

THERE IS NOTHING NEW IN THE WORLD EXCEPT THE HISTORY YOU DO **NOT KNOW**

HARRY S TRUMAN

PICTURE QUOTES. COM

(9) 16 Jan 2019

Short back and sides, no afros please: SA schools still cling to traditional rules in 2020

news24 Bashiera Parker







This is what the Human Rights Commission says about school hairstyles in South Africa BUSINESSTECH

Staff Writer 7 September 2016

Skole is nie daar vir godsdiens, sê Ogod

NETWERK24

9 24 Jun. 2015

Grondwetlike regte: Ogod wil skole leer

9 15 Nov. 2016

NETWERK24





DUITSE
VERKIESINGSPLAKKAAT
VAN 1919:

"FRAUEN! GLEICHE RECHTE, GLEICHE PFLICHTEN"

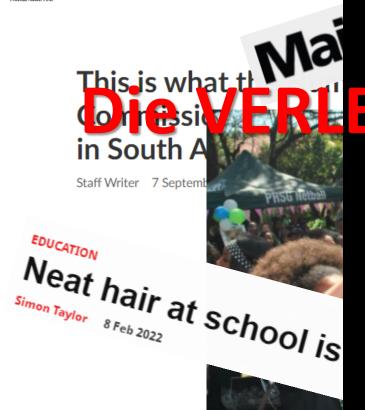
(VROUE! GELYKE REGTE, GELYKE PLIGTE).



O 16 Jan 2019

Short back and sides, no afro schools still cling to tradition

news24 Bashiera Parker





ERK24

ike regte: Ogod wil skole

KLERE

daar vir godsdiens, sê



Lesbian, gay, bisexual, transgender, queer or questioning, intersex, and includes other sexual identities such as pansexual, asexual and omnisexual

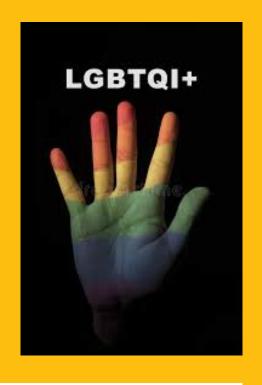
9 29 Aug 2022

'We are bitter and angry,' says aunt of boy who died by suicide after teacher allegedly mocked him

news24 Zandile Khumalo



Family still in the dark over gay principal's murder



Hate Crimes against Members of the LGBTQIA+ Community in South Africa

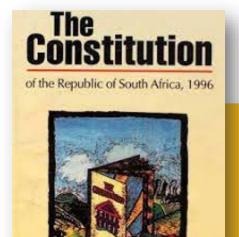


SEXUAL COMPONENT DANGEROUS

TAKING A STEP BACK...









SEC 9: EQUAL TREATMENT

SEC 28 (1)(d): to be protected from maltreatment, neglect, abuse or degradation.



SEC 29: EDUCATION

SEC 15: RELIGION;

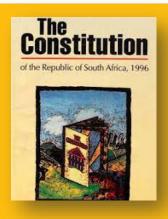
BELIEVE AND OPINION



SLAGGATE: REGTE WAAROP INBREUK GEMAAK WORD



VERY IMPORTANT TO UNDERSTAND





ARTIKEL 10:

ALMAL SE REG TOT

MENSWAARDIGHEID; GELYKHEID EN VRYHEID

MOET GERESPEKTEER WORD





SCHOOL A place for teaching and learning



Section 5(1) of the South African Schools Act states that a public school must admit learners and serve their education requirements without unfairly discriminating in any way.



"n Skool het 'n siel.

Sport, kultuur, akademie ens. kan gemeet word, maar wat van die goed wat nie gemeet kan word nie?"

"Ander sien kleur, maar ek as onderwyser sien 'n kind."

"Ek sien 'n kind se seer en wil dan help."

"I chose education because I want to work with children.

I love children."

LEAD BY EXAMPLE











UNDERSTAND AND ACT WITHIN YOUR ROLE

PERSONNEL
ADMINISTRATIVE
MEASURES



TEACHER:

To engage in **class teaching**, including the academic, administrative educational and disciplinary aspects and to organise extra-and cocurricular activities so as to ensure that the **education of the learners** is promoted in proper manner.

DEPARTMENTAL HEAD:

To engage in class teaching, be responsible for the effective functioning of the department and to organise relevant/related extra-curricular activities so as to ensure that the subject, learner area or phase and the education of the learners is promoted in a proper manner.

DEPUTY PRINCIPAL AND PRINCIPAL:

To ensure that the school is managed satisfactorily and in compliance with applicable legislation, regulations and personnel administration measures as prescribed. To ensure that the education of the learners is promoted in a proper manner and in accordance with approved policies.

UNDERSTAND AND ACT WITHIN YOUR ROLE





EMPLOYMENT OF EDUCATORS ACT

SASA

SECTION 8

- 1) ... a governing body of a public school must adopt a code of conduct for the learners after consultation with the learners, parents and educators of the school
 - (2) A code must be aimed at establishing a disciplined and purposeful school environment, dedicated to the improvement and maintenance of the quality of the learning process.

SAOU

SCHOOL

A place for teaching and learning





PROVINSIE WES-KAAP

Buitengewone Provinsiale Koerani

8223

Maandag, 23 Maart 2020

Provinsiale Kennisgewing

Die volgende konsepriglyne word vir kommentaar gepubliseer:

3. Purpose

- 3.1 The purpose of this guideline is to—
 - (a) create an educational environment that does not discriminate directly or indirectly against anyone on one or more grounds, including gender, sex, sexual orientation, conscience, belief, culture and birth, among others;
 - (b) create an educational environment that is free from stigma and discrimination for all learners in all public schools; and
 - (c) promote gender identity and gender expression.

SAOU DRAFT / PROPOSED GUIDELINES AND RECOMMENDATIONS

SCHOOL MANAGEMENT TEAM:

- Disclose of gender identity or gender orientation must be managed with great sensitivity and confidentiality even when reported to the SGB.
- The learner must be referred to a specialist in this area for counselling and other assistance
- With the consent of the learner to meet with the parent on the way forward:
 - how the matter can be managed, the professional assistance in the community and the school and how to make certain exceptions with reference to the school's code of conduct by way of an application.
 - The learner's nickname by which he/she want to be called

SCHOOL GOVERNING BODY:

- Receive and consider an application to make certain exceptions from the school's code of conduct on how to reasonable accommodate the learner with specific reference to dress codes; participation in all sports; restrooms; school trips and hostel; school functions and matric farewell functions. (with consideration of other learners feelings)
- Guidelines that can be followed in single gender schools:
 - The admission of these learners may be included in the school's admission policy with prior consultation with the learners and parents of the school community to make sure that the decision to admit these learners is according to the wishes of the majority of learners and parents.
 - The abovementioned must be done in a objective and fair manner.

SCHOOL:

- Create an educational environment that does not discriminate
- Create a safe environment
- Act within the best interest of all learners
- Duty of care
- School must act fair and objective

DEPARTMENT OF EDUCATION:

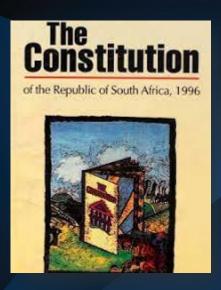
- Provide an approved policy
- Certain Curriculum inclusiveness are recommended
- Training for learners, educators, principals, districts, school governing bodies to raise awareness

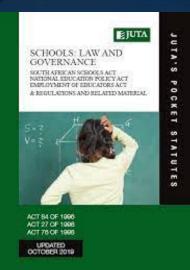


DON'T LOSE SIGHT OF THE BALANCE!











ACT WITHIN LEGISLATION

CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA

- Right to equality and prohibits unfair discrimination
- Prohibits child abuse
- Right to human dignity
- · Responsible to always act in the best interest of a child

CHILDREN'S ACT

- Prohibits abuse
- · Place an obligation to report child abuse

SOUTH AFRICAN SCHOOLS ACT

- School a place for teaching and learning
- Explains the Principal and SGB's responsibilities regarding the drafting of policies and implementation of policies and legislation.

EMPLOYMENT OF EDUCATOR'S ACT

Explains your role

DUTY OF CARE



























