



Somerset College *Celebrating Potential*

DIVERSITY AT SOMERSET COLLEGE

A definition of diversity

Diversity underpins the philosophy of Somerset College by promoting and celebrating individuality, and by acknowledging and respecting differences in race, social status, religion, culture, gender, sexual orientation, physical appearance, and physical and mental ability.

Some key concepts with regards to diversity at Somerset College:

- Diversity should evolve as an integrated philosophy in the school
- Diversity should be planned with key milestones and measures
- Diversity should be driven by clear actions for successful achievement

Creating unity in diversity at Somerset College should take place on two levels:

- On an interpersonal level, through increasing awareness, building self-esteem and developing mutual respect between all stakeholders in our diverse community.
- On a school-wide level, through the culture, structure, policies, procedures, practices and educational offering that support Somerset College's vision, strategies and values.

Some key measures include:

- Teacher training and awareness
- Student education and awareness
- Community education and awareness
- Scholarships and bursaries
- Teacher internship (learnership) programmes
- Teacher equity ratios
- Student ratios
- Community integration programmes
- Moral leadership development programmes
- Effective and integrated communication
- Pride, image and marketing of what we stand for

Diversity Committee, November 2008