



St Mary's School
Waverley
Founded 1888

RACISM AND UNFAIR DISCRIMINATION POLICY

St Mary's School is an independent, Anglican school for girls. Its values and ethos are set out and described in the Statement on the Christian Identity and Ethos of St Mary's and in the Statement on the Educational Philosophy of St Mary's School. By entering their child in the school parents undertake to respect the ethos of the school and to uphold its values as described in these statements and other policies and codes that appear on the school website as amended from time to time.

St Mary's School recognises that:

- The Bill of Rights in South Africa's Constitution enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom;
- The Bill of Rights and other legislation prohibits unfair discrimination, direct or indirect, on grounds that include race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth;
- St Mary's School has a duty and responsibility to uphold the Bill of Rights, and to promote equality in its relationships with, and among employees and pupils.

St Mary's School acknowledges 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 marginalised individuals within the St Mary's community

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

Within its values and ethos, St Mary's School will take steps that are reasonable and practicable to accommodate diversity within the school community and will work towards providing a safe, secure and supportive environment where:

- individual differences are recognised, valued and promoted;
- the marginalisation that some people may experience within the school community is acknowledged and addressed;
- fair treatment and respect of each person's dignity and individual identity is upheld;
- racism and unfair discrimination is reported and the necessary steps are taken to eliminate such behaviour; and
- awareness and education about racism and diversity will be integral to the teaching and learning process.

St Mary's School believes in a developmental and restorative approach to issues of racism and unfair discrimination.

St Mary's School has a duty to respect and nurture each child and acknowledges that a child's best interest is of paramount importance in every matter concerning the child, while always taking into account the collective best interests of all the children in the school. The school will take reasonable steps to ensure that the best interests of all children in the school are protected at all times.