

# ADvTECH Schools Division Policy on Anti-Discrimination and Inlusiveness (February 2018)

## **1. Objectives of the policy**

- 1.1. ADvTECH's Schools Division is committed to redressing the wrongs of the past and transformation.
- 1.2. South Africa's toxic legacy of the polarising socio-racial segregation of Apartheid requires that its education system pays particular attention to the Bill of Rights as outlined in Chapter 2 of the Constitution of the Republic of South Africa, 1996.
- 1.3. ADvTECH Schools Division does not tolerate any conduct that may make any member of the schools' community feel excluded, belittled or discriminated against.
- 1.4. This policy seeks to make explicit the tenets of ADvTECH's Schools position to these imperatives.

## **2. Implementation and application of the policy**

- 2.1 This policy is immediately applicable and applies to all directly, or indirectly associated in any way with the ADvTECH Schools.

## **3. Main policy commitments**

- 3.1. ADvTECH's Schools value system espouses people-centredness, high quality education, sustainability, caring, responsible leadership and respect.
- 3.2. ADvTECH's Schools has no tolerance of any prejudice or discrimination on any basis including but not limited to race, religion, national origin, disability, sexual orientation, gender identity, ethnicity or HIV status and is thus committed to working, teaching and learning and recreational environments free of prejudice, discrimination, intimidation and harassment.
- 3.3. The aims of its education includes developing in its staff, students and community a deep respect for diversity, non-racialism, social inclusion and social cohesion.
- 3.4. The reputation of the Schools and the Division are the responsibility of all.
- 3.5. Conduct that in any way undermines these commitments directly, or in an implied fashion, and that promotes or signifies exclusion, prejudice or unlawful discrimination, will be dealt with decisively and will normally result in exclusion of the persons responsible from the Division.

## **4. Areas for positive manifestation of the commitments of this policy**

- 4.1. The Schools Division commits to promoting awareness and understanding of its staff, contractors, parents and students of ADvTECH's shared values and principles and the broader discourse of social cohesion.
- 4.2. The Schools Division will continually monitor and review its admission policies and practices to promote diversity, inclusion and cohesion.
- 4.3. The Schools Division will hold its staff and contractors to account.
- 4.4. The commitment of parents and guardians to the rules and conditions of enrolment and to this policy is expected; including their appropriate use of social media in regard to school related matters.

- 4.5. The Schools Division will promote language policies and practises that promote achievement of the objectives of this policy and that are consistent with the Constitutional values and principles.
- 4.6. The Schools Division will ensure that its teaching and learning methods and curriculum content promote diversity and protect and promote the needs of the different students at all times.
- 4.7. The Schools Division will monitor the implementation of the students' code of conduct to ensure that there is absolute adherence to this policy and its objects.
- 4.8. The Schools Division will support the development of staff capacity to manage diverse, cohesive school environments.
- 4.9. The Schools Division will continually improve its recruitment, appointment and promotion policies and practices progressively to achieve a more diverse staffing cohort.
- 4.10 All staff and management are required to conduct themselves in accordance with the objectives of this policy.
- 4.11 The Schools Division will continue to adopt and refine practises that accommodate, promote and celebrate the diverse faiths and cultural backgrounds and practises of staff, student and parents.
- 4.12 The Schools Division requires all who communicate on behalf of the schools or the Division, including but not limited to, formal and informal communication including the use of social media, to communicate in an inclusive, cohesive and positive manner that in no way undermines the objectives of this policy.

## **5. Brief procedure for dealing with breach of this policy**

- 5.1 The implementation of this policy shall be overseen by the CEO (Schools Division), Managing Directors, Heads of Support Services at Head Offices and principals.
- 5.2 Instances of a breach of this policy shall be dealt with in accordance with applicable national legislation, regulations and internal HR policies and procedures.
- 5.3 All media relating to alleged discrimination will be dealt with by the CEO, Marketing and Managing Directors.

## **6. Review of the policy**

- 6.1 This policy shall be reviewed biennially or as necessitated by circumstances.