

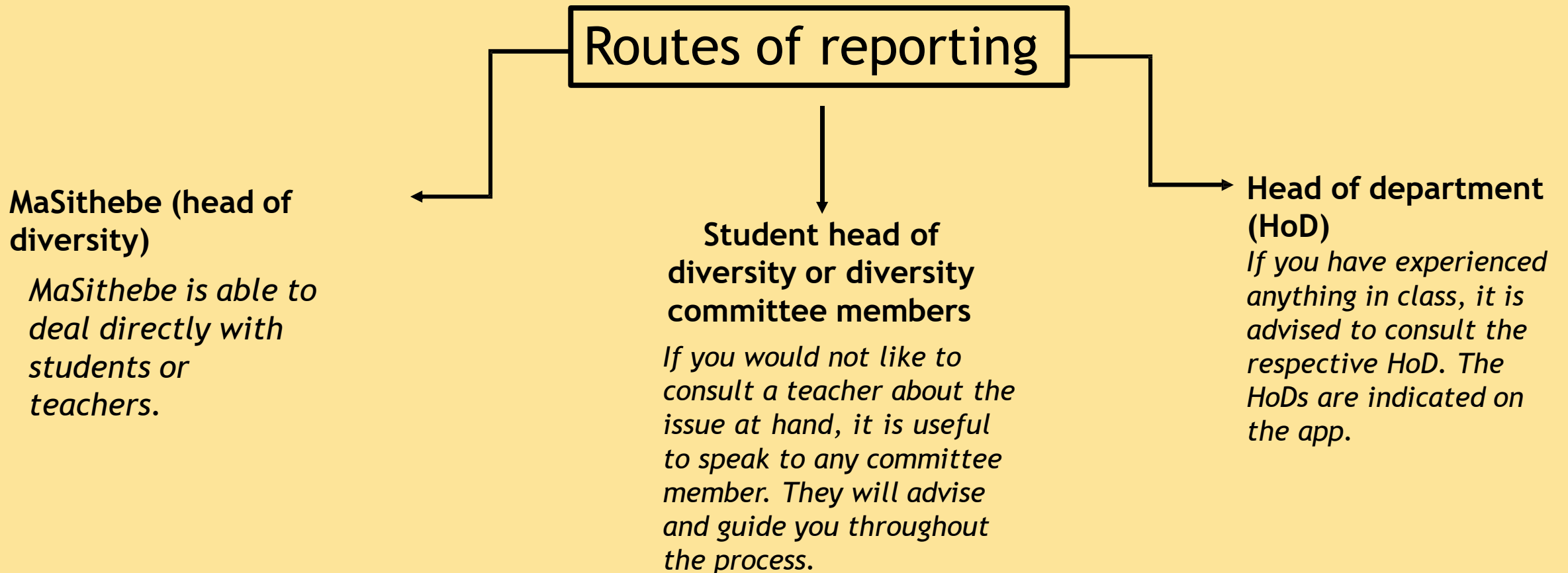
Reporting structure: the steps to follow

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:**

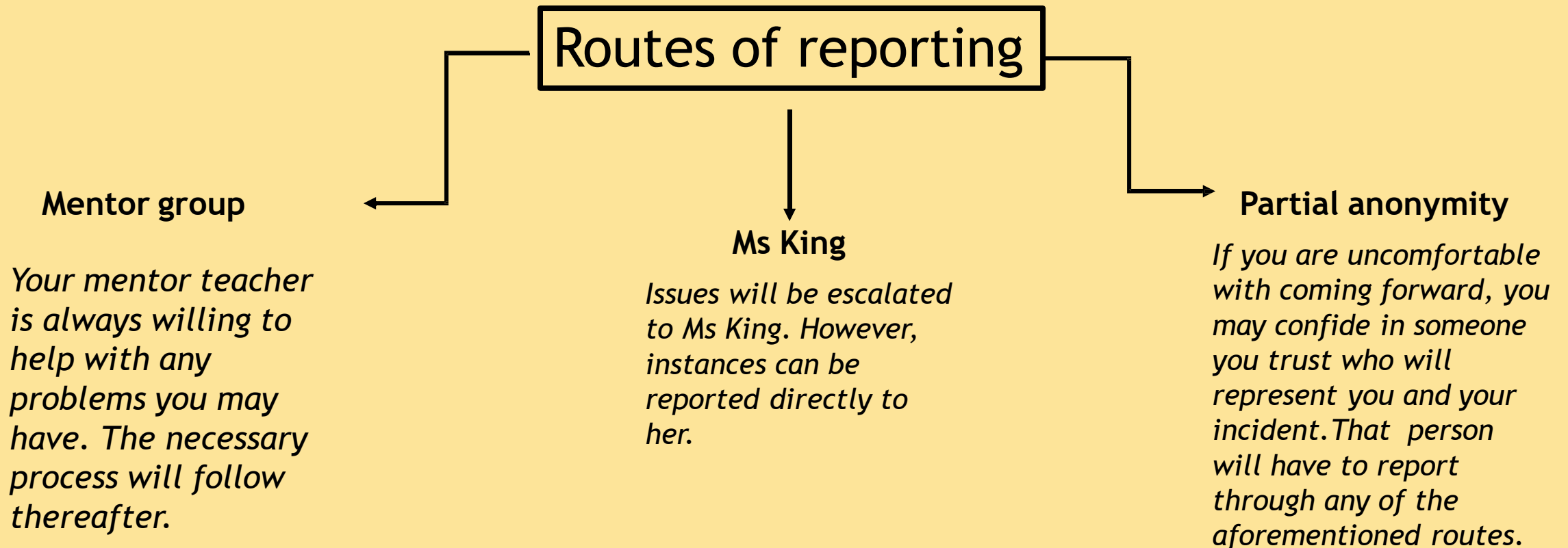
A microaggression is defined as “indirect, subtle, or unintentional discrimination against members of a marginalised group” and often presents itself in the form of comments made by people.

****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.***



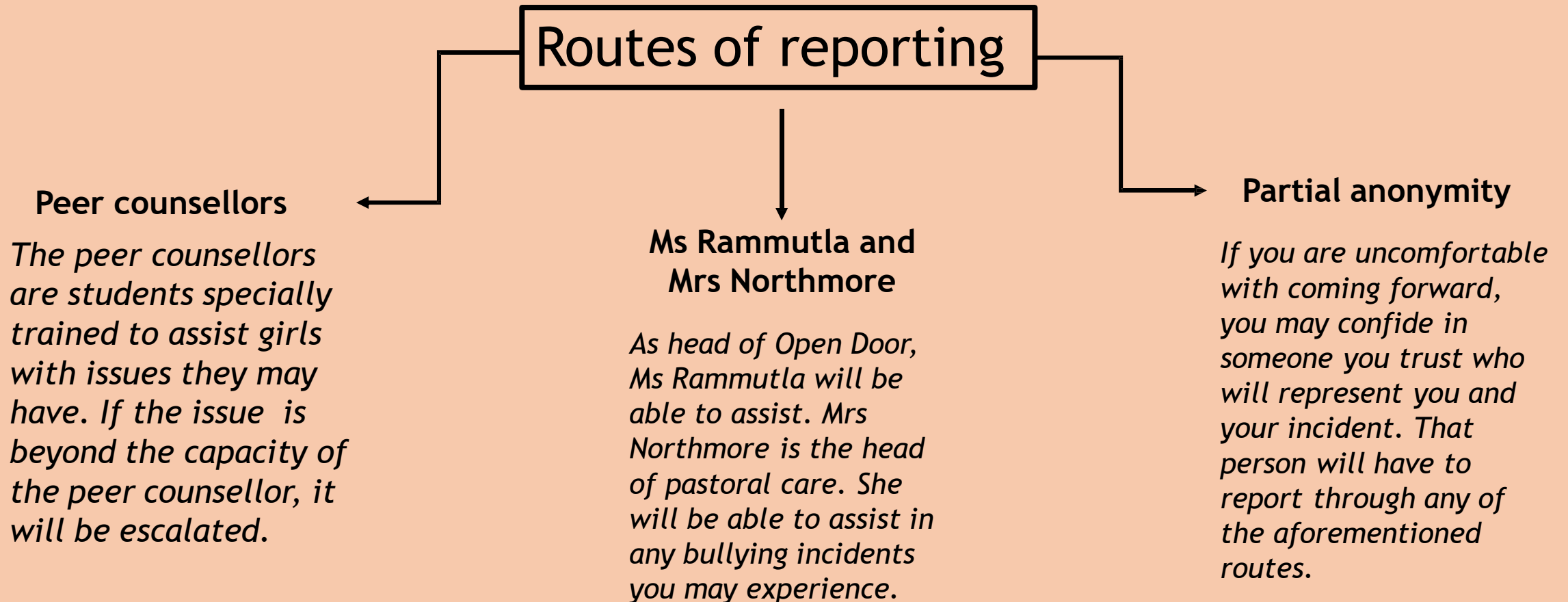
Bullying:

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

Zahraa Koor (head)

Hannah de Lange (deputy head)

Folasade Adebule (deputy head)

Olivia Bean

Danielle Grobbelaar

Nyakallo Kodisang

Isha Madhu

Farai Mazarura

Sally Mohlakola

Azra Nosarka

Bela Rowji

Malaika Runyowa

Yonela Siko

Yana Cai

Jessica Curtis

Zinathi Gwina

Tara Hammond

Aashi Madhu

Thiya Kalan

Reitumetse Moreo

Gisele Murray

Jessica Nobela

Tswelelang Pitse

Olivia Smith

Lebone Tshetlo

Peer counsellors

Mokgadi Seema (head)

Lynne Swinger (deputy head)

Tamlin Klement

Unathi Makhathini

Mira Markovitz

Nyasha Mazazrura

Khethile Mukoki

Tannah Proudfoot

Malaika Runyowa

Shamiso Shirilele

Jessica Spalding-Jones

Veronica Thongoana

Melissa Welch

Tatiana Williams

Tessa Brugman

Abigail Coppola

Olivia Krüger

Hayley Laithwaite

Emma Lowndes

Ayanda Mabuza

Zenande Mbatsha

Langelihle Molefe

Tanaya Moodley

Saskia Neuhoff

Amy Sharpe

Rebecca Trickett

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*