

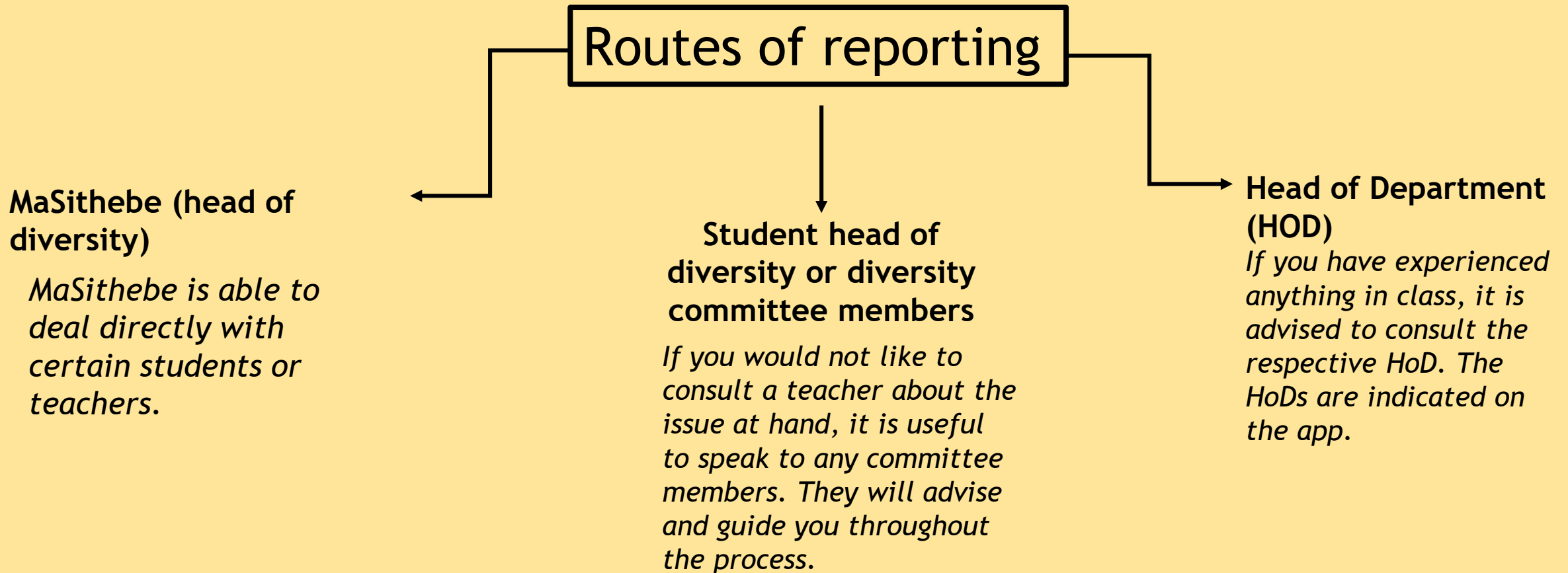
Reporting structure: the steps to follow

If you have been subject to discrimination, bullying or anything of that nature, these are suggested steps to take when reporting.

Discriminatory comments and actions:

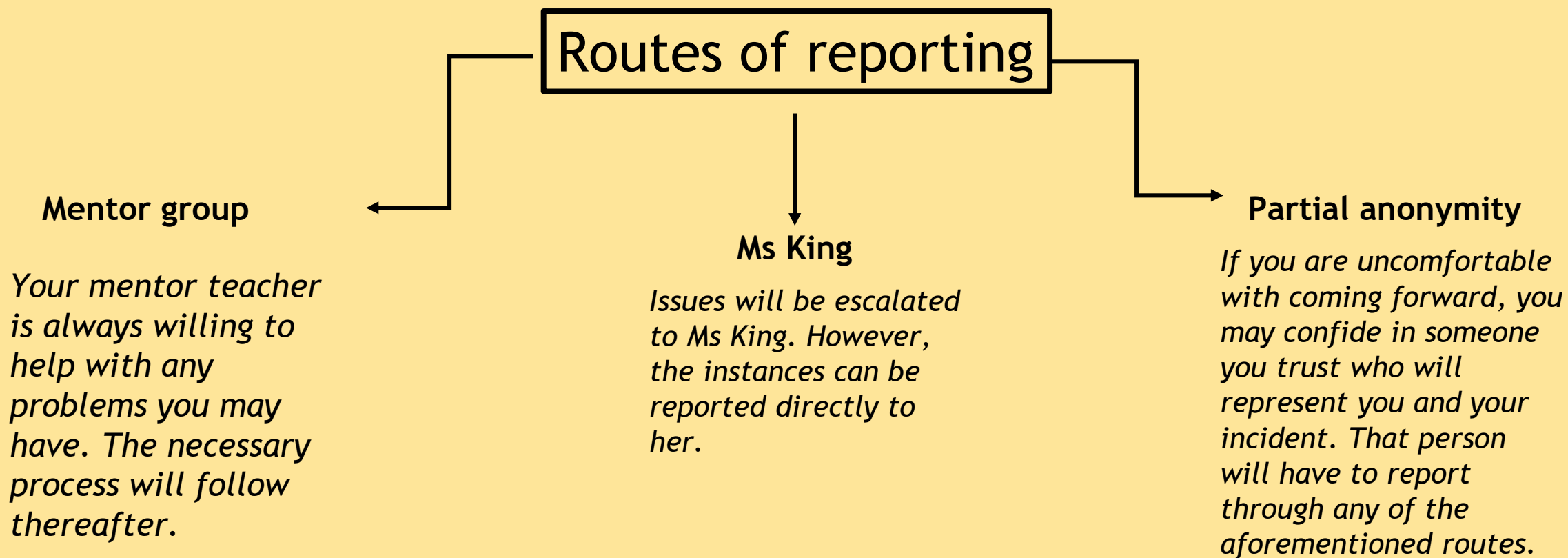
A microaggression is defined as “indirect, subtle, or unintentional discrimination against members of a marginalised group” and often presents itself in the form of comments made by people.

**Pupils are encouraged to avoid anonymity so as to make dealing with situations easier. Otherwise, pupils may opt to have their confidante of choice represent them.*



If pupils feel a comment is discriminatory in nature, they are encouraged to report it.

**Pupils are encouraged to avoid anonymity so as to make dealing with situations easier. Otherwise, pupils may opt to have their confidante of choice represent them.*



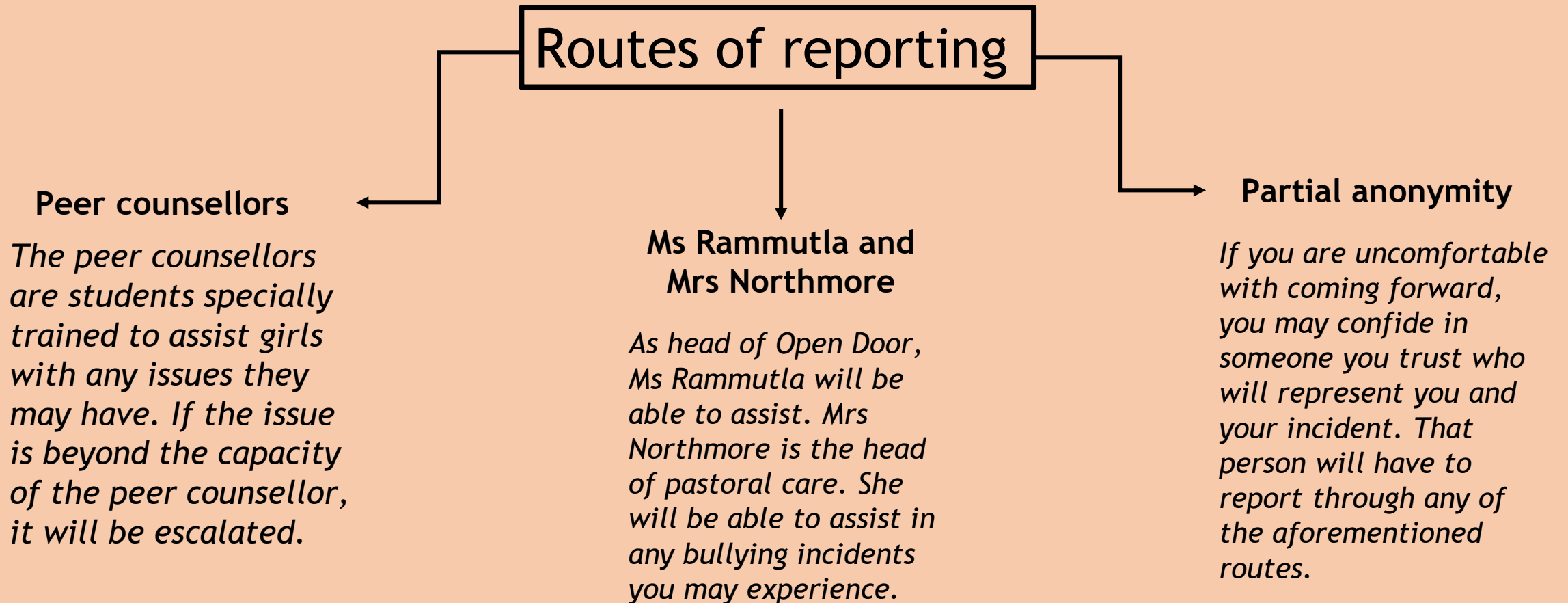
Bullying:

Bullying

**Pupils are encouraged to avoid anonymity so as to make dealing with the situation easier. Otherwise, pupils may opt to have their confidante of choice represent them.*

Bullying is defined as ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm.

It is highly encouraged for pupils to report any incidents of bullying.



Other resources:

School statements (found on the website/app)

- Confidante of choice (reporting structures)

https://www.stmarysschool.co.za/uploads/files/Confidante_of_Choice.pdf

- Anti-racism policy

<https://www.stmarysschool.co.za/uploads/files/Anti-racism-policy.pdf>

- Anti-bullying policy

<https://www.stmarysschool.co.za/uploads/files/Anti-bullying-policy.pdf>

- Social Media policy

<https://www.stmarysschool.co.za/uploads/files/Social-Media-Policy-for-pupils-March-2020.pdf>

**These documents are particularly important in outlining the school's stance as well as the school's commitment to combatting these issues.*

Diversity committee

- Aaliyyah Hassim (head)
- Caitlin Bloom (deputy head)
- Kudzai Chitate (deputy head)
- Gabriella Bakos
- Kate Crowther
- Tessa Dröge
- Erin Kersten
- Nnema Mazwai
- Siphosethu Mnguni
- Kutlwano Moremi
- Lami'ah Nosarka
- Siphokazi Ndlovu
- Mulanga Nemukula
- Jessica Royan
- Tholwana Seboni
- Marion Sigamoney
- Thandi Theys
- Rorisang Tlaka
- Folasade Adebule
- Olivia Bean
- Hannah de Lange
- Danielle Grobbelaar
- Nyakallo Kodisang
- Zahraa Koor
- Farai Mazazura
- Isha Madhu
- Sally Mohlakola
- Azra Norsaka
- Malaika Runyowa
- Bela Rowji
- Yonela Siko

Peer counsellors

- Ella Roseveare (head)
- Niamh Craker (deputy head)
- Luthando Simelane (deputy head)
- Tamlin Klement
- Unathi Makhathini
- Mira Markovitz
- Khethile Mukoki
- Nyasha Mazarura
- Tannah Proudfoot
- Malaika Runyowa
- Mokgadi Seema
- Jessica Spalding-Jones
- Shamiso Shirilele
- Lynne Swinger
- Veronica Thongoana
- Tatiana Williams
- Melissa Welch

Student Representative Council (SRC)

- SRC members
 - *SRC members are elected yearly by their peers in their form and house. Incidents reported to them will be escalated accordingly.*
- Head girls
 - *Incidents may be reported directly reported to the head girls who will escalate them accordingly.*