



MICKLEFIELD  
SCHOOL

## Policy on Diversity, Transformation & Belonging

Micklefield School is a small independent, forward-thinking primary school for girls situated in the heart of Rondebosch, Cape Town. Micklefield offers a well-rounded education of the highest standard in a personal, nurturing and innovative environment.

**Micklefield offers a broad but individualized independent, junior school, educational experience. Its small and caring family environment encourages its girls to grow to their full potential and to become valuable members of society.**

Micklefield recognises its responsibility as an educational institution to proactively encourage and support the transformation process in the school and to celebrate the diversity of all its stakeholders.

Micklefield School upholds the definition of diversity which encompasses the following:

- Acceptance and Respect
- Understanding of individual differences
- Celebrating the diversity in each individual
- A safe and nurturing environment
- Promoting and supporting diversity and transformation

We seek to be anti-racist in our approach to all that we do.

How this is achieved:

1. We strive to affirm and celebrate each pupil by developing and recognising her strengths, talents and achievements in a variety of ways.
2. It is through instilling the Micklefield Ethos and the Micklefield Values (Pride, Honesty, Respect, Consideration, Responsibility, Friendliness) that each staff member and pupil feels accepted and respected.

This also enables the pupils to recognise that with social and economic privilege comes great responsibility.

3. The curriculum, as well as special programmes provided by the school, provides an opportunity for pupils to learn about, understand and embrace individual differences such as race, religion, talents and abilities, sexuality. The understanding and development of social relationships, human-rights and equity is also developed through these programmes. The pupils are thus prepared for a diverse South Africa

and the world.

4. The staff, parents and pupils are given the opportunity to be involved in programmes that uphold redress, helping those from previously disadvantaged communities, removing racial discrimination, reaching out to those in less privileged socio-economic communities as well as to those with physical disabilities. This brings about change in attitudes at a personal and school level.
5. Micklefield's Individualised Learning Programme demonstrates a belief in the potential and unique talents of each learner. The broad-based curriculum for academics, sport, arts and culture, entrepreneurship and social responsibility provides the opportunity for this. Individual differences are celebrated and not merely tolerated.
6. The Admission Policy for learners at Micklefield makes provision for transformation and diversity.
7. The selection criteria for staff (academic, administration and support) makes provision for transformation and diversity. This is part of the strategic vision of the school.
8. Financial assistance may be offered on occasion on successful application to learners from previously disadvantaged communities. This is financially supported by the parents and will in the future be assisted by the Financial Aid Fund which is part of the strategic vision of the school to make this undertaking financially sustainable.

Policies that promote diversity in the school:

- Anti-Racism Statement
- Employment Equity Policy
- Policy for the Selection of Pupils
- Policy for Learners Receiving Financial Aid
- Selection of Staff Policy
- Transformation and Diversity Framework
- Principles of Engagement

Reviewed:

March 2017

June 2019

October 2020

January 2021

March 2022

May 2022