



GAUTENG PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

Enquiries: Bongane Sibisi

Ref: 5. ED062

**TO: ADV MPHLO MALOKA
SECRETARY TO THE LEGISLATURE**

**FROM: MR. M K CHILOANE
MEMBER OF EXECUTIVE COU
NCIL
EDUCATION AND SPORTS, ARTS, CULTURE AND RECREATION**

SUBJECT: QUESTION POSED BY THE LEGISLATURE QUESTION 5. ED062

PURPOSE:

Following reports regarding allegations involving the principal of Waterkloof High School, could the MEC please indicate:

QUESTION 1:

What is the current employment status of the principal of Waterkloof High School?

ANSWER:

The former principal of Waterkloof High School was dismissed following the conclusion of disciplinary proceedings conducted under the auspices of the Education Labour Relations Council (ELRC). The ELRC issued an arbitration award dismissing the employee on the 12 January 2026.

QUESTION 2:

If the principal is on precautionary suspension, when did this suspension begin?

ANSWER:

Please refer to (1) above.

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QUESTION 3:

If the suspension has been lifted, when was it lifted?

ANSWER:

Please refer to (1) above.

QUESTION 4:

When did the Gauteng Department of Education initiate an investigation into the matter?

ANSWER:

The Gauteng Department of Education initiated a formal investigation into the matter on the 03 October 2024.

QUESTION 5:

Was the investigation conducted internally or by an external investigator?

ANSWER

The investigation was conducted internally by the Gauteng Department of Education in accordance with applicable labour relations prescripts.

QUESTION 6:

If an external investigator was appointed, what is the name of the appointed entity?

ANSWER:

Please refer to (5) above.

QUESTION 7:

What were the terms of reference of the investigation?

ANSWER:

The terms of reference of the investigation were to determine:

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1. Whether the employee sexually harassed two Grade 12 learners at Hoërskool Waterkloof during August 2023;
2. Whether the employee sexually harassed female learners at Hoërskool Waterkloof during 2022;
3. Whether the employee communicated unsavoury words with sexual connotations to employees at Hoërskool Waterkloof; and
4. Whether the employee engaged in body-shaming conduct towards an employee at Hoërskool Waterkloof.

QUESTION 8:

If the investigation was completed, when was the final report submitted?

ANSWER:

The investigation was completed and the final investigation report, together with a request for the formulation of charges, was submitted on the 29 November 2024.

QUESTION 9:

What were the key findings and recommendations of the investigation?

ANSWER:

The investigation found that the allegations levelled against the employee were substantiated. Based on the findings, it was recommended that disciplinary action be instituted. Consequently, formal charges were preferred by the Head of Department, and the employee faced disciplinary allegations.

QUESTION 10:

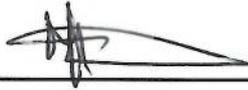
Were any disciplinary proceedings instituted against the principal, including the was the outcome?

ANSWER:

Please see (1) above.

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Kind Regards



MR. M K CHILOANE, MPL

MEMBER OF EXECUTIVE COUNCIL: EDUCATION AND SPORTS, ARTS, CULTURE AND RECREATION

DATE: 27/03/2026