

I S I K H O K H E L O S E M I G A Q O

YEZOKHUSELEKO

NOKHUSELEKO

KUMAZIKO

ESEBE LEMFUNDO

LENTSHONA KOLONI



Wes-Kaap Onderwysdepartement  
Western Cape Education Department  
ISebe leMfundo leNtshona Koloni

**ISIKHOKELO SEMIGAQO YOKUJONGANA NEZOKHUSELEKO KUMAZIKO  
ESEBE LEMFUNDOLENTSHONA KOLONI**



**Ukhuseleko Iwethu yeyona nto ePhambili**  
**MASIBAMBANE NGEZANDLA SIDALE IINDAWO**  
**EZIKHUSELEKILEYO ZOKUFUNDA**

eSebe leMfundo leNtshona Koloni 2003

Copyright reserved  
Kopiereg voorbehou  
Likhuselwwe ilungelo lokwenza ikopi

## INGABULA-ZIGCAWU

Izenzo zolwaphulo-mthetho ezimasikizi noloyiko olubangelwa zizenzo ezinjalo zineziphumo ezibi kakhulu kubantu ngabantu nakuluntu jikelele. Xa ezi zenzo zisanda, luyehla uyolo lokonwabela ubomi obunandiphekayo zize iindawo ezihlala uluntu zibe ngamaxhwayelo amadabi, apho abahlali balahlekelwa yinkululeko yebo kwaye bonke badla ngokuba ngamaxhoba ezenzo zolwaphulo-mthetho ezimosikizi.



UMphathiswa weMfundu wabhengeza ukhuseleko Iwezikolo njengenye yezona zinto ziphambili elijolise kuzo iphulo likaTirisano. Eyona njongo ephambili kukudala indawo yokufundisela ekhuselekileyo nefanelekileyo ethi iqaqambise ubunyulu nokuxabisa isidima somntu (Isicwangciso sokuphunyezwa kukaTirisano: 2000).

linkcukacha zamanani aphakamileyo olwaphulo-mthetho nezenzo zobundlobongela ezenzeka eNtshona Koloni ziyawuchaphazela umgangatho wokufunda nokufundisa.

Esi sikhokelo silungiswe njengenxaleny yokuzimisela kweSebe leMfundu leNtshona Koloni ekusombululeni ulwaphulo-mthetho nobundlobongela ezikolweni zethu.

Ukusingathwa ngendlela eyiyo kokhuseleko kumaziko eSebe leMfundu leNtshona Koloni kuya kuba negalelo kwimfundu esisiseko nesemgangathweni yomntu wonke.

Esi sikhokelo sichaza ingxaki, sibalule abanye boonobangela abayintsusa size sinike inyathelo ngalinye lenkqubo emayilandelwe ukusingatha ukhuseleko ngendlela eyiyo.

Ndinqwenela ukwenza ilizwi lombulelo kumaqela amele abaqeshwa, angala, iSADTU, iNAPTOZA neSAOU, kubaphathi beesekethe, kwiinqununu zezikolo, kootitshala nakumalungu eKomiti yeZikolo eziKhuselekileyo ngendima abayidlalileyo ekuqulunqeni esi sikhokelo.

ISebe leMfundu leNtshona Koloni liyaiqonda into yokuba kufuneka sibe nesicwangciso esijonge yonke imiba ngeliso elibanzi (holistic), esisebenzisa iindlela ngeendlela (integrated) ukuze sibe nokulwa ulwaphulo-mthetho nobundlobongela. Ziyakhuthazwa izikolo ukuba ziseke iikomiti zazo zokhuseleko kunye neekomiti zezikolo ezisebenzisanayo (cluster safety committees) ukuqinisekisa ukuba kulandelwa isicwangciso esizinzileyo nesisebenzisa iindlela zokhuseleko ezikolweni.

Masizameni sonke ukndlala indima ekwakheni uxolo nasekwenzeni igalelo kwinguqu yoluntu lwethu.

A handwritten signature in black ink, appearing to read "R.B. SWARTZ".

R.B.SWARTZ  
INTLOKO YESEBE LEMFUNDU  
Ukhuseleko lwethu yeyona nfo ePhambili

## **IZIQULATHO**

INJONGO	1
NTSINGISELO ZAMAGAMA NAMABINZANA ASETYENZISIWEYO	2
INKCAZO YAMAGAMA AFINYEZIWEYO	4
I INTSHAYELELO	6
I.1 Umbono	6
I.2 Umnqophiso	6
I.3 Isicwangciso	6
I.4 Inkubo yesicwangciso	7
I.5 Ukjongana nezokhuseleko namaxesha entlekele	8
2. II PROGRAM ZOKUNGQONGE ISIKOLO	9
2.1 Ukuthintela ukungena ngaphandle kwemvume	9
2.1.1 Ukuboniswa kweesayini ezithintela ukungena ngaphandle kwemvume	9
2.1.2 Inkubo	9
2.2 Ukuthintela ukungena ngecala leSakhiwo sezoLawulo, kwanokukhusela iprophathi yootitshala	9
2.2.1 Amancedo angundoqo okunika inkxaso	10
2.2.2 Inkubo	10
2.3 Ukufakelwa kwee-alam zokuthintela izenzo zoqhekezo	11
2.3.1 Ukuncediswa kwintlawulo yokufakwa kwee-alam	11
2.3.2 Inkubo	12
3. II PROGRAM ZOKUXHASA, UKUGUQULA KUNYE/OKANYE UKUKHUTHAZA INDLELA YOKUZIPATHA	13
3.1 Ootitshala abasengozini ngethuba besemsebenzini	13
3.1.1 Inkubo kwimeko yootishala abasengozini ngenxa yabafundi	13
3.1.2 Inkubo kwimeko yootishala abasengozini ngenxa yabantu bangaphandle ngethuba lokwenza imisebenzi yesikolo yasemva kwexesha lesikolo	13
3.2. Iprophathi yootishala esemngciphekweni ngethuba besemsebenzini	14
3.2.1 Ukubiwa nokonakaliswa kweprphathi yootishala	14
3.2.2 Inkubo	14
3.3. Ukuxhasa, ukuguqula nokukhuthaza isimilo esihle	15
3.3.1 Iprogram zokuguqula isimilo	15
3.3.2 Inkubo	15

4. IPROGRAM EZICWANGCISIWEYO	16
4.1 Ubundlobongela obenziwa yimigulukudu	16
4.1.1 Ukwazi iziphumo zobundlobongela bamaqela emigulukudu ezikolweni	16
4.1.2 Inkqubo emayilandelwe xa kuvalwa isikolo ngenxa yezenzo zobundlobongela ezenziwa yimigulukudu	17
4.2 lindawo ekungangeni zixhobo ziyingozi kuzo	17
4.2.1 lindawo ekungangeni mipu kuzo (Firearm Free Zones)	18
4.2.2 Inkqubo	18
4.2.3 lindawo ekungangeni zibham kuzo (Gun Free Zones)	19
4.2.4 Inkqubo	19
4.3 Ukusetsha	19
4.3.1 Kuthintelwe ukufane kubizwe nabani na asetshwe okanye axuthwe loo nto ikuye	19
4.3.2 Inkqubo yokusetsha nokuxutha izinto	20
<b>Isihlomelo A:</b>	
ISICWANGCISO SEENGONGOMA EZILITHOBA SEZIKOLO EZIKHUSELEKILEYO	21
<b>Isihlomelo B:</b>	
INKQUBO YOKWENZA ISICELO SE-COIDA	27
<b>Isihlomelo C:</b>	
IMISEBENZI NEEMFANELO ZABATHATHI-NXAXHEBA EMVA KOKWENZEKA KWENTLEKELE	28
<b>Isihlomelo D:</b>	
IMITHETHO ESETYENZISIWEYO NEZINYE IZIGUNYAZISO	29
<b>Isihlomelo E:</b>	
IINOMBOLO ZONXIBELELWANO ZECANDELO LEZIKOLO EZIKHUSELEKILEYO	30

## **INJONGO YOLU XWEBHU**

Kukumisela umgaqo-nkqubo oza kulandelwa ngootitshala,  
ngabafundi nangabasebenzi bokuxhasa ezolawulo  
Iwezokhuseleko kumaziko  
eSebe leMfundu leNtshona Koloni

# IINTSINGISELO ZAMAGAMA NAMABINZANA ASETYENZISIWEYO

## Izikolo ezisebenzisanayo

Iqela lezikolo ezisondeleleneyo ezikummandla othile, ezisebenzisanayo ngezicwangciso zothintelo lolwaphulo-mthetho nobundlobongela obubangela uloyiko ezikolweni nobuneziphumo ezibi kwizikolo zaseNtshona Koloni.

## UKhuseleko IoLuntu

ISebe likarhulumente elithweswe ezokhuseleko nokhuselo nelithi, phakathi kwezinye izinto, lifake inkxaso kwizicwangciso zothintelo lolwaphulo-mthetho.

## Indawo ekungangeni zixhobo ziyingozi

UMphathiswa wezeMfundu, emva kokubhungisana neBhunga laBaphathiswa bezeMfundu, wabhengeza zonke izikolo njengeendawo ekungangeni zixhobo ziyingozi kuzo. Yiloo nto kungekho mntu uvumelekileyo ukuba aphaphe okanye agcine nasiphi na isixhobo esiyingozi kwisikolo sikarhulumente, ngaphandle kokuba kukwiindawo eziphawulwe ngokusemthethweni yinqununu. Isixhobo esiyingozi sichazwa njengaso nasiphi isixhobo esidubulayo, nawuphi na umpu okanye isixhobo sogesi, nayiphi na into okanye isixhobo esinokusetyenziselwa ukwenzakalisa umntu, okanye simenze angabinakusebenzia amalungu omzimba okwethutyana okanye afe isiqqa okanye sidale umonakalo kwiprophathi okanye nayiphi na into uMphathiswa ayibhengeze ngesaziso kwiGazethi kaRhulumente njengesixhobo esiyingozi, ukulungiselela iinjongo zale mimiselo, ngaphandle kokuba isixhobo eso sisetyenziselwa iinjongo zokufundisa.

## Inkubo yoguqulo Iwezimo zabantwana abaneengxaki nezomthetho (diversion programme)

Indima eza kufikelelwya yile program ibandakanya abantwana abasemngciphekweni okanye ababonisa iingxaki ekuziphatheni kwabo esikolweni, ekhaya okanye eluntwini.

## Iprogram yokuni ka ingcebiso nenkxaso ( mentoring programme)

Iprogram apho abantu abadala abangumzekelo bathi banike ulutsha olusemngciphekweni ingcebiso, inkathalo nenkxaso okwethuba elithile baze ngaloo ndlela bandise amathuba abo okubangabemi abanenkathalo.

## Ukuhlolwa kweemfuno

Le yindlela yobungcali yokuphanda esetyenziswa ziZikolo eziKhuselekileyo zeSebe leMfundu leNtshona Koloni ukuhlola ubungakanani beemfuno zezikolo ukuze zibe nokubonelelwe ngemali yeeprojekthi zoLawulo IoLwaphulo-mthetho noThintelo IoLwaphulo-mthetho (Crime Control and Crime Prevention projects).

## UMququzeleli weZikolo eziKhuselekileyo

Ngumntu oqeshwe liSebe leMfundu leNtshona Koloni ukuba ancedise kukhuselo nokhuseleko IwamaZiko oLawulo noPhuhliso IweMfundu (Education Management and Development Centre - EMDC).

## IGosa lezokhuseleko

Ngumntu oqeshwe sisikolo ukuba aququzelele ezokhuseleko.

## **Izikolo ezesemngciphekweni**

### **Isikolo esisemngciphekweni omkhulu kakhulu**

Sisikolo esisendaweni enyakazela imigulukudu apha kudutyulwana qho.

### **Isikolo esisemngciphekweni omkhulu**

Sisikolo esisendaweni enyakazela imigulukudu apha kuthi kungenelele amaqela emigulukudu, kwenzeke ubundlobongela, konakaliswe iprophathi kwensiwe nolwaphulo-mthetho.

### **Isikolo esisemngciphekweni oxhalabisayo**

Sisikolo esisendaweni ekwenzeka qho izenzo zolwaphulo-mthetho nalapho liphezulu inani lezenzo zolwaphulo-mthetho olwensiwa kwiiprophathi kunye nezempatho-gadalala.

### **Isikolo esisemngciphekweni ongabhekele phi**

Sisikolo esikwindawo apha iziganeko zolwaphulo-mthetho zingeyonto ixhaphakileyo.

## **ULUHLU LWAMAGAMA AFINYEZIWEYO**

I-CBO	Community Based Organisation(UMBUTHO woLuntu)
I-COIDA	Compensation for Occupational Injuries and Diseases Act (UMthetho weMbuyekezo ngoKwenzakala nokuSulelwa ziZifo eMsebenzini)
I-CPF	Community Police Forum (IForam yaMapolisa yoLuntu)
I-CSF	Community Safety Forum (IForam yezoKhuseleko loLuntu)
I-EEA	Employment of Educators Act (UMthetho wokuQeshwa kooTitshala)
I-EMDC	Education Management and Development Centre (IZiko loLawulo noPhuhliso IweMfundu)
I-FAMSA	Family and Marriage Society of South Africa (UMBUTHO ojongene neeNtsapho nezeMitshato eMzantsi Afrika)
I-FFZ	Firearm Free Zone (INDAWO ekungaNgeni Zidubuli kuyo)
II-GFZ	Gun Free Zones (iNdawo ekungaNgeni Mipu kuzo)
I-MSAT	Multi-sectoral Action Team (iKomiti zaMacandelo ngaMacandelo)
I-NAPTOZA	National Association for Professional Teachers Organisation of South Africa (Umbutho wootitshala)
I-NCPS	National Crime Prevention Strategy (ISicwangciso soThintelo loLwaphulo-mthetho sikaZwelonke)
I-NGO	Non Governmental Organisation (UMBUTHO oNgekho Phantsi kukaRhulumente)
I-NICRO	National Institute for Crime Prevention and Reintergration of Offenders. (IZiko likaZwelonke loThintelo lolwaPhulo-mthetho nokuBuyiselwa kwaBophuli-mthetho kwiSimo eSihle)
I-OHSA	Occupational, Health and Safety Act (UMthetho woKhuseleko nezeMpilo eMsebenzini)
I-PAWC	Provincial Administration of the Western Cape (ULawulo IwePhondo leNtshona Koloni)
I-PELRC	Provincial Education Labour Relations Council (IBhunga leMfundu lePhondo nezoBudlelane baBasebenzi)
I-SANCA	South African National Council on Alcoholism and Drug Dependency (IBhunga loMzantsi Afrika likaZwelonke elijongene nabangaMaxhoba oTywala neZiyobisi)
I-SADTU	South African Democratic Teachers Union (UMBUTHO wootishala)
I-SAOU	Suid -Afrikaanse Onderwys Unie (UMBUTHO wootishala)
I-SAIDSA	South African Intruders Detection Service Association (UMBUTHO weeNkonzo zaBacuphi baBaqhekezi)

I-SAPS	South African Police Service (iNkonzo zaMapolisa zaseMzantsi Afrika)
I-SASA	South African Schools Act (UMthetho weZikolo zaseMzantsi Afrika)
I-SGB	School Governing Body (iBhunga loLawulo leSikolo)
I-SSC	School Safety Committee (iKomiti yezoKhuselo lweSikolo)
I-WCED	Western Cape Education Department (iSebe leMfundu leNtshona Koloni)

# I. INTSHAYELELO

## I.1 Umbono

Amaziko okufunda akhuselekileyo awo wonke umntu

## I.2 Umnqophiso

ICandelo leZikolo eziKhuselekileyo (Safe Schools) lizama ukudala amaziko emfundu ayimpumelelo eqqibeleleyo anonxibelelwano oluluqilima noluntu, axhome umgangatho wokufunda nokufundisa, anolawulo olusebenza ngokwenene naphethwe ngendlela eyiyo, nathi ngokwenza oku alwe intsusa yoonobangela bolwaphulo-mthetho nobundlobongela.

## I.3 Isicwangciso

Isicwangciso seZikolo eziKhuselekileyo sijolise ngokubanzi kukhuselko lwabantu - ootitshala, abafundi nabasebenzi abanika inkxaso. Esi sisicwangciso esintlahlu-ntathu, esinezi ntlobo zilandelayo zeeprogram ezenzelwe ukudala indawo ekhuselekileyo elungele nekwakhuthaza ukufunda nokufundisa

- **liprogram zokungqonge isikolo** apho isakhiwo sesikolo sikhouselwe ngokubiywa ngocingo olukhuselko, ucingo oluyinethi nocingo oluyitsengece ukubabukhali kwanee-alam eziqhagamshelwe nonoogada abaxhobileyo (armed response).
- **liprogram** ezikhoyo zokunika inkxaso, ziguqule okanye ziphembelele kubazali, kootitshala nakubafundi iindlela zokuziphatha esikolweni. Apho kunokwenzeka, noluntu nalo luyachaphazeleka. liprogram ezinjengokusombulula impixano, intuthuzelo nengcebiso enikwa abathuthumelayo ngumothuko nabaxheleke emphefumlweni, intuthuzelo enikwa ngabalingane nemfundu ngamalungelo oluntu, zisetyenziselwa ukuguqula iidlela yokuziphatha. Ukongeza, kuye kwaqaliswa ezemidlalo nezenkcubeko noqequesho kwizakhono zoshishino.
- **linkqubo zeeprogram** eziquka iidlela yokujonga izinto ngeliso elibanzi kakhulu (holistic approach) malunga nokutshintsha iidlela esiqhuba ngayo isikolo siphela. Ezi program ziquka uqequesho kwezobunkokeli nezolawulo, upuhliso lwamaziko emisebenzi (organisational development), ubudlelane noluntu kune nolawulo olusebenza ngokwenene. Zikwaquka ukuveliswa kwekharityhulam efanelekileyo, ukuqaphela nokuncedisa abafundi abasemngciphekweni. Kusekwa intsebenziswano namanye amasebe karhulumente kwanemibutho engekho phantsi kukarhulumente (NGOs) kune nemibutho yoluntu (CBOs) ngenjongo yokulungisa imibandela yezokhuselko nokhuselo.

## 1.4 Inkqubo yesicwangciso

INkqubo yesicwangciso eneeNgongoma eziliThoba yeZikolo eziKhuselekileyo (The Nine Point Safe Schools Planning Process) inikwe izikolo njengesikhokelo sokuncedisana nazo ekuqulunqeni indlela yokusombulula iingxaki ezibandakanya abahlali baloo ndawo inesikolo.

### ***Inkqubo yesicwangciso inala manyathelo alandelayo***

- **Inyathelo 1**  
Seka iKomiti yezoKhuseleko.
- **Inyathelo 2**  
Yenza ukhuseleko inxenye yombono wesikolo.
- **Inyathelo 3**  
Yenza uphicotho lwemiba yezokhuseleko.
- **Inyathelo 4**  
Misela iinjongo eziphambili.
- **Inyathelo 5**  
Qulunqa isicwangciso sezokhuseleko.
- **Inyathelo 6**  
Khetha iindlela oza kuzisebenzisa uze uziphumeze
- **Inyathelo 7**  
Yenza uphicotho lwabenzi-nkonzo abakuloo ndawo.
- **Inyathelo 8**  
Sekani iikomiti ezisebenzisanayo.
- **Inyathelo 9**  
Phononongani okwenziweyo nijonge ukuba ingakanani inkqubela.

Khangela kwisihlomelo A a pho kunikwe khona iinkcukacha ezibanzi zeSicwangciso seNkqubo esineeNgongoma eziliThoba seZikolo eziKhuselekileyo (Nine Point Safe Schools Planning Process).

- Imigaqo yemimiselo yezokhuseleko kwizikolo zikarhulumente njengoko ichaziwe kwiSaziso sikaRhulumente Nomb. 1040, uMthetho weZikolo waseMzantsi Afrika (South African Schools Act (SASA) noMthetho weMpilo noKhuseleko eMisebenzini (Occupational Health and Safety Act (OHSA)) imisela ukuba makubekho ummeli wezokhuseleko abe mnye kwisikolo ngasinye. IGosa lezoKhuseleko elifumaneka esikolweni liza kusizalisekisa esi signuyaziso.
- Kwakwenziwa isicelo, izikolo ziya kunikwa inkxaso nguMququzeleli weZikolo eziKhuselekileyo kuyo yonke le nkqubo yesicwangciso sokuza kwenziwa ichazwe apha ngasentla.

## 1.5 Ukujongana nezokhuseleko namaxesha entlekele

Nangona iSebe leMfundu leNtshona Koloni lilungise la manyathelo okukhawulelana nokungekehli (proactive), kubalulekile ukuba izikolo zixhaswe ngamaxesha entlekele.

### ***Le nkxaso ingabandakanya oku kulandelayo***

- Inkxaso enikwa abahlali beendawo ezingqonge isikolo kwimizamo yabo yokubuyisela izinto kwisiqhelo nokwazi ukulawula imeko yabo.
- Ukukhupha umothuko lo gama kunikwa ingcebiso nentuthuzelo.
- Ukuqaliswa kweeprogram zokungenelela ngoncedo nokuqaphela intsusa yonoobangela kunye namanyathelo okuthintela ukwenzela ukwazi ukulawula nayiphi imeko
- Ukunatysiswa okanye ukongezwa kwazo naziphi na izixhobo zokusebenza eziyimfuneko
- Ukufumana uncedo lweenkonzo zamapolisa ukuze ancedise ngokupatrola.

Ukuze ibe nokufumaneka le nkxaso, izikolo maziqhagamshelane neZiko leeFoni leZikolo eziKhuselekileyo (Safe Schools' Call Centre).

## **2. II PROGRAM ZOKUNGONGE ISIKOLO**

Ezi program zижолисве екулаулени на секунданди укуба кунгани nabani на кумхлаба wesikolo.

### **2.1 Ukuthintela ukungena ngaphandle kwemvume**

#### **2.1.1 Ukuboniswa kweesayini ezithintela ukungena ngaphandle kwemvume**

- ICandelo leZikolo eziKhusekileyo leSebe leMfundu leNtshona Koloni liya kuzama ukuxhoma iisayini ezilumkisayo zokwenza uluntu luqonde укуба umhlaba olungena kuwo ngowesikolo.
- Ezi sayini ziya kukhombisa iindwendwe indlela eya kwiGUMBI LOKWAMKELA IINDWENDWE zize zibe nale ngcaciso:
- "Abangenamvume yokungena baya kutshutshiswa". Nceda uzazise KWIGUMBI LOKWAMKELA IINDWENDWE."
- Le ngcaciso ikhankanywe apha ngasentla ikhutshwa ngokwemigaqo yemimiselo yezokhuseleko kwizikolo zikarhulumente njengoko ikwiGazethi kaRhulumente 22754 (Nomb. 1040).

#### **2.1.2 Inkqubo**

- ICandelo leZikolo eziKhuselekileyo liza kuzinika izikolo ezi sayini.
- Ukwabiwa kwezi sayini kuza kwenziwa nguMququzeleli weZikolo eziKhuselekileyo.
- ISebe leMfundu leNtshona Koloni liza kukhupha izinto zokuxhoma ezi sayini ukuqinisekisa укуба ezi sayini ziyakhonywa. Kumele iKomiti yeZikolo eziKhuselekileyo iqinisekise укуба iibhodi ezibhalwe "Akungenwa xa ungenamvume" zihleli zisemboniselweni.
- Kufuneka isikolo simangalele nabani na (noobani na) ongene engenamvume. Укуба isikolo soyika ukugrogriswa yimigulukudu, singacela iSebe leMfundu leNtshona Koloni укуба ibe lilo elifaka isimangalo, makuqondakala nje укуба ngokoMthetho weNkqubo yamaTyala eSizi (Criminal Procedure Act), kuya kuba ngabeeNkonzo zamaPolisa aseMzantsi Afrika abanoxanduva lokulandelela omakwenziwe kune notitshala/nesikolo ukuze kuba nokuqaliswa ngenkqubo yophando lwetyala.

### **2.2 Ukuthintela ukungena ngecala leSakhiwo soLawulo, nokukhusela iprophathi nootishala**

#### **Kufuneka amanyathelo ezokhuseleko**

- okukhusela umhlaba wesikolo sikarhulumente, nabantu abakuso neprophathi
- okunika inkxaso kwikomiti yolawulo lwezokhuseleko ngokubonelela ngamancedo afunekayo okwenza izicwangciso zayo zokhuseleko.

LiCandelo leZikolo eziKhuselekileyo leSebe leMfundu leNtshona Koloni elikhetha minyaka le izikolo

eziza kufumana amancedo ayimfuneko engundoqo okuncedisa ekuthinteleni ulwaphulo-mthetho. Bakhetha kuqala kwaye balwenza ukhetho lwabo lwezikolo ngonyaka-mali ngamnye ngokususela kule milinganiselo yokhetho ilandelayo:

- Ifom ezalisiwego ebonisa ubungakanani beemfuno zesikolo
- linkcukacha zamanani olwaphulo-mthetho ezifunyanwe kwiZiko leeFoni leCandelo leZikolo eziKhuselekileyo leSebe leMfundu leNtshona Koloni nakwiiNkonzo zamaPolisa aseMzantsi Afrika
- Ukuqala ngabo bebengahoywanga ngaphambili nokulungisa undonakele (Equity and redress)
- Ngaba izikolo zizikhawulela zingekehli iziganeko zolwaphulo-mthetho nokuba ziyaluxhasa uthintelo lolwaphulo-mthetho
- Ukujonga ngendlela efanayo izikolo zasezidolphini nezasemaphandleni
- Uluhlu lwezikolo emakuqualwe ngazo oluqulunqwe yi-EMDC
- Uluhlu olubonisa ukuhlwempuzeka

## 2.2.1 Amancedo angundoqo okunika inkxaso

ICandelo leZikolo eziKhuselekileyo zeli Sebe leMfundu lizama ukunika amancedo okuxhasa izikolo ukuze kwenziwe oku kulandelayo:

- Ukubiyela wonke umhlaba ojikeleze isikolo
- Ukubiyelwa kwezakhiwo ngaphakathi
- Ukufakwa kwegeyithi ezhamba ngombane
- Ukufakwa kwegeyithi zokujonga abahambi ngeenyawo
- Ukufakwa kwe-alam
- Ukufakwa kocingo oluhabayo nenethi
- Ukufakwa kweentsimbi zokuthintel ukuqhekeza

## 2.2.2 Inkqubo

- Zonke iziganeko zolwaphulo-mthetho ezenzeka ezikolweni mazixelwe kwiZiko leeFoni leZikolo eziKhuselekileyo nakwabeeNkonzo zamaPolisa aseMzantsi Afrika apho kuyimfuneko.
- Isikolo masifake isicelo esibhaliwego kumlawuli okanye kuMquuzeleli weZikolo eziKhuselekileyo we-EMDC yaso. Lo ncwadi yesicelo mayibe nezi zinto:
  - ◆ linkcukacha zazo zonke iziganeko ezichazwe kwiZiko leeFoni leZikolo eziKhuselekileyo neenombolo zamatala afakwe kwabeeNkonzo zamaPolisa aseMzantsi Afrika, kunye
  - ◆ nefom ebonisa ubungakanani beemfuno zesikolo
- UMquuzeleli weZikolo eziKhuselekileyo uza kundwendwela isikolo ukuza kujonga ukuba sisemngciphekweni kangakanani.
- Isikolo esikhethiwego njengesemngciphekweni kakhulu singenza isigqibo sokuba sibiyele indawo yokupaka iimoto njengenxene yeicwangciso somsebenzi waso esiza kuwenza (business plan).
- Isikolo esikwindawo esemngciphekweni kakhulu esingakhethwanga njengesikolo esisemngciphekweni kakhulu siya kunikwa inkxaso encinane xa kuqhambuke imeko kaxakeka.
- Isikolo esingakhethwanga sinokwenza isicelo kuMlawuli okanye kuMquuzeleli weziKolo eziKhuselekileyo kwi-EMDC, sibeke izizathu ezivakalayo zokuba kungani na siyifuna le nkxaso yamancedo angundoqo.
- Nayiphi na imibuzo ingabhekiswa kuMquuzeleli weZikolo eziKhuselekileyo ochaphazelekayo.

## 2.3 Ukufakelwa kwee-alam zokuthintelaizeno zoqhekezo

Sekukho ubungqina bokuba ukufakwa kwee-alam, xa zifakwe kakuhle, zaza zalondolozwa kakuhle kwaye zixhaswa ngabeenkonzo zamagosa axhobileyo (armed response), yeyona ndlela ingabizi mali ininzi yokuthintela ukonakaliswa kweprophathi, ubundlobongela, ubusela, ukutshisa iprophathi, izenzo zamaqela emigulukudu kunye nabaqhekezi.

### 2.3.1 Ukuncediswa kwintlawulo yokufakwa kwee-alam

I Candelo leZikolo eziKhuselekileyo linako ukunika inkxaso- mali encinane elungiselelw i-Bridge the Fence Project yokufakelwa kwee-alam. Izikolo ziza kufumana inkxaso-mali esisixa esithile ngonyaka.

Ukuze ukufakelwa kwee-alam kusebenze kakuhle ekuthinteleni ukonakaliswa kwempahla, ubundlobongela, ubusela, ukutshiswa kweprophathi, izenzo zolwaphulo-mthetho zamaqela emigulukudu okanye abaqhekezi, kucetyiswa ukuba kwensiwe ezi zinto zilandelayo:

- Isikolo sonke masiqhagamshelwe kwi-alam, iblokho yezolawulo namagumbi athile okufundisela ingabi yibloko.
- Makuthetha-thethwane ngemvumelwano yokwenziwa kwenkonzo ukuze kubandakanywe ukulungiswa rhoqo kwe-alam.
- Ngalinye igumbi lokufundela malibe neqhosha elicofwayo xa kukho ingxaki (panic button) okanye ngamnye utitshala makabe neqhosha elicofwayo xa kukho ingxaki nemalisoloko likuye.
- Ngalinye igumbi lokufundela lesikolo malibenesibonisi-ntshukumo (motion sensor) (sokubonisa intshukumo koomatshini abakwigumbi loonogada)).
- Makufakwe ibhokisi enesibonisi-ntshukumo nesintywizisi sepepile kumagumbi anezixhobo zokusebenza ezixabisa kakhulu umz. kwibloko yezolawulo, amagumbi eekhompyutha nakumagumbi okufundela ubungcali.
- Maziqinisekise isikolo ukuba loo nkampani yenza iinkonzo zamagosa axhobileyo ibandakanye kwimvumelwano yayo ukufakelwa kwe-alam nokuthumela amagosa axhobileyo okuza kukhangela xa ikhala i-alam. Akunyanzelekile ukuba le nkampani ibe lilungu leSouth African Intruders Detection Agency (SAIDSA) kodwa mayilandele ngqo imimiselo ebekwe yi-SAIDSA ngokuphathelele ekufakweni nomgangatho wezixhobo ze-alam.
- Izikolo mazibe nonxibelelwano lweradiyo ubuncinane olunye nabeenkonzo zokubeka iliso. Okunqwenelekayo kukuba ibloko nganye yesikolo ibe nokunxibelelwano lweradiyo.
- Abenkonzo yamagosa axhobileyo mabavume ukusabela ngoko nangoko kwakwenzeka ezi zinto zilandelayo ngexesha lesikolo nasemva kwalo
  - ◆ Ukungena ngaphandle kwemvume
  - ◆ Ukonakaliswa kweprophathi
  - ◆ Izenzo zolwaphulo-mthetho zamaqela emigulukudu ezenzeka ngaphakathi kwamasango esikolo okanye kufuphi nesikolo
  - ◆ Ukuayabula koongqikana esikolweni okanye kufuphi naso
  - ◆ Izoyikiso okanye ukugrogriswa kootitshala

### 2.3.2 Inkqubo

Inqununu, iGosa lezoKhuseleko kune neBhunga loLawulo leSikolo mabazalise **imvumelwano bayisayine** echaza oku kulandelayo

- ◆ Ukuzimisela kwesikolo kwisicwangciso sothintelo lolwaphulo-mthetho sexesha elide (long-term)
- ◆ Luza kuqhutya njani ulwabiwo-mali
- ◆ Ukuzimisela kwesikolo ekusekeni iKomiti yezoKhuseleko njengekomitana esesikweni (formal sub-committee) yeBhunga loLawulo leSikolo.

Inqununu neBhunga loLawulo mabalandele ngqo oku kulandelayo xa bekhetha inkampani yokufakela i-alam

- ◆ Inkampani ekhethelwe ukufakela i-alam mayiqinisekise ukuba iza kwenza inkonzo yokuthumela amagosa axhobileyo (armed response)
- ◆ Mayihlolisiswe imvumelwano yenkompani kuqinisekisiswe ukuba likho igatya lokuqhawula imvumelwano (escape clause) ukuba isikolo asaneliseki yinkonzo yayo.
- ◆ Loo nkampani yeenkonzo zabaxhobileyo mayivume yaye ikwazi ukusabela ngemizuzu esi-8 ukuya kweli-10 ize ibabambe abonakalisi beprophathi yesikolo, amasela, abantu abatshisayo, amaqela emigulukudu, abantu abangene bengenamvume nabaqhekezi.
- Eyona nto inqwenelekayo kukuba loo nkampani mayenze inkonzo kwiqela lezikolo ezikuloo ndawo yaye ibe nesithuthi esisoloko sikho kumgama okwiikhilomitha ezingama-20 zesikolo.
- Inkampani mazitshekishwe ngenyameko enku kune nembali yenkonzo eziyenzayo nendlela eziyenze ngayo inkonzo ngaphambili.
- Makubekho ingqinisekiso (guarantee) ebhaliwego enikwa yinkampani leyo ngokumalunga nemimiselo ka-SAIDSA.
- Le nkqubo mayibe yemiselweyo nesemgangathweni neya kuba nako ukungqinelana nenkqubo yezinye iinkampani ezinokulandela kamva.
  - ◆ Umsebenzi wokuqaphela okuqhube kayo mawuqhagamshelwe nesikolo ngefon nangeradiyo yonxibelelwano. Okunqwene- lwayo kukuba le radiyo yonxibelelwano ifakelwe kwibloko nganye yesikolo. Izixhobo zokuqaphela umsi (smoke detectors) mazifakwe nazo kumagumbi athile abalulekileyo.
  - ◆ Okunqwenelwayo kukuba kufakwe ividiyo-khamera ukugada isango ukwenzela ukulawula abantu abangenayo.
  - ◆ Izikolo zinokuthetha-thethana nenkompani ngokuthi kufakwe kwimvumelwano umbandela wokulungiswa nokulondolozwa kwe-alam. lindleko zoku mazihlawulwe sisikolo.
- Kufuneka izikolo ziqlunge umgaqo-nkqubo apha uluntu luza kuthatha inxaxheba kwimicimbi yesikolo, luvume ukuqaphela abaphuli-mthetho nokuba ngamangqina xa kuye kwakho iziganeko zolwaphulo-mthetho nobundlobongela.
  - ◆ Izikolo zinako ukuqhube iprogram yokwazisa uluntu olungqonge isikolo ngokubaluleka kwe-alam ekukhuseleni ubomi neprophathi.

### **3. IPROGRAM ZOKUXHASA, UKUGUQULA KUNYE/OKANYE UKUKHUTHAZA INDELA YOKUZIPHATHA**

#### **3.1 Ootitshala abasengozini ngethuba besemsebenzini**

I Candelo le Zikolo ezi Khuselekileyo linolwazi ngeziganeko a pho kwathi kwagrogriswa ootitshala, nalapho baye baphathwa gadalala yaye bathukwa.

##### **3.1.1 Inkqubo kwimeko yootishala abasengozini ngenxa yabafundi**

Kwiimeko a pho iye yanyhashwa kakhulu imigaqo yokuziphatha yesikolo okanye a pho kwenzeke ukuziphatha kakubi okugqithisileyo makulandelwe ngqo oku kulandelayo:

- Makubizwe intlanganiso yokuhlalela imicimbi yoluleko ngokungqinelana nenkqubo emayilandelwe kwiziganeko zokuziphatha kakubi kakhulu.
- Lowo ufaka isikhala zo makaxele eso senzo sokuziphatha kakubi komfundu kwinqununu yesikolo.
- I-EMDC mayiquzelele iiprogram zootitshala zokusebenzisa ndlela zimbi ezingekuko ukohlwaya ngokubetha, ngokusebenzisa amaqela ajongene nemiba ngemiba yezemfundo (multi-functional team approach).
- Kwiimeko ezizodwa kakhulu a pho abafundi baneengxaki zokuziphatha kakubi kakhulu, mabathunyelwe kwi-EMDC ukuze bafakwe kwiiiprogram zophuhliso lomfundu ngamnye phambi kokuba babuyiselwe esikolweni.
- A pho indlela yokuziphatha yomfundu ibeka ubomi bukatitshala engozini, inqununu, usihlalo weBhunga loLawulo kune nomphathi wesekekethe banako ukuthatha isigqibo sokumnqumamisa ngoko nangoko loo mfundi. Isigqibo esinjalo singathathwa yinqununu nosihlalo weBhunga eliLawulayo leSikolo ukuba kungaboniswa ubungqina bokuba zenziwe iinzame zokunxibelelana nomphathi wesekekethe.

##### **3.1.2 Inkqubo kwimeko yootitshala abasengozini ngenxa yabantu bangaphandle ngethuba lokwenza imisebenzi yasemva kwexesha lesikolo**

Ngokwe Saziso sika Rhulumente 22754 (Nomb. 1040) no Mthetho weze Mpilo no Khuseleko eMsebenzini (Occupational Health and Safety Act), kufuneka izikolo zibe nesicwangciso sokhuseleko nemasibandakanye oku kulandelayo:

- linkqubo zokujongana nokugrogriswa kootitshala ngabantu bangaphandle
- **linkqubo zokujongana nootitshala abasengozini ngethuba lokwenza imisebenzi yasemva kwexesha lesikolo.**

Maziphunyeze we iinkqubo ezicaciswe kwisicwangciso sokhuselko.

- Zonke iziganeko mazisiwe kwabeeNkonzo zamaPolisa aseMzantsi Afrika, kufakwe isimangalo kuze kufunwe inombolo yesimangalo.
- Zonke izimangalo mazixelwe kwiZiko leeFoni leZikolo eziKhuselekileyo leSebe leMfundu leNtshona Koloni eliza kunika inkxaso nenombolo yesalathiso.
- Kwimeko aphi kwenzakale umqeshwa ngethuba esenza umsebenzi wesikolo waseburhulumenteni, kusebenza uMthetho weeNgozi neZigulo eziVele eMsebenzini (Occupational Injuries and Diseases Act).
- ISahluko IV salo mthetho sicacisa ilungelo lembuyiselo yabaqeshwa. NgokweSiqendu 22(I): "Ukuba umqeshwa ufumana ingozi ethi ikhokelele ekubeni akhubazeke okanye asweleke, loo mqeshwa okanye abondliwa abaxhomekeke kuye, phantsi kwemigaqo yalo Mthetho, unelungelo lokufumana izibonelelo ezbonelelwne nezimiselwe ngulo Mthetho."
- Khangela kwiSihlomelo B inkqubo elandelwayo xa kufakwa isicelo sokufumana imbuyiselo ebonelelwne kwi-OIDA.
- ISebe leMfundu leNtshona Koloni liya kubancedisa abantu abafake izicelo zamabango entlawulo.

## 3.2 Iprophathi yootitshala esemngciphekweni ngethuba besemsebenzini

### 3.2.1 Ukubiwa nokonakaliswa kwe prophathi yootitshala

ISebe leMfundu leNtshona Koloni liyazi ukuba zikho iziganeko aphi ootitshala baye balahlekelwa zizinto zabo ngenxa yokubelwa okanye zonakaliswe ngethuba besenza umsebenzi wabo waseburhulumenteni.

### 3.2.2 Inkqubo

NgokoMthetho weMpilo noKhuseleko eMisebenzini (Occupational Health and Safety Act), umqeshi unoXanduva lokudala iimeko zokusebenza ezikhuselekileyo. Inkqubo yeProgram yokuXhotyiswa ngoLwazi kwaMaxhoba (Victim Empowerment Programme) njengenxalenye yesiCwangciso soThintelo loLwaphulo-mthetho sikaZwelonke (National Crime Prevention Strategy (NCPS)), ibonelela ngenkxaso ebanzi nesebenza ngokwenene kumaxhoba olwaphulo-mthetho nobundlobongela.

#### Kufuneka kuthathwe la manyathelo alandelayo

- Xela zonke iziganeko kwabeeNkonzo zamaPolisa aseMzantsi Afrika, uze ufumane inombolo yesimangalo.
- Zonke izimangalo mazixelwe kwiZiko leeFoni leZikolo eziKhuselekileyo leSebe leMfundu leNtshona Koloni eliza kunika inkxaso nenombolo yesalathiso.

### **3.3 Ukuxhasa, ukuguqula nokukhuthaza isimilo esihle**

#### **3.3.1 Iiprogram zokuguqula isimilo**

Ezi program zilandelayo zilungiselelwe ukuba ziqaliswe ezikolweni, ingakumbi ezikwiindawo ezisemngciphekweni kakhulu, yaye zenziwa ngaBaququzeleli beZikolo eziKhuselekileyo, ii-NGO nee-CBO:

- Ukukhuthazwa kwesimilo esihle
- lindlela eziveliswayo nezakhayo zokusombulula impixano
- linkqubo zokulamla zoluntu olungqonge izikolo
- Imfundu yokuthintela izenzo zemiguludu
- Oomasifundisane babazali (Parent workshops)
- Iiprogram zokunikwa ingcebiso nenkxaso ngabanamava
- Iiprogram zokuguqula izimo zabantwana abanengxaki nomthetho.
- Uphuhliso lolutsha
- Inkuthazo kubantu abahlukunyeziweyo
- Imfundiso kwiinkcubeko zethu ezahlukaneyo.

ABaququzeleli beZikolo eziKhuselekileyo baya kuzincedisa izikolo ngokumalunga nokuqlathwe zezi zifundo zilapha ngasentla.

#### **3.3.2 Inkqubo**

- Izikolo ezisebenzisanayo zingacela imali kwingxowa elungiselelwe izikolo ezilolu hlobo.
- Nasiphi isikolo sinako ukuthumela isicelo saso esibhaliweyo kumlawuli we-EMDC.

## **4. II PROGRAM EZICWANGCISIWEYO**

### **4.1. Ubundlobongela obenziwa yimigulukudu**

UMzantsi Afrika ujongene nemingeni emininzi. Omnye weyona mingeni iphambili ziziganeko zolwaphulo-mthetho nobundlobongela obugqithisileyo obuthi benziwe mandundu ngakumbi kukunqongophala kwemisebenzi okukwinqanaba eliphezulu, ubuhlwempu nentswelo kuluntu ngokubanzi kwakunye nokufumaneka ngokulula kweziyobisi notywala nokuthi kukhokelele ekusetyenzisweni gwenxa kweziyobisi okusele kwande kakhulu.

Kucacile ukuba le ngxaki yendeleyo yamaqela emigulukudu iye iyitshabalalisa intlalo yoluntu kwiindawo ezininzi zaseNtshona Koloni. lingxelo zemihla ngemihla zivela kumajelo eendaba - amaphepha-ndaba noomabonakude ezingokuphakama kwamanani ezenzo zobundlobongela, impatho-mbi nokuxhatshazwa kwabantu ngokwesondo kune nezo zamaqela emigulukudu. Ezi zinto zinefuthe elibi kwimfundu jikelele nakwizinto ezenzekayo ezikolweni.

#### **4.1.1 Ukwazi iziphumo zobundlobongela bamaqela emigulukudu ezikolweni**

Izenzo zamaqela emigulukudu ezenzeka ngaphandle nangaphakathi ezikolweni, zineziphumo ezibi ekufundeni nasekufundiseni.

Izenzo ezenziwa ngaphandle kwesikolo ziakuphazamisa okwenzeka ngaphakathi esikolweni ngeendlela ezininzi.

- Kubonakala ngathi amaqela emigulukudu akhetha kanye ixesa lokufika nelokuphuma kwabafundi nootishala esikolweni ukuze aqalise ngokudubulana. Oku kubangela "uloyiko" oluthi lwenze abantwana besikolo, ootitshala nabazali basoloko benxunguphele bebethwa luvalo.
- Ukuzayamanisa neqela elithile lemigulukudu kubonwa njengento ebangelwa yindawo umntu ahlala kuyo. Oku kunganeziphumo ezibi kubahlali abangenatyla abahlala kwiindawo ezithile.
- Ukugrogriswa, ukoyikiswa nokungcungcuthekiswa kuphembelela uloyiko kuze kubangele ukuba ootitshala nabafundi bangayi esikolweni. Oku kuneziphumo ezibi kakhulu ekufundiseni nasekufundeni.
  - ◆ Ootishala badla ngokungabikho esikolweni kuba befuna ukuthatha ikhefu baye kunikwa iingcebiso nentuthuzelo bathomalaliswe umothuko novalo (trauma counselling and debriefing).
  - ◆ Khangela kwisihlomelo C uluhlu lwemisebenzi noxanduva lwabantu ngabantu abathatha inxaxheba emva kwesivondoviya sentlekele.

#### **4.1.2 Inkqubo emayilandelwe xa kuvalwa isikolo ngenxa yezenzo zobundlobongela ezenziwa yimigulukudu**

Kukhethwa ukuba masingavalwa isikolo, koko makuzanywe ukubuyisela imo esiqhelweni kuzinziswe iimeko ngokukhawuleza.

Ukuba kucingwa ukuba kuyimfuneko ukuvalwa kwesikolo, inqununu yesikolo neKomiti yoKhusaleko IweSikolo, mabajonge olu luhlu lulandelayo olunezinto ekumele zitshekishwe kuqala baze banike ingcebiso kuMlawuli we-EMDC okanye kumntu ogunyazisiwego onokunkika imvume yokuba sivalwe isikolo.

#### ***Uluhlu Iwezinto emazitshekishwe xa kuvalwa isikolo: ngenxa yezenzo zobundlobougela ezenziwa yimigulukudu***

##### ***Imibuzo ephambili emayibuzwe***

1. Bangaphi abafundi abaza kuba besekhaya bengajongwanga mntu kwezo ndawo zinobundlobongela?
2. Ikho indlela yokwazisa abazali xa kuye kwavalwa kwangoko?
3. Ngaba abazali banawo amanye amalungiselelo abawenzele abafundi?
4. Lwenzekele phi olo dubulo?
5. NgabaabeeNkonzo zamaPolisa aseMzantsi Afrika bazisiwe?
6. NgabaabeeNkonzo zamaPolisa aseMzantsi Afrika bapatrola ngokwaneleyo?
7. Ngaba udubulo olo lubonakala ngathi lungaqhubeka imini yonke?  
(Ulwazi Iwezobuntlola)
8. Lungakanani unxunguphalo nomothuko (trauma)?
9. Kwenzeke ntoni? Ukubulala, ubundlobongela bemigulukudu, ukuzibulala, udubulo?
10. Kwenzekele phi ukufa, ukwenzakala okanye umothuko?  
(Ukufa, ukwenzakala okanye umothuko owenzeke emhlabeni wesikolo kunzima kakhulu ukumelana nawo.)
11. Ngoobani abakubonileyo ukubhubha kwaloo mntu, ukwenzakala kwakhe okanye umothuko owenzekileyo?  
(Kubalulekile ukukwazi oku ukuze banikwe ingcebiso nentuthuzelo abo bantu.)
12. Zeziphi ezinye iziganeko ezibuhlungu (tragedies) ezechlele esi sikolo kutshanje?
13. Ngoobani abenzi bobu bubi?
14. Ukuba kuye kwathathwa isiggibo sokuba sivalwe isikolo abantwana bakhululwe bahambe, leliphi ixesha elifanelekileyo nelikhuselekileyo lokwenjenjalo?
15. Ngaba kukho mfuneko yokubaabeeNkonzo zamaPolisa aseMzantsi Afrika bapheleke abafundi xa begoduka, yaye banabo abasebenzi bokwenjenjalo?

## 4.2 Lindawo ekungangeni zixhobo ziyingozi kuzo

NgokweSaziso sikaRhulumente 222754 (Nomb. 1040), zonke izikolo zibhengezwe njeendawo ekungangeni zixhobo ziyingozi kuzo. Izikolo zingasebenzisa lomgaqo ulandelayo ukuqinisekisa ukuba okungeni mipu.

### 4.2.1 liNdawo ekuNgangeni Mipu kuzo (Firearm Free Zones - FFZs)

Ngo-Apreli 2001 uMthetho woLawulo IweMipu (UMthetho 60/2000) wabonelela umgaqo wokwazisa kweendawo ekungangeni mipu kuzo.

Ngokwalo Mthetho, uMphathiswa wezoKhuselo noKhuseleko unokubhengeza nayiphi na indawo njengendawo ekungangeni mipu kuyo. Loo ndawo ingasisikolo, isibhedlele, indawo yomsebenzi, okanye nayiphi na enye indawo. Akukho mntu uvunyelwego ukuba eze nemipu okanye neembumbulu neziqhushumbisi okanye agcine imipu okanye iiimbumbulu neziqhushumbisi kwindawo ekungangeni mipu kuyo. Nabani na (noobani na) owenza oku angamangalelw kawindawo yamatyla ngokuba waphule umthetho aze awiselwe isiqatha sokuvalelw entolongweni.

### 4.2.2 Inkubo

- Thetha-thethanani nabo bonke abathathi-nxaxheba (ibhunga elimele abafundi, ootitshala, abazali, abafundi, imibutho engekho phantsi kukarhulumente, ii-CBO nee-NGO, imibutho yezenkolo nezemidlalo, iiforam zezokhuseleko loluntu, kune neeforam zamapolisa oluntu).
- **Qulunqani umgaqo-nkqubo**
  - ◆ Uluntu olungqonge isikolo maluyivume into yokuba isikolo eso yindawo ekungangeni mipu kuyo.
  - ◆ IKomiti yezoKhuseleko mayiphumeze umgaqo-nkqubo wokuba isikolo eso yindawo ekungangeni mipu kuyo.

Ukuze isikolo senziwe sibe yindawo ekungangeni mipu kuyo makulandelwe ngqo oku:

- Akukho mipu okanye zimbumbulu makungenwe nazo kumasango esikolo.
- Akukho mipu okanye zimbumbulu mazigcinwe kumasango esikolo.
- Isikolo masibhaliswe njengendawo ekungangeni mipu kuyo size ke sibhengezwe ngokusemthethweni nguMphathiswa wezoKhuselo noKhuseleko njengendawo ekungangeni mipu kuyo. Ummeli wabeeNkonzo zamaPolisa aseMzantsi Afrika baloo ndawo uza kuninceda ngale nkubo.
- Makuxhonywe emasangweni esikolo iisayini ezithi leyo yindawo ekungangeni mipu kuyo.
- **Ukwamkelwa komgaqo-nkqubo**
  - ◆ Bizela onke amaqela achaphazelekayo entlanganisweni kuze kucelwe inkxaso yawo malunga nalo mgaqo-nkqubo mtsha wokuba isikolo eso yindawo ekungangeni mipu kuyo.
  - ◆ Yazisa uluntu ngokuba kuthetha ukuthini xa kusithiwa isikolo yindawo ekungangeni mipu kuyo.
- **IKomiti yezoKhuseleko mayiphumeze umgaqo-nkqubo wokuba isikolo eso yindawo ekungangeni mipu kuyo.**

- **Makugcinwe isikolo njengendawo ekungangeni mipu kuyo.**
  - ◆ Fundisa abafundi abatsha kweso sikolo intsingiselo yendawo ekungangeni mipu kuyo.
  - ◆ Qhagamshelana nezinye izikolo ezizindawo ekungangeni mipu kuzo nize nabelane ngamava.
  - ◆ Phandani ngezinye iindlela zokuphepha ubundlobongela.

#### **4.2.3 Lindawo ekungangeni zibham kuzo (Gun free zones)**

Indawo ekungangeni zibham kuyo idalwa kukuba kubhengezwe luluntu okanye ngabanini besakhiwo eso ngokuzithandela kwabo ukuba kuloo ndawo akungeni zibham. Oku akubonelelwanga ngokumalunga noMthetho woLawulo lweMipu, yaye kungenziwa ngokuthi kubhenelwe kwimithetho yesiqhelo elawula uluntu kunye nethintela ukungena emasangweni ngaphandle kwemvume.

#### **4.2.4 Inkubo**

Inkubo yokubhengeza iindawo njengekungangeni zibham kuzo iyafana naleyo yokubhengeza iindawo njengekungangeni mipu kuzo. Umahluko kuhela ukwizohlwayo zokuyityeshela.

### **4.3 Ukusetsha**

#### **4.3.1 Kuthintelwe ukufane kubizwe nabani na asetshwe okanye axuthwe loo nto ikuye.**

- Ngokwale Mithetho ilandelayo esetyenziswa ngokubanzi, uMthetho weNkqubo yamaTyala eSizi 51 wowe-1977, uMthetho weZiyobisi nokuThengisa iZiyobisi 140 wowe-1992 noMthetho woLawulo lweMipu wowe-2000, ipolisa linokuthi, lingenawaranti, lisetshe nawaphi na amasango esikolo okanye nabaphina abantu abakumasango esikolo ukuba linorhano oluxhaswa zizizathu ezibambekayo lokuba kukho iziyobisi ezichasene nomthetho okanye isixhobo esiyingozi kumasango esikolo okanye kuloo mntu.
- NgokoMthetho weZikolo waseMzantsi Afrika, 84 wowe-1996: IMigaqo eLawula aManyathelo oKhuseleko eZikolweni, umhlathi 4 (3), ipolisa okanye, xa lingekho, inqununu okanye umntu othunywe yiyo, unokuthi, engenawaranti,
  - (a) asetshe nawaphi na amasango esikolo ukuba unorhano oluxhaswa zizizathu ezibambekayo lokuba kungakho isixhobo esiyingozi okanye iziyobisi ezichasene nomthetho kumasango esikolo sikarhulumente senzo eso esichasene nemimiselo;
  - (b) asetshe nabani na okhoyo kumasango esikolo sikarhulumente; kwaye
  - (c) axuthe nasiphi na isixhobo esiyingozi okanye iziyobisi ezichasene nomthetho kumasango esikolo sikarhulumente senzo eso esichasene nale mimiselo.
- Ukusetsha nokuxutha izinto makubandakanywe kwiMigaqo yokuZiphatha (Code of Conduct) yesikolo nakwiSicwangciso soKhuseleko seSikolo.
- Makaxelelwe ngayo amaBhunga oLawulo eZikolo neeKomiti zezoKhuseleko.
- Makuthunyelwe iileta zaseburhulumenteni kubazali ukubazisa ngeenkqubo zokusetsa nokuxutha izinto.

#### 4.3.2 Inkqubo yokusetsha nokuxutha izinto

- Yazisa umququzeleli weZikolo eziKhuselekileyo okwi-EMDC okanye iZiko leeFoni leZikolo eziKhuselekileyo (*Safe Schools Call Centre*).
- Cela ipolisa lize kwenza usetsho. Xa lingafumaneki ipolisa, inqununu okanye umntu othunywe yiyo angalwenza usetsho.
- Indqununu (ekuyiyo ephethe isikolo ngokusemthethweni), xa lingekho ipolisa, ukuba inorhano oluxhaswa zizizathu ezibambekayo (makubeko ingcaciso eyaneleyo) inomkusetsha nawuphi na umfundi oneziyobisi ezingekho mthethweni nonezixhobo eziyingozi. Ngethuba lokusetsha makugcinwe isidima sakhe yaye abafundi bay a kusetshwa ngabantu besini esifana neso sabo kwindawo esekhusini. Abanako konke konke abafundi ukusetshwa iiindawo zomzimba zangasese nokukhululiswa babeze.

## ISICWANGCISO SEENGONGOMA EZILITHOBA SEZIKOLO EZIKHUSELEKILEYO

### Inyathelo I: Seka iKomiti yezoKhuseleko (Safety Committee)

I Candelo leZikolo eziKhuselekileyo leSebe leMfundu leNtshona Koloni liseke ezikolweni iikomiti zokhuseleko zokuxhasa nokukhuthaza izikolo.

- Inyathelo lokuqala lingakukukhuthaza umoya wentsebenziswano ngaphakathi esikolweni nakuluntu olungqonge isikolo, kune nokuvuma ukuba kuthathwe inxaxheba kwinkqubo eqhubelekayo yokuhlolola izinto nenguqu ngeliso elibukhali.
- IKomiti yezoKhuseleko yeSikolo (School Safety Committee-SSC) eyenziwa liqela labantu abenza iinkonzo eziziintlobo ngeentlobo yeyona nto iphambili ekwakheni umoya wokuhlola izinto ngeliso elibukhali.

### Ngoobani abenza iKomiti yezoKhuseleko

- IKomiti yezoKhuseleko yeSikolo yikomitana yeBhunga loLawulo leSikolo
- ISiqendu 17 soMthetho we-OHSA simisela ukuba kubasebenzi abangama-20-50 makubekho ummeli wezokhuseleko esikolweni. Eli Gosa lezoKhuseleko lisesikolweni liza kuphumeza esi sigunyaziso.
- Inqununu yesikolo inelungelo lokonyula iGosa lokhuseleko ngokubhaliwego.
- IKomiti yezoKhuseleko yeSikolo maybe namalungu eBhunga loLawulo leSikolo nabameli bemibutho yezenkolo nemidlalo, babalawuli, boosomashishini baloo ndawo, beeNkonzo zamaPolisa aseMzantsi Afrika baloo ndawo, borhulumente wengingqi, babazali nabemibutho yabahlali baloo ndawo.

### Imisebenzi neemfanelo zeBhunga loLawulo leSikolo

Ukungqinelana nemisebenzi echazwe kuMthetho weZikolo waseMzantsi Afrika (South African Schools Act), le misebenzi nezi mfanelo zilandelayo ziluxanduva lweBhunga loLawulo leSikolo:

- Ukongamela nokubeka iliso kwiKomiti yezoKhuseleko yeSikolo
- Ukufumana iingxelo ngokuqhubelekyo ezenziwa qho ngenyanga
- Ukuphumeza iingcebiso zeKomiti yezoKhuseleko yeSikolo
- Ukuphonononga nokuhlolola inkqubela-phambili

## **Imisebenzi neemfanelo zeKomiti yezoKhuseleko yeSikolo**

- Kukuphicotha imiba yezokhuseleko
- Kukuqulunqa iingxelo zezokhuseleko nyanga zonke
- Kukuqulunqa nokuhlaziya izicwangciso zezokhuseleko
- Kukuniqa ingcebiso ngokuphathelele ekukhethweni nasekuphunyezweni kwezicwangciso zomsebenzi
- Kukuphicotha iinkonzo ezenziwa ngabenzi-zinkonzo (service providers)
- Kukucwangcisa iinkqubo ezinxulumene nezokhuseleko
- Kukumelwa liGosa lezoKhuseleko lesikolo kunye/okanye yinqununu kwikomiti yezokhuseleko yezikolo ezisebenzisanayo

## **Inyathelo 2: Ukwenza ukhuseleko lube yinxenye yombono wesikolo**

- Xukushani nioxo mpela nize niqulunqe umbono ocacileyo ochaza ukuba yintoni eza kwensiwa
- Jongisisani ukuba ngaba umbono wesikolo okhoyo ngoku uyawubandakanya na lowo weKomiti yezoKhuseleko yeSikolo
- Thelekisani imeko ekhoyo ngoku nombono weKomiti yezoKhuseleko yeSikolo
- Makuvunywane ngombono lowo sisikolo nabahlali baloo ndawo.

## **Inyathelo 3: Yenza uphicotho lwezokhuseleko**

### **Inkqubo**

- Bandakanya abazali, abafundi, abahlali nootitshala ekuhloleni iimeko zolwaphulo-mthetho olwenzekayo kunye namancedo afumanekayo okuxhasa nokuhlangabezana neemeko eziqhubeckayo.
- Phonononga imithombo yedatha ekhoyo esikolweni, kwi-EMDC, kwiZiko leeFoni leZikolo eziKhuselekileyo, kwabeeNkonzo zamaPolisa aseMzantsi Afrika nakubahlali
- Qokelela iinkcukacha ezifanelekileyo ngoonobangela bentsusa yolwaphulo-mthetho
- Hlola ubungakanani bengxaki ekhoyo nenxaxheba yayo
- Qaphela iindawo apho luyeke-yeke ukhuseleko
- Qaphela ezo ndawo kunqwenelwa ngamandla sisikolo nangabahlali ukuba kubekho inguqu kuzo
- Qaphela iindawo ezifuna ukuphuculwa okanye inguqu.

## Makuhlolwe ntoni kanye

- Qaphela iindawo ezingakhuselekanga kwizakhiwo nakumabala okudlala esikolo.
- Qaphela, umz. abavumelekile abafundi ukuba basebenzise izixhobo zokusebenza ezinjengomashini wokusika ingca (lawn mower, power cutter)
- Makuqatshelisiswe ngakumbi xa kusetyenziswa izixhobo zokusebenza ezithile
- Makuqinisekiswe ukuba kunxitywa impahla yokuzikhussela engozini
- Makwenziwe indawo yokupaka izithuthi zootitshala, zabafundi nezabatyeleli.
- Makuwiswe imithetho yokulawula ukuqhutywa kwezithuthi kumhlaba wesikolo.
- Makubonelelwwe ngezicima-mlilo (fire extinguishers) yaye zitshekishwe qho ukuba ziyaebenza
- Makujongwe umonakalo owensiwe zizaqhwithi ongayingozi
- Qinisekisa ukuba zigcinwa kukhuselekileyo kunye/okanye ngokuchanekileyo izixhobo zokudlala
- Ququzelela imigqaliselo yokhuseleko olulodwa Iwamagumbi okufundisela, ezitora zempahla namagumbi okufundisela abalulekileyo (iilebhu, awokuchwela nawokutyhida, awokuthungela, amakhitsi njl. njl.)
- Makuqatshelwe ukuba akutyalwa zityalo ziityhefu

## Inyathelo 4: Zibekeleni ezona njongo eziphambili

- Hlela izinto ngokokubangela kwazo inkxalabo ngezokhuseleko.
- Yenza uluhlu lwezona zinto ziphambili ngokokubaluleka nekufuneka zithathelwe amanyathelo ngalo nyaka wokufunda.
- Khetha kolu luhlu lulandelayo abathathi-nxaxheba bokuphumeza ezi njongo
  - Isikolo
  - Abahlali
  - Abeenkonzo zamaPolisa aseMzantsi Afrika
  - Iforam yezoKhuseleko yaBahlali (Community Safety Forum)
  - liKomiti eziJongene neMiba ngeMiba yezeMfundu (Multi-sectoral Action Teams)
  - Oomasipala

## Inyathelo 5: Qulunqa isicwangciso sezokhuseleko

### UBume beMihlaba yeSikolo

- Ibiwelwe ngocingo olufanelekileyo
- Izibane ziyakhanyisa ebusuku
- Zikho ii-alam
- Zikho iifoni zikawonke-wonke
- Zikho iigeyithi zokhuseleko
- Kukho ucingo oluhlabayo phezulu
- Kukho ucingo oluyinethi

## **Ukhuselo nokhuseleko ngaphakathi esikolweni**

### **Ukulawulwa kokungena kwabantu**

- Abaqhekezi/abantu abangene bengenamvume.
- Abantu abangagunyaziswanga
- Utyelelo Iwabantu bangaphandle namaqela ezopolitiko
- Utyelelo Iwabazali
- Abasebenzibekhontraki abasebenza apho esikolweni
- Ukuxhonywa kweesayini ezithintela ukungena kungekho mvume

### **Amaxesha kaxakeka**

- Izothuso ngoqhushumbo Iweebhombu
- Ubundlobongela bamaqela emigulukudu
- Umlilo/ukutshisa ngomililo
- Ukungena kuhlalwe ngenkani ngaphakathi esikolweni
- Izenzo zobugrogrisi obenzeka ezidolophini
- Izifo
- Iittlekele ebangelwa yindalo

### **Ukusetsha nokuxutha izinto**

- Iziyobisi ezingekho mthethweni
- Iziyhobo eziyingozi
- Imipu

### **Eminye imibandela engajongwa**

- Ukonakaliswa kwezakhiwo (*vandalism*)
- Ukuqhekeza, ukuphanga nobusela (*burglaries, robbery and theft*)
- Ukuphathwa kweemali (*handling of finances*)
  
- Ilibboratri
- Izikolo zobugcisa (ooMatshini)
- Irejista yeengozi (Cela iForm yokuGadwa kweeNgozi zeSikolo (*School Injury Surveillance Form*) kuMquzeleli weZikolo eziKhuselekileyo.)

## **Imfundu ngezokhuseleko**

- Ukuzibulala
- Ukuphathwa gadalala (abuse)
- Ungcungcuthekiso ngo kwesondo (sexual harassment)
- Ukuxhatshazwa ngokwesondo (sexual abuse)
- Usetyenziso lotywala neziyobisi gwenxa
- Ukuphathwa gadalala ngokwasemzimbeni nokuthukwa
- Ungcungcuthekiso ngokwasemphefumlweni (emotional abuse)
- Ukuthinjwa kwabantu ngenjongo yokuzuza imali nokuxhwilwa
- Umothuko (trauma)
- Utyelelo kwiindawo ezikufuphi ngenjongo yokufunda (excursions) kunye nasemva kwexesha lokufundisa (ifom zemvume)
- Uncedo lokuqala/izixhobo zoncedo lokuqala (Makungabikho mayeza ngokungqinelana nemimiselo ye-OHSA)
- lipatroli zabafundi
- Ukudoja ungayi esikolweni (truancy)
- Abafundi abasemngciphekweni

## **Uthatho-nxaxheba ngabahlali**

- Abazali
- IForam yezoKhuseleko yaBahlali (Community Safety Forum - CPFs)
- AbeeNkonzo zamaPolisa aseMzantsi Afrika (SAPS)
- OoMasipala - MSAT
- li-Uni-Cities
- ISolomzi (Neighbourhood Watch)
- Imibutho engekho phantsi koRhulumente (NGOs)
- Imibutho yaBahlali (CBOs)
- Imibutho yezenkolo.

## **Inyathelo 6: Khetha uze uphumeze izicwangciso zomsebenzi**

- Khetha izicwangciso, amanyathelo oza kuwenza namancedo okukunceda ukuze kuphunyezwe iinjongo ezicwangcisiweyo.
- Yaba umsebenzi omawenziwe wabele abo baza kuwenza, sikani amaxesha okuwugqiba nize nibeke ezona Njongo ziPhambili zokuBonisa ukuba Wenzekile (Key Measurable Objectives - KMO)
- Velisa iZalathi-nkqubela zokuBonisa iNtsebenzo (Performance Indicators).

## **Inyathelo 7: Yenza uphicotho lokujongisia abenzi-nkonzo kuloo mmandla**

Qinisekisa ukuba ngawaphi amancedo akhoyo kubahlali anokunika inkxaso xa kufuneka uncedo lwangaphandle. Imizekelo yoku yile ilandelayo:

- ISolomzi, iSAPS, uMquuzeleli weZikolo eziKhuselekileyo, iZiko leeFoni leZikolo eziKhuselekileyo, iiNkonzo zaMagosa aXhobileyo (*Armed Response*) OoMasipala (MSAT), iForam yezoKhuseleko yaBahlali (CSF), amaPolisa oCwangco IwasesiDlangalaleni (*Public Order*), amaPolisa kaMasipala, ICandelo eliLwa iZenzo zeMigulukudu, iiNtlola zoLwaphulo-mthetho (*Crime Intelligence*)
- Iklники yezempilo, isibhedele sasemini, uncedo lokuqala, ugqirha wabucala
- Ingcebiso nentuthuzelo enikwa yisayikhoholisti
- Ezentlalo-ntle: I-PAWC, SANCA, NICRO, FAMSA, LIFELINE, amaziko alwa usetyenziso lotywala neziyobisi.

## **Inyathelo 8: Yenzani iikomiti zezikolo ezisebenzisanayo**

- Sekani iKomiti yezoKhuseleko yeZikolo eziSebenzisanayo ngokwendawo ezikuyo iikomiti zokhuseleko zezikolo.
- Qulunqani umgaqo-siseko.
- Yenza kanye amalungiselelo oomasifundisane (*workshops*) neeprogram.
- Yenzani iSicwangciso sezoKhuseleko seZikolo eziSebenzisanayo.
- Bekani iliso kwiprogram yesikolo.

## **Inyathelo 9: Jongisia uze uhlole inkqubela**

- Beka iliso kwiprogram yesikolo
- Cela iingcebiso kwiSebe leMfundu leNtshona Koloni okanye linike ingcebiso
- Qulunqa isicwangciso sezophuhliso
- Jongisia uze uhlole inkqubela
- Beka iliso kwinkqubo yokuphunyezwa kwsicwangciso
- Khangela ukuba iinjongo ziyafikelelwa na
- Hlolisa kwakhona iiKomiti zoKhuseleko IweSikolo (SSC), amalungu ekomiti nezinto emakuqalwe ngazo ukwenziwa (*priorities*).

## INKQUBO YOKWENZA ISICELO SE-COIDA

### ***Ukwaziswa komqeshi ngumqeshwa ngengozi emehleleyo***

Isaziso esibhaliwego okanye esenziwa ngomlomo esichaza ingozi siya kunikwa umqeshi, kwakuba nje kuhle loo ngozi nemasenziwe ngumqeshwa okanye egameni lakhe, yaye kunokwenziwa kwakhona isaziso ngokukhawuleza esiya kumkomishinala ngendlela emiselelwego.

### ***Ukwaziswa komkomishinala ngumqeshi ngengozi eyehlelileyo***

Zingaphelanga iintsuku esixhenxe emva kokufumana isaziso ngengozi okanye akuba umqeshi efumene isaziso ngengozi eyehlelileyo okanye akuba evile ngandlela yimbi ukuba umqeshwa uhlelwe yingozi, umqeshi makayixe leyo kumkomishinala ngendlela emiselelwego.

### ***Uphando olwenziwa ngumkomishinala ngengozi leyo***

Umkhomishinala uya kuthi, emva kokuba efumene isaziso ngengozi okanye evile ngandlela yimbi ukuba umqeshwa uhlelwe yingozi, enze olo phando njengoko anokubona luyimfuneko ukuze abe nako ukwenza isigqibo ngalo naliphi na ibango lentlawulo okanye ubutyalu ngokwasemthethweni.

### ***linkcukacha ezibubungqina obuxhasa ibango***

Umqeshwa ohlelwe yingozi, uya kuthi xa axela ingozi leyo okanye emva koko, xa ecelwe ngumqeshi okanye ngumkhomishinala, anike loo ngcaciso kunele naloomaxwebhu njengoko emiselwe, okanye njengoko umqeshi okanye umkhomishinala anokuyalela. Umqeshi uya kuthumela yonke ingcaciso ayifumeneyo kumkhomishinala zingaphelanga iintsuku ezili-14 eyifumene.

### ***Ibango lentlawulo yembuyiselo***

Ibango lentlawulo yembuyiselo ngokwalo Mthetho liya kwenziwa ngumenzi-bango okanye egameni lakhe ngokwendlela emiselelwego kumkhomishinala okanye kumqeshi okanye kumbutho obadibanisayo ochaphazelekayo, njengoko imeko inganjalo, zingaphelanga iinyanga ezili-12 emva kokwehla kwengozi, okanye xa kuye kwabhubha umntu, kwiinyanga ezili-12 emva komhla wokusweleka kwakhe.

### ***Ixesha elisikiwego lokufaka ibango***

Ilungelo lokuzuza izibonelelo ngokwalo Mthetho liya kuphelelwa ukuba ingozi echaphazelekayo ayaziswanga umkhomishinala okanye umqeshi okanye umbutho obadibanisayo ochaphazelekayo, njengoko imeko inganjalo, zingekapheli iinyanga ezili-12 emva komhla wokwehla kwaloo ngozi.

### ***Ukuqwaliasela kwezicelo zamabango***

Umkhomishinala uya kuqwaliasela aze enze isigqibo malunga nesicelo sebango lembuyiselo, ngenxa yeso sizathu unako ukwenza uphando njengoko ebona kufanelekile, okanye unokubiza intlanganiso yokuhlalela eso sicelo sebango ngokusesikweni.

## IMISEBENZI NEEMFANELO ZABATHATHI-NXAXHEBA EMVA KOKWENZEKA KWENTLEKELE

Umntu owongameleyo (ongayinqununu) makaluthathеле kuye ulawulo.

abantwana nabantu abadala abenzakeleyo mabafumane unyango.

Nabani na owenzakeleyo makanike iinkcukacha zegama nefani yakhe.

Amalungu eKomiti yezoKhuseleko yesikolo agunyaziswe ukuba enze lo msebenzi makanxibelelane naba bantu balandelayo

- Amapolisa (SAPS).
- Abasebenzi abenza unyango
- Amajelo eendaba
- Abazali

### Inxaxheba yenqununu

- Kukuyalela iKomiti yezoKhuseleko ukuba ibe yiyo elawula imeko.
- Mayibonakale, ibe khona yaye inike inkxaso.
- Mayichithe onke amarhe ngokuthi ichazele wonke umntu inyaniso ngokwenzekileyo.
- Mayinxibelelane nekomiti ejongene nemiba ngemiba yezemfundo ekwi-EMDC, nekomiti yeZikolo eziKhuselekileyo kunye nebhunga lolawulo lesikolo.
- Mayinxibelelane nosapho lomntu owenzakeleyo okanye obhubhileyo.
- Mayinike bonke abachaphazelekayo ingcaciso yakutshanje.

### Inxaxheba kositshala

- Kukunika ulwazi oluchanekileyo kubafundi.
- Kukukhokela iingxoxo zeklasi.
- Kukuchitha amarhe.
- Kukuphendula imibuzo
- Kukulungisa impendulo efanelekileyo.
- Kukunika imvume yokuba bavakaliswe iimvakalelo ngeemvakalelo zabo.
- Kukuqaphela abo bafundi abafuna iingcebiso nentuthuzelo.
- Kukwenza imisebenzi eya kuthothisa umothuko nokupuhhlisa iimvakalelo kusetyenziswa ubugcisa bokuzoba, umculo kunye nokubhala.
- Kukuba athi nqumama kancinane ngezekharityhulam xa kukho imfuneko yoko.
- Kukuba axoxe ngenkqubo yomngcwabo, kuqukwa izithethe neendlela zokuziphatha ezilindelekileyo.
- Kukukhuthaza abazali ukuba babapheleke abantwana xa besiya emingcwaben.

### Inxaxheba yoMququzeleli weZikolo eziKhuselekileyo, isayikholojisti nonontlalontle

- Makafumanek.
- Makayeke yonke eminye imisebenzi.
- Makakhangele indawo yokukhupha umothuko/yokunika ingcebiso/unyango.
- Makanike inkxaso esikolweni.
- Makakhangele indawo enika ingcebiso aqale adlule kwiZiko leeFoni.(Safe Schools Call Centre)
- Makagcine iirekhodi yabafundi nootitshala abachatshazelwe yintlekele aze axele okuza kulandela emva koko.

## IMITHETHO ESETYENZISIWEYO NEZINYE IZIGUNYAZISO

- UMgaqo-siseko waseMzantsi Afrika (UMthetho 108/1996)  
*(Constitution of South Africa (Act 108/1996))*
- UMgaqo-siseko wePhondo leNtshona Koloni (1997)  
*(Constitution of the Western Province Act (1997))*
- UMthetho oFakela isiLungiso sesiBini kuMthetho wamaTyala eSizi  
*(Criminal Procedures Second Amendment Act (Act 85/1977))*
- UMthetho wokuQeshwa kooTitshala (UMthetho 76/1998)  
*(Employment of Educators Act (Act 76/1998))*
- UMthetho woLawulo lweMipu (UMthetho 60/2000)  
*(Firearms Control Act) (Act 60/2000))*
- IGazethi kaRhulumente 22754, 2001: ISaziso 1040  
*(Government Gazette 22754, 2001: Notice 1040)*
- ISicwangciso sikaZwelonke soThintelo loLwaphulo-mthetho (Kwi-Ofisi ye-RDP kaZwelonke, 1996)  
*(National Crime Prevention Strategy (NCPS) (National RDP Office, 1996))*
- UMthetho woMgaqo-nkqubo wezeMfundu kaZwelonke (UMthetho 27/1996)  
*(National Education Policy Act (Act 27/1996))*
- UMthetho wezeMpilo noKhuseleko eMisebenzini) (We-OHSA) (UMthetho 85/1993)  
*(Occupational Health and Safety Act (OHSA) (Act 85/1993))*
- UMthetho weMbuiselo ngenxa yeeNgozi neZigulo zaseMsebenzini (UMthetho 181/1993)  
*(Compensation for Occupational Injuries and Diseases Act (COIDA))*
- UMthetho weZikolo waseMzantsi Afrika (SASA) (UMthetho 84/1996)  
*(South African Schools Act (SASA) (Act 84/1996))*

## IINOMBOLO ZONXIBELELWANO ZECANDELO LEZIKOLO EZIKHUSELEKILEYO

<b>UMphathi Wecandelo</b> Nariman Khan	082 377 8073
<b>ABaququzeleli beZikolo eziKhuselekileyo</b>	
<b>EMDC-Central</b> Karen Jansen	082 462 8916
<b>EMDC-South</b> Brian Jeftha	(021) 370 2098
<b>EMDC-North</b> Grace Ziegler	082 434 4494
<b>EMDC-East</b> Funiswa Didishe	084 660 1001
<b>EMDC West Coast/Winelands</b> Tony Johnson	082 218 8359
<b>EMDC Breederiver/Overberg</b> Bertram Jacobs	083 234 5290
<b>EMDC South Cape/Karoo</b> Anton Titus	083 391 0041
<b>IZiko leFoni leZikolo eziKhuselekileyo</b>	<b>0800 45 46 47</b>