



# ST JOHN'S COLLEGE

## INDEPENDENT REPRESENTATIVE INTERIM COMMITTEE (IRIC)

### COMMUNIQUE 2

21 NOVEMBER 2017

#### 1. Purpose

This is the second communication which aims to update the St John's community on the work and progress made to date by the IRIC. The initial intention as communicated on 29 October 2017 was to update the St John's community fortnightly, however, due to the overwhelming work of the IRIC we propose providing monthly updates.

#### 2. Link to the website

An information link, <https://www.stjohnscollege.co.za/IRIC/> for IRIC has been created on the front page of the school's website which links through to the overview, FAQs and communiqué links. This link provides regular and updated information on the work of the IRIC.

For any comment or questions regarding IRIC, please email [iric@stjohnscollege.co.za](mailto:iric@stjohnscollege.co.za)

#### 3. Meetings

The IRIC has held three meetings since the last communiqué, which are as follows:

##### **24 October 2017**

Members were informed that the school had conducted a self-assessment survey under the auspices of the Independent Quality Assurance Agency ("IQAA"). The survey was conducted among parents, staff, council and other stakeholders of St John's. The evaluation will help the school identify its strengths as well as areas of concern and set the foundation for the school to improve in the area of transformation and diversity. The outcome of the survey will be shared with the IRIC and will inform its work as defined in the "Terms of Reference".

Members also discussed the vision, mission and objectives of the school and agreed that there was a need to discuss the strategic vision of the school which had been revised in January 2017. This discussion was deferred to the next meeting.

##### **31 October 2017**

St John's College T: +27 (10) 492 0300  
St David Road, Houghton, F: +27 (11) 645 3001  
Johannesburg, 2198 E: [headmaster@stjohnscollege.co.za](mailto:headmaster@stjohnscollege.co.za)  
South Africa For more information visit [stjohnscollege.co.za](http://stjohnscollege.co.za)



#### **ANGLICAN DIOCESAN COLLEGE OF JOHANNESBURG**

Headmaster: Paul Edey BA HDE (Wits) Hons (SA) FDE (RAU) PMD (GIBS)  
Visitor: The Rt Revd Dr Steve Moreo MA (UP) PhD (UP)

The St John's College strategic framework was presented. It was reported that in 2015, Council had drafted the strategic plan and this had been refreshed earlier this year. The strategy focuses on four pillars namely, (a) community and society, (b) formation, (c) finance and (d) growth and development. Each pillar has goals and objectives, supported by an implementation plan. The meeting discussed the community and society pillar and the following was highlighted:

1. The Centenary Scholarship Programme;
2. The St John's College Academy; and
3. Realema Teacher Intern Programme.

A suggestion was made that the school implement a communication strategy to profile some of its transformation initiatives. This would go a long way in positioning St John's as a school that is committed to transformation.

Furthermore, the meeting had a robust discussion relating to the "culture" of the school. It was agreed that the culture of the school should be founded on the principles of honest and courageous discussions, enabling the students, staff and parents to face the challenges of discrimination, racism and bigotry. The meeting acknowledged that a first step towards this would be a frank and open discussion of the events leading up to the departure of a senior member of staff. It was then decided that the next meeting would focus on a presentation by the headmaster which would highlight key lessons learned from this experience.

The meeting broke up into the two work streams of (i) Governance and (ii) Anti-racism policy and review of all policies and procedures.

### **7 November 2017**

The headmaster gave a detailed account of the various steps and learnings from the case regarding a senior member of staff. The lessons learned were recorded.

The meeting then split into two work streams of (i) Governance and (ii) Anti-racism policy and review of all policies and procedures.

The Committee members agreed that traction was beginning to take place and that whilst progress had been slower than expected, it had been important to understand the fundamental cultural differences before being able to undertake the tasks at hand.