

SCHOOL POLICIES

HIV/AIDS Policy

Highveld Primary is committed to treating all members of the school community with respect, acceptance and tolerance, regardless of HIV status.

- Compulsory testing for HIV/AIDS is not permitted – including pre-enrolment testing.
- All learners and educators with HIV/AIDS have a legal right to confidentiality and are under no obligation to disclose their status.
- If HIV status is voluntarily disclosed, the information must be treated in strict confidence.
- There must be no discrimination against any learner or educator with HIV/AIDS.
- Age-appropriate HIV/AIDS education is included in the curriculum.
- All staff are trained in universal precautions and have access to protective equipment.

Substance Abuse Policy

The Governing Body and staff of Highveld Primary take the position that substance abuse is an unacceptable practice. A healthy, drug-free life is promoted and encouraged at all times.

Possession / Found with Drugs (Not Intoxicated)

- First offence: Drugs confiscated; written warning issued; responsible parties called in.
- Second offence: Serious written warning; removed from class; counselling initiated.
- Third offence: Final written warning; referred to SANCA for drug testing and counselling.

Found with Drugs and/or Intoxicated

- First offence: Parents and authorities called in; drug testing requested; serious written warning; possible suspension and counselling arranged.
- Second offence: Final warning; referred to SANCA. If tested positive again at any stage, application for expulsion will be made.

Selling Drugs

Parents and responsible adults will be called in immediately. The learner will be suspended for 7 days and referred to SANAB or SANCA for counselling. Application for expulsion will follow.

Note: Substance abuse includes use of, handling of, or dealing in drugs, alcohol and nicotine. All instances will be reported to the South African Police Service.

Anti-Bullying Policy

The prevention of bullying is an integral part of the school's written policies and programmes. Highveld Primary is committed to:

- Documenting and implementing education and prevention strategies to address all forms of bullying, including racial, religious and homophobic bullying.
- Building empathy, respect and resilience in learners through curricular and extra-curricular programmes.
- Educating learners on appropriate online behaviour and creating a culture where concerns about bullying are safely reported.

Photography & POPIA

During the course of a learner's schooling at Highveld Primary, there may be occasions when children are photographed. These photographs may be published in the local newspaper, on the official school website, or on social media platforms including Class Dojo.

Parents who object to their child's photograph being published should submit a signed letter to the learner's register teacher.

Highveld Primary is committed to adhering to the conditions of the POPIA Act and to keeping all personal information secure and confidential.

