



FRANK MASHILE SECONDARY
P.O BOX 1228, APEL 0739
“Success Through Effort”
EMIS No: 9256 10094



E.frankmashilehigh@gmail.com PHONE: 079 209 1632 /071 2740 640

RELIGIOUS POLICY

1.PREAMBLE

1.1.It is stated in South African Constitution that All Citizens has the right and Freedom of expression and to practice their chosen form of religious observance .We at FRANK MASHILE recognises and acknowledges the religious diversity of the **school community where 95% of our school population** are CHRISTIANS and Learners and the school shall Practice Christianity as our form of Religion

1.2. The Constitution and the South African Schools Act sets the tone for people of goodwill to work out their own approaches and express them in the religious policy.

1.3. The Constitution of the Republic of South Africa emphasizes that there should be balance between freedom for religious belief and expression and freedom from religious coercion and discrimination. It guarantees that "Everyone has the right to freedom of conscience, religion, thought, belief, opinion, religious conviction, expression, and association." The Constitution also explicitly prohibits unfair discrimination on grounds that include religion, belief, and conscience.

1.4. The South African School Act, upholds the constitutional rights of all citizens to freedom of conscience, religion, thought, belief and opinion, and freedom from unfair discrimination on any grounds whatsoever, it allows religious observances to be conducted at a public school under rules issued by the governing body if such observances are conducted on an equitable basis and attendance by learners and members is free and voluntary.

1.5. The Limpopo Education Act, states that the religious policy of public schools shall be made by the Governing Body of the school after consultation with the school's stakeholders

2.PRINCIPLES UNDERPINNING OUR POLICY

The National Policy on Religion and Education, highlights the following underpinning principles in a religious policy which our school also adopted to follow and respect in practicing any religious activities and observance



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THE POLICY should:

- 2.1. recognise the rich and diverse religious heritage of our country
- 2.2. adopt a co-operative model that accepts our rich heritage and
- 2.3. explore the possibility of creative inter-action between schools and faith whilst, protecting our young people from religious discrimination or coercion

3.RELIGIOUS OBSERVANCE

3.1 We shall adopt and Practice **CHRISTIANITY** as our form of Religious Observance to be conducted by **ALL SCHOOL STAKEHOLDERS**

3.2. We also consider the fact that Our school exists within the Traditional Indunas and Chiefs who practice traditional Initiation schools. This shall not affect the running of our school and hence we shall operate even during their practises.

3.3. The school shall continue with its normal operation even when such Initiation schools are in operation and we shall advise parents of those learners affected to give notice to the school

4.PURPOSE FOR THE POLICY

The primary purpose of this religious policy is to:

- 4.1 Ensure that there are no discriminatory practices amongst learners and staff based on religious beliefs and orientation to a particular faith or religion.
- 4.2 Promote tolerance and unity among learners and staff through diversity of religious practices and beliefs existing in the school community.
- 4.3 Ensure that minority religions in a school are protected and respected and afforded the dignity and status equivalent to the majority religion in the school.
- 4.4 Describe the nature and content of the following aspects of religion accommodated in the school:
 - (a) religious observances.
 - (b) freedom of conscience.



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- (c) freedom of religion.
- (d) religion education.
- (e) religious instruction.
- (f) religious holidays.
- (g) religious festivals.
- (h) Closure of the school
- (i) Religion and admissions

5. DEFINITIONS AND ACRONYMES

5.1 Religion Is used to describe the comprehensive and fundamental orientation in the world belief system with regard to ideas of divinity, spiritual and non-secular beliefs, the organisation thereof which are established in order to promote and protect these beliefs .Religious Activities, behaviours and practices that recognise and observance express the views, beliefs and commitments of a particular religion

5.2. Freedom Refers to the freedom of an individual to consider a fact, conscience point of view or thought independent of others. Freedom of religion Free from religious expression, coercion, and prejudice.

5.3. Religious Education Describes a set of curriculum outcomes which define what a learner should know about that religion. Religious Refers to a programme of instruction which is aimed at instruction providing information regarding a particular set of religious beliefs with a view to promoting the inculcation and adherence thereto.

5.4. Religious holiday is any recognised day of festivities celebrated by cultural or religious communities. Religious festival a day or period of celebration of any cultural or religious activity that is recognised as a feature of a particular cultural or religious community

5.5 School day Refers to that portion of each day in which it is compulsory for teachers and learners to be at school. It entails the 7 hours contact time that is expected of educators and learners, including breaks, compulsory activities, assembly, and extramural activities



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6.APPLICATION AND SCOPE OF THE POLICY.

This policy applies to the learners, educators, support staff, the school management and parents of learners at the school.

7 LEGISLATIVE FRAMEWORK

- 7.1. The Constitution of the Republic of South Africa, 1996 (Act 108 of 1996), as amended.
- 7.2 National Education Policy Act, 1996 (Act No. 27 of 1996), as amended.
- 7.3 The South African Schools Act, 1996 (Act No. 84 of 1996), as amended.
- 7.4 Employment of Educators Act, 1998 (Act No. 76 of 1998).
- 7.5 Gauteng Education Policy Act, 1998 (Act No. 12 of 1998), as amended.
- 7.6 Gauteng Schools Education Act, 1995 (Act No. 6 of 1995), as amended.
- 7.7 National Policy on Religion and Education (General Notice No. 1307 of 2003)
- 7.8 Admission of Learners to Public Schools (General Notice No. 4138 of 2001).

8.RELEVANT POLICIES AND PROVINCIAL CIRCULARS

- 8.1 Circular 19 of 2004
- 8.2 National Policy on Religion and Education (General Notice No. 1307 of 2003)

9.OUR SCHOOL POLICY STATEMENT

9.1. FREEDOM OF CONSCIENCE

9.1.1) No person employed at FRANK MASHILE SECONDARY shall attempt to indoctrinate learners into any particular belief or religion nor denigrate any religion during formal school activities or lesson time.

9.1.2.) In this regard, the Department shall respect the right and duties of the parents to provide direction to their children in the exercise of their rights as learners, in a manner consistent with the evolving capacity of children concerned.

9.1.3.) The School Governing Body recognises the right of educators and non-educators to freedom of conscience and will not impose duties or responsibilities on staff without their consent.



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10.SERMONS/SERVICES AND RELIGIOUS OBSERVANCE

10.1. At FRANK MASHILE SECONDARY learners are predominantly of the CHRISTIAN FAITH.

10.2. Few learners do not have any specific religious affiliation. In recognition of the diverse religions and denominations found among the school community and based on the fact that the majority of learners, parents and staff members at the school are from different religious faiths and beliefs, the school's religious observances in the main religion as Christianity we shall adopt and practice CHRISTIANITY AS OUR FORM OF RELIGIOUS OBSERVANCE

10.3. All school stakeholders shall be expected to conduct and observe Morning devotions at school and would also be expected to start and complete most of the school activities through prayers.

10.4. Learners and Educators including other stakeholders shall refer to Christian Biblical scripts when conducting sermons and Morning devotions

11.. TOLERANCE AND ACCEPTANCE

11.1. Learner participation in any religious activities is free and voluntary. Learners cannot be forced to attend or to violate the rights of other learners and educators to attend these observances except that they are all expected to come to morning assembly

11.2. Learners who choose not to attend will first be requested to make request for their specific way of observing and practicing religious belief that replaces Christian practices and this shall give them permission thereafter to introduce their form of religious practices. If permission is granted they shall be involved in other activities approved by the school under supervision and may not interfere with or disrupt school activities.

11.3 Parents may seek permission from the school in writing for their children to participate in religious festivities, religious holidays, commemoration days, initiation, mourning rituals and prayer times.



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12. EDUCATOR PARTICIPATION IN RELIGIOUS OBSERVANCES

12.1. Educator participation in these activities is free and voluntary.

12.2. Educators have to be objective about religion while carrying out their duties as educators.

12.3. They must treat all different religious and cultural traditions with fairness and respect.

12.4. Educators should not engage in or lead religious activities of learners during contact time.

12.5. Educators may neither reward nor punish learners because they agree or disagree with their religious views.

13.OBSERVANCE OF RELIGIOUS HOLIDAYS AND FESTIVALS BY LEARNERS

13.1. Learners are allowed to participate in religious holidays/festivals.

13.2. Arrangements should be made to make sure that the affected learners are able to catch- up with their academic work/schedule.

13.3. Parents of learners should notify the principal in writing well in advance of the learners' intentions to take certain school days off for the purpose of observing religious holidays/festival.

13.4. Records of these requests will be kept for reference purposes.

13.5. Learners will not lose their 100% attendance record due to absence for religious observances that form part of the official celebrations of a particular faith

14.OBSERVANCE OF RELIGIOUS HOLIDAYS AND FESTIVALS BY EDUCATORS AND NON-EDUCATOR STAFF

14.1. Educators and non-educator staff who wish to observe a religious holiday/festival must complete the leave form and indicate that the leave applied for is special leave for religious observance.

14.2. Religious observances may not exceed three (3) working days per year for educators.

14.3. Planning for absenteeism of educator and non-educator staff due to a religious holiday/festival must be completed by the end of the previous academic year and submitted to the principal's office.

N.B. We edge and advise all school's stakeholders to work cooperatively towards a practical observance of Christianity as the form of Religion at school even if an individual falls within the 5% of those who does not belong to the Christian family practise.



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15.SCHOOL CALENDAR

The school will ensure that religious holidays are included on the annual school calendar to ensure that during the setting of examinations and tests, pupils are not prejudiced by their attendance at religious observances.

16.DIETARY REQUIREMENTS

The school tuckshop will endeavour to provide food suitable for all religious groups. AND All school catering for events shall take into consideration the religious belief and observance by all.

17.RELIGIOUS INSTRUCTION

17.1. Religious instruction will not form part of the official syllabus, but opportunity will be created for religious observances in the form of official openings, invited speakers and discussion groups.

17.2. Preachers from different denominations could be invited to address the learners on religious issues. Learners would then be free to ask questions on the issues addressed by these invited guest speakers. The Attendance of such events will be free and voluntary.

18.RELIGIOUS PRACTICES

The practice of religion could also include

18.1. The singing of devotional songs

18.2. The opening and closing of the school activities with scripture reading and prayer.

18.3 Inviting guest speakers to speak on religious matters

18.4. Showing religious movies and plays of different religions

18.5 Wearing of recognised religious attire and symbols of faith may be allowed as determined in this policy.



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19.RELIGIOUS EDUCATION

19.1 Religion education is a programme for studying about religion in all its many forms without promoting any particular religion or faith.

19.2. The Life Orientation programme should purposefully pursue the moral and ethical development of learners whilst learning about the various religions and beliefs that exists.

19.3. A learner in a public school shall have the right to religion education as envisaged by the (revised National) Curriculum.

19.4. Every learner at the school shall have the right not to attend religious education classes and religious practices at the school.

20.RELIGIOUS ATTIRE

20.1. The use of religious symbols is acceptable, provided they are used as examples of religious or cultural heritage and/or used as teaching aids in the classroom.

20.2. The school should not single out an attire of a particular religion, for prohibition or regulation, provided the attire does not symbolise practices that are in conflict with the Constitution. This includes crosses or crucifixes, hats/toupees and head scarves, yarmulkes, dreadlocks, etc.

20.3. Learners may wear religious attire or symbols, provided they apply to the school and provide evidence to the principal regarding the religious significance of the attire and/or symbols.

21.AMMENDMENT

21.1 This shall stay in effect until where the school may register **at least 10%** of learners belonging to a particular denomination or religious group.

21.2. Any religious group that may exist within the school should register their existence to the Principal's office and make a formal request for their consideration. This shall be taken to other stakeholders for further discussion .If found necessary to be considered it would then bring effect to this policy.

Approval Recommended by:

Principal : SHAKU M.D [Mr]

Signature: 

Date: 2013 /JUNE /18

Approved by:

SGB Chairperson: Mr MAMPURU

Signature: Mampuru MM

2013 /JUNE /18