



Diversity and Transformation Policy

2010
Reviewed 2014
Reviewed November 2018

Diversity and Transformation form an integral part of the Vision of Bishops as set out in the School's Vision Statement

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.

The School has adopted various policies following the 2010 Conference to bring about the desired transformation of the school in line with current South African realities and values as contained in the Constitution.

Our Understanding of Diversity and Transformation

Bishops is striving towards being a welcoming environment that will make all pupils, staff and visitors feel at home, irrespective of origin, ethnicity, language, gender, religious and political conviction, social and economic status, physical and intellectual ability, age, nationality or sexual orientation.

We acknowledge that the issues are complex and complicated, but we need to be sensitive to our differences and try to accept and understand each other. Indeed, we need to learn to celebrate difference because our lives are enriched by diversity. Bishops is a better place because of our diversity and we will be better people the more we learn to embrace it.

At Bishops we promote a culture of mutual and appropriate respect between all boys and staff. It is important that we understand that this includes respecting people who are different to us for whatever reason. In the end, when in doubt, we must always apply the Golden Rule: "Treat others in the same way as you would like to be treated."

Diversity and Transformation Policy Reviewed by Bishops Executive Committee October 2018

1. **The definition of "black " for the purpose of this policy is a generic term which includes all people of colour, Black Africans, Coloureds and people of Asian descent.**



We will know that we have achieved Diversity and Transformation when:

- We can demonstrate evidence that the embracement of diversity is part of the teaching and daily lives of boys, staff and parents.
- We can demonstrate a heightened awareness of the place of Citizenship in our lives. We can point out what impact meeting the obligations and reaping the rewards of citizenship will have on our behaviours, both personal and traditional.
- We can demonstrate our knowledge of and respect for contemporary national symbols, and events, and we can engage with them routinely as part of our school traditions.
- We can develop and demonstrate a more complete understanding of the SA environment in terms of the SA Constitution, both as individuals and as a school.
- We can show our knowledge of the human rights landscape which the SA Constitution enshrines, including the variety of belief systems and observances which exist
- We can demonstrate that grievance procedures are processes which allow for the successful management of conflicts which arise when human rights are not observed.
- We can demonstrate our identity as members of the Bishops family, and as contributing South Africans.
- We can demonstrate an understanding of and engagement with the local and global issues which face SA and the world now, and which will face SA and the world over the next ten, twenty, thirty years, and how we can prepare ourselves for them.

Equally important in our quest for Diversity and Transformation is a change in the composition of the school, both in the staff and among the pupils at every opportunity.

EMPLOYMENT

Our staff recruitment strategy not only takes our Employment Equity requirements into account but is primarily undertaken to create a more diverse community. In this regard every effort will be made, as a priority, to employ a person who increases the diversity of our staff.

In addition, the school will grow the Intern Programme as a tool for the mentorship for black educators with a view to future recruitment both at Bishops in in the wider community.

ENROLMENT

Our pupil selection will be guided by the need to diversify all grades in the school. This will be achieved by applying the following priority in the offer of places:

- Preference given to black applicants
- Preference is given to siblings
- Preference is given to sons of OD's
- Preference is given to Bishops Prep boys entering grade 8

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In addition, every effort will be made to increase the funding of scholarships and bursaries to enable black pupils to attend Bishops.

PROCUREMENT and Broad-Based Black Economic Empowerment (BBBEE) 2018

We have drawn up and agreed on a Procurement policy which deals both with the practices of procurement at the school, and the BBBEE component including;

Policy statement

- Procedures and processes must reflect a procurement system that is fair, equitable, transparent, competitive, cost effective and provides a quality product.
- Bishops will take appropriate action against corrupt or unethical activities and acts of financial misconduct.
- All transactions should be properly documented.
- Guidelines related to the receipt of gifts and promotional items must be adhered to.
- Where possible, Bishops will purchase from local suppliers rather than from overseas suppliers, to encourage local business development.

Broad-Based Black Economic Empowerment (BBBEE) policy

- Black economic empowerment is fundamental and is appropriately in place to facilitate and promote opportunities for previously disadvantaged South Africans and the school will strive to do business with suitable BBBEE suppliers where possible.
- The school will request that suppliers adopt and demonstrate a policy of internally growing previously disadvantaged employees within their employ. Suitable theoretical and practical training methodologies must be demonstrable to create opportunities for staff to develop.
- Whenever there is a choice between suppliers of products or services of a similar price and quality, a BBBEE qualified supplier will be the first choice.
- Whenever there is a choice between two or more BBBEE suppliers of a product or service of a similar quality, the supplier with the lowest price will be the first choice.
- To be considered a BBBEE supplier, the supplier must be able to provide proof of BBBEE status. Where possible this will be corroborated through a recognized rating body and must not be more than 18 months old.
- The supplier is responsible for informing the school as to any change in its BBBEE status.
- Businesses misrepresenting their BBBEE status or not honouring commitments regarding subcontracting or joint ventures with BBBEE compliant businesses must be excluded from further business with the school.
- The school, via its various departments, will endeavour to collect BBBEE status details for all suppliers in respect of which Bishops has a minimum annual spend of R250 000.

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The schools Transformation and Diversity plan is outlined in the Social Sustainability section of the Bishops Future fitting document. The link to this is found below:

Future Fitting Bishops

In conclusion, it is our goal to build a community in which equity and diversity are viewed not only as a moral and ethical imperative, but is also seen and displayed practically, so that we as a school remain relevant to the educational landscape of the Western Cape and South African society.

G N Pearson
Principal

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