



25 June 2020

Dear Epworth families

I write to you at a pivotal moment in the life of our school as many within the Epworth family are hurt and angry as a result of racism or lack of inclusivity experienced at Epworth. The Board acknowledges that, while the school has embarked on a journey towards greater inclusivity, diversity and transformation, we have fallen short. We, the Board, apologise for letting you down and want to assure you of the school's commitment to ensure that Epworth becomes a diverse, inclusive and transparent school, with zero tolerance for racism, for **all** pupils and staff.

We commit to continue gathering your experiences and participate in actively listening to develop an understanding of your experiences and suggestions. We are committed to taking meaningful action, to ensure the development of an effective transformation process, in collaboration with all stakeholders (including current pupils, Epworthians, Board, Trust, staff and parents).

As part of this process, we are auditing Epworth School policies and, where necessary, following a consultation process with stakeholders. This will ensure our policies are aligned with our transformation goals or we shall develop new policies to shape a fair, inclusive and diverse school. We shall continue to engage in transformation, diversity and inclusivity training, for all stakeholders, with external experts in this field. The Board is committed to ensuring that the Epworth Board of Governors is representative of our Epworth family.

We are in the process of appointing a "journey manager" and consulting with expert transformation, diversity and inclusivity facilitators to assist us going forward. We invite stakeholders to submit any recommendations to the Head of School, Laura Bekker, at faithcompassioncourage@epworth.co.za or direct your message to the Chair of the Board at 2020_lisa_robertson regarding the process or experts which may be useful in this essential undertaking, by the 13th July 2020.

These are some of the steps we will be taking to ensure that Epworth School becomes the transformed, inclusive, diverse and welcoming school it is intended to be for all present and future pupils and staff. We invite you to collaborate with us as we continue this journey together.

Yours in faith, compassion and courage.

Lisa Robertson
Chair of the Epworth Board of Governors