



**NOVA PIONEER**  
SCHOOLS FOR INNOVATORS & LEADERS

# **STUDENT PREGNANCY POLICY**

**South Africa**

**November 2018**

## 1. Introduction

All individuals at Nova Pioneer uphold the six culture principles reflecting our philosophy and that define a Novaneer. We believe that you cannot have great learning or build a great community without a strong and positive culture.

### **Novaneers live these six culture principles in learning and behaviour**

<b>High Expectations</b>	<b>Greater Together</b>	<b>Servant Leadership</b>	<b>Joy of Learning</b>	<b>Always Growing</b>	<b>Solutions First</b>
<i>We sweat the small stuff and take pride in what we do. We set goals that others think are impossible and never stop until we achieve them.</i>	<i>We constantly support our teammates because we know we can achieve more together.</i>	<i>Great leaders always put others before themselves and engage their community with humility and generosity. We see leadership as a way of improving the world, not simply promoting ourselves.</i>	<i>We are lifelong learners and we are fuelled by curiosity and discovery</i>	<i>We constantly seek out difficult challenges, share and receive feedback as a gift, and see every failure as an opportunity to grow.</i>	<i>Everything is possible when we think creatively and critically about a problem. We are always thinking of new solutions when faced with difficult problems.</i>

## 2. Scope and Purpose

- 2.1. This policy refers to all students at Nova Pioneer schools but may apply particularly to the senior grades.
- 2.2. The purpose of the policy is to establish the procedures that will apply to a pregnant student at a Nova Pioneer school. This policy should be read in conjunction with the Nova Pioneer Intercultural and Anti Bias Policy.
- 2.3. The policy is guided by:
  - 2.3.1. The Department of Basic Education Draft Policy on Learner Pregnancy; and
  - 2.3.2. The Constitution of South Africa 108 of 1996.

## 3. Policy Statement

- 3.1. In accordance with the Constitution of South Africa and the Nova Pioneer Intercultural and Anti Bias Policy, no student will be discriminated against on the grounds of race, gender, sex or pregnancy.
- 3.2. Nova Pioneer will do its best to assume responsibility for achieving the highest expectations for each of its students by:
  - 3.2.1. Strongly encouraging pregnant students to continue with their education prior to and after delivery;

- 3.2.2. Avoiding any action that may constitute unfair discrimination against the student;
- 3.2.3. Taking measures against any discrimination, hate speech, harassment and name-calling that might destroy the self esteem or break confidentiality of pregnant or former pregnant students;
- 3.2.4. Providing counselling and guidance services to pregnant students and their parents in the best interest of the learner and the baby; and
- 3.2.5. Extending academic support by giving and monitoring the learner's school work during the period whilst her schooling is on hold to deliver or care for the baby (at the cost of the learner's parents).

#### **4. Procedures**

- 4.1. If a student falls pregnant, the following procedure will be adopted:
  - 4.1.1. The student's schooling will be put on hold at the four month mark of the pregnancy or at a different mutually agreed time and the student may return after the baby is born.
  - 4.1.2. Once the baby is born, the student may take up to four months absence from school in order to look after the baby.
  - 4.1.3. Support will be made available to students and parents in terms of guidance and counselling.
- 4.2. If it should arise that a student falls pregnant or delivers her baby towards the end of her Grade 11 year or within her Grade 12 year, the student will, in all likelihood, need to repeat the academic year because of the timing of the pregnancy in relation to the final examinations.

#### **5. Confidentiality**

- 5.1. The confidentiality of the students involved will be safeguarded at all times.
- 5.2. Information will only be shared if, in the opinion of the staff member, it is in the interests of the student, if it is to the benefit of the student or if permission has been granted by the student in this regard.

#### **6. Review of Policy**

In order to remain relevant, this policy will be reviewed in terms of the Policy Management Policy.