



RUSTENBURG GIRLS' JUNIOR SCHOOL
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CAPE TOWN

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RGJS ANTI-RACISM AND UNFAIR DISCRIMINATION POLICY

1. The Foundation of Understanding

The members of the Rustenburg Girls Junior School community believe in acknowledging past injustices, privileges and inequalities to work towards a more respectful, ethical, equal and fair South Africa. We are firm in our resolve to stand against racism and discrimination in all its forms.

It is our aim to sustain an environment in which we celebrate the individual, their potential and possibilities, in support of the values of kindness, consideration and love for all. Given that online experience and lived experience become more inseparable every day, and given that the primary recipients of pupils' online communications are their classmates, we recognise that the school environment may in certain instances include such online communications.

The Social Media Policy provides further detail and should be read in conjunction with this policy.

We aspire to achieve social cohesion and, in doing so, prepare our girls for a future in South Africa.

This policy applies to all members of the school community: learners, parents, and staff, including while on school property, at school events or when representing the school. It is the responsibility of everyone to ensure that it is implemented. It must be read in conjunction with other relevant policies.

To ignore alleged racist or discriminatory incidents is to approve of racism and unfair discrimination.

2. Definition of Racism, Unfair Discrimination and Alleged Racist or Discriminatory Incidents"

Racism is prejudice, unfair discrimination, or antagonism directed against someone/people of a different race based on the belief that one's own race is superior.

Other forms of discrimination that are prohibited are any unfair direct or indirect discrimination on one or more grounds, including race, gender, sex, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, birth or any other arbitrary grounds.

For the purposes of this policy, a racist or discriminatory incident may be any allegation of conduct (whether by act or omission) which is perceived by the victim or any other person to be based on racism or other unfair discrimination.

3. Examples of Racism and Unfair Discrimination

Examples of racism and unfair discrimination include (but are not limited): -

- Making fun of someone's physical appearance, clothes, or food because of their cultural background
- Telling jokes or using insulting language directed against people belonging to a different race, religion or cultural background to yourself
- Making fun of people's accents or names
- Not allowing people to speak their first language at school, other than where this would be educationally inappropriate
- Creating different educational outcomes or expectations for learners or staff of different cultural or race groups
- Excluding peers from social groups because of their gender, race, sex, pregnancy, marital status, national, ethnic or social origin, sexual orientation, age, disability, religion, beliefs, culture, language.
- Unfairly allocating tasks to any member of the school community based on their race, religion or culture
- Ignoring someone else's racist or discriminatory behaviour
- Laughing at racist or discriminatory jokes
- Incitement of others to behave in a racist or discriminatory way
- Provocative behaviour such as the wearing of racist or discriminatory badges or insignia or aligning to racist groups on social media
- Bringing racist or discriminatory materials such as leaflets, comics, magazines or computer software into school, or distributing these by social media
- Using the school's computer systems to access and distribute racist or discriminatory material
- Refusal to co-operate with other learners or staff because of their race or other characteristics

4. Purpose of this Policy

The purpose of this policy is to foster an environment free of racism and unfair discrimination. The intended outcome of this policy is to demonstrate that racism and unfair discrimination has no place in our school, and: -

- to foster an environment that respects the value of human dignity, and promotes equality and the advancement of human rights and freedoms
- to inform all school policies, guidelines and procedures, with the goal of defusing any underlying racial or other tensions within the school
- to support positive action to prevent racist and discriminatory acts from occurring through a clear school policy
- to inform all members of the school community of the school's expectations and to foster a productive partnership, in order to maintain a racism and environment free from unfair discrimination
- to make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims

5. Identifying & Responding to Racist and Discriminatory Behaviour

All alleged racist or discriminatory incidents by a learner should be reported to a teacher. It is the responsibility of the teacher to immediately record in writing the alleged incident and report the matter to the Deputy Principal and the Principal. The Principal will record the alleged incident, evaluate it and take appropriate action within a reasonable time.

For all other members of the school community the process as included in the Parent Code of Conduct should be followed.

All alleged incidents of racism or unfair discrimination involving parents should be reported to the Principal and to the Chairperson of the School Governing Body. The Principal will record the alleged incident, evaluate it and in conjunction with the SGB, take appropriate action within a reasonable time period.

All alleged incidents of racism or unfair discrimination involving staff should be reported to the Principal and to the Chairperson of the School Governing Body. Where necessary appropriate disciplinary action will be taken.

The Principal must report each alleged racism or unfair discrimination to the Chairperson of the School Governing Body. All reports of racism and unfair discrimination will be evaluated by the SGB annually to identify possible patterns of racism and unfair discrimination. The reports will be used to inform the way in which the school deals with racism and unfair discrimination.

The school will ensure that the perpetrator of any racist or discriminatory conduct is informed of the seriousness of their actions and corrective measures will be undertaken where possible.

6. Review

The SGB IDT Committee will review the policy a minimum of every three years taking into consideration all alleged racist and discriminatory incident reports.

7. Resources

RGJS gratefully acknowledges the assistance of Auckland Park Preparatory School in providing their Anti-Racism Policy to RGJS. The following resources were used in the development of their policy

- Section 9 of the Constitution.
- Employment Equity Act, 1998
- Promotion of Equality and Prevention of Unfair Discrimination Act, 2000.
- The South African Schools Act, 1996.
- The Ridge School Anti-Racism policy

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