

PAIA MANUAL

Prepared in terms of section 51 of the Promotion of Access to
Information Act 2 of 2000 (as amended)

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1. LIST OF ACRONYMS AND ABBREVIATIONS

NB: please insert relevant applicable acronyms and abbreviations

- | | | |
|-----|--------------------|---|
| 1.1 | “CEO” | Chief Executive Officer / Headmaster |
| 1.2 | “DIO” | Deputy Information Officer; |
| 1.3 | “IO“ | Information Officer; |
| 1.4 | “Minister” | Minister of Justice and Correctional Services; |
| 1.5 | “PAIA” | Promotion of Access to Information Act No. 2 of 2000(as Amended; |
| 1.6 | “POPIA” | Protection of Personal Information Act No.4 of 2013; |
| 1.7 | “Regulator” | Information Regulator; and |
| 1.8 | “Republic” | Republic of South Africa |

2. PURPOSE OF PAIA MANUAL

This PAIA Manual is useful for the public to-

- 2.1 check the categories of records held by a body which are available without a person having to submit a formal PAIA request;
- 2.2 have a sufficient understanding of how to make a request for access to a record of the body, by providing a description of the subjects on which the body holds records and the categories of records held on each subject;
- 2.3 know the description of the records of the body which are available in accordance with any other legislation;
- 2.4 access all the relevant contact details of the Information Officer and Deputy Information Officer who will assist the public with the records they intend to access;
- 2.5 know the description of the guide on how to use PAIA, as updated by the Regulator and how to obtain access to it;
- 2.6 know if the body will process personal information, the purpose of processing of personal information and the description of the categories of data subjects and of the information or categories of information relating thereto;
- 2.7 know the description of the categories of data subjects and of the information or categories of information relating thereto;
- 2.8 know the recipients or categories of recipients to whom the personal information may be supplied;

- 2.9 know if the body has planned to transfer or process personal information outside the Republic of South Africa and the recipients or categories of recipients to whom the personal information may be supplied; and
- 2.10 know whether the body has appropriate security measures to ensure the confidentiality, integrity and availability of the personal information which is to be processed.

3. KEY CONTACT DETAILS FOR ACCESS TO INFORMATION OF GRACE COLLEGE

3.1. **Chief Information Officer**

Name: Mr Vincent Thomas Luksich
Tel: 033-3432177
Email: head@gracecollege.co.za
Fax number: N/A

- 3.2. Deputy Information Officer *(NB: if more than one Deputy Information Officer is designated, please provide the details of every Deputy Information Officer of the body designated in terms of section 17 (1) of PAIA.*

Name: Mr Henko Jansen
Tel: 033-3432177
Email: deputy@gracecollege.co.za
Fax Number: N/A

3.3 Access to information general contacts

Email: info@gracecollege.co.za

3.4 National or Head Office

Postal Address:	Grace College P.O. Box 647 Hilton Kwa-Zulu Natal 3245
Physical Address:	Grace College 2 Hilton College Road
Telephone:	033-3432177
Email:	info@gracecollege.co.za
Website:	www.gracecollege.co.za

4. GUIDE ON HOW TO USE PAIA AND HOW TO OBTAIN ACCESS TO THE GUIDE

- 4.1. The Regulator has, in terms of section 10(1) of PAIA, as amended, updated and made available the revised Guide on how to use PAIA (“Guide”), in an easily comprehensible form and manner, as may reasonably be required by a person who wishes to exercise any right contemplated in PAIA and POPIA.
- 4.2. The Guide is available in each of the official languages and in braille.
- 4.3. The aforesaid Guide contains the description of-
 - 4.3.1. the objects of PAIA and POPIA;
 - 4.3.2. the postal and street address, phone and fax number and, if available, electronic mail address of-

- 4.3.2.1. the Information Officer of every public body, and
- 4.3.2.2. every Deputy Information Officer of every public and private body designated in terms of section 17(1) of PAIA¹ and section 56 of POPIA²;
- 4.3.3. the manner and form of a request for-
 - 4.3.3.1. access to a record of a public body contemplated in section 11³; and
 - 4.3.3.2. access to a record of a private body contemplated in section 50⁴;
- 4.3.4. the assistance available from the IO of a public body in terms of PAIA and POPIA;
- 4.3.5. the assistance available from the Regulator in terms of PAIA and POPIA;
- 4.3.6. all remedies in law available regarding an act or failure to act in respect of a right or duty conferred or imposed by PAIA and POPIA, including the manner of lodging-
 - 4.3.6.1. an internal appeal;
 - 4.3.6.2. a complaint to the Regulator; and

¹ Section 17(1) of PAIA- *For the purposes of PAIA, each public body must, subject to legislation governing the employment of personnel of the public body concerned, designate such number of persons as deputy information officers as are necessary to render the public body as accessible as reasonably possible for requesters of its records.*

² Section 56(a) of POPIA- *Each public and private body must make provision, in the manner prescribed in section 17 of the Promotion of Access to Information Act, with the necessary changes, for the designation of such a number of persons, if any, as deputy information officers as is necessary to perform the duties and responsibilities as set out in section 55(1) of POPIA.*

³ Section 11(1) of PAIA- *A requester must be given access to a record of a public body if that requester complies with all the procedural requirements in PAIA relating to a request for access to that record; and access to that record is not refused in terms of any ground for refusal contemplated in Chapter 4 of this Part.*

⁴ Section 50(1) of PAIA- *A requester must be given access to any record of a private body if-*

- a) *that record is required for the exercise or protection of any rights;*
- b) *that person complies with the procedural requirements in PAIA relating to a request for access to that record; and*
- c) *access to that record is not refused in terms of any ground for refusal contemplated in Chapter 4 of this Part.*

- 4.3.6.3. an application with a court against a decision by the information officer of a public body, a decision on internal appeal or a decision by the Regulator or a decision of the head of a private body;
- 4.3.7. the provisions of sections 14⁵ and 51⁶ requiring a public body and private body, respectively, to compile a manual, and how to obtain access to a manual;
- 4.3.8. the provisions of sections 15⁷ and 52⁸ providing for the voluntary disclosure of categories of records by a public body and private body, respectively;
- 4.3.9. the notices issued in terms of sections 22⁹ and 54¹⁰ regarding fees to be paid in relation to requests for access; and
- 4.3.10. the regulations made in terms of section 92¹¹.
- 4.4. Members of the public can inspect or make copies of the Guide from the offices of the public and private bodies, including the office of the Regulator, during normal working hours.

⁵ Section 14(1) of PAIA- The information officer of a public body must, in at least three official languages, make available a manual containing information listed in paragraph 4 above.

⁶ Section 51(1) of PAIA- The head of a private body must make available a manual containing the description of the information listed in paragraph 4 above.

⁷ Section 15(1) of PAIA- The information officer of a public body, must make available in the prescribed manner a description of the categories of records of the public body that are automatically available without a person having to request access

⁸ Section 52(1) of PAIA- The head of a private body may, on a voluntary basis, make available in the prescribed manner a description of the categories of records of the private body that are automatically available without a person having to request access

⁹ Section 22(1) of PAIA- The information officer of a public body to whom a request for access is made, must by notice require the requester to pay the prescribed request fee (if any), before further processing the request.

¹⁰ Section 54(1) of PAIA- The head of a private body to whom a request for access is made must by notice require the requester to pay the prescribed request fee (if any), before further processing the request.

¹¹ Section 92(1) of PAIA provides that –“The Minister may, by notice in the Gazette, make regulations regarding-

- (a) any matter which is required or permitted by this Act to be prescribed;
- (b) any matter relating to the fees contemplated in sections 22 and 54;
- (c) any notice required by this Act;
- (d) uniform criteria to be applied by the information officer of a public body when deciding which categories of records are to be made available in terms of section 15; and
- (e) any administrative or procedural matter necessary to give effect to the provisions of this Act.”

4.5. The Guide can also be obtained-

4.5.1. upon request to the Information Officer;

4.5.2. from the website of the Regulator (<https://www.justice.gov.za/infoereg/>).

4.6 A copy of the Guide is also available in the following two official languages, for public inspection during normal office hours-

4.6.1 English

4.6.2 Afrikaans

5. ALL CATEGORIES OF RECORDS OF GRACE COLLEGE ARE AVAILABLE ON REQUEST TO THE INFORMATION OFFICER.

6. DESCRIPTION OF THE RECORDS OF GRACE COLLEGE WHICH ARE AVAILABLE IN ACCORDANCE WITH ANY OTHER LEGISLATION

Category of Records	Applicable Legislation
Memorandum of incorporation	Companies Act 71 of 2008
PAIA Manual	Promotion of Access to Information Act 2 of 2000

7. DESCRIPTION OF THE SUBJECTS ON WHICH THE BODY HOLDS RECORDS AND CATEGORIES OF RECORDS HELD ON EACH SUBJECT BY GRACE COLLEGE.

Subjects on which the body holds records	Categories of records
Strategic Documents, Plans, Proposals	<ul style="list-style-type: none"> - Annual Reports, Strategic Plan, Annual Performance Plan. - Founding documents. - Minutes of meetings
Human Resources	<ul style="list-style-type: none"> - HR policies and procedures - Advertised posts - Employee contracts, conditions of service. - Employee records (attendance, equity, pension, leave, police clearance, qualifications,) - Statutory records - Information relating to Health and Safety. - Minutes of meetings.
Marketing	<ul style="list-style-type: none"> - Prospective Client Database - Photo & Video Library - Client Contact List

Subjects on which the body holds records	Categories of records
Operations	<ul style="list-style-type: none"> - Parent & Pupil Records - Minutes of Meetings - Pupil History - Pupil Performance Measurements - Licences (categories)
IT	<ul style="list-style-type: none"> - CCTV Footage - Pupil network access - Pupil Device Records
FINANCIAL	<ul style="list-style-type: none"> - Budgets - Annual financial statements - Asset Register - Insurance records - Banking records - Contracts - Financial Transactions - Managemnt accpunts - Procurement - Stock - Tax records

8. PROCESSING OF PERSONAL INFORMATION

8.1 Purpose of Processing Personal Information

The School processes Personal Information to lawfully and legitimately support the school's operation as an independent school.

Our school collects Personal Information about pupils and their families when necessary to:

- *Process applications of prospective pupils.*
- *To fulfil legal requirements*
- *provide a safe and secure school environment.*
- *Provide learners with quality education.*
- *Provide references for current and past learners.*
- *Administer learners' entries into third party assessments and the IEB.*
- *Learner's progress and reports.*
- *provide appropriate pastoral care, support pupils' social and emotional wellbeing, and health.*
- *support operational management of the school including administration of pupil records.*
- *the administration of invoices, fees and accounts.*
- *Management of the Grace College Campus.*
- *Health and Safety on the Grace College Campus (Including CCTV).*
- *the administration and implementation of the school's rules and policies for learners and staff.*
- *the maintenance of historic archives and other operational purposes.*
- *make reasonable adjustments and support for pupils with special needs.*
- *communicate with parents about pupils' schooling matters and celebrate the efforts and achievements of pupils.*
- *maintain the good order and management of the school.*
- *Use of images to promote Grace College on our Social Media, Newsletter, The School magazine and the School website.*
- *Use of articles and images for promotion through local publications.*
- *and promote the school in local publications to celebrate the efforts and achievements of learners.*

Our school collects PI about staff, prospective staff and contractors when necessary for:

- *Staff recruitment*
- *the administration of staff records*
- *contractor administration*
- *Staff HR Matters*
- *staff appraisals; disciplinary procedures;*
- *Staff References*

8.2 Description of the categories of Data Subjects and of the information or categories of information relating thereto

Categories of Data Subjects	Personal Information that may be processed
Customers / Clients	name, address, registration numbers or identity numbers, employment status and bank details
Prospective Customers / Clients	name, address, registration numbers or identity numbers, employment status, Child's Educational History
Service Providers	names, registration number, vat numbers, address, trade secrets and bank details
Employees	Name, address, identity numbers, police clearance, employment equity, qualifications, gender and race

8.3 The recipients or categories of recipients to whom the personal information may be supplied

Category of personal information	Recipients or Categories of Recipients to whom the personal information may be supplied
Identity number and names, for criminal checks	South African Police Services
Qualifications, for qualification verifications	South African Qualifications Authority

Category of personal information	Recipients or Categories of Recipients to whom the personal information may be supplied
Credit and payment history, for credit information	Credit Bureaus

8.4 Planned transborder flows of personal information

The following types of activity give rise to trans-border Personal Information flows in accordance with the specified purpose of the School. These include, but are not limited to:

- Enrolled pupils who are residents of another country
- Alumni who reside outside of South Africa
- Providing information to universities outside of South Africa for enrolment purposes.
- The intention of pupils to enrol at educational institutions outside South Africa and where the provision of PI is necessary to facilitate enrolment
- Pupils applying for Exchange, President Award travel or any College trip outside South Africa

8.5 General description of Information Security Measures to be implemented by the responsible party to ensure the confidentiality, integrity and availability of the information

Grace College is obliged to provide adequate protection for the Personal Information we hold and take reasonable steps to prevent unauthorized access or disclosure of such information. Policies are in place around the use of technology and devices, and access to school systems, for both our pupils and staff.

We will, on an ongoing basis, continue to review our security control and related processes to ensure that your Personal Information. remains secure.

To improve the Security of information in our organisation, the following procedures have been put in place.

- *Limiting the access and number of databases where Personal Information is stored.*
- *Reducing the number of hard-copy records kept on campus;*
- *Limiting access to hard-copy records and monitoring the access thereof;*

Instituting and maintaining a variety of electronic safeguards which include:

- *Firewalls*
- *Password protection*
- *Limit controlled Cloud Storage*
- *Safely Shredding documents no longer needed.*
- *Employing physical barriers such as locks and access control mechanisms*
- *Installation of security cameras to monitor access*

9. AVAILABILITY OF THE MANUAL

9.1 A copy of the Manual is available-

9.1.1 on www.gracecollege.co.za, if any;

9.1.2 head office of Grace College for public inspection during normal business hours;

9.1.3 to any person upon request and upon the payment of a reasonable prescribed fee; and

9.1.4 to the Information Regulator upon request.

9.2 A fee for a copy of the Manual, as contemplated in annexure B of the Regulations, shall be payable per each A4-size photocopy made.

10. UPDATING OF THE MANUAL

The head of Grace College will on a regular basis update this manual.

Issued by



Mr Vincent Thomas Luksich
Headmaster