



SPARK Schools Diversity Policy

1. Introduction

- 1.1. SPARK Schools (referred to as “The School”) is committed to upholding diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.
- 1.2. The School 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. These include: race, colour, 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. The School does this by:
 - 2.1.1. providing a secure environment in which all of our Scholars can flourish and in which all contributions are valued;
 - 2.1.2. providing an environment where individual differences are appreciated, understood and accepted;
 - 2.1.3. providing 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-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
 - 2.1.6. reviewing our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;



- 2.1.7. making inclusion a thread that runs through all of the School and its policies; and
- 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. The School is non-denominational. We practise tolerance and respect the rights of families to share their beliefs, religious and cultural, with their children.
- 3.2. As part of the life skills curriculum children may be exposed to various religions and cultures of the world, but the School does not endorse or show favouritism to a specific religion or culture.
- 3.3. Should your religious or cultural beliefs and practices require a deviation from any of the School Policies, the School Rules or the Code of Conduct, a request is to be communicated to the Principal of the School who will address same, taking into account the ambit of this Policy.

4. Language

- 4.1. The School affirms that multilingualism and equitable language rights are protected in the Constitution of the Republic of South Africa 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. Discriminatory behaviour, intentional or otherwise, will not be tolerated at the School.
- 5.2. This applies when on the School grounds at any time, but also at other School related events, and also in instances where the Scholar can



reasonably be recognised as a Scholar of the School (even if this is online).

5.3. Breaches of this Policy will be dealt with under the Code of Conduct.