



# St Cyprian's School

## TRANSFORMATION FOR DIVERSITY: VALUES POSITION STATEMENT

1. **Racism and Discrimination are not in line with the values of St Cyprian's School and will not be tolerated.**

### Values

As an Anglican, Round Square School for Girls we are defined by our Christian values and described by our values-based approach to education. Our historical and current commitment to equity and social justice, our conscious determination to uphold the principles espoused in the South African Constitution, and our Round Square approach to diversity and leadership are the factors that have formed the ethos and culture of the school. **Our Christian values** remind us that we are all children of God and made in His likeness. "Love your neighbor as yourself" is one of the commandments.

**Our Core Values** inform the way we interact with one another at St Cyprian's School:

- **Respect:** we reject discrimination in all its forms and strive to entrench the value of diversity as a key requirement of our community.
- **Integrity:** we regularly revise and update policies, procedures and practices, in line with our commitment to social justice and conscious transformation.
- **Courage:** we will stand against racism and all other forms of discrimination and engage in ongoing dialogue and action to redress historical injustice and ensure that we are doing all we can to create a fair and equitable school in which progress does not waver.
- **Compassion:** we promote an authentic understanding of the concept of "ubuntu", our common humanity, and the interconnectedness of all people.
- **Accountability:** we recognise and acknowledge the injustices of our past, the continued impact of this on legacy, and the role we are called on to play to establish a more equitable society.

**Our Round Square Values:** require us to promote the concept of democracy (inherent in which is a valuing of diversity and equity) and entrench the understanding of the requirements of leadership for service (servant leadership).

2. **We want everyone in our community to feel welcome and valued.**

### Belonging

We strive to ensure that all members of our school community feel a sense of welcome and belonging at the school, irrespective of their race, citizenship, ethnicity, language, gender, gender identity, religious beliefs, socioeconomic background or sexual orientation. We believe that every member of the SCS community is worthy of honour, respect, equitable treatment and inclusion. As an institution we work hard to understand, celebrate and affirm differences and actively challenge stereotypical and/or prejudiced views of others. In light of this, the school takes a strong stance against racism and all other forms of discrimination.

3. **We are committed to transformation, promoting mutual understanding and eliminating prejudice.**

**Transformation** refers to the continual renewal of an organisation through dynamic cycles of enquiry, action and reflection. To realise the goal of transformation, we have committed

to a process of enquiry into the representation and celebration of our history, heritage and institutional structures to uncover conscious and unconscious bias, and hurtful or exclusionary practices. We are committed to sensitising our students, staff and broader community to racism, prejudice and discrimination, and engaging in a series of interventions to bring about:

- Structural change
- Attitudinal change
- Symbolic Change and

**4. We invite our whole community to take this journey with us.**

(Updated May 2025)