



TRANSFORMATION AND DIVERSITY 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.

Ashton International College Benoni opened its doors in 1998 – a new College in the time of a new national dispensation, a College that has always embraced diversity. Over the past 20 years we have enjoyed organic growth with Ashtonians entering the job/study arena as true representatives of an integrated nation, unprejudiced and progressive thinking.

Transformation is an ongoing way of life. Thus our policy is a map for ensuring that Ashton College continues to grow and develop in accordance with the South African Constitution to play its role in developing citizens who contribute meaningfully and widely, with confidence, to the transformation of South African society.

2. VISION UNDERPINNING ASHTON'S POLICY

A school is a microcosm of society; it is our Constitutional responsibility to ensure that all school staff:

- are aware of the rights of learners;
- monitor and actively engage to facilitate Transformation;
- serve as role models to prevent discriminative and biased thinking from entering the classroom;
- contribute to healthy and sustainable societal norms.

3. IMPLEMENTATION

- 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 Transformation and Diversity are being challenged.
- Homeroom teachers, House Heads, Form Tutors, the College Head and the Management team consult regularly to maintain and expand awareness of Transformation and Diversity.
- Sourcing and promoting more staff of colour to reflect our student demography.
- Examination and review of existing policies.
- Input of stakeholders and relevant cultural leaders to examine and amend policies.
- Implementation of revised policies to foreground diversification and transformation.

- Forward momentum to ensure openness to ongoing redress of any biased or harmful practice.

4. REVIEW

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

- ensured Inclusivity by scaffolding learners who require academic support through additional classes at no extra charge;
- ensured Inclusivity by having a supervised homework class to assist where transport is difficult;
- ensured Inclusivity by supporting physically disabled students and making sure their academic and social functioning is optimised;
- ensured that our Curriculum, particularly in Life Orientation, and through extra murals like Debating, encourage discourse around Transformation and Diversity;
- enjoyed cultural diversity through Heritage Day celebrations and Drama productions;
- 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;
- accommodated a transgender student in her transition from male to female;
- appointed a black College Chaplain who plays a key role in setting the spiritual compass for our staff and students;
- had our black female learners compile our Policy for Ethnic hair;
- consulted with the Islamic Council of South Africa to review our Code of Conduct;
- changed our Code of Conduct to accommodate beards and moustaches for males and head scarves for females of Muslim faith;
- 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.

The College staff, together with students, parents and community leaders, will continue to engage in frequent, open and meaningful dialogue to ensure ongoing entrenchment of a culture of Transformation and appreciation of the richness of Diversity at our school.