

ROOSEVELT ACADEMY SECONDARY

POLICY ON LEARNER PREGNANCY



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1. NAME OF POLICY	Policy on Learner Pregnancy		
2. EFFECTIVE DATE	01/12/2023	3. DATE OF NEXT REVIEW	01/12/2025
4. REVISION HISTORY	* December 2023		
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5. PREAMBLE

Roosevelt Academy Secondary is committed to upholding the constitutional rights and dignity of all learners. The Bill of Rights, as enshrined in the Constitution of the Republic of South Africa (Act 108 of 1996), affirms the values of human dignity, equality, freedom, and the rights of children (Section 28 and Section 29).

The school recognizes that learner pregnancy is a reality requiring compassionate, supportive, and non-discriminatory management. Roosevelt Academy ensures that pregnant learners and learner-mothers are not unlawfully denied access to education and that their needs are accommodated appropriately.

This policy balances learners' educational rights with the practical realities of pregnancy, childbirth, and early motherhood, while maintaining academic standards and a conducive learning environment.

6. APPLICATION AND SCOPE OF THE POLICY

This policy applies to:

- All learners enrolled at Roosevelt Academy Secondary
- Parents and guardians
- All teaching and support staff
- School Management
- School Directors

The policy covers:

- Management of pregnant learners

- Academic continuity
- Examination arrangements
- Return-to-school procedures
- Counseling and support services
- Roles and responsibilities

7. LEGISLATIVE FRAMEWORK

This policy is guided by:

7.1 Constitution of the Republic of South Africa (Act 108 of 1996)

- Section 9: Equality and non-discrimination
- Section 10: Human dignity
- Section 28: Children's rights
- Section 29: Right to education

7.2 Promotion of Equality and Prevention of Unfair Discrimination Act (Act 4 of 2000)

7.3 Children's Act (Act 38 of 2005)

7.4 International Instruments

- ICESCR – Article 13
- African Charter on Human and Peoples' Rights
- African Youth Charter
- African Charter on the Rights and Welfare of the Child

8. PURPOSE AND OBJECTIVES OF THE POLICY

Purpose

To provide clear guidelines for managing learner pregnancies so that learners:

- Continue to access quality education
- Receive appropriate support
- Maintain academic progress where medically advisable
- Are treated with dignity and confidentiality

Objectives

This policy aims to:

- a) Ensure continued schooling until medically advised otherwise
- b) Provide academic materials and support during absence
- c) Facilitate the learner's return after childbirth
- d) Provide counseling and support
- e) Counsel and hold co-responsible male learners accountable
- f) Promote a non-judgmental, supportive environment

- g) Establish procedures for academic and exam continuity
- h) Define responsibilities of all stakeholders

9. DEFINITIONS

Pregnant learner: A learner who is pregnant at any stage.

Confinement: Childbirth and immediate recovery period.

Medical certificate: Proof from a registered practitioner on pregnancy status and recommendations.

Academic continuity plan: A structured plan for maintaining academic progress.

Reasonable accommodation: Adjustments that enable continued education without discrimination.

10. POLICY STATEMENT

Non-Discrimination Principle

Pregnant learners may not be discriminated against. They have the right to:

- Continue schooling
- Participate in activities (where medically safe)
- Return post-delivery
- Receive academic support

Educational Continuity

Support includes:

- Learning materials
- Reasonable accommodations
- Flexible arrangements
- Academic catch-up support

Limitations and Responsibilities

- Primary responsibility lies with learner and parents
- School provides no medical care beyond first aid
- Normal school rules apply
- Attendance during pregnancy is at own risk
- Infants are not allowed at school

11. PROCEDURES FOR MANAGING PREGNANT LEARNERS

Initial Notification and Meeting

Handled with confidentiality, sensitivity, and professionalism.

A confidential meeting will be held with the learner, parents/guardians, School Manager, and counselor (if available).

The School Directors are informed without naming the learner (unless required).

Purpose of the Initial Meeting

- Understand circumstances

- Provide information and options
- Discuss medical documentation needs
- Develop preliminary academic and examination plans

Cases Involving Sexual Abuse, Rape, or Incest

Mandatory reporting procedures will be followed. Safety and counseling take priority.

Written Agreement with Parents/Guardians

Must specify:

- Attendance arrangements
- Risk acknowledgment
- Academic expectations
- Conduct expectations
- Logistical limitations
- Activity participation rules
- Review procedures

Management of Co-Responsible Male Learners

Meeting with his parents/guardians will be held. Counseling, conduct expectations, and potential disciplinary action apply.

12. ACADEMIC SUPPORT AND CONTINUITY

Learning Materials and Assignments

The school will provide materials and communicate deadlines.

Parents/learners must ensure collection, submission, and communication with teachers.

Assessment and Progression

- Assessments continue during absence
- Reasonable accommodations provided
- Year-end decisions based on performance, portfolio, medical factors
- Extra support or grade repetition may be recommended

Return to School Support

Includes reintegration meeting, catch-up planning, tutoring support, and required medical clearance.

13. EXAMINATION ARRANGEMENTS

General Principles

Accommodations will be made while ensuring fairness and exam integrity.

Internal Examinations

- May write with class or separately (if medically necessary)
- Medical certificate required for special arrangements

External Examinations (Grade 12)

School will follow IEB, Cambridge, NSC, or relevant board guidelines.

Examination venues, deferrals, and special arrangements may apply.

Parents cover costs of special arrangements.

Examination Contingencies

Emergency procedures apply if labour occurs during the exam period.

Boards must be notified for special consideration.

14. CONFIDENTIALITY AND PRIVACY**Confidentiality Requirements**

Information is shared only with authorised personnel.

Documentation must be securely stored.

Protection from Stigma

Harassment, gossip, or discrimination will not be tolerated and will result in disciplinary action.

Communication

No public announcements regarding a learner's pregnancy may be made.

15. SUPPORT SERVICES**Counseling Services**

Emotional, academic, and family counseling options must be provided or referred.

Health and Medical Support

School provides information and referrals but cannot offer medical treatment.

Information and Education

Learners receive guidance on health, parenting, legal rights, and career planning.

Community Partnerships

May include clinics, NGOs, mental health services, and social services.

16. RESPONSIBILITIES**Responsibilities of the School**

- Fair implementation
- Dignity and confidentiality protection
- Academic and exam support
- Counseling access
- Safe environment
- Mandatory reporting where required

Responsibilities of the Learner

- Timely disclosure

- Compliance with school rules
- Completion of schoolwork
- Submission of medical documentation
- Attendance of meetings
- Responsible childcare arrangements

Responsibilities of Parents/Guardians

- Support and care
- Provision of medical documents
- Attendance at meetings
- Honouring written agreements
- Childcare and transport arrangements
- Payment of special examination fees

Responsibilities of School Directors

- Policy approval
- Oversight and compliance
- Resource provision
- Regular reviews

APPROVAL

Recommended by: Principal (print name)		Signature:	
Date:			
Approved by: SGB Chairperson (Print name)		Signature:	
Date:			
Date of Verification			
Verification by: School Manager (Print Name)		Signature:	
Date of Verification			
Certified by : School Director (Print Name)		Signature:	
Date:			