

Rustenburg Girls' Junior School

Revised Inclusivity, Diversity and Transformation Plan of Action for 2018

Introduction:

In developing this plan we have sought to take into account the three main “voices” in the school community

- The staff
- The parent body
- The learners

The plan's focus is on the first two terms of 2018 and intentionally leaves terms 3 and 4 to allow us as a school community to be responsive to issues that have arisen from terms 1 and 2. For this to work it requires an undertaking from the SMT and SGB that there will be a commitment to making both time and resource available in terms 3 and 4 to deal appropriately with those issues.

Underlying assumptions:

- RGJS must comply with statutory obligations in relation to IDT
- RGJS must acknowledge it's past and it's present honestly
- The school community requires greater transparency in respect of communications around IDT
- Dialogue among all “voices” at the school must be fostered while encouraging cohesion

STAFF PLAN OF ACTION

GOALS:

- To increase knowledge and awareness of inclusivity, diversity and transformation within the school context
- To provide a mechanism for staff to reflect and share and provide ongoing feedback.
- To empower staff to take the lead in their classrooms and open up dialogue with learners
- To foster cohesion among staff following issues raised in staff survey

When	What	Provider	Cost	Who to Action	Outcome
First term	Staff Training Day	TBC	TBC (quotes between R40 000 and R90 000)	DB, PB , SJH	Knowledge, awareness, greater empowerment
First term	Employment Equity Process	TBC	Approx R35 000	SJH & PB	Statutory obligation met, mechanism for staff to participate, leads to diverse teaching staff
First/Second term	Develop a mechanism for staff to have a forum for IDT, to share classroom best practice and to reflect	N/A	Nil	PB & SJH (DB in advisory capacity)	Foster cohesion among staff and empower them to take the lead
First/Second term	Review learnership recruitment policy	N/A	Nil	SJH/GD/GC/DB/PB	Foster greater diversity in staff
First Term and ongoing	Update and maintain staff resource of articles/information	N/A	Nil	PB	Develop awareness and empower staff to take the lead

	and suggested classroom resources				
Second Term	Develop relationships with other schools facing similar challenges	N/A	Nil	Staff IDT forum members, interested parents	Best practice models, tips and advice, shared/suggested resources
Ongoing	IsiXhosa basics pronunciation, greetings etc	Ms Mtsi	Nil	All staff	Foster cohesion among staff, empowers staff to relate to learners and parents
Ongoing	Review of website/school song/extra murals and societies/talk to past pupils	N/A	Nil	Staff IDT forum members and interested parents	Awareness of our past and need to change

PARENTS' PLAN OF ACTION

GOALS:

- To increase awareness and knowledge and create an inclusive environment for all parents
- To allow parents to be a part of the process
- To allow all parents to have a voice in their school community
- To foster a partnership approach between parents and staff around IDT

When	What	Provider	Cost	Who to action	Outcome
First/Second Term	Parent Survey	TBC	TBA	PB/SJH	Empirical evidence as to where our weaknesses are
First/Second Term/After survey	Facilitated parent evening(s) (x2/3)	TBC	Approx R4500 per evening (TBC)	SJH	Allow parents to have a voice, increase knowledge and awareness, find solutions for making marginalised feel included
Ongoing	Teachers to invite parents to present to class/school	Parents	Nil	Teachers	Better understanding of background and injustices of our past, empowers teachers, opens dialogue in classrooms
First Term	Grade and Class Reps to be made aware that class parties, teacher vouchers etc must be inclusive	PB	Nil	PB/PH: SJH to address reps at start of year. Develop guidelines together	Fostering inclusivity among all parents
Ongoing	Review of school events (eg Founders	None	Nil	PB/PH/SJH/ and interested parents	Towards more inclusivity and

	Day, sports houses, award ceremonies, fundraising events, school song)				celebration of diversity
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LEARNERS' PLAN OF ACTION

GOALS:

- To make every learner feel included
- To celebrate the diversity of cultures in our school
- To ensure our learners don't feel betrayed by having to conform in a traditionally white school

When	What	Provider	Cost	Who to action	Outcome
First/Second Term	Learner Survey	TBA	TBA	TBA	Greater knowledge about where learners feel excluded, learners understanding of diversity
Ongoing	Education around anti bias	TBA (Previously Thikam Pillay)	TBA	PB, SJH	Awareness, towards a more inclusive attitude among learners
Ongoing	Review of classroom materials, worksheet development, purchase of resources etc	None	Nil	Each teacher together with IDT staff forum	Being strategic about initiating classroom discussions around inclusivity will create awareness
Third term?	Grade 7 facilitated workshop (with TRPS)	TBC	TBA	DB,PB,SJH	Life skills around inclusivity and diversity.