

UMGAQO-NKQUBO WESEBE LEMFUNDO LENTSHONA KOLONI ONGOKUSINGATHWA KOKUKHULELWA KWABAFUNDI ABAKWIZIKOLO ZIKARHULUMENTE

1. INTSHAYELELO

UMthetho wamaLungelo njengoko ukuMgaqo-siseko waseMzantsi Afrika, uMthetho 108 wowe-1996, ungqina iziseko zentlalo (*values*) zedemokhrasi ezibeka phambili isidima somntu, ukulingana nenkululeko yomntu wonke, kubandakanywa namalungelo abantwana (isiqendu 28) nelungelo lokufunda (isiqendu 29).

Ngako oko ke kunyanzelekile ukuba abaphathi nabalawuli baqinisekise ukuba amalungelo abafundi abangamantombazana akanyhashwa nophuhliso lwabo aluthintelwa kwanokuba kuthathwa amanyathelo awodwa ngabafundi abangamantombazana abakhulelweyo.

Imbali ngalo mthetho

Lo mgaqo-nkqubo uthatha indawo yesiqendu esingokuKhulelwa kwamaNtombazana esikwiSetyhula 0077/98: IsiKhokelo ngokuBanzi sokuMiswa nokuGxothwa kwaBafundi kwiZikolo zikaRhulumente (kungabandakanywa iZikolo zikaRhulumente zaBafundi abathunyelwe okanye abatshintshelwe kuzo ngokoMthetho wokuNyamekelwa kwaBantwana 1983 (uMthetho 74 wowe-1983), kunye /okanye uMthetho weNkqubo yamaTyala oLwaphulo-mthetho (*Criminal Procedure Act*), 1977 (uMthetho 51 wowe-1977)).

2. UKUKHULELWA KWABAFUNDI

Kucetyiswa ukuba umgaqo-nkqubo wesikolo nemigaqo yokuziphatha kwabafundi mayibe nomqathango ocacisa ngendlela yokusingathwa kokukhulelwa kwabafundi, kwenziwe kulandelwa lo mgaqo-nkqubo.

- 2.1 Xa sele kubonakala ukuba umfundi ukhulelwe, lo mcimbi mawuphathwe **ngolwazelelelo olukhulu kwaye ugcinwe uyimfihlo enkulu** (*treated with great sensitivity and confidentiality*).
- 2.1.1 Umfundi makathathwe njengoMfundi oneeMfuno eziZodwa akwazi ukufumana iingcebiso nenkxaso evela kwiingcali zokuXhasa aBafundi abaneeMfuno zeMfundo eziZodwa (*SLES*) ezikwii-EMDC. Kufuneka inqununu isingathe yaye iququzelele le nkqubo.
- 2.1.2 Ukwenzela ukuba oku kugcinwe kuyimfihlo enkulu, inqununu mayixelele ibhunga lolawulo lesikolo ukuba kukho umfundi okhulelweyo kodwa ingalixeli igama lomfundi lowo.

- 2.1.3 Ukuba umfundi uye wakhulelwa ngenxa yokuxhatshazwa ngokwesondo, ngenxa yombulo okanye yokudlwengulwa, inqununu yesikolo mayilandele amanyathelo achazwe kolu xwebhu “Phantsi ngempatho-mbi yabantwana” *“Abuse-no-More” protocol document.*
- 2.1.4 Kufuneka inqununu ibize intlanganiso emakubekho kuyo umfundi nomzali (nabazali) okanye nomgcini nabagcini (*guardians*) bomfundi ukwenzela
- (a) ukufumana ulwazi yaye izame ukuqonda ukuba ngaba abazali okanye abagcini bomfundi bazimisele ukuwusingatha njani umcimbi lowo;
- (b) ukubanika ingcaciso ebanzi ngazo zonke iinkonzo ezifanelekileyo nezifumanekayo zempilo nezeengcebiso ezikhoyo kuloo ndawo, iinkonzo ezikhoyo kwinkqubo yemfundo ezikolweni nakwii-EMDC; kwanezinto ezikhoyo anokukhetha kuzo umfundi lowo zokuba aqhubeke afunde ngethuba lokukhulelwa kwakhe.
- Ezo zinto anokukhetha kuzo zibandakanya
 - ukuhlala esikolweni kangangoko kusafanelekile ngokukagqirha aze emva koko afumane iincwadi nenkxaso esikolweni; okanye
 - ukuphuma esikolweni ngethuba esakhulelwe aze athwale uxanduva lokuqhubeka nemfundo.
 - Umviwa okwibakala 12 makaxelelwe ngokuzelelo ngezinto anokukhetha kuzo malunga noviwo neenkqubo ezikhoyo, nangona iluxanduva lwakhe ukubhalisa njengomviwa wangasese kwiimviwo ezilandelayo.
- (c) ukucela abazali okanye abagcini bomfundi ukuba bafumane incwadi kagqirha ecacisa umhla ekucingelwa ukuba angabeleka ngawo, umhla ugqirha angacebisa ukuba ayeke ngawo esikolweni phambi kokuba abeleke nomhla ugqirha angacebisa ukuba angabuyela ngawo esikolweni.
- (d) ukuxoxa nabazali okanye nabagcini bomfundi ngokumalunga nethuba ekufuneka ayeke ngalo esikolweni, kususelwa kwingcaciso elapha ngasentla;
- (e) ukwenza imvumelwano ebhaliweyo nabazali okanye nabagcini bomfundi kunye nomfundi ecacisa gca ukuba
- ngethuba esesikolweni konke okwenzekayo kuye luxanduva lwakhe, nomngcipheko azibeka kuwo ngowakhe,
 - isikolo sikhutshelwe ngaphandle kulo naluphi na uxanduva olunxulumene nokwenzakala okubangelwe kukukhulelwa kwakhe okanye iziganeko ezinxulumene nokukhulelwa kwakhe
 - akukho malungiselelo angamanye okanye ongezelelweyo okumncedisa aza kuwafuna esikolweni

- akukho nanye into ekuza kutenxwa kuyo malunga nokulandelwa ngqo kwemigaqo yesikolo yokuziphatha kwabafundi;
- (f) ukucacisa ukuba xa umfundi ebuyela esikolweni emva kokubeleka akasayi kuza nosana lwakhe esikolweni; nokwenzela
- (g) ukuthatha naziphi na izigqibo ezizezinye, ukwenza umzekelo, malunga
- nokuba ngaba oko kumehleleyo kuya kugcinwa kuyimfihlo enkulu okanye akuzi kuba njalo;
 - nesimilo esifanelekileyo namanyathelo afanelekileyo ngakumfundi;
 - nokuthatha kwakhe inxaxheba kwizinto ezenziwa ngaphandle kwamagumbi okufundisela (*extra-curricular activities*) zesikolo.
- 2.2 Ukuba kuye kwaziwa okanye kwafunyaniswa ukuba umfundi oyinkwenkwe wesikolo eso nguye ochaphazelekayo ekukhulelweni komnye lowo, kubalulekile ukuba oko kugcinwe kuyimfihlo enkulu.
- 2.2.1 Inqununu mayazise ibhunga lolawulo lesikolo.
- 2.2.2 Inqununu neengcali ze-SLES ezikwii-EMDC maziqinisekise ukuba
- (a) kunikwa ingqwalaselo kuxanduva lwakhe naye loo mfundi uyinkwenkwe; yaye
- (b) loo mfundi uyinkwenkwe unikwa ingcebiso kwaye uyafundiswa ngokumalunga nemiba yesini nezesondo, noxanduva lwakhe ngezenzo zakhe kwanezinto ezichaphazela umthetho ngokubhekiselele kwiimfanelo namalungelo.
- 2.2.3 Makwenziwe imvumelwano ebhaliweyo nomzali (nabazali) okanye nomgcini (nabagcini), nomfundi oyinkwenkwe kunye nebhunga lolawulo lesikolo ngokumalunga nokuziphatha okufanelekileyo okungqinelana nemigaqo yokuziphatha yabafundi yesikolo eso.
- 2.3 Ukuba kuye kwaziwa okanye kwafunyaniswa ukuba umfundi oyinkwenkwe welinye iziko lemfundo nguye owenze nzima omnye umfundi, mayaziswe inqununu malunga noku yaye mayisingathe lo mcimbi ngokungqinelana nemihlathi 2.2.1 kuye ku-2.2.3.
- 2.4 Iziphumo ngokwasemfundweni kumfundi okhulelweyo zintlantlu-mbini: oomama nootata abaselula kakhulu bona ngokwabo basemngciphekweni wokuba baphulukane nezakhono zemfundo eziyimfuneko zokwazi ukuzimela ebomini, babe ngabemi abaninxaxheba kwezogqosho, nto leyo edla ngokubangela ukuba abantwana babo baqalise ukufunda sele bekwimo ekekeleyo kade ngokwasemalini nangokokukhula ngokufanelekileyo komntwana.

- 2.4.1 Isikolo silindeleke ukuba sithathe inyathelo elifanelekileyo kwiimeko zokukhulelwa kwabafundi. Nakuba kunjalo, kukwabalulekile ukuba isikolo sibonwe njengesiyivelela le meko ngecala lemfundo kwanelo likhokelisa ukuziphatha ngokweziseko zentlalo, ize eyona njongo iphambili ibe kukwenza abafundi abakamva labo kungenjalo beliza kumoshwa zimeko zokwehlelwa lilishwa, bafumane impumelelo eklasini (emfundweni) nakubomi babo buqu.
- 2.4.2 Kubalulekile ukuba umfundi ochaphazelekayo aqhubeke nemfundo yakhe kuncitshiswe iziphazamiso kangangoko kunokwenzeka. Kungenjalo makwenziwe amanye amalungiselelo okuba afunde agqibe ikharithulam. Oku kungathetha ukuba iinowuthsi zezifundo ezenziweyo nee-asayinimenti makazinikwe umfundi nokuba umfundi lowo mayibe luxanduva lwakhe ukugqiba umsebenzi nokuzibuyisela esikolweni ii-asayinimenti ezo ngenjongo yokuba zivavanywe ngokwenkqubo yovavanyo qho (*continuous assessment- CASS*).
- 2.4.3 Inkqubo yokuqokelela ingcaciso eyiyo malunga nendlela aqhuba ngayo umfundi ezifundweni zakhe nokufaka ngokusesikweni kwiirekhodi amanqaku omsebenzi wakhe wonke unyaka (CASS) mayiqhubeke kangangoko oku kunokwenzeka nokuba ngaba umfundi usesikolweni okanye usekhaya. Wonke umsebenzi ovavanyiweyo waza warekhodwa kwiprofayili nephothifoliyo yomfundi uza kukhokela izigqibo zekomiti ejongene nemisebenzi ngemisebenzi (*multifunctional team*) ekwi-EMDC ngokumalunga nokudlulela phambili kwaloo mfundi ekupheleni konyaka.
- 2.5 Akunakugxininiswa ngaphezu koku ukubaluleka kokubonelela abantwana ngolwazi, izakhono, iindlela zokubona izinto (*attitudes*) kunye neziseko zentlalo ngokumalunga nemiba yesini nezesondo kunye nokubethelela uxanduva kwezentlalo oluzalwa koku ingakumbi kule nkalo yezifundo: ULwazi Banzi ngezobomi. Makubethelelwe umgaqo wokuba okona kubhetele kakhulu kukuba abafundi mabangangeni kwizenzo zokwabelana ngesondo. Eyona nto mayigxininise ngokupheleleyo kwimfundo ngezesini mayibe kukubaluleka kweziseko zentlalo zokuziphatha kakuhle (*good moral values*).
- 2.6 Izikolo nazo zingadlala indima ephambili ekuxhobiseni abazali okanye abagcini babafundi ukuba bathathe inxaxheba ephambili kwimfundo ngezesini nangemiba yezesondo yabantwana babo ngokuthi zenze iiprogram apho kuthatha inxaxheba abazali nezo zokunika inkxaso kwimfundo.

3. UKUKHULELWA NGETHUBA LEEMVIWO ZEMATRIKI

Xa umfundi osisigxina okwiBakala 12 eye wakhulelwa, inqununu mayiyisingathe imeko leyo ngolu hlobo lulandelelayo:

- 3.1 Kuzo zonke iimeko apho kufuneka kwenziwe amalungiselelo awodwa, inqununu mayixelele ngoko nangoko uMlawuli weeMviwo weSebe leMfundo ize ingenise incwadi kagqirha njengobungqina.
- 3.2 Umfundi unelungelo lokukhetha ukuba aye esikolweni de usondele kakhulu umhla wokubeleka kwakhe njengoko kunokucetyiswa ngugqirha.
- 3.2.1 Ukuba umfundi aza kube eneeveki ezingama-32 ekhulelwe (okanye ngaphezu koku) ngowoku-1 Oktobha wonyaka akwiBakala 12 ngawo, njengoko ucacisiwe lo mhla kwincwadi kagqirha, loo mfundi unokukhetha kwezi zinto zilandelayo:
- (a) Ukubhala iiMviwo zeMatriki zika-Oktobha/Novemba kwigumbi lokubhalela elahlukileyo kwalapho esikolweni okanye kwindawo eyahlukileyo kodwa kwakufuphi apho
 - (b) Ukubhala iiMviwo zeMatriki zika-Oktobha/Novemba kwelinye iziko lokubhalela njengomviwa wangasese (*private candidate*), ukuba ngaba ugqibe ekubeni ayeke ukuhamba isikolo njengomfundi osisigxina. Xa kunjalo kuya kusebenza iimeko eziphathelele kumaziko okubhalela awodwa achazwe kwimihlathi 3.3.1 kuye ku-3.3.5.
 - (c) Ukungenela iimviwo zesaplimentari (*supplementary examinations*) ngoMatshi kunyaka olandelayo
 - Isizathu sezi ndlela kunokukhethwa kuzo kukuba abafundi beBakala 12 banelungelo lokuhlalela iimviwo zabo kweyona ndawo ifaneleke ngokugqibeleleyo ukuba babhalele kuyo, yaye oku kungangabi njalo ukuba umfundi okhulelweyo, osele efikelele kwixesha lokubeleka, uyalunywa ngethuba kubhalwa uviwo kwindawo esetyenziswa ngumntu wonke.
 - Ukuba umfundi ukhetha ukuhlalela iimviwo aze avunyelwe ukuba ahlalele ezi mviwo zesaplimentari zikaMatshi olandelayo, makangenise incwadi kagqirha engqina ukuba ithuba lokukhulelwa kwakhe lihambele phambili kangangokuba akuyi kubakho ndlela konke konke ukuba abhale iiMviwo zeMatriki zika-Oktobha/Novemba.
 - Umviwa ongenakho ukubhala iimviwo nokuba kungoNovemba okanye ngoMatshi, unokuzibhalisa yena ngokwakhe njengomviwa wangasese (*private candidate*) kwiimviwo ezilandelayo yaye olu luxanduva lwakhe.
- 3.2.2 Apho umfundi okwiBakala 12 aneeveki ezingaphantsi kwama-32 ekhulelwe ngowoku-1 Oktobha aze akhethe ukuhlalela iimviwo, angakhetha kwezi zinto zilandelayo:
- (a) Ukubhala iiMviwo zeMatriki zika-Oktobha/Novemba esikolweni sakhe

(b) Ukubhala iimviwo kwesinye isikolo esikufuphi apho okanye kwiziko lokubhalela elilodwa

(c) Ukubhalela kwiziko lokubhalela elilodwa njengomviwa wangasese ukuba ngaba ugqibe ekubeni ayeke ukuhamba isikolo njengomfundi osisigxina

3.3 Ukuba umviwa ukhetha ukubhala iimviwo zeMatriki zika-Oktobha/Novemba kwiziko lokubhalela elilodwa, kuya kusebenza oku kulandelayo:

3.3.1 Inqununu mayincedise umviwa yenze amalungiselelo noMlawuli weeMviwo weSebe leMfundo okuba abhale iimviwo zakhe kwiziko lokubhalela elilodwa.

3.3.2 Apho umviwa ikuphela kwakhe obhala uviwo kwiziko lokubhalela elilodwa, umfundi okanye umzali (abazali) okanye umgcini (abagcini) womfundi kuya kuba luxanduva lwakhe ukuhlawula imali yomgadi wabaviwa. Umviwa uya kuhlawula imali yokugadwa eyimfuneko kwiSebe leMfundo neliya kuthi lona lihlawule umgadi womviwa.

3.3.3 Kufuneka umphathi wesekethe avume umgadi wabaviwa kunye nelo ziko lokubhalela elilodwa. Elo ziko lokubhalela elilodwa malibe kufuphi nesikolo kangangoko oku kunokwenzeka.

3.3.4 Umgadi womviwa weziko elilodwa makafumane amaphepha emibuzo alo seshoni yokubhala uviwo kumgadi wabaviwa oyintloko xa kuvulwa amaphepha emibuzo kwindawo yokubhalela yesikolo esemthethweni aze alise kwiziko lokubhalela elilodwa.

3.3.5 Emva koviwo ngalunye, umgadi womviwa weziko elilodwa makazise incwadi yeempendulo (iincwadi zeempendulo) kumgadi wabaviwa oyintloko oya kuthi yena ayithunyele kwiSebe leMfundo nezinye iincwadi zeempendulo.

4. IZINTO NGOKUBANZI

NgokoMgaqo-siseko iinqununu zezikolo, amabhunga olawulo ezikolo nee-EMDC bonke banoxanduva lokuphendula ngelungelo lokufunyanwa kwemfundo esemgangathweni ngabo bonke abafundi, kwaye oku kubandakanya nabo babhalise bekhulelwe okanye abafundi abangabazali. Ukwenzela ukulungelelanisa iimfanelo zobuzali neemfuno zemfundo zabafundi abangabazali, makuzanywe ubambiswano phakathi kweeNkonzo eziXhasa iMfundo, iiNkonzo zezeNtlalo-ntle neeNkonzo zeMpilo kwii-EMDC.