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Actions speak louder than Words

The Reliable Pressings Code of Conduct is one of the ways we put our values into practice. It's built around the recognition that everything we do in connection with our work will be, and should be, measured against the highest possible standards of ethical business conduct.

We use words like “*integrity*” and phrases like “*put into practice*”, but do we see our actions connected to our words and what we proclaim? Does the business itself ask you to do one thing and then itself not do those things it demands of its staff?

There is a word we can use when we see actions connected to words, we use authentic, trust-worthy, integrity and leadership amongst others. These are good things to aspire to.



So, we are very conscious of things that have been said either formally or informally, directly or indirectly to our staff, and it is time to follow word with deed and meaningful action.

The importance of STEM Subjects

STEM stands for science, technology, engineering and mathematics and refers to any subjects that fall under these four disciplines.

These are extremely important subjects for our children to master. They are not to be feared, they are to be embraced and used to allow our children to have access to more opportunities than we faced.

We are aware that there are various challenges that learners face and Reliable Pressings would like to do what it can to help the children and grandchildren of its staff as they tackle and master the STEM subjects.

Eligibility

Assistance will only be available to the blood children and grandchildren of staff currently employed by Reliable Pressings who are attending High School. We have a wish to ensure that if there are any gifted children amongst the children of our staff, that we help remove as many obstacles as we can, that lie in the way of them furthering their education in subjects that are useful and needed.

To become eligible:

Firstly, the learner must have their staff parent or staff grandparent, provide Ivan with the following:

- i. The learner's name and age, with a copy of their ID
- ii. The learner's last school report, showing their subjects and results
- iii. The name of the school they are attending, with the invoice for the school fees

Secondly, the learner must:

- A) Be enrolled in Mathematics or be enrolled in Mathematics and Physical Sciences
and also
- B) Be achieving a pass mark sufficient to meet the requirements of Tertiary Education in the subjects for which they are enrolled (they must get over 60%)



NOTE: Mathematics Literacy is not included in this programme – we will not assist anyone with doing this subject.

Outcomes

If the learner passes their Mathematics and or Physical Sciences with a Rating Code of:

- i. 7 – (over 80%), we will try our best to assist the learner with all their school fees upfront for the following year, and we will try to help you with the schoolbooks and stationery for the following year as well, any fees already paid by your family will be re-imbursed.
- ii. 5 or 6 – (60 to 79%), we will re-imburse your family for the fees they have spent this year, and we will assist you with books and stationery for next year.

Any learner that is accepted to do the Mathematics Advanced Programme in High School will **automatically have their school fees paid for the year ahead**, once you have brought the results and the invoice for the fees to Ivan.

Obstacles to Overcome

We have identified the follow obstacles that stand I the way of our children succeeding in the STEM subjects.

1. Access to teachers and out of class teaching assistance
2. Access to textbooks and literature
3. The burden of School Fees
4. Availability of sanitary consumables for female learners
5. No incentives to do these STEM subjects

How Reliable will try to Assist

Within the bounds or reason and to the best of our ability, Reliable Pressings will try and help with all of these obstacles. This assistance will only be provided to those that are eligible for the STEM programme.

1. **Out of Class Assistance** and Access to Teachers - Any eligible child that needs tutoring or extra lessons in the following subjects:
 - Mathematics



- Physical Sciences
- Advanced Programme Mathematics

Need just schedule however much time they need with Ivan on either a Friday, Saturday or Sunday. Lessons will be available in the boardroom at 60 Atlas Rd, and the learner's transport will be paid for.

If the learner is not in Gauteng and must travel, special arrangements will have to be made beforehand. We will do what is practical.

2. **Access to textbooks and learning material** – Any learner that has passed the previous year will have our full assistance in getting access to new, used, or copied textbooks, and will also have access to the business Internet and printers to help them download what they need from online.
3. **Financial Assistance** Any eligible learner that meets the required pass mark of 60% and over, will be eligible and will have some, if not all, of their school fees paid for them, and other expenses dealt with as much as possible.
4. **Female Learner** on the Programme will have whichever form of sanitary hygiene method they prefer, provided to them free of charge – attending school is obviously expected.
5. **Other Benefits** any learner that is eligible for the programme will have available to them, for example:
 - a. Work will be available during vacations
 - b. After studying, they will be given priority on available positions

We sincerely believe that anyone who can speak the language of Mathematics and understands the way the world works through their knowledge of science will always have a huge advantage over those that do not. We want to make this easier for people to achieve.

We will try our Best

Remember that our ability to help eligible learners is contingent on the number of learner's that we enroll, the total of the various costs and most importantly our ability to help depends on how well the business is doing. We want this programme to run forever, and the little ones of today to someday in the future be the people we see becoming Engineers and Mathematicians at universities in SA and even overseas.



What to do next

Apply and enroll your children or grandchildren immediately if they are old enough, as instructed above. If they are still young, make sure that they are ready to choose Mathematics and Physical Sciences later in High School as this will be the cheapest way for them to get educated.

If you have suggestions on how we can make this a better programme, please share your ideas, either privately with Ivan or at the monthly Indaba.

If you have questions, come and spend some time with Ivan during tea-break or lunch to discuss whatever you are concerned about.

Yours Sincerely,

Two handwritten signatures in black ink. The first signature is 'Ivan Uttley' and the second is 'Aubrey Friedman'.

Aubrey Friedman & Ivan Uttley – 1st June 2022

With very vocal support and insistent urging from Nico Angelo Jacobs