



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 us.

inspires individuals

Campground Road • Rondebosch • 7700 • Cape Town • South Africa PRINCIPAL: Antony Reeler
TEL: 27 21 659 1000 FAX: 27 21 659 1013 EMAIL: principal@bishops.org.za WEBSITE: www.bishops.org.za



Independent Schools Association of Southern Africa
Quality Values Diversity



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 second and third 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 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.

inspires individuals

Campground Road • Rondebosch • 7700 • Cape Town • South Africa PRINCIPAL: Antony Reeler
TEL: 27 21 659 1000 FAX: 27 21 659 1013 EMAIL: principal@bishops.org.za WEBSITE: www.bishops.org.za



Independent Schools Association of Southern Africa
Quality Values Diversity



Iyantlukwano kunye noMgaqo-nkqubo woTshintsho

IBishops Diocesan Kholeji, izibophelele kutshintsho njengenkqubo yotshintsho kumaziko kwaye ikwasisiseko sokutshintsha kwesimo sokuziphatha nokuziphatha ngaphakathi komntu ngamnye. Inguqu siyithatha njengenkqubo yabom ukuquka ukuhlalutya intswela-bulungisa, ukungalingani kunye nokungalingani okwazisa isidingo sotshintsho oluphucula ubomi babo bonke abantu bethu.

Ingxelo yoMbono wethu ithi:

IBishops, eKapa, isikolo saseMzantsi Afrika, siqwenela uku:

- Phila inkolo yobuKrestu kwisithethe samaTshetshi, ngokuthobekileyo nangesibindi
- Hlonipha, ukhulisa kwaye uxabisa umntu ngamnye
- Khuthaza abantu ukuba bavule iingqondo neentliziyo zabo, kwaye bafezekise amaphupha abo
- Nikezela ngemfundo ekumgangatho wehlabathi, yemfundo ejikeleze yonke imeko ngokugqibeleleyo kunye nenkqubela phambili kwezemfundo nakwezobuchwepheshe
- Sombulula imiba yehlabathi kubandakanya uzinzo kokusingqongileyo njengexalenye yekharithulam nanjengoko kubonisiwe kwimisebenzi yesikolo
- Ukwamkela kwaye ibhiyozele iyantlukwano kuluntu lwesikolo nakwisizwe sethu.

Ngokuhambelana nalo Mbono:

- IBishops izakwenza indawo evumela onke amakhwenkwe, abasebenzi kunye nabantu basekuhlaleni ukuba bazive bamkelekile, nokuba ngabaluphi na uhlanga, ulwimi, isini, inkolo okanye ukuzibandakanya kwezopolitiko, inqanaba lentlalontle okanye lezoqoqosho, amandla omzimba okanye obukrelekrele, ubudala, ubuzwe, inkanuko yesini okanye enye into esenza sahluka omnye komnye.
- Siyayibona intswela-bulungisa nokungalingani okwenzeka ngaphambili ezazisebenzisa iyantlukwano ngokobuhlanga njengendlela yokwahlula abantu nokudala amalungelo, ezinye zazo zisaqhubeka nanamhlanje.
- Sizama ngamandla ukuba sibe ngabantu abachasene nobuhlanga ngokucacileyo kwindlela esenza ngayo konke esikwenzayo.
- Siyasivuma ukuba sikwisikhundla selungelo elikhethekileyo ngenxa yokufikelela kwethu kwizibonelelo nakwinkxaso mali, kungoko noxanduva esinalo lokwabelana ngezixhobo kunye nobungcali ekuphuculeni ubomi babanye.
- Siyavuma ukuba lo gama imiba yeyantlukwano intsonkothile kwaye inokudala ukungaqiniseki kunye noloyiko, kufuneka siziqonde ezi yantlukwano kwaye sisebenzele ekwamkelweni nasekuhloniphaneni. Ukubhiyozelela umahluko kusivumela ukuba siqonde ukuba iyantlukwano ngamandla anokwenza ubomi bethu bube nentsingiselo.

inspires individuals

Campground Road • Rondebosch • 7700 • Cape Town • South Africa PRINCIPAL: Antony Reeler
TEL: 27 21 659 1000 FAX: 27 21 659 1013 EMAIL: principal@bishops.org.za WEBSITE: www.bishops.org.za



DIOCESAN COLLEGE FOUNDED IN 1849 MEMBER OF THE INDEPENDENT SCHOOLS ASSOCIATION OF SOUTHERN AFRICA

Quality Values Diversity



- Siyazibophelela kwinkcubeko yokubandakanya bonke abantu neyasekuhlaleni ekhuthaza ukuhloniphana nokuhloniphana phakathi kwabantu naphakathi kwabo bonke abantu, ngakumbi abo banokubonakala bahlukile kuthi.

Ukufezekisa ezi njongo siya:

- Ukwamkela iyantlukwano njengenxalenye yokufundisa nokufunda kwethu kwigumbi lokufundela nakwiindawo zethu zoluntu.
- Ukwamkela inkolo yobu-Anglican yobuKrestu njengenkolo nentsika yesikolo sethu ukanti nokuvuma kwaye sihloniphe ezinye iinkolo nendawo yazo ekuhlaleni.
- Qinisekisa ukuba ikharithulam yethu ikhuthaza ukulingana kwaye ibonelela ngendawo efanelekileyo nelungileyo yokufunda apho amakhwenkwe akwaziyo ukufunda nokuza nezabo izimvo.
- Sivumele ukufikelela ngokulinganayo kwisiAfrikansi nakwisiXhosa njengeelwimi ezongezelelweyo esikolweni sethu.
- Ukuphucula uhlanga lwesikolo ukubonisa ngcono inani labantu baseKapa kubasebenzi abaqeshwe esikolweni nasemakhwenkweni esikolo abhalisileyo. lithagethi ziya kumiselwa zize zijongwe rhoqo ngonyaka.
- Xabisa ubumi belizwe lethu ngokuzifundisa nabanye ngemicimbi yangoku nokuba negalelo elihle kwimpilo-ntle yelizwe lethu.
- Fundisa amakhwenkwe ethu noluntu lwethu malunga neempawu zesizwe kunye neempawu ngokunjalo neeholide zesizwe kunye neminyhadala yenkolo neyesintu, sithetha ngezizathu zobukho bazo nokubaluleka kwazo kwimbali yethu
- Sombulula ukungavisisani ngendlela ehloniphanyayo, uqonda ukuba, amaxesha ngamaxesha, siyohluka ngezimvo.
- Thetha ngeqhayiya ngobume bethu bobuBhishophu kwaye singenzi nantoni na enokonakalisa igama layo elihle okanye igama elihle labo banxulumene nesikolo.
- Lungiselela amakhwenkwe ethu ukuba abe ngabemi abanenkathalo belizwe lethu kunye nehlabathi lethu ngembono elungeleleneyo ngobomi engenakucalula ngexa yomahluko.
- Sebenzisa ifuthe lethu kunye nesikhundla sethu selungelo elikhethekileyo ngokukhokela uluntu oluguqukayo.

inspires individuals

Campground Road • Rondebosch • 7700 • Cape Town • South Africa PRINCIPAL: Antony Reeler
TEL: 27 21 659 1000 FAX: 27 21 659 1013 EMAIL: principal@bishops.org.za WEBSITE: www.bishops.org.za



DIOCESAN COLLEGE FOUNDED IN 1849 MEMBER OF THE INDEPENDENT SCHOOLS ASSOCIATION OF SOUTHERN AFRICA

Quality Values Diversity



Diversiteit- en Transformasiebeleid

Bishops, Diocesan College, is toegewyd tot transformasie, as beide 'n proses van institusionele verandering, sowel as 'n katalisator vir houding- en gedragsverandering in elke individu. Ons beskou transformasie as 'n doelbewuste proses, insluitende die analise van onreg, ongelykheid en onregverdigheid wat die behoefte vir verandering aanspreek, wat die lewens van al ons mense verbeter.

Ons Visie Verklaring lees soos volg:

Bishops, Kaapstad, 'n Suid-Afrikaanse skool, poog om die volgende te volhou:

- Om nederig en moedig volgens die Christelike geloof, in die Anglikaanse tradisie, te leef
- Elke persoon te respekteer, koester en waardeer
- Individue te inspireer om hulle harte oop te maak en hulle uitkyk op die lewe te verbreed, en hulle drome na te streef
- 'n Wêreldklas, volronde opvoeding te ontvang wat op datum en in pas is met die beste opvoedkundige en tegnologiese verbeterings
- Globale kwessies, insluitende die volhoubaarheid van die omgewing, beide as deel van die kurrikulum en in skoolbedrywighede gedemonstreer, aan te spreek
- Diversiteit te aanvaar en te vier in die gemeenskappe van ons skool en nasie

Saam met ons Visie:

- Sal Bishops 'n omgewing skep wat alle seuns, personeel en lede van die gemeenskap laat voel dat hulle daar hoort, ongeag hulle ras, herkoms, taal, geslag, geloof of politiese voorkeur, sosiale- of ekonomiese status, fisiese- of intellektuele vermoë, ouderdom, nasionaliteit, seksuele oriëntasie, of enige ander faktor wat ons anders as en uniek teenoor ander mense maak.
- Ons erken die onreg en onregverdigheid van die verlede, wat tot vandag toe nog voortgaan, wat rasseverskille as 'n maatstaf gebruik het om mense van mekaar te skei en voorreg te skep.
- Ons streef doelgerig daarna om eksplisiet anti-rassisties te wees in alles wat ons doen.
- Ons erken die posisie van voorreg wat ons geniet as gevolg van ons toegang tot hulpbronne en befondsing en juis daarom rus daar 'n verantwoordelikheid op ons om beide hulpbronne en kundigheid te deel tot die verryking en verbetering van ander se lewens.
- Ons erken dat kwessies van diversiteit kompleks is en dat dit kan lei tot onsekerheid en vrees en daarom moet ons sensitief teenoor diversiteit optree en daaraan werk om

inspires individuals

Campground Road • Rondebosch • 7700 • Cape Town • South Africa PRINCIPAL: Antony Reeler
TEL: 27 21 659 1000 FAX: 27 21 659 1013 EMAIL: principal@bishops.org.za WEBSITE: www.bishops.org.za



Independent Schools Association of Southern Africa
Quality Values Diversity



mekaar te aanvaar en respekteer. Deur diversiteit te vier, herken ons dit as 'n positiewe aspek wat ons lewens kan verryk.

- Ons is toegewyd tot 'n kultuur van inklusiwiteit en gemeenskap wat wedersydse en gepaste respek tussen en onder alle mense in ons gemeenskap, veral teenoor diegene wat anders as ons mag voorkom, bevorder.

Om hierdie mikpunte te bereik sal ons:

- Diversiteit as deel van ons onderrig en leer in die klaskamer, sowel as in ons publieke spasies, verwelkom, aanvaar en aanneem.
- Die Anglikaanse Christelike geloof as die hoeksteen-geloof van die skool aanskou en verwelkom, maar tog ander gelowe en hulle plek in die samelewing erken en respekteer.
- Verseker dat ons kurrikulum regverdigheid en gelykheid bevorder en 'n regverdige- en gepaste omgewing voorsien wat opvoeding op so 'n manier bevorder dat seuns kan leer en hulle eie opinies kan vorm.
- Gelyke toegang tot Afrikaans en isiXhosa as addisionele tale van ons skool beskikbaar maak.
- Die rasse-demografie van beide personeel en leerders by die skool te verbeter om sodoende die demografie van Kaapstad beter te verteenwoordig. Mikpunte sal op 'n jaarlikse basis opgestel en geassesseer word.
- Burgerskap van ons land te waardeer deur onself en ander oor huidige sake op te voed en positief tot ons land se welstand by te dra.
- Ons seuns en ons gemeenskap in te lig oor nasionale simbole en tekens, sowel as nasionale vakansiedae en merkwaardige tradisionele- en gelowige feeste, deur hulle bloot te stel aan die redes waarom hierdie dae gevier word en die merkwaardigheid van hierdie dae in ons geskiedenis.
- Konflik in 'n respekvolle manier op te los, met die wete dat ons af en toe van mening sal verskil.
- Trots wees op ons deelname in die Bishops gemeenskap en weerhou van dinge doen wat die goeie naam en reputasie van die skool, en daarom ook die reputasie van ander wat met die skool geassosieer word, kan skend.
- Ons seuns voor te berei om verantwoordelike burgers van ons land en ons wêreld te wees, met 'n gebalanseerde uitkyk op die lewe wat nie op die beginsels van verskille diskrimineer nie.
- Ons invloed en posisie van voorreg te gebruik om 'n transformerende samelewing te lei.

inspires individuals

Campground Road • Rondebosch • 7700 • Cape Town • South Africa PRINCIPAL: Antony Reeler
TEL: 27 21 659 1000 FAX: 27 21 659 1013 EMAIL: principal@bishops.org.za WEBSITE: www.bishops.org.za



DIOCESAN COLLEGE FOUNDED IN 1849 MEMBER OF THE INDEPENDENT SCHOOLS ASSOCIATION OF SOUTHERN AFRICA

Quality Values Diversity