



15 October 2018

Introducing the SATT & its Statement of Intent:

Good morning

Although we live in a country with a wonderfully open Constitution that encourages inclusivity and diversity, we all live, work and play in a complicated and at times damaged society that all too often falls short of the constitution's noble ideals. After all, we are all human: while we can all aim to be tolerant, kind and respectful, our own human weaknesses mean that in reality we sometimes show hostility, fear and intolerance.

It is for various complex and often inter-related reasons, which were highlighted in the recent surveys carried out of the entire school community, that College's Social Awareness Task Team (or SATT) was set up and its Statement of Intent was recently drafted. The SATT includes staff, parents, Old Collegians and most importantly College boys – we want you young men to fully appreciate that you play THE vital role in this process.

It is my job today to tell you briefly about this Statement of Intent, which outlines the aims of the programme, and has been accepted and signed off by all the key role-players at College – from the headmaster and staff, to the governing body, the school's social awareness forums, the Old Boys' Association, the Trust, the KZNED and most importantly you boys – via R Stainbank and N Radebe.

I have five bullet points to offer.

- Firstly, College has now deliberately committed itself to celebrating the individuality of every College boy, whatever his background, interests or make-up, and has acknowledged that the school needs to embrace all of you, regardless of difference, via a common "College Culture" – whether you are black or white, rich or poor, Moslem or Christian, Zulu or Afrikaans; whether you are a grizzled jock, bookish swat, surfer, artist, bully, class clown, slacker, introvert, gay or straight.
- Secondly, College has now deliberately embraced the need for our school to become a more inclusive institution. While we cherish our timeless Core Values like self-discipline, courage and respect, we also recognise that for our school to grow, lead and be relevant to the society that it serves, it needs to absorb other values too. After all, this world could always do with a little more tolerance and kindness.
- Thirdly, College has deliberately acknowledged its desire to produce fine young men who are able to take their place as well-adjusted citizens at the forefront of our society. In order to do this, we need to ensure that every member of our school community – but especially you boys – feels that this environment is a safe space for him/her to thrive and feels accepted as a valued member of the College family.
- Fourthly, College has deliberately acknowledged that every member of the school needs to be aware of the respect (or, at times, disrespect) with which he/she interacts with others. And this idea of "respect" is not limited to whether a Second Former can greet you by name or knows where not to walk and where to sprint. It is much deeper and more layered. It is based on the idea that we are all diverse, different, and all equally deserving of the chance to be happy, integrated and productive citizens.
- And, finally, we recognise that being associated with our school entails a lifelong commitment to its ethos. We want you all to leave College able to hold your own in any company, but humble enough to listen to and respect the views and differences of others; we want you all to soak in a sense of tolerance for people who are different and to see that prejudice has no place in a thriving community; and we want you to learn to be better people, so that you leave College's "Old Walls" able to take your place as valuable citizens of our world.

To achieve this, College and its SATT have embarked on a deliberate programme that has three principal aims: creating a diverse school, emphasising social awareness at College, and giving you College schoolboys a voice.

To make this all possible, the SATT has many tasks ahead of it – and a few already behind it.

We will be evaluating the school's policies and procedures, including the school's employment policies; we will encourage inclusive classrooms; we will continue to look at and question the school's symbols and how they express its heritage; we will continue to employ outside professionals to help us promote a "South African mind-set"; and we are committed to fostering an environment in which you College boys feel comfortable to voice your opinions, concerns and hopes – via the RCL, the SATT, the prefect body, or the Social Awareness Forum.

When an initiative like this one is put forward, there are always nay-sayers, but the feedback received over the last while shows very clearly that this journey of self-examination is absolutely necessary. We are also firm that this will be, in the main, a schoolboy-driven journey involving all the members of the College community.

All the school's leaders believe that these initiatives are necessary, because of the ever-changing and ever-challenging times in which we find ourselves. Indeed, they believe that, for College to remain a successful and relevant leader of boys' education, they are not just important and necessary, but – for our school to survive at all – they are imperative.

We ask for your support over the coming weeks and months.

MM Marwick

Deputy Headmaster (Boarding)

Spokesman for the Social Awareness Task Team (SATT)