

# WESTERFORD HIGH SCHOOL

## ANTI-RACISM POLICY STATEMENT

### 1. Preamble

As a school we recognise the discriminatory, racist and fractured history of South Africa, and, in so doing, commit ourselves to working actively against any forms of unfair discrimination based on race or ethnicity.

We recognise that the Constitution of South Africa is the supreme authority regarding matters of human rights, and that it guides all interpersonal and institutional conduct.

All interpersonal interactions within our school must take place in an atmosphere of mutual respect and acceptance of diversity of one another's race and ethnicity, cultural beliefs, customs and values.

We recognise that to disregard, ignore, or be complicit in, alleged racist incidents is to give tacit support to racist behaviour.

We commit to being an anti-racist school, and commit to this being reflected in the life and culture of our school. We commit to the development of strategies and best practices that dismantle racism and to ongoing anti-racist professional development for our staff. We undertake to continue learning about racism and encourage courageous conversations amongst the broader Westerford community. We commit to a process of wide consultation on further actions and plans to promote anti-racism.

### 2. Introduction to the policy

2.1 This policy applies to *all* members of the Westerford School community, including grounds staff, cleaning staff, casual staff, administrative staff, teaching staff and pupils and, so far as it is feasible and appropriate, also to the parents and guardians of pupils and Old Westerfordians.

2.2 This policy applies to them whilst they are on the school campus, at school events, representing the school in any capacity, supporting the school at events on or off the campus or at any other place, or recognisable as members of the school community. This policy extends to all media platforms and to any other forms of media or communication.

### 3. Definitions

#### 3.1 Racism

Racism may be defined as prejudice, unfair discrimination, or antagonism directed against an individual or a group of people of a different race or ethnicity based on the belief that one's own race or ethnicity is superior and that their race or ethnicity is inferior. "Racism includes policies, behaviours, rules etc. that result in a continued unfair advantage to some people and unfair or harmful treatment of others based on race."

#### 3.2 Anti-Racism

Anti-Racism is the process of opposing racism through focused and sustained actions, movements and policies adopted to oppose racism.



#### 4. Policy Statement

Westerford High School strives to be an inclusive, diverse school and therefore will not tolerate racism or racist behaviour.

#### 5. Examples of racist behaviour

These are examples of behaviour which could be considered of a racist nature, and which therefore would need to be dealt with in terms of this policy.

- 5.1 Making unfairly discriminatory or hurtful oral or written remarks about another person or a group of people based on their race or ethnicity; laughing or giving tacit approval to the same.
- 5.2 Making jokes or passing unfairly discriminatory comments in reference to the appearance, clothing, culture, habits, names or accents of a person or persons of a different race or ethnicity; laughing at or giving tacit approval to the same.
- 5.3 Displaying or distributing racist or unfairly discriminatory materials (e.g. leaflets, software, books) at school, or via social media.
- 5.4 Discriminating unfairly against a person or persons on the basis of their race or ethnicity with regard to, for example, selection to a sports team, cultural group or appointment to a leadership position or a promotion.
- 5.5 Holding different standards or expectations of a person or a group of people based on their race or ethnicity.
- 5.6 Acting in any way which is physically threatening or physically exclusionary towards a person or a group of people based on their race or ethnicity; giving tacit approval to the same.

The examples listed above are by no means exhaustive, and the Permanent Independent Diversity and Inclusivity Committee (PIDIC) may determine when an incident arises whether it constitutes racism or not.

#### 6. Procedure for dealing with complaints

Any complaints of racism must be dealt with by the Permanent Independent Diversity and Inclusivity Committee (PIDIC) and the Expanded Independent Diversity and Inclusivity Committee (EIDIC) as outlined in the Westerford High School Diversity and Inclusivity Policy. Ways in which complainants can lodge their complaints are also outlined in the same policy.

Adopted by the School Governing Body of Westerford High School at \_\_\_\_\_

on \_\_\_\_\_.

Signed:

\_\_\_\_\_  
Chairperson of the SGB

\_\_\_\_\_  
Principal of Westerford High School



**Sources**

*Pinelands High School, Cape Town*

*Promotion of Equality and Prevention of Unfair Discrimination Act, No.4 2000*

*Kehiloe Ntsekhe, Independent Consultant and parent at Westerford*

*Solange Rosa, Director of the Bertha Centre for Social Innovation and Entrepreneurship at the Graduate School of Business, University of Cape Town and parent at Westerford*

*Hugh Corder, Professor Emeritus of Public Law at the University of Cape Town and parent at Westerford*

*Alison Gray, Deputy Principal at Westerford High School*