



Education and Culture DG

Lifelong Learning Programme

Grundtvig – Learning partnership

Analysis of Questionnaires

UNITY IN DIVERSITY:

Living, Learning and Working in a Diverse Society

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1 | Introduction

Schools and vocational training institutions are places where people come together with different backgrounds, learn from each other and also get involved in conflicts. Right-wing extremism, ethnicity and religion, disability and age, gender, bullying – are only a few key words.

Against this background the educational institutions are sensitized in different ways.

Therefore the central issue in our project is: How can diversity in educational practice be encouraged? Our aim is to find “good practices” in European education training centres to give ideas, recommendations and strategies for teachers, mentors and tutors to promote diversity.

The questionnaire will stimulate the topic of diversity. It is an introduction to evaluation of this topic in schools and educational institutions. The aim is: overview of the situation, the agreements, plans, activities and actions regarding diversity in these institutions.

2 | Participants in the survey

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3 | General Information

Name of the institution	Short characterization of the institution
DECROLY, SL Santander / Spain	<p>DECROLY is a Vocational Educational Training Centre, which was established in 1978 in Santander, the North of Spain.</p> <p>It is a private VET Institution subsidized by public funds (Approved College for VET studies)</p> <p>A wide range of 30 teachers deals with areas such as European Languages, Computer Technology, Business Administration and Tourism.</p> <p>We hold between 200 and 300 students every year in ages between 15 and 45 and the languages taught in our college is English and French.</p> <p>This institution provides courses on Initial, Occupational and Continuous Education and training.</p> <p>DECROLY is a member of The Spanish Confederation of Educational Centres and of the European Net of centres EFVET.</p> <p>Main tasks:</p> <ul style="list-style-type: none">▪ To design programmes of education together with the invaluable collaboration of prominent local businessmen, organizations, trade unions and the Local Education Department▪ To determine the appropriate strategy for the courses which establish the objectives, contents, activities, methodology, material resources, assessment▪ To elaborate a methodical, training and learning material▪ To coordinate training-periods in the labour market

	<ul style="list-style-type: none"> ▪ Facilitate lifelong education and training ▪ Encourage internacional cooperation <p>We have been certified by Lloyd's Register quality Assurance in the following: UNE EN ISO 9001:2008; BS EN ISO 9001:2008; EN ISO 9001:2008, ISO 9001:2008</p> <p>DECROLY is committed to using innovative training and assessment methods, managed by our qualified innovative teaching staff.</p> <p>We have been involved in different projects since 2002, under Leonardo da Vinci programme, (Transfer of Innovation and Partnership), Grundtvig.</p> <p>We hold the University Erasmus Extended Charter (E SANTAND03) for mobility for teachers and for students.</p> <p>We have so many Bilateral Agreements with Europe Institutions for mobility (Scotland, Finland, Germany and Lithuania).</p>
<p>Dundee College Dundee / Scotland</p>	<p>As a large further education college Dundee College is committed to working with the Tayside community and nationwide. We provide full-time, part-time and tailor-made courses for our community as well as working with a number of key stakeholders. We are government funded and hold a range of comprehensive policies relating to equal opportunities for its staff, students and other stakeholders, and undertakes to adhere to all relevant legislation.</p>
<p>RegioVision GmbH Schwerin / Germany</p>	<p>Development, coordination and realization of regional and European projects in the subjects of labour market policy, integration of underprivileged people, personnel services and human resource development are core competences of RegioVision GmbH Schwerin.</p> <p>Coordination of comprehensive collaborative projects of different federal programmes, such as ADAPT, EQUAL and XENOS, involving fund management and organisation of international conferences, particularly, are distinctive characterizations of the institution.</p>
<p>Jugendförderverein Parchim/Lübz e. V. Parchim / Germany</p>	<ul style="list-style-type: none"> ▪ Officially recognized supporting organization of free youth welfare ▪ Non-profit acting ▪ Officially recognized establishment of further education <p>Main objectives of our association:</p> <ul style="list-style-type: none"> ▪ Supporting Youth Advisory and Support Service, Youth Occupational Aid as well as Social Work ▪ Assistance and socio-professional reintegration of youth became delinquented ▪ Social care of learning-disabled youth, assistance with voca-

	<p>tional preparation and training</p> <ul style="list-style-type: none"> ▪ Promotion and support of children and adolescent persons being at social risk as well as family care
<p>itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany</p>	<ul style="list-style-type: none"> ▪ Initiation and support of innovation transfer in education, especially in the field of occupational and further education & circulation of own research results ▪ Implementation of innovative projects for ministry, municipality, foundations and scientific institutions ▪ <u>Scientific steering</u> and accompanying <u>of education projects</u>, pilot projects and education measures ▪ Evaluation of projects and measures ▪ Development of programmes for educational and further education in the working process ▪ Implementation of seminars for multipliers, concerning human resource and organisational development in enterprises and concerning occupational and further education ▪ Conception of education congresses, fairs and scientific conferences ▪ Analysis of requirements of occupational and further education in regions, business sectors and enterprises ▪ Counselling concerning educational quality assurance and development for educational institutions and agencies ▪ Transfer of academic knowledge and practical experience to middle and eastern European states

4 | Management

Name of the institution	How does your institution promote the management of diversity? (Please give a brief summary.)
DECROLY, SL Santander / Spain	<p>As the attention to diversity affects the Center in its entirety and pervade with the processes of planning and development of the educational activity, we draw up a document that would facilitate the adoption of the ordinary, specific measures and, if necessary, extraordinary and this is our own Attention to diversity plan which is inside our curricula.</p> <p>Depending of our students, each year we adapt it to the new students.</p>
Dundee College Dundee / Scotland	<p>The management and support of diversity and equality is through a range of working groups, staff training and student awareness. We have three specific equality and diversity groups and all documentation produced by the College is impact assessed against a course in diversity.</p> <p>For staff and students we have codes of conduct relating to behaviour and values. We also have a number of other procedures which relate to supporting students from a variety of backgrounds.</p>
RegioVision GmbH Schwerin / Germany	<p>Diversity is not only one of the main subjects within our projects and work contents. It is also part of the internal management policy of RegioVision. Staff, partners and external experts consist of professionals of different ages and gender, migration and social backgrounds as well as religious attitudes and ideologies. We already have realized the potentials of diversity. We benefit from it throughout our internal teamwork, cooperations and work objectives. Promoting diversity and it's advantages is part of our daily work as it comprises integration of migrants, older longterm unemployed persons, socially underprivileged young people and low-skilled unemployed. We represent diversity management to the outside by sensitization of employers, being good publicity by means of different platforms like JobJournal, own website, international conferences, active contribution to diversity activities (e. g. Intercultural Week), networking (e. g. Migration Network Schwerin). RegioVision was one of the first subscribers of the federal initiative Charta of Diversity in 2007, also as a management commitment.</p>
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	<p>In the articles of our association is laid down: every staff, every participant works suitably his skills. Staff is recruited according to their qualifications, independent of gender, age, origin or disability (wages in compliance with pay scale). Participants are target-oriented advanced in suitable projects – e. g. “Papillon” – a project for eating disordered young persons.</p>

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Name of the institution	Do the participants, teachers and staff at the school / institution feel well and safe? If so, how does this manifest itself?
DECROLY, SL Santander / Spain	<p>Generally speaking, yes, although sometimes we have some students with specific diseases and we have to manage with help from different institutions.</p> <p>Every year, we make some satisfaction questionnaires to the staff/ teachers and students. (this is reflecting in our Quality plan)</p>
Dundee College Dundee / Scotland	<p>As mentioned above we have a range of support mechanisms for students and staff. Dundee College also works with a number of local community providers to ensure that external resources are utilised wherever possible.</p>
RegioVision GmbH Schwerin / Germany	<p>There have never been any incidents of gender gap, discrimination or unequal treatment of specific groups at the institution. Interpersonal dealings are respectful and appreciative within an open working and learning environment and provided work-life balance.</p>
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	<p>Yes and no. Personnel are feeling well with their real work – particular with the young persons and other participants of projects – they get involved with the projects, they give "their right arm" (all). But frequently they are at odds with the economical work situation – at the time when they are restricted in terms of economical pressure or they are detained in optimal work by financial reasons.</p>
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	<p>yes, our staff have the possibility, to pursue their own career development, regardless of age, gender, origin, religion</p>

Name of the institution	Is there a respectful attitude towards different political, religious or cultural attitudes? If so, how does this manifest itself?
DECROLY, SL Santander / Spain	<p>Yes, it does. We have classes with different nationalities and there is no problem at all. We sometimes promote , what we call "Diversity week" and during this week, students from different nationalities talk to</p>

	the rest of students about their country and culture, and the rest of students are asking questions depending on the interest.
Dundee College Dundee / Scotland	Dundee College operates a RESPECT campaign to promote respect throughout the academic year. We hold workshops, events, training the staff and students.
RegioVision GmbH Schwerin / Germany	Difference of political, religious or cultural attitudes can cause conflicts or misunderstandings. The company endeavours to gain enrichment from that as related to personal and company development, which is reflected in learning processes and, finally, in the success of our work. Within our work and project environment we refuse any kind of prejudice and discrimination, which we also represent externally, as described at question a.
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	Yes. Colleagues of different political/religious or cultural orientations work in our institution. For working here there is no special precondition. We are collaborating with a lot of different political / religious / cultural oriented persons and institutions – just as well the whole diversity of them respects and supports us. First initiation of international/ intercultural collaboration is consolidating.
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Name of the institution	Where do you see problems in your institution for Democracy and Tolerance?
DECROLY, SL Santander / Spain	nothing
Dundee College Dundee / Scotland	nothing
RegioVision GmbH Schwerin / Germany	Regarding integration work with divers target groups language barriers often are difficult to handle and overcome, and complicate work integration. Also, in many companies there are still lots of development needs regarding impartiality and knowledge about potential of diversity. There still have to be laid the foundations for a more open environment

Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	Economic characteristics
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	

Name of the institution	How do the teachers/instructors improve their competences in shaping of diversity in your institution? (Please give a brief description.)
DECROLY, SL Santander / Spain	They treat everybody the same and give them the same opportunities and sometimes when you have different levels, academically speaking, we try to help them with extra activities and extra classes and adapting the curricula , to help them improving.
Dundee College Dundee / Scotland	We have online equality and diversity modules for staff, students and a specific teaching module for academic staff. We also have advisors with specific remit to assist staff and students regarding equality and diversity issues.
RegioVision GmbH Schwerin / Germany	Our teachers/instructors are experienced as well as learn and further develop through their experiences in working with our divers target groups. They are also part of the company's open and diversity supportive management, and benefit from it in their own professional and personal development. RegioVision executes regularly intercultural trainings and team workshops.
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	There are courses of instruction on how to handle participants with social, psychic or physical problems. Permanent the staff meets new challenges by reflecting on new projects and their realization for handicapped participants. The colleagues sharpen and develop their competences also by learning by doing – projects are seen as learning process where all along new resulted problems are realized und solved.
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	Training: Intercultural competence Attendance at conferences on the topic of diversity

5 | Pedagogical measures

Name of the institution	What methodological interventions and projects are there in your institution to prevent discrimination? (Please give a brief description of one project.)
DECROLY, SL Santander / Spain	<p>It could be the “DIVERSITY WEEK”, this week is controlling by teachers and students and everybody in the institution is participating.</p> <p>Sometimes in regular classes, we start the class with a topic about one specific country (because we have students from that country), so everybody investigate about it and have opportunities to talk.</p>
Dundee College Dundee / Scotland	<p>RESPECT campaign was introduced in 2008 and has been developed in a variety of ways as can be seen below:</p>
RegioVision GmbH Schwerin / Germany	<p>As one project, RegioVision actively participates in the actions within the intercultural week in Schwerin, taking place once a year. In cooperation with members of a chess club RegioVision organized a public chess match, with an Icelandic Chess Grandmaster playing against other players simultaneously.</p>
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	<p>“Garage West” for young people of the Weststadt-quarter of Parchim</p> <ul style="list-style-type: none"> ▪ a place for trying, testing and learning basic skills in metalworking, to get a taste of metal occupations, manufacturing of micro parts and repairing bikes ▪ Integration, promotion of successive transition from school to working life, inclusion of parents in a variegated way ▪ with lots of room for technical know-how (currently there are 6 fully equipped places of work) <p>promotion by networking (staff members of the garage are working with a lot of partners, e. g. police)</p>
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	<p>What do we do in the project „Advance women – Encourage enterprises“?</p> <ul style="list-style-type: none"> ▪ analyse demand for further education of female employees ▪ organize further education for female employees ▪ organize further education for managers ▪ offer mentoring for female employees ▪ help to find solutions for a better work-life-balance

Name of the institution	Who is the target group of the project?
DECROLY, SL Santander / Spain	Students, Decroly staff, teachers, visitors, and people from abroad
Dundee College Dundee / Scotland	Students; teachers; visitors, boards members and other stakeholders
RegioVision GmbH Schwerin / Germany	Students; teachers; parents; Persons at any age, locals, migrants, foreigners; everyone
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	Students
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	Female employees in SMEs

Name of the institution	Who does realize the project?
DECROLY, SL Santander / Spain	Students; teachers; school management, parents
Dundee College Dundee / Scotland	Students; teachers; visitors, boards members and other stakeholders
RegioVision GmbH Schwerin / Germany	Teachers; school management; external mediator; Everyone who is interested in the theme, external partners, international guests/experts
Jugendförderverein Parchim/Lübz e. V. Parchim / Germany	Students; teachers; parents; wide network with police, schools, sports clubs, media, road safety, city of Parchim, rural district of Parchim etc
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	Teachers , mentors, project staff

Name of the institution	Short description of this project	
DECROLY, SL Santander / Spain	Methods and strategies	We begins with a topic/ give some strategies and research about that country (Talks)
	The central theme	Traditions / culture
	Aims	To get to know each other, and understand better each other, so we can be more tolerant.
Dundee College Dundee / Scotland	Methods and strategies	RESPECT campaign – posters, staff and student workshops
	The central theme	Promotion of RESPECT , celebration of diversity, awareness raising
	Aims	To learn about difference through shared experience, training and discuss issues.
RegioVision GmbH Schwerin / Germany	Methods and strategies	By means of an international and traditional strategic game different people get together. Difference doesn't matter, it even enriches the match. Chess, like any other kind of sport encourages communication and (intercultural) exchange.
	The central theme	To learn from one another; to overcome differences and find similarities; Sport like Chess connects people, symbolizing fairness and openness between “players”; It connects people no matter what religion, origin or attitudes, using “one same language”.
	Aims	The slogan of this year intercultural week was “You're welcome, no matter who you are”. - The international public Chess match was to demonstrate diversity, to get different people together, to find out similar interests, to open people's minds up for something new, to take part in exchanging experiences and to get together with other people.

<p>Jugendförderverein Parchim/Lübz e. V. Parchim / Germany</p>	<p>Methods and strategies</p>	<ul style="list-style-type: none"> ▪ <i>Management of the garage</i> (instruction of use for workshop, repairing bikes, extraction of spare parts of scrap cars, help for self-help, public relations) ▪ <i>The garage as an open „hangout“</i> (development of cross-generational offers, „swap meet“, „cultural oasis“, information and helpdesk about learning opportunities especially for migrants) ▪ <i>Help for self-help</i> (preparation and realization of work camps about the educational system in Germany and democracy, study trips and factory tours (metalworking plants), assistance with acquisition of traineeships and holiday jobs) ▪ Teamwork – advancement of appreciation of democracy and character building
	<p>The central theme</p>	<ul style="list-style-type: none"> ▪ Young persons - in their spare time in a metalworking garage in natural ambience ▪ Social, cultural and occupational orientation ▪ Inputs for thinking on their own, motivation and activation by feeling of success <p>Girls and boys get to know regardless of their origin and their age in a practical, common way different occupations of metalworking</p>
	<p>Aims</p>	<p>The young persons should be motivated to take on responsibility for themselves and to arrange their own life. Advancing their competences (independent of gender, origin) they learn a lot about chances in society.</p> <ul style="list-style-type: none"> ▪ social integration of participants ▪ improvement of their self-contained learning competence ▪ lasting integration in regional fields of occupation ▪ credit of the welfare system for coming future ▪ sensitization of companies for migrant

		<p>problems</p> <ul style="list-style-type: none"> improvement of the neighbourhood in “Weststadt” and identification with the quarter – activation and consolidation of local stakeholders
itf Innovationstransfer- und Forschungsinstitut Schwerin e.V. Schwerin / Germany	Methods and strategies	Promotion of female employees in SMEs Training (technical and professional) as well as mentoring
	The central theme	Equality of women in the professional world
	Aims	To achieve a higher quota of female manager in small and medium enterprises

Note: (amongst other things)

Central themes: traditions, integration, family, culture,

Aims: to get to know each other, to exchange experiences and views, to do something together, to be together with other peoples,

Methods and strategies: talks, events, games, music, round tables, curricula, ...