

Riverside College



Code of Conduct Grade 7 -12

Table of Contents

Introduction	2
Part 1: School Rules	4
A. General principles	7
B. School and class attendance	7
C. School uniform and general appearance	6
D. Valuable and Personal Belongings	6
E. General Rules	6
F. Rules Governing Public Places	7
G. Transport	7
H. School Enrichment Programme	8
 Part 2: Disciplinary System	 10
A. Grading of offences	11
B. Disciplinary Procedures	11
• Grade 1 Offences	11
• Grade 2 Offences	12
* Grade 3 Offences	12
C. Disciplinary Interventions	12
D. Suspension of a learner	14
E. Disciplinary and Tribunal Hearings	14
F. Procedure during Hearings	15
 Annexure	 17
Annexure A: Learner Commitment	18
Annexure B:	19
• Table 1: List of offences per grade of offence	19
• Table 2: List of possible disciplinary sanctions to be applied for Grade 1, 2, 3 and 4 offences, respectively	21
Annexure C: Written Warning	27
Annexure D: Final Written warning	28
Annexure E: Notice of Disciplinary hearing	29
Annexure F: Record of Disciplinary Hearing	31
Annexure G: Lodging of Appeal (Review Form)	32
Annexure H: Homework Policy and Discipline	33

Introduction

The School is committed to providing an environment for the delivery of quality teaching and learning by:

- Promoting the rights and safety of all learners and teachers and parents.
- Ensuring learners' responsibility for their own actions and behaviours.
- Prohibiting all forms of unfair discrimination and intolerance.
- Eliminating disruptive and offensive conduct

The code of conduct spells out the rules regarding learner behaviour at the School and describes the disciplinary system to be implemented by the School concerning transgressions by learners. The Code of Conduct applies to all learners while they are on the School premises or when they are away from the School representing it or attending School functions and may be altered or improved at the discretion of the school as may be required.

Section 8(4) of the SA Schools Act provides that all learners attending a school are bound by the Code of Conduct of that School. All learners are expected to sign a statement of commitment to the Code of Conduct (Annexure A). The administration of the Code of Conduct is the responsibility of the Disciplinary Committee of the School.

Code of Conduct



Part 1: School Rules

- A. General Principles
- B. School and Class Attendance
- C. School Uniform and Appearance
- D. Valuables and personal belongings
- E. General Rules
- F. Rules Governing Public Places
- G. Transport
- H. School Enrichment Programme

Part 1: School Rules

The School rules are intended to establish a disciplined and purposeful environment to facilitate effective teaching and learning at the School. Nothing shall exempt a learner from complying with the school rules. Ignorance of the school rules is, therefore, not an acceptable excuse.

A. General Principles

1. Learners are expected at all times to behave in a courteous and considerate manner towards each other, the Student Representative Council (SRC) and or prefects, all members of staff and visitors to the School.
2. Learners are expected to abide by the School rules with regard to appearance and behaviour when representing the School both during School hours and after School hours, at School and away from School. Learners may not say or do anything that will discredit themselves or the School.
3. No learner has the right at any time to behave in a manner that will disrupt the learning activity of other learners, or will cause another learner physical or emotional harm.
4. The School will contact parents/guardians when a learner's behaviour becomes a cause for concern and will endeavour, in a spirit of constructive partnership, to resolve the problem.

B. School and Class Attendance

Parents/guardians, learners, teachers and School Management (SM) members are jointly responsible for ensuring that all learners attend School.

1. If a learner does not attend School regularly, the relevant register teacher will report the absence of the learner to the parent and the Principal in writing. The register teacher must keep an accurate register of learner attendance and any absenteeism from the classroom will be documented and reported as required by the Schools Act.
2. All learners are to arrive at School before the official starting time. Learners who are late for School must report to the office and obtain a "late note" before going to their relevant class where they must hand the "late note" to the relevant register teacher and to their subject teacher.
3. Absence from a class, without the permission of the relevant register or subject teacher, is prohibited.
4. Any absence from School must be covered by an absentee note from a parent/guardian.
5. Should a learner be absent from School for a period of three (3) days or longer, this leave of absence must be supported by a letter from a medical doctor.
6. Any absence from a formal examination, test or task must be supported by a letter from a medical doctor.
7. No learner may leave the School during School hours without a letter from a parent / guardian requesting the release of their child *and* the permission of the Principal / Deputy Principal / Grade Head from whom an exit note must be obtained.
8. Truancy from School is prohibited.
9. Director of learner development will make welfare home visits to those learners who are frequently and/or without reason absent from school.
10. All learners will attend assembly for the full duration thereof.
11. Mondays and other days on which there is Assembly, formal uniform will apply. (no sports clothes, etc.
12. School blazers to be worn at all times when it is formal uniform days.

C. School Uniform and General Appearance

Learners are expected to wear the official School uniform and appear neat and tidy at all times.

1. No additions to the uniform that are not in accordance with the regulations will be allowed (eg: no coloured beanies, other hats, blankets, jackets other than school jackets).
2. No piercings (e.g. nose, tongue, lip, eyebrow, flesh tunnels or any other except one earring per earlobe in the bottom hole), jewellery (e.g. crosses, bracelets ankle bracelets, toe rings, beads of any kind), accessories, coloured contact lenses or tattoos (including henna type) are allowed. No spacers for holes in the ears or nose are allowed. Only silver or gold stud earring or small sleeper earrings are permitted for the girls.
3. Wearing of unconventional hairstyles, highlights, lowlights, or any noticeable hair colour alterations is not permitted. This includes but is not limited to (shaved heads, patterns shaved into the hair and eyebrows, Mohawk and Mullet styles, coloured braids, coloured beads, etc.)
4. Fingernails must be kept trimmed short and clean at all times.
5. Only the official complete school sport uniform (blue rugby shorts & white socks), including proper takkies (not Tomy takkies), to be worn to all PE and sport activities.
6. Girls and boys may grow their hair in a long style but in so doing they must ensure that their hair is neat and tidy at all times, no strands of hair to be hanging loose or alongside the face – all long hair to be tied or clipped into place. Only Burgundy and white hair accessories may be used (elastics, alicebands, stretch hairbands & hairpins) for all and any type of hair. The height of the hair on top of the head may not exceed 5cm.
7. No make-up including Lip-Gloss allowed on any school day including civvies days.
8. No writing on yourself or any other learner with pens, markers, tip-ex or any other medium whatsoever, or the colouring in of finger nails.
9. Girls may wear burgundy coloured cycling shorts (*with a short leg* – not protruding from under the skirt) or “hotpants” under their school skirts and bras must be white or flesh coloured. No black or coloured bras to be worn at any stage.
10. Girls’ skirts/skorts/dresses must not be higher than 4 fingers above the knee.
11. Boys are expected to wear their hair as follows: a) Fringe above the eyebrows, b) Sideburns no longer than midway of the ear, c) The sides above the top of the ear and, d) The back not touching the collar of the shirt. *Boys are not permitted to have any facial hair, moustache or stubble at school or a school event.* Any long hair must worn as stated in C.6 above.
12. During events that allow the wearing of casual wear, learners should wear neat, presentable clothes. Beachwear, tight-fitting clothes, clothes that are see-through and / or too revealing are not allowed. Hair, shoes and accessories should be neat at all times.
13. Only learners that have applied, submitted relevant supporting documents and received the necessary permission from the School Management, may deviate from official School uniform for religious and cultural reason. Any deviation must still comply with school colours, i.e.: Burgundy.
14. Any item of jewellery or clothing that does not adhere to the school’s uniform policy will be confiscated for an entire term. At the end of the term the item may be returned to the

offending learner / owner once a fine has been paid. Any unclaimed items will be donated to charity at the start of the new term.

D. Valuables and Personal Belongings

The School will not be held responsible for theft of or damage to personal belongings on School premises (e.g. cell phones, bags, books and clothing).

1. Cell phones and smart watches are not allowed at school – unless a cell phone locker has been purchased for the safe keeping of the cell phone during school hours - and as such no learner may be in possession of a phone or smart watch during any class, detention or sport activity. If any cell phone is found in a learner's possession, under any circumstance, the phone will be confiscated together with the sim card or the remainder of the academic year – with the option of paying a fine and receiving the phone back on the last day of the current term.
2. If a parent requests a learner to pay school fees on his / her behalf, such school fees should be paid before the start of the school day.
3. NO arrangements may be made with any teacher for safekeeping of valuables, etc. during class / sports or practices. Valuables are not permitted at school and the school and management will not be held liable for any loss of personal / valuable items from the premises or sports fields.
4. Learners may not bring computer games, iPods, smart watches or similar electronic devices to school.

E. General Rules

1. Loitering and / or playing in and around the corridors, stairwells and toilets is forbidden.
2. No skateboards or bicycles are allowed in the corridors, walkways or inside the classrooms before, during or after school.
3. All litter must be placed in refuse bins or wastepaper baskets.
4. Wilful damaging, vandalising or neglect of School property and the property of others, either by writing or by a physical act, is prohibited. Theft of School and private property is also prohibited.
5. Any act of cheating in class work, homework, informal and formal tests or internal or external examination is prohibited. Furthermore, copying of and / or borrowing another learner's work is forbidden.
6. Disruptive, unruly, rude and / or offensive behaviour will not be tolerated.
7. The timeous handing in of academic work is the responsibility of each learner.
8. Learners who fail to produce a medical certificate for absenteeism during formal examinations / tests / assessment tasks will obtain a mark of "0" (zero) for the particular examination / test / assessment task.
9. The learner will respect the beliefs, culture, dignity and rights of other learners, as well as their right to privacy and confidentiality.
10. Language that is seen as pejorative, discriminatory or racist is prohibited.
11. Any act that belittles, demeans or humiliates another learner's culture, race or religion is prohibited.
12. All learners have the right to an education free of interference, intimidation and / or physical abuse. The learner will respect the property and safety of other learners. Fighting or threatening of other learners is forbidden.
13. The learner will respect those learners in positions of authority (SRC members and or prefects).

14. The carrying, copying and / or reading of offensive material is prohibited.
15. Learners must keep clear of areas that are indicated as out of bounds. These include:
 - 15.1 The School motor vehicles parking areas and garages.
 - 15.2 The playing fields, tennis courts, basketball courts, shooting range, swimming pool and area, except while attending official sports practice and matches or during a lesson while under the supervision of the subject teacher.
 - 15.3 Electrical mains distribution boxes, fire extinguishers and hoses.
 - 15.4 Parking lots, except while accessing their own vehicles.

F. Rules Governing Public Places

The School is a place of safety where laws pertaining to public spaces are applicable.

1. No dangerous objects or illegal drugs as defined in the SA Schools Act or the Safety Regulations will be brought onto and / or used on the School property unless authorised by the Principal for educational purposes. Dangerous objects include knives, firearms or any item that could harm a person.
2. The carrying and / or smoking of cigarettes is prohibited.
3. Alcohol is not permitted on School premises.
4. The carrying of and / or consumption of illegal chemical substances and drugs is prohibited.

G. Transport

Learners wishing to park motor cycles / motor vehicles on the School grounds must first obtain permission from the School to do so and make use of the areas specifically demarcated for this purpose.

1. All learners park their vehicles and bikes (pedal or motorised) on the School premises at their own risk.
2. Specific areas are provided for the safekeeping of bikes, etc. and must be used by learners.
3. Learners may ride or drive a vehicle on the School grounds provided the learner has a license to drive such a vehicle and provided extreme caution is exercised. Reckless behaviour is forbidden.
4. The Code of Conduct is applicable when making use of public transport to and from School.
5. Learners may not hitchhike while in School uniform, whether formal or sports dress.

H. School Enrichment Programme

Involvement in activities making up the School Enrichment Programme forms a valuable and integral part of the holistic education of every learner and participation in the School's Sport Program, Excursions and Camps is compulsory for all learners.

1. The learner is expected to adopt the correct etiquette pertaining to the specific activity at all times.
2. Learners attending camps may only do so if all relevant documentation has been completed by the parents / guardians.
3. Since school camps are part of the required Curriculum it is compulsory for all learners to attend.
4. Learners going on camp will be transported in transportation supplied by a reputable company and no parent may take or fetch a learner directly to and from camp.
5. The School premises will be the departure and arrival point for all excursions and camps. Parents are to drop and collect learners at and from the school premises.

6. Once a learner has committed him / herself to an extra-mural activity, s/he will be bound to meet the rules and obligations related to that activity.
 7. Involvement in a particular activity will span the entire season / duration in which that activity takes place.
 8. Attendance of all practices is compulsory. Missing a practice without a valid excuse in writing from the learner's parents may result in the learner being suspended from participation in one (1) interschool league fixture.
 9. Appropriate kit / uniform will be worn to practices.
 10. The correct match kit / uniform will be worn to inter-school league fixtures.
 11. Learners travelling to an away fixture will travel in full School uniform, unless other arrangements have been made.
 12. Sports and other kit must be carried in an appropriate bag.
 13. Learners playing in home league fixtures may arrive at the venue in their appropriate sports kit / uniform with their School blazer.
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Code of Conduct

Part 2: Disciplinary System

- A. Grading of Offences
- B. Disciplinary Procedures
- C. Disciplinary Interventions
- D. Suspension of a Learner by the Principal or Deputy Principal as a Precautionary Measure
- E. Disciplinary and Tribunal Hearings
- F. Procedure during Hearings
- G. Lodging of Appeal
- H. Handing in of Projects, Merits, Demerits & Detention System

Part 2: Disciplinary System

Every teacher is responsible for discipline and has the full authority and responsibility to correct the behaviour of learners whenever such correction is necessary. Any corrective measure or disciplinary action will correspond with and be appropriate to, the offence.

All learners will abide by the discipline system that has been developed to assist and guide learner behaviour in the School.

A. Grading of Offences

Offences are graded according to the nature and degree of seriousness of the offences, of which Level 3 offences are the most serious. See Annexure B, Table 1 for a list of the offences making up each of the Level 1, 2 and 3.

B. Disciplinary Procedures

The grade of an offence will determine the procedure to be followed.

1. Level 1 offence – 5 points per offence. Detention after 3 transgressions.
2. Level 2 offence – 10 points per offence, immediate detention.
3. Level 3 offence – 15 points disciplinary hearing with possible expulsion as outcome.
4. Level 3 offence (selected) – offence immediately reported to the South African Police Service (SAPS) and a disciplinary hearing with expulsion as the outcome.

Level 1 All Level 1 offences will be dealt with by the staff member or LRC member / prefect concerned who must keep a written record of such offences and the disciplinary measure taken.

When a third Level 1 offence occurs, the matter is referred to The Head of School Discipline (HSD) along with the record of all three (3) offences and the HSD will issue a written warning. A signed copy of acknowledgement will be kept on record by the HSD and communicated to the parent/guardian.

Should the particular Level 1 offence recur after disciplinary intervention has occurred and a written warning has been issued, the staff member will, in consultation with the HSD, arrange an interview with the learner. A final written warning will be issued. A signed copy of acknowledgement will be kept on record by the HSD and communicated to the parent / guardian.

The HSD will keep on record copies of all relevant documentation relating to the offences and the disciplinary measures imposed and provide copies thereof to the learner's register teacher.

Level 2: All Level 2 offences will immediately be referred to the HSD. The staff member will, in consultation with the Teacher, arrange an interview with the learner. A final written warning will be issued and disciplinary action applied (Detention). A signed copy of acknowledgement will be kept on record by the HSD and communicated to the parent / guardian.

The HSD will keep on record copies of all relevant documentation relating to the offences and the disciplinary measures imposed and provide copies thereof to the learner's register teacher.

Level 3: All Level 3 offences will immediately be reported to the HSD. The HSD will refer the matter to the Disciplinary Committee who will convene a disciplinary hearing. The parent / guardian will be advised in writing, a minimum of five (5) days before the designated date that a hearing has been convened.

Level 3: Selected level 3 offences will immediately be reported to the HSD. The HSD will refer the matter to the School Principal who will immediately file a report with the SAPS and convene a disciplinary hearing. The parent / guardian will be informed immediately of the offence and be advised in writing, a minimum of five (5) days before the designated date that a hearing has been convened.

C. Disciplinary Interventions

1. The following list of interventions and corrective measures used by the School are aimed at correcting behaviour before suspension and expulsion:
 - A verbal warning / reprimand to express disapproval.
 - Written warning.
 - Final written warning.
 - Removal from classes to an excluded area.
 - Written punishment.
 - Community service to improve the physical environment within and around the School property.
 - Detention / Homework detention.
 - Supervised schoolwork.
 - De-merit detention.
 - Referral for counselling.
 - Attendance of a relevant life skills programme.
 - Fines to compensate for damages, to cover the cost of repair or replacement of the lost or damaged item, and / or the accumulated fine.
 - Temporary suspension of library card and / or other school related privileges.
 - Exclusion from School activities and functions, e.g. academic award ceremony.
 - Withdrawal of recognition, e.g. award.
 - Temporary suspension from class or School, pending disciplinary hearing.
 - Disciplinary hearing.
2. Failure to comply with interventions and corrective measures will lead to further interventions and may lead to the offence being categorised at a higher level. Expulsion may be recommended for a Level 3 offence. See Annexure B, Table 2 for a list of the possible disciplinary measures to be applied for Level 1, 2 and 3 offences respectively.
3. Conduct that may lead to suspension / exclusion includes, but is not limited to, the following:
 - Conduct that violates the rights or safety of others.
 - Criminal behaviour of any kind.
 - Defacing or destroying School property.
 - Disrespectful or objectionable conduct and verbal abuse directed at teachers, other School employees or fellow learners.
 - Outright defiance of lawful requests or instructions issued by persons in authority.
 - Indulging in harmful graffiti, racism or “hate speech”.
 - Sexual harassment or sexual assault.
 - Immoral behaviour or profanity.
 - Possessing, using or displaying evidence of use of any narcotics, unauthorised drugs, alcohol or any other intoxicant.
 - Repeated infringements of the School rules or the Code of Conduct.

- Possession of dangerous weapons (guns, knives and other objects which may threaten the lives of learners / teachers).
4. Should a learner be found guilty by a court of law for breaking the law of the Republic of South Africa, the School has the right, after a fair hearing through the Governing Body, to recommend expulsion to the Provincial Department of Education.
 5. A disciplinary hearing will be convened with a view to recommending expulsion.
 6. Where approval for expulsion is not granted, learners will attend counselling or the relevant life skills programme before they may return to class. Such learners will be accommodated in the exclusion room in the interim to continue with schoolwork until they have completed the series of counselling sessions or the stipulated life skills programme.
- D. Suspension of a Learner by the Principal or Deputy Principal as a Precautionary Measure**
- The SM authorises the Principal or Deputy Principals to institute suspension, as a precautionary measure, with regard to a learner who is charged with a serious misconduct offence as contemplated in section 8 of the SA Schools Act.
1. Before a learner is suspended, the learner and his / her parents must be given an opportunity to indicate why the suspension should not be considered.
 2. The disciplinary proceedings must commence within one (1) week after the suspension. If the proceedings do not commence within one (1) week, approval for the continuation of the suspension must be obtained from the Head of Department.
 3. This suspension will be applicable until a finding of not guilty is made or, in the case of a finding of guilty, until the appropriate sanction is announced.
- E. Disciplinary Hearings**
1. The following official forms will be used for misconduct and disciplinary hearings:
 - 1.1 Written warning (disciplinary warning form) (Annexure C)
 - 1.2 Final written warning (Annexure D)
 - 1.3 Notice of disciplinary hearing (Annexure E)
 - 1.4 Record of disciplinary hearing (Annexure F)
 - 1.5 Review form (lodging of appeal) (Annexure G)
 2. Written notice of a disciplinary hearing will be given at least five (5) School days before the hearing, which could imply temporary suspension from classes, excluding formal scheduled tests and examinations which count towards the year mark.
 3. When a notice is issued to a learner the learner must acknowledge receipt of notice by signing for it. This is not an admission of guilt.
 4. If a learner does not appear at a hearing, the hearing will be conducted in his / her absence.
 5. A written verdict of the hearing will be issued to the offender. The offender must acknowledge the content by signing the document.

6. A learner has the right to request a review of the disciplinary action taken against him / her if sufficient grounds exist. Disregard of punishment of the Disciplinary Committee will lead to the temporary suspension pending a hearing.
7. The disciplinary Hearing Commission will consist of the following members:
 - 7.1 A SM representative (ie: School principal or HOD);
 - 7.2 Discipline Officer / Chairperson delegated to oversee this function;
 - 7.3 Head of Discipline
 - 7.4 Note taker
8. The hearing will also be attended by the learner, and his or her parent or any other learner s/he may need for his / her defence.
9. Disciplinary measures that a Disciplinary Hearing Committee may impose include:
 - 9.1 Demerits.
 - 9.2 Suspension from School for a minimum of two days up to a maximum of five (5) days, ratified by the SM, to be effective immediately. This will be put in writing and a copy kept on record.
 - 9.3 Recommendation with respect to counselling / attendance of a life skills programme.
 - 9.4 Progress monitoring process initiated for a minimum of two (2) weeks, followed by a progress report.
 - 9.5 A written conduct and behaviour warning issued. A signed copy of acknowledgement will be kept on record.
 - 9.6 Payment to cover the cost of repair or replacement of the damaged, lost or stolen item.
 - 9.7 Termination of service contract.

F. Procedure during Hearings

1. The Chairperson of The Committee must lead the proceedings and:
 - Introduce those present and state their functions.
 - Ensure that witnesses are present only while giving their evidence.
2. The Chairperson must inform the learner of his / her rights:
 - The right to a formal hearing.
 - The right to be present at the hearing.
 - The right to be given time to prepare for the hearing case.
 - The right to be given advance notice of the charges.
 - The right to be represented at the hearing by one (1) internal representative.
 - The right to be accompanied at the hearing by parents / guardian if the learner is a minor.
 - The right to ask questions on any evidence produced, or on statements of witnesses.
 - The right to call witnesses to testify on his / her behalf.
 - The right to an interpreter, to be requested 24 hours prior to the hearing.

- The right to appeal within five (5) days against any penalty imposed by the Disciplinary Committee.
 - If the learner does not attend, the hearing will be conducted in his / her absence.
3. The Chairperson is to explain the nature of the alleged breach or misconduct to those present at the hearing.
 4. The procedure of enquiry is to be explained by The Chairperson. The evidence of the complainant and his / her witnesses will be heard first. The learner and panel may ask questions about the evidence. The learner and his / her witnesses may then give evidence and the complainant and Committee may ask them questions.
 5. When all the evidence has been heard, The Chairperson must close the enquiry, dismiss the complainant, the accused, their representatives, the parent / guardian and all the witnesses.
 6. The Disciplinary Committee must discuss and weigh the evidence and come to a decision.
 7. The Chairperson must reconvene all interested parties.
 8. The Chairperson is to communicate the decision of The Committee.
 9. The Chairperson must explain the decision of The Committee and the reasons for the penalty (if any) that has been imposed.
 10. The learner must be advised of his right to appeal (Annexure E).
 11. The complainant and learner must sign the disciplinary form and a copy must be handed to the learner. (If the learner refuses, a witness must sign in the presence of the learner).
 12. The signing of the document by the learner does not imply an acknowledgement of guilt.
 13. Parents to carry the costs of any hearing that is as a result of their child's conduct in contravention of the school's code of conduct.

Annexures

Annexure A: Learner Commitment

Annexure B: Table 1: List of offences per grade of offence

**Table 2: List of the possible disciplinary sanction to
be applied to all Level 1, 2, and 3 offences,
respectively.**

Annexure C: Written Warning

Annexure D: Final Written Warning

**Annexure E: Notice of Disciplinary Hearing
Rights of Learner facing Disciplinary Action**

Annexure F: Record of Disciplinary Hearing

Annexure G: Lodging of Appeal (Review form)

Annexure H: Homework Policy & Discipline

Annexure A

Riverside College

Learner Commitment

I, a learner at Riverside College, understand the rules and their implications and hereby commit to:

- Abide by the Code of Conduct and Disciplinary System.
- Behave in a courteous and considerate manner and respect other learners, the LRC, all members of staff and visitors to the School.
- Treat everyone with respect regardless of differences in culture, religion, ability, race, gender, age, sexual orientation or social class.
- Take responsibility for my learning by attending regularly and punctually and completing all my assessment tasks on time.
- Cooperate with my teachers and other School staff.
- Assist in making the School a safe place for all.
- Seek help if I need it.
- Let the School know if I feel my rights have been infringed, or if I experience any other difficulty.

.....
Learner

.....
Parent / Guardian

.....
Date

Annexure B

Table 1: List of offences per level of offence

Level 1: Offences	Level 2: Offences	Level 3: Offences
▪ Littering ▪ Excessively noisy or unruly behaviour before School, during changeovers, during breaks and after School ▪ Eating, drinking or chewing gum during any contact time (class and assembly) ▪ Misconduct in an assembly ▪ Entering an out of bounds area, classroom or passage without permission ▪ Loitering in the passages, at the tuck shop or vending machines, at the toilets or change rooms ▪ Misconduct or poor sportsmanship during an extramural activity's practice, intra- or inter School competition or league fixture ▪ Failure to: - submit an absentee note or exit notes by the stipulated deadlines - return a library book by the due date, or pay the fine for overdue book/s - attend an extra-mural activity's practice session without excusing himself - attend duty class - attend a compulsory activity as a spectator without submitting a written excuse letter prior to the event - attend detention	▪ Vandalism ▪ Damaging another person's possessions/ property as a result of interfering or using said possession or property without the owner's consent ▪ Racism: remarks/ insults ▪ Forgery: altering of official documents such as medical certificates and qualifications and fraudulent use thereof ▪ Verbal or non-verbal abuse ▪ Disrespect or insolence ▪ Insubordination – ignoring or failing to carry out a specific instruction (to include failure to do work/ punishment set in the exclusion room, or failure to report to the exclusion room, or failure to report to the subject teacher with this work/ punishment as stipulated) ▪ Fighting, common assault or attempted assault ▪ Contact games / play fighting ▪ Uniform Infringements including not having Phys Ed clothes for Phys Ed Lesson ▪ Public disturbance and public indecency ▪ Gambling ▪ Failure to attend detention without prior submission of a written excuse or note ▪ Unacceptable hair styles, including bleaching or colouring ▪ Display of visible tattoos ▪ Plagiarism ▪ Continual interference with another learner which causes minor physical or mental discomfort ▪ Misconduct during detention.	▪ Private buying, selling or trading of any edible goods to learners and teachers on or around the school premises ▪ Possession of weapons that can cause physical injury (knives, etc.) ▪ Entering the School premises while under the influence of alcohol/ drugs ▪ Possession, copying distribution, use or displaying of pornographic material ▪ Assault with the intent to do grievous bodily harm ▪ Truancy from School or leaving School grounds without the necessary permission ▪ Taking part in any form of illegal strike action/ meeting/ campaign on School premises ▪ Incomplete Homework or Homework not done ▪ Any learner who, in or outside of the buildings, or on or off the premises of the School, whilst under the control of the School authorities, intentionally conducts himself in a manner which is or could be seriously detrimental to the maintenance of order or discipline at the School ▪ Violating the rights of other learners to receive education by disrupting classes, preventing other learners from attending classes, preventing teachers from providing teaching, or in any other manner ▪ Violating the rights of the teacher to carry out his/ her tasks, to the detriment of the School, the staff, the teacher or fellow learners. ▪ Reckless or negligent driving whether in School uniform or not, and whether on the School property or not

Table 1: List of offences per level of offence (continued)

Level 1: Offences	Level 2: Offences	Level 3: Offences
▪ Minor infringements of uniform regulations: wearing of printed T-shirts; an incorrect jersey or tracksuit top as an outer garment; incorrect colour socks or belt; wearing of jewellery ▪ Failure to wear the correct full School uniform when in a public place, including the wearing of unauthorised items ▪ Failure to wear the correct sports kit for a match or practice ▪ Hitchhiking while in School uniform, formal or sport dress ▪ Disruptive behaviour in class § Spitting in public § Failure to: - Bring the required textbooks, notes, stationery, or equipment to a lesson - Submit signed homework books / correspondence ▪ Copying another learner's classwork or homework ▪ Defacing School property ▪ Reporting late for class, relief or to the exclusion room ▪ Use of offensive material to cover books or files ▪ Arriving late for School without an excuse note ▪ Interfering with another person's possessions/ property without the owner's consent ▪ Swearing, or using obscene gestures	▪ Truancy from any contact time ▪ Possession or use of fire crackers ▪ Failure to attend an extramural activity fixture or function as a participant or official ▪ Any action which brings the School's name into disrepute ▪ Possession of offensive material, excluding pornographic material ▪ Tampering with safety and other equipment on School premises ▪ Excessive absenteeism with no doctor's note ▪ Unreasonable repetition of a Grade 1 offence	▪ Unreasonable repetition of a Grade 2 offence ▪ Use of weapons that cause physical injury (knives, etc.) ▪ Possession and / or use of a firearm, firearm magazine, ammunition, dangerous or lethal weapon ▪ Possession, using and/ or dealing in drugs, or alcohol, or any other intoxicating substance ▪ Poisoning, or attempting to poison another person ▪ Theft, robbery, breaking and entering ▪ Malicious damage/ injury to property of the School, staff members, fellow learners or any other person or body ▪ Rape, attempted rape, or indecent assault ▪ Physical assault that results in bodily harm ▪ Sedition or inciting any form of illegal strike action/ meeting/ campaign on School premises ▪ Any offence punishable under common law ▪ Intimidation by verbal or physical threat to harm the person or his property (bullying) ▪ Possession and/ or use of a cell phone, computer game, iPod and similar electronic devices, during all contact time ▪ Using a cell phone as a means of communication during formal testing ▪ Cheating, attempting to cheat, or having forbidden material or information in a test venue during controlled testing (class tests, term tests, internal exams). This includes any form of communication, verbal or nonverbal, with another learner ▪ Copying of computer exercises, projects or any other work intended for the year mark ▪ Sexual Harassment / inappropriate sexual behaviour / and discussions ▪ Uncontrolled violent behaviour ▪ Homework not done ▪ Private buying, selling or trading of any edible goods to learners and teachers on or around the school premises ▪ <i>Repeated</i> excessive absenteeism with no doctor's note.

Table 2: List of the possible disciplinary sanctions to be applied for Level 1, 2 and 3 offences, respectively

Each case must be evaluated on its own merits and must be provided with a sanction justified for that specific case. The recommended sanctions provided in this table are guidelines for the Disciplinary Committee.

Level 1: Offences	Recommended Corrective Sanctions
1. Extramural activity: non-attendance at practices and matches (without a valid excuse to teachers/ coach) 2. Personal conduct in classroom / on playground: Inappropriate displays of affection between learners; late arrival for class; uncooperative behaviour; discourteous behaviour/ insolence/ temper tantrum; foul language; defacing desks/ walls/ books/ cases with graffiti; eating/ chewing in class; littering; and electronic equipment at school 3. Dress code: untidiness/ unkempt appearance; School dress code not followed	Corrective actions / sanctions are carried out by the individual teacher and may include the following: ▪ Verbal reprimand; ▪ Written punishment; ▪ Detention at break; ▪ Subtracting marks (homework); ▪ Temporary confiscation until the end of School term (e.g. uniform, jewellery, cell phones, bags and cases); ▪ Removing graffiti from bags and cases at break; - and ▪ Written notification
Level 2: Offences	Recommended Corrective Sanctions
1. Plagiarism of any work or cheating/ attempted cheating in class test/ assignment	Nought for test and warning letter and detention
2. Damage to property/ possession of other learners' property	Repair/ replacement, warning letter and Principal's detention
3. Defiance/ disregarding of an authority figure's instructions	Suspension from class, warning letter and Principal's detention
4. Detention – non attendance	Making up missed detention, warning letter and an information hearing
5. Disregarding test/ examination procedures	Warning letter and Principal's detention
6. Disruptive/ uncooperative in class	Identification of culprit/s and grade teacher to organise corrective measures detention
7. Disruptive behaviour frustrating teaching and learning in the classroom	Warning letter and detention
8. Repeated dress code infringements (including hair & personal grooming)	After three (3) warnings, Principal's detention

Table 2: List of the possible disciplinary sanctions to be applied for Level 1, 2 and 3 offences, respectively (continued)

Level 2: Offences	Recommended Corrective Sanctions
10. Fighting (Minor)	Warning letter and detention
11. Fire-crackers	Warning letter and detention
12. Forgery, e.g. parent / guardian's signature	Warning letter and detention
13. Gambling on or off School property	1 st offence: Special detention 2 nd offence: Special detention 3 rd offence: Information disciplinary hearing, special detention and professional counselling (All money to be confiscated)
14. Graffiti: books, case, desks, walls, etc	Removal, warning letter and Principal's detention
15. Late for School – three (3) days	Phone call to parents and detention
16. Late arrival at School after 08:20	Phone call to parents and Principal's detention
17. Lying	Warning letter and detention
18. Offensive material	Warning letter and detention
19. Smoking – possession of cigarette/ holding cigarette/ caught in the act on/ off School property	1 st offence: Special detention 2 nd offence: Special detention 3 rd offence: Formal disciplinary hearing, special detention and professional counselling (All cigarettes and lighters to be confiscated)
20. Smoking – selling cigarettes on/ off School property	1 st offence: Information disciplinary hearing, warning letter and special detention 2 nd offence: Formal disciplinary hearing, warning letter and special detention
21. Spitting	Principal's detention
22. Sticking a sharp object, e.g. pin, pen, nib, etc into a fellow learner	Warning letter and detention

Table 2: List of the possible disciplinary sanctions to be applied for Level 1, 2, and 3 offences, respectively (continued)

Level 2: Offences	Recommended Corrective Sanctions
23. Verbal abuse of a teacher	Suspension from School. Disciplinary hearing, warning letter, community service and detention or expulsion
24. Threatening assault/ intimidation of a fellow learner	Phone call to parents and warning letter and detention
25. Truancy – bunking a lesson	Principal's detention
26. Truancy – bunking a day or part of a day	Phone call to parents, warning letter and detention
27. Vandalism – defacing/ damaging/ breaking School property	Phone call to parents, warning letter and detention
28. Verbal abuse of a fellow learner	Phone call to parents, repairs/ payments of damages, warning letter and detention
Level 3: Offences	Recommended Corrective Sanctions
1. Cell Phone – possession and /or use of cell phone during school hours, extra mural and sporting activities	Phone call to parents, confiscation of device and sim card, warning letter and detention
2. Alcohol – possession at School or on a School outing/ smelling of liquor/ under the influence at School or on School outing	Disciplinary hearing, warning letter, community service and detention
3. Substance abuse – possession/ sniffing of unauthorised substance, e.g. meths, benzene, thinners, etc.	Disciplinary hearing: warning letter and detention / expulsion
4. Assault on a fellow learner (causing bodily harm)	Suspension from class/ School. Disciplinary hearing, warning letter, community service and detention
5. Bullying / Intimidation	Suspension & Disciplinary Hearing, Warning letter, community service and detention
6. Cheating / attempted cheating in examination / cycle test / portfolio work	Nought and warning letter
7. Cheating / attempted cheating in final Grade 12 examination	Implementation of official provincial procedures
8. Possession / distribution of test or examination material prior to test or examination being written	Disciplinary hearing, nought for test/ examination, warning letter, community service, detention/ official provincial procedures for Grade 12
9. Ongoing disruptive behaviour in classroom (frustrating School's educational programme)	Suspension from class/ School. Disciplinary hearing, warning letter, community service and detention
10. No private trading – buying or selling of any edible goods – sweets, chips, drinks or any other type of edible product - may be bought/sold or traded at school.	Phone call to parent. Confiscation of all goods. Warning letter and detention.

Table 2: List of the possible disciplinary sanctions to be applied for Level 1, 2, and 3 offences, respectively (continued)

Level 3: Offences	Recommended Corrective Sanctions
11. Disruptive behaviour on School property or on School sponsored fixture / outing / trip / tour (frustrating School's educational / extracurricular programme)	Suspension from class / School. Disciplinary hearing, warning letter, community service and detention & possible Expulsion
12. Engaging in a conspiracy to disrupt the proper functioning of School through collective action	Suspension from class / School. Disciplinary hearing, warning letter, community service and detention & possible Expulsion
13. Drugs – consumption not associated with School	Interview with parents, professional intervention, Disciplinary Hearing & Expulsion
14. Gangs – promoting formation forming of / associating with / furthering activities of School gangs / 'social groups'	Suspension from School. Disciplinary hearing, warning letter and detention & possible Expulsion
15. Involving / attempting to involve outsiders in disputes between learners	Disciplinary hearing, warning letter, community service and detention & possible Expulsion
16. Pornography – distribution at School	Warning letter, community service and detention, Disciplinary Hearing & Expulsion
17. Public indecency	Disciplinary hearing, warning letter, community service and detention & Expulsion
18. Racist conduct that defames a learner / teacher	Suspension from class / School. Disciplinary hearing, warning letter, community service and detention & expulsion
19. Improper suggestions of a sexual nature	Disciplinary hearing, warning letter, community service and detention & Expulsion
20. Sexual harassment of teacher / learner	from School. Disciplinary hearing, warning letter, community service and detention & expulsion
21. Threatening to assault / intimidating a teacher	Suspension from School. Disciplinary hearing, warning letter, community service and detention & expulsion
22. Verbal abuse of a teacher	Suspension from School. Disciplinary hearing, warning letter, community service and detention or expulsion

Table 2: List of the possible disciplinary sanctions to be applied for Level 1, 2, and 3 offences, respectively (continued)

Level 3: Offences	Recommended Corrective Sanctions
A. Alcohol – drinking / drunk at School or on School grounds or on School outing	Suspension from School. Disciplinary hearing, warning letter, community service and detention/ expulsion
B. Academic: Books / work materials left at home; homework not done on time / copied.	Detention. See Annexure H for further clarity.
C. Alcohol – drinking in public	Suspension from School. Disciplinary hearing, warning letter, community service and detention/ expulsion
D. Assault on a learner causing serious bodily harm	Suspension from School. Disciplinary hearing and expulsion
E. Assault on a teacher	Suspension from School. Disciplinary hearing and expulsion
F. Bribery/ attempted bribery of any person respect of any test/ examination material	Disciplinary hearing, warning letter, community service and detention/ expulsion
G. Dangerous weapon or object, e.g. knife – possession at School	Suspension from School. Disciplinary hearing, appropriate punishment, e.g. community service, detention/ expulsion
H. Dangerous weapon or object, e.g. firearm – possession at School / on School outing	Suspension from School. Disciplinary hearing, appropriate sanction, e.g. expulsion
I. Dishonesty (Gross)	Suspension from school. Disciplinary hearing, warning letter & corrective measure or expulsion for severe transgressions
J. Drugs/ illegal substances – consumption / under the influence at school / on school property	Suspension from School. Disciplinary hearing, warning letter, community service, detention and professional counselling & Expulsion
K. Drugs/ illegal substance – dealing ('pushing') at School/ on School outing	Suspension from School. Disciplinary Hearing and expulsion.
L. Forgery of any document or signature to the potential/ actual prejudice of the School	Suspension from School. Disciplinary hearing, warning letter, community service and detention / expulsion

Table 2: List of the possible disciplinary sanctions to be applied for Level 1, 2, and 3 offences, respectively (continued)

Level 3: Offences	Recommended Corrective Sanctions
M. Fraud	Suspension from School. Disciplinary hearing, warning letter, community service and detention/ expulsion
N. Hostage taking	Suspension from School. Disciplinary hearing and expulsion
O. Satanic practices that damage property or cause harm to people or any other living creatures	Suspension from School. Disciplinary hearing, warning letter, community service, detention and professional counselling/ expulsion
P. Sexual assault / rape	Suspension from School. Disciplinary hearing and expulsion
Q. Theft / dishonest conduct to the prejudice of another person	Disciplinary hearing, replacement of stolen articles, warning letter, community service and detention / expulsion
R. Trading in test / examination material for personal monetary gain	Disciplinary hearing, warning letter, community service, detention / expulsion
S. Vandalism – malicious damage to School/ teacher's property	Disciplinary hearing, repair damage, warning letter, community service and detention / expulsion

Annexure C

Riverside College

Written Warning

Name of learner:

Learner ID number or D.O.B.:

Teacher:

The above learner has breached the disciplinary code.

Date of offence:

Grade of offence:

Nature of offence:

Learner's statement:

Action to be taken:

Learner

Teacher

Date

▪ One (1) copy to learner, original to be kept by GRADE HEAD.

▪ Learner's signature does not signify admission of guilt, but that changes and action taken have been explained.

Annexure D

Riverside College

Final Written Warning

Name of learner:

Learner ID number / D.O.B.:

Teacher:

Please take note that this is a final warning. If the disciplinary code is breached again, in any way, it will lead to a disciplinary hearing.

Date of offence:

Dates of previous warnings:

Grade of offence:

Nature of offence:

Learner's statement:

Action to be taken:

Learner

Teacher

Date

One (1) copy to learner, original to be kept by GRADE HEAD.

Learner's signature does not signify admission of guilt, but that changes and action taken have been explained.

Riverside College

Notice of Disciplinary Hearing

Name of learner:
Learner ID number:

Subject:
Teacher:

A formal disciplinary hearing will be held and you are obliged to be present:
Date of hearing:

Venue of hearing:
Time of hearing:

Date served:

The charge against you is as follows:
.....
.....
.....

Date of offence:

Nature of offence:
.....
.....
.....

Suspension from class

You are further advised that you have been suspended from class from:

Time: Date: / /	until	Time: Date: / /
---------------------------------------	-------	---------------------------------------

During your period of suspension, you will not be permitted on the School premises unless written permission has been given to you by a senior member of management, or for attending this hearing.

Note: Learner receives one (1) copy and the signed copy must be kept and filed.

Rights of Learner facing Disciplinary Action

Learner’s rights (to be read by Server)

- The right to a formal hearing.
- The right to be present at the hearing.
- The right to be given time to prepare your case.
- The right to be given advance notice of the charges.
- The right to be represented at the hearing by an internal representative.
- The right to be assisted at the hearing by parents / guardian if under age.
- The right to ask questions on any evidence produced, or on statements of witnesses.
- The right to call witnesses to testify on your behalf.
- The right to an interpreter (to be requested in writing by yourself, the learner, 24 hours prior to the hearing).
- The right to appeal within five (5) School days against any penalty by the Disciplinary Committee.
- If you do not attend, the hearing will be conducted in your absence.

I certify that the above rights have been read and explained to the learner.

.....
Server

.....
Designation

.....
Learner

.....
Witness

.....
Date

Riverside College

Record of Disciplinary Hearing

Venue: Date:

Present			
Capacity	Name	Designation	Section
Complainant (if applicable):		Learner:	
Witnesses for complainant		Witnesses for learner	
1.		1.	
2.		2.	
3.		3.	

Nature of alleged breach or misconduct (charge, date, place and brief description of the incident/s)
Nature of offence:
.....
.....

Plea: The learner admits / denies the charges (the appropriate plea to be underlined).

.....
LearnerTeacher

.....
WitnessGrade Head

.....
Date

Riverside College

Lodging of Appeal (Review form)

In terms of the School's disciplinary procedures, I wish to lodge an appeal against the decision of the Disciplinary Committee (within five (5) School days).

Name of Appellant:

The appeal is made on the following grounds (the appropriate areas to be marked with an X).

☐

The disciplinary measure imposed was not in line with the grade of offence.

☐

Disciplinary procedures were not followed.

☐

New or further evidence or witnesses are available, which could bring new facts to light and affect the result of the previous hearing.

Nature of offence:

The following reasons are submitted in support in support of this appeal:

.....

.....

.....

.....
Date appeal lodged

.....
Appellant

Annexure H

Homework Policy & Discipline:

It is expected by the College and its Educators that any homework sent home for a learner to complete must be completed as instructed and be presented to the relevant Educator on the day the learner is instructed to do so.

A Learner will receive immediate detention for any of the following homework related issues:

- Homework forgotten at home
- Lost worksheet or instruction sheet
- Did not write down the homework (an attempt must be made to show that a learner does not understand the work)
- The learner cannot find his workbook anywhere (if learner's workbook is lost then homework can be done in another book or on a sheet of paper)

2 Homework Detentions will result in a learner being on Homework report to be signed by parent (A Learner that is still not doing homework after being on Homework report will receive a notification of a 15-point transgression and will face a disciplinary hearing) **3**

Homework Detentions = Disciplinary Hearing

Handing in Projects:

All projects to be handed in on or before due date.

Points are deducted as follows for handing in Projects after due date (late):

Late 1 Day:	20% deduction from final mark
Late 2 Days:	50% deducted from final mark
Late 3 Days:	0% for project BUT the work must still be handed in and may qualify for a merit mark

MERIT & DEMERIT SYSTEM:

<u>Merit System</u>	
Criteria	Points rewarded
Good work / books	3
Participating in sport / events	2
Helpfulness towards a teacher	3
Helping out at a school function / event	5
Good / improvement in behaviour	3
Scoring / results for class tests / assessments / examinations	3
GET: 70 - 79%	
80 - 89%	5
90 - 100%	7
FET: 60 - 69%	3
70 - 79%	5
80 - 100%	7
CCS (Captain Crime Stop) - NOT including prefects	10

Merit rewards at the end of Term 2 or 4:

Winning Class: Ice Skating for the whole class or Pizza dinner

Demerits and Detention System

Level 1 offences (-5 points)	Level 2 offences (-10 points and detention)
Books / work materials left at home	Plagiarism of any work or attempted cheating in class test / assignment
Non-attendance at PE, Sport practices, matches or any school events	Damage to property / in possession of other learner's property
Personal conduct in classroom / on playground	Defiance / disregarding of an authority figure's instruction.
Inappropriate display of affection between learners	Not attending detention
Late arrival for class / school / sport / after break	Disregarding test / assessment / examination procedures
Discourteous behaviour / insolence / temper tantrum	Continuous disruptive behaviour, frustrating teaching and learning in the classroom
Eating or drinking in class	Dress code infringements / failing inspection
Chewing gum in class / on the playground	Minor fighting incidents
Littering in class / on the playground	In possession of fire-crackers
Untidiness / unkempt appearance	Any act of forgery
Disruption of class / assembly	Gambling on or off school property
Rowdy / noisy behaviour	Graffiti of books, case, desks, walls or other learner's personal items / Vandalism of any school property
Playing a contact sport during break	Lying
Excessive absenteeism without doctor's certificate	In possession of offensive materials
In possession of electronics or cell phone **	Smoking: Possession of cigarettes / holding cigarettes / caught in the act on / off school property / smoking in school uniform off school property / selling cigarettes on / off school property
Wearing inappropriate jewellery, hairband or accessories not part of the school dress code **	Spitting
** Please note: If a learner is found guilty of these two level 1 offences, the objects will be confiscated until the end of the term. Jewellery, hairbands and accessories may be bought back one week after they have been confiscated at R10 per item. Items that have not been bought back will be returned to the owner at the end of that term. Cell phones and any electronics may be bought back in the last week of the current term.	Stabbing with sharp objects, e.g.. pen, pencil, nib
	Bunking a lesson / part of a day / day
	Verbal abuse towards a learner / adult
	Threatening / intimidating a learner
	Verbal abuse / swearing at a teacher
	Incomplete Homework / assignments
	Detentions:
	3x level 1 offences (-15 points) will result in a detention.
	Dress code infringements / failing inspection DT will take place on a Thursday from 5:15 - 16:00
	All other DT will take place on a Friday from 14:00 - 16:00