



Faith, culture & life in harmony
Founded 1941

DIVERSITY STATEMENT **(confirmed by the Board October 2018)**

At St David's Marist Inanda, we believe that South's Africa's beauty and strength lies in the sheer range of influences that make up our society. While St David's has for many years been a school that has opened its doors to pupils of all races, the ugly shadow of apartheid ideology has created vast racial, gender and class inequalities and divisions within our society. Therefore, an active commitment is required if we are to transform our school to better reflect and celebrate the diversity we so value.

St David's Definition of Transformation

Transformation is a process through which the community of St David's (staff, boys and parents) acknowledge the discrimination and injustices of the past and make a commitment to cultivating and contributing to societal change by fostering values and practices that promote diversity and nation-building whilst remaining true to the Marist ethos. This process will concern itself with culture, structures, systems, leadership, curriculum, employment equity, diversity and related processes. When we talk about transformation, we include the dimensions of race, gender, ability, religion, sexual orientation and socio-economic position.

To this end, St David's undertakes to:

- foster and communicate our commitment to transformation so that it is understood and accepted by all stakeholders
- provide a safe space within which we can all explore difference, experience dissonance and recognise our common humanity
- be a school where each individual feels valued and supported, and is encouraged to empathise with others
- create an atmosphere free from harassment and intimidation and conducive to learning
- create a climate of understanding and mutual respect between persons of different groups
- combat hate speech and all other acts of discrimination
- use educational material that reflects a range of backgrounds, without stereotyping
- become a more racially diverse school in terms of both our student and teacher bodies
- assist in the transformation of the South African economy by supporting BEE compliant companies in our procurement and tendering policies

This statement is an over-arching document, and separate policies and practices for each of the areas mentioned above where we might experience challenge in living out this statement flow from it. The first such policy already developed is the Anti-Racism Policy adopted by the Board in October 2018.

Board of Governors: M Bussin (Chairman), S Bhembe (Vice Chairman), Br Joseph Walton, M Greeff (Director: Marist Schools' Council), M Thiel (Executive Headmaster/Head: College), G Edwards (Head: Prep), M Boden (Business Manager), L Klement (Advancement Manager), D Kaufmann (PTA), C Leicher, K Mkhonto, J Mothibi, N Pryce, JP Renouprez (Old Boys), M Smurthwaite