



AMEDEO
COLLEGE

YOU'RE ONE OF A KIND. SO ARE WE!

INCLUSION AND DIVERSITY POLICY

Amedeo College is a place of learning where acceptance and belonging prevails. We value the unique richness of every individual member of the school community. In a dynamic and stimulating environment, we provide a holistic and balanced education of body, mind, and spirit. We educate our learners for life and are committed to also being lifelong learners ourselves, modelling best practice. We aspire to include all learners with different learning needs and from different backgrounds, cultural groups, and religions. We aim to create a learning environment that will assist learners in reaching their full potential by offering them curriculum content in various ways and ensuring their developmental needs are met. We strive to assist learners with ongoing support internally and to recommend strategies that may be needed to encourage future learning. We help young people to become happy, confident, and competent people of hope and personal integrity, with a deep sense of justice and compassion, and with a sense of social responsibility to positively contribute to; and transform the world around them. We are united around a set of values that shape our vision and practice of education.

Aims:

- Acknowledging that all children and youth can learn and that all children and youth need support.
- Creating and developing curriculum and learning content to meet the needs of all learners.
- Acknowledge and respect differences in learners, whether due to age, gender, ethnicity, language, class, disability, HIV, or other infectious diseases.
- Change the attitudes, behavior, teaching methods, curriculum, and environment to meet the needs of all learners.
- Ensuring the participation of all learners in the curriculum and minimizing barriers to learning.
- To create a learning environment in which all members of our diverse community are encouraged to understand, accept, and respect each other to foster hope for the future.
- To include the school community in which there is a commitment to a shared vision, effective communication, respect, and courtesy to form a basis for the partnership between parents, learners, educators, management, and support staff.
- To offer holistic education that develops the spiritual, social, emotional, intellectual, and physical potential of the learner by developing life skills and fostering growth of the individual and the community through the academic, extramural, and other elements of the school curriculum.

Directors:
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- To strive for personal success and educational excellence of each child being reached. It also refers to the dedication of our educators and parents to providing educational resources and support so that our learners develop a love for learning.
- Learner-centered education focuses on the individual's needs and abilities and allows diversity to be recognized within a spirit of discipline and acceptance, without compromising the integrity of Amedeo.

Commitment to the inclusion of all learners

To give effect to these aims and objectives all staff, learners, and parents of **Amedeo** all commit to abide by and support the policies as adopted and as amended by the Members. The School Constitution does not replace but informs the school rules and policies of **Amedeo**. All members of **Amedeo** community are entitled to due process as outlined in the school rules and policies. This commitment in no way negates the individual's rights as enshrined in the constitution of our country.

Management and Staff

- Instilling into each individual learner a sound spiritual and moral attitude, based on the values of love, justice, compassion, respect, care, acceptance, and tolerance.
- Developing a curriculum of excellence that is child-centered and developmentally appropriate.
- Setting the highest standards of work and behaviour for all learners.
- Protecting the dignity of all who are a part of our school community.
- Creating a loving and caring environment for the learners.
- Fostering strong communication with parents as the basis for close co-operation.
- Conducting ourselves in accordance with the Code of Professional Conduct of the South African Council for Educators.
- Being heard by parents and learners.
- Listening to parents and learners and understanding any concerns raised.
- Providing the appropriate time and place for full and confidential discussion.
- Establishing reasonable expectations for solving any issues or problems.
- Establishing a written action plan for any proposed or agreed solution.
- Reporting and reviewing the action plan.
- Providing an opportunity to a parent or learner to work towards a solution.
- Recognizing that:
 - Parents have a depth of experience with the learner.
 - Parental and educator perspectives may justifiably differ.
 - Parents have multiple time commitments.

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Parents and Guardians

- Helping and encouraging children to develop strong spiritual and moral values.
- Taking an active and supportive interest in the school's aspirations.
- Taking an active interest in children's work and progress and in this regard regularly
- Attending parents' meetings.
- Supporting the values, authority, and discipline of the school.
- Ensuring children abide by the school rules.
- Reading and committing themselves to the relevant policy documents that pertain to them at this school.
- Being heard by educators.
- Listening to educators.
- Holding discussions with educators at a time and place that permits full and confidential exploration of issues:
 - Concerns will be directed at the educator only.
 - The issue / problem will be articulated clearly and fully.
 - Educators will be afforded the opportunity to work towards a solution, which will require sufficient time.
- Recognizing that:
 - Educators are trained professionals.
 - Educators' perspectives may differ from parents' perspectives.
 - Educators have multiple time commitments.

Learners:

- Behaving and acting in a manner which reflects the values of the school.
- Respect the cultural and religious beliefs of others
- Respecting and being courteous and co-operative with educators, other College staff, other learners, and visitors, always.
- Attending school regularly, and on time.
- Aiming to achieve their highest standard in all areas of School life.
- Completing all homework and assignments with pride and to their highest level of competence.
- Respecting the feelings and property of other people, both in School and in the community.
- Caring for the buildings, furniture, equipment, and grounds of the school.
- Supporting and abiding by the school rules that apply.

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We abide to:

- Follow the Gauteng Department of Education (GDE) CAPS syllabus as our minimum standard.
- Operate as an independent, self-supporting institution registered as Amedeo School.
- Provide other community services during the life of the school.
- Ensure that learning and the curriculum is in line with developmental guidelines to assist learners at all stages.
- Adjust teaching methods, materials, and lesson plans accordingly to suit the need of everyone.
- Recommend and refer for additional support should this be needed to ensure maximum learning of each learner.
- Furthermore, we see ourselves as an extension of each learner's family, and we hope to develop a warm, loving atmosphere within the school.
- The school is completely self-supporting, through fees that are paid by the parents.

This policy will be reviewed and updated every two years - updated 22/08/2022.

Dougie van der Westhuizen
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