

BECHUANALAND PROTECTORATE.

HIGH COMMISSIONER'S NOTICE No. 110 of 1938.

It is hereby notified for general information that, in exercise of the powers conferred on him by section *six* the Bechuanaland Protectorate Native Schools Proclamation, 1938 (No. 26 of 1938), the Resident Commissioner has made the undermentioned rules.

By Command of His Excellency
the High Commissioner.

H. E. PRIESTMAN,
Administrative Secretary.

High Commissioner's Office,
Capetown, 15th July, 1938.

NATIVE SCHOOLS.

1. All appointments of teachers shall be subject to the approval of the Director of Education, and before any teacher assumes work there shall be forwarded to the Director of Education a duly completed contract of service setting out the rate of salary (which must conform to the salary scale used throughout the Territory) and the terms of engagement.

2. No teacher holding a qualification of less than a pass out of Standard VI, issued by a recognised authority, may be appointed.

3. In schools where the average for any quarter has exceeded 50 pupils, at least two teachers shall be employed, one of whom shall be qualified professionally.

4. Children under the apparent age of six years shall not be allowed to attend school, and no pupil's name shall be entered in any school register at any native primary school, if he or she has reached the apparent age of eighteen years.

5. Except in the case of children under the apparent age of eight years the school hours shall not be less than five per diem. Three hours' instruction per diem shall be deemed sufficient for children under the apparent age of eight years.

6. The accommodation provided shall be at the rate of at least ten square feet of floor space per child on the register, and no child may be enrolled beyond the capacity of the school. The school building shall be well lighted and in each room used for teaching purposes the lighting space shall equal at least one-fifth of the floor space.

7. Each school shall be provided with a time-table, a box or cupboard which can be locked, tools for gardening work, table, chair and blackboard.

8. In a conspicuous part of each school shall be displayed a properly drafted time-table. Further each school shall obtain from the office of the Director of Education a set of daily attendance registers, which shall be kept in accordance with the directions printed therein.

9. Separate sanitary conveniences of approved type shall be provided for boys and girls.

10. At a suitable site near the school there shall be a school garden, which shall be cultivated and cared for by the pupils attending the school.

11. The school curricula or codes of instruction as prescribed by the Director of Education for use at native schools shall be used in all schools, except that an alternative code approved by the Director of Education for the teaching of Scripture may be used instead of the prescribed code for Scripture.

12. In each District Commissioner's district where more than one native school exists there shall be formed a Committee, which shall be known as the Central School Committee for Native Schools and shall hold office for one year or such longer period as may be deemed necessary by the District Commissioner.

13. The Committee shall consist of (a) A Chairman who shall be the District Commissioner of the district and shall have a casting vote; (b) The Secretary who shall in the first instance be a European Missionary appointed by the District Commissioner; (c) Six members: three of whom shall be appointed by the District Commissioner, including one European Missionary for each denomination having interest in schools in the district, and three by the Native Chief or Headman in consultation with his tribe; with the exception of Missionaries these members shall be natives; (d) the Native Chief or, where there is no Chief, as in the Francistown District, the Headman or Headmen.

14. Under no circumstances shall the personnel of the Committee inclusive of Chairman, Secretary and Chief be less than eight or more than twelve.

15. No teacher as a teacher or native supervisor by sole virtue of his office shall ordinarily be a member of the Committee. Teachers who are not members of the Committee may be summoned by the Chairman through the head teacher to attend any meeting, provided this has been agreed to by a majority of the Committee, but in no circumstances shall they have the right of voting.

16. Any vacancy arising during the year shall be filled by the Chairman and the Native Chief or Chiefs (where there are any recognised in that capacity) working in collaboration. Any member of the School Committee, not being the Chief, who shall fail to attend two Committee Meetings in the year without a satisfactory reason for his absence, shall be regarded as having resigned his position. The Chairman may, should he deem it necessary, require any member of the Committee, other than the Chief or Secretary, to retire while a particular matter is being discussed. Such action shall always be recorded in the minutes.

17. Three members, the Secretary and the Chairman shall form a quorum.

18. Proper minutes of each meeting shall be kept in a book provided for the purpose and the Chairman shall see that two copies of the minutes are forwarded to the Director of Education for the Resident Commissioner's approval within 14 days after the Committee Meeting has been held. These minutes shall be signed by the Chairman and Secretary before they are forwarded to the Director of Education. No executive action shall be taken until the minutes have been again received by the Committee duly approved, the District Commissioner always reserving to himself the right in his official position to deal immediately with matters of urgency, especially when the question of finance is involved. Any such matter shall be considered at the first possible Committee Meeting subsequent to the action taken. A copy of the minutes shall be sent to the Chief.

19. The Committee shall consider and make recommendations in respect of the opening of any proposed new native school within the District Commissioner's district concerned.

20. The Committee shall be responsible for the upkeep, insurance (if necessary) and equipment of all native schools within its jurisdiction, and for seeing that all pupils are equipped with such books and other school material as are required by the Director of Education from time to time.

21. The Committee shall submit to the Director of Education for approval rough plans of any new school building which it is proposed to erect, and no new school building shall be erected unless the plan has been approved by the Director of Education, the Director of Public Works and the Principal Medical Officer.

22. The Committee shall be responsible generally for dealing with matters affecting the schools, and for securing teachers for the schools under its jurisdiction, and for entering into contracts with such teachers, provided that the approval of the Director of Education as to the suitability and terms of contract have in each case been first obtained. All such contracts shall confer upon the Committee power to suspend from his or her duties any teacher who shall in the opinion of a majority of all the members present at the meeting be in any way guilty of conduct unbecoming to a teacher, provided that the circumstances are at once reported to the Director of Education. Salary and use of any quarters provided shall temporarily cease with suspension, and if the Resident Commissioner confirms the suspension the teacher shall be discharged with effect from the date of suspension, but if such confirmation is not forthcoming within two months, salary as from the date of suspension and use of quarters shall be restored.

23. Ordinarily all contracts of service drawn up between Committee and teacher shall be subject to termination by one month's notice on either side. Further, all contracts shall be made in writing and in triplicate, one copy being kept by the teacher, one by the Committee and one sent to the Director of Education.

24. In purely professional matters the teacher shall be responsible to the Director of Education and to him only; but it shall be within the power of the Committee to make recommendations to the Director of Education as regards professional matters and as regards the School Code and School Calendar.

25. Each year early in August the Committee shall meet to discuss and forward without delay the Estimates (Education) for the coming financial year and the School Calendar for the coming school year. No expenditure of any kind which is proposed in the Estimates shall be made until the Estimates have been approved or special sanction in writing obtained from the Director of Education, who will make the necessary representation to the Treasury.

26. The Chairman shall ordinarily act as treasurer, but may in writing appoint some member of his staff to act on his behalf, provided his proposed action has first been approved by the Financial Secretary.

27. All Native Supervisors of Schools—as distinct from Sub-Inspectors of Schools—shall be appointed by the Director of Education and shall be directly responsible to him in all matters connected with their work. The Supervisor's reports shall be transmitted to the Director of Education, through the District Commissioner of the district concerned, without delay. The Supervisors may, at the discretion of the District Commissioner, be requested to attend all School Committee Meetings, but shall not be regarded as members nor be in a position to vote.

28. The Committee shall meet at least twice in every calendar year, and one of the meetings shall be held in August each year, at which meeting Estimates for the coming

financial year shall be discussed and decided upon. Other meetings may be held at any time provided due notice of at least one week is given in writing. In the case of all meetings the Secretary shall send out written notices as to the date and time and place of meeting to all members of the Committee at least one week before the date on which the Committee is to meet. The Chairman shall fix the dates of all meetings and preferably at the time of the first meeting in the new year.

29. In the case of any school, the financial arrangements of which are not in the hands of the District Commissioner, proper books shall be kept in respect of all accounting, and receipts are to be obtained in respect of all money paid out and to be given in respect of all moneys received. A properly drawn up statement of Receipts and Expenditure shall be forwarded to the Financial Secretary in February each year.

30. The Chairman, the Chief and any other member of the Committee shall have the right of entry into any school at any time, provided such school is within the district over which the Committee has jurisdiction, but no member of the Committee shall have the right to interfere in any purely professional matter.

31. A list of the members of the Committee shall be submitted to the Director of Education by the Secretary in January each year.

32. The choice of text books to be used in the schools, the equipment necessary, and the hours at school daily, as well as the code of work to be followed, shall be decided by the Resident Commissioner.

33. The Committee is expected to co-operate in every way possible with the Principal Medical Officer, the Chief Veterinary Officer, and the Chief Agricultural Officer in promoting amongst the natives health and economic wellbeing.

34. The Committee shall make it its business to see that religious teaching is given in each school for 30 minutes per diem.

35. It shall be within the power of the Resident Commissioner to alter or amend the rules governing the Committees at any time so as to meet the needs of various situations such as may arise.

C. N. A. CLARKE,
Resident Commissioner.

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