



CHARTER OF BELONGING

PREAMBLE TO OUR CHARTER OF BELONGING

We, St Anne's Diocesan College, have a responsibility to, in line with The Constitution of South Africa, The Schools' Act, the Employment Equity Act, and the Anglican Board of Education of which we are a part, play an active and deliberate role in creating a more just society. This Charter of Belonging is one means of building our sense of community, of helping us to remain accountable, and of turning our words into deeds, in line with our school motto: **res non verba, crux non vis.**

St Anne's aspires to being a well-integrated community that can serve as an example for other communities in South African context. In this regard, we have set out a number of aspirations and guiding behaviours that will encourage our **staff and pupils** to live by, consistent with our rules, and in support of our Code of Conduct.

ASPIRATIONS

We will know that St Anne's has truly transformed, when:

- Every member of our community feels they belong to our St Anne's family
- Every member of our community feels seen, cared for, and protected
- We can embrace the differing needs and views of members of our community while celebrating our Christian ethos
- Deep and mutual respect is the foundation of our relationships
- No person feels overlooked on account of their race, ethnicity, gender, religion, sexual orientation, abilities, or social status

GUIDING BEHAVIOURS

- All people have the right to be seen, heard and valued irrespective of social identity or background.
- All people have the right to be protected from prejudice and discrimination.
- All people may speak in their mother tongue while understanding that the medium of instruction is English.
- All people are able to express their culture and heritage.
- All people may follow their faith while still respecting and abiding by the Christian faith of St Anne's.
- All people should feel comfortable about their sexuality within the context of St Anne's, a girls' school.
- We will engage regularly in educational initiatives that enhance social justice, such as assemblies, talks, workshops, readings and discussions.
- We will work to create a culture of self-reflection, to facilitate learning.

- We will respect the humanity and dignity of others, and will not refer to people in a manner which is disrespectful or harmful to their dignity.
- We will create awareness of how language, beliefs, attitudes and behaviour impacts those around us and when they diminish equity and belonging, we commit to listening to, and learning from, those we have harmed with the intention of improving ongoing understanding.
- We acknowledge that learning, by its definition, involves making mistakes, and if there is no space for mistakes, then there is no space for learning.
- We believe in the capacity of all people to change and grow and to accept accountability for their actions.

SCOPE

This policy applies to all members of the St Anne's community. This includes:

- Academic staff (including part-time and contract staff), Administrative staff, Pastoral staff, Facilities' staff, Sports staff (both internal and external coaches), Catering staff (including out-sourced kitchen staff)
- Contractors
- Parents and other visitors to our campus
- All pupils of St Anne's
- While the reach of this policy cannot extend to off-campus providers of education (e.g. dance studios and horse-riding stables), St Anne's strongly encourages those institutions to abide by these principles and values. St Anne's will not knowingly enter into a contract with an external education provider who does not abide by these principles

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