

Diversity and Transformation Policy

Bishops, Diocesan College, is committed to transformation both as a process of institutional change and also as a catalyst for attitudinal and behavioural change within each individual. We regard transformation as a deliberate process including analysis of injustice, inequality and inequity that informs the need for change that improves the lives of all our people.

Our Vision Statement says:

Bishops, Cape Town, a South African school, aspires to:

- Live the Christian faith in the Anglican tradition, humbly and courageously
- Respect, nurture and value each person
- Inspire individuals to open their minds and hearts, and to reach their dreams
- Offer a world-class, all-round education fully up to date with the best educational and technological advances
- Address global issues including the sustainability of the environment both as part of the curriculum and as demonstrated in school operations
- Embrace and celebrate diversity in the communities of our school and nation.

In line with this Vision:

- Bishops will create an environment that allows all boys, staff and members of the community to feel they belong, irrespective of race, ethnicity, language, gender, religious or political affiliation, social or economic status, physical or intellectual ability, age, nationality, sexual orientation or indeed any other factor that makes us different from each other.
- We acknowledge the injustices and inequalities of the past that used racial differences as a means of separating people and creating privilege, some of which still continue today.
- We actively seek to be explicitly anti-racist in our approach to all we do.
- We acknowledge the position of privilege we enjoy as a result of our access to resources and funding and hence the responsibility we have to share both resources and expertise to improve the lives of others.
- We acknowledge that while issues of difference are complex and can create uncertainty and fear, we need to be sensitive to these differences and work towards accepting and respecting each other. Celebrating difference allows us to recognize that diversity is a strength which can enrich our lives.
- We commit to a culture of inclusivity and community that promotes mutual and appropriate respect between and amongst all people in our community, particularly those who may seem different to others.

To achieve these goals we will:

- Embrace difference as part of our teaching and learning in the classroom as well as in our public spaces.
- Embrace the Anglican Christian faith as the cornerstone religion of our school yet acknowledge and respect other faiths and their place in society.

- Ensure our curriculum promotes equality and provides a fair and appropriate environment conducive to learning in which boys are able to learn and form their own opinions.
- Allow equal access to Afrikaans and isiXhosa as additional languages of our school.
- Improve the racial demographic of the school to better reflect the demographic of Cape Town in both staff employed at the school and boys enrolled. Targets will continue to be set and reviewed on an annual basis.
- Value citizenship of our country through educating ourselves and others about current affairs and contributing positively to our country's wellbeing.
- Educate our boys and our community about national symbols and signs as well as national holidays and significant religious and traditional festivals, speaking about the reasons for their existence and their significance in our history
- Resolve conflict in a mutually respectful manner, realizing that we will, from time to time, differ in opinion.
- Speak proudly about our membership of the Bishops community and refrain from doing anything that could harm its good name or reputation and hence the reputation of others associated with the school.
- Prepare our boys to be responsible citizens of our country and our world with a balanced outlook on life that does not discriminate on the basis of difference.
- Use our influence and position of privilege to lead a transforming society.

Policies in support of our commitment to Diversity and Transformation

The following policies speak directly to Diversity and Transformation:

- Admission Policy
- Anti-Discrimination Policy
- Employment Equity Policy
- Procurement Policy
- Recruitment and Selection Policy

Document to be translated into Afrikaans and isiXhosa