

TEB NEWSLETTER

Transformation, Equity and Belonging

June 2025



The Transformation, Equity and Belonging (TEB) Committee and its working groups at Rustenburg Girls' High School, are committed to fostering a school environment where every individual is valued, respected, and celebrated for who they are. Through collaboration, accountability, and a commitment to inclusive practices, the TEB Committee works to ensure that all members of the RGHS community feel empowered.

2025 TEB COMMITTEE

Thank you to those who have volunteered their time and expertise to serve this initiative for the current SGB term:

Ms Jan Thorne: Transformation Lead

Ms Andrea Slater: TEB lead and Head of Communications & Fundraising

Mr Shaun Klaasen: TEB lead and Academic Staff member

Mr Michael Gates: Principal

Ms Gill Blackshaw: Deputy Principal: Holistic Growth

Ms Lindsay de Klerk: SLT member

Ms Fatima Adam: SGB representative for Transformation

Ms Tasneem Johaadien: Parent member

Ms Saeeda Bassardien: Alumnae member

Ms René Forbes: Secretary and Administrative staff member

Mr Emmanuel Vureya: Support staff member

Anna Irving: Grade 12 RCL

Sophie Walters: Grade 11 RCL

Nikita Mguqulwa: Grade 10 RCL

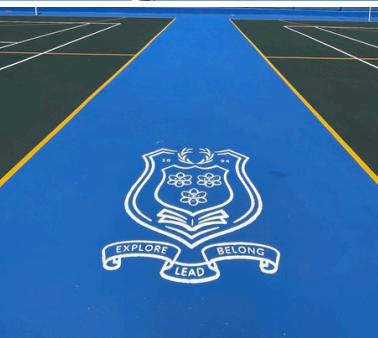
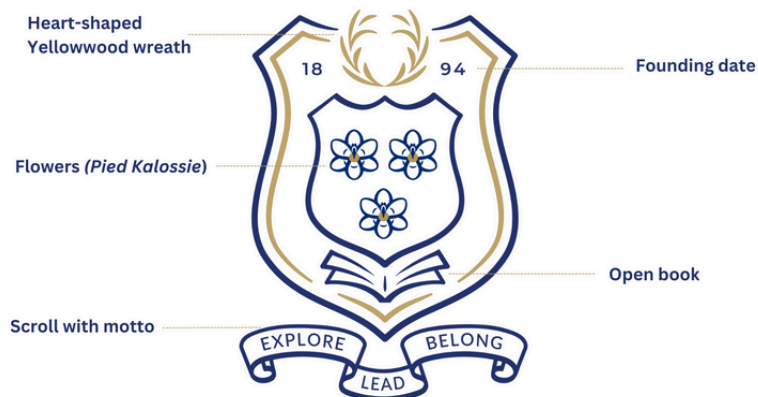
The TEB committee informs and makes recommendations to the RGHS School Governing Body (SGB) and School Leadership Team (SLT) regarding the four focus areas/working groups: **Heritage, Culture, Signs and Symbols, Learner Admissions, Engagement and Wellness, Academic Curriculum and Staff Wellness.**

Heritage, Culture, Signs and Symbols

Sub-committee: Ms Andrea Slater, Ms Gillian Blackshaw, Ms Saeeda Bassardien, Anvesha Srivastava, Bayyinah Manjoo, Georgia Altbeker, Imange Jentile, Isla Morrow, Kirsten Campbell, Shan Tong Yu, Vedika Kalan, Zubenathi Mbetshe

SCHOOL BADGE UPDATE PROJECT

Our beautiful new school badge was unveiled on 1 October 2024 during a formal assembly. The new badge is the result of a year-long process involving careful thought, community input and a desire to honour our rich history while embracing the future. Since then, the new badge has been phased in gradually on the school grounds, on school uniforms, sports kit and staff apparel.



COMING UP

We're working on some exciting upcoming projects—stay tuned to our Weekly Bulletins to find out how you can get involved!

Heritage Day Event

In collaboration with Erinville Hostel, a special Heritage Day celebration will be hosted in Term 3. This event will create space for the sharing of stories, traditions, music, and food, reflecting the diverse backgrounds of our families and fostering a stronger sense of belonging and community.

Word of the Week

A word—slang or other will be introduced during assembly. This will encourage the school community to use the word throughout the week, sparking curiosity, encouraging conversation, and creating opportunities to share cultural diversity.

Eish!

Botany Tour

Building on our connection to the Rondebosch Common and inspired by the Pied Kalossie now featured on our school badge, a botany tour of the school grounds will be developed. QR codes will be placed around the campus, linking to digital content about indigenous plants, the environmental history of the land, and our role in caring for and preserving our environment.

Re-imagining *White Stoep on the Highway*

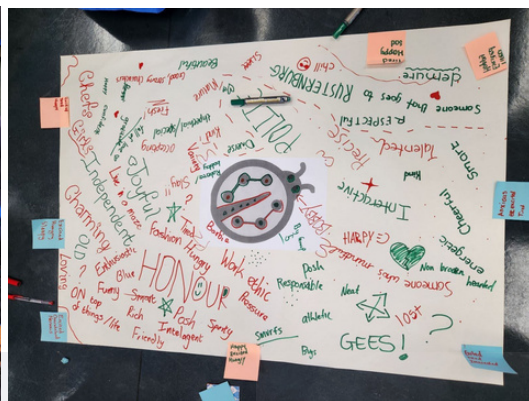
The *White Stoep*, a significant historical publication, outlining our history, will be made more accessible and educational. This will include the creation of visually engaging infographics and an updated historical timeline covering the period from 1894 - 2025.

Learner Admissions, Engagement and Wellness

Sub-committee: Ms Jan Thorne, Ms Sanda Sogoni, Ms Zianikah Parker, Ms Tracey Braunger, Ms Bernice Petersen, Ms Linda van de Vijver, Naledi Dipholo, Thando Albanie, Nurah Dawood, Sonwabile Mabaso, Anna Irving, Zariya Johaadien, Maya van Zyl

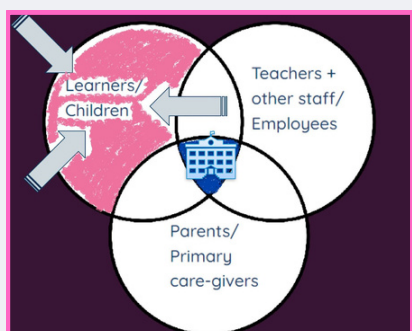
A SCHOOL WHERE I BELONG WORKSHOP

As part of the Grade 8 Orientation programme, the new Grade 8s attended a workshop on belonging, inclusivity, empowerment and our values of **Integrity, Acceptance, Respect, Kindness and Gratitude**.



CULTURE TALKS

Learner Culture Talks provide **grade groups** with a valuable opportunity to reflect on their behavior toward one another and evaluate the health of their interpersonal relationships. These sessions focus solely on what learners themselves can influence or change, rather than on the actions or responsibilities of adults, whether staff at school or parents and guardians at home. Learner Culture Talks have covered topics such as vaping, peer pressure, learner leadership, and social media usage amongst RGHS learners in particular.



PLANS FOR THE FUTURE

- TEB Chats: One-to-one chats with our Head of Transformation.
- Editing and updating all Dialogue Day materials
- A deep dive into the school uniform - what it is now, what it could be in the future.



Grade 8 & 12 Mentor Sessions



Open Table Iftar



Grade 9 Human Rights Day Assembly

Sub-committee: Mr Shaun Klaasen, Ms Lindsay de Klerk, Ms Kuhle Mkosana, Ms Zulfaa Ismail, Ms Philippa Colly, Shakira Ally, Uyathandwa Bandla, Shakeerah Barnes, Haadiyah Bassadien, Lea Basson, Ameera Coe Leah Johnson, Rachel George, Rachel van de Vijver, Shan Tong Yu

ENHANCING OUR ACADEMIC LANDSCAPE: VISION, INNOVATION, AND INCLUSIVITY

We're excited to share some key initiatives underway to further enrich our academic environment and teaching practices. Our Subject Heads have been hard at work, delving into **critical reflections** to articulate a clear vision for each subject. This process is vital as it helps us ensure every department is aligned with our overarching educational goals and striving for excellence in specific, meaningful ways.

Simultaneously, we're launching an exciting **peer-learning program** focused on innovation in the classroom. We believe some of the most powerful learning happens right here within our own school, and who better to identify great teaching than our learners themselves? Students will have the opportunity to nominate classrooms where they experience exceptional teaching and learning. Staff will visit these classes to learn from other educators. A comprehensive resource of ideas and strategies, will be compiled and shared with all teachers to foster continuous improvement and spark new approaches in every classroom.

Finally, we're embarking on a crucial endeavor to ensure our curriculum truly reflects the rich tapestry of our society. This involves a **thoughtful review** of the content within each subject department, with an emphasis on diversifying and broadening the voices and representations within **our teaching materials**.



Staff Recruitment, Retention and Wellness

Sub-committee: Ms Jan Thorne, Ms René Forbes, Ms Tasneem Shaboodien, Ms Saeeda Bassardien, Ms Michelle Gilder, Ms Paulina Jakobo, Ms Bianca Maritz, Ms Jackie Chambers, Ms Sindisiwe Herbert, Sophie Yip

CONNECTING OUR STAFF COMMUNITY: A FOUNDATION FOR FUTURE WELLNESS

Our first Staff Wellness session on 7 May truly highlighted the power of connection and conversation. The session was designed to create space for vital conversations to happen between colleagues, especially those outside of our immediate teams.

Our goal was to build a stronger sense of trust and community, making everyone feel more comfortable sharing and engaging with others. This foundational session paves the way for future wellness discussions that will delve into more specific TEB-related topics, knowing we've already fostered a more connected and open environment.



In Progress...

We're currently giving our staffrooms and other school spaces a makeover. Our goal is to create more interactive and inclusive environments for everyone, and we can't wait to show off our progress!

Community Engagement

This year, we launched **Cups of Conversation with the Principal**, a series of informal coffee sessions with our parents/guardians and our Principal, Mr Gates. These gatherings provided a wonderful opportunity to connect, share thoughts, and stay informed about school initiatives.

It is also a great way for parents to meet other parents, engage in meaningful discussions, and create an open space for conversation.

Similarly, learners were invited to **Check-in chats with Mr Gates**. This is an opportunity for them to share their thoughts and ideas, ask questions, share feedback, or simply connect with others in a relaxed setting. Learners are encouraged to make use of this opportunity to engage with the principal.



HAPPY
Pride Month!



Celebrating love, diversity, and belonging.

Parents/Guardians and staff members who would like to get involved in any of the TEB Sub-committees are welcome to contact Ms Jan Thorne (thornej@rghs.org.za).