



ST JOHN'S COLLEGE

7 June 2018

Dear Members of the St John's Community

Council of St John's College implementation process following a review of the recommendations of the Independent Representative Interim Committee (IRIC)

The Council of St John's College reviewed the recommendations from IRIC, which were presented on 27 March 2018. During five extraordinary Council meetings, held between 9 April and 14 May 2018, Council reviewed the following documents:

- IRIC's proposed Dignity and Anti-discrimination Policy
- IRIC proposals on Governance and IQAA Results
- IRIC proposals on Policies

Immediate implementation

An immediate process of implementation of certain changes has begun. Changes which have already been implemented, or will be implemented with immediate effect, include:

- **Anti-discrimination Policies**

The Dignity and Anti-discrimination Policy (<http://www.stjohnscollege.co.za/pdfs/Anti-discriminationPolicy.pdf>) with reference to the St John's College Commitment Against Racism (<http://www.stjohnscollege.co.za/pdfs/CommitmentAgainstRacism2018.pdf>) have been posted on the website.

- **Website Profiles**

Council members' profiles will be published on the new school website.

Council vacancies will be published on the school's website and the school's other communication channels.

- **The Transformation and Diversity Committee**

The Transformation and Diversity (T&D) Committee will be reconstituted; the T&D Committee was dissolved during the IRIC process; a proposal has been submitted to Council regarding the terms of reference and composition of the T&D Committee, which is expected to start its work in the 2018 Michaelmas term; the committee will appoint various sub-committees.

- **Council Communication**

To improve communication between Council and the St John's community, the Chairman of Council will write a termly report; the first report will be distributed by half term (22 June 2018).

- **Review of Organisational Design**

To improve the school's ability to better implement its medium- and long-term strategies, a review of organisational design, facilitated by an external consultant, has taken place; the outcome is a revised deputy head structure in the College with more specific job descriptions; a new College deputy position for transformation and community engagement has been created; the needs of the Human Resources (HR) department are being reviewed as part of this process.

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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)



- **Employment Equity Plan**

The HR department has presented an employment equity plan (dated April 2018) to Council.

Council has already declared that preference will be given to suitably qualified Black South Africans as part of this plan.

- **Communication with the Anglican Board of Education**

Through the Bishop's representative, Council will communicate with the Anglican Board of Education (ABE) ways of better coordinating community programmes with other Anglican schools; specifically, we've asked that this communication take place before half term of the 2018 Trinity Term.

- **Governance and Policy Review Sub-committee**

Council will form a sub-committee to annually review governance structures and policies; this will include the Chairman, Deputy Chairman, legal representatives, HR committee chairman, Heads, representatives of the Old Johannian Association (OJA), Parents' Association (PA) and the Transformation and Diversity representative.

- **Curriculum Review**

Curriculum review, specifically with respect to the balance between a global outlook and African context, is already being undertaken by each Head of Department under the auspices of the Deputy Head's (Academics) Academic Management team in each section of the school. Examples of recent changes in the College include the choice of prescribed texts and poetry, cross-curricular work adopting themes carried through history, geography, English and Afrikaans literature, and thematic approaches to teaching especially in Remove and Lower IV that explore South African heritage, literature, music and art. The College curricula remain aligned with those of the Independent Education Board (IEB) and Cambridge Assessment International Education (CIE). In the Prep, curriculum review is on the weekly staff meeting agenda, texts in English have been appropriately selected, the history syllabus revised, and African-themed films studied. In addition, both College and Prep explore a "hidden curriculum" including guest speakers and outings that highlight transformation initiatives. Curriculum contextualisation and ongoing review will be a standard item in the Heads' reports to Council.

Recommendations pertaining to policy regulation

- **Policy Repositories**

School policies, in electronic (hard drive folder and memory drive back-up) and printed copies will be held by the manager of HR, the College Headmaster/Council secretary and the Chairman of Council.

- **Policy Consistency**

The HR manager will consult the Independent Schools Association for Southern Africa (ISASA) policy repository annually before recommending updates to the Governance and Policy Review Committee.

- **Policy Updates**

Versions of policies will be dated and updated annually.

- **Policy Sign-off**

Strategic policies will be signed off annually by the relevant sub-committee of Council and those of an operational nature by the relevant Head.

- **Policy Communication**

New or revised policies will be communicated to the community and referred to in communication when appropriate.

Community engagement

A commitment has been made to implement several initiatives to promote a widespread understanding of our anti-discrimination policies. These include:

- Staff presentations at staff meetings that include teaching, administrative and support staff.
- Student presentations at assemblies.
- Visual communication in the form of posters, especially for younger students.

- Communication to all Old Johannians via the OJA, and links to the aforementioned documents, on the OJA and Foundation websites.
- Links to the aforementioned documents via St John's social media platforms.
- Via a strategy to be implemented by representatives on the Transformation and Diversity Committee, devise a series of workshops to develop short-term awareness, medium-term understanding and a long-term culture shift in the Pre-Prep, Prep, College and Sixth Form.
- Continuing the Parent Conversation Evenings.

In addition, the Marketing and Admissions Departments will expand on their strategy of promoting St John's College as a centre of educational excellence to a diverse spectrum of families.

Recommendations requiring further consultation

Certain recommendations require constitutional changes. In these cases, the College constitution requires Council to consult with the Diocese, staff, the OJA and the PA.

These recommendations include expanding the Nominations Committee of Council to accommodate additional OJA and PA representatives and ensuring at least one female representative on the committee. The specific criteria for nominating and co-opting members to Council will be published on the website.

I sincerely thank all members of IRIC and the St John's College Council for the dedication and commitment shown over the past few months. Many of the recommendations made will stand our College in good stead for generations of Johannians to come as we strive to live out our motto of "Lux, Vita, Caritas" as a world-class Christian, African school.

Yours sincerely

A handwritten signature in black ink, reading "Jon Patricios". The signature is written in a cursive style with a large, sweeping initial 'J'.

Dr Jon Patricios
Chairman of Council