



## ANTI-RACISM AND DISCRIMINATION POLICY OF 2018

### 1. INTRODUCTION

As an educational institution in the Republic of South Africa, we fully embrace our role of providing quality education to our students. We strive for excellence in preparing our students to take a leading position in the building of a united, non-racial South Africa. We provide an education which challenges each student to think, question and strive for excellence of mind, body and spirit in a happy, nurturing environment. In addition, we uphold and practise the South African constitutional values of human dignity, democracy, equality and multicultural diversity.

### 2. VISION UNDERPINNING ASHTON'S POLICY

We strive to ensure that everyone at Ashton College:

- understands that an Anti-Racism and Diversity Policy is necessary;
- trusts that all at the College engage to the best of their ability towards the realisation of a common goal, i.e. to have an environment free of discrimination and racism.
- conducts themselves in a morally responsible and considerate manner;
- has realisable hope for a better future in our country and confidence in their ability to contribute to this.

#### 2.1. Implementation:

- All members of the school community, i.e. staff, students, parents and community members are held accountable for any unacceptable racist or discriminatory actions in whatsoever form, i.e. verbal, social media, etc.
- Any instances of racist/discriminatory behaviour are dealt with swiftly and thoroughly: due process is followed.
- Ongoing training and development of staff.
- Homeroom teachers, House Heads, Form Tutors, the College Head and the Management team consult regularly to address any instances where our Policy is not being implemented.
- Homeroom teachers, House Heads, Form Tutors, the College Head and the Management team consult regularly to maintain and expand awareness of Anti-Racism and Discrimination.
- Examination and review of existing policies.
- Input of stakeholders and relevant cultural leaders to examine and amend policies.
- Implementation of revised policies to foreground Anti-Racism and Discrimination.
- Ensure that students have a number of people they can approach and trust to offer counsel and assistance.
- Forward momentum to ensure openness to ongoing redress of any biased or harmful practice.

### 3. REVIEW

At Ashton College we have successfully, over the past 20 years, inter alia:

- ensured that our service providers are fully aware of our stance on Anti-Racism and Discrimination. To this end we have met with a service provider to address concerns of unintended racism; the relevant service provider has since shown redress;
- not renewed a major contract with a service provider whom we suspected of racist comments;
- dismissed an educator who displayed racist behaviour and successfully defended our action in a subsequent CCMA hearing;
- had a number of interventions in different situations to facilitate open dialogue and understanding amongst different racial groups;
- always addressed any issues immediately and exhaustively with all concerned, especially parents;
- ensured our Bullying Policy (which specifically addresses racism and discrimination) is rigorously upheld;

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- ensured that our Curriculum, particularly in Life Orientation, and extra murals like Debating, encourage discourse around Anti-Racism and Discrimination;
  - implemented a wide range of sport, culture and social activities which include all;
  - had significant representation in our class leaders, SRC, Executive Prefects and House Captains of all races and cultures without any reservation;
  - encouraged students to be involved in a wide range of charity outreaches that show social need across racial and cultural spectrums;
  - had assistance from the Department of Education at Regional and National level to reshape the practices of a private, Christian school to ensure protection of human rights enshrined in the Constitution of South Africa.

To date Ashton College has never faced criticism for Racism or Discrimination. Any such charge would belie all the values by which we conduct business and live. We are fiercely protective and proud of the Ethos of our College; we are ever vigilant of the necessity to constantly monitor our way of life at Ashton College to ensure rights and freedom for all.