

ZIMBABWE CATHOLIC BISHOPS' CONFERENCE (ZCBC)

Ugwadlana lwezimiso zokunakekelwa lokuvikelwa kwabantwana.

Njengezisebenzi esivandeni sika Nkulunkulu, iZimbabwe Catholic Bishops Conference (ZCBC) isebenza labobaba labomama, abasakhulayo labantwana kungakhathalekile ukuthi bakhonza luphi ukhoho, bakuluphi uhlangothi lwezombangazwe kumbe loba kuyiphi inhlanganiso ukufakaza ngombuso ka Nkulunkulu lapha emhlabeni ngokutshumayela izindaba zokuziphatha, ezempila kahle, ezifundisayo, ezokuphila lezentuthuko.

Isandulelo

Abantwana baphiwe indawo eqakathekileyo kakhulu kumfundiso zikaJesu Kristu, yena okhangele umntwana amsebenzise ukuchasisa ngombuso ka Nkulunkulu esithi “Bavumeleni abantwana beze kimi, lingabanqabeli ngoba umbuso kaNkulunkulu ungowabanje”(luke 18:16).Lo ngumlandu oqakathekileyo kakhulu ophiwe wonke umuntu ebandleni eliKhatholika ukuba abone ukuthi abantwana bayemukelwa, bagcinwe, bavikelwe ngendlela eqondileyo, baphiwe indawo yabo ebandleni. Wonke umntwana kumele agcinwe kuhle njalo aphantwe kuhle kusazakala ukuthi uyisipho esivela kuNkulunkulu esilelungelo lempilo enhle njalo esilobuntu okumele buhlonitshwe ngoku gweleyo njalo akhuliswe, avikelwe nguye wonke umuntu, Ngalokhu ke I ZCBC isibumbe ugwadlana olumumethe indlela lezimiso zokunakekela lokuvikela abantwana bonke labo abasebenzelana labantwana labasakhulayo balungise indawo ehloniphekayo njalo evikelayo njalo eqakathekisa ubuntu kumbe isithunzi somntwana.

Lolugwadlana olulotshwe yiZCBC lwezimiso zokunakekelwa kwabantwana lwendlela luchaze/luchasise izimiso eziqakathekileyo lezindaba eziqondana lokuvikelwa kwabantwana njalo luyachasisa lindlela okumele kwenziwe ngay lokufunakalayo ukuze umntwana akhuliswe ngendlela engcwele. Izimiso ezilotshwe kulolugwadlana zingasetshenziswa yiloba yiluphi ugatsha lwesikhatholika elizweni lakithi laseZimbabwe ukuze abantwana bavikeleke kukho konke ukuhlukuluzwa komoya, ukuhlukuluzwa enqondweni kanye lasemphefumulweni. Lolugwadlana lubunjwe kulandelwa okumqotho kuma Vangeli kukhuthazwa iqiniso njalo lokuhlonitshwa kwesithunzi somuntu ikakhulu

abantwana njengokuhlonitshiweyo kuma Vangeli won athi “lowo owamukela omunye wabantwana abanje ebizweni lami lalowo owamukela mina, kamukeli mina kodwa wamukela yena ongithumileyo (Mark 9:37). Ugwadlana lolu luyancedisa ingatsha zethu zesikhatholika ukuba zihloniphe impilo zabantwana bona abayisibonelo sothando lukaNkulunkulu kithi. Emhlanganweni we Declaration of Rome World Congress Child Dignity in the Digital World 6 October 2017 uPhapha u Francis wokuqala wakhuluma wathi “ Isizwe singahlulelwa ngendlela esiphatha ngayo abantwana”. Wagcizelela njalo esithi umntwana wonke ulempilo yakhe etshiyene leyomunye, iqakathekile njalo iligugu njalo wonke umntwana ulelungelo lokuhlonitshwa isithunzi sakhe lokuvikelwa.

Ukunakekelwa lokuvikelwa kwabantwana kungumlandu womuntu wonke. Sonke kumele siphatheke kulo umlandu njalo kumele sikwenze ngokukhuthala.

Angathi umsebenzi, imizamo lakho konke okwenziweyo kwalotshwa kulolugwalo lokunakekelwa lokuvikelwa kwabantwana kungasipha isibindi lethemba ukuba senelise ukukhuthaza ukuvikelwa kwabantwana sisenzela ibandla kanye lesizwe. Angathi uNkulunkulu angasibusisa emsebenzini wethu.

+Bishop Rudolf Nyandoro
Bishop Chairman
ZCBC Education Commission

AMAZWI OKUBONGA

- Ngithanda ukubonga msebenzi owenziwayo kusetshenzwa ndawonye lemibono eyethulwa ukuba ihlolisiswe yiZCBC andubana kulotshwe lolugwadrana lwezimiso zokunakekelwa lokuvikelwa kwabantwana. Ukubumba umthetho kumbe izimiso ezikhangelane lokuvikela abantwana ukubabangalinyazwa lendlela indaba lezi eziphathwa ngayo kungumbono omuhle kakhulu Ngokuzwisisa lokhu, I ZCBC ikubone kulesingo sokuba kubunjwe lolugwadrana lwezimiso zokunakekelwa kwabantwana. Lokhu ke kweza kube lendlela ehlelekileyo njalo ekhululekileyo ebantwaneni bonke abakuzingatsha zesikhatholika, kuma Parish, kuma College, kuzikolo zemfundo engaphezulu lasezikolweni zemfundo yaphansi elizweni lethu lase Zimbabwe.
- Ukubonga kwethu futhi okukhulu kuyaku Arch/Diocesan Education Secretaries ngosekelo lwabo. Sr C. Gowo LCBL (Archdiocese of Harare). Mrs Kaseke (Archdiocese of Bulawayo), Sr P. Rubaya SJI (Gweru Diocese) Fr S Chetse (Mutare Diocese), Mr S.G Muchimwe (Gokwe Diocese) labameli be CMRS, Fr J Arimoso SJ lo Sr A Rodrigues OLS.
- Ngithanda njalo ukunanzelela lokubonga umsebenzi omuhle lokuzinikela lokuzimisela okutshengiswe yizisebenzi ze Education Commission ngokulandelana kwazo: Constance Chifamba, Leocadia Ncube lo Theresa Sanyatwe.
- Ukuphumelela kokubunjwa lokuhlolisiswa kwalolugwadrana bekungeke kwaphumelela singelasekelo lwabangane brthu abasiphathisileyo ngemali. Sonke sibizwe ukuba sinakekele njalo sivikele abantwana, lokhu kungumlandu wethu ebandleni. Sikhusele indlela enhle engcwele kulabo esibafundisayo sikhulisa njalo lokubunjwa kwesimilo sabafundi kuzigaba ezitshiyeneyo ezikolweni, emaparishini, kuzindawo ezigcina abantwana, ezibhedlela lakuzozonke izingatsha zesikhatholika.
- Angathi uNkulunkulu angalibusisa lonke.

Sr Dr Theresa Nyadombo HLMC
ZCBCC National Education Coordinator.

UKUZIMISELA/UKUZINIKELA

1.0 ZIMBABWE CATHOLIC BISHOP'S CONFERENCE

UKUZIMISELA EBANTWANENI

Ugwalo lwezimiso lolu lutshengisa indlela I ZCBC ezimisele ngayo ukunakekela lokuvikela abantwana kuyoyonke indlela engabalimaza, I ZCBC izaqhubeka isenza inhlelo eziphathelane lokunakekelwa kwabantwana labasakhulayo kuma Parish lakuzindawo zamakhatholika . Ugwadlana lolu njalo luzadinga ukuba kugcinwe indawo elungileyo ezakwenqabela ukuthi kungabi lokuhlukuluzwa kwabantwana loba ngayiphi indlela. I ZCBC ithanda bonke abantwana ngokulinganayo, belandela imfundiso ka Nkulunkulu njalo le khathekhizima lokholo lwebandla elikhatholika ethi “ Ngokwenziwa ngomfanekiso kaNkulunkulu omunye lo munye wethu ulesithunzi sokuba ngumuntu hatshi abemunye labanye. Umuntu ubiziwe ngomusa ukuba abelesivumelwano lomdali wakhe, ukuba azinikele ngokupheleleyo akholwe kuye njalo athande ngothando, olungazake luvele kwesinye isidalwa. (Catholic Catechism No 1730-1735)

I ZCBC iyethula lezimfundiso ngendlela ezehlukeneyo ezesikhatholika zona zifundisa njalo zixhase izimuli labantwana bonke abangaba sengozini yokuhlukuluzwa. I ZCBC iyananzelela umsebenzi wayo ukuzee abantwana babelethemba kubo njalo bayananzelela umlandu abalawo kuzimuli lakumaqembu abasebenza phakathi kwawo ngokukhetha abantwana kuzozonke izindlela zokuhlukuluzwa ezitshiyeneyo. Njengoba u Jesu ngokwakhe esithi “Vumelani abantwana beze kimi, lingabanqabeli, ngoba umbuso ka Nkulunkulu ungowabanje, Ngiqinisile ngithi kini; ilowo lalowo ongamukeli umbuso ka Nkulunkulu njengomntwana kasoze angene kuwo” (Mark 10:13-16).

1.1 UMBONO OBANZI

- Ukuncedisa ukukhulisa abantwana ngendlela engcwele kukhangelelwe ikakhulu indlela akhula ngayo ngomzimba, ukuzikholisisa ehalngene labanye abantwana, ekucabangeni, ezifundweni zesikolo njalo lempilweni yokholo.

1.2 INJONGO/INHLOSO

- Ukukhulisa indawo ehlonipha, ekhusela njalo engwalisa izinswelo lamalungelo abantwana ngokuvuselela abangane labasebenza bencedisa labantwana belimukise/

benanzelela izindaba eziphathelanelokunakekelwa lokuvikelwa kwabantwana ngokuhlala befundiswa ubuciko.

1.3 OKUQAKATHEKISWA EMPHAKATHINI.

- Ukuzimisela, ukusebenza ndawonye, uthando, ubuntu lesithunzi.
- Ukuthula, okusegekeni, ukuphendulela izinto, iqiniso lokuthembeka.
- Uzwelo, inhlonipho, ukungabi lobandlululi , umkhuleko lokumela indlela eyabanga ubuntu.

1.4 UKUJULA KWEZIMISO

I ZCBC iyananzelela amalungelo abantwana lemilandu yabantwana lesidingo sokuba abantwana bavikelwe kuloba yikuhpi ukuhlukuluzwa, ukulinyazwa lokuthengiswa kwabantu bebanjwa ngamandla. Lokhu kungakhangelelwa njalo kuzakwakhelwa kuzimiso ezine zamalungelo abantwana njengokumiswa yi United Nations Convention ngamalungelo abantwana , kukhangelelwe okuthakazelelwa ngumntwana, umntwana avunyelwe ukuphathisa njalo umntwana avunyelwe ukuphila ekhuliswe kuhle.

1.5 IZIMISO ZE ZCBC/ OKUMISWE YI ZCBC

- Abantwana kumele bavikelwe yizisebenzi ze ZCBC njalo lalabo abazinikeleyo ukusebenza ngaphansi kwe ZCBC bengatholi mbadalo kungakhathelekile ukuthi abantwana laba bakuwuphi umkhono wesigaba selizwe, ebandleni loba phandle kwezindawo ezigcinwe libandla. Bonke abantu abadala labantwana bavikelwa yilezi zimiso kungakhethwa ukuthi bangumhlobo wuphi, bakholwe luphi ukholo, benelise kuphi, bacabangani, bakhulumani kanye lokuthi bavela emulini ezinjani.
- Izimiso lezi zizasetshenziswa kuzozonke ingatsha zesikhatholika eZimbabwe. Lezingatsha zizaveza ngokusobala injongo yezimiso lezi kwabantwana kanye labacebisa lezi zisebenzi. Izimiso lezi zichasisa okuhloswe yiZCBC ngale indlela:

1.5.1 UKUNGABI LAMAKHETHE

- Ukucwayisiswa kokungaziphathi kuzakhangelisiswa ngendlela esegekeni kungafihlwa lutho njalo kungabandlululwa muntu.

1.5.2 UKUVIKELEKA

- I ZCBC izathathela phezulu indaba nxa kuthe kwabikwa ngokungaziphathi kwalabo abagcine abantwana lokuhlukumezwa kwabantwana ukuze labo bantwana bathole ukuvikelwa okufaneleyo.

1.5.3 KUZATHATHA ISIKHATHI ESINGANANI

- Kuzakwenziwa yonke imizamo ukuze ukucwayisiswa kwendaba lezi kuthathe isikhathi esifitshane.

1.5.4 UKUGCINA IMFIHLO

- Ukwenelisa ukwehlukana indaba eziyimfihlo lemibiko eyimfihlo.
- Konke okumayelana ngomntwana okungadonsela ekutheni kwazakale ngomuntu oyabe emhlukuluzile kumele kuhlale kuyimfihlo, kwazakale kuphela kusetshenzwa lolodaba ngabaluphetheyo. Lokhu kuqakathekile ukuze kuvikele lababantu bobabili (umntwana lo mahlukuluza).
- Kumele kunanzelelwe ukuthi nxa kucwayisiswa izindaba kungacini kungcona ibizo lomuntu olungileyo.
- I ZCBC izathatha amanyathelo ngalowo ozaveza kumbe akhulume indaba eziyimfihlo eziphathe lane lokuhlukuluzwa komntwana / kwabantwana esazi.
- Kuqakathekile ukuba labo abacwayisisa ngodaba bananzelele ukuba umahlukuluza laye uyavikelwa ngasikhathi sinye kulungiswa ukuthonisa kwecala ngokusemthethweni.

1.5.5 ABALETHA IZINDABA

- Konke okubikwayo kuzaphathwa njengemfihlo. Isisebenzi esiqhatshwe yi ZCBC kumbe lowo osebenza ngokuzinikela engatholi mbadalo engaphansi kwe ZCBC uzavikelwa ngazonke izindlela engathuselwa loba angathwaliswa nzima nxa ethe walimukisa abe ZCBC ngokuhlukuluzwa komntwana othile.

1.5.6 ISITHUNZI /UBUNTU

- Isithunzi somntwana ohlukuluziweyo, abafakaza lokhu kanye lesiqhatshwa lesi esetheswe icala sizahlonitshwa ngasonke isikhathi.

1.5.7 UKUSEBENZELANA LABAZALI/ABAMELE ABAZALI

- I ZCBC izasebenza ndawonye labazali lalabo abangabameli babazali ukunakekela abantwana. Izakhangelisisa njalo okuswelakalayo emntwaneni ohlukuluziweyo lakumzali/omele umzali incedisa abalohlupho kugxilwe ekuhlolisisweni lekucangeni okwesikhathi eside ukuze kuphele lokhu kuhlolisiswa.

1.5.8 UKWAHLUKANISWA KOKUCWAYISISWA LAMANYATHELO OKUMELE ATHATHWE.

- Umuntu okhethwa ngulowo okhangele ngokunakekelwa kwabantwana kumbe olesikhundla esiphezulu ukuba acwayisise ngokuphelelyo udaba kumele abengumuntu ongakhethi muntu njalo ongatholakali esola lo owetheswa icala kungakacwayisiswa lolodaba. Lokhu kuqakathekile nxa lowo owetheswa icala kuzatholakala ukuthi kumele abhalelwe kuphela incwadi yokumkhuza loba yokumxotsha ukuba angasasebenzi kuzingatsha zesi khatholika.

UKULANDELWA KWEMITHETHO

2.1 IZIMISO ZE ZCBC MAYELANA LOKULANDELWA KWEMITHETHO LEZINQUMO.

- ❖ Izimiso ze ZCBC zibunjwe kunanzelelwa ukuba kumele zihambelane kumbe zisetshenziswe zinhlangothi zomhlaba wonke lakuzindawo zakuleli ezikhangele ngokuphathwa kwabantwana lezinye inhlanganiso eziqondene lalokhu.
- ❖ I ZCBC iyananzelela njalo umthetho osetshenziswa libandla elikhatholika umhlaba wonke .Izimiso lezi zifakwe ukuba zihambelane le New Code of Canon Law 1983: No 135 le Congregation Major Religious Superiors (CMRS) Protocol for Dealing with Allegations of Misconduct (2012).
- ❖ International and Legal Statute
- UN Convention on the Rights Children (UN CRC); 1990.
- African Charter on the Rights and Welfare of Children (AC);1995.
- Constitution of Zimbabwe No.20:2013.

2.2 ABANTU / AMAQEMBU APHATHELENE LALOKHU

- Okumumethwe yilolugwadelana lwezimiso kusebenza kulabantu abalandelayo:

- Wonke amalunga e ZCBC aphathisa ngezokholo kugoqela amaBishop; abafundisi, izidelamhlaba kanye lamakholwa onke/ lebandla lonke.
- Bonke abasebnza kuzingatsha zebandla elikhatholika e Zimbabwe abasebenzelana lezingatsha zesikhatholika.
- Bone abazinikele ukusebenza bengatholi mbadalo lalabo abasebenzelana lezingatsha zesikhatholika.
- Bonke abakhangele imisebenzi kanye lamalunga abo.
- Abazali abasebenzelana lezikolo bekhangele ukuphathwa kwabantwana lokuthuthukisa izikolo.
- Abzali babantwana lalabo ababa ngaba meli babazali begcine abantwana ngokusemthethweni.
- Loba nguwuphi umuntu ovunyelwe ukufinyelela abantwana kungatsha zethu gzesikhatholika.

2.3.1 UMSEBENZI WALABO ABAKHANGELE UKUNAKEKELWA LOKUVIKELWA KWABANTWANA.

- Labo ngabantu abakhethiwa phakathi kwezingatsha ezitshiyeneyo abaphiwe umlandu wokukhangela indaba eziphathelane lokunakekelwa lokuvikelwa kwabantwana. Bakhokhela yonke imihlangano yequla labantu abakhethiweyo lemisebenzi ephathelane lokunakekelwa lokuvikelwa kwabantwana. Bayasebenzelana njalo lezinye inhlanganiso ukuze bahlale belolwazi ngezindaba eziphathelane lokuvikelwa lokunakekelwa kwabantwana.
- Bemukele indaba ngokucatshangelwayo kumbe ngokwenzakeleyo.
- Kumele kulandelwe kuhle udaba lolu kucingisiswe ukuthi yikukhathazeka, yikucabangela ukuthi kungabe kwenzakeleni, kumbe ngempela kwenzakele njalo kukhona yini okukhulunywayo ngokuhlukuluza okwenziwa ngabaqatshwa loba labo abasebenza begatholi mbadalo abazinikelayo. Kumele njalo kwaziswe abaphezulu abakhangele lokhu.
- Kumele kulungiswe ugwalo lapho okuzagcinwa khona konke okumayelana lomntwana. Konke okwenzakalayo emntwaneni lokuthi udaba lwafika njani. Lokhu kwenziwa masinyane nxa sekukile udaba ngomntwana kubhalwe isikhathi, ilanga njalo lo owemukele udaba abhale ibizo lakhe.

- Oletha udaba kumele achasiselwe kuhle ukuthi indaba izaphathwa njani lokuthi izaba yimfihlo. Nx kutholakala ukuthi umntwana usengozini ngalelsosikhathi kumele kutshelwe masinyane labo abasebenza mgalokho.
- Yazisa abasebenza lokho ukuba sekulo mbiko ofikileyo njalo ukhuthaze ukuba umntwana avikelwe masinyane.
- Dinga ukhulumisane labacwayisisa ngezindaba lezi, uxoxisane labakhangele indaba lezi nxa kulesidingo.
- Ikheli lenombolo zocingo zalabo abakhangele ngokunakekelwa lokuvikelwa kwabantwana kanye lequla labantu abakhethiweyo kumele zibhalwe zinanyathiselwe kuzingatsha zesikhatholika ukuze umuntu ocabangela ukuthi kulomntwana ohlukuluzwayo akwazi lapho angathola khona usizo.

2.3.2 UMLANDU WALOWO OKHANGELE NGOKUNAKEKELWA LANGOKUVIKELWA KWABANTWANA LEQULA LAKHE.

- Iqula lelo lizakupha ulwazi liseluleka ngokunakekelwa lokuvikelwa kwabantwana ngokunjalo bazancedisa lowo okhangele ngokunakekelwa kwabantwana ukucwayisisa izindaba.
- Bazasetshenziswa ngabantu abezwa bekhathazekile ngokuvikelwa langokuphathwa kwabantwana kuzingatsha ezitshiyeneyo.
- Bazaphatheka emihlanganweni ephathelane ngokunakekelwa lokuvikelwa kwabantwana eqoqwe zingatsha ezitshiyeneyo lamanye amaqembu.
- Bazacebisa lowo okhangele ngokunakekelwa lokuvikelwa kwabantwana lequla lakhe ngendaba eziphathelane lokuvikelwa kwabantwana.

2.4 UMLANDU WE ZCBC

- I ZCBC ngokwayo izaba lomlandu lowu:

2.4.1 UBUKHOKHELI

- ❖ Ngumlandu we ZCBC le Conference of Major Religious Superiors (CMRS) .
- ❖ I ZCBC le CMRS zilomlandu wokusebenza masinyane njalo ngendlela efaneleyo nxa kuthe kwabikwa ngezindaba zokuhlukuluzwa komntwana. Kumele babone ukuthi konke kuyalungiselelwa ukuze lezizindaba zemukelwe njalo zisetshenzwe kuhle ngendlela okulotshwe ngayo kugwalo olwalotshwa yi ZCBC kanye le CMRS,

olulesihloko esithi “ A Pastoral and Procedural Protocol for Dealing with Allegations of Misconduct (2012).

- Kumele kubonakale ukuthi indaba eziphathelane lokuvikela abantu ziyafika ebantwini zilethwa yilabo abakhethelwe khonalokhu.
- Kumele kukhangelisiswe njalo kulandelelwe kubonakale ukuthi lokhu kuyenziwa , kusetshenziswa konke okumayelana lalo umsebenzi kumadiocese lakungatsha zesikhatholika lapha kweleZimbabwe.
- Ukuhluzwa lokukhangelisisa lezi zimiso lindlela okwenziwa ngayo sonke isikhathi emva kweminyaka emithathu
- Kumele kubonakale ukuthi indlela lezi ezisetshenziswayo ukunakekela aabantwana ziyasetshenziswa lasezikolo, ezikolweni zemfundo ephezulu, ezibhedlela, ebandleni lakuzozonke inhlanganiso ezikhangelane lokunakekelwa kwabantwana.
- Ukubunjwa kwequla elicebisa labo abakhangele ngokunakekelwa langokuvikelwa kwabantwana elizweni lonke jikelele libunjwa ngabantu abaziwayo, abazi lo umsebenzi njalo abake basebenza izindaba eziphathelane lokunakekelwa lokuvikelwa kwabantwana. Amaqual afana lalawo azabunjwa asebenze kuma Arch/Diocese wonke ukuze aqhubekisele phambili imisebenzi ekhulunyawo kulolugwadolwana.

2.4.2 UKUPHUMELA EGCEKENI

- I ZCBC yiyo ezathatha amanyathelo nxa sokube lobufakazi bokuthi izimiso zokunakekelwa lokuvikelwa kwabantwana kazisalandelwanga ngendlela eqondileyo.
- I ZCBC izakhangelisisa lokhu ekuthole kuzingatsha ezitshiyeneyo ihlolisisa izimiso lezo, ukusetshenziswa kwazo lindlela okulandelwa ngayo ilungisise lapho okuswelakala khona.
- I ZCBC izimisele ukuthatha amanyathelo kulabo abangaziphathi kuhle ibaqondise.

2.4.3 UKUKHANGELISISA LOKUHLUZA

- I ZCBC ilomlandu wokukhangelisisa lokuhluzwa indlela lezi ezifakiweyo zokunakekelwa lokuvikelwa kwabantwana njalo lokugcizelela nxa kulesidingo.
- Izimiso ze ZCBC ezikhangele ukunakekelwa lokuvikelwa kwabantwana lindlela ezilandelwa ngayo zizahlolisiswa sonke isikhathi ngemva kweminyaka emithathu.

2.4.4 IMISEBENZI EMELE YENZIWE ZINGATSHA ZESIKHATHOLIKA

- Ukukhangelisa lokuhluzisa ukusetshenziswa kwezimiso.
- Ukukhetha umuntu ozakhangela ngokunakekelwa langokuvikelwa kwabantwana.
- Ukukhetha iqula labantu elikhangela ngokunakekelwa langokuvikelwa kwabantwana.
- Ukuphatheka kunhlelo zoufundisa bonke labo abantu abakhangele lokhu.
- Ukwethula ugwalo lwendlela yokuziphatha kubo bonke abaqhatshwe kungatsha zesikhatholika lalabo abazinikela ukusebenza bengatholi inzuzo kulezizingatsha.
- Ukunanzelisa abazali, abameli babazali ngokusemthethweni, izikolo zemfundo ephezulu, abasezigabeni lapha abantu abahlala khona, kumaParish kanye lezinye indawo ngendaba eziphathelelane lokunakekelwa lokuvikelwa kwabantwana.
- Ukuhluzwa kwezindaba eziphathelelane lokunakekelwa lokuvikelwa kwabantwana emva kwesikhathi esithile kuzingatsha zesikhatholika.

UKUBUMBA UGATSHA OLUVIKELEKILEYO

3.0 IZINDLELA ZOKUZIPHATHA

- ❖ Ingatsha ezingaphansi kweZCBC zizasebenza kanje:
 - Ukuqakathekisa izindaba eziphathelelane labantwana kukhangelwe kakhulu okulungele abantwana.
 - Ukuqeda zonke indlela ezingenza ukuthi umntwana ahlukuluzwe indlela zakhona yilezi: ukutshaywa, ukubanjwa iganyavu, ukunganakekelwa kanye lokuhlukuluzwa emoyeni loba ekucabangeni.
 - Ukugcizelela kakhulu ngokunakekela lokuvikelwa kwabantwana abagokekileyo ngokulotshiweyo kusisekelo sombuso welizwe leZimbabwe(Section 83 Of the Constitution of Zimbabwe Amendment No.20 of 2013).
- ❖ Amalunga e ZCBC lezingatsha ezisebenzelana layo bazalandela lokhu:
 - Ukuziphatha ngendlela etshengisela ukuhlonipha isithunzi somuntu kulandelwa izimiso zebandla elikhatholika .
 - Ukubumba njalo ukukhangelwa indawo efaneleyo ezakwenqabela ukuhluluzwa njalo lokucindezelwa kwabantwana. Bayekele ukutshaya abantwana lanxa kuthiwa lokhu yikulaya umntwana kumbe nxa kuthiwa kuyavunyelwa ngokwesiko, I ZCBC lamalunga ayo izasebenzisa indlela

eziqondileyo ezingeladlakela ukubona ukuthi abantwana bayaziphatha kuhle endaweni abasebenzela khona ezingaba zindawo ezigcina abantwana, indawo zokufundela , ezibhedlela , ebandleni lasesigabeni lapho abahlala khona.

- Kungakhutshwa imali ukuphiwa umsebenzi, ukuphiwa impahla leminyane imisebenzi kubhadalwa ngokuya emacansini loba kusenziwa okunye okungalunganga, ukwenza okuyangisayo, ukwehlisa isithunzi somntwana kumbe ukucindezela umntwana.
- Kungasetshenziswa ngendlela engaqondanga imithina enjenga ngacomputers, umakhalekhukhwini, tablets lokunye kubukelwa kumbe kukhutshwa , kubunjwa kumbe kudluliselwa phambili imifanekiso kusenziwa izinto eziluhlazo.
- Ukudinga invumo yabazali nxa umntwana eleminyaka engaphansi kwetshumi lesifika minwe mibili (18), nxa kulokwenziwayo okufuna invumo yabazali okunjengokuthi nxa abantwana besiya kumbe besuka esikolweni sabo kumbe kuParishi.Lokhu kumele kwenziwe abantwana bengakathathi lolo hambo njalo kungasetshenziswa abantwana ababagcinileyo kuzinganekwana kusetshenziswa imifanekiso yabo.
- Ukuba yisibonelo esihle utshengisela ukuziphatha okuhle kumbe isimilo esihle ulandela iVangela njalo ulandela umbono obanzi, injongo kanye lokumqoka okumiswe yiZCBC.
- Baxwaye inkulumbo ezingalunganga ezihugayo njalo bangqande imidlalo engacina ibadonsela ukuya emacansini kumbe lokuxoxisana kubi labantwana.

3.1 INDLELA EHLELEKILEYO YOKUQOQA AMALUNGA

- ❖ Ukuqatshwa lokukhethwa kwalowo osebenzela I ZCBC kumbe kungatsha zesikhalika kumele kunanzelelwe ngendlela elandelayo.

3.1.0 UGATSHA OLUQATSHAYO KUMBE OKUFUNWA YIPARISHI KWABADINGA UMSEBENZI:

- Incwadi echaza ngokugcweleyo ibizo, ilanga lomnyaka wokuzalwa lekheli yalowomuntu. Le incwadi kumele ibhalwe lebizu ekucineni ngulowo odinga

umsebenzi njalo izahlolisiswa kukhangelwe incwadi yokuzalwa yalowo muntu kumbe isithupha salowo muntu.

- Uluhlu lwemisebenzi aseke wayenza njalo lezindawo lapho asebenze khona.
- Imvumo yokuba kukhulunywe labantu ababili abangafakaza ngalowo muntu odinga umsebenzi, kungaba ngokuloba incwadi kumbe angeza kukhulunywe kukhangelane lalo ofakazayo.
- Incwadi echaza ukuba kazake atholakale elecala emthethweni elotshwe ngamapolisa ngaleso sikhathi.
- Incwadi elotshwe ngodinga umsebenzi echaza nxa wayewacabangelwa ukuthi ulecala kumbe nxa wake wathonisiswa icala.

3.1.1 UGATSHA OLUQATSHAYO KUMBE IPARISH IZAKWENZA LOKHU.

- Ukucela incwadi kungaziwa muntu kulabo ababeqhatshwe lo osedinga umsebenzi etshengisela ukuthi bangamqhatsha bengela kuthandabuza kumbe bangacela omunye umuntu ongabe eqanjiwe.
- Ukucela labo abafakaza ngokusebenza kwalowo muntu ukuba sewake watatshangelwa kumbe wabotshwa ngenxa yokuphatha kubi abantwana loba ngayiphi indlela. Njengoba injongo ingeyokusebenza labantwana kumele labo bantu bachaze kuhle ukuba lowo muntu odinga umsebenzi ufanele ngeqiniso ukusebenza labantwana. Lapho okucatshangelwa khona kungazange kube lokugwetshwa, abafuna ukuqhatsha lowo muntu bazahlolisisa indaba le benze isinqumo sabo benzanzelela ingozi yokuqhatsha lowo muntu.
- Nxa lokhu okulotshwe ngalo odinga umsebenzi kungathi kutshengisela ukuthi kafanelanga lowo msebenzi, abafakazi bazadingwa baze bazexoxisana labaqhatshi ngendaba yakhona.

3.1.2 Abakhethiweyo bazahlolisiswa bebuzwa ngabahlolayo imibuzo ephathelane lokunakekelwa lokuvikelwa kwabantwana leminywe imibuzo.

3.1.3 Izisebenzi eziqala umsebenzi lalabo abasebenza bengatholi inzuzo bazaphiwa ugwadlwana lwezimiso zokunakekelwa lokuvikelwa kwabantwana njalo bazacelwa ukuba bagcizeleleugwalo lwendlela

yokuziphatha emsebenzini bevuma ukuthi balubalile, baluzwisisa njalo bayavuma ukuba bazalandela izimiso zogwadlana lolu.

3.1.4 Zonke izisebenzi lalabo abasebenza bengatholi inzuzo ku ZCBC bazatholi ukwamukelwa bafundiswe ngokunakekelwa lovikelwa kwabantwana.

3.1.5 Inhlanganiso ezivunyelwe zingatsha zesikhatholika ukuba lezindawo zabantwana kumbe ezifinyelela abantwana zizaloba isivumelwano sokuthembisa ukukhangela ngokunakekelwa lokuvikelwa kwabantwana.

3.2 UKULIMUKISA, UKUFUNDA LOKUFUNDISWA UBUCIKO

3.2.1 UKULIMUKISA IZIMISO

- Zonke izisebenzi ze ZCBC lalabo abasebenza bengatholi inzuzo bazafunda, bazwisise ugwalo lwendlela yokuziphatha emsebenzini njalo bahlale beluhlolisisa lolugwalo nxa kufanele.
- Yonke indawo okusetshenzelwa khona kuzafanekiswa konke okuphathelane lalo oqhatshelwe umsebenzi wokukhangela ukunakekelwa lokuvikelwa kwabantwana.

3.2.2 UKWAMUKELWA KWEZISEBENZI ZE ZCBC

- I ZCBC lalabo abakhokhela izidelamhlaba kumele bafundise ubuciko ngokunakekelwa lokuvikelwa kwabantwana njalo badlulisele ukufundiswa lokhu kuzozonke inhlelo zokuthuthuka. imfundiso le imele igophele lokhu okulandlealayo.
- Ukunanzelela zonke indlela ezitshiyeneyo zokukhukuluzwa kwabantwana.
- Ubuciko bokusiza abalohlupho.
- Umlandu walowo okhangele ukunakekelwa lokuvikelwa komntwana lokubika kubaphathi nxa kukhona okusolekayo kumbe okucatshangelwayo.
- Ukuzwisisa indlela ibandla elibika ngayo njalo lendlela elisebenza ngayo nxa kucatshangelwa ukuhlukuluzwa komntwana.

3.2.3 UKUFINYELELA IZIMISO

❖ Ugwadlwana lwezimiso zokunakekelwa lokuvikelwa kwabantwana luzatholakala ebantwini ezigabeni zabo. Ingwalo ezibikayo ezifundisayo lezokukhulumisana zizatholakala ukuze zichazele abantu esigabeni kanye labantwana ngalokhu:

- Ukunanzelela amalungelo abantwana njalo lemilandu yabantwana.
- Indlela eqondileyo elandelwayo nxa kube lomuntu okhathazeka ngokunakekelwa lokuvikelwa komntwana, ukucabangela loba kutholakala izindaba eziphathelane lokuhlukuluzwa komntwana lokuvikelwa kwakhe.
- Ingatsha zonke zokufundela amaqembu abasakhulayo lezinye ingatsha ezemukela abantwana kumee zibe lemifanekiso efanele abantwana etshengisa abantwana ukuba bangazisa njani nxa becabangela ukuthi kulokuhlukuluzwa kwabantwana.

3.2.4 INDLELA ZOKUPHATHISA

❖ Umuntu ohlukuluziweyo ulendlela aphathiswa ngayo, ohlukuluziweyo kumbe ocatshangelwa ukuba angabe ehlukuluzile uyancediswa laye nxa elohlupho kugxile ekuhlolisiseni lekucabangeni njalo kumele labo abangaba sengozini yokuhlukuluzwa ebandleni bavikelwe.

4.0 INDLELA ZOKWAMUKELA OKUCATSHANGELWAYO

- Nxa kulomuntu ocabangela ukuthi umntwana ongahlukuluzwa, uhlukuluziwe kumbe kungaba lengozi yokuthi angahlukuluzwa kumele bathathe inyathelo masinyane. Ungakhethi ukungenzi lutho njalo njengomuntu osebenza phansi kweZCBC, ukwehluleka ukuthatha amanyathelo kuphambene lezimiso eziphathelane lokunakekelwa lokuvikelwa kwabantwana.
- Wonke amaParishi esiKhatholika Kanye lazo zonke ingatsha zesikhatholika ezisebenza ngaphansi kweZCBC kumbe inhlanganiso yezidelamhlaba zizalandela izimiso lemithetho ngokulotshwa kulezizingwalo nxa kube lokungaphathi kuhle abantwana ababagcinileyo.

4.1 Kuzalandelwa okulotshwe ku “The Zimbabwe Catholic Bishops Conference and Catholic Major Religious Superiors Pastoral and Procedural Protocol for Dealing with Allegations of Misconduct (2012) nxa icala lidalwe ngumPristi kumbe isidelamhlaba.

4.1.1 Indlela okusetshenzwa udaba ngayo nxa kuthe kwabalokungaziphathi kuhle kwabasebenza labantwana njengoba kulotshwe yiZimbabwe Ministry of Primary and

Secondary Education, Ministry of Health and Child Care, Ministry of Labour and Social Welfare njalo Ministry of Home Affairs.

4.2 UKUKHETHWA KWABANTU ABAFANELEYO

- UMBhishopi kumbe uMajor Religious Superior uzakhetha iqula labantu leDiocese ekhangele ngokunakekelwa langokuvikelwa kwabantwana njalo lozabela inhlanganiso ethile yezidelamhlaba ozakhangele ngokungaziphathi okuthize kwalabo abakhangele abantwana nxa sekuthe kwabikwa.
- IParashi yinye ngayinye kumbe ugatsha lwesikhatholika lunye ngalunye luzakhetha iHofisi ezakhangelisisa kakhulu ngezindaba eziqondene lokunakekelwa lokuvikelwa kwabantwana.
- Lowo okhethelwe ukusebenza ekhangele ukunakekelwa lokuvikelwa kwabantwana uzasebenza lequla labantu elikhethiweyo leDiocese ekhangele ukunakekelwa lokuvikelwa kwabantwana labakhethiweyo kuzidelamhlaba Kanye lenhlangothi ezitshiyeneyo zikaHulumende kumbe inhlanganiso ezizimele zodwa eziqondene lalokhu ezisebenza ngokufaneleyo zisebenzela abantwana.
- Ugatsha lonke lwesiKhatholika luzakuba lequla labantu elikhethiweyo elikhangele ngokunakekelwa lokuvikelwa kwabantwana ngendlela enje:

(a) Okhethelwe ukukhangele ngokunakekelwa lokuvikelwa kwabantwana (CSO)

(b) Inhlolo yogatsha lolo kumbe lowo okhethelwe ukuba amele lologatsha

(c) Lowo omele ugatsha lukahulumende lusebenzelana labantu esigabeni

(d) Umuntu/abantu abangaba lolwazi kumbe abake basebenza bekhangele ngokunakekelwa lokuvikelwa kwabantwana

(e) Kungakhethwa umntwana oyedwa kumbe ababili ukuba babeyingxenywe yale ikhomidi

(f) Umzali kumbe abazali ababili lalabo abamele abazali ngokusemthethweni bangangena kule ikhomidi

Kuzakuba ngumsebenzi wale iqula labantu elikhethiweyo ukuba ikhangelisise njalo iqoqe yonke imibiko ephathelane lokunakekelwa lokuvikelwa kwabantwana. Iqula labantu elikhethiweyo lingaxoxisana lequla labantu yeDiocese idinga ukwelulekwa kuloba yiluphi

udaba oluphathelane lokunakekelwa lokuvikelwa kwabantwana kumaParishi,amaMission lakuzingatsha zesiKatholika

4.3 UKWETHULWA KOMBIKO

- Loba nguwuphi umuntu olokusola ngokuvikeleka komntwana othile kumele abike kumbe azise ngokuphangisa lowo okhangele ngokunakekelwa lokuvikelwa kwabantwana.
- Nxa sekutholakele ukuthi lokho okwenzakeleyo kuphambene lemithetho yelizwe (ikakhulu amacala ngakwezase macansini) kumele kuphangiswe kwaziswe abakhangele ngalokhu ukuze baqhubeke bedingisisa njalo becwayisisa ngaloludaba.
- Ukuhlolisisa ngokuqondileyo ukuthi kungadingeka yini ukuba kunxuswe inhlanganiso zangaphandle okugogqela abakhangele ngezempilakahle esigabeni ukwenzela ukuthi kubonakale kuhle ukuba amalungelo omntwana/abantwana aqakathekiswa kuqala.
- Kumele kunanzelelwe ukuba konke okwenzakeleyo kuyagcinwa njengemfihlo ngasonke isikhathi ukwenzela ukukhuthaza labo ababika becabangela kumbe bekhathazeka ngokuhlukuluzwa kwabantwana. Lowo owetheswa icala kumele azwisise ukuba kangeke afuna ukwazi ukuba omcabangela ukuba wenze icala ngubani.
- Nxa ocatshangelwa ukuthi ulecala kumbe wonile elilunga leyinye inhlanganiso yezidelamhlaba, udaba lolu luzakwethulwa ngumkhokheli wakhe kumbe kulowo onguye ophethe kumbe okhangele leyonhlanganiso.
- Yemukela lokho okukhulunywa ngumntwana (akusimlandu wethu ukwahlulela kumbe ukucwayisisa okucatshangelwayo). Kungumlandu wethu ukwamukela izindaba nxa kusolwa kumbe kucatshangelwa ezilethwayo njalo ukulimukisa abakhangele ngokunakekelwa langokuvikelwa kwabantwana.
- Indaba yokucabangela ukuhlukuluzwa kumele iphathwe ngokunanzelela okukhulu. Ungaba lakho konke okuphathelane laloludaba ungananzeleli ukuthi bakhona abanye abangabe bezwe okunye mayelana ngale indaba ongakuzwanga wena. Okhangele ngokunakekelwa lokuvikelwa kwabantwana uzacwayisisa/uzahlolisisa loludaba ekhangelisisa zonke izindaba ezilethwe kuye.
- Chasisela umntwana ukuba wenze into eqondileyo ngokuzokubikela ngalokho okwenzakeleyo.

- Yenza bazi ukuthi ukhona lawe ozamchathekela loludaba.Ungathembisi ukuthi kuzabayimfihlo yenu lodwa kuphela.
- Vumela umntwana akhulume ekhululekile njalo ungazami ukudingisisa okunye angakakutsheli khona.
- Ungabuzi imibuzo ekhokhelela kokungenzakala (engaba ngokucabangela ukuhlukuluzwa kwemacansini)
- Yazisa umntwana ngokulandelayo ozakwenza njalo lokuthi uzabazisa lokuzakwenzakala.
- Bhala phansi konke okuzwileyo usakukhumbula.Ubhale ilanga lesikhathi sengxoxo yenu njalo lesehlakalo esingabe senzakele.

4.4 UKULOTSHWA KWALOKHU OKUCATSHANGELWAYO

- Okucatshangelwayo okubikiweyo ngokuvikeleka komntwana kumbe ukungaziphathi kosebenzayo phambi komntwana kuzadluliselwa ngokhangele ngokunakekelwa lokuvikelwa kwabantwana onguye ozabhala phansi lokhu.Kumele lokhu kubhalwe masinyane nxa sebeth bathola lowo mbiko.Kumele kulotshwe amazwi wonke njengoba ekhulunywe ngulowo obikayo.

4.5 UKWEMUKELA UMBIKO

- Ungakhulumi amazwi atshengisela ukuthi omunye walabo abaqanjiweyo ulecala njalo ungabuzi imibuzo ekhomba okuthile.
- Nxa okutshelayo engumntwana,bachasisele ukuba kulesidingo sokuba udlulisele phambili lo umbiko ukuze lowomntwana kumbe labobantwana bagcinwe endaweni evikelekileyo kumbe bancediswe kuhle ungathembisi.Buza okubakhathazayo kakhulu njalo lokuthi kuyini abesaba ukuthi kuzakwenzeka kibo.
- Zama ukusebenzisa amazwi akhulunywe ngulowomuntu kulokuba uguqule usebenzise awakho amazwi.
- Imibuzo ongayibuza yile enje:

-Kukhona okunye futhi ongangitshela khona?

-Kwenzakale ngaphi njalo nini lokhu?

-Kwasekusenzakalani?

-Uyamazi okhulume lokho kumbe owenze lokho?

- Imibuzo kumele ibemilutshwane loba kulesidingo sokuba ubekwazi okwaneleyo ukuze uthathe isinqumo khonapho masinyane sokuthi umntwana angabe evikelekile yini nxa esuka kuwe ebuyela lapho okwenzakalele khona ukuhlukuluzwa okungaba kungekhaya lapho ahlala khona.
- Zama ukuba lozwelo ungakhethi. Ungatshengiseli ukwethuka, ukumangala kumbe ukuba losizi. Batshele ukuba benze into enhle ngokuza kuwe njalo ubachasisele ngokulandelayo ozakwenza.
- Nxa lowo okutshelayo engumuntu osekulile, zama ukubakhuthaza ukuba bayexoxisana bekhangelene lenhlangothi eziphathelane lalezondaba.
- Loludaba luzahanjiswa kuqula labantu elikhethiweyo elikhangele ngokunakekelwa lokuvikelwa kwabantwana.

4.6 INDLELA ZOKUCWAYISISA/ZOKUHLOLISISA/ZOKUDINGISISA

- Lowo okhokhela abakhangele ngokunakekelwa langokuvikelwa kwabantwana uyabiza umhlangano lequla labantu elikhethiweyo elikhangele ngokunakekelwa lokuvikelwa kwabantwana kungakadluli amahola angamatshumi amabili lane kwamukelwe umbiko ngokuhlukuluzwa komntwana. Umhlangano lo wenzelwa kungatsha eziphathelane lalokho. Umhlangano lo ungenziwa kulamalunga amathathu kuphela equal ngoba enza umhlangano ube khona. Umkhokheli (CSO) nguye olomlandu wokuba ngumngcinsihlalo nxa kusenziwa umhlangano. nxa okucatshangelwayo ukuthi kwenzakele kumbe okwenzakeleyo kutshengisela ukuba kube lokungalandelwa kwemithetho yokuziphatha emsebenzini ekulolugwadlana umhlangano lo uzakwenza lokhu:-

4.7 UKUHLOLISISA INGOZI

- Nanzelela usebenze ngokuphangisa kuzindaba zokuvikelwa kwabantwana esezibikiwe

4.8 UKUTHATHA INYATHELO LOKUMISA UMSEBENZI

- Khangelisisa ukuthi kufanele yini ukuthi uxoxisane labaphathi ukuba bamise isisebenzi kumbe lowo osebenza engaholi inzuzo masinyane kusenzelwa ukuvikela lowo oletha icala labantu esigabeni

- Njengoba konke ukucingisisa kodaba kuzakwenziwa kungela kwethuselwa, lowo owetheswa icala kalacala kuze kufike isikhathi sokuba athonisiswe aficakale elecala ngakho kulungile ukuba lowomuntu amiswe umsebenzi kuze kuqedwe ukucingisiswa kwalolodaba.
- Amalunga equla labantu elikhethiweyo elikhangele ngokunakekelwa lokuvikelwa kwabantwana lizagcina njengemfihlo isizatho sokumiswa umsebenzi salowo osebenzela lologatsha

4.9 UPHENYO OLUGCWELEYO

- Umhlangano okhuluma ngokunakekelwa lokuvikelwa kwabantwana uzabuzisisa ngokuphangisa langokunanzelela konke okwenzakaleyo njalo lokuba kwenzakale njani lokuthi kuyini okubangele lokhu kuhlukuluzwa. Lokhu bazakwenza bona kumbe bazasebenzisa abantu abafanele lo msebenzi njalo ukubuzisisa lokhu kumele kwenziwe ngokuphangisa. Nxa kutholakele ukuthi kulecala elenziweyo lowo ophethe ngokunakekelwa lokuvikelwa kwabantwana uzakhulumisana lequla labantu abakhethiweyo ukukhangela ngokunakekelwa lokuvikelwa kwabantwana ukuze amangale lesi sehlakalo emapholiseni kumbe kwezinye inhlangothi/ingatsha eziphathelane lalokhu.

4.10 OKUMELE KWENZIWE

- Nxa iqula elikhangele ngokuvikelwa lokunakekelwa kwabantwana selihlolisise udaba labona ukuba kulecala elenziweyo kumele loludaba ludluliselwe kulababantu:-
- Inhloko yogatsha
- Uगतsha lukaHulumende olukhangelane lalokho ikakhulu nxa lowo olecala esebenza kuHulumende
- Lowo onguye ophetheyo izidelamhlaba nxa omunye wabo see the wenza icala

4.11 UKUCWAYISISA OKUPHELELEYO

- Nxa kwenziwe icala besekubonakala ukuthi sekwephulwe izimiso zalolugwadrana, iqula labantu abakhethiweyo elikhangele ngokunakekelwa lokuvikelwa kwabantwana lizathatha amanyathelo okudingisisa loludaba. Inhloso yokudingisisa ngokupheleleyo yikukhangelisisa ukuba lokhu okucatshangelwayo kuliqiniso kumbe hatshi.

- Kuyabhalwa phansi konke okukhuluniweyo lokwenziweyo Kanye lempumela yakhona, kulungiswe kuhle kugcinwe kumagwaliba emfihlo

4.12 UKUNCEDISA/UKUSIZA ABAHLUKULUZIWEYO

- Incwadi yeVatican elotshwe ngomnyaka ka2009:UPhapha uBenedict uthi: “IBandla limelwe nguMBhishopi kumbe osebenzelana laye/kumbe omlandelayo, kumele lizimisele ukulalela labo abasinde ekuhlukuluzweni Kanye lezimuli zabo njalo bazinikele ekubancediseni ngokwe zomoya lekuhlolisiseni ekucabangeni.”

Njengoba kulotshiwe kugwadlana lweZCBC leCMRS oluthi ‘A Pastoral and Procedural Protocol for dealing with Allegations of Misconduct (2012), ibandla eliKhatholika eZimbabwe lizinikele, lizimisele ukuba yisibonelo sokwenza okuhle kuzindaba eziphathelane lokunakekelwa lokuvikelwa kwabantwana. Ibandla eliKhatholika limelwe yiDiocese kumbe ugatsha lwezidelamhlaba lizimisele/lizinikele ukunika uncedo lokuphathisa ngendlela ezitshiyeneyo langokwezomoya.

IZCBC iyananzelela ukuthi umntwana ohlukuluziweyo udinga usizo olunengi olutshiyeneyo olunjengalolu/lokhu:-

- Ukunakekela lokuvukela ukulimala kwalowo obika icala lohlukuluziweyo okungaba yikwethuselwa, ukukhulunywa emphakathini, lokulahlwa yimuli kumbe ukungemukelwa esigabeni.
- Ukuncedisa ukwehlisa umonakalo ongaba khona kukhangelwe ezempilakahle emva kokuhlukuluzwa.
- Ukuncedisa ukwelapha umonakalo emcabangweni/engqondweni lasemoyeni kubangelwa yikuhlukuluzwa.
- Ukuncedisa ukuba bagcine njalo bajulise ubudlelwano babo leBandla

4.13 AMANYATHELO OKUTHATHA KULOWO OLECALA

IZCBC ithanda ukubeka sobala ukuthi loba ngubani ohlukuluza umntwana uzamangalelwa emapholiseni njalo angaxotshwa emsebenzini. Abantu abakhethiweyo Kanye lendlela zokusebenza kukhangelwe lokhu bazasebenza ngokukhuthala, ngeqiniso langokuphangisa indaba zokungaziphathi njalo bazaqinisa imithetho ephathelane lokunakekelwa lokuvikelwa kwabantwana kumaPharishi lakuzingatsha zesiKhatholika.

5. UKUTHENGISWA KWABANTU NGOKUTHUNJWA

- Indlela abantu abathathwa ngayo bahanjiswe ukuyacindezelwa besetshenziswa ukuze labo ababathumbileyo bazuze imali. Lokhu kungenzakala phakathi kwelizwe kumbe ukuhanjiswa kwalabantu kwamanye amazwe becatshisiwe. Omama, obaba labantwana bahanjiswa kuhloswe izizatho ezinengi. Babanjwa ngamandla ukuba basebenze kungelambadalo ezitolo ezinkulu, emaplazini, ukuvuna emasimini, imisebenzi yezindlini, ukubanjwa ngamandla kwezemacansini, ukuthatha izidakamizwa, ukutshontsha lobuqili lokutshada ubanjwe ngamandla.

Okumisiweyo kukhangelwe ukuthengiswa ngokuthunjwa kwabantu labantwana:-

- Ukukhuthaza abantwana ukuba bahambe bebanengi/bengamaqembu
- Ukulungisela abantwana labadala indawo evikelekileyo
- Ukunakekela abantwana labadala abagokekileyo abangaba sengozini kunanzeleliswa ukuba kabakho engozini yokulinyazwa
- Ukulimukisa abantu ngendlela ezisetshenziswayo nxa kuthengiswa ngokuthunjwa kwabantu
- Ukukhulumisana yikho okumqoka okungavikela impilo zabantu
- Nanzelelni likhangelisise abantwana sonke isikhathi nxa kulombuthano wabantwana behlangene kumidlalo etshiyeneyo
- Lungisani ugwalo olulotshwe amabizo abantu abehlukeneyo abaletha abantwana labathatha abantwana esikolo ngesikhathi sokufunda

(a) Kumele kukhangelwe kuqala umntwana othengiswe ngokuthunjwa kunanzeleliswa ukuba umntwana angabe eleminyaka emingaki, ukhuliswe njani, ungumhlobo bani, amasiko lolimi lwakhe lakuswelayo ukuba avikeleke

(b) Ukuhlonipha ilungelo lomntwana ukuba akhulume imibono yakhe ekhululekile kuzindaba eziphatelane laye. Ibandla kumele livumele lababantwana bafinyelele ulwazi ngakho konke okuqondane labo okunjenge simo sabo, okufanele bakuzuze lokunye okuphatelane labo njalo lokubuyiselwa kuzimuli zabo.

(c) Kumele kukhangelwe ukuba bayafundiswa ngomthetho langokwengqondo bonke abantu abasebenza labantwana abathengisiweyo ngokuthunjwa. Bafundiswe ikakhulu ngamalungelo lemilandu kundaba eziphatelane labantwana.

UKUTHENGISWA KOMNTWANA NGOKUTHUNJWA

- Ukuthengiswa ngokuthunjwa kubakhona kwabasakhulayo abafunda ezikolo ikakhulu kulabo abasengozini besenziwa yisimo esibathwalisa nzima emulini njalo kubangezindlela ezitshiyeneyo ezinjengokusebenza ubanjwa ngamandla lokucindezelwa ubanjwa ngamandla ukuya emacansini. Abantwana abangaba sengozini ayisibo bemfundo ephezulu kuphela. Abathumbi laba bayazakala futhi ngokunyeyela abantwana abalemnyaka emihlanu yokuzalwa. Abathengisa ngokuthumba laba bangahuga abantwana abangaphansi kweminyaka elitshumi lasifika munwe mibili ngomsakazo wasemoyeni, ukuxoxa ecingweni, abakwenzayo nxa sebephumile esikolo, ezindaweni okuthengiswa khona impahla lalphi okugadelwa khona amabhasi, kumibuthano emincinyane, kumbe belandela abangane kumbe abazabe bezoqhatsha abafundi ezindaweni zokufundela ezemfundo yaphezulu. Ukuthunjwa ngokuthengiswa komntwana kuzakwenzakala nxa umntwana ethe wahugelwa kulutho oluthile injongo yakhona kuyikucindezela umntwana.

LOWO OTHENGISWE NGOKUTHUNJWA UBONAKALA NJANI

- Okungatshengisela ababalisi ezikolo lalabo abaphethe izikolo ukuba balimuke lowo othengiswe ngokuthunjwa:
- Umntwana olovayo esikolo kungekho okuchasisiweyo kumbe okutshengisela ukungathandi ukuya esikolo ngezikhathi ezinengi. Umntwana ohlala ebeleka ngekhaya. Ohlala ehambahamba esiya kwamanye amadolobho. Otshengisela amanxeba emzimbeni kumbe ukutshaywa, ongathandi ukuhlala labantu, ohlukuluziweyo enqondweni kumbe olokwesaba. Owehluleka ukuzithinta kumbe ongasebenzisi kuhle isikhathi sakhe kumbe ongacini kuhle incwadi zakhe ezimveza ukuthi ungubani. Ohlala elambile kumbe engatholi ukudla okwaneleyo osegula, oswela ukunakekelwa kwezempilakahle loswela ukugqoka kuhle.

Nanzelela lokhu:-

- Nxa kukhona okumele kulungiswe ngokuphangisa, bikela ugatsha lwamapholisa esigabeni lapho ohlezi khona kumbe labo okumele balume indlebe ubanika ulwazi ngendaba eziphathele ngokuthengiswa ngokuthunjwa kwabantu.

APPENDIX 1

UKWAMUKELA UMBIKO NGOKUVIKELWA KOMNTWANA

- Nxa kulomuntu ocabangela ngokweqiniso ukuthi umntwana angaba sengozini yokuhlukuluzwa, angabe ehlikuluziwe angahlukuluzwa kumele athathe amanyathelo. Ungabi ngongenzi lutho njalo njengomuntu osebenza ngaphansi kweZCBC ukwehluleka ukuthatha inyathelo kuphambene lendlela okumele uziphathe ngayo njalo kuzakhangelwa njengecala lokungaziphathi.
- Umahlukuluza akumelanga ancweshwe indlebe nxa kusadingiswa ngodaba. Ubufakazi obuqakathekileyo bungalahleka.
- Nxa sekubikelwe abasebenza ngaphansi kweZCBC ngodaba oluphatelane lokuvikelwa kwabantwana, lalala, ubhale phansi lidingisise. Ukubhalwa lokudingiswa kumumethwe yizimiso zalolugwadelana

Lokhu okulandelayo kuchaza indlela umbiko owemukelwa ngawo:-

- Ungakhulumi izindaba ngomuntu ofika lombiko njalo ungabuzi imibuzo ekhokhelela kokwenzakeleyo. Nxa lowo okutshela loludaba kungumntwana chasisa ukuba kuzadingeka ukuba udlulisele phambili lowo mbiko ukwenzela ukuthi labobantwana abaphakathi kwalokhu bagcinwe endaweni evikelekileyo kumbe bancediswe kuhle. Ungabathembisa ukugcina lokhu njengemfihlo. Dingisisa akubahluphayo njalo lokuthi kuyini abesaba ukuthi kuzakwenzeka kubo. Zama ukusebenzisa amazwi omuntu lowo njalo ungawaguquli ukuthi abe ngawakho. Imibuzo ongayibuza yile:-
- Kukhona okunye ongangitshela khona na?
- Kwenzakalela ngaphi njalo ngasiphi isikhatho?
- Kuyini okwalandelayo
- Uyamazi owakhuluma kumbe owenza lokho.?

Buza imibuzo emilutshwane loba nje kuzadingeka ukuba ubuze imibuzo eyeneleyo ukuze wenelise ukukhangelisisa ukuba kuvikelekile yini ukuthi umntwana asuke kuwe ayekubazali bakhe kumbe hatshi. Imibuzo okumele liyenqabele yile;

- Wakubamba yini izitho zangaphansi?
- Kwenzakalela ehofisini na?

- Wawulokwesaba yini?
- Zama ukuba lozwelo ungakhethi muntu. Ungatshengiseli ukwethuka, ukumangala kumbe ukuba losizi. Batshela ukuba benze into enhle ngokuza kuwe njalo ubachasisele ngokulandelayo ozakwenza. Nxa lowo okutshelayo engumuntu osekhlile zama ukubakhuthaza ukuba bayexoxisana bekhangelene lenhlangothi eziphathelane lalezondaba. Abasebenza ngaphansi kwebandla abalokusola abangakuqedisisiyo ngokuvikeleka komntwana kumele balobe phansi bakhulumisane labanye andubana bazidingele bona okwenzakeleyo kuqala.

✚ *Ugwadlwana lolu luguqulelwe esiNdebeleni ngumama uMaria Antonetta Makhuya*