

LAERSKOOI JOZUA NAUDE



RELIGION POLICY

1. TITLE OF THE POLICY:

The Religion policy of Laerskool Jozua Naude

2. EFFECTIVE DATE:

01 December 2022

3. DATE OF NEXT REVIEW:

31 October 2023

4. REVISION HISTORY

Issue Number	Description of Amendment	Approved by	Date
1	New Policy		

5. PREAMBLE

- 5.1 All public schools are secular and do not have any religious orientation. All learners/educators shall be accorded full respect, regardless of their religious beliefs.
- 5.2 The Governing Body of the school shall determine the religion policy, which must be consistent with the RSA Constitution and the South African Schools Act, subject to the approval of the Head of Department.
- 5.3 No form of religious discrimination may be practised in implementing/applying the religion policy determined in accordance with the legal requirements.
- 5.4 A learner in a public school shall have the right to Religion Education as provided for in the curriculum.
- 5.5 A learner/ staff members in a public school shall have the right to be excused from religious observances should he/she wish to do so.
- 5.6 No learner/staff members at a public school may be penalised in any way for abstaining from the religious observances of the school.

9. LEGISLATIVE FRAMEWORK

- 9.1. The Constitution of the Republic of South Africa (1996);
- 9.2. The South African Schools Act (1996) as amended;
- 9.3. National Education Policy Act No. 27 of 1996;
- 9.4. Gauteng Schools Education Act No.6 of 1995; and
- 9.5. Government Gazette No. 25459 Government Notice No. 1307, 12 September 2003: National Policy on Religion and Education.

10. RELIGIOUS OBSERVANCE

- 10.1. In recognition of the religions and religious groupings that are found among our school community and based on the fact that the majority of learners, parents and staff members at the school are of the Christian faith, the school's religious observances in the main will be conducted according to the Christian faith. This religious culture is adopted by the school community and is in agreement with the provincial regulations.
- 10.2. In keeping with the democratic ethos of the school, religious observances of other religions are also endorsed on an equitable basis.
 - Attendance at these observances by learners and members of staff is voluntary.
 - Attendance at sermons/services/observances will be free and voluntary.
 - Learners who choose not to attend will be involved in other activities approved by the school.
 - The school hall may be used by private groups as a religious observance facility, provided that this has been authorised by the SGB in terms of Section 20(2) of the Act and the relevant conditions are met.

11. OBSERVANCE OF RELIGIOUS HOLIDAYS

- 11.1. Observance by educators (CS) and administrative support staff (PS)
 - a) Educators and administrative support staff members who wish to observe a religious holiday/festival must complete the standard leave form, and indicate that the leave applied for is special leave for religious observance.
 - b) Planning for absenteeism of educators and administrative support staff due to a religious holiday/festival must be completed by the end of the previous academic year and submitted to the District Director.

12. TEACHING OF RELIGION

Any teaching of religion is performed in conjunction with the Life Skills / Life Orientation and Social Sciences Learning Areas in line with the current curriculum for Grades R – 7 as defined in Government Notice No. 1307 of 2003: National Policy on Religion and Education.

13. CONSTITUTIONAL RIGHTS OF LEARNERS, PARENTS AND STAFF WITH OTHER RELIGIOUS VIEWS

- 13.1. The rights of learners, parents and staff members to have their own religious views are honoured in this policy.
- 13.2. Learners and staff who are not comfortable with the religious part of the assembly are free to decide whether they wish to attend that part of the assembly or not.
- 13.3. Learners will be excused from participation after a written request is received from parents.
- 13.4. Learners who are excused from religious observance will be accommodated as follows:
 - a) They can attend and observe according to their own religion if their parents request it and if someone is provided to conduct or present them.
 - b) If they cannot attend religious observance presented by someone from their religious group, then they are allowed to sit in an allocated classroom.

14. PROMOTING TOLERANCE

- 14.1. 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.
- 14.2. Learners may wear religious symbols provided they apply to the school and provide evidence to the principal for the approval of the SGB regarding the religious significance of the symbols.
- 14.3. The school will at all times endeavour to ensure that the infrastructure caters for the requirements necessary to implement the policy.
- 14.4. The school will at all times endeavour to ensure that every individual respects and implements the policy in the "Ubuntu" spirit.