



## **UPLANDS TRANSFORMATION, DIVERSITY, INCLUSION AND ANTI-RACISM STATEMENT**

### **Preamble**

This statement was initiated in 2017 by the Transformation and Diversity Committee (now known as the Inclusion Committee) of the Uplands Board, comprised of representatives from all sectors of the school. The purpose of the statement is two-fold: (1) to articulate the school's view, and (2) to support and accelerate initiatives aimed at transformation, diversity, inclusion and anti-racism at Uplands. Uplands has a moral and ethical responsibility to uphold the South African Constitution, the conditions and ethos of ISASA membership and our commitment to the Anglican Church of Southern Africa.

At Uplands we seek to educate our children, staff, parents, and the greater community to honour diversity and to demonstrate transformation in a real and dynamic way. The concept of diversity encompasses acceptance and respect. Indeed, Respect is a core Uplands' value, along with Relationships, Integrity and Faith. To live out our values in a meaningful way means understanding that each individual is unique. We therefore recognise our diverse community. At Uplands, we are able to explore and learn about our differences in a safe, positive and nurturing environment. As a school community, we are moving beyond tolerance to embrace and to celebrate diversity.

### **Transformation**

Transformation in South Africa is conceptualised as the 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 more equity. Transformation should be used as a strategy for creating excellent, relevant and socially just schools. This involves a journey at both a school and personal level.

### **Diversity**

Diversity refers to the mixture, assortment, variety and range of people and their characteristics. It refers to the wide variety of characteristics that describe people as unique beings, including race, culture, ability, age, ethnicity, nationality, language, gender, religion, geographic region, sexual orientation, socioeconomic status and health status.

### **Inclusion**

Hand-in-hand with diversity at Uplands, Inclusion is the practice of providing everyone with equal opportunities and access to resources. Inclusion efforts at Uplands help to give traditionally marginalised groups a means to feel equal in the workplace. Inclusive actions at Uplands, like creating information sessions and staff resource groups regarding certain topics, make the workplace a safer, more respectful environment.

## Anti-Racism

Uplands supports ISASA's anti-racism initiative and statement, a copy of which can be found at <https://www.isasa.org/isasa-anti-racism-statement/>.

Uplands upholds a shared vision with ISASA, whose cornerstone is quality, values and diversity, and a belief in the value of human dignity, anti-racialism and anti-sexism. As an ISASA member, we share a vision of promoting quality education that embodies inclusivity for all learners, ensuring that the value of independent education is recognised and fostered by a values-based, public-spirited community of diverse, independent schools. To this end, Uplands will:

- demonstrate our commitment towards the promotion of a society based on democratic values, social justice and fundamental human rights, and
- produce and display a positive affirmation of its commitment to a non-discriminatory society and a diverse, just and equal school community

## Summary

Transformation, diversity, inclusion and anti-racism within Uplands is a compelling imperative which:

- furthers the ideals of democracy, social justice and equity and thus contributes to nation building;
- prepares pupils for life, work and study in multi-cultural, multi-racial, multi-lingual Southern African societies and the global village;
- enhances our educational quality and relevance;
- actively counters perceptions that independent schools are white, elitist and exclusive;
- contributes to the development of excellent, visionary leadership that the country needs in all spheres of life.

*Statement history:*

*T& D Statement initiated and adopted in 2017.*

*Updated in 2018.*

*Updated in 2021 and reconfirmed by the Board in September 2021 TBC*