



**Regnum Academy**  
**("the School")**

**Walk-in your Calling**

Regnum is an Italian word for His Kingdom (God's Kingdom)

Vision: Impacting the lives of children with and without disabilities too better their lives and future.

Mission: To teach children their true identity in Christ. To teach and root the lifestyle of a Kingdom Child.

The School wants to show children that they belong; God loves them and they are made in His image and likeness.

Many children get rejected by schools because they don't recognise the hidden potential of these learners. We strive to root children in Christ's way of living and teaching those values so that they would live a life that prospers and achieve the goals they have while discovering the calling on their lives.

The School's ethos is not only belief in God's Kingdom in you, but also in everyone, no matter the ability or disability.

**BUSINESS PLAN**

**REGNUM ACADEMY**

**LYTTELTON MANOR CENTURION, PRETORIA 0157**

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**ANIKA DE KOK 0736532578**

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**SACE NR 12455492**

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**FIRST DRAFT 2019**

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**DECEMBER 2022**

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**ANIKA DE KOK**

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This document is confidential.

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## **Vision/Mission Statement and Goals**

### **A. Vision / Mission Statement**

*The School is a mainstream and inclusive School that strives to make a difference in Education and spread awareness on “Intellectual Disabilities” in the best way possible.*

We also accommodate pupils with Intellectual Disabilities like High Functioning Autism Spectrum Disorder (ASD), Down syndrome, and Attention-deficit/hyperactivity disorder (ADHD).

*The School also aims to have an extra life-skills training program for an hour every day for all children involved to help them be more independent by the time they finish school. (For Pupils with Intellectual Disabilities).*

*We are a unique school that believes the abilities of every pupil to be significant to us and they should be recognised and accommodated in that manner.*

*We are working with the Department of Education’s National Curriculum and Assessment Policy Statement (CAPS) Curriculum and Regnum Academy also be using the Differentiated National Curriculum and Assessment Policy Statement (D-CAPS), Intellectual National Curriculum and Assessment Policy Statement (I-CAPS), Regnum Academy’s Life Skills Curriculum. Although this won’t be a limitation, Regnum Academy will go beyond it and achieve more.*

*Regnum Academy registered as a Social Enterprise in 2022, finalized 2023*

*We are a NPC*

### **B. Goals and Objectives**

*Education is not only important to us, but to every child no matter what stigma they have been labelled with in life, They deserve to receive an education and achieve a goal in life. Regnum Academy will strive to help and to educate every child to the best of our ability.*

*Regnum Academy will have regular, well-organised events to raise funds and awareness for disabilities for Regnum Academy.*

*We do hands on teaching and stimulate pupils to help them achieve all the outcomes set before them and even more.*

*The School strives to spread awareness about intellectual disabilities, what it is, what it entails and how to manage and care for a individual with such a disability. Furthermore it is important, in the School’s beliefs that it is even more important to develop the individual as they are not their disability, they have their own dreams, aspirations, goals and desires; they are more than their disabilities.*

We want to train children to follow their dreams, work for their goals and have fun doing it, Regnum Academy will also have regular workshops to assist and teach parents to connect with their children.

### **C. Goals and Objectives**

#### **Outreach Programmes.**

##### **1. 12 Kids for Education**

*In this outreach program, Regnum Academy will attempt to sponsor 12 pupils a year who come from disadvantaged backgrounds. The sponsorship will cover school fees, stationary, uniforms, meals during the day as well as transport from and to school. This will be an all-inclusive sponsor per learner*

*The families benefitting from this initiative will have to comply with certain criteria, the details of which is contained in **Annexure “A”** hereto.*

##### **2. 3 Student study fund.**

*This program will aim to help 3 undergraduate students every 4 years to study at the University of South Africa (“UNISA”) while working at Regnum Academy full-time to gain a B.ed degree. Regnum Academy will pay for 10 modules a year, for 4 years to assist the students to finalise their degree, after which they will be in a position to apply for a teaching position at any school of their choice (subject to their degree). As part of the sponsorship, access to the relevant study material will be made available to the students at the school’s expense, should it be required by the students.*

*Furthermore, the sponsorship will assist the students in applying for and receiving their South African Council of Educators (“SACE”) registration. This will include applying and assisting the students with their police clearances as well as the registration fee in connection therewith.*

*The students benefitting from this initiative will have to comply with certain criteria, the details of which is contained in **Annexure “B”** hereto.*

##### **3. Caring hearts.**

*The aim of this initiative is to provide financially distressed and/or disadvantaged families in the community with food parcels, whether those families form part of the parents or pupils of Regnum Academy. The families benefitting from this initiative will have to comply with certain criteria, the details of which is contained in **Annexure “C”** hereto. This initiative will ensure that children do not attend school on an empty stomach, thereby allowing them to take full advantage of their study material and can optimally focus and prepare for their lessons and/or exams.*

### **D. Keys to Success**

- 1. Employ Teachers with a passion for teaching that will take every child’s goals and visions into consideration.*
- 2. We have teachers who will get to know every student personally so as to build solid relationships within the classroom environment.*
- 3. Have a disciplined and structured routine to follow so that children feel safe.*
- 4. Develop a safe working environment for both staff and pupils.*

5. *Work according to well-planned lessons that stimulate/educate in the best manner possible.*
6. *Attend regular workshops and training programs so that all educators are up to date with changes in the educational system.*

## Company Summary

### E. Management and Organisation

#### The Current Management Team consists out of

<b>Member</b>	<b>Position</b>
Anika de Kok	Principal and Owner
Shanice Naidoo	Treasurer
Vincent Nel	Chairman of Board

#### Lines of Authority

Anika De Kok

Vincent Nel

#### The Owner and principal of the School

Anika De Kok (Owner & Founder)

#### Day-to-day Management, Staff Performance Reviews and Other Management Duties will be conducted by

Anika De Kok

Vincent Nel

Department of Education and Social Development

#### The Educational Background of the Management Team Members

##### **Anika De Kok:**

##### **Currently: H. Education Disability studies**

1. Diploma in Theology and Perusing B.TH Degree.
2. Educational Student at UNISA B.Ed. Education 2022 Graduated. Cum laude Cognitive Behavioural Therapy Advanced Practitioners Certificate 2019-2021
3. Job Coach Training Certificate 2018 (Coaching Students at Job Sites until they achieve their best and feel comfortable in the position) Down syndrome
4. First Aid Level 3
5. Different workshops and training in CAPS (all in one)

##### **Shanice Naidoo:**

1. B.ed FET Phase 2021

#### What is the qualification(s) or background of the other management team members?

##### **Vincent Nel:**

1. LL.B Cum laude. (University of Pretoria 2014)
2. Admitted Attorney 2017

### **The School's Relationship and Standing in the Community**

The School is known within the community where it is currently situated, with multiple pupils attending the school, fundraising events were held, furthering drawing attention to the School and the School's goals and aims.

The principal of the School is a well-respected teacher with a passion for pupils irrespective of their background or situation.

The treasurer is also a well-respected and well-liked teacher in her own right, already holding a governmental position where she is currently employed.

The chairman of the board is a duly qualified and admitted attorney, who, considering his line of work has a high moral ethic and will bring that to the School and what is required to achieve the goal of the School

### **Skill and/or Abilities of the Current Management Team**

<b>Memeber</b>	<b>Skills/Abilities/Qualification(s)</b>
Anika de Kok	H.Disability Studies B.Ed Inclusive Education CBT. PC. Cognitive Behavioural Therapy D.Th Theology Job Coaching for Children with Disabilities
Shanice Naidoo	F.E.T B.Ed in English
Vincent Nel	LL.B (Cum Laude) Admitted Attorney

### **Support and Guidance**

Department of Basic Education, Gauteng  
Department of Social Development Gauteng



## **F. Products and/or Services**

*The school's goal is to provide:*

- 1. Education to pupils with intellectual disabilities;*
- 2. To assist, train and teach them to become self-sufficient and self-reliant;*
- 3. To teach them basic life skills;*
- 4. To spread awareness about the disability, pupils with the disability, the plight of their families, etc*

*The School will also endeavour to employ teaching assistants who are diagnosed with Down Syndrome who are beyond the age to be considered pupils, to:*

- 1. Provide them with the opportunity and means to be self-sufficient and/or self-supportive and/or independent;*
- 2. To provide the pupils at the School with a figure of authority they can relate to, and show them that there is a future for them outside of the School once they graduate*

*We are based in Centurion Gauteng. 113 Monument Avenue Lyttelton Manor*

## **G. Market Assessment**

### ***The Audience Addressed by the School***

*The main audience to be addressed by the School and its goals are the pupils, as well as their families. As has been stated above, the hands-on training and education the School will provide to both the pupils and their families will assist them in becoming independent (for the pupils) and how to treat and assist the pupils outside of the school environment (the families)*

### ***Problem or Issue Being Solved or Addressed***

*Through a lack of understanding and or maybe a lack of exposure to the disabled community, this marginalised group are very often shunned and pushed to the edges of society, because the community either fear them or do not want to interact with them because they do not know how to. Equally so, the disabled community does not always have as big or readily available support structure or environment, leading them to keep to themselves and feeling isolated.*

*The aim of the School is not only to empower the pupils and their families to be proud, emboldened and independent individuals, but to also bridge the gap between the 'normal' community and the disabled community, providing each side with the necessary insights to understand the struggles and fears of the other and giving them the tools to address them and thereby build a cohesive community*

## **I. Resource Needs**

*In order to organise your business effectively you need to insure the resources are available. Assess those needs here.*

### **a) Human Capital**

1. *Qualified Teachers*
2. *Medical Personnel*
  - I. *Occupational Therapist*
  - II. *Speech Therapist*
  - III. *Biokineticist*
3. *Part-time Students*
4. *Groundskeeper / Maintenance / General Workers*

### **b) Infrastructure**

1. *Classrooms*
2. *Administration Office*
3. *Therapy Rooms*
4. *Bathrooms*
5. *Playground*
6. *Playground Equipment*
7. *Bookshelves*
8. *Lockers for Student belongings*
9. *Cabinets for Classroom Resources*

### **c) Consumables**

1. *Teachers Table and Chairs*
2. *Carpets*
3. *Mattresses*
4. *Trays and Placemats*
5. *Plastic Glasses, Plates and Cutlery*
6. *Curtains*
7. *Kitchen Appliances*
8. *Washing Machine*
9. *Educational Toys*
9. *Stationary and Books*
10. *Office Supplies*
11. *Tables and Chairs*
12. *Musical Instruments*
13. *Books*

d) Financial

**J. Strategic Implementation**

**Resource Needs**

<i><u>Expenses</u></i>	<i><u>Income</u></i>	<i><u>Alternatives incomes</u></i>
	<i><u>School Fees</u></i>	
!0% Tithing	Market Related as parents can afford	Sponsors and Donors
Rent		Fundraisers
Teacher salaries (market related)		Market days
Water and Electricity		
<i><b><u>Expenses already covered</u></b></i>		
<i><b><u>Marketing</u></b></i>		
<i><b><u>Websites</u></b></i>		

**K. Marketing Strategy**

*What advertising and promotion will be used to increase sales/awareness?*

***Websites and Google ads.***

## **Annexure A**

1. *Families should not have a household income of more than R124 000.00 per annum.*
2. *Families should not have any criminal records or pending court cases.*
3. *Families should have a good standing relationship with previous schools.*
4. *Must be South African citizens.*
5. *Any race, religion and ethnic group will be allowed to apply.*
6. *Families should give consent that Regnum academy will be allowed to follow up with SARS regarding income stated.*
7. *Parents and or guardians must be willing to be involved in the pupils education and give need support as far as possible from home.*
8. *Parents and or guardians should ensure that pupils do not miss more than 12 school days throughout the year, without supporting medical documentation.*

### **What is needed to apply:**

1. *Certified copies of ID documents and birth certificates.*
2. *Payslips for employees.*
3. *Proof of employment.*
4. *If unemployed a proof of registration of unemployment from the Department of Labour.*
5. *Police clearance certificate of not older than 3 months from both parents and or guardians responsible for the mentions pupil.*
6. *Transfer letter if the pupil is being transferred from another school.*
7. *Must have no outstanding school fees from the previous school.*

**\*Please note that all references and documentation will be verified and checked, if any false documentation is provided further legal action will be taken.**

## **Annexure B**

1. *Must be an South African Citizen*
2. *SASSA grant recipients may also apply*
3. *Applicants whose combined household income is not more than R350 000. 00 per annum.*
4. *Applicants must have no criminal records or court cases pending.*
5. *Must provide Regnum Academy with a police clearance not older than 3 months.*
6. *Must provide proof of household income. (3rd party checks will be done).*
7. *Must be an undergraduate student wanting to study an B.Ed degree in Foundation phase education.*
8. *Should not be a registered sex offender.*

### **What is needed to apply:**

1. *Certified copies of ID documents.*
2. *Payslips of parents and or guardians.*
3. *If unemployed a proof of registration of unemployment from the Department of Labour.*
4. *Police clearance certificate.*
5. *Must already be admitted to UNISA B.Ed foundation phase degree ( 90102) and have a space in the above mentioned programme.*

### **What we provide:**

1. *10 Modules paid a year for the duration of 4 years.*
2. *Prescribed books will be available to lend at Regnum Academy*
3. *Help and assistance with studies and examination preparation.*
4. *Help and assistance in SACE registration paid by Regnum Academy*

### **Student requirement and responsibilities**

1. *Students who fail a module or has an supplementary exam will be liable to pay the amount needed to redo a module or redo an examination, Regnum Academy will only pay the required 40 modules of the B.Ed degree, any other expenses regarding rewrites or repeats will be on the students account.*
2. *Student who vandalise the prescribed books and belongings or Regnum Academy that assists the mentioned student in his/her studies will be on the students account to replace. A draft sheet will be signed by both the student and Regnum Academy when books are lend and returned to inspect conditions.*
3. *Every year students will be required to do a practical module that has different time spans, students will be given an opportunity to do their practicals at other schools with leave and full pay in the duration, but will be required to work back the time given with pay to do practicals, student will be required to run holiday programs at Regnum Academy, School holidays will be divided through students so they have efficient time to rest and work back time given with pay to do practicals.*
4. *Students will be required to have a 75% pass rate to receive future funding, Regnum academy and staff will be available to assist students in their studies and help to prepare for examinations or assist in assignments where needed.*

**\*Please note that all references and documentation will be verified and checked, if any false documentation is provided further legal action will be taken.**

## **Annexure C**

1. *Families should not have a household income of more than R124 000.00 per annum.*
2. *Families should not have any criminal records or pending court cases.*
3. *Families should have a good standing relationship with previous schools.*
4. *Must be South African citizens.*
5. *Any race, religion and ethnic group will be allowed to apply.*
6. *Families should give consent that Regnum academy will be allowed to follow up with SARS regarding income stated.*
7. *Parents and or guardians must be willing to be involved in the pupils education and give need support as far as possible from home.*
8. *Parents and or guardians should ensure that pupils do not miss more than 12 school days throughout the year, without supporting medical documentation.*
9. *Parents should not have a history of drug abuse, or currently under the influence of drugs.*
10. *Must be open to social development follow visitations to ensure that the household is in good standing.*

### **What is needed to apply:**

1. *Certified copies of ID documents and birth certificates.*
2. *Payslips for employee.*
3. *Proof of employment.*
4. *If unemployed a proof of registration of unemployment from the Department of Labour.*
5. *Police clearance certificate of not older that 3 months from both parents and or guardians responsible for mentions pupil.*
6. *Clinic letter stating that parents and or guardians has a negative drug and alcohol blood level when requested.*
- 7.

**\*Please note that all references and documentation will be verified and checked, if any false documentation is provided further legal action will be taken.**