



WHAT IS THE SHONAQUIP SOCIAL ENTERPRISE?

Shonaquip, the social enterprise, is a hybrid social enterprise consisting of Shonaquip, Uhambo Foundation and (when it is launched) the Champions of Change Trust. Together they share a joint objective of creating an inclusive society for children with disabilities and their families.

WHAT IS A SOCIAL ENTERPRISE?

A social enterprise's primary objective is to positively impact on social problems through a financially sustainable business model, where surpluses (if any) are principally reinvested for that purpose. Shonaquip PTY Ltd is therefore a social enterprise on its own.

WHAT IS A HYBRID SOCIAL ENTERPRISE?

A hybrid social enterprise can either be a social enterprise that has income from more than one source (ie from sales and donations), or that has more than one legal entity.

WHAT IS A HYBRID IDEAL?

A hybrid ideal is a social enterprise in which all parts of the organisation work to deliver on the same purpose. (As opposed to an organisation where the commercial entity sells coffee and the social entity provides literacy training)

WHAT IS THE SHONAQUIP ECOSYSTEM?

The Shonaquip ecosystem includes partners who are not formally part of the social enterprise (ie Shareholders of Shonaquip). This includes the soon to be launched Empowerment through Enterprise Trust as well as our other partners.

THE SHONAQUIP SOCIAL ENTERPRISE

Shonaquip, the social enterprise, is a hybrid social enterprise consisting of Shonaquip Pty Ltd, Uhambo Foundation NPO and (when it is launched) the Champions of Change Trust. Together they share a joint objective purpose and objectives.

Shonaquip uses the definition of a social enterprise whereby the enterprise's primary objective is to positively impact on social problems through a financially sustainable business model, where surpluses (if any) are principally reinvested for that purpose. Shonaquip is a social enterprise as a hybrid of organisations, but Shonaquip and Uhambo are both social enterprises in their own rights. The Shonaquip ecosystem includes partners who are not formally part of the social enterprise (ie Shareholders of Shonaquip). This includes the soon to be launched Empowerment through Enterprise Trust as well as other partners.

SHONAQUIP SOCIAL ENTERPRISE'S PURPOSE AND OBJECTIVES

PURPOSE (also called Vision)

Shonaquip and Uhambo Foundation share a common purpose to create an inclusive society for children with disabilities, particularly children with mobility disabilities, and their families. How each partner does this is different, but share this common purpose and objectives.

OBJECTIVES (also called Mission on many application forms)

The objectives are to:

1. ensure that children with mobility and other disabilities, their parents, families, caregivers and communities are empowered, receive quality information, accessible resources and holistic support reducing inequality and enabling social inclusion at all levels of possibility now and into the future;
2. deliver capacity building programmes; training; support services; resource development; awareness raising; advocacy; lobbying and policy development to support the empowerment of children with mobility devices, their parents, families, caregivers and communities
3. partner with and support other service providers engaged in these objectives to ensure that they, receive quality information, resources and engage in the holistic support which enables children with mobility and other disabilities and their communities to be empowered and benefit from social inclusion now and in the future.

THE SOCIAL COMPASS COMMITTEE

- This Advisory Committee consists of members of the boards of Shonaquip, Uhambo, the Champions of Change Trust and the Empowerment through Enterprise Trust.
- The Compass Committee offers support, advice and ensures clarity on the holistic approach.
- The Compass Committee has it's founding in the Shonaquip Shareholder Agreement & MOU.

SOCIAL ENTERPRISE BENEFICIARIES

The Shonaquip Social Enterprise directly impacts on nearly 20 000 people annually. With Shonaquip focusing on clinical barriers to access and Uhambo focusing on community barriers to access, Shonaquip directly impacts approximately 14,000 individuals and Uhambo Foundation's programmes built capacity and directly supported over 5,500 children, families and stakeholders.

HISTORY OF THE SHONAQUIP SOCIAL ENTERPRISE

Established in 1992, Shonaquip is one of Africa's oldest social enterprises committed to creating an inclusive society for children with mobility and profound disabilities and their families. Shonaquip was founded as a result of Shona's personal experience as a mother of a child with a disability and inspired by other families seeking support.

Identifying a significant social need for affordable, environmentally appropriate mobility devices, Shonaquip was established as a social enterprise to provide appropriately fitted wheelchairs for children and adults, capacity-building training for local wheelchair practitioners.

With award winning designers, experienced clinical team and a commitment to affordable clinically strong devices, Shonaquip sustainably addresses health barriers to access. Since its inception as a parent lead organisation, Shonaquip has always focused on social barriers to inclusion.

Shonaquip was founded with the strong ethos to not make profit out of disability and was faced with either increasing profit margins on devices or finding an alternative source of income which lead to the founding of the

Uhambo was founded in 2010 to grow Shonaquip's community focused programmes. Any and all profits from Shonaquip are donated to the Uhambo Foundation. The Uhambo Foundation was gifted 26.4% of the shares of Shonaquip and Shonaquip therapists bring clinical and technical support to community work. Together, Uhambo Foundation and Shonaquip form a hybrid social enterprise.

Shonaquip and Uhambo's team of over 60 full and part time staff are committed to the principles of a fully inclusive society which recognizes diversity and the right of all people to have equal opportunities and to participate to their fullest potential. Both Shonaquip and Uhambo Foundation have voluntary boards consisting of leaders in business, policy and advocacy as well as providing legal and financial oversight. The social enterprise is committed to an inclusive work environment and committed to maintaining a minimum of 25% of our staff complement being people with disabilities.

BRIDGING COMMUNITY BARRIERS

- Empower children with mobility disabilities, their families, caregivers & communities
- Through community programmes & resources
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- Providing Skills and Resources to
- Improve understanding & skills for inclusion
- Build community capacity for all
- Empower family and social support structures
- Reduce dependency & improve access

BRIDGING CLINICAL BARRIERS

- Access to appropriate mobility devices, clinical & technical support services for children
- Through clinical services, training & devices

Providing Skills and Resources to

- Improve function & access for inclusion
- Build clinical capacity for 24 hour positioning for all
- Empower families in positioning and access to healthcare
- Reduce secondary health complications



PARTIES ROLES WITHIN THE SOCIAL ENTERPRISE

SHONAQUIP PTY LTD

Shonaquip addresses medical barriers to access (with a particular focus on community based rehabilitation, tools and skills to bridge barriers for children with mobility disabilities.) Shonaquip's role is to ensure that children with mobility disabilities have easy access to a range of appropriate assistive device solutions, clinical and technical support services which ensure a reduction in secondary health complications, improved physical function and the possibility of their being included in everyday activities with their families, their community and society as a whole. Uhambo Foundation is a shareholder of Shonaquip and receives all profit.

UHAMBO FOUNDATION NPO (Uhambo)

Uhambo addresses community barriers to access (for children with disabilities and their families). Uhambo's role is to ensure that children with mobility (and other) disabilities, their parents, families, caregivers and communities are empowered, receive quality information, resources and holistic support which enables them to benefit from social inclusion at all levels of possibility now and in the future. Uhambo Foundation delivers programmes to support individuals, parents, caregivers, ECD and Day Care Centres, schools and partner organisations.

THE CHAMPIONS OF CHANGE TRUST (Champions Trust)

The Champions Trust (will) provide a platform for direction setting and advocacy by parents. The Champions Trust's role is to provide a vehicle for parents, caregivers and their children to receive information and education about their children's rights and needs, and to be a platform for parents and children with mobility disabilities to have a voice in directing the future.

THE EMPOWERMENT THROUGH ENTERPRISE TRUST (ETE)

The ETE Trust (will) address skills and enterprise development. The Empowerment Through Enterprise Trust support skills and enterprise development for people with disabilities (and their families). This includes skills development and enterprises that support people with disabilities. This includes wheelchair repair, therapy, inclusive education and enterprises supporting the Shonaquip Supply Chain. **This trust is NOT a shareholder of Shonaquip.**

THE SOCIAL MODEL OF DISABILITY:

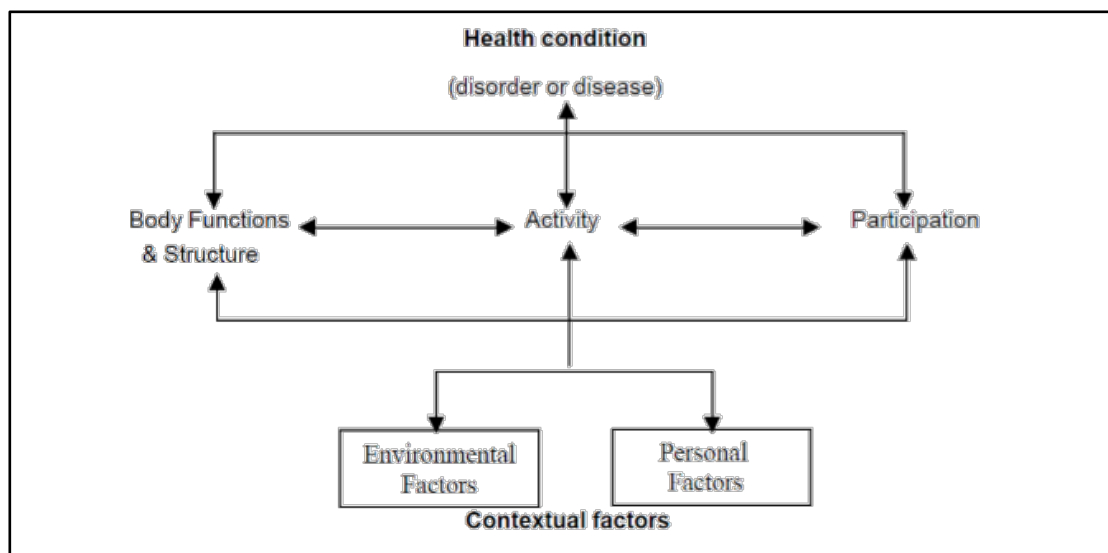
THE MEDICAL MODEL

The medical model for disabilities defines a person as disabled or not disabled as a result of their medical diagnosis

THE SOCIAL MODEL

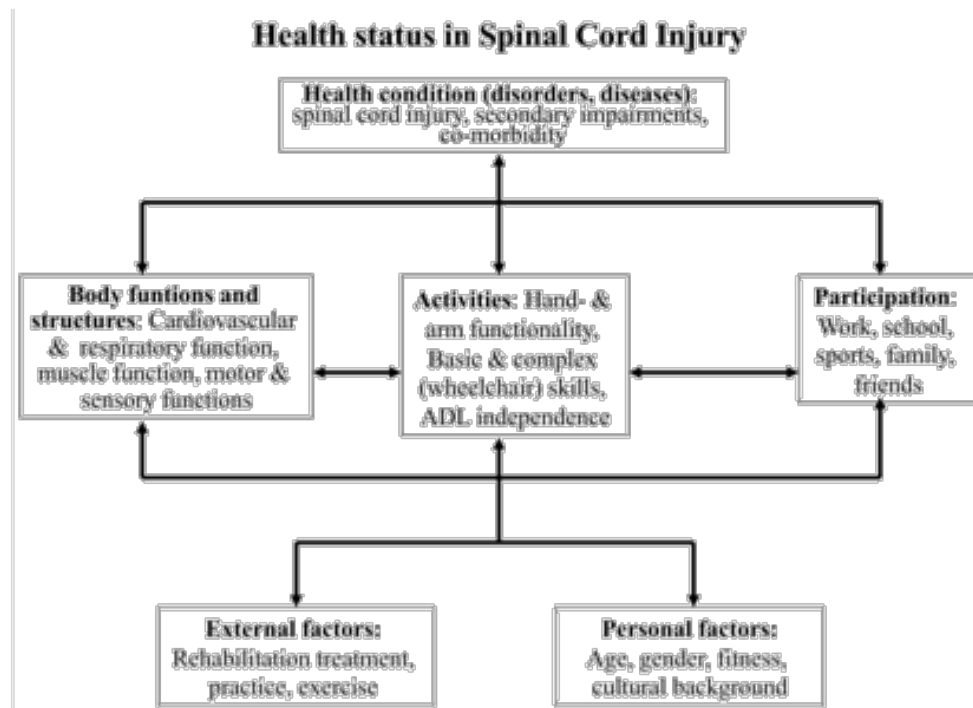
In the 1980s a social model of disability was formulated. This social model of disability recognises that people with disabilities' inclusion in society and their barriers to access are framed just as much by social barriers to access as by the practical limitations of an individual's physicality (**their impairment**). This has resulted in the need for a radical change in thinking, not only within the service providers in the sector but also within public institutions. The United Nations entrenched the social model of disabilities in the 2007 **United Nations Convention on the Rights of Persons with Disabilities**.

The WHO International Classification of Functioning, Disability and Health (ICF) (WHO, 2001) redefined disability not to the individual or their medical condition, but to how medical conditions impact on an individual's ability to interact within their context. Functional problems are classified into three interconnecting areas: impairments (physical limitations or alterations in structure); activity limitations; and participatory restrictions. Disability therefore refers to difficulties encountered in any or all of these three areas of functioning (WHO, 2011:5). **In the social model, the barriers to access are the disability not the health condition, body functions and structure.** As a result the burden shifts from purely delivery of medical treatment to alleviating the barriers to access. As a result, it is vital to identify the barriers to access to services experienced by people with disabilities.



WHO (2001) International Classification of Functioning, Disability and Health (ICF)

ICF can therefore be broken down as to specific medical challenges and this might be a useful graphic to explain context. External factors would include accessible education, the built environment etc.



ENVIRONMENTAL FACTORS WITHIN THE ICF

The WHO defines environmental factors as the physical, social and attitudinal environment in which people live and conduct their lives. These are either barriers to, or facilitators of, the person's functioning (WHO, 2013:5). The current model addresses these elements within Uhambo's capacity building and community based programmes as well as Shonaquip's training programmes.

The intention of the Champions of Change Trust is specifically to create an advocacy platform to transform (through lobbying government and directing service providers) the physical, social and attitudinal barriers limiting children with mobility disabilities and their families. In addition, the trust has been founded to lobby for issues affecting families of children with mobility disabilities and it should be assumed that this will include accessible education, improvements to the built environment and opportunities for employment.

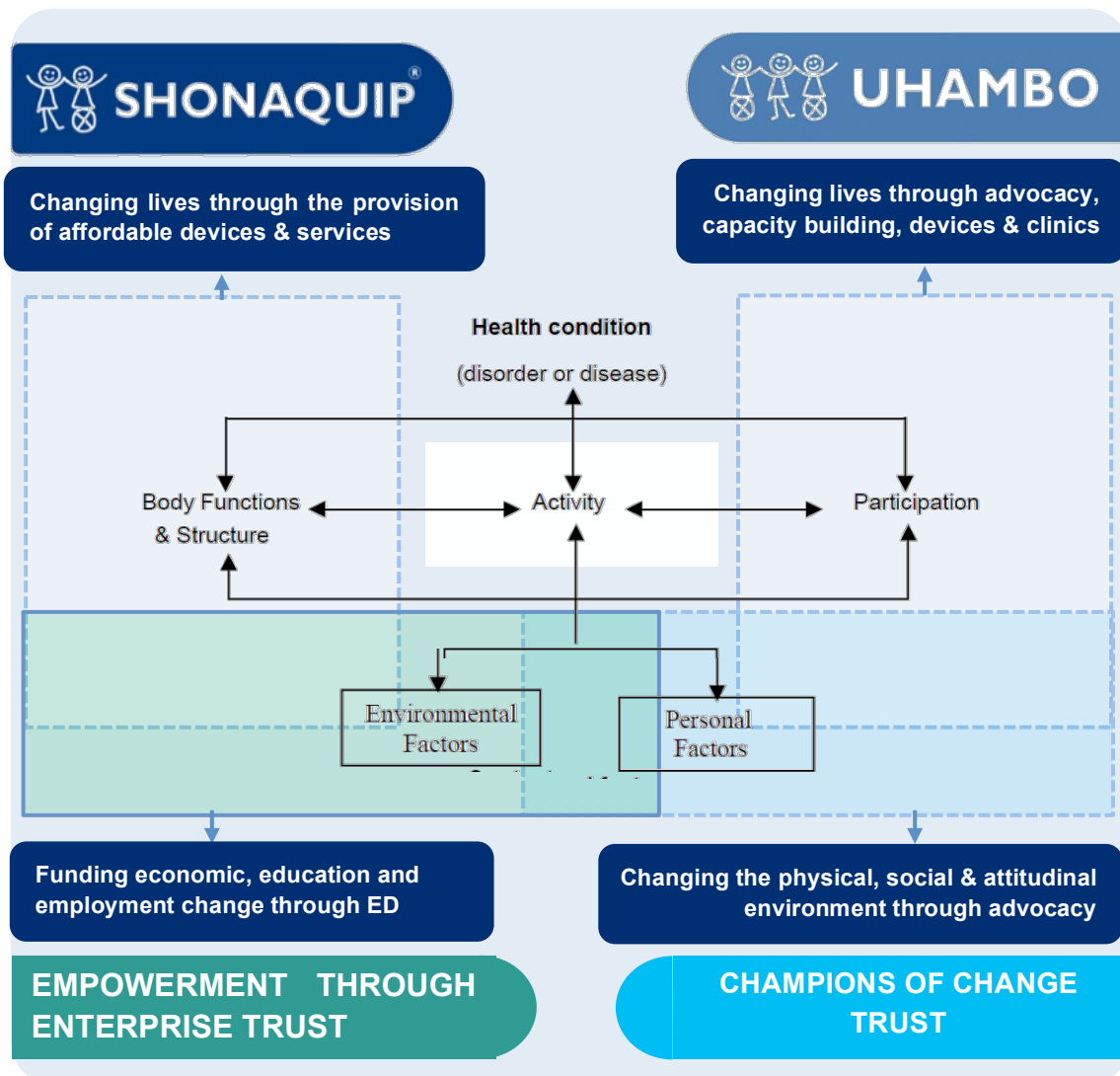
PERSONAL FACTORS WITHIN THE ICF

Personal factors are the widest reaching and most individual of the factors that impact on a person's inclusion and as such are not classified as specifically as the other factors in ICF. Personal factors may include gender, age, race, lifestyles, habits, education and profession, and even personal temperament and motivation. Some of the key features are an individual's economic, education and employment status. Uhambo Foundation impacts on personal factors through its community and capacity building programmes, Shonaquip provides the tools and the services to support not merely body functions but also access to education and employment.

The focus of the ETE Trust is to directly impact on a person's economic, education and employment status. By building capacity for service providers, these programmes will also serve to bridge other challenges for children with mobility disabilities and their families to ensure even greater inclusion.

THE SOCIAL MODEL AND SHONAQUIP THE SOCIAL ENTERPRISE

Shonaquip is entrenched in the Social Model – and this defines our programmes and engagement with clients.



The new focus areas of Shonaquip with the ICF Classification

Shonaquip – and all the new entities are based on addressing all the elements of the social model to deliver on our purpose. As a social enterprise we deliver programmes together – but work together to change society as a whole and the lives of individuals.

THE RELATIONSHIPS BETWEEN THE PARTIES:

UHAMBO AND SHONAQUIP

- Shonaquip supplies seating services and training as part of the holistic approach.
- Uhambo Foundation purchases devices and clinical services from Shonaquip (this includes other manufacturers as devices are prescribed to suit each individual client).
- Shonaquip refers clients to Uhambo Foundation for social work support.
- Shared administrative and operational resources.

SHONAQUIP AND THE CHAMPIONS OF CHANGE TRUST

- All parents of children supported by Shonaquip and Uhambo are potential beneficiaries of the Trust.

UHAMBO AND THE CHAMPIONS OF CHANGE TRUST:

- Uhambo empowers Parent Champions who are the beneficiaries of the Trust.
- Uhambo receives direction from the Trustees of the Champions of Change Trust and is contracted to deliver these services. This includes information sharing, training, mentoring and liaison with the Parent Advocate network.
- Uhambo disseminates information and gathers responses from Parent Advocates, Parent Champions, Parent Groups and Service Providers for the Trust's advocacy programmes.
- Uhambo offers its administrative services Pro Bono to the Champions of Change Trust.

SHONAQUIP, UHAMBO & THE ENTERPRISE THROUGH ENTERPRISE TRUST:

- The trust contracts Uhambo and Shonaquip to provide training, logistics and administrative support for their skills and enterprise development programmes.
- The trust contracts Shonaquip and Uhambo to secure third party trainers and to mentor and support trainees following the completion of their training.

GRAPHIC REPRESENTATION OF THE RELATIONSHIPS:

