates for tax deductions from CSI, CSR, or transformation budgets, as well as B-BBEE points for management control, skills development, and socio-economic development.

Corporate donors can benefit from tax deduction certificates for CSI/CSR funding, or alternatively gain B-BBEE points through employment equity by recruiting black persons with disabilities, skills development programs, and socio-economic development initiatives.

All donors, whether knowingly or unknowingly, contribute to the UN Sustainable Development Goals and help prevent gender-based violence by promoting financial inde-

pendence. By supporting financial independence of persons with disabilities, donors reduce pressure on SASSA disability grants and government health budgets while empowering persons to join medical aids and contribute income tax - creating a positive cycle of economic participation and social inclusion.

Donors act as vital catalysts for South Africa's progress toward the United Nations' Sustainable Development Goals (SDGs). Your contributions do more than provide immediate relief; they foster a cycle of systemic inclusion that aligns local corporate social investment with global equity targets.

Direct Impact on Global Goals

- **SDG 1 (No Poverty) & SDG 8 (Decent Work):** Donors directly reduce poverty by funding workplace services, job placement programs, and entrepreneurship initiatives. By empowering persons with disabilities to enter the workforce, you help them move from state dependency to financial independence, becoming active taxpayers who contribute to the national economy.
- **SDG 3 (Good Health and Well-being):** Your support for assistive devices and rehabilitation eases the burden on the public health budget. Financial empowerment allows individuals to access private medical aid, ensuring better health outcomes and greater autonomy.
- **SDG 5 (Gender Equality):** Funding specifically supports women with disabilities—one of the country's most vulnerable groups—by providing them with the financial means to escape or prevent Gender-Based Violence (GBV).
- **SDG 10 (Reduced Inequalities) & SDG 11 (Sustainable Cities):** Through the funding of universal design audits and advocacy programs, donors help dismantle the physical and social barriers that exclude 17% of our population from public life.

The NCPD acts as a strategic conduit, ensuring that donor funds reach a vast network of NPO's, special schools, and provincial associations across all nine provinces. Whether your contribution supports Rural Development, Youth Skills Training, or Human Rights Advocacy, it builds a social fabric where equality is not just a vision, but a lived reality.

Partnering with the NCPD allows donors to transcend traditional philanthropy. It is a commitment to a diverse South African society where every citizen is recognized as an integral part of our collective economic and social future.

13.1. Strategic Evolution of the Fundraising Model

In 2025, NCPD completed a major strategic repositioning of its fundraising architecture, in addition to direct management of retailer sticker sales, also looking for long-term corporate sponsorships as the primary revenue model.

13.2. Retail and Corporate Partnerships

Retail partnerships extend NCPD's national footprint and deepen public engagement. Casual Day's retail activation network included Clicks, Alpha Pharmacy, Eskort, Toys R Us, Boerboel Wear, Food Lover's Market, Whisk Wine Bar, Let's Party (Montana), Pretoria FM, JAM, The Hub, Pick n Pay, Bidvest Waltons, CB Stores and Local Choice Pharmacies.

New retail partners activated in 2025 included Food Lover's Market, Boerboel Wear, Pretoria FM, Whisk Wine Bar and Let's Party (Montana). These partnerships expanded community visibility and reinforced Casual Day's national presence.

13.3. Schools Partnerships and Youth Engagement

More than 2,000 schools participated in the Casual Day Schools Programme over a three-year period, contributing to awareness, fundraising and national youth inclusion outcomes.

13.4. National Logistics Partnerships

RTT Group served as the official courier sponsor for Casual Day 2025, supporting national delivery and logistics capacity. Approximately 5,000 deliveries were completed through this partnership.

13.5. Financial Impact of Casual Day Funding

Casual Day has raised more than R475 million since its inception in 1994. Among many other impacts, the funding enabled infrastructure improvements at APD Centenary House in Limpopo, support to eighty-one beneficiaries at Kopano Workshop, construction materials for school cabinetry and a mobility vehicle for Tshilwavhusiku Raswimiane Special School. Over a three-year period, seventy-five new beneficiary organisations and special schools were registered nationally.

14. GOVERNANCE, ETHICS & RISK

NCPD operates within a governance framework that ensures accountability, transparency and sustainability across all organisational functions. As a national public-benefit organisation with more than eighty years of history, NCPD upholds a rights-based governance culture supported by its Board of Trustees, Executive Board, Management Committee and specialist Advisory Boards. Governance processes guide strategic direction, ensure legal compliance, maintain ethical integrity and support risk management across programmes and partnerships. This governance ecosystem provides the organisational discipline required for multi-provincial programme delivery, donor accountability, national advocacy and alignment with constitutional and statutory obligations.

14.1 Governance Structure

The governance structure consists of the following:

- Trustee
- Executive Board
- National Director
- Board of Advisors
- Patron
- Provincial Chairman Structure

This structure provides the governance backbone needed for national programme orchestration.

14.2. Key Governance, Ethics and Risk Assurance Measures

Category	Summary Description
Ethical Controls and Governance	Ethical governance is aligned with the Constitution of South Africa, relevant legislation and King IV principles. Controls include annual declarations of interest, conflict-of-interest management, donor stewardship protocols, transparent reporting, audit oversight and governance performance monitoring. Ethical conduct is embedded across all programmes, partnerships and public engagements.
Risk Frameworks	Structured risk identification, response and mitigation systems address financial sustainability, programme delivery, operational capacity, donor dependency, governance vulnerabilities and public trust. Processes include annual risk assessments, compliance monitoring, early-warning indicators, Board reporting, mitigation plans and contingency protocols for funding and operational disruptions.
Audit Integrity	Independent auditing ensures financial integrity and responsible stewardship of donor funds through annual external audits, internal-control reviews, fund allocation verification, anti-fraud safeguards, beneficiary documentation, Section 18A compliance and external financial governance reporting, supporting sustained public and donor confidence.
Compliance Statement	The organisation confirms full compliance with statutory reporting, financial audit requirements, nonprofit governance duties, public benefit organisation obligations, ethical leadership standards and relevant Codes of Good Practice, including B-BBEE-aligned activities, with annual declarations submitted to the Board and statutory authorities.

14.3. In Memoriam

In Loving Memory

Forever in our hearts



Martin Mvulane

NCPD pays tribute to the late Martin Mvulane, whose contributions supported the strengthening of disability rights and community structures.

Dorothy-Anne Howitson

NCPD honours the legacy of Dorothy-Anne Howitson, a respected disability-rights advocate whose impact continues to shape inclusive policy and public awareness. An official in-memoriam tribute was published in recognition of her extensive contributions.



Prithipal Bhoop Singh

We also like to pay tribute to Prithipal Bhoop Singh who passed away on October 23, 2025. He sat on the management councils of the National Council for the Blind, the South African National Council for the Deaf, and the National Council for Persons with Physical Disabilities in South Africa (now NCPD).

Johan Viljoen

It is with much sadness that we say goodbye to Johan Viljoen. Mr. Viljoen leaves us with a rich history of beautiful milestones—not only at the National Council of and for Persons with Disabilities but also at various schools for learners with disabilities.



Johnathan “2J Harmonix” Groenewald

We also remember Johnathan Groenewald, whose creativity, passion and advocacy touched countless lives.

15. CHALLENGES

A TRANSPARENT VIEW

15.1. Capacity Pressure

Many provincial structures face significant capacity strain, including limited staffing, high workloads, substantial administrative demands, inconsistent access to professional services and outdated or incomplete institutional infrastructure and lack of government support. These pressures affect turnaround times, monitoring ability and provincial responsiveness.

15.2. Funding Volatility

As NCPD receives no government funding, it relies entirely on donors, corporate partners, retail partners and the public. Funding volatility affects programme continuity, national coordination capacity, institutional support for APDs, assistive-device availability, community-support resources and logistics capabilities.

Volatility is compounded by economic downturn, corporate budget reductions, shifting CSI priorities, increased competition among non-profits and rising operational costs. These conditions require continuous adaptation and strategic donor stewardship.

The restrictions during the Covid epidemic caused many charitable organizations like ours to close their doors permanently. After more than eight decades of weathering various storms, the NCPD accomplished keeping our heads just above water. Unfortunately, it also meant a lot of job losses and personal sacrifices of many directly involved. At this stage, unlike the national economy we were only able to achieve so far up to 50% of our prior Covid income. We weathered the storm, but with increased pressure on our resources, due to population growth and the terrible employment figures only getting worse, we are still in very murky water and have to cut back on some projects due to the lack of resources.

15.3. Operational Constraints

Operational constraints across the network include uneven provincial capacity, rising practitioner costs, infrastructure limitations in day-care centres and workshops, delays in mobility-device repairs or replacements and transport barriers.

Transport challenges significantly affect access to clinics and hospitals, participation in education, employment opportunities and access to mobility assessments.

15.4. Public-System Gaps Affecting Disability Rights

Public-system challenges influence NCPD’s operational context. These include inconsistent implementation of inclusive education, limited reasonable accommodation in schools and workplaces, barriers to social-grant access, delays in assistive-device provision by provincial health departments and limited public understanding of disability rights. Such gaps increase pressure on NCPD to provide both frontline and supplementary support.

15.5. Organisational Sustainability Stressors

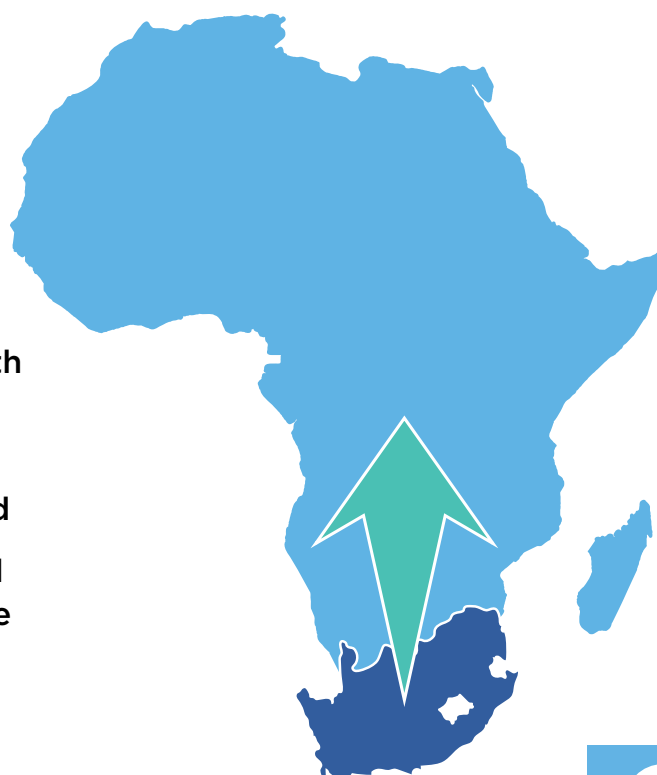
Long-term sustainability is affected by rising operational costs, increased programme demand, need for expanded professional services, higher expectations for digital and reporting capacity, growing reliance on donor loyalty and reduced predictability of funding cycles. These stressors reinforce the importance of NCPD’s Donor Value Engine and long-term partnership strategy.

16. FUTURE FOCUS – STRATEGIC DIRECTION

NCPD’s future strategy builds on more than eighty years of national leadership in disability inclusion. The organisation aims to strengthen its systems, expand its reach, deepen partnerships and enhance rights-based advocacy to meet the growing needs of persons with disabilities across South Africa, and growing our footprint on the African continent. The strategic direction is anchored in five pillars: strengthened provincial capacity, sustainable resource mobilisation, enhanced programme depth and reach, stronger governance and organisational systems and an expanded national and international advocacy role.



- 1 Strengthened provincial capacity
- 2 Sustainable resource mobilisation
- 3 Enhanced programme depth and reach,
- 4 Stronger governance and organisational systems and
- 5 An expanded national and international advocacy role



16.1 Strengthening Provincial and Community Structures

Provincial structures are essential to delivering frontline support. Strategic priorities include to provide for North West and Eastern Cape's incorporation in the direct infrastructure of the NCPD, strengthening governance and administrative capacity across all APD's, increasing support to rural and underserved communities, improving provincial data collection and reporting, facilitating knowledge-sharing across provinces and expanding practitioner availability for assessments and mobility services. NCPD will continue investing in institutional strengthening, mentorship and governance support at provincial level.

16.2. Expanding Advocacy and Rights-Based Leadership

NCPD will expand its national and international advocacy footprint through continued representation in the Disability-20 Working Group, policy submissions addressing human rights and systemic barriers, advocacy for inclusive education, workplace accommodation and accessibility, partnerships with human-rights institutions, youth advocacy and leadership development and public-awareness platforms that strengthen national disability consciousness. This includes deeper engagement with government departments, civil society and private-sector partners to influence policy reform and implementation.



17. APPENDICES

The Appendices section consolidates the legal frameworks, compliance instruments, certification references and structural documentation that underpin NCPD's national mandate and operational responsibilities. These references provide the statutory, regulatory and governance foundations guiding the organisation's work across advocacy, programme delivery, donor stewardship and organisational accountability.

17.1. Legal Frameworks Guiding Disability Rights in South Africa

NCPD's work is informed by national and international legislation, including:

South African Legal Instruments

- The Constitution of the Republic of South Africa (1996)
- Promotion of Equality and Prevention of Unfair Discrimination Act (2000)
- Employment Equity Act (1998)
- Basic Conditions of Employment Act (1997)
- Companies Act (2008)
- Nonprofit Organisations Act (1997)
- Social Assistance Act (2004)
- SASSA regulations relating to disability benefits and assessments
- White Paper on the Rights of Persons with Disabilities (2015)
- Children's Act (2005)
- B-BBEE Act and Codes of Good Practice
- Occupational Health and Safety Act (1993)

International Instruments

- UN Convention on the Rights of Persons with Disabilities
- UN Convention on the Rights of the Child
- ILO conventions relating to disability inclusion and employment

17.2 List of Organisational Policies and Governance Documents (available on request)

Key internal policies include the Governance Charter, Code of Ethics, Conflict-of-Interest Policy, Donor Stewardship Policy, Financial Controls and Delegations Policy, Safeguarding and Child-Protection Policy, Universal Design and Access Guidelines, Monitoring and Evaluation Framework, Risk Management Framework and Human Resource Governance Policies. Copies may be made available upon request, subject to confidentiality and Board approval.

17.3 Glossary of Key Terms

A glossary may be included during final design to support reader comprehension. Draft entries include:

- Reasonable Accommodation – Adjustments enabling equal participation
- Assistive Device – Equipment supporting mobility or functional ability
- Universal Design – Design usable by all people
- APD – Association of and for Persons with Disabilities
- B-BBEE – Broad-Based Black Economic Empowerment
- PBO – Public Benefit Organisation
- CRM – Customer Relationship Management system
- D20 – Disability-Twenty - Disability Working Group under the G20 framework
- NCPD - National Council of and for Persons with Disabilities
- DPO - Disabled People's Organisations



Quadrennial REPORT 2022 - 25

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