Equality, Diversity and Inclusion Policy 2026

Approved by:	Alison Colwell, Principal	**Last reviewed on:**	September 2026
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This policy applies to Baleares International College at both sites, Sa Porrassa and Sant Agustí.

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Purpose

Baleares International College, as part of Ariston Education, is committed to creating a fully inclusive environment where equality, diversity and inclusion are embedded in all aspects of school life. At Baleares International College we believe that our diverse community of students and staff is one of the school's greatest strengths. To ensure that everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity are at the core of all the school's activities.

Treating individuals unfairly or detrimentally on the grounds of personal characteristics is discrimination, and can take many forms, such as harassment, denial of opportunities or inciting others. Within our school community, we do not tolerate unlawful discrimination, harassment or victimisation on any ground protected by law.

Baleares International College is committed to promoting and developing inclusion and equality of opportunity in all its functions, and seeks to do this by:

- communicating its commitment and the importance of equality and diversity to all members of its community;
- ensuring all staff and students are aware of the aims of this policy;
- monitoring, evaluating and reviewing school policies, procedures and decision-making to ensure equity and inclusion;
- demonstrating a zero-tolerance attitude towards discrimination within our community by taking all allegations seriously.

This policy applies to all members of the Baleares International College community, including students, parents, staff and visitors.

Aims

The aims of this policy are to:

- promote equality of opportunity for all members of the school community;
- eliminate bullying and discrimination because of any personal characteristic;
- eliminate bullying and discrimination because an individual has a learning difficulty, educational need, or because English is an additional language;
- eliminate preferential treatment or advantage because of favouritism towards an individual;
- comply with the school's equality and inclusion obligations under Spanish and Balearic law;
- provide a secure environment in which all our students can thrive and be safe, healthy and able to achieve, in line with Keeping Children Safe in Education 2026 (benchmark);
- provide a learning environment where, through policies, practices and the educational programme, all individuals feel valued and have a sense of belonging;
- prepare students for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community;
- value and include the contribution of all families to our understanding of equality and diversity;
- provide and promote positive information about the diversity of our society;
- actively challenge discrimination and favouritism, and ensure that all members of the school community learn from these experiences;
- embed inclusion and equality of opportunity through all our activities.

To achieve these aims we:

- publish and share school policies to the whole school community;
- involve, where reasonably practicable, all members of the school community in the development, review and impact assessment of relevant improvement plans, policies and procedures;
- collect and analyse data (such as admissions data and examination results), anonymised or aggregated and in line with data protection law and the Privacy Policy, to monitor and prevent any potential disadvantage amongst the student body;
- help overcome potential barriers to learning by providing for diverse learning styles, including any learning support needs and/or disabilities a student may have;
- ensure the wider school curriculum promotes and celebrates equality and diversity;
- operate a zero-tolerance policy towards abusive or discriminatory behaviour;
- work in partnership with families and the wider community to establish and promote inclusive practices and help tackle inequity and discrimination.

Scope

This policy applies to all aspects of the school's work and to all members of its community. It covers **pupils, staff, board members, parents and carers, volunteers, contractors, and visitors,** ensuring that all are treated and behave with dignity, fairness and respect at all times.

The policy applies across all areas of school activity, including (but not limited to):

- Teaching and learning, curriculum design and delivery
- Admissions, attendance, behaviour and exclusion practices
- Pastoral care, safeguarding and wellbeing
- Recruitment, employment and professional development of staff
- Relationships with parents, carers and the wider community

The school is committed to embedding equality, diversity and inclusion throughout its ethos, culture and daily practice. This includes actively identifying and removing barriers to participation, achievement and progression, and ensuring that all members of the community are able to thrive and fulfil their potential.

Equality, diversity and inclusion are the responsibility of all members of the school community. All staff are expected to implement this policy consistently through their professional practice, and all members of the community are expected to uphold its principles in their behaviour and interactions.

All protected characteristics are included within the remit of this policy as recognised by the Equality Act 2010 and by Spanish law, in particular Ley 15/2022 (see Legislation and Guidance):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Educational Services

All students access the educational provision, services and facilities, irrespective of any personal characteristic, subject to the school's obligations and considerations of safety and welfare. At Baleares International College we will not discriminate against a student on the grounds of any personal characteristic by excluding them or subjecting them to any other detriment.

We seek to educate students in a multicultural, anti-discriminatory environment, using the curriculum, assemblies, PSHE programme and external speakers to promote understanding and appreciation of other faiths, races and cultures.

The school has a duty to make reasonable adjustments for students with a disability, so that they are not substantially disadvantaged in comparison with their non-disabled peers. Reasonable adjustments (ajustes razonables), including physical adjustments and auxiliary aids and services, will be considered and discussed with parents in light of the student's needs and the resources available to the school.

Staff Recruitment

At Baleares International College we treat every application for employment in a fair and equal way, in accordance with this policy and the school's Safer Recruitment Commitment. Applications are assessed on objective, job-related criteria, and no applicant is treated less favourably on any ground protected by law.

Decisions about staff deployment, promotion, pay and benefits are made on objective, non-discriminatory criteria, in line with the XII Convenio colectivo de enseñanza privada, employment contracts and the school's pay arrangements.

Legislation and Guidance

The school must comply with Spanish and Balearic equality law. This policy is also underpinned by the principles of the Equality Act 2010, used as the UK benchmark expected by the Standards for British Schools Overseas, and therefore applies to all protected characteristics. It also recognises the importance of promoting social cohesion, mutual respect and a positive, inclusive environment in which diversity is valued and celebrated.

In addition, the policy is informed by:

- Article 14 of the Spanish Constitution (equality before the law) and the European Convention on Human Rights
- Keeping Children Safe in Education 2026 (benchmark of good practice)
- Working Together to Safeguard Children 2026 (benchmark of good practice)
- Ley 15/2022, de 12 de julio, integral para la igualdad de trato y la no discriminación, which applies to private schools and employers
- Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres, Real Decreto-ley 6/2019 and Real Decreto 901/2020 (equality plans for employers with 50 or more workers)
- Ley 4/2023, de 28 de febrero, para la igualdad real y efectiva de las personas trans y para la garantía de los derechos de las personas LGTBI, and Llei 8/2016, de 30 de maig, of the Balearic Islands on LGTBI rights

- Real Decreto Legislativo 1/2013, de 29 de noviembre, Ley General de derechos de las personas con discapacidad y de su inclusión social
- Ley Orgánica 10/2022, de 6 de septiembre, de garantía integral de la libertad sexual, including the duty to prevent sexual harassment
- Estatuto de los Trabajadores (Real Decreto Legislativo 2/2015), Articles 4.2(c) and 17, on non-discrimination in employment
- Ley Orgánica 8/2021 (LOPIVI), on the protection of children from violence, including discriminatory violence

Roles & Responsibilities

The Board

Ensure compliance, strategic oversight and monitoring, acting through the Regional Head of Schools (Jonathan Dey).

The Principal and School Leadership

- ensure effective implementation of this policy and its procedures;
- the Principals, Alison Colwell (Sa Porrassa) and Andrew Beavon (Sant Agustí), lead this work;
- ensure that all staff are sufficiently aware and trained about equality and diversity;
- ensure that staff act as role models of inclusive and equitable behaviour and practice;
- have procedures in place to deal effectively with reported incidents of discrimination, victimisation or harassment;

Staff

- positively model inclusive behaviour;
- actively challenge any forms of discrimination, victimisation, harassment, bullying or favouritism;
- promote an inclusive curriculum and equality of access to this curriculum;
- identify and challenge bias or stereotyping within the school's curriculum or culture;
- commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

Students

- Promote respect and report concerns
- Respect and value differences
- Challenge discrimination and prejudice
- Engage in learning and reflection opportunities
- Support and live the school values

Parents

- Support school values and engagement
- Model respectful and inclusive behaviour
- Engage positively with the school
- Raise concerns appropriately

Forms of discrimination

Discrimination refers to the unfair or less favourable treatment of individuals or groups based on their characteristics. Under Article 6 of Ley 15/2022 it also includes discrimination by association or by error, multiple or intersectional discrimination, instructions to discriminate, failure to make reasonable adjustments, and segregation. This includes, but is not limited to:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Bullying
- Microaggression
- Stereotyping
- Prejudice

Protected characteristics

Under the Equality Act 2010 (UK benchmark), the school recognises and upholds the rights of individuals in relation to the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

Spanish law (Ley 15/2022, Article 2) goes further, and prohibits discrimination on grounds of birth, racial or ethnic origin, sex, religion, conviction or opinion, age, disability, sexual orientation or identity, gender expression, illness or health condition, serological status or genetic predisposition, language, socioeconomic situation, or any other personal or social condition or circumstance. The school applies whichever standard gives greater protection.

Monitoring and Review

This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate inequality and discrimination. This policy is usually reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the school's equality obligations. The effectiveness of this policy will be monitored through regular review of data, stakeholder feedback, and the impact on pupil outcomes, particularly for disadvantaged and vulnerable groups.

Concerns about discrimination can be raised by students with any member of staff, their tutor or Head of House; by staff with their line manager, the Principal or School HR; and by parents through the Concerns and

Complaints Procedure. Serious concerns are reported to the Regional Head of Schools on behalf of Ariston Education.

Related Policies

This policy should be read in conjunction with the following documents:

- Child Protection and Safeguarding Policy
- Complaints Policy
- Online Safety Policy
- Relationships and Sex Education Policy
- Accessibility Statement
- Behaviour Policy
- Safer Recruitment Commitment
- Staff Code of Conduct