

5 May 2021

Dear Herschel Community

Herschel Anti-Racism Statement published in Afrikaans, English and IsiXhosa

Please find attached the completed Anti-Racism Statement available in Afrikaans, English and IsiXhosa.

Last year following on the anti-racism social media campaign, and as part of a whole school commitment to supporting a zero-tolerance stance towards racism, a group of teachers and pupils worked on an anti-racism statement as a commitment to addressing systemic racism and supporting change at Herschel. The statement has been shared with staff and some students in the run-up to it being ratified by Council for distribution to all stakeholder groups. The 2020 Transformation, Equity and Belonging Report, published on the school's website, references this statement and process.

Our fractured colonial and apartheid past has manifested in complex inequities with respect to access, quality, opportunity and experience and we need to ensure that we do not continue to perpetuate these inequities in any of the areas of operation at Herschel Girls School. In this regard it is imperative that we guide our pupils through this statement to ensure an awareness of the principles it upholds, the purpose it serves and the clear anti-racism stance implicit in the words "zero-tolerance". We will undertake this in a formal manner, providing illustrative examples to reinforce the statement and ensure that it is accessible and understood.

It is important that the Herschel community reads this statement closely to understand the school's commitment to transformation, equity and belonging. We ask that you engage consciously and intentionally with respect to supporting a safe environment for all who live, learn, work and play here. We cannot allow painful, traumatic experiences to continue to unfold at Herschel. We need to unite in our efforts to build a safe and caring school in which all pupils feel an equal sense of belonging and to uphold the values that underpin this Herschel Anti-Racism Statement.

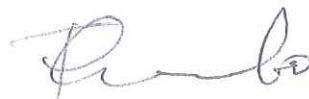
This statement will be distributed to all parents, staff, Council members and pupils, as well as to members of the OHA. It will be included in the document packs for admissions across both schools and in the recruitment documents and employee contracts for staff. It will be revisited regularly to sustain levels of awareness imperative to supporting ongoing change.

We would like to take this opportunity to thank those teachers and pupils who contributed to the writing of this statement. Your thorough engagement with the purpose and content of this statement has resulted in a clear commitment to being anti-racist and to establishing an environment which is inclusive along the lines of equal belonging.

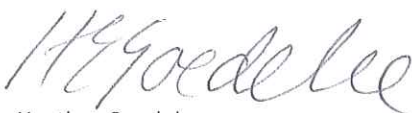
With kind regards



Tracey Dicker
Chair of Council



Tumelo Baloyi
Chair of TEB Committee and Deputy Chair of Council



Heather Goedeke
Head



Lin Heidmann
Head of Preparatory