



MICKLEFIELD
SCHOOL

Descriptive Narrative – Constitutional Values

Micklefield School supports the values of the CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA through the following policies and practices:

1. Constitution of The Micklefield School Association in which it states the following:

1.1 The School shall seek to;

- 1.1.1 provide quality education
- 1.1.2 maintain an ethos of sound moral values
- 1.1.3 promote responsible citizenship and community service
- 1.1.4 provide a safe and caring environment for learners and staff
- 1.1.5 respect the diversity, needs and rights of all learners
- 1.1.6 offer a reasonable range of extramural activities for learners to enable them to develop a wide range of talents
- 1.1.7 respect the dignity and rights of all staff
- 1.1.8 work with parents to the benefit of their children and the School as a whole
- 1.1.9 safeguard and make optimal use of all the resources of the School to ensure the quality of its education and long-term sustainability

1.2 Legal Framework

- 1.2.1 The School will operate within the relevant national and provincial legislation and their regulations that apply to independent Schools.
- 1.2.2 Within South Africa the following legislation, amongst others, applies:
- 1.2.3 The South African Schools Act, Act 84 of 1996, as amended.
- 1.2.4 The Income Tax Act, Act 58 of 1962, as amended
- 1.2.5 The Non-Profit Organisation Act, Act 71 of 1997, as amended.
- 1.2.6 The Promotion of Equality and Prevention of Unfair Discrimination Act, Act 4 of 2000, which stipulates that schools may not discriminate against anyone on the basis of race, gender, sexual orientation, ethnic or social origin, disability, language or belief, unless the discrimination is fair in terms of this Act.

2. Curriculum and Assessment Policy Statements (CAPS)

The school follows the values and principles set in in CAPS which states: “we have built our curriculum on the values that inspired our Constitution (Act 108 of 1996).”

3. Umalusi – Council for Quality Assurance in General and Further Education and Training

The school supports the role that Umalusi plays in Education and training in South Africa which states: " Umalusi Council sets and monitors standards for general and further education and training in South Africa in accordance with the National Qualifications Framework Act No 67 of 2008 and the General and Further Education and Training Quality Assurance Act No 58 of 2001 "

The school is accredited with the requirements set out by Umalusi and maintains this through monitoring on an ongoing basis.

4. Conditions of Membership to Independent Schools Association of Southern Africa (ISASA) which states:

PRINCIPLES OF GOOD PRACTICE

4.1. General: The member school should:

- 4.1.1. act honestly and fairly, with due respect for the rights of staff, learners, parents and members of the governing body;
- 4.1.2. provide educational leadership and promote the professional development of the staff in order to improve the quality of learning and teaching;
- 4.1.3. ensure that sound administrative, business and financial principles are applied in the running of the school;
- 4.1.4. exhibit moral leadership, and as such, promote the adoption and practice of a sound value system in the school;
- 4.1.5. encourage a learner-centred philosophy in order to:
 - Develop each child to her/his full potential academically, emotionally, physically and spiritually,
 - Develop a community of learners who are self-disciplined and have a sound work ethic, and
 - Follow a code of conduct based on courtesy, mutual respect and acknowledgement of the rights of all groups in the school community;
- 4.1.6. Foster good relations amongst all its stakeholders and with neighbouring schools and the education authorities;
- 4.1.7. Ensure that it implements fair admissions and employment practices;
- 4.1.8. Promote good citizenship in the school and social responsibility programmes in the wider community;
- 4.1.9. Implement on-going quality assurance processes to maintain and improve the quality of education in the school.

4.2. Diversity

- 4.2.1 The school commits itself to compliance with the Employment Equity Act and endorses its principles in respect of academic and support staff, together with an appropriate allocation of resources for staff development.
- 4.2.2 It uses inclusive, bias-free language in oral and written communication.
- 4.2.3 It respects, affirms and defends the dignity and worth of each member of the school community and ensures that the school's ethos is enriched by the cultural heritages of all.

- 4.2.4 It develops an understanding of basic and universal human rights, linked indivisibly with civic responsibility and accountability at school and in the wider community.
- 4.2.5 It values each child individually and teaches to varied learning styles, abilities and life experiences.
- 4.2.6 It develops, publishes, implements and monitors policies promoting equity and justice in all aspects of school life.
- 4.2.7 It supports the on-going education of the governing body, parents and all school personnel as essential to the creation and maintenance of a diverse, equitable and just community, with particular reference to teaching, assessment, curriculum, extra-curricular programmes and leadership opportunities.
- 4.2.8 It develops in its learners a sense of responsibility for equity and justice in the wider community.
- 4.2.9 The school strives to develop in all learners an awareness and acceptance of others, sensitivity to opinions and values different from their own, and broadminded thinking, which is free of bias, prejudice and uninformed judgements.

5. School Policies. All school policies are aligned with:

- CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA and the NQF
- Constitution of The Micklefield School Association
- Umalusi – Council for Quality Assurance in General and Further Education and Training.
- Conditions of Membership to Independent Schools Association Of Southern Africa

6. School Ethos. Micklefield is a Proudly South African school. The National Anthem is sung at appropriate occasions. The Vision, Mission and Ethos uphold the South African constitutional values.

Micklefield School is a beautiful independent girls' primary school situated right in the heart of Rondebosch in Cape Town. Micklefield believes in providing a broad-based education in a caring and happy environment. Each girl is given the opportunity to reach her full potential as a confident and creative leader and citizen of the future, striving to give of her best in all her endeavours.

Review Date: April 2023