



**ST PETER'S  
PREP SCHOOLS**

<b>Policy Title</b>	<b>Anti-Stigma Policy</b>
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<b>Approved by</b>	EXCO
<b>Date Approved</b>	
<b>Implemented by</b> <b>(Compliance Monitoring)</b>	Heads, Line Managers, Human Resource Manager and Deputy Head Campus Compliance (Covid-19 Manager)
<b>Review/Modified date</b>	
<b>Rescinded</b>	
<b>Relevant Legislation &amp; Related Policies</b>	Labour Relations Act 66 of 1995  Employment Equity Act, No 55 of 1998
<b>Bibliography</b>	
<b>Date on Server</b>	

## **1. INTRODUCTION**

The Covid-19 pandemic has triggered a degree of stigmatisation similar to that generated by other Health conditions such as obesity and mental health.

The stigmatisation occurs in the form of demeaning comments and/or avoidance or isolating behaviour.

The victim experiences shame, hurt, sadness and resentment. This can influence behaviour leading to the victim avoiding other people and being reluctant to reveal their status regarding the health issue. Such behaviour can prevent the successful treatment of the condition. It could also affect the victim's performance at school or in work environment.

## **2. THE ST PETER'S STANDPOINT**

As a Christian Anglican School, St Peter's rejects any behaviour that shames or demeans people especially as a consequence of health conditions or, for that matter, any other reason be it culture, race, gender, age or sexual orientation.

### **St Peter's undertakes to:**

1. Implement measures to prevent the transmission of Covid-19 (see Covid-19 Policy).
2. Ensure that all pupils and staff are made aware of this Policy as well as the dangers of stigmatising and/or stereotyping.
3. Providing counselling for those pupils or staff who experience stigmatisation.
4. Taking action against pupils or staff members who contravene this Policy.
5. Ensure that in determining the risk of suspected Covid-19 cases, not basing this on race or country of origin.
6. Maintaining confidentiality in diagnosis of Covid-19 where this does not impact the safety with others and only with the patients' permission.
7. Apply discretion in assessing the risk to other employees in the event of a positive diagnosis of a pupil or staff member.
8. Treat all people as potential carriers of the virus without distinction.
9. Ensure that all employees are aware of support measures available to all.