



**NOVA PIONEER**  
SCHOOLS FOR INNOVATORS & LEADERS

# **INTERCULTURAL AND ANTI-BIAS POLICY**

**South Africa**

**October 2018**

## 1. Introduction

All individuals at Nova Pioneer uphold the six culture principles reflecting our philosophy and that define a Novaneer. We believe that you cannot have great learning or build a great community without a strong and positive culture.

### Novaneers live these six culture principles in learning and behaviour

<b>High Expectations</b>	<b>Greater Together</b>	<b>Servant Leadership</b>	<b>Joy of Learning</b>	<b>Always Growing</b>	<b>Solutions First</b>
<i>We sweat the small stuff and take pride in what we do. We set goals that others think are impossible and never stop until we achieve them.</i>	<i>We constantly support our teammates because we know we can achieve more together.</i>	<i>Great leaders always put others before themselves and engage their community with humility and generosity. We see leadership as a way of improving the world, not simply promoting ourselves.</i>	<i>We are lifelong learners and we are fuelled by curiosity and discovery</i>	<i>We constantly seek out difficult challenges, share and receive feedback as a gift, and see every failure as an opportunity to grow.</i>	<i>Everything is possible when we think creatively and critically about a problem. We are always thinking of new solutions when faced with difficult problems.</i>

Nova Pioneer believes that listening to people and encouraging them to share information about their families and ways of life will assist them in learning to respect and value the diversity that exists within our world. Nova Pioneer believes that once everyone can view differences in a positive way they will naturally begin to show empathy for others and their environment.

## 2. Areas of bias can include (but are not limited to):

- a) **Ability:** physical, mental or emotional capabilities.
- b) **Age:** the state of being old or young.
- c) **Appearance:** one's height or size, scars or distinctive markings.
- d) **Beliefs:** strong convictions which can include religious, spiritual, cultural and political convictions.
- e) **Class:** distinctions based on social and economic values. This can include elements that determine a person's class such as occupation, education, type of housing, clothing and transportation.
- f) **Culture:** the way of life shared by members of the same group. Culture includes language, religious beliefs, celebrations, customs and ways of thinking that reflect how one acts towards others.
- g) **Family Composition:** family structure, including how many family members and their roles.
- h) **Gender:** the state of being male or female and the roles associated with being either.

- i) **Race:** distinctions made of people who share common origin, skin colour, hair, facial features or body structure.
- j) **Sexuality:** One's sexual preference and orientation.

### **3. Nova Pioneer has adopted key anti-bias goals which include:**

#### Positive Self-Concept

- Fosters positive self-concept and sense of self;
- Labels feelings and emotions;
- Helps others;
- Demonstrates pride in accomplishment;
- Understands relation to one's family;
- Tries new experiences;
- Works cooperatively;
- Fosters ability to be a group member;
- Copes with change;
- Demonstrates empathy.

#### Mutual Respect

- Respects other cultures, races, and beliefs;
- Values self and the uniqueness of others;
- Respects gender and ability equity;
- Sees things from others' perspectives;
- Examines alternatives;
- Is open-minded.

#### Understanding Similarities and Differences

- Identifies similarities and differences;
- Encourages active observation and listening to others;
- Constructs relationships and draws conclusions;
- Notices fair and unfair behaviour;
- Solves problems;
- Gathers information;
- Demonstrates an inquiring attitude;
- Makes inferences.

### **4. In particular, Nova Pioneer staff members are expected to:**

- Use praise irrespective of gender and be sensitive to needs for competence.
- Become familiar with and sensitive to differences between the Nova Pioneer's philosophy and family values and encourage cross-group friendships – age, gender, culture.
- Act at all times as a model of acceptance and show respect for differences.

- Access professional development activities to update, educate and acquire skills, and acknowledge the benefits of anti-bias practices.
- Ensure students are never singled out, or made to feel inferior to or better than others.
- Staff and students will discuss incidents of bias or prejudice in students' play or relationships with each other, to help students to understand and find strategies to counteract these behaviours.
- Act professionally and consider the Nova Pioneer Philosophy of Culture and Behaviour (including the Code of Conduct) in their daily interactions and practices.

Nova Pioneer encourages all students to participate in all initiatives and activities at the school and not to be segregated from activities for linguistic, intellectual, physical or religious reasons unless requested by a parent/ guardian.

At Nova Pioneer, the whole school should strive to ensure that everyone is valued as an individual, regardless of race, religion, gender, disability, social class, nationality or any other real or perceived differences. Each person in school, whether student, staff, parent, or visitor should feel that he or she is treated with respect.

Nova Pioneer aims to be proactive and has an explicit and positive part to play with regard to multicultural and anti-racist education and this will permeate throughout the curriculum.

## **5. Procedure for logging incidents of bias**

- A. All incidents must be recorded and reported to the School Leader.
- B. The school will contact parents of those students involved in such incidents.
- C. Action will be taken within the context of the school's code of conduct (as found in the Philosophy of Culture and Behaviour policy document) and anti-bullying policies.
- D. The perpetrator(s) will be made aware of the effect the incident has on the victim.
- E. The parents of the perpetrator(s) will be informed of the incident.
- F. The School Leader will record the incident.

The definition of a racist incident is described as follows:

*"A **racist incident** is any incident which is perceived to be racist by the victim or any other person."*

Incidents with a bias dimension could include the following (in no particular order of priority):

- Physical assault

- Racist graffiti
- Derogatory name calling, insults and racist jokes
- Offensive comments during a discussion, on social media or any other public platform
- Bringing provocative and offensive materials to school, such as leaflets, comics, magazines or any printed media
- Wearing provocative and offensive badges and insignia
- Verbal abuse and threats
- Incitement of others to behave in a bias manner
- Theft, damage to personal property
- Ridicule
- Name-calling
- Taunting
- Threats and intimidation
- Extortion

## **6. Review of Policy**

In order to remain relevant, this policy will be reviewed in terms of the Policy Management Policy.