

## **SPARK Schools Diversity Policy**

### **1. Introduction**

- 1.1. SPARK Schools is committed to upholding diversity by providing equality of opportunity and anti-discriminatory practice for all stakeholders of the School, including the School, its employees, Parents, Scholars, visitors and suppliers (“the Stakeholders”).
- 1.2. SPARK Schools seeks to ensure that no member of the School community, or any person through their contact with the School, will receive less favourable treatment on the grounds of any of the following protected characteristics: race, nationality, ethnicity, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, political activities, socio-economic status, living situation or spent convictions.

### **2. Approach**

- 2.1. SPARK Schools seeks to uphold this Diversity Policy by:
    - 2.1.1. Providing and maintaining a secure environment in which all of our Scholars can flourish and in which all contributions are valued;
    - 2.1.2. providing and maintaining an environment where individual differences are appreciated, understood and accepted;
    - 2.1.3. providing and maintaining an environment where individuals empathise with each other and offer each other support;
    - 2.1.4. including and valuing the contribution of all families to our understanding of equality and diversity;
    - 2.1.5. providing non-stereotypical information about gender roles, diverse ethnic and cultural groups and people with disabilities;
    - 2.1.6. reviewing our knowledge and understanding of issues related to anti-discriminatory practices, promoting equality and valuing diversity;
    - 2.1.7. ensuring that inclusion is a thread that runs through all of the SPARK Schools and its policies; and
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2.1.8. ensuring that discriminatory behaviour is reported, and the necessary steps are taken to eliminate such behaviour.

### **3. Religion and Culture**

- 3.1. SPARK Schools is non-denominational. We practice tolerance and respect the right of individual families' to share their beliefs, both religious and cultural, with their children.
- 3.2. As part of the life skills curriculum, Scholars may be exposed to various religions and cultures of the world, but SPARK Schools does not endorse or show favoritism to any one specific religion or culture.
- 3.3. Should the religious or cultural beliefs and practices of any Parent/Guardian require a deviation from any of the SPARK Schools Policies, the SPARK Schools Rules or the Code of Conduct, a request is to be communicated to the Principal of the School who will address such request, taking into account the ambit of this Policy.

### **4. Language**

- 4.1. SPARK Schools affirms that multilingualism and equitable language rights are protected in the Constitution of the Republic of South Africa, 1996 and that the promotion of multilingualism demonstrates our commitment to nurturing respect for diversity amongst our Scholars.
- 4.2. The SPARK Schools Language Policy informs the language planning and language management at SPARK Schools in the context of classroom teaching and learning, in an effort to fulfill our mission to create global citizens.

### **5. Rules**

- 5.1. Any discriminatory behaviour, i.e., any negative attitude or action directed towards any other person on the basis of any protected characteristic, intentional or otherwise, will not be tolerated at the School.
  - 5.2. This applies on SPARK Schools' facilities, at school-related events as well as to any instance where the Scholar can reasonably be recognised as being a SPARK Schools Scholar. This is equally applicable to online activity of the Scholar.
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5.3. Any breach of this Policy will be dealt with in terms of the SPARK Schools Code of Conduct.

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