



Anti-Discrimination Statement

Development

This statement was developed as follows:

- Consideration of the BCA Mission and Values
- The outcomes of a student diversity workshop (December 2023), involving Year 12 students as leaders, and gathering views and feedback on the themes of diversity, inclusion and non-discrimination from secondary school students.
- Consideration of the BCA Inclusion Policy (which outlines the school's support for students with Special Educational Needs and Disabilities)
- Consideration of the BCA Admissions Policy (which includes a statement on inclusion)
- Reference to the objectives and guidance of the Observatori Social i de la Igualtat d'Andorra, <https://observatorisocial.ad/objectius> and the of the Departament d'Afers Socials, <https://www.aferssocials.ad/igualtat>

BCA Mission

The British College of Andorra provides opportunities for all our students to achieve academic, artistic and sporting excellence, lasting physical, spiritual and mental health and to be inspired to accomplish personal and professional success.

BCA Values

All 12 of the BCA Values may in some way be seen to support Inclusion. BCA defines its value, 'Appreciation of Diversity', as follows:

"BCA students and staff learn to value the strength and solidarity of an inclusive society that embraces all individuals regardless of nationality, race or ethnicity, culture, religion, socio-economic stratum, impairment or sexual orientation.

They support diversity by celebrating the power that is found in variety and difference whilst also studying and recognising common humanity.

They actively and passionately confront discrimination, prejudice and all obstacles that deny equal opportunities for everyone to make a contribution and be valued, and are committed to ensuring that their actions are inclusive and that they engage and participate in a diverse community."



Anti-discrimination

BCA students define discrimination as follows:

“When people or groups are treated unfairly or unjustly because of their race, gender, age, religion, handicap, or other characteristics, this is known as discrimination. It is when someone is given less favourable treatment or denied equal opportunities due to their affiliation with a specific social group. Discrimination can happen on several levels, such as systemic, institutional, or individual.”

Furthermore BCA students have identified that discrimination may exist around the following, which in all cases are protected characteristics under both Andorran and European law and the United Nations Convention of the Rights of the Child:

- *Gender*
- *Physical and intellectual ability*
- *Political affiliation*
- *Parental status or status as a carer*
- *Race, colour, national origin, or ethnic background*
- *Age*
- *Religion*
- *Pregnancy and breastfeeding*
- *Sexual orientation, intersex status, or gender identity, including gay, lesbian, bisexual, transsexual, transgender, queer and heterosexual*
- *Marital status*
- *Social origin*
- *Medical record*
- *An association with someone who has, or is assumed to have, one of these characteristics*

Other BCA Policies

The BCA Inclusion Policy and Admissions Policy (December 2022) both state:

BCA has a strong and unwavering commitment to international-mindedness, global citizenship and diversity, and welcomes applications without discrimination by gender, race, ethnicity, sexual orientation, disability, religion, nationality or social background.

At the time of preparing the above statement, the Responsible Behaviour Policy is under review. It too will incorporate appropriate references to inclusion and anti-discrimination.

April 2024