

Diversity and Transformation Policy

Diversity and Transformation form an integral part of the Vision of All Nations Outreach Christian Council to: • live the Christian faith in the Christian tradition, humbly and courageously • respect, nurture and value each person • inspire individuals to open their minds and hearts, and to reach their dreams • offer a world-class, all-round education fully up to date with the best educational and technological advances • address global issues including the sustainability of the environment both as part of the curriculum and as demonstrated in school operations • embrace and celebrate diversity in the communities of our school and nation.

Our Understanding of Diversity and Transformation

All Nations Outreach Christian Council is striving towards being a welcoming environment that will make all candidates, staff and visitors feel at home, irrespective of origin, ethnicity, language, gender, religious and political conviction, social and economic status, physical and intellectual ability, age, nationality or sexual orientation. We acknowledge that the issues are complex and complicated, but we need to be sensitive to our differences and try to accept and understand each other. Indeed, we need to learn to celebrate difference because our lives are enriched by diversity. All Nations Outreach Christian Council is a better place because of our diversity and we will be better people the more we learn to embrace it. At All Nations Outreach Christian Council we promote a culture of mutual and appropriate respect between all men, women and staff. It is important that we understand that this includes respecting people who are different to us for whatever reason. In the end, when in doubt, we must always apply the Golden Rule: “Treat others in the same way as you would like to be treated.”

Diversity and Transformation Policy Reviewed by All Nations Outreach Christian Council at a meeting held on 08 October 2022

The definition of “black” for the purpose of this policy is a generic term which includes all people of colour, Black Africans, Coloureds, khoisan, white and people of Asian descent.

We will know that we have achieved Diversity and Transformation when:

We can demonstrate evidence that the embracement of diversity is part of our daily lives of men, women & staff • We can demonstrate a heightened awareness of the place of Citizenship in our lives. We can point out what impact meeting the obligations and reaping the rewards of citizenship will have on our behaviours, both personal and traditional. • We can demonstrate our knowledge of and respect for contemporary national symbols, and events, and we can engage with them routinely as part of our school traditions.

• We can develop and demonstrate a more complete understanding of the SA environment in terms of the SA Constitution, both as individuals and as a non profit organisation. • We can show our knowledge of the human rights landscape which the SA Constitution enshrines, including the variety of belief systems and observances which exist • We can demonstrate that grievance procedures are processes which allow for the successful management of conflicts which arise when human rights are not observed. • We can demonstrate our identity

as members of All Nations Outreach Christian Council, and as contributing South Africans. • We can demonstrate an understanding of and engagement with the local and global issues which face SA and the world now, and which will face SA and the world over the next ten, twenty, thirty years, and how we can prepare ourselves for them.

Equally important in our quest for Diversity and Transformation is a change in the composition of the council both in the staff and among clients at every opportunity.

EMPLOYMENT

Our staff recruitment strategy not only takes our Employment Equity requirements into account but is primarily undertaken to create a more diverse community. In this regard every effort will be made, as a priority, to employ a person who increases the diversity of our staff.

PROCUREMENT and Broad-Based Black Economic Empowerment (BBBEE)

We have drawn up and agreed on a Procurement policy which deals both with the practices of procurement at All Nations Outreach Christian Council, and the BBBEE component including; Policy statement • Procedures and processes must reflect a procurement system that is fair, equitable, transparent, competitive, cost effective and provides a quality product.

• All Nations Outreach Christian Council will take appropriate action against corrupt or unethical activities and acts of financial misconduct. • All transactions should be properly documented. • Guidelines related to the receipt of gifts and promotional items must be adhered to. • Where possible, All Nations Outreach Christian Council will purchase from local suppliers rather than from overseas suppliers, to encourage local business development.

Broad-Based Black Economic Empowerment (BBBEE) policy

• Black economic empowerment is fundamental and is appropriately in place to facilitate and promote opportunities for previously disadvantaged South Africans and the NPO will strive to do business with suitable BBBEE suppliers where possible.

• All Nations Outreach Christian Council will request that suppliers adopt and demonstrate a policy of internally growing previously disadvantaged employees within their employ. Suitable theoretical and practical training methodologies must be demonstrable to create opportunities for staff to develop. • Whenever there is a choice between suppliers of products or services of a similar price and quality, a BBBEE qualified supplier will be the first choice. • Whenever there is a choice between two or more BBBEE suppliers of a product or service of a similar quality, the supplier with the lowest price will be the first choice. • To be considered a BBBEE supplier, the supplier must be able to provide proof of BBBEE status. Where possible this will be corroborated through a recognized rating body and must not be more than 18 months old. • The supplier is responsible for informing All Nations Outreach Christian Council as to any change in its BBBEE status. • Businesses misrepresenting their BBBEE status or not honouring commitments regarding subcontracting or joint ventures with BBBEE compliant businesses must be excluded from further business with All Nations Outreach Christian Council

Future Fitting Bishops In conclusion,

It is our goal to build a community in which equity and diversity are viewed not only as a moral and ethical imperative, but is also seen and displayed practically, so that we as All Nations Outreach Christian Council & Projects remain relevant to the educational landscape in South Africa and internationally



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General Secretary Prof. Dannyboy Pieterse
All Nations Outreach Christian Council