



ROEDEAN SCHOOL (SA)

INSPIRING A LIFE OF SIGNIFICANCE

— Founded in 1903 —

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Dear Parents, Staff and Members of the Roedeans Community,

Board Leadership Update

The Board of Roedeans School (SA) has accepted the resignation of Mr Dale Quaker as Chair of the Board, with immediate effect.

Dale has led the Board with calm diligence during a particularly demanding chapter in the school's history. The Board is immensely grateful for his significant personal contribution during this time.

Dale's decision to step down follows careful reflection on the pressure the recent period has placed on him and his family. The nature of the public commentary has crossed acceptable boundaries and has had a direct impact on their sense of safety and wellbeing. The Board respects and supports his decision to prioritise his family's security and peace of mind.

Continuity and Stability

The Board remains fully constituted and operational. There is no disruption to the governance of the school, nor to daily academic or co-curricular activities.

The Board has unanimously resolved the following appointments with immediate effect:

- Ms Thembi Mazibuko as Interim Chairperson of the Board.

Thembi Mazibuko is an Executive and Board leader with over 20 years' experience in human capital, organisational strategy, marketing and commercial. She currently serves as Chief People Officer for a listed company, where she leads enterprise-wide people strategy, organisational transformation, and leadership development in

support of long-term growth and sustainability. Thembi brings over deep expertise in building high-performance organisations, remuneration governance, and aligning people strategy with broader business and brand objectives. She has significant Board and governance experience across corporate, and is committed to strengthening institutional resilience, leadership accountability, and building a people-centered culture. Thembi is a Roedean parent and holds the School's values, its girls, and its future deeply close to her.

- Ms Claudia Bickford-Smith as Deputy Interim Chairperson.

Claudia is an Old Roedeanian who began her career as a teacher in South Africa and brings over 30 years of international education leadership and governance experience. She has served at Board and Director level across independent schools in the UK and internationally, with expertise in curriculum innovation, assessment development, regulatory compliance and institutional sustainability. She currently chairs the Board of Governors of two UK independent schools and Oxford's oldest sixth form college, and serves as a Trustee within a large UK schools group. Claudia holds degrees from the University of Cape Town, the University of Cambridge and UCL's Institute of Education.

These appointments reflect the Board's collective commitment to continuity, stability and decisive leadership during this period.

Over the next three months, the Interim Chair and Deputy Chair, together with the full Board, will focus on:

- Concluding the independent investigation process currently underway, and implementing its recommendations
- Strengthening governance capacity through additional Board appointments
- Supporting and stabilising the School Leadership Team
- Engaging constructively with parents and key stakeholders to rebuild confidence and trust

This interim period has a defined mandate: by the end of the three-month process, the Board will be fully constituted in alignment with governance best practice.

Further, the school leadership structure will be finalised, with all necessary appointments concluded, or underway, to ensure long-term stability and institutional continuity.

Working Together

We recognise that confidence is restored through consistent action, transparency and engagement. The Board is committed to working closely with parents, staff and the broader Roedean community in the months ahead.

Roedean's focus remains unwavering, to provide a happy, stable and values-driven environment in which our girls can learn and thrive.

Kind regards,

The Board of Directors Roedean School (SA)