



# The Wykeham Collegiate

Member of the Independent Schools' Association of Southern Africa

10 June 2020

To The Wykeham Collegiate Community

This last week has been a very difficult and painful time for many people associated with The Wykeham Collegiate. In support of the #Blacklivesmatter movement around the world, racism at the school has been highlighted and experiences shared on social media posts and via email.

We apologise unreservedly to all who have experienced any form of racism at The Wykeham Collegiate. As a school, it is our duty and desire to provide an environment in which each girl and staff member feels valued and safe, and, taking the comments and shared experiences into account, in this regard, we have clearly let people down.

The school is committed to eliminating all forms of unfair discrimination, particularly racism. To this end, the following will be put in place:

- The Anti-Discrimination Policy will be expanded to include more detail about unfair discriminatory attitudes and behaviour, including those of racism. The policy will be discussed in detail with all staff and girls so that there is a clear understanding of what constitutes unfair discrimination, and that this discrimination will not be tolerated.
- A survey on unfair discrimination experienced at The Wykeham Collegiate will be emailed to current and past pupils, and staff by the end of this week. All concerns, issues and suggestions will be taken seriously and will inform actions and decisions.
- We will establish safe channels for girls to report unacceptable discriminatory attitudes and behaviours.
- The pupil Transformation and Diversity Committee will continue providing feedback to staff during staff meetings.
- Staff and girls will continue being involved in discussion groups during compulsory Clubs on Tuesdays and Thursdays.
- Discussion forums will continue on appropriate online platforms.
- Experts in the field of inclusion, diversity and social justice will be invited to run workshops with staff and girls. Members of the broader TWC community will be invited to attend certain workshops.

It is critical that we learn from past mistakes, that we learn from each other's experiences, restore and heal relationships that have been damaged, and move forward in a constructive and positive way.

Yours sincerely

Sue Tasker  
(Lady Principal)