

MIDSTREAM COLLEGE

Primary School

DIGNITY AND ANTI-DISCRIMINATION POLICY

We recognise, value and promote diversity, believe in an engaging and safe school environment, where fair treatment and respect of each person's dignity and individual identity is upheld by our school community; We commit to eliminate all forms of unfair discrimination, particularly racism, and strive to achieve a shared vision which includes endorsing the commitment against Racism adopted by the college.

We therefore commit to:

- Timeously address all occurrences of Unfair Discrimination to create a safe and enabling school environment.
- Respect everyone's human rights and fundamental freedoms as entrenched in the Constitution of the Republic of South Africa
- The dignified and fair treatment of everyone within the school community irrespective of race, gender, sex, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, birth or on any other arbitrary ground.

Values of the Policy

The values of the Midstream College community reflect our Christian foundation. We value the ideals of embracing dignity, understanding, acceptance, sense of belonging, Ubuntu, unity and respect.

Purpose and Rationale

The aim of this policy is to create unity, fairness, and a safe, healthy and respectful school environment conducive for learning and teaching where all can develop and serve to their fullest potential.

Scope

This policy applies to all members of the Midstream College community. This includes: students, teachers, employees, parents, guardians and families of students

While the principles of this policy are applicable to the whole of the Midstream College community, appropriate procedural variations will apply to different stakeholders and students in the different phases of the school without detracting from the intention and spirit of this policy.

'Transformation' means a profound re-orientation from past values and practices to a future defined by non-racialism, non-sexism and social relationships based on greater observance of human rights and equity.

Transformation involves understanding the strategic, educational and moral imperatives for transformation, a fundamental change at a personal and school level and seeing transformation as a strategy for creating excellent, relevant and socially just schools

'Unfair Discrimination' means any act or omission, including a policy, rule, practice, condition or situation which directly or indirectly imposes burdens, obligations or disadvantage on; or withholds benefits, opportunities or advantages from any person on one or more of the following grounds: race, gender, sex, ethnic or social origin, colour, sexual orientation, age, disability, religion, pregnancy, family responsibility, marital status, HIV status, conscience, belief, political opinion, culture, language, birth or on any other arbitrary ground where discrimination based on that other ground causes or perpetuates systemic disadvantage, undermines human dignity, adversely affects the equal enjoyment of a person's rights and freedoms in a serious manner.

It is not unfair discrimination to take affirmative action measures consistent with the purposes of the Employment Equity Act 55 of 1998 (as amended) or to distinguish, exclude or prefer any person on the basis of an inherent requirement of a job. It is not Unfair Discrimination to take measures designed to protect or advance persons or categories of persons disadvantaged by Unfair Discrimination or the members of such groups or categories of persons as referenced in the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 (as amended) (the Equality Act).

The establishment of a fair, respectful and thorough complaints procedure is crucial to the success of this policy and its execution. The exercise of this procedure must be respectful to both the complainant and the alleged perpetrator. This includes strict confidentiality at all stages of the procedure.

Any member of the Midstream College community or visitor to the Midstream College property may lodge a complaint regarding an alleged violation of this policy including alleged unfair discrimination or harassment. Such a complaint should be lodged as soon as possible after the incident giving rise to the complaint. Any complaint will be dealt with by an impartial school management team.

The complainant may nominate a representative to join him/her in this meeting.

The management group must ensure that the emotional and psychological needs of the complainant are addressed.

A disciplinary enquiry in terms of the disciplinary procedure in the case of a staff member or subcontractor being the alleged perpetrator will be initiated.

In conclusion this policy aims to ensure the fair treatment of all members of Midstream College.

Next evaluation: November 2023