

# TRANSFORMATION AND DIVERSITY

## Reporting Procedure



THE DIOCESAN SCHOOL  
FOR GIRLS

The following interim avenues are available to girls, staff and parents for reporting incidents of racial discrimination and sexism.

- Girls may report incidents to any one of the following staff members with whom the complainant feels comfortable:

*Shelley Frayne (Head)*

*David Wright (Deputy Head)*

*Dionne Redfern (Deputy Head)*

*Mandy Thacker (Head of Wellness)*

*Jane Jarvis (Educational Psychologist)*

*Nozuko Konjwa (Senior Housemistress)*

*Kim Barker (Chair of Transformation and Diversity Committee)*

*Tami Maiwashe (Transformation and Diversity Committee member: Senior School)*

*Barbara Hibbert (Head: Junior School)*

*Bronwyn Herring (Transformation and Diversity Committee member: Junior School)*

*Girls can also put an anonymous report in the Bully Box.*

- Support staff can report incidents to their line manager or to David Jarvis (Operations Manager)
- Academic staff are welcome to consult Kim Barker as chair of the Transformation and Diversity Committee or report incidents directly to the Deputies, David Wright and Dionne Redfern or the Head, Shelley Frayne.

Every incident that is reported will be investigated and responded to appropriately, in line with our Statement on Racism, Code of Conduct and the DSG Handbook. The complainant will be consulted and kept informed at every step of the process.

Early in 2018 a range of staff and senior pupils will be trained to receive complaints of this nature. We will also be setting up an anonymous reporting app to replace or supplement the Bully Box.