



KEARSNEY COLLEGE

Founded in 1921

17 September 2020

Dear Kearsney family

On 17 June 2020 we circulated a letter to Kearsney College stakeholders in response to the current global focal points of racism and discrimination. In that letter we noted that there is renewed energy and determination within our Kearsney community to openly and fully explore and address issues of race and discrimination that continue to affect the lives and experiences of our boys and the wider society in which we live.

We also re-committed ourselves to our transformation programme and noted some of the steps we would be taking to renew and enhance our efforts to address racism, discrimination and exclusion and the building of social cohesion in our school.

With reference to that letter and the undertakings given, we are pleased to report on the following actions since our previous letter:

1. we have appointed Mr Napo Ramodibedi, an Old Boy, and active member of the Consensus group (comprising a large group of black Old Boys, which made contact with the school indicating a desire to engage the school on issues of race, identity and discrimination) to the Board of Governors;
2. the Board has created an additional formal sub-committee, called the Transformation and Diversity committee. This committee currently comprises 4 Board members, 4 members of staff (including the Headmaster and one of the Deputy Heads) and two members of the Consensus group;
3. the Transformation and Diversity committee has commenced its work, with its broad mandate being to develop a framework for transformation for Kearsney College that is aligned with the principles and values of the school, which include a non-racist and inclusive education for all. The T&D Committee will make recommendations and provide input on transformation matters to the Board and various levels of management within the school. Their work will include:
 - a. a review of the school's Racism and Racial Discrimination Policy;
 - b. examining the curriculum, including academic, cultural and sporting matters to identify opportunities to further our transformational goals; and
 - c. proposing and monitoring programmes to support and equip boys and staff with the knowledge, skills and reflection required to drive the school's, non-racism, transformation and social cohesion programme;
4. a Transformation and Diversity committee comprising of Kearsney management has been functioning for two years, chaired by Deputy Head, Mr Manzini Zungu. This committee's role is to engage with pupils and staff to determine where racism, either conscious or not, exists in the College and to address these matters through Management. This committee also initiates the training of staff to equip and support them in Transformation and Diversity matters. Their responsibility is also to examine each aspect of each portfolio to

identify meaningful transformation opportunities. Meeting once a term, it has arranged two employee training workshops this year and is making progress with the development of a long-term transformation and diversity employee training plan. This role will dovetail with that of the Transformation and Diversity board sub-committee;

5. we have increased engagement with Old Boy groups who made contact with the school and who have engaged the school on issues of race, identity and discrimination;
6. the Board has held a dedicated workshop, titled Conversations in Race, Identity and Belonging, presented by Prof. Cathy Sutherland, a Board member. Similar workshops are planned for the Grade 11 boys in September 2020 as part of their leadership weekend, and for the staff in October.

As communicated previously, we believe that with the will and commitment to address these issues by our community and school, Kearsney College will enhance its position as a leading school in producing boys who can contribute to the future of South Africa, aligned with the principles of our Constitution, and to a more inclusive and equal society.

In embarking on the journey to achieve our desire of creating a school environment that is truly non-racial and which embraces all boys and their diverse backgrounds, we recognise that a great deal of learning and open dialogue will need to take place, which may not always be easy for everyone. But we believe that this will be a positive and rewarding process and that the College can and will play an important part in creating a transformed and socially cohesive South Africa. The engagements thus far have been enlightening, positive and constructive and reflect the commitment of all Kearsney stakeholders to sustaining the excellence of the school. We therefore look forward to continuing with our journey of transformation as a critical part of the life of the College.

Yours sincerely



Andrew Parsons
Chairman of the Board



Elwyn van den Aardweg
Headmaster