



St Mary's School
Waverley
Founded 1888

ANTI-RACISM POLICY

In 2016, the Chief Justice in a unanimous judgement of the Constitutional Court wrote about non-racialism, human dignity and freedom as being values foundational to our constitutional democracy and about the need to make a decisive break from the ills of the past. He called for all of us to engage in an earnest and ongoing dialogue in pursuit of strategies for a lasting solution to the bane of our peaceful co-existence that racism has continued to be. He wrote: *Nothing that threatens to take us back to our racist past should be glossed over, accommodated or excused.*

St Mary's School accepts the charge of the Bishop of Johannesburg at the Diocesan Synod in 2017 for intentional ministry in dealing with *the naked sin of racism.*

We acknowledge that

- as an institution we were founded in a context which privileged individuals and communities on the basis of their race;
- apartheid, as a crime against humanity was and is legally, morally and theologically indefensible; and
- the systemic impact of our colonial and apartheid past has hurt and marginalized individuals within the St Mary's community

Consequently, we seek to transform our communal and individual lives in order to heal the hurt and divisions of our past, in order to embrace a future for South Africa shaped by all who live in it; especially the students within our care.

St Mary's School aims to provide a safe, secure and supportive environment where:

- individual differences are appreciated, understood and accepted
- individuals empathise with each other and offer each other support
- racism is reported and the necessary steps are taken to eliminate such behaviour
- awareness and education about racism and diversity will be integral to the teaching and learning process

Racist behaviour, intentional or otherwise, will not be tolerated.