



**ST ANNE'S  
DIOCESAN  
COLLEGE**

Dear Parents/Guardians

### STAFF

Many of our staff members are officially on holiday as of today, after yesterday's end-of-year staff meeting and social function. However, a number of academic staff members who travel to Johannesburg on Friday to assist the IEB with matric marking have to wait a while before their holiday commences.

Our best wishes accompany the following staff members who take leave of us:

- **Mr Sithembiso Moleme** (Mathematics) - St Theresa's
- **Mrs Sandra Schwartz** (Physical Science) - St Alban's College
- **Mr Brian McFall** (Audio Visual Technician) - Retirement
- **Mrs Jo Fryer** (EMS, Accounting) - Retirement
- **Mr Solomon Zuma** (Security) - Retirement
- **Mrs Sarah Clark, Ms Londeka Msomi, Ms Yandisa Ndlovu and Ms Ayanda Shata** (Boardermistresses/Interns) – Completion of contract

The following appointments for next year have been confirmed:

- **Mrs Bernese Hyde** will take on a new role that combines many of the responsibilities associated with the roles of Senior Assistant: Academics and Senior Assistant: Boarding.
- **Mr Robin Jones** will add the teaching of EMS to his current responsibilities as a member of our Sports Department.
- **Mrs Louise Kelmanson** (Accounting/Mathematics) and **Mrs Nikki Thompson** (Mathematics) are converting from part-time to full-time teachers.
- **Mrs Jenny Forrest** has been appointed as Head of Physical Science for a one-year contract period while **Ms Kirsty Sanders** joins our Physical Science Department as a part-time teacher, also for a one-year contract period.
- **Mr Marcus Henning**, our new Audio Visual Technician, moves to St Anne's from the Hexagon Theatre.
- **Ms Andri Potgieter** has been appointed as our new, additional full-time Music teacher.
- **Mrs Alison Gordijn**, currently Head of French at Epworth, joins us at the start of Term 2.
- **Ms Exilda Banda, Ms Emily Emsley, Ms Smamkele Klaas and Ms Carla Pieterse** as Boardermistresses/Interns for 2019.

Other staffing matters:

- **Mrs Urasha Ramnarain's** husband, **PK**, was discharged from hospital a number of weeks ago. He has full-time medical care at home and still has a long recovery road ahead of him, but his progress thus far has been remarkable.



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- Young **Jamie**, baby son of **Mrs Megan Sileno** (Sport), is exceptionally well after undergoing major surgery shortly after his birth a few months ago.

### **ENROLMENT**

The pupil numbers in January are scheduled to exceed 440 for the first time ever. The new Grade 8 group comprises 89 girls who arrive at the College to commence their St Anne's school career on **Sunday 13 January**.

### **FORMS/GRADES**

For many years the use of the word "Form" has caused some confusion in the minds of those not closely connected to St Anne's, particularly in a marketing context. After careful consideration, and consultation with the Old Girls' Guild, it has been decided that we will officially refer to "Grades" as from the beginning of 2019. We will adjust our official documents accordingly and attempt to be consistent in the use of a term that is more familiar to the general population.

### **FINANCIAL ASSISTANCE**

Another name change refers to the manner in which we try to enable a limited but significant number of parents to send their daughters to St Anne's who would otherwise not afford to do so. You should all be aware of the fact that St Anne's stopped awarding Scholarships (talent-based subsidies) a number of years ago. The last Scholarship recipients will be in Grade 12 next year.

The following are excerpts from a document sent out at the time to current and prospective parents summarising our reasons for abolishing Scholarships

*"The following are a few of the many reasons why St Anne's Diocesan College decided to stop awarding scholarships to prospective pupils as from the start of 2015.*

- *Expectations and stress levels of prospective pupils are unnecessarily raised as they seek to win scholarships.*
- *Academic scholarships previously awarded on the basis of performance in our Academic Benchmark Tests, which provide an objective but not definitive assessment of a pupil's English and Mathematical ability, were often controversial in that they were not necessarily awarded to the top academic pupils at their respective primary schools. Furthermore, recipients did not always prove to be the top performers during their senior years at St Anne's.*
- *Similar controversy was often linked to the awarding of our sport and music scholarships.*
- *It was becoming increasingly obvious that there are parents who shop around for scholarships. St Anne's does not wish to be associated with this practice.*



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- *Notwithstanding our efforts to encourage parents to apply for a bursary if they needed financial assistance, we still had parents who did not do so and who instead put pressure, even if only unintentionally, on their daughters to earn a scholarship in order to attend St Anne's.*
- *Certain parents of scholarship recipients reported that, despite St Anne's low-key approach to scholarships, their daughters placed undue pressure on themselves as they perpetually strived to justify their scholarships.*
- *In many instances, scholarships were awarded to children of parents who could comfortably afford our full school fees. It was felt that the money allocated to these scholarships could be better spent."*

### ***"Intended Consequences***

*It is our intention that the scrapping of scholarships at St Anne's has the following consequences:*

- *Reduced pressure on prospective pupils to obtain scholarships.*
- *Reduction of unrealistic expectations on the part of girls and their parents.*
- *Elimination of the pressure, perceived or otherwise, associated with being a scholarship holder.*
- *Reinforcement of St Anne's endeavours to transform the socio-economic profile of its pupil body.*
- *Promotion of the message that St Anne's exists for a broad cross-section of girls rather than girls are here for the sake of the College's reputation.*
- *Emphasis on the fact that the girls' decision to attend St Anne's must be based on factors such as the College's broad curriculum, ethos and values. "If the prestige of a scholarship is of great importance to you, please don't consider St Anne's as an option."*
- *Any financial reward received by a pupil is based on actual performance rather than on perceived or predicted ability.*
- *Tangible benefits of available funds are experienced by more girls than was previously the case."*

I have always viewed Bursaries (the awarding of which we fully support) as being linked to financial need and Scholarships as awards, based on talent, that essentially do not take the financial status of the recipient into account. This distinction is not a universally accepted one and therefore confusion often abounds. We have also had instances where parents who have received Bursaries from St Anne's, essentially a private and confidential matter, publicly announce that their daughter is at the College on a Scholarship, which is certainly not the case.

To minimise confusion, as from 2019, we will use the term "**Financial Assistance**" instead of "Bursary" to refer to all new financial grants made by us. As has always been the case, applications for Financial Assistance must be directed to the "Financial Assistance Committee" and will continue to necessitate the submission of financial documents that confirm that financial assistance is required.



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### MATRIC EXAMS

I am confident that our Form 6s fared well in their recent Matric Examinations and I look forward to analysing their results, a summary of which will be made available to our parent community via our D6 Communicator on **Thursday 3 January 2019**.

### END-OF-YEAR REPORTS

Your daughters' end-of year reports were finalised this morning and are now available on the College's Parent Portal.

### HONOURS

Congratulations to **Anna Howard** who received her Equestrian Honours Award at our end-of-year assembly on Friday.

### TERM DATES

At a recent meeting of various representatives of Independent Schools in our area, term dates for 2020 were agreed upon. Unfortunately, the Public School calendar, which has a particular influence on the scheduling of sporting and other events ideally held during holidays, has not yet been confirmed. We appreciate that parents would like to plan ahead and I will publish the 2020 calendar at the start of next year, even if the Public School dates are not finalised.

### BOARDING EXEATS

It has been decided that **Grade 8 to 11** pupils may, on a trial basis, convert **three day exeats to one weekend exeat** as from the First Term next year. As has always been the case, exeats cannot be accumulated and carried over from one term to another.

### PRICE OF PRIVILEGE

I received a few queries from parents after this year's prize giving regarding the details of the book to which I referred. I strongly recommend that you read "**The Price of Privilege**" by **Madeleine Levine**, and I have included a few paragraphs from the book to whet your appetite.

*"The traditional trajectory of adolescence - withdrawal, irritability, defiance, rejection of parental values, the trying on and discarding of different identities, and, finally, the development of a stable identity, seems to have given way to a far less successful trajectory. Fewer and fewer affluent teens are able to resist the constant pressure to excel. Between accelerated academic courses, multiple extracurricular activities, premature preparation for high school or college, special coaches and tutors engaged to wring the last bit of performance out of them, many kids find themselves scheduled to*



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*within an inch of their lives. Criticism and even rejection become commonplace as competitive parents continue to push their children toward higher levels of accomplishment. As a result, kids can't find the time, both literal and psychological, to linger in external exploration; a necessary precursor to a well-developed sense of self. Fantasies, daydreaming, thinking about oneself and one's future, even just "chilling" are critical processes in self-development and cannot be hurried."*

*"We all want our children to put their best foot forward. But in childhood and adolescence, sometimes the best foot is the one that is stumbled on, providing an opportunity for the child to learn how to regain balance, and right himself."*

*"support is about the needs of the child, intrusion is about the needs of the parent"*

*"We need to examine our parenting paradigm. Raising children has come to look more and more like a business endeavour and less and less like an endeavour of the heart. We are overly concerned with 'the bottom line', with how our children 'do' rather than how our children 'are'. We pour time, attention, and money into insuring their performance, consistently making it to their soccer games while inconsistently making it to the dinner table."*

*"We need to seriously examine the culture of affluence - what it values, what it neglects, and what it disparages - to find clues to the disrepair of so many of its children. We need to investigate the possibility that some aspects of this culture: materialism, individualism, perfectionism, and competition may actually contribute to psychological problems."*

Thank you for your support during the course of the past year. I wish you a blessed Christmas, and I hope you have an opportunity in the next few weeks to rest and to connect with your daughter.

Kind regards

David Arguile  
**COLLEGE HEAD**

*"Just imagine how different the world will be when children brought up to value individual differences grow up to run it."*