



# Penryn

Preparatory • College • Penreach

## PENRYN LAUNCHES AN INDEPENDENT- LED PROCESS TO ADDRESS CHANGE

### *Penryn Thanks Stakeholders*

- Penryn acknowledges and appreciates the feedback that it has received over the last few weeks from stakeholders.
- Penryn wants to thank stakeholders for their feedback.
- In the light of this feedback, Penryn has decided to initiate an independent-led process to ensure that it hears as many voices as possible.

### *Independent Process*

- The process will be initiated and implemented by an external consultant (Dr. Wynoma Michaels of Wynoma Michaels Consult) that has experience in the education sector, as well as on matters of transformation, diversity and change ([www.wmconsult.co.za](http://www.wmconsult.co.za)).
- In addition to both her vast educational and consulting experience, she has been a member of the Ministerial Committee and other Committees looking at transformation, social cohesion and the elimination of discrimination, as well as being a former fellow of the transitional justice fellowship of the Institute for Justice and Reconciliation.
- It is important to emphasise that the consultancy is initiating an independent process, has experience on matters of change and will submit recommendations to the institution in considering the feedback (verbal and written communications) of stakeholders during this process.

### *Conversations*

- The envisaged process of the consultancy will be a series of individual stakeholder conversations to listen to the voices of stakeholders on matters pertaining to Penryn, whether it be areas of change, improvement, concern or strength. The project aims to hear what stakeholders are thinking and feeling.
- The conversations will be guided by open questions that provide stakeholders with an opportunity to share their thoughts, experiences and ideas.
- These questions seek to provide clarity on the organisational culture of Penryn.
- Since it is important to remain fair to everyone, it is important that stakeholders are guided by the approach of the consultancy.

### *Confidentiality*

- The process will be confidential. Stakeholder details will not be communicated to Penryn pertaining to their feedback received.
- A report detailing the findings and recommendations of this process will be submitted to the Penryn Council.



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### *Participation*

- We want to encourage all stakeholders to participate in this process.
- The stakeholders identified by the consultancy for this process are: Current Scholars, Alumni, Parents, Teachers, Penreach staff and Penreach workshop participants, Business and Support Staff, Institutional Leadership and Council and Trust Members.

### *Individual Conversations*

- An independent email address of [penrynconversations@gmail.com](mailto:penrynconversations@gmail.com) has been initiated by the consultancy for this process.
- The conversations with the consultancy will occur over two weeks in individual hour slots from the *06-17 July 2020* (weekdays preferably unless otherwise communicated).
- Stakeholders have from *26 June onwards* to notify the consultancy of an hour time-slot that they want to reserve. Please be aware that your preferred slot might not be available.
- Scheduling of individual conversations will close when the allocated time-slots are full (or otherwise on 16 July).
- Stakeholders can email the consultancy their preferred time-slot with their name, surname, email for zoom conversation and their stakeholder group to [penrynconversations@gmail.com](mailto:penrynconversations@gmail.com).
- Conversations will occur through Zoom as the preferred platform. Penryn will provide support, where possible, for stakeholders to access this platform. An alternative to Zoom will be Whatsapp, where the need arises.

### *Written Submissions*

- The consultancy is aware that not everyone will be allocated a slot due to the vast numbers of stakeholders. It is for this reason that the consultancy is encouraging stakeholders, that are unable to obtain a time-slot, to email their written submissions. Please use the email address [penrynconversations@gmail.com](mailto:penrynconversations@gmail.com).
- The closing date for written submissions is *12 July 2020*.

### *Project Team*

- The project team will be led by Dr. Wynoma Michaels, which will include Edward De Wet and Tshepang Mogotsi.
- Please communicate directly with the consultancy on any matters pertaining to this project.

Friday 26 June 2020