



Jeppe High School for Boys

Anti-discrimination During Co-curricular Participation Policy

Preamble

In recognition of the inherent value of diversity and the fundamental right of every individual to participate in co-curricular activities without fear of discrimination, this policy aims to foster an inclusive and equitable environment within school co-curricular programs in which Jeppe High School for Boys learners and staff are involved. Discrimination based on race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic is fundamentally opposed to the principles of fairness and sportsmanship. By upholding this policy, we commit to promoting a culture of respect, acceptance, and equal opportunity for all students, ensuring that every participant can engage in co-curricular activities with dignity and without prejudice.

Context

Jeppe High School for Boys is a proudly diverse South African school with a reputation for inclusivity and healthy relationships among our multicultural learner, staff and parent community. In recent years a number of incidents of racism have been reported during sporting events at schools across the country. This policy aims to equip students and staff to be able to respond appropriately should one of these incidents occur during a Jeppe fixture or activity.

School responsibility for student education

A primary principle of this policy is that as educational institutions in the South African context, it is the responsibility of every school to intentionally educate their learners regarding the harm caused by language specifically directed to diminish fellow participants based on race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic. These slights and slurs cause significant hurt, which is contrary to the spirit of sport and the values espoused by the South African Constitution. To address the problem of incidents of racism and other discriminatory slurs occurring at interschool events, schools must hold regular (minimum annually) education events for co-curricular participants to explain

- What language and actions constitute discriminatory behaviour
- The consequences that may be associated with discriminatory behaviour
- The actions to be taken if faced with a situation within which discriminatory behaviour has occurred.

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Protocol for Jeppia High School for Boys learners and staff if involved in an offensive language incident during sporting or co-curricular activities

Should an incident of racial or discriminatory verbal abuse occur during a co-curricular event, the following procedures should be adhered to.

1. Immediate report

Following any incident of racial or discriminatory abuse, the incident must be immediately reported to the match official or person responsible for the event. The initial report may be made by the affected person, or by any person who heard or observed the event. It is important that this initial report specifies exactly what was done or said and identifies the person/s involved. If it is not possible to engage with the match official, the report should be made immediately to the coach or teacher of the team who will engage with the match officials.

2. Time out

The match official should then stop play and engage with coaches/managers/teachers from both teams, sharing the reported incident.

3. Engage

Staff / coaches should assist event officials in any way to clarify the incident. The match officials to then determine further steps and the course of action:

- Staff to take charge and ensure calm and safe space for students to explain what has happened.
- Ensure the learners are safe and, if needed, separate the learners and request the assistance from all officials and school staff to prevent escalation.
- Where practical the match official should use the code's sanction system, suspend or eject players if necessary and notify the technical table and other match officials of the alleged transgressions and the level of suspension.
- If guilt cannot be established and a sanction cannot occur, the match official to take the opportunity to remind players of the ethics of the game and that incidents of racism/discrimination will not be tolerated. He should inform players that the incident will be investigated further and that all players should be vigilant to ensure that no further incidents occur.

4. Explain to learners

- a. The position of the match, referring to the match official's decision due to the nature of the abuse incident and to secure the safety and best interests of the learners.
- b. That an investigation and disciplinary procedure will be undertaken by the relevant school authorities and that the Head of each school and

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relevant parents will be immediately informed of the incident.

- Learners/ Players to allow the officials and staff present to determine the next steps.
5. Restart the match / call game off in serious cases.
Serious cases could be defined where conflict results amongst teams, 3rd parties such as parents, spectators enter the game or the continuation of the game would be viewed as no longer safe for students to participate in. This is to be determined by match officials jointly in consultation with staff present.
 6. Report
In all cases - whether the incident was sanctioned on the field or not, and whether the match was stopped or completed - the incident must be reported to each schools' headmaster immediately.
 7. Investigation
The headmaster or delegated member of his executive team will collect the relevant information required to inform the disciplinary procedure. This includes
 - reports from staff present and the match officials detailing the facts and processes followed, up to the final decision of the match or event officials.
 - learner statements, after permission from parents.
 8. Disciplinary procedures
In the case of tournaments and festivals where subsequent participation is possible, the tournament director must constitute a disciplinary hearing as soon as possible to address the incident. In the cases where it can be clearly determined that an incident of racism has occurred the recommended sanction is suspension from further participation in the tournament/festival. The perpetrator in these cases is still subject to further disciplinary action from their own school as per the school's code of conduct and disciplinary procedures

From a legal point of view, where an interschool fixture has been completed, only the school where the learner is enrolled can complete a disciplinary procedure as the alleged perpetrator is subject to the code of conduct and disciplinary structures of that school. All information collected during the investigation is to be provided to all schools involved in the incident to support their internal disciplinary procedures. Recommended sanctions for incidents of racial or discriminatory abuse include suspension from sport, suspension from school and enrollment in educational intervention programs.

In cases where the investigative and disciplinary process is inconclusive, the minimum response should be that schools revisit the aforementioned educational

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process.

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