



Name of Policy: <b>Transformation and Diversity Policy</b>	Last updated by: SMT
Cross-references in the following sections: <a href="#">Special Educational Needs Policy</a> ; <a href="#">Bullying Policy</a> ; <a href="#">Code of Conduct</a> ; <a href="#">Disciplinary Framework</a>	Date of most recent update: Nov 11, 2021

## Introduction

Transformation and Diversity form an integral part of the Vision of ISCT as set out in the School's Vision and Mission Statements. ([Link here](#))

ISCT is committed to fostering a welcoming environment that will make all students, staff, and visitors feel at home, irrespective of origin, ethnicity, language, gender, religious and political conviction, social and economic status, physical and intellectual ability, age, nationality or sexual orientation.

## Our Understanding of Transformation and Diversity

The vision for our transformation and diversity process is to create a sense of community in which we value the uniqueness of each individual and what unites us and realise our ambition for ISCT to be a home for us all. Diversity at ISCT is seen as the practice of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, and languages.

### 1. Guiding Principles:

The School will look to primarily apply a principles-based approach to transformation and diversity and is guided in its processes and practices by

- 1.1 The Constitution of the Republic of South Africa: the Constitution places four obligations on us which must also inform the School. These obligations are to: 1) heal the divisions of the past, 2) lay the foundations for a democratic and open society, 3) improve the quality of life for all citizens, and 4) build a united and democratic South Africa
- 1.2 Ubuntu: This is the acceptance that our full humanity depends on enabling others to discover theirs. We are intrinsically linked, one to another.
- 1.3 Treating people with respect and dignity.

### 2. Objectives of the Policy:

This policy seeks:

- 2.1 to foster an environment where everyone associated with the School is treated with courtesy, dignity, and respect as laid out in the Code of Conduct; ([Link here](#))
- 2.2 to raise the awareness and understanding among the ISCT community regarding the impact their behaviour and actions have on others;
- 2.3 to make every individual aware of their rights and responsibilities as outlined in the [South African Constitution](#) which includes the [Bill of Rights](#);
- 2.4 to give individuals equal opportunity for employment at the school, regardless of race, gender, sexual orientation, socio-economic status, religion, or any other prohibited grounds; and



- 2.5 to prevent the victimisation of individuals who complain under this policy, and/or who serve to support the complainant by acting as a witness of the allegedly unfair discriminatory behaviour. Such complaints will be dealt with under the School's Bullying and Peer on Peer Abuse Policy ([Link here](#)) and Disciplinary Framework ([Link here](#)).

### 3. **Expectations of the members of the ISCT community:**

The School expects all those to whom this policy applies:

- 3.1 to treat one another with respect;
- 3.2 to recognise and appreciate the diversity in the School;
- 3.3 to afford everyone the equal right to dignity;

### 4. **Application of this Policy**

This policy applies to all the members of the ISCT community, including staff, students, parents and guardians. SGB members and Old ISCTians. This policy applies to them whilst they are on the school campus, at school events, representing the school in any capacity, supporting the School or events on or off the campus, or recognisable as members of the School community. This policy extends to social media platforms and to any other forms of media or communication.

### 5. **Types of Discrimination**

There are four categories of discrimination according to the [Equality Act](#):

- 5.1 Direct discrimination: When an individual is treated less favourably on the basis of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth, or any other prohibited grounds as outlined by the South African Constitution.
- 5.2 Indirect discrimination: When practices and policies affect a certain group of individuals more than others, and when such practices and policies seem to be neutral but, in fact, have a disproportionate effect on individuals from different groups.
- 5.3 Harassment: Unwanted conduct which is persistent or serious, and demeans, humiliates or creates a hostile or intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and which is related to a person's membership or presumed membership of a group identified by one or more of the prohibited grounds or a characteristic associated with such group.
- 5.4 Hate speech: The publication, propagation, advocating or communicating of words based on one or more of the prohibited grounds, against any person, that advocates hatred or that constitutes an incitement to cause harm.

### 6. **Transformation and Diversity Committees**

- 6.1 A Transformation and Diversity committee should be established by the Board of Governors within the school which is made up of 3 members, two of whom are members of the management and at least one a representative of a diversity group. This committee is responsible for implementing and overseeing this policy. If allegations of discriminatory behaviour are reported, these will be referred for the school Disciplinary processes.

#### 6.2 **How to Report Discrimination**

- 6.2.1 Complainants are urged to follow one of the following three avenues for



reporting an allegation of unfair discrimination

6.2.1.1 The incident may be reported to anyone to whom the complainant feels comfortable speaking. In this case, the complaint should be reported by this person to any member of the TDC within 24 hours of their receiving the complaint.

6.2.1.2 The incident may also be reported to any member of the TDC or to the Diversity Officer. The Diversity Officer is an annual appointment made by the TDC. The position is opened up to all teachers at the start of the year and applicants are required to submit a letter of interest. The role of the Diversity Officer is to act as a go-between students and the TDC as well as to communicate concerns directly to the Senior Management Team who are responsible for taking any necessary actions in line with other school policies.

6.2.1.3 The complaint may be reported through the Discrimination Complaint Form which is widely advertised throughout the school buildings. Alternatively, complaints may be e-mailed to

## **7. Other Measures to Promote Equality**

In carrying out their duties and responsibilities under this policy, the Senior Management Team will:

- 7.1 reconsider the School's policies and practices from time to time to ensure that they continue to reflect best practice; and
- 7.2 adopt appropriate measures to give effect to the objects of this policy;.

### **Additional Policies that Relate to This Policy:**

- [Special Educational Needs Policy](#)
- [Bullying and Peer on Peer Abuse Policy](#)
- [Student Code of Conduct](#)
- [Disciplinary Framework](#)