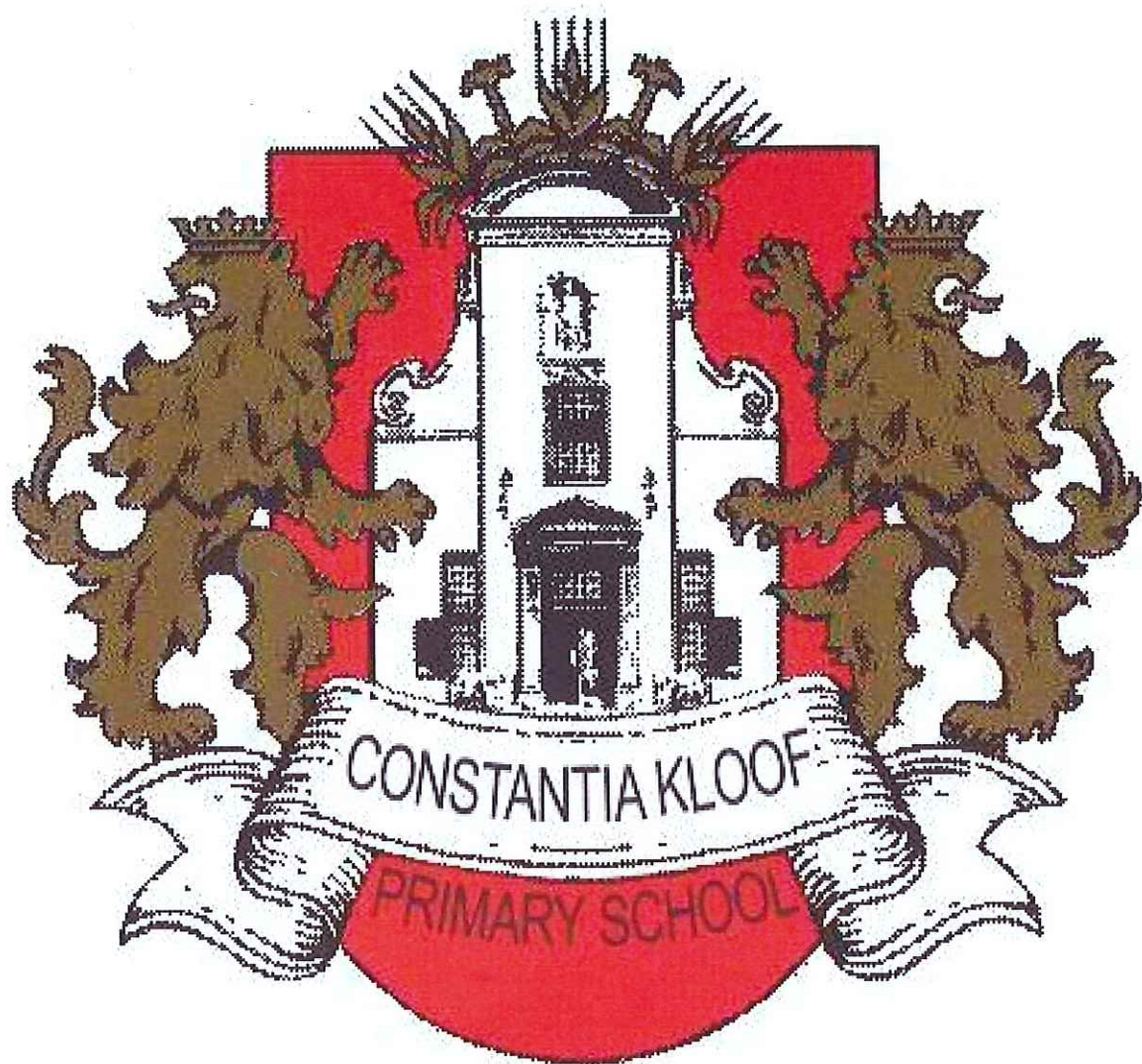




RELIGION POLICY



Religion Policy

Date approved:	6 June 2024	Date policy will take effect:	7 June 2024	Date of next review:	2025
Developed by:	School Governing Body (SGB)				
Approved by:	School Governing Body				
Responsible Body:	School Governing Body				
Supporting documents, procedures and forms for this policy:	Legislation (see below) Annexure 1				
References and legislation:	The Constitution of the Republic of South Africa (1996) The South African Schools Act (1996) as amended National Education Policy Act (Act 27 of 1996) Gauteng Schools Education Act No.6 of 1995 Government Gazette No. 25459 Government Notice No. 1307, 12 September 2003: National Policy on Religion and Education.				
Scope:	SGB, School Management Team (SMT), Educator Staff, Learners				
Expiry date of the policy:	This policy remains in force until replaced by a policy revised and approved by the SGB				

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1. Purpose of the Religion Policy

The primary purpose of the policy is to ensure that no religious discrimination of any description, or in any form, is practised at the school. The policy covers the different aspects of Religion Education, Religious Instruction and Religious Observances. It will also ensure that the minority religions in a school are accorded due respect and pride of place in the school.

This policy will ensure that the school makes the correct religious choices to ensure that everyone involved with the school, feels comfortable that their rights are respected.

Further, this policy:

- recognises our religious and cultural diversity, and therefore promotes respect for, and tolerance of all religions.
- has to raise and uphold the dignity and status of all religions.

2. Principles of the Religion Policy

- 2.1 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.
- 2.2 The Governing Body of a public school shall determine the religion policy of the school. The policy must be consistent with the Constitution of SA, the SASA and must be subject to the approval of the Head of Department.
- 2.3 No form of religious discrimination may be practised in implementing (applying) the religion policy determined in accordance with the legal requirements.
- 2.4 A learner in a public school shall have the right to Religion Education as provided for in the curriculum.
- 2.5 A learner/educator in a public school shall have the right to be excused from religious observances should s/he wish to do so.
- 2.6 No learner/educator at a public school or private school may be penalised (punished), in any way, for abstaining (staying away) from the religious observances of the school.

3. Religion Policy of Constantia Kloof Primary School

3.1 In recognition of the religions and denominations (religious groupings) that are found among our school community, the school's assemblies, in the main, will be non – denominational and will focus on moral/life lessons.

3.2 Assembly

The school community has agreed that assemblies will be conducted in the following manner:

- The opening of the school assembly will consist of a moral reading, generic songs of praise or a short, universal, prayer.
- It is expected that assemblies be used as forums for celebrating religious and cultural diversity, in keeping with the values of the Constitution of SA.
- If religious materials are used at assembly, they should preferably be presented in the framework outlined for Religion Education, that is, as an educational experience rather than a religious ceremony.
- Attendance at assemblies will be expected, unless a learner is excused from attendance after a written request is received from the parents.
- 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 sanctioned (authorised) by the SGB in terms of Section 20(2) of the SASA and the relevant conditions are met.

3.3 Teaching of Religion Education

This is performed in conjunction with the Life Orientation and Social Sciences Learning Areas in line with the current CAPS curriculum for Grades R – 9.

3.4 Observance of Religious Holidays

3.4.1 Observance by educators (CS) and administrative support staff (PS)

- 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.
- Planning for absenteeism of educators and administrative support staff due to a religious holiday/festival must be completed at least three (3) months in advance and submitted to the District Director for approval.

3.4.2 Observance by learners

- Learners are allowed to participate in religious holidays/festivals.
- Arrangements should be made to make sure that the affected learners are able to catch up with their academic work/schedule.
- Parents of learners should notify the school office, in writing, well in advance (preferably a month), of the learners' intentions to take certain school days off for the purpose of observing religious holidays/festivals. Records of these requests will be kept for reference purposes.
- Learners who are collected early from school for religious purposes are to be signed out and they are expected to keep up with missed work.

3.5 Learner participation in religious activities/observances at the school

Learner participation in these activities is voluntary and attendance will not be forced. Learners have the right to freedom of expression, but they must not violate the rights of other learners and educators to attend these observances. Learners may not interfere with (obstruct) or disrupt school activities. Religious observances may include occasions that entail specific attire, symbols, prayer times and diet in the manner agreed upon by the school and the relevant faith authorities.

3.6 Educator approach and participation in religious activities/observances

- Educator participation in these activities is voluntary.
- Educators must be objective about religion while carrying out their duties as educators. They must treat all different religious and cultural traditions with fairness and respect.
- Educators should not engage in, or lead, religious activities of learners during contact time.
- Educators may neither reward nor punish learners because they agree or disagree with their religious views.

4 Constitutional Rights of Learners, Parents and Staff with Other Religious Views

- 4.1 The rights of learners, parents and staff members to have their own religious views are honoured in this policy.
- 4.2 Learners and staff who are not comfortable with the moral reading part of the assembly are free to decide whether they wish to attend that part of the assembly or not, provided a written request is received from the parents.
- 4.3 Learners who are excused from assemblies will be accommodated in an allocated classroom.

5 Promoting Tolerance

- 5.1 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.

Learners may wear religious attire or symbols, provided they apply to the school in writing and provide evidence to the principal regarding the religious significance of the attire and/or symbols. If it is compulsory for members of a religion to wear a religious symbol, learners may do so without requesting a concession. However, as learners are wearing a uniform, they are requested to wear these discreetly.

The school uniform serves to unite all pupils and thus compliance with the school's Uniform Policy is required as laid out in the Uniform and Hair Policy. With regard to those whose religious or cultural beliefs require them to make particular modifications to the uniform, recognising constitutional rights in this regard, the school will not turn down such requests. Nonetheless, as a courtesy and also in order to support the learner and their family, it is still required that this is formally communicated to the school in writing

There should be no blanket distinction between religion and culture when considering a request for a concession, but at the same time the school will not be required to make concessions where there is a real possibility of disruption to the achievement and maintenance of a disciplined and purposeful school environment, and the maintenance of the quality of the learning process if an exemption is granted.

5.2 Concession

The conditions to be applied to the consideration of the application for concessions are as follows:

5.2.1 The cultural or religious practice on which the application is based.

5.2.2 The importance of that practice to the learner concerned.

5.2.3 Whether the practice concerned is mandatory or voluntary.

5.2.4 Whether the cultural or religious community concerned regards it as a practice that would normally warrant exemption from school rules.

5.2.5 The extent of the concession required (how great the required departure from school rules will be.)

5.2.6 The effect of granting a concession on the achievement of the "disciplined and purposeful school environment, dedicated to the maintenance of the quality of the learning process".

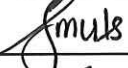
5.2.7 In coming to a decision, the Governing Body will consult experts on the religion or culture concerned on the nature of the relevant practice.

5.2.8 The Governing Body/Principal/School will provide the parents with written notification of their/its decision and any conditions relating to the concession.

6 Conclusion

6.1 The school will, at all times, endeavour to ensure that the infrastructure caters for the requirements necessary to implement the policy.

6.2 The school will, at all times, endeavour to ensure that every individual respects and implements the policy in the "Ubuntu" spirit.

APPROVED BY	NAME & SURNAME	SIGNATURE	DATE
SGB Chairperson:	Karen Gush		06/06/2024.
SGB Secretary:	Joline Smuts		06/06/2024
Principal:	KAREN BERGSMAN		2024-06-06

RATIFIED BY GDE	NAME & SURNAME	SIGNATURE	DATE
District Official:			

