

EDUEXCELLENCE

*Religion Policy*





# EduExcellence

PRIVATE PERSONAL EDUCATION

## Religion Policy

### *Purpose:*

The primary purpose of this policy is to ensure that there are no discriminatory practices amongst learners and staff in based on religious beliefs and orientation to a particular faith or religion.

EduExcellence PRS Group promotes tolerance and unity among learners and staff and endeavours to 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.

### *Legislative Framework:*

The following pieces of Legislation applies:

- The Constitution of the Republic of South Africa, 1996 (Act 108 of 1996), as amended.
- National Education Policy Act, 1996 (Act No. 27 of 1996), as amended.
- The South African Schools Act, 1996 (Act No. 84 of 1996), as amended.
- Employment of Educators Act, 1998 (Act No. 76 of 1998).
- Gauteng Education Policy Act, 1998 (Act No. 12 of 1998), as amended.
- Gauteng Schools Education Act, 1995 (Act No. 6 of 1995), as amended.
- National Policy on Religion and Education (General Notice No. 1307 of 2003)
- Circular 19 of 2004
- National Policy on Religion and Education (General Notice No. 1307 of 2003)

### *Freedom of Conscience:*

No person employed at EduExcellence PRS Group and its Campuses shall attempt to indoctrinate learners into any particular belief or religion nor denigrate any religion.

In this regard, the school 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.

The management 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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## *Religious Observances:*

At EduExcellence PRS Campuses, learners are predominantly of the Christian faith.

In recognition of the diverse religions and denominations found among the school and its community, the school's religious observances in the main will be conducted to accommodate the diversity of religious faiths and beliefs on an equitable basis.

## *Learner Participation in Religious Observances:*

Learner participation in these activities is free and voluntary. Learners will not be forced to attend or to violate the rights of other learners and educators to attend these observances.

Learners who choose not to attend will be involved in other activities approved by the school under supervision and may not interfere with or disrupt school activities.

Parents may seek permission from the school in writing for their children to participate in religious festivities and religious holidays.

## *Educator Participation in Religious Observances:*

Educator participation in these activities is free and voluntary.

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

## *Freedom of Religion:*

### **Observance of religious holidays and festivals 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 principal in writing well in advance of the learners' intentions to take certain school days off for the purpose of observing religious holidays/festival.
- Records of these requests will be kept for reference purposes.



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## *Freedom of Religion:*

### **Observance of religious holidays and festivals by educators & non-educator staff:**

- 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.
- Religious observances may not exceed three (3) working days per year for educators.
- Planning for absenteeism of educator and non-educator staff due to a religious holiday/festival must be completed in a timely fashion and records of these requests will be kept for reference purposes.

## *Religious Instruction:*

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.

The practice of religion could also include:

- The opening and closing of the school activities with scripture reading and prayer.
- Inviting guest speakers to speak on religious matters.
- Showing religious movies and plays of different religions.

## *Religious Education:*

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

The Life Orientation programme should purposefully pursue the moral and ethical development of learners whilst learning about the various religions and beliefs that exists as envisaged by the (revised National) Curriculum.

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



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## *Assembly:*

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.

Learners will be excused after a written request is received from parents.

d)Learners who are excused from religious practices will be accommodated. They are allowed to sit in an allocated classroom.

## *Religious Symbols:*

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 and not used to promote one religion over another.

## *Religion & Admissions:*

EduExcellence Faith Criteria: We accept all learners from any faith that shares or is tolerant of our Christian faith and Christian worldview.