



Penryn

Preparatory | College | Penreach

TRANSFORMATION AND DIVERSITY ACTION PLAN 2020 – 2021 (approved by Penryn Council 11th of September 2020)

	Goal/Action Points	Deliverables	Council Review Date
1	To draft, approve and implement anti-discrimination policies. This process must include consultation with all stakeholders.	a) Update 2017 Anti-racism statement to policy to cover: <ul style="list-style-type: none">• Unacceptable acts of racism (racist name-calling, racist joke-making or racist bullying, racist jokes, distributing racist literature, writing or expressing racist slogans, racist graffiti or racist catch phrases, expressing prejudices or deliberate misinformation on racial or ethnic distinctions).• Complaint Process.• Complaint Procedure.• Consequences of non-adherence.	End Term 4 2020
		b) Anti-discrimination policy: <ul style="list-style-type: none">• Prevention of unfair discrimination, harassment, hate speech, bullying and abusive conduct, retaliation and violence based on prohibited grounds.• Whilst English is the medium of instruction, multilingualism is affirmed.• The policy shall clearly state the consequences of all acts of racial, gender, sexuality, religion,	End Term 4 2020

Transformation and Diversity Action Plan

	Goal/Action Points	Deliverables	Council Review Date
		disability, nationality or ethnic discrimination in all the school's departments.	
2	To investigate the establishment of an independent, diverse structure to whom scholars and staff can independently communicate their concerns on matters of transformation, discrimination and diversity at the school.	<ul style="list-style-type: none"> • Investigate the use of existing platforms (e.g. Guardian Whistleblower App) to receive communication from scholars and staff, with regular reports to the Penryn Transformation and Diversity Committee for action. • This committee should have the authority to call for an investigation. 	End Term 4 2020
3	<p>Hire Diversely</p> <ul style="list-style-type: none"> • To deliberately transform the teacher and administrative staff profiles of Penryn, • To continue with the Teacher Intern Programme, which is aimed at broadening the recruitment pool of younger professionals. 	<ul style="list-style-type: none"> • To strive to implement the recruitment and succession plan as per the approved Employment Equity plan by the Department of Labour. 	Ongoing with quarterly reports to Exco and Council
4	To initiate an inclusive process where scholars join the parent and teacher Uniform Committee to have input into the Uniform Policy.	<ul style="list-style-type: none"> • Engage with scholars at Prep and College level through discussion, surveys and the Penryn Parent Association. • A scholar representative of both genders to sit on the Uniform Committee. • Consider issues like gender neutral uniforms. • To review inclusion, but is not limited to, the possibility of wearing of traditional and religious ornaments such as Isiphandla or Hijabs or Lakshmi string or a Bindi. Policy Review. 	End Term 4 2020

Transformation and Diversity Action Plan

	Goal/Action Points	Deliverables	Council Review Date
	To continue an inclusive process where scholars, teachers and parents can have input into the appropriateness of a Hair Policy.	<ul style="list-style-type: none"> Engage scholars, teachers and parents through discussions and surveys to make inputs into the appropriateness of a Hair Policy. 	End Term 4 2020
5	Academic and Administrative Staff to undergo regular compulsory diversity workshops.	<ul style="list-style-type: none"> A clear timetable of proposed workshops to be compiled. Workshops to cover, not limited to, race, religion, sexuality, gender and xenophobia. 	End Term 4 2020
6	To introduce age-relevant diversity content in the classroom.	<ul style="list-style-type: none"> Add Diversity to the Prep curriculum via the Life Orientation programme. 	End Term 2 2021
7	To initiate a review of the voting rights for the Scholar Executive Elections.	<ul style="list-style-type: none"> Look at “best practice” in school leadership bodies; Meet with College management, staff and scholars to discuss/gain input and then to explain the decision and rationale. 	End Term 4 2020
8	To elevate scholar voices	<ul style="list-style-type: none"> Investigate a process to enable Scholar Executive to make presentations at EXCO meetings on a quarterly basis 	Term 1 2021
9	To investigate initiating Imbizos for scholars (College) to engage the school, on matters pertaining to their welfare.	<ul style="list-style-type: none"> Scholars to meet and discuss transformation and diversity issues under the guidance of independent facilitators. 	Bi annually - Term 1 and Term 3
10	To investigate introducing Young Scholar Executive at Prep level.	<ul style="list-style-type: none"> To address the scholars at their level, in turn allowing them to be open and discuss any matters that may be bothering them Preferably, these should be Grade 7 scholars – assisted by Scholar Affairs Office. 	Term 4 2020

Transformation and Diversity Action Plan

	Goal/Action Points	Deliverables	Council Review Date
11	To investigate elevating the status of specific sporting codes and a review of the Sports policy.	<ul style="list-style-type: none"> • Review the Penryn Sports Policy to ensure fairness and equality (all sporting codes) • Investigate introducing and advancing competitive soccer – arranged tours and tournaments for College scholars. • 	End Term 1 2020
12	To conduct a campus physical accessibility audit – <i>infrastructure audit</i> - to eliminate all physical access barriers.	<ul style="list-style-type: none"> • Arrange for Facilities and the school architect to complete an accessibility audit. • To cater for people with disability – to ensure an inclusive environment. • The audit to be concluded and presented to EXCO for approval. 	End Term 4 2020
13	To promote, from Grade 6 to 12, compulsory onsite visits to Penreach centres.	<ul style="list-style-type: none"> • Liaise with Penreach to ensure visits are meaningful and add value to Penreach • Arrange with Penreach for these visits to take place. • Clear timetable of visits for the year to be developed. • Scholars to have a minimum 4 site visits per academic year. If visits are to the external NPOs, portfolio of evidence (signed attendance register) to be submitted to the school. • Active participation in Penreach projects to be made compulsory. 	End Term 1 2021
14	To promote social consciousness amongst our academic and administrative staff by fostering onsite visits to Penreach centres.	<ul style="list-style-type: none"> • Arrange with Penreach for these visits to take place. • Clear timetable of visits for the year to be developed. • Addendum to all job descriptions and performance appraisals to reflect this. • Staff to have a minimum 4 site visits per academic year. The visits are to be compulsory and built into their Key Performance Indicators (KPI). 	End Term 1 2021
15	To investigate initiating 'language for beginners' where teachers,	<ul style="list-style-type: none"> • Online platform to be acquired and set up for this purpose. 	End Term 2 2021

Transformation and Diversity Action Plan

	Goal/Action Points	Deliverables	Council Review Date
	administrative staff and parents can learn an African language.	<ul style="list-style-type: none"> The study of an African language while employed at Penryn will be encouraged. 	
16	To place permanent anti - discrimination placards in prominent areas on school property - displaying school's intent.	<ul style="list-style-type: none"> Messages such as Bridge Builder, Careers Have No Gender, Feminist, Disability, Equality, Fairness, Opportunities, Equity, Inclusivity, No Bullying, Leave No One Behind, Empathy etc. The list of the approved suggested social messages to be approved by EXCO. 	End Term 1 2021
	To place anti-discrimination or social messages on the back of the school's sport jerseys /kits - taking inclusivity with us everywhere.		End Term 1 2021
17	To encourage the Penryn Parent Association to play a leading role in social interactions sessions amongst parents.	<ul style="list-style-type: none"> Penryn Parent Association and Exco to agree on a programme to roll out. 	Ongoing
18	To review the make-up of Council and Exco.	<ul style="list-style-type: none"> Intentionally co-opt members to the sub-committees of Council and Council structures, respectively, to ensure diversity. 	Ongoing
19	To include Transformation and Diversity on all future EXCO and Council agendas.	<ul style="list-style-type: none"> Heads to make presentations – targets, achieved and variance explanations. Plan a clear communication strategy to all stakeholders. 	Monthly and Quarterly
20	To review all policies relating to Transformation, Diversity and Procurement regularly.		Regularly
21	To initiate a Penryn Climate Survey in 3 years' time to hear what		2023

Transformation and Diversity Action Plan

	Goal/Action Points	Deliverables	Council Review Date
	stakeholders are saying and show that Penryn is truly listening.		
22	To conduct an audit of all Social Media platforms, with the view to ensure that these are appropriate.	<ul style="list-style-type: none"> • Audit all Social media platforms. • Full review of the schools Social Media Policy. 	End Term 4 2020

Tel: 013 758 9000 | Fax: 013 758 9010 | Email: execpa@penryn.co.za | www.penryn.co.za
 Boschrand Farm PO Box 2835 Nelspruit 1200 South Africa



Penryn Executive Head: Grant Williams

Penreach CEO: Andile Ncontsa



The Methodist Church of Southern Africa



A beacon of educational excellence since 1991

