

A. WHAT DO WE MEAN BY “ETHOS”?

The ancient meaning of “ethos” involves "use", "habit", or "custom." The Oxford Dictionary defines “ethos” as “characteristic spirit and beliefs of a community”. Likewise, Chambers Dictionary defines it as “the distinctive character, spirit and attitudes of a community”.

B. FOUNDING

Fairbairn College was founded on 1 October 1976 with the appointment of Mr CE de Wet as Founder Headmaster. The deputy headmaster and secretary were temporarily accommodated in the board room of the Parow School Board until completion of the administrative section of the College in January 1977.

The Opening Assembly was held on 19 January 1977. In the first year, Fairbairn catered for Standards 6, 7 and 8 pupils. The majority of Standard 7 and 8 pupils were enrolled from JG Meiring High School.

Fairbairn was officially inaugurated a year later, on 24 February 1978, by Dr PS Meyer, Director of Education. The 25th anniversary of this event was celebrated on 24 February 2003 on which occasion Ms Tessa Fairbairn, Headmistress of St Cyprian’s School, was the Guest Speaker.

At their first meeting on 28 March 1977, the School Committee unanimously decided to name the school Fairbairn College. One of the meanings of the word “college” is a “prestigious secondary school”. However, the Parow School Board and Department of Education over-ruled the decision and approved the name of Fairbairn High School. The School was named after John Fairbairn who was invited to the Cape by Thomas Pringle to start a school for children of the 1820 British Settlers. John Fairbairn was thus the Founder of formal education in the Cape Peninsula. The initial disappointment of not being called a college was redressed when the school was declared a Model C state-aided school. On 23 November 1992, the Governing Body unanimously resolved to use its new powers to change the name to Fairbairn College. The Department of Education was informed of this decision and the name was changed in the official records on 11 February 1993.

C. STAFFING, GOVERNING BODY AND ENROLMENT

1. Fairbairn opened with a staff of nineteen teachers and 356 pupils. In 2022 we have 48 Academic educators, 5 part time music educators and 1000 learners.

2. Principals:

1 October 1976 - 30 September 1983	Mr CE de Wet
1 October 1983 - 30 June 1998	Mr RK Weatherdon
1 July 1998 - 31 December 1998	Mrs SL van Zyl (acting)
1 January 1999 - 31 December 2001	Mrs SL van Zyl
1 January 2002 - 30 June 2002	Mr KF Dawe (acting)
1 July 2002 - 30 June 2021	Mr B Marchand
1 January 2022 -	Ms R O’Shea

3. Governing Body Chairmen:

1977 - 1989	Rev H Asch
1989 - 1997	Mr C Tessendorf
1998 - 2000	Mr G Northcote
2001 - 2007	Mr JLO Fernandes
2008 - 2011	Mr E Jordi Romero
2012 - 2014	Mr P Bresler
2015 - 2017	Mrs J Prinsloo
2018 - 2020	Mr MN Schroeder
2021 -	Dr R Ahmed
2022 -	Mrs A Mohamed

D. FACILITIES

Fairbairn is fortunate to have excellent academic and sports facilities which rank amongst the best in the province.

Academically:

Our modern college building contains a biology laboratory, two science laboratories, two technology rooms, a consumer studies room, two computer laboratories, two seminar rooms with modern audio visual equipment, music rooms, a hall seating 1000 learners and equipped with an electronic stage lighting system and two church organs, a well-stocked library, interactive white board technology in certain of the classrooms, data projectors, plus internet access in all classrooms and 160 computers in the school.

Sporting:

A heated swimming pool, a grass athletics track, 4 cricket fields with 4 turf wickets, 6 cricket nets, 9 tennis courts, 6 netball courts, 2 squash courts, 2 rugby fields, 3 hockey fields, an astro turf for hockey, 1 soccer field, 1 softball diamond, table tennis courts, a club house and a change-room complex.

E. A DYNAMIC EDUCATIONAL PROGRAMME

For those parents and learners who are not familiar with Fairbairn, we provide the following background information about our College. We offer:

Annually, on average, 80% of our Grade 12 learners qualify for university entrance. Our approach to teaching produces a high success rate at the university level where many of our candidates gain places on the Dean's Merit List.

A supportive approach for the weaker learner resulting in regular zero failure rates in the National Senior Certificate examinations. These zero failure rates are also supported by low internal failure rates.

An orderly academic environment in which education can proceed without disruptive behaviour.

The development of the whole individual in body, mind and spirit.

Amongst the best facilities in the Cape Peninsula.

An experienced teaching staff who are committed to maintaining good standards.

A wide range of sporting activities from which learners are free to make their choice.

F. A FEW BASIC AIMS

1. Our first priority is to give our learners a sound education for their future careers. Fairbairn places emphasis on academic work, and each learner is expected to do his best to achieve according to his ability.

We also realise the need to develop the "whole individual" - in body, mind and spirit, and balance the academic aspect with a comprehensive extramural programme.

2. We attach much importance to a spirit of good fellowship amongst learners, and between learners and staff. We therefore encourage our learners to participate in sport, and expect them to play one summer and one winter sport for the College. We have no objection to learners playing for outside clubs provided that their first loyalty is to the College. We believe that it is sound educational principle for learners to make friends within the College, and that the sports field is the best place for social development. While encouraging learners to participate fully in the extramural programme, we do not lose sight of the fact that schoolwork is the most important of all aspects of college life.
3. Our approach to teaching is progressive where the best of modern teaching methods is blended with the best of traditional teaching methods. We build our school on long-standing and proven English tradition. In this regard our staff wear academic gowns to Assembly and full academic dress at formal ceremonies.

G. CODE OF CONDUCT

Adopted at Governing Body meeting of 23 November 2021

1. PREAMBLE TO THE CODE OF CONDUCT

The intention of the Fairbairn College Discipline Policy is to establish and promote adherence to certain standards of behaviour and general conduct.

The Fairbairn College Code of Conduct is designed to promote learner behaviour and a school environment which is conducive to academic development and achievement; and which will allow each learner to realise his/her potential within a calm and ordered environment.

It is stressed that the Code of Conduct, together with other corrective measures, eg. detention, is aimed to providing a framework of values within which all learners can function. In addition to discouraging misbehaviour, we believe that the continued good behaviour of the majority of our learners will be encouraged.

Ideally, the Code of Conduct will not only promote general discipline, but will also foster the self-discipline which will be required from our learners if they are to develop into well-rounded, mature and successful adults.

The Code of Conduct should promote a culture of reconciliation, social cohesion and cultural diversity, teaching, learning and mutual respect and the establishment of a culture of tolerance and peace in the school.

A learner shall obey the Principal, or any person to whom authority has been delegated by the Principal, according to the convention of the Principal acting "in loco parentis".

No rule that follows shall in any way supercede the principle of “in loco parentis”.

The school reserves the right to make amendments to the Code of Conduct as and when necessary.

2. FAIRBAIRN COLLEGE MISSION STATEMENT

The mission of Fairbairn College, a child focused, school community partnership, is to prepare learners to be responsible members of an ever changing society by inspiring educational excellence in a secure and caring environment.

3. TERMS OF LEGISLATION

The Code of Conduct for Learners at Fairbairn College was drawn up in terms of the following legislation:

- The Constitution of the Republic of South Africa 1996, Act No. 108 and the Bill of Rights included in the constitution.
- South African Schools Act, 1996 (Act No. 84 of 1996) as amended.
- Guidelines for the consideration of Governing Bodies in adopting a code of conduct for learners, in Government Gazette No 18900.
- Extracts from Regulations relating to disciplining, suspension and expulsion of learners at public schools in the Western Cape, promulgated on 15 December 2011, in the Provincial Gazette Extraordinary No. 6939, and which came into effect on 2 April 2013, and in Circular 0018/2012 – Provincial Administration Western Cape – Education Department.
- Act 31, 2007 of the Education Laws Amendment Act, 2007.

4. LEGAL AUTHORITY

- 4.1 The South African Schools Act, Act No. 84 of 1996, Section 8(1) empowers a Governing Body of a school to maintain discipline in a school. The Code of Conduct must prescribe behaviour that respects the rights of learners and educators.
- 4.2 An educator at the school shall have the same rights as a parent to control and discipline a learner according to the Code of Conduct during the time the learner is in attendance at the school, in any classroom, at any school function, school excursion or other school related activities.
- 4.3 The Principal or an educator, upon reasonable suspicion (sufficient information), has the legal authority to conduct a random search of any learner or property in possession of the learner for a dangerous weapon, firearm, drugs or harmful dangerous substance, stolen property, or pornographic material brought onto the school property. During a search human dignity shall be observed and learners shall be searched in private by persons of their own gender, preferably in the presence of at least one other person. A record must be kept of the search proceedings and the outcome.
- 4.4 In accordance with Act 31, 2007 of the Education Laws Amendment Act, 2007, the Principal or his or her delegate may at random administer a urine or other non-invasive test to any learner who is on fair and reasonable grounds, suspected of using illegal

drugs. This screening can be done on the school premises. The parent must be informed within one working day, if practicable, that a random test or search and seizure was done in respect of his or her child.

- 4.5 The school is responsible for the welfare of the learners from 07:30 in the morning until 16:20 in the afternoon. Every effort will be made to protect our learners. However, the school cannot be held accountable for learners who arrive earlier than 07:30 in the morning or leave later than 16:20 in the afternoon and/or are not involved in activities at alternative times (as stipulated above).

5. RIGHTS, OBLIGATIONS AND RESPONSIBILITIES

5.1 LEARNERS

5.1.1 Expectations for learners

The school has pastoral care over its learners both in and out of the school in the form of guidance, counsel, and discipline, especially when there is misbehaviour, anti-social or illegal behaviour. The school's structure consists of four pillars, which provide a framework for the learner's life in the school:

Pastoral

Learners are expected:

- to maintain a high standard of behaviour and courtesy both inside and outside of the school;
- to be loyal to the school and to enhance the reputation of the school for the benefit of all at the school;
- and to display integrity and honesty in their actions and attitudes.

Academic

Learners are expected:

- to try their best to fulfil their academic potential at school;
- to be accountable and recognise that each member of the school has the right to unhindered teaching and learning in a safe and secure environment to respect the rights of the individual to a full education; and
- to complete all homework assignments, and prepare adequately for all tests and examinations.

Extramural - Physical and Cultural

Learners are expected:

- to be involved in a cultural activity and to appreciate beauty and their heritage;
- to attend cultural events and prize-givings;
- to participate in at least one summer and one winter team sport offered by the school if in

Grade 8 or Grade 9 and at least one summer or one winter sport offered by the school if in Grade 10, 11 or 12. After approval from the head of culture, a Grade 10-12 learner who participates in two or more cultural activities may be exempted from sport. This is strictly by approval from the Head of Music. Cultural activities are: Choir, Orchestra, Jazz Band;

- to display sportsmanship of the highest order on and off the field; and
- to support matches.

Learners' rights

Learners should be entitled to:

- educational facilities and resources necessary for effective learning;
- be taught in a clean, safe and orderly environment;
- be taught each lesson in an atmosphere conducive to learning and free from interruptions by other learners;
- be treated as an individual, enjoying the respect of others, and treated in a fair and dignified manner;
- be taught in a disciplined environment in which punishment is fair and consistent;
- be recognized for their achievements;
- the democratic right to due process.

5.2 EDUCATORS

5.2.1 Educators' rights

Educators should:

- be able to teach in a safe, orderly, clean and quiet environment in which the necessary materials and equipment are provided and maintained;
- expect learners to be prepared for lessons, having completed all homework assignments;
- expect learners to be punctual, courteous and respectful;
- be treated fairly and be respected as professional persons;
- be supported by parents and colleagues and receive the support of those in authority;
- be able to teach without interruption;
- enjoy privacy in their private lives, with the assurance that their personal property at school will be respected.

5.2.2 Educators' obligations

Educators must:

- be professional in appearance and approach, and provide an environment which is

conducive to effective learning;

- be well prepared for each lesson, teach each lesson effectively, and effectively evaluate work done;
- maintain a clean, disciplined and safe environment in the classroom;
- be punctual, consistent and fair, and sensitive to the needs of learners;
- treat learners as individuals, respecting their rights, and encouraging each learner to reach his/her full potential in all spheres of school life;
- guide learners, help them to identify problems that they have, and help them to resolve such problems;
- communicate with parents and keep them informed of the progress of learners;
- keep up to date with developments in education, in the subjects taught, and in the teaching of the subjects;
- set the correct example as a professional person;
- keep up to date with all administrative duties and attend all official school functions.

5.3 PARENTS

5.3.1 Parents' expectations

Parents expect from the school:

- educators who are well qualified and competent to teach their subjects of instruction;
- a school that respects cultural diversities and which is non-discriminatory;
- educators who are professional in their approach to their work and who set and maintain correct standards;
- the promotion of high moral standards and good ethics, with learners being taught in a disciplined environment that is conducive to learning;
- that they will be treated fairly and as individuals;
- support from approachable educators who communicate with parents on work and behaviour problems.

5.3.2 Parent obligations

Parents should:

- support and encourage their children in their involvement in all spheres of school life;
- ensure that learners attend school regularly, that they are correctly dressed, are properly equipped, and are punctual;
- support the school, the staff, the Code of Conduct and school rules, and ensure that their children do likewise;

- inform the school of any problem areas and communicate with individual educators where this is necessary or desirable;
- pay school fees on time;
- fetch their children on time after school functions, and attend official school functions such as parent/teacher meetings.

6. CODE OF CONDUCT

6.1 BEHAVIOUR

6.1.1 In the classroom

After the educator has granted permission for learners to enter the classroom, they must stand next to their desks and wait until the educator has greeted them and requested them to be seated.

Desks must be kept clean and not defaced.

Litter must be placed in the wastepaper basket.

Eating and drinking of water is not allowed in classrooms unless permission is granted by the educator.

When the Principal or any staff member enters the classroom, learners must stand and greet the visitor and wait until they are instructed to be seated.

Absolute silence must prevail while a visiting staff member is present.

Behaviour in class must be exemplary.

School books must be neatly covered. The learner's name, class and subject must appear on the front cover.

Use of tippex is not allowed.

Learners must raise their hands if they wish to speak. It is good manners to stand when speaking to an educator.

When the bell rings, books must be packed away once the educator has instructed learners to do so.

The educator will instruct learners to stand. Chairs and tables must be returned to position and any litter picked up. Once the educator has greeted the class, the class is to exit the room in an orderly fashion.

Learners will only be allowed to leave the classroom during periods in exceptional cases.

No learner may leave the classroom without the permission of the educator.

6.1.2 During change of periods

Learners are only allowed in the cloakrooms in the case of emergencies, with permission from the educator.

Educators will be on corridor duty during change-overs to control the movement of learners.

Learners must move in single file and keep to the left.

Learners must move quickly and quietly in the corridors. Nobody is permitted to run along the corridors.

The English wing is a one-way passage between classes.

6.1.3 In the hall

Assemblies will be held on Mondays and Fridays. Learners must line up in their register classes on the hard surfaces in single file in silence.

Learners must enter the hall in a quiet and orderly manner. Silence must be maintained throughout the assembly.

Important announcements are made during assemblies. Learners are therefore required to pay careful attention to these announcements as they will not be repeated at a later stage.

6.1.4 On the school grounds

Toilets must be kept clean and neat at all times. Toilets are allocated for learners' use according to grades. Under no circumstances may learners use toilets other than those allocated to their grade.

Loitering in toilets is prohibited.

Learners are not allowed in the corridors or in the classrooms during breaks.

All litter must be placed in the bins provided. Litter may not be thrown on the school grounds.

Chewing gum is strictly prohibited.

6.1.5 At extramural activities

Players must attend all matches and practices unless exempted from doing so by the Principal. A letter of excuse for missing a match must be presented to the Principal at least 5 (five) school days before the match.

The involvement of a learner in non-College sport activities and non-College cultural activities must not disrupt the College's educational programme.

Learners supporting home matches must be dressed in full school uniform.

When attending in practices, learners must at all times be dressed in the correct regulation uniform for that particular sport.

When participating in matches against other schools, learners must at all times be dressed in the correct regulation uniform for the particular sport; display sportsmanship; treat learners from the visiting school in a courteous manner and allow visitors to be served with refreshments first.

Learners must change into full school uniform or the official Fairbairn tracksuit after playing a match.

A referee or umpire's decision must not be questioned. Cheek and derogatory comments against a referee will not be tolerated.

School property and equipment and the property of other schools must be respected.

Valuable articles and money must be handed to the appropriate coach for safe keeping.

6.1.6 At school functions

Excursions, tours, outings and camps are organised at the discretion of the school. Such excursions are a privilege and not a right.

Learners are invited to attend excursions using criteria determined by the school. These criteria vary according to the nature of the excursion. Learners who have a history of misbehaviour may be excluded from attending excursions.

Learners are expected to behave in an exemplary manner at all times while on an excursion. The staff member/s accompanying learners on an excursion are to be treated with the utmost respect at all times and learners are to strictly adhere to the instructions of said staff member/s.

Learners whose behaviour on an excursion contravenes accepted norms or whose behaviour brings disrepute to the school may immediately be excluded from any further participation in the excursion concerned.

Any learner found in possession of or under the influence of drugs or any habit-forming substances (including cigarettes and alcohol) as well as any learner who uses or who is found in the possession of dangerous weapons will be severely dealt with. Such learners will be excluded from any further participation in the excursion and will be required to return home immediately. Should the learner's parents be unable to fetch him/her, the cost of the return journey will be borne by the learner's parents or guardians.

Any learner whose behaviour on an excursion contravenes the school's Code of Conduct will be disciplined on their return to school. Misbehaviour on an excursion may result in a learner being excluded from any further excursions.

6.2 ABSENTEEISM

If a learner is absent from school an sms will be sent notifying the parent/guardian.

If a learner is absent from school, he/she must on his/her return submit a written signed note from the parent/guardian to the Register class educator. This letter must indicate the reason for and dates of the absence, as well as the learner's name and Register class indicated clearly.

If a learner is absent for 3 or more school days a doctor's certificate, indicating the reason for the absence, must be submitted.

If a learner is absent for a test or an examination, the parent/guardian must inform the school of this absence telephonically. A doctor's certificate must be produced for such an absence. Failure to do so will result in the learner obtaining zero for the examination.

If a learner is absent from school on a Friday without a valid excuse, that learner may not play sport or take part in any school activity on the Saturday.

Latecomers

Names of learners who arrive late for school will be noted by the College secretary/educators. These learners will be given Grade Head detention.

Learners who arrive late for school must obtain a late note from the secretary. No educator may allow a learner into class without such a note.

6.3 UNIFORM

6.3.1 Boys – summer and winter

Trousers	Khaki shorts. (summer only) Long regulation grey flannels. Tapered or flared longs may not be worn. (summer and winter) A standard shop bought narrow fit is allowed.
Belt	Black, with small plain buckle.
Shirt	White, long-sleeved or short-sleeved shirt with collar and school tie. Shirt must be tucked in properly at all times. Button-down collars are not permitted.
Blazer	Regulation navy school blazer obtainable from our stockists with Fairbairn badge on the pocket. Only badges and insignia officially issued by the school may be worn on the school blazer. (New learners must please buy new blazers because old blazers obtained from other learners project a scruffy image) Keyrings used to hold blazer buttons in place, may be no bigger than 1,5cm in diameter. (New learners must please buy new blazers because old blazers obtained from other learners project a scruffy image)
Shoes	Black Bata Toughees lace-up type thin-soled with round toe. "Boot" type shoes, and shoes with a matte finish are not permitted.
Socks	Long Khaki socks. (summer only) Regulation grey with school stripes on calf-turnovers or plain grey to match trousers. (summer and winter)
Jersey	Navy-blue V-neck with College colours obtainable only from our stockists. Home knitted jerseys are not permitted because they often do not match the uniform.
Tie	College tie. Must be worn with white shirt and blazer.
Caps	Only the Fairbairn cap may be worn. It may be worn during summer and winter. Caps must be worn with the peak facing the front. Caps may not be worn inside the building.
Gloves	Only the Fairbairn gloves may be worn during winter. The gloves may not be worn during the writing of tests or examinations.

Scarves	Only the Fairbairn scarf may be worn during the winter in a “samosa knot” tied around the neck. The ends must be tucked neatly, into the blazer.
Beanies	Only the Fairbairn College beanie may be worn. It may only be worn in winter. Beanie must be worn with the FBC letters in the front. Beanies may not be worn inside the building.

6.3.2 Girls – summer

Dress	Blue school dress supplied by our stockists – length: on the knee.
Blazer	Blazer is optional in summer. Regulation navy school blazer obtainable from our stockists with Fairbairn badge on the pocket. Only badges and insignia officially issued by the school may be worn on the school blazer. Keyrings used to hold blazer buttons in place, may be no bigger than 1,5cm in diameter. (New learners must please buy new blazers because old blazers obtained from other learners project a scruffy image)
Shoes	Black Dolly shoes, black basic fit bar strap or Bata Toughees thin-soled lace-up type. “Boot” type shoes and shoes with a matte finish are not permitted.
Jersey	Navy-blue V-neck with College colours obtainable only from our stockists. Home knitted jerseys are not permitted because they often do not match the uniform.
Socks	Short white socks must be worn in summer turned over just above the ankle.
Caps	Only the Fairbairn cap may be worn. It may be worn during summer and winter. Caps must be worn with the peak facing the front. Caps may not be worn inside the building.

Girls – winter

Shirt	White, long-sleeved shirt with collar and tie – must be tucked in properly at all times. Button-down collars are not permitted.
Skirt	Regulation 6-panel grey flannel skirt as supplied by our stockists – not the flannel skirt available from other department stores. Length: on the knee.
Blazer	Regulation navy school blazer obtainable from our stockists with Fairbairn badge on the pocket. Only badges and insignia officially issued by the school may be worn on the school blazer. Keyrings used to hold blazer buttons in place, may be no bigger than 1,5cm in diameter. (New learners must please buy new blazers because old blazers obtained from other learners project a scruffy image.)
Shoes	Black Dolly shoes, black basic fit bar strap or Bata Toughees thin-soled lace-up type. “Boot” type shoes and shoes with a matte finish are not permitted.
Jersey	Navy-blue V-neck with College colours obtainable only from our stockists. Home knitted jerseys are not permitted because they often do not match the uniform.
Tie	College tie.
Stockings	Rothmans-Denim. (Also obtainable from the College Bookroom)
Caps	Only the Fairbairn cap may be worn. It may be worn during summer and winter. Caps must be worn with the peak facing the front. Caps may not be worn inside the building.
Gloves	Only the Fairbairn gloves may be worn during winter. The gloves may not be worn during the writing of tests or examinations.

- Scarves Only the Fairbairn scarf may be worn during winter in a “samosa knot” tied around the neck. The ends must be tucked neatly, into the blazer.
- Beanies Only the Fairbairn College beanie may be worn. It may only be worn in winter. Beanie must be worn with the FBC letters in the front. Beanies may not be worn inside the building.

6.3.3 General uniform regulations

All learners must wear full school uniform during College hours, when traveling to and from the College and on other occasions specified by the Principal.

Learners may not appear in public wearing incomplete uniform.

The personal appearance, manner of dress and hairstyle of a learner must comply with the requirements laid down by the Code of Conduct.

No learner may wear any item of uniform which has not been approved by the Principal and Governing Body.

BOYS

Hair regulations

Neatness is paramount in judging whether hair styles conform to requirements.

The boys' hair must be a reasonable length, cut away from the ears and off the collar.

Side-burns may not extend more than midway down the ear.

Learners participating in extra-mural activities may not wear head bands – this is an indication that hair is too long. Hair in front of the head must not cover the face or part of it, especially the eyes when the learner sits in a writing position at a desk.

We do not permit conditioner, “way out” styles, steps, ridges, colour rinses, highlights, low lights, gel, dyes, bleach, lemon juice rinses, peroxide or perms. No hair sculpting, corn rows, hair pieces, extensions or dread-locks are allowed.

Boys are to be cleanly shaven at all times. They may use waxing, threading, laser or hair removal products to ensure they are clean shaven.

Earrings / body piercing / jewellery

Under no circumstances will any type of earring or visible body piercing and tattoos be allowed while a boy is in school uniform or attending any school function in civilian clothes. This applies to both during and after school hours. Bristles may not be worn to keep the hole open.

No jewellery (except watches) may be worn with the school uniform. No brightly coloured watches are permitted.

Learners may not shave stripes or patterns into the eyebrows.

The tie must be worn the correct length to show five stripes.

Learners may not cuff the blazer sleeves.

First team jackets may only be worn on Fridays or as part of the official sports uniform in the afternoons.

GIRLS

Hair regulations

Neatness is paramount in judging whether hair styles conform to requirements.

Hair in front of the head must not cover the face or part of it, especially when the learner sits in a writing position at a desk. Girls' hair must be tied off the face with hair grips. Grips must match the colour of the hair – only brown or black is allowed.

Girls with collar-length or longer hair must tie their hair neatly with a black, navy blue or dark brown or clear elastic hair band or a silicon elastic hair band. No cloth/material/toweling hair bands or "scrunchies" may be worn in the hair. Brown and black Alice bands bought from the bookroom may be worn.

Hairstyles must be such that the fringe never falls below the eyebrows. Longer fringes must be gripped back.

We do not permit "way out" styles, steps, ridges, colour rinses, highlights, low lights, gel, dyes, bleach, lemon juice rinses, peroxide or perms.

Hair extensions, braids and hair pieces must match the learner's hair colour.

No eyelash extensions are allowed.

Jewellery / earrings / body piercing

Earrings for pierced ears – small plain studs 3-4mm, one per ear only to be worn in the earlobe in the lowest hole. No other visible body piercings and tattoos are allowed. Bristles may not be worn to keep a hole open.

No jewellery (except watches) may be worn. No brightly coloured watches are permitted.

The headscarf for girls must be worn according to Fairbairn College regulations, plain pins to be used, the head must be completely covered and no headband must be visible.

First team jackets may only be worn on Fridays or as part of the official sports uniform in the afternoons.

6.3.4 THE FOLLOWING ITEMS ARE NOT PART OF THE SCHOOL UNIFORM AND MAY NOT BE WORN UNDER ANY CIRCUMSTANCES

Boys

- Suede shoes, shoes with buckles, track shoes, boots.
- Jackets – Baseball jackets, wind breakers, track suit tops and bomber jackets.
- Jersey – No jersey, plain or patterned, other than the regulation navy school jersey may be worn.
- T-shirt – may not be worn under shirt.
- Belts with studs may not be worn.
- Cosmetic dental fillings or dental gems or coloured contact lenses may not be worn.

Girls

- Stockings – thick-ribbed stockings, brown or flesh-coloured panty hose.
- Jerseys – no jersey, plain or patterned, other than the regulation navy may be worn.
- Shoes – baby dolls, suede shoes, shoes with large buckles, track shoes, boots are not allowed.
- Hair accessories – no ribbons and multi-coloured hair bands – regulation colours (black, navy or dark brown) only.
- Jackets – baseball jackets, wind breakers and track suit tops are not allowed.
- Socks – thick white socks and shuffle socks.
- No make-up of any sort.
- Nail polish of any sort and long nails are not allowed. No henna or henna products may be used on the nails or skin.

- Cosmetic dental fillings or dental gems or coloured contact lenses may not be worn.

Any learner wishing to deviate from 6.3, must refer to Section 8 in the School Code of Conduct.

6.4 GENERAL

No learner shall in any manner bring the name of the College into disrepute during College hours or at other times, if he can be identified in any way as being a learner of the College.

No learner, or group of learners, may organise any activity or social gathering which can be identified with the College without the permission of the Principal.

No learner may promote private political or religious objectives on the school grounds or while wearing College uniform.

Smoking is forbidden for all learners. No learner may be in the possession of cigarettes, electronic cigarettes or electronic cigarette liquid, matches, a lighter or smoking paraphernalia. Smoking after school hours in school uniform is a violation of school rules.

No learner may consume or be in possession of alcohol on the school premises. The use of alcohol in school uniform is a violation of school rules. Substance abuse will not be tolerated.

No learner may be in possession of or under the influence of drugs. Learners on the school premises, or in school uniform, or recognizable as Fairbairn College learners, or when attending any school activity may not be in possession of tobacco, electronic cigarettes or electronic cigarette liquid, alcohol, drugs, weapons or undesirable items. To be in the company of any learner breaking this rule will be considered a serious offence.

No learner may harm or endanger the physical well-being of a fellow learner. No learner may bring to school, have on their person or use dangerous weapons, any kind of fireworks or any object which can cause injury. No learner may have scissors on their person or in their pockets. These must be kept in the school bag or pencil case.

No learner may bring to school or have in their possession pornographic material of any sort.

No learner may bring to school blue tooth-mobile speakers or play music through these speakers on the school grounds. If found these will be confiscated. No music is to be played through a cell phone.

A learner may not be guilty of disruptive behaviour, and shall always be respectful and polite towards staff members, RCL Executive members and visitors to the College.

Abusive, foul, insolent, obscene and inflammatory language may not be used.

No intimate displays of affection are allowed between learners.

Bullying, fighting, victimization, intimidation, initiation and any display of racism will be severely dealt with.

No learner may knowingly and willfully withhold information, or wittingly condone or fail to report the sighting or presence of tobacco, electronic cigarettes or electronic cigarette liquid, alcohol, drugs, weapons or undesirable items.

Do not be tempted to take or tamper with anything that does not belong to you. Theft is a most serious offence and is a matter which may be referred to the SA Police Services.

College property, or private property, may not be damaged, defaced or soiled. Any learner found guilty of such actions will be held financially liable to repair or replace the property concerned to the satisfaction of the College or private individual. Learners must look after their

own property at all times since the school cannot be responsible for lost items. All personal property must be marked clearly.

Earphones may not by any means be visible to the eye while a learner is dressed in school uniform. Earphones that are plugged into the ears or that are visible to the eye while a learner is dressed in school uniform, will be confiscated.

No learner may make or receive a cellphone call during school hours without the express permission of a Deputy Principal or the Principal. Cellphones must be switched off during school hours. Cellphones that are used, ring or beep during school hours will be confiscated for the remainder of the term. The College will not accept responsibility in the event of theft or loss of cellphones.

Learners' cellphones must be switched off from 08:00 until 14:30. If an educator gives permission, learners may use cellphones and earphones in classrooms for academic purposes, i.e., as a resource.

Learners may not have cellphones on their person during the writing of a test or examination. Learners found guilty of dishonesty or in possession of a cellphone, blue tooth devices, MP3 or any other communication device, or notes or books in a test or examination will be given nought for that subject regardless of whether this will result in his/her failing the year. If a cellphone rings or beeps while on a learner during the writing of a test or examination, the learner will be given nought for that test or examination.

Highlighters may not be used in a test or examination.

A learner may not ride a bicycle, motor-cycle or any other vehicle on the College grounds. Learners who ride a motor-cycle or drive a car while wearing College uniform must provide the school with a copy of their licence.

No bicycles are to be ridden on the school grounds. Bicycles must be parked in the bicycle stands. Motor vehicles may not be parked on the school grounds.

No learner may come to school on, or bring to school, a skate board or long board.

Learners shall attend College for the full prescribed College hours. A learner may not be absent from class.

Learners who wish to leave school early must, ahead of time, hand the Principal a written request from the parent/guardian. Permission to leave school early will only be granted in exceptional circumstances.

On rainy days, learners may be inside the building, but not on the second and third floors. They may be on the ground floor and tuckshop area only.

May not go into bathrooms with the intent to commit sexual acts.

7. SERIOUS MISCONDUCT

(Extracted from: Regulations relating to disciplining, suspension and expulsion of learners at public schools in the Western Cape, promulgated on 15 December 2011, in the Provincial Gazette Extraordinary No 6939, and which came into effect on 2 April 2013, and Circular 0022/2012 – Provincial Administration Western Cape – Education Department)

The Governing Body may, after a fair hearing, suspend or recommend expulsion to the Head of Education, if a learner is found guilty of serious misconduct.

A learner may be found guilty of serious misconduct if he or she:

1. has been convicted by a court of a criminal offence and sentenced to imprisonment without the option of a fine; or
2. provided, sold, bought, procured, used (under the influence of/tests positive) or had in his or her possession intoxicating liquor or drugs during a school activity or in school uniform or while on the school grounds; or
3. is guilty of assault, theft, gross insubordination or immoral conduct; or
4. has been repeatedly absent without leave from school and/or classes; or
5. conducts himself or herself, in the opinion of the Governing Body, in a disgraceful, improper or unbecoming manner, inter alia, if he or she:
 - 5.1 seriously threatens, disrupts or frustrates teaching or learning in a class;
 - 5.2 engages in a conspiracy to disrupt the proper functioning of the school;
 - 5.3 insults the dignity of a staff member;
 - 5.4 cheats in a test or examination;
 - 5.5 distributes any test or examination material that may enable another person or himself or herself to gain an unfair advantage or is in possession of any examination material prior to or during the writing of the said examination;
 - 5.6 sexually harasses another person;
 - 5.7 is found in possession of or distributes pornographic material;
 - 5.8 supplies false information or falsifies documentation to gain an unfair advantage at school;
 - 5.9 is in possession of a dangerous weapon or uses it to threaten any person;
 - 5.10 is in possession of or uses any kind of fireworks;
 - 5.11 engages in any act of public indecency;
 - 5.12 endangers the safety and violates the rights of others;
 - 5.13 fights, swears, or falsely identifies himself or herself;
 - 5.14 threatens fellow learners or educators;
 - 5.15 uses hate speech, makes himself or herself guilty of racism or applies harmful graffiti;

5.16 vandalizes, destroys or defaces school property or the property of any member of the school community;

5.17 repeatedly violates school rules or the Code of Conduct.

8. LEARNER SEEKING EXEMPTION FROM THE RULES OF THE CODE OF CONDUCT

The following procedure is to be followed:

1. A learner must submit a written request to the Principal furnishing reasons why he/she should be exempt.
2. The Principal can either refer the matter to:
 - The school Senior Management Team or
 - The Governing Body. If required, the learner and his/her parents/guardians may appear before the Governing Body to substantiate the written submissions and the Governing Body should be allowed to put questions to the learner/parents/guardians. The Governing Body may prescribe certain conditions as deemed necessary, in the event that the exemption is allowed.

9. DISCIPLINE PROCEDURES AND STRUCTURES

A learner guilty of an offence will be punished with discretion by the Principal, or by persons to whom authority has been delegated by the Principal

The type of punishment will be determined by the nature and gravity of the offence, and will be applied in terms of the principle of "in loco parentis" and existing regulations.

A learner will be given an opportunity to state his case provided that this is done in a respectful and reasonable manner, and will have right of appeal to the Principal whose decision will be final.

A learner who has been given detention as punishment by the Principal or person to whom authority has been delegated by the Principal, must attend the detention class on the day and time stated, unless the learner has been excused by the person concerned.

"First level of discipline" administered by the educator or Exco member

- Staff and RCL Exco members are responsible and accountable for the "First Level" of Discipline.
- Punishment administered by the staff or RCL Exco member closest to the offence is most effective.
- Staff and RCL Exco members must be seen to take action first....and then only....pass on to the existing structures/grade heads/heads of discipline.

Examples of suitable punishment:

1. Reprimand
2. Standard method of writing out: e.g. Code of conduct
3. Keep small groups after school, during breaks
4. Communicate with parents- by means of homework book- telephonically- letters of intervention
5. Counselling by the subject educator
6. Time out venue

[Educators should double/repeat no.'s 1 to 5, if appropriate, before exploring the Second Level of Discipline"]

"Second level of discipline"

Offence: Learners who have defaulted with regard to the "First level of Discipline" as outlined above...**or...**
 Educators who feel that the normal "First Level of Discipline" has been exhausted on the specific learner without success...**or...**
 That the offence is of such a nature that a senior person must deal with it then ...

Procedure: Such a learner is sent to the Grade Head-Grade Head referral form

Disciplinary Measures available to Grade Head:

1. Detention
2. Counselling by the Grade Head, Interviews with learners and parents
3. Daily report
4. In School Suspension

[When appropriate the "Backward Forward principle" should apply...i.e.....punishment given by the educator at the "First level of Discipline" which has not been done **MUST** be completed in conjunction with punishment administered at the "Second level of Discipline".]

"Third level of discipline"

Offence: Educators who feel that the normal "First or Second Level of Discipline" have been exhausted on the specific learner without success...**or...**
 That the offence is of such a nature that the HEAD OF DISCIPLINE must deal with it then...

Procedure: Such a learner is sent to the HEAD OF DISCIPLINE.

Disciplinary Measures available to HEAD OF DISCIPLINE:

1. Detention
2. Counselling by the Head of Discipline, Interviews with learners and parents, (and with Principal if required)
3. Daily report
4. In School Suspension
5. Saturday Detention

"Fourth level of discipline"

Offence: That the offence is of such a nature that the PRINCIPAL must deal with it then...

Procedure: Such a learner is sent to the PRINCIPAL.

Disciplinary Measures available to PRINCIPAL:

1. Detention
2. Counselling by the Principal, Interviews with learners and parents
3. Daily report
4. In School Suspension
5. Saturday Detention

Other measures at Principal's discretion:

Voluntary withdrawal

Counselling by the School Governing Body

Governing Body intervention - Suspension, Expulsion

10. DRUG AND ALCOHOL POLICY AND PROCEDURE

Position statement on alcohol and other drugs.

It is the aim of the school's policy on drugs and alcohol that all members of the school community (learners, parents, educators and the Governing Body) convey by their actions and teaching that they do not condone the inappropriate use of alcohol or other drugs.

College policy opposes both the inappropriate use of legal drugs and possession or use of prohibited substances. This policy is applicable:

- On school premises.
- At or during functions, excursions or any other activity organised by the school.
- When members of the school community are representing the school.
- Whenever members of the school community can be identified as such.
- When the effects of use or abuse are noticeable at school or school functions or when representing the school or identifiable as a member of the school community, or affect in any way performance or school life of a member of the school.

The College does not permit learners to indulge in:

- the use of prohibited substances;
- the inappropriate use of either prescribed or non-prescribed medicines;
- the inappropriate use of solvents, inhalants and/or other chemical agents;
- the consumption of alcoholic beverages;
- the smoking of tobacco and other drugs;
- the possession of drug-related paraphernalia such as cigarette papers, pipes, etc;
- any form of behaviour resulting in their being under the influence of alcohol and/or other drugs.

The consequences of breaching these requirements could include any or all of the following:

- drawing up of a contract between all parties;
- appropriate disciplinary and/or rehabilitative action relative to the breach;
- expulsion of learner;
- suspension of learner.

DEFINITIONS:

Dealing: Selling, exchanging, swapping, supplying, distributing, trading, etc.

Drugs: A drug is commonly defined as any substance which changes the normal way in which the body or mind functions.

Readily available drugs include:

- Prescribed and over-the-counter medicines.
- Tobacco and alcohol.
- Solvents, petrol, adhesives, chemical agents, etc.
- Illegal drugs such as cannabis, LSD, heroin, cocaine, amphetamines,
- MDMA, etc.

POLICY

Fairbairn College strives for excellence, also in the behaviour and actions of and towards our learners, and our goal is to ensure that what we do is to our learners' advantage. We realize also that we have to stay relevant and adapt realistically to changing times and circumstances, though without ever condoning what is clearly either wrong or harmful. In keeping with this policy the school will, in the first instance, adopt an approach to drug/alcohol related issues, which is restorative and supportive rather than purely punitive.

While the school accepts the view that chemical dependency is a primary, chronic and progressive illness, it holds that substance abuse is an unacceptable practice and that the concept of a healthy drug-free life should at all times be propagated and encouraged.

Realism nevertheless requires that it should be our policy not to condemn but to support those who need help in these areas, and should in the first instance attempt to do so in such a way that it will not necessarily endanger their school careers.

Within this context we accept that:

- we are part of a greater community;
- we are in partnership with parents/guardians to ensure the best for their children;
- a wide variety of addictive or habit-forming substances, both legal and illegal, are available within the community;
- substance abuse is detrimental to humans on various levels (social, psychological, physical, mental, etc.);
- our children are exposed to such substances through various channels;
- we have to equip our young people to be less vulnerable to substance abuse and better able to deal with life and its challenges;
- our children, parents and teachers are not always equipped with sufficient information to combat the ills of substance abuse.

In cases where the learner and his/her parents do not wish to make use of help offered to them, the school will have no choice but to take whatever action it feels necessary, not excluding expulsion or the pressing of criminal charges.

Acceptance of the contents of this document is a prerequisite for acceptance into Fairbairn College.

PREVENTION

The school undertakes to:

- present prevention and information sessions to learners and parents/guardians as deemed necessary;
- make information available to educators;
- evaluate this policy and adapt it, if and when necessary, in accordance with changing circumstances and conditions;
- support a healthy, drug-free life through work and deed.

Parents/guardians will of necessity be expected to participate in and to contribute financially towards these initiatives.

Substance use:

The use of any mood-altering or habit-forming substance, without a doctor's certificate, is strictly forbidden:

- on school premises;
- at all functions, excursions or any other activity organised by the school;
- when members of the school community are representing the school;
- whenever members of the school community can be identified as such;
- when the effects of use or abuse are noticeable at school or school functions or when representing the school or when the learner is identifiable as a member of the school community.

Note: The school reserves the right to take action according to policy and procedure if a learner's substance abuse outside school influences his/her academic achievements, behaviour, attendance, etc.

DEALING IN DRUGS

Dealing in drugs is a criminal offence and is strictly forbidden.

Note: If any learner is suspected of using or possessing, or is caught with or dealing in illegal drugs, the school will investigate further and reserves the right to refer the matter to the authorities (SANAB etc.), after which the normal legal process will take its course.

Action taken by the school:

Each case will be assessed on merit and considered individually within the framework of Fairbairn College policy and procedures.

- Every case will be dealt with confidentially but parents/guardians will be informed and involved.
- Isolated individual symptoms and unsubstantiated rumours will not be considered as reliable indicators of substance abuse, but a pattern of indicators (a decrease in school achievements, lack of willingness to participate in school activities, changes in attitude and behaviour, etc.) will be investigated.
- Rumours with supporting evidence will also be investigated.

Note: This is not a process of victimisation but an honest attempt to identify at an early stage, a learner in crisis.

Selected educators will undertake the investigations and call in other experts and professionals, whenever necessary.

Parents/guardians will need to accept responsibility for any expenses incurred during a drug/alcohol-related incident (assessment, screening, treatment, therapy, outside programmes, medical attention, etc.) unless alternative arrangements have been made with the school.

A contract will be drawn up between all affected parties. This contract will include measures such as:

- the treatment options as determined by all relevant parties.

- that screening (urine or any other method determined by the school) may be carried out on an **ad hoc** basis. (The control of such screening is the responsibility of the school; the cost is the responsibility of the parent/guardian).
- that the learner is expected to improve behaviour, achievements, etc.
- that the parent/guardian authorises the treatment and also permits an institution, therapist or caregiver, if relevant, to furnish the school with progress reports.
- that the content of the contract can be adapted after negotiation with the affected parties.
- that if the parent/guardian and/or learner take it upon themselves to stop treatment, the school will consider the contract suspended and the learner may be required to leave the school.
- that the school reserves the right to recommend that, if it is in the interest of the learner and/or the school, such learner is referred elsewhere to complete his or her education.

SEARCHES

Where an educator in authority reasonably suspects that a learner has a prohibited substance in his or her possession, an appointed nominee (which may include the police or a specialised security organisation) may search that learner's person and/or possessions. Should such a search be necessary, it will occur in the presence of the learner concerned, a person of his or her support, and a second adult witness.

SCREENING

Where an educator in authority reasonably suspects that a learner is under the influence of a prohibited substance the learner can immediately be sent to an appointed nominee for screening. The screening can be done on the school premises in accordance with Act 31, 2007 of the Education Laws Amendment Act, 2007.

Note: This should not be seen as a process of victimisation but an honest attempt to identify a young person who may be moving into addiction, which is a primary, chronic and progressive illness.

11. BULLYING POLICY

INTRODUCTION

Fairbairn College seeks to provide a safe, secure learning environment for all and does not tolerate bullying. All members of the school community are expected to base behaviour on respect for others, regardless of differences in age, status, race, religion, sex, sexual orientation or disability. This policy forms part of the school's Code of Conduct and the Abuse No More Protocol.

Definition of Bullying

Bullying is a deliberate attempt to hurt, ridicule, torment, threaten, frighten or intimidate someone. Bullying is the misuse of power by an individual or a group. Bullying can be mental, physical, verbal and/or psychological in nature.

Examples of typical bullying behaviour:

A. Physical Bullying:

1. From minor assaults – to major physical attacks.

2. Deliberate damage to property of others.

B. Verbal and Written Bullying:

1. From teasing to the spreading of malicious rumours with the intention to hurt.
2. Threatening behaviour and intimidation of others.

C. Psychological (Silent) Bullying:

1. Isolating/ostracizing a learner in any way and intentionally placing a learner in an uncomfortable position.
2. Being a bystander who, in any way, encourages or supports the action of the bully.

All forms of bullying should be discussed with the Grade Head and if needed the school counsellor for intervention and mediation. More serious aspects of bullying must be reported to the Grade Head who will consult with the Principal if deemed necessary. Major physical bullying and life-threatening bullying behaviour should be reported to the Principal directly. A learner may, however, report the matter to any staff member, who will inform the correct person. If it is difficult to ascertain whether the learner is bullying another learner, the name of the learner perceived to be bullying will be recorded for future reference.

The following criteria are used to assess the severity of the bullying:

- Has the behaviour been persistent?
- Was the behaviour hurtful?
- Was the behaviour intentional or deliberate?
- Has the behaviour continued despite warnings to the individual to desist?

DEALING WITH THE LEARNER ACCUSED OF BULLYING

The perpetrator will be dealt with according to the discipline procedures and structures found in the College Code of Conduct and/or The Abuse No More Protocol.

12. SOCIAL MEDIA POLICY FOR EDUCATORS, NON-EDUCATORS, LEARNERS AND PARENTS

INTRODUCTION

This document is the social media policy of Fairbairn College, as approved by the school Governing Body on 16 November 2017. The policy has been drafted in accordance with the provisions of the Constitution of South Africa, 1996; the South African Schools Act 84 of 1996 (SASA); the National Education Policy Act 27 of 1996; applicable provincial legislation on school education and the Regulation of Interception of Communications and Provision of Communication-related Information Act 70 of 2002.

The purpose of the policy is to govern the use of the school's information systems in conveying any communication-related information, and the appropriate use of social media platforms by educators, non-educators, learners and parents. The school recognises the evolution of social media as a mode of communication, but also realises that to optimise the use of social media, it must be used responsibly.

The school respects the individual privacy of educators, non-educators, learners and parents. However, this privacy does not extend to work-related conduct or to the use of equipment, resources or supplies provided by the school.

In terms of the Regulation of Interception of Communications and Provision of Communication-related Information Act 70 of 2002, “any person ... may intercept any communication if he or she is a party to the communication, unless such communication is intercepted by such person for purposes of committing an offence”. The school may therefore intercept any communication that is conveyed through the school’s information systems or social media platforms and that refers to any information regarding the school.

Philosophy

The school is committed to the highest standards of conduct and ethics, and its success is built on integrity in all school matters. The school recognises that emerging online collaboration is changing the way in which individuals and organisations communicate, and that social media platforms constitute a large part of people’s lives during and after school hours. Therefore, the school encourages ethical and responsible engagement on all social media platforms.

Application

This policy applies to all users of the school’s information and information systems. It also applies to the expression of opinions and comments by educators, non-educators, learners and parents on social media that may in any manner be linked to the school.

The following acts of “cyber-misconduct” are prohibited:

- Derogatory statements:
Educators, non-educators, learners and parents may not post or distribute derogatory and offensive messages about the school, its staff or the learners.
- Breach of trust:
Educators, non-educators, learners and parents may not use the school’s information, information systems or social media platforms in a way that breaches the school’s trust.

Engaging in social media communication on behalf of the school

- Only persons who are authorised by the Principal or the school Governing Body (“authorised persons”) may engage in social media communication on behalf of the school.
- Only authorised persons may comment on any aspect of the school and/or any matter in which the school is involved. When making such comment, the authorised person must identify him/herself.
- An authorised person who engages in social media communication on behalf of the school must ensure that he/she is familiar with the school’s view on specific issues, and should not express views that are inconsistent with those set out by the school.
- If an authorised person is not familiar with or is unsure of the school’s position on any particular issue, he/she should seek clarity from the school Governing Body.
- The school may instruct authorised persons to avoid certain subjects/topics, and has the right to monitor and review authorised persons’ comments and submissions. The school shall take appropriate action against any authorised person who makes comments or submissions that have not been authorised by the school.

Educators, non-educators, learners and parents using social media for official and non-official purposes should be aware of the following:

The approved social media sites may only be used for official purposes when using the school's information systems.

The messages that the school wants to convey to other users must be clearly defined.

Postings must be kept legal, ethical and respectful.

Educators, non-educators, learners and parents may not engage in online communication activities that could bring the school into disrepute, and have a responsibility to avoid establishing online relationships and/or interests that could adversely influence or impair their capacity to act with integrity and objectivity in relation to the school as well as other educators, non-educators, learners and parents. In addition, they should refrain from engaging in any social media activities that may bring the school into disrepute, and will be held accountable for any such behaviour.

Personal details of educators, non-educators, learners and parents may not be disclosed. Educators, non-educators, learners and parents should take note that the school may from time to time share photos on social media sites that were taken during official school activities. People may then be 'tagged'. Users of these social media sites are advised to check their security settings if they prefer to review postings in which they were 'tagged'. Educators, non-educators, learners and parents are advised to block other users who they do not know or do not want to be associated with, from accessing their profiles.

The school does not accept any responsibility or liability for weak security settings on the social media profile of any person associated with the school.

If any educator, non-educator, learner or parent posts a remark, photo or video on any social media platform that may harm the reputation of the school, and affiliation to the school is identified, known or presumed, such educator, non-educator or learner will be subject to disciplinary action. Legal action may be taken against a parent who jeopardises the school's reputation.

All information that is published must be accurate and confidential information may not be disclosed.

Copyright laws must be adhered to.

Only the official approved logo of the school may be used when participating in social media communication on behalf of the school.

Policy amendments

The school Governing Body may from time to time amend, supplement, modify or alter this policy.

13. TEXT BOOKS AND BOOK CONTAINERS

Text-books remain the property of the College, and have to be used for a number of years. It is important that they be treated with respect and care, and that no damage is caused in carrying them to and from school. For this , only the specially reinforced navy-blue

rucksack which is obtainable from our stockists, may be used as book containers. Sling bags are not permitted. The khaki rucksack may not be used because it does not match our uniform.

14. COMPUTERS

The College has two computer laboratories, which is used by the Computer Application Technology learners during the normal school timetable as well as after school and is under the control of two full-time computer teachers.

15. MUSIC

Music plays an important role at our school and is an integral part of any ceremony and function. Our group activities include: Choir, Orchestra and Jazz Band.

Music is offered as a subject or extra-curricular activity, on the following instruments: Piano, flute, trumpet, trombone, french horn, euphonium, tuba, clarinet, saxophone, guitar, drums and vocals.

16. SCHOLARSHIPS

The aim of the Fairbairn Scholarship Fund is to provide scholarships as an encouragement to learners who achieve. At present there are nine scholarships and the scholarship scheme will be extended as more donors make funds available. Three entrance scholarships have been allocated to Grade 8 learners who gain the highest aggregates in the June examination. The award may be used for educational purposes approved by the College, e.g. for the purchase of uniform, sportswear, sports equipment, college fees etc. A scholarship of R11 000 is awarded to the top Fairbairn candidate in the National Senior Certificate examinations.

17. COLLEGE BADGE



A quadrant badge with the top two quadrants symbolising the origin of the College, and the bottom two quadrants symbolising the aims of the College.

The anchor represents the Cape of Good Hope.

The Scottish lion represents John Fairbairn who emigrated from Scotland.

The laurel wreath symbolises the goal of achieving according to one's ability.

The three inter-linked circles symbolise the education of the whole individual in body, mind and spirit.

18. COLLEGE SONG

In June 1980, Mrs Bruwer, Head of Music, and her family were in Salisbury, England because her husband was working in a hospital there.

Mr de Wet, the founder headmaster, asked Mrs Bruwer to try to find a school song for Fairbairn while she was in England.

One evening she was sitting in Salisbury Cathedral and the gentleman sitting next to her introduced himself as the Reverend Hugh Blenkin. When she told him about her mission to find a school song, he offered to write it.

The words he wrote immediately found favour. However, the music he composed was very difficult for learners to sing. The problem is that the music must be suitable for both girls and boys' voices and also make provision for the wide range of voices. The result is that Mrs Bruwer then composed the music for the words written by Rev Blenkin. The College song was sung for the first time in March 1981.

We belong to Fairbairn College,
The name that we sing with pride!
Veritas, integritas our goal;
Always alert in body, mind and soul,
Never a duty shall we shirk.
All striving alike in games and work,
To add fair honour to our name.
This shall be our steadfast aim,
Under God's ever guiding hand,
In this our fair, beloved land.

19. CONTACT DETAILS

Postal Address:
Hugo Street
7460 GOODWOOD

Telephone: (021) 591-7117
Email: admin@fairbairncollege.com
Website: www.fairbairncollege.com

20. PRINCIPAL

Ms Ruschda O'Shea started teaching in 1995 in Langa at Ikamvalethu Finishing School, was promoted to Head of Department in 1998 and Deputy in 2002 and then Principal in 2009. Appointed Principal at Fairbairn College as from 1 January 2022.

Ms O'Shea has a 4 year HDE (Commerce) from CPUT and an ACE: Management and Leadership from UCT and a Post Graduate Diploma in Management from UCT:GSB. She is a mom to an 18-year-old son. She serves on the Executive of the Progressive Principals' Association and is a volunteer with Food for Life, Cape Town.

Ms O'Shea and her son are both huge sports fans and spend many hours at the local stadiums watching sport. Ms O'Shea enjoys going to local theatres and supporting local cultural and musical talents.

Our Mission

The mission of Fairbairn College, a child focused, school-community partnership, is to prepare learners to be responsible members of an ever changing society by inspiring educational excellence in a secure, caring environment.

College Profile

Fairbairn College has a proud record of academic achievement, sporting prowess, cultural excellence and grounding in traditional values.

As a traditional school, we place paramount emphasis on academic success. This is reflected in the importance placed on the classroom environment, streaming, homework, examinations and staff development.

A good balance of young and experienced staff ensures that all aspects of the school's life remain energetic and vital, yet stable and consistent. These qualities impact also on the very strong sporting and cultural dimensions in which staff and learners are heavily involved, and with a high level of success.

We convey traditional values and attitudes through strict discipline, formal assemblies and high expectations. Staff expect no less from our learners in terms of punctuality, courtesy, attendance, dress and grooming, and work standards than an employer would.

Above all Fairbairn is a school that is enjoyed by learners, staff and the greater school community.