

STADIO



STADIO LANGUAGE POLICY

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Policy Owner:	CEO
Institutional functionary responsible:	Chief Academic Officer

1. PREAMBLE

This Policy gives effect to the Constitution, specifically section 29(1)(b): access to higher education; and section 29(2): language in education, read with section 9: the equality provision.

In acknowledging South Africa's multicultural and multilingual diversity and recognising that the STADIO community reflects this reality, it gives expression to STADIO's commitment to multiculturalism and the promotion of African languages, as well as the South African sign language.

2. PURPOSE

Taking cognisance of the historic and current underdevelopment and undervaluing of indigenous official languages, the Policy provides a framework to guide language management and use at STADIO and for the advancement of multilingualism at STADIO.

The Language Policy describes the conditions governing the provision of communication, record-keeping, epistemic access, instruction, and scholarship.

3. PRINCIPLES

STADIO recognises:

- 3.1 that language should not act as a barrier to access, equity, and success;
- 3.2 that language fosters a sense of ownership and belonging and is an important contributor to transformation;
- 3.3 the educational benefit and value of teaching and learning in the student's language of choice;
- 3.4 the need for its graduates to have a high level of proficiency in English in order to be competitive both locally and globally; and
- 3.5 the Constitutional right to receive education in the official language/s of choice with appropriate consideration for the factors of practicality and feasibility.

4. SCOPE

The Language Policy includes reference to all employees and students of STADIO and any third parties.

5. DEFINITIONS AND TERMS

Access: The ability, right, or permission for students to enter an institution of higher learning and specifically STADIO.

Board: Refers to the Board of Directors of STADIO.

Epistemic access: The successful process of knowledge acquisition and dissemination through enabling teaching and learning pedagogies.

Foreign language: A language which is not indigenous to South Africa and not official according to section 6(1) of the South African Constitution, 1996.

Indigenous languages: an indigenous language is a language that is native to a region or country and spoken by indigenous people.

Language of teaching and learning: The language that is used to teach and learn at STADIO.

Multilingualism: The effective use and promotion of multiple languages either by an individual speaker or by a community of speakers.

Official South African languages: Sepedi, Sesotho, Setswana, siSwati, Tshivenda, Xitsonga, Afrikaans, isiNdebele, English, isiXhosa, and isiZulu.

6. LANGUAGE OF COMMUNICATION

- 6.1 English is the language of communication for business and will apply to administration, documentation, information technology, instruction, tuition, assessment and moderation, internal and external written and verbal communication, library services, and record-keeping.
- 6.2 All official meetings and proceedings are conducted in English.
- 6.3 Official communication will be gender-neutral or gender-inclusive.

7. LANGUAGE OF TEACHING AND LEARNING

- 7.1 English is the language of teaching and learning except for the study of a language module other than English.
- 7.2 All formal teaching and learning material, formative and summative assessments, as well as other formal tuition activities, will be in English only.
- 7.3 STADIO will endeavour to ensure that completed theses or dissertations have electronic abstracts available in the institutional Library in, at least, two official South African languages.
- 7.4 All staff and students will be sensitised about the need to counteract possible sexism and racism in the language used in teaching and learning, research, and in academic and everyday usage.

8. MULTILINGUALISM

- 8.1 STADIO is committed to the development of the official African languages within its academic programmes, and where feasible, South African sign language.

- 8.2 The offering of additional language modules as electives will be based on demand and financial viability.
- 8.3 Language modules as electives are programme specific and campus specific.
- 8.4 Language modules as electives will be specified in the relevant curriculum outlines.
- 8.5 Academic Faculties, Schools and Departments will be required to continually explore ways in which African languages may be applied as resources in relation to disciplinary knowledge; for example, through compiling multilingual glossaries.

9. STUDENT SUPPORT

- 9.1 STADIO recognises that not all its students will be English first-language speakers. In seeking to avoid language being a barrier to success, STADIO is committed to strengthening existing structures and providing support to students who have been identified as requiring assistance.
- 9.2 Students who are identified through institutional language proficiency and/or diagnostic assessments, or students who voluntarily identify themselves as requiring language assistance in their first year of study, will be provided language support by the Centre for Student Success.
- 9.3 Academic Faculties, Schools and Departments will be requested to regularly assess the extent to which curriculum and teaching-learning methods employed are appropriate for students for whom English is an additional language.

10. BRANDING AND MARKETING

All signage on the campuses will be in English: however, selected signage may also be in any one/more of the indigenous languages of the region.



11. SOCIAL RELATIONS

STADIO respects the rights of staff and students to participate socially in the language of their choice.

12. LABOUR RELATIONS

- 12.1 Participants at staff and student disciplinary hearings may use any of the official South African languages and South African Sign Language.
- 12.2 An employee or a student at a disciplinary hearing must inform the institution ten (10) working days prior to the commencement of the hearing that she/he will use a language other than English and that she/he will, at own cost, make available translation services to the institution including the provision of an English summary of proceedings to the institution.

13. REVIEW

- 13.1 This policy will be reviewed in accordance with the provisions of the Policy on Policies and Rules.
- 13.2 Any changes to this Policy may only be made with the prior approval of Senate.

14. IMPLEMENTATION

- 14.1 The implementation of this Policy will take place in a phased-in approach, but with necessary regard for the need to positively develop a multilingual community.
- 14.2 The STADIO Senate will monitor and review the implementation of the Policy through the Schools and report to Senate on an annual basis detailing the progress made and innovative proposals for the following year to further establish the principles of this Policy.