

**Resolutions adopted
at Equal Education's
4th National Congress**

The set of resolutions adopted at Equal Education's (EE) 4th National Congress were consolidated and divided by the Resolutions Committee into two categories:

1. Operations resolutions: this category of resolutions is for the attention of Equal Education's day-to-day operations structures and are not included in this document; and
2. Governance resolutions: these are the resolutions set out below and for which the 4th National Council (NC) will be held accountable for from 2022 to 2025.

EE's Internal Democracy

1. EE should practice the safeguarding policy.
2. Ensure that members of the movement fully understand the duties and powers of each member of the NC. An NC member should report back to members on key resolutions arising from NC meetings (which are held three times a year).
3. Ensure that members of NC exercise their duty to hold the GS and the DGS accountable, using spaces such as NC meetings for reporting back on EE's performance and secretariat meetings where the GS and DGS performance can be assessed against their Key Performance Areas.
4. EE should run annual reflections, with all members, on resolutions adopted at Congress, and progress in achieving them.
5. Before going to another campaign we should check the budget first and not divert all attention from the previous campaign.
6. All EE members should be put in touch with adequate counseling services should they need – including, but not limited to, ICAS.
7. EE must provide clarity between EE's operations duties and NC, to members, every year.
8. Membership cards should be received six months after becoming a member and renewal of R10 must be paid.
9. The NC should make time and find time to be visible on their ground in their respective provinces by attending youth groups, ISM and any organising spaces.
10. EE must improve systems by which members report the behavior and work performance and non-fulfillment of individuals and membership structures by providing anonymous reporting systems.
11. EE must prepare and train NC members before they take office with assistance from previous NC members, IETU and partner organisations. A handover document must be provided to the incoming NC.
12. EE must provide clear and transparent statistics of elections conducted in every congress as a way of promoting transparency and democracy.

Internal democracy Resolutions from the Previous National Council

1. Exploring an independent governance structure to support the National Council's oversight and leadership of the movement;
2. Determine the division of powers and functions between the National Council and the independent structure that maintains the political oversight and leadership of the National Council;
3. Determine the appropriate size and membership of the independent structure that is reflective of Equal Education's stakeholders / members;
4. Consider the appropriate legal form of the independent structure, whether that be as a trust or a board of directors;

5. Review Equal Education's Constitution to consider whether amendments are required to formalise the role of the independent structure
6. Conduct consultations / conversations with EE's members on the above; Ensure that Equalisers are represented on both structures
7. The Congress to adopt the 2028 vision document as a document that will guide the movement for the next 6 years.

EE and Organising

1. EE's Constitution must be translated into EE's 5 prominent languages: IsiXhosa, IsiZulu, Sepedi, SeTswana and English and the NC should explore the need and viability of translating the Constitution in braille as well.
2. Along with the campaigns that run over long periods of time, to achieve big systemic change, EE should also run shorter campaigns with clear realistic goals that can deliver short term victories.
For example: membership should take ownership of launching school-based campaigns. Smaller milestones in bigger campaigns should be identified and be celebrated when achieved.
3. EE Provincial Solidarity: Information needs to be shared more between provinces so that we are all aware of what is happening in each province so that this can assist with school-based campaigns and this will assist in building our movement.
4. We should draw on the Education Charter to improve existing campaigns and to develop new campaigns to make our Charter a living and known document.
5. To strengthen Parent organising in relevant provinces, encourage parents to join SGBs, community education forums, visit EE schools often and spend time learning with other movement structures.

EE and Politics

1. EE's intersectional politics and inclusivity must be more explicitly part of our organising spaces and campaigns.
2. EE should acknowledge, creating spaces to understand and capacitate members on African spirituality and be sensitive to different religions.
3. EE should partner with public schools that have a mix of races/former model C schools.
4. EE's organising should be in solidarity with and grounded in school communities, that we organise.
5. EE should raise awareness on gender and sexuality, and host events that lend solidarity to the LGBTQIA+ community.
6. Equalisers should be given space once a year to identify personal development needs and develop a programme to address these.
7. The NC, Secretariat and EE treasurer should produce and furnish delegates with relevant reports for consideration at **Pre Congress Seminars**.
8. EE should improve relationships with school-governing bodies and representative councils of learners (RCLs).

EE's Post-School Youth

1. Reiterated the need for post-school youth to draw on strong research and understanding of theory and legislation along with their lived experiences.
2. EE must grow the post-school youth by unlocking skills within the structure through a skills audit (members should also inform the movement of their individual skills and talents and how they can build campaigns).
3. EE should provide political education to post-school youth through camps, schools etc.
4. When deciding on a campaign, the post-school youth executive committee should consult members of their communities and find ways for their struggles to find expression in the post-school youth campaign.
5. Raise funds for the post-school youth structure by using existing skills and talents of members within the body (e.g. creative arts evening, raffles etc.).
6. There needs to be more transparency on how the budget for the post-school youth is spent.
7. More clarity needs to be provided on the role, responsibilities and powers of the post-school youth executive committee.
8. EE should still source additional institutional funding to support the post-school youth. One donor is insufficient.
9. Increase the gratuity given after every six months or pay facilitators monthly as they have needs that can't be met by the transport and food voucher money.
10. Have a binding contract that aims to serve facilitators and the post school youth e.g. if the movement has to bring in people to help with skills development there should be a binding agreement.
11. Post school youth is what drives EE on the ground and as such should be well-trained for the duty at hand, EE needs to have training for post school youth at least twice a year or at the start of every quarter.
12. EE should offer free psychological support to post school youth, it can be mentally exhausting working on the ground, plus as individuals they also go through a lot.

EE and Solidarity

1. EE must be more discerning about the coalitions we are a part of. Taking into consideration the movement's capacity internally, as well as our ability to make sure that the movement's members are also familiar with the work of these collectives / coalitions.
2. EE must show solidarity with local, national and international social movements and / or organisations which align with the values and principles of EE.
3. EE should work with organizations/communities that are involved in struggles of schools with disabilities, LGBTQIA+ rights, the fight against gender-based violence, land struggles, housing etc and ensure that these organisations are available to hold conversations/discussions with EE membership.
4. In deciding to show solidarity with other movements, EE MUST consult the membership to ensure that the decision does not solely lie with the National Council.

NB: The Resolutions Committee notes that members did not table a resolution on the Charter for an Equal Education ("the Charter") at the 4th National Congress. We advise the NC to make the Charter a living document for members over the next three years and beyond to ensure that members are aware of it, and to enable them to take ownership of it. The Charter is a critical foundational document which sets out EE's vision for a progressive and decolonised education system — one that affords all children the same opportunities and that makes our society more just and equal.

