



Annexure C : Our School's Anti-Racism and Anti-Discrimination Policy

Table of Contents

1. Introduction	2
2. Categories of Racist Behaviour	3
3. Legislation	3
4. Identifying and responding to racist or discriminatory behaviour	3
5. Prevention of Racist and/or Discriminatory Incidents	4

1. Introduction

- 1.1 Education plays a central role in bringing about a fair and just society. It is important for boys, parents and staff at the School to respect themselves and one another. This will foster an environment in which there is respect for human dignity, equality and the advancement of human rights and freedoms. We at The Ridge recognise, value and promote diversity and are committed to a School environment free of discrimination and racism.
- 1.2 The School commits itself to build a community that respects human rights, celebrates diversity, and develops boys, parents and staff comfortable with constructive debate and discussion by providing a safe space to explore differences, experience dissonance, and recognise our shared humanity.
- 1.3 The School is committed to eliminating all forms of racism and unfair discrimination on our journey towards achieving a shared vision aligned with our values.
- 1.4 The School strives to build an environment where each individual feels welcomed and affirmed and is encouraged to explore and develop his cultural and religious identity. Our vision is to create unity, fairness, and a safe, healthy, and respectful School environment conducive for all to develop, serve and reach their fullest potential.
- 1.5 Prejudice, intolerance, and racism have no place in this School. These three words can be defined as any language or conduct that discriminates based on race, ethnicity, or culture, demeans, wounds, or excludes in a damaging way.
- 1.6 The School is intentional in its efforts to develop an anti-discriminatory culture and way of working. Adherence to this is required from all our boys, parents and staff. We aim to meet the Constitutional imperatives to co-exist with differences in a healthy, respectful, and community-building way.

2. Categories of Racist Behaviour

Examples of racist behaviour include but are not limited to the following:

- Incitement of others to behave in a racist way,
- Derogatory name-calling, insults, racist jokes, and language,
- Provocative behaviour, such as wearing racist badges or insignia,
- Bringing racist materials such as leaflets, comics, magazines, or computer software into School,
- Using the School's computer systems to access and distribute racist material,
- Verbal abuse and threats,
- Racist comments during discussions in lessons,
- Attempts to recruit other boys to racist organisations and groups,
- Ridicule of an individual for cultural or religious differences, e.g. food, music, dress, worship patterns, cultural lifestyle etc.,
- Refusal to cooperate with other boys because of their race, ethnicity, religious or cultural beliefs, and,
- Racist Graffiti.

3. Legislation

The School's anti-racism and anti-discrimination policy is informed by the following laws of South Africa (as amended from time to time):

- The Constitution of the Republic of South Africa, 1996,
- The Employment Equity Act, 1998,
- The Promotion of Equality and Prevention of Unfair Discrimination Act, 2000, and,
- The South African Schools Act, 1996.

4. Identifying and responding to racist or discriminatory behaviour

- 4.1 All incidents among boys involving racist or discriminatory conduct must be reported to the relevant class teacher or the Head of Pastoral Care orally or in writing. Written reports should be submitted in terms of Our School's Disciplinary Policy. The class teacher must report the incident to the Head of Grade (HOG) and Deputy Head: Social Justice, Wellness and Community Building. All written reports must be submitted to Deputy Head: Social Justice, Wellness and Community Building.
- 4.2 All racist conduct amongst staff should be reported to the Head of Department (HOD) and Deputy Head.
- 4.3 Disciplinary action, in accordance with Our School's Disciplinary Policy, will be taken against any employee who is accused of racist behaviour.
- 4.4 The Deputy Head is required to complete section II of the Complaint Form attached to Our School's Disciplinary Policy as Annexure 1 following a thorough investigation and send a copy of the Complaint Form to the Headmaster.

- 4.5 The Deputy Head must submit all reports of racist incidents to the Board Sub-committee on Transformation, Diversity and Inclusion. The Committee must bi-annually consider all reports to identify racist incident patterns and evaluate the School's response. The reports will be used to inform the way in which the School deals systemically with incidents of a racial and/or discriminatory nature.
- 4.6 Following the disciplinary process and in the interest of restorative justice, the School will offer counselling to both the perpetrator and the victim.

5. Prevention of Racist and/or Discriminatory Incidents

The School will closely examine its curriculum, and arrangements for personal, social, and emotional development of boys, parents and staff, and implement corrective measures to deal with prejudices. The School will support school-specific and more general initiatives to promote race equality and to help prevent discrimination and intolerance.

