 WYNBERG GIRLS' JUNIOR SCHOOL	DOC REF	BEHAVIOUR MANAGEMENT
	REV DATE	October 2023
	PAGE	1-10
SUBJECT	LEARNER LEADERSHIP POLICY	

Document Control

Date	Revision Reason	Author
October 2023	Initial draft	JNkosi

WYNBERG GIRLS' JUNIOR SCHOOL

LEARNER LEADERSHIP POLICY

TABLE OF CONTENTS

CONTENTS	Page No.
1. Vision	3
2. Purpose	3
3. Learner Leadership Roles	3
3.1 Grade 7 Leaders	4
3.2 Grade 6 Leaders	4
3.3 Grade 3 Leaders	4
3.4 Learner Leadership Council	4
4. Elections and Selections	4
4.1 Learner Council	4
4.2 Grade 7 Leaders	5
5. Roles and Responsibilities of Learner Leaders	8
6. Mentorship and Training	8
7. Limitations	9

1. VISION

At Wynberg Girls' Junior School, we believe in empowering our learners to become responsible, compassionate, and confident leaders. Our vision for learner leadership is to foster a sense of ownership and pride in our school community, where learners have the opportunity to contribute positively and develop essential leadership skills to positively influence their peers and the wider community.

2. PURPOSE

The purpose of the learner leadership program at Wynberg Girls' Junior School is to:

1. **Foster Leadership Skills:** To empower learners with the skills necessary to lead effectively, including communication, teamwork, problem-solving, and decision-making.
2. **Promote Values:** To instil and uphold the WGJS values of empathy, integrity, courage, and ubuntu in our learner leaders, guiding their actions and decisions.
3. **Strengthen the School Community:** To promote a sense of belonging, inclusivity, and shared responsibility among learners, staff, and parents.
4. **Amplify Learner Voice:** To ensure that the voices, perspectives, and concerns of learners are heard, valued, and integrated into school policies, improvement, and practices by actively involving learners in school initiatives and some decision-making processes.

3. LEARNER LEADERSHIP ROLES

All WGJS learners are considered leaders of the school. We teach our learners that leadership starts with self and self-management. All learners are expected to promote the school values and act as role models for their younger peers. At Wynberg Girls' Junior Primary School, we have balanced the need for a large range of leadership opportunities, with the understanding that it is not possible for every learner to have a formal leadership position.

The following leadership roles are available:

1. Grade 7 Leaders

- Heads of Pillars – Academic, Culture, Service and Sport
- Heads of Houses – Aristeia, Disa, Freesia and Silverleaf
- Senior Heads of the Learner Council
- Captains of Sports Teams – all codes offered at WGJS
- Captains of Clubs and other teams
- Monitors: class, tech, welcome, office, uniform shop, art, first aid and flag monitors
- Peer Mediators

2. Grade 6 Leaders

- Library Monitors
- Senior Deputy Heads of the Learner Council
- Peer Mediators

3. Grade 3 Leaders

- Junior Heads of the Learner Council

4. Learner Council: Grade R – 7 Leaders

- Learner Council Representatives - one learner from each class

4. ELECTIONS AND SELECTION PROCEDURES

4.1. Learner Council

4.1.1. The WGJS Learner Council is made up of elected representatives of learners from each class and 8 members of the Executive Team of Learner Leaders (Heads of Pillars and Houses).

4.1.2. The Learner Council Members will be selected through a nomination and voting process within their respective classes.

- 4.1.3. The nomination and voting process of class representatives to serve in the council will take place bi-annually - in January and in July of each year.
- 4.1.4. The Learner Leadership Committee will oversee that the elections are conducted fairly by providing guidance during class elections.
- 4.1.5. The elected members of the Learner Council will be announced at a school assembly and will assume their positions for the upcoming semester. Parents of the elected members will be invited to the special assembly.

4.2. **Grade 7 Leaders**

All Grade 6 learners of the current year are eligible for the nomination and election to the leadership positions for the following year as listed in 3.1. The election will be conducted by the Learner Leadership Committee. All learners in Grades 4 – 7 and staff will be eligible to vote for leaders of their choice.

4.2.1. **Timeline and Activities:**

4.2.1.1. **September**

Review of WGJS Learner Leadership Policy and Procedures

4.2.1.2. **October**

- a. The Learner Leadership Committee will organise a leadership day for the current Grade 6 learners to provide the learners with focused leadership training, give an opportunity for learners to determine whether they would like to be considered for Grade 7 leadership positions.
- b. The grade 6 learners will be given the opportunity to nominate themselves for the positions they would like to be considered for the upcoming year – with

each learner being permitted to nominate themselves for a maximum of 3 specific positions. The teachers will have the opportunity to view the nominations and consult learners they feel should be nominated (but have not nominated themselves) to reconsider nominating themselves.

- c. Nominated learners will be required to record their campaign videos and submit these videos to be viewed by their peers and staff eligible to vote. Provision must be made to accommodate learners who may not have the facilities to record campaign videos in their domestic environment – e.g., their class teacher recording and submitting the video on their behalf.

4.2.1.3. **November**

- a. Election day – Grade 4 - 7 learners and staff to watch campaign videos and cast their votes confidentially. The voting process must be overseen by the Learner Leadership Committee.
- b. The Learner Leadership Committee holds post-election meetings with the school management team and finalises lists of elected learner leaders.
- c. Invitations are sent out to parents of elected Learner Leaders to attend the Special Learner Leaders Assembly where the learner leaders will be formally announced and given badges for their portfolios.

4.2.1.4. **December**

- a. A special Learner Leaders Assembly will be held for the announcement of newly elected learner leaders for the upcoming year.

4.2.1.5. January

- a. Special Assembly will be held for announcement of monitors for the year and the Learner Council Members. Parents of elected learners will be invited to attend.

5. ROLES AND RESPONSIBILITIES OF STUDENT LEADERS

Learner leaders at WGJS are expected to:

- 5.1. **Abide by Rules:** Abide by the school's 3 Be Rules: Be respectful, Be responsible, and Be Kind.
- 5.2. **Embody Values:** Demonstrate and uphold the principles of empathy, integrity, courage, and ubuntu in all their actions and decisions.
- 5.3. **Leadership:** Act as role models for their peers, exhibiting leadership qualities in behaviour, attitude, and academic work ethic.
- 5.4. **Participate Actively:** Attend regular Learner Leadership meetings, actively contribute ideas, and engage in decision-making processes.
- 5.5. **Advocate for Learners:** Represent the concerns, suggestions, and needs of their peers to the school management and staff.
- 5.6. **Effective Communication:** Maintain open and effective communication with learners, teachers, parents, and the school management.
- 5.7. **Conflict Resolution:** Serve as mediators and help resolve conflicts and issues among the learners in a constructive, kind and respectful manner.
- 5.8. **Commit to Growth:** Continuously seek personal and leadership development opportunities to enhance their skills.

6. MENTORSHIP AND TRAINING

Learner leaders at WGJS will receive mentorship and training throughout their tenure, including:

1. **Orientation:** Learner leaders will undergo an orientation program at the beginning of their term to familiarize themselves with their roles and responsibilities.
2. **Ongoing Training:** Regular training sessions will be conducted to enhance leadership skills, conflict resolution, and effective communication.
3. **Mentorship:** Each learner leader will be paired with a staff mentor who will provide guidance, support and advice. Such staff mentor must also provide their learner leader the opportunity to advocate for the learners.
4. **Leadership Workshops:** Learners will have opportunities to attend leadership workshops and seminars to further develop their skills.

7. LIMITATIONS

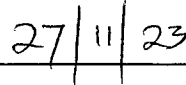
1. Learners may hold no more than three formal leadership positions.
2. A learner's leadership position may be suspended or withdrawn under certain circumstances, e.g., breaking the Learners' Code of Conduct.
3. The school management team has the right to veto a selection or election. A formal discussion and consensus on the decision is required for such a decision to take effect.

This Learner Leadership Policy will be reviewed annually to ensure its alignment with our school's values and the needs of our evolving school community. Through our learner leadership program, we aim to nurture compassionate and capable leaders who will make a positive impact on our school and society.

This Learner Leadership Policy of Wynberg Girls' Junior School was adopted by the Governing Body of Wynberg Girls' Junior School at a meeting held at the school on 26 October 2023.



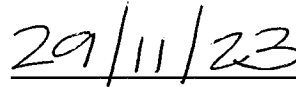
Governing Body Chairperson



Date



Principal



Date