



EQUAL OPPORTUNITIES POLICY

This is a whole school policy

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Introduction

Instituto Español Vicente Cañada Blanch is committed to the promotion of justice, equality of opportunity and fair treatment for all members of the multicultural school community and to thoroughly investigating any cases of discrimination and taking appropriate action.

All members of the school community are personally responsible for implementing this Equal Opportunities Policy in a practical and ongoing manner.

School staff have the responsibility to ensure this policy is carried through effectively and should give active support to the policy, and they should encourage pupils and colleagues to report any instances of discrimination.

Aims

The basic objectives of the School concerning equality are:

- To prepare children for living in a complex multicultural society and to value diversity in others.
- To establish an environment where school becomes effective in reducing prejudice and raising self esteem.
- To provide a safe and welcoming place for all members of the school community.
- To take appropriate action to deal with any form of discrimination within the School including discrimination on the grounds of gender, age, religion or belief, physical ability or disability, learning ability, different educational needs, unique academic or athletic ability, race, colour, nationality, ethnicity, family, cultural or linguistic background; marital status and civil partnership, sex identity, sexual orientation, trade union membership, employment contract, gender reassignment, pregnancy, maternity...

Legislation

This policy ensures that the School complies with the requirements of the Equality Act 2010 (Amendment) and subsequent Regulations 2023. The Act provides a framework to protect people's rights and promote equal opportunities for all by describing groups based on age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion, belief, and marriage and civil partnership.

On the other hand, the School also complies with both: on the one hand, with Article 14 of the Spanish Constitution states that all Spaniards are equal before the law, without discrimination based on birth, race, sex, religion, opinion, or any other personal or social condition or

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circumstance; on the other hand, with the Equality Law (Article 13, which states the right to equal treatment and non-discrimination in education).

Actions

The School aims to guarantee their commitment with equal opportunities to all students and staff in the following areas:

- Provision of a supportive, safe, and welcoming atmosphere.
- Assurance that the educational needs of all pupils are properly assessed.
- Identification of physical, environmental, and curricular barriers which could prevent individuals from accessing the learning opportunities, and seek to remove them, making reasonable adjustments through best endeavours to promote inclusion.
- Development of an effective support system.
- Participation of parents and pupils in the development of a support programme, seeking their views where appropriate.
- Reinforcement for positive behaviour from any member of the educational community.
- Direct action to address inappropriate attitudes and practices. This may involve conducting interviews with individuals, holding discussions with groups of children, sending letters to parents to communicate wider messages, or implementing disciplinary sanctions.
- Provision of specific training in methodology to employ a range of teaching styles to ensure that all pupils can learn and achieve success without exclusion.

The School also collaborates with other organisations, groups, and individuals to:

- implement the principle of equal opportunities.
- seize opportunities to promote the principle of equal opportunities.
- hold joint days to highlight equality in education, diversity and inclusion.
- promote the interests of disadvantaged groups.
- seek specialist advice and regular support from professionals outside the school when necessary.
- refer to professionals outside the School when necessary.