



Anti-Racism Policy

This policy applies to all teaching and support staff, contracted staff, students and parents/guardians. The policy applies to them whilst they are on the school campus, at school events, representing the school in any capacity, supporting the school or events on or off the campus, or recognisable as members of the school community. The policy extends to social media platforms and to any other forms of media or communication.

1. A definition of Racism

Racism can be defined as prejudice, 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.

2. Preamble

As a school we recognise the discriminatory, racist and fractured history of South Africa, and in so doing commit ourselves to work 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 will take place in an atmosphere of mutual respect, acceptance of diversity and tolerance for each other'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.

3. Policy Statement

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

4. Examples of racist behaviour

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

- Making discriminatory or hurtful verbal or written remarks against another person or a group of people based on their race or ethnicity; laughing or giving tacit approval to the same;

- Making jokes or passing 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;
- Bringing racist or discriminatory materials to school (eg leaflets, software, books), or distributing these via social media;
- Discriminating against a person or persons on the basis of their race or ethnicity with regards to, for example, selection to a sports team, cultural group or leadership position or promotion;
- Holding different standards or expectations of a person or a group of people based on their race or ethnicity;
- 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 Principal, and her or his delegates may determine when an incident arises whether it is racism or not.

5. Consequences

Pinelands High School believes in the concept of restorative justice, and that consequences rather than punishment should follow an incident of racism. Consequences seek to ensure that the perpetrator or perpetrators:

- 1) accept responsibility for their actions;
- 2) agree to involve themselves in restorative actions which aim to change their beliefs and conduct;
- 3) agree to attend counselling/support groups;
- 4) are reconciled with their victim/s as well as with a larger grouping such as a class, a staff team, or a group of peers.

Notwithstanding the above, the school reserves the right to issue punishments to serious offenders or serial offenders, and which may involve withdrawal of privileges, detention, community service, suspension or expulsion. Such sanctions are to be in line with the school's Code of Conduct and the South African Schools Act.

The school also reserves the right to refer cases of racism to the appropriate statutory bodies or the South African Police Services.




6. Procedure to be followed in the event of an alleged incident

The pastoral and disciplinary processes in place for students will be followed when an incident arises. These processes allow for an escalation of the matter through Grade Head to Deputy Principal to Principal to the Governing Body. Parents will be involved when appropriate.

Staff matters will be dealt with by the Principal in accordance with the SACE Code of Conduct, or in consultation with the Western Cape Education Department, as appropriate.

Where accusations of racism are discovered to have been falsely made, the school reserves the right to address these in the same manner as noted in the 'Consequences' paragraph above.

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Ms J-M Lawrence

Chair: School Governing Body



Mr DJ Campbell

Principal

March 2022