

EQUITY, DIVERSITY, AND SOCIAL INCLUSION IN SCHOOLS **(ADDRESSING DISADVANTAGE, MIGRATION, AND CULTURAL** **DIVERSITY) - 10 DAYS COURSE**

Introduction and Description

This course responds to one of the most pressing challenges facing European education systems today: ensuring high-quality, equitable learning opportunities for all learners within increasingly diverse and unequal social contexts. Across Europe, schools are confronted with growing socio-economic disparities, increased mobility, migration and refugee flows, linguistic diversity, and complex intersections of identity that shape students' access to education, participation, and achievement. Teachers and school staff require advanced pedagogical, intercultural, and organisational competences to respond effectively to these realities.

This 10-day structured course provides a comprehensive exploration of equity-oriented education, grounded in contemporary research, European policy frameworks, and inclusive pedagogy. It examines how disadvantage, migration, and cultural diversity influence learning trajectories, school engagement, and educational outcomes, while critically addressing deficit-based narratives that often marginalise learners and communities. Participants are guided to adopt strength-based, culturally responsive, and socially just approaches that recognise diversity as a resource rather than a barrier.

The programme integrates theoretical foundations with practical classroom and whole-school strategies. Participants analyse socio-economic inequality, migration experiences, multilingualism, and intersectionality, and explore how these factors interact within school cultures, curricula, assessment practices, and institutional structures. Particular attention is given to culturally responsive pedagogy, inclusive curriculum design, equitable assessment, and the creation of welcoming and safe learning environments for migrant and refugee learners.

Through collaborative learning, case studies from European school contexts, reflective practice, and applied project work, participants develop the capacity to design inclusive learning environments that promote belonging, participation, and achievement for diverse student populations. The course supports educators in translating inclusive values into sustainable practice, strengthening their professional role as agents of equity and social inclusion within their schools and local communities. It aligns closely with the priorities of Erasmus+, supporting school improvement, social cohesion, and democratic values across Europe.

Methodology and Assessment

The course adopts a learner-centred, participatory, and reflective methodology grounded in adult education principles. Learning activities include expert-led input sessions, collaborative workshops, analysis of European case studies, guided reflection, peer exchange, and practical design tasks.

Participants actively connect theory to their professional contexts through structured reflection, group work, and applied project development.

Assessment is formative and continuous, focusing on professional growth rather than certification testing. It includes reflective tasks, peer feedback, participation in collaborative activities, and the development and presentation of an individual or small-group inclusion action plan. Self-assessment and guided reflection support participants in evaluating their learning progress and readiness to transfer course outcomes into school practice.

Learning Objectives

1. Conceptual Foundations of Equity and Inclusion

- Develop a critical understanding of equity, diversity, social inclusion, and social justice in education.
- Distinguish between equality-based and equity-based approaches in policy and practice.

2. Addressing Socio-Economic Disadvantage

- Analyse the impact of poverty and socio-economic inequality on learning, wellbeing, and participation.
- Apply inclusive classroom strategies that counteract educational disadvantage without lowering expectations.

3. Migration, Refugees, and Educational Pathways

- Understand the educational experiences of migrant and refugee learners within European school systems.
- Design inclusive induction, support, and integration strategies that promote belonging and continuity of learning.

4. Linguistic and Cultural Diversity

- Strengthen competences in working with multilingual and culturally diverse classrooms.
- Implement culturally responsive pedagogies that value learners' identities, languages, and experiences.

5. Intersectionality and Multiple Disadvantage

- Recognise how overlapping identities (e.g. migration, socio-economic status, gender, disability) shape exclusion.

- Apply intersectional perspectives to inclusive planning and learner support.

6. Inclusive School Cultures and Professional Practice

- Contribute to whole-school approaches that promote equity, participation, and democratic school cultures.
- Develop action plans to embed inclusive practices sustainably within participants' educational contexts.

Preparation

After registration participants will receive a pre-course questionnaire which will be used by the trainer to learn about participants' teaching backgrounds and to assess their exact needs. Before the beginning of the course a basic reading list will be suggested to participants to prepare for the training. Participants will also be asked to prepare a presentation about themselves, their professional context and their culture. The presentation will be presented on the first day of the course to facilitate networking opportunities. Participants will receive information about the country they are going to visit in order to prepare them for their cultural experience.

Follow up

After the course participants will be asked to share what they have learned with the rest of the staff in their schools. Further books and articles to deepen the topic and contacts with some other practitioners all over Europe and in the world will be suggested by the trainer. The methods shared and explored and the bibliography given will allow the participants to complete and improve their educational path.

Certificate

Certificate complies with the guidelines of the Erasmus+ programme and includes the topic, number of didactic hours, dates and location of the course. We can list the record of learning outcomes on the Europass Mobility Document on request of participants. In case a participant requires a specific format of certificate we can accommodate that if requested at least one week before the start of the course. It is necessary to attend at least 80% of the hours in order to receive the certificate.

Accommodation

We do not directly offer accommodation and subsistence and participants are responsible for organizing it by themselves.

Paperwork

We also provide all the support with paperwork you might need for your Erasmus+ project documentation such as mobility agreement and registration letter.

Fee: 800 €

Cancellation policy

We have a flexible cancellation policy in force at the moment and you can cancel your registration up to 30 days before the course and receive a full refund. In case you don't cancel the registration more than 30 days before you will not receive any refunds, but you will be able to choose to attend any other confirmed course session later (within 6 months) without any additional costs. In case you are not able to travel, your school can send someone else to take instead of you and you can change the details of the participant any time before the start of the course at no additional cost.

TENTATIVE PROGRAMME (50 didactic hours - 5*45min per day) Monday to Friday	
Day 1	Foundations of Equity, Diversity, and Inclusion in European Education
09.00 - 09.45	Introductions & Icebreakers
09.45 - 10.30	Course Overview & Learning Agreement
10.30 - 11.15	Key concepts: equity vs equality, diversity, inclusion, and social justice
11.15 - 11.30	Break
11.30 - 12.15	Social inclusion in European education systems
12.15 - 13.00	Understanding disadvantage in schools
Day 2	Socio-Economic Disadvantage and Educational Inequality
09.00 - 09.45	Poverty and learning
09.45 - 10.30	School-level responses to socio-economic disadvantage

10.30 - 11.15	Inclusive classroom strategies for disadvantaged learners
11.15 - 11.30	Break
11.30 - 12.15	Strength-based approaches and learner empowerment
12.15 - 13.00	Analysing effective practices from European schools
Day 3	Migration, Refugees, and Educational Inclusion
09.00 - 09.45	Migration and education in Europe
09.45 - 10.30	Educational pathways of migrant and refugee learners
10.30 - 11.15	Creating welcoming and safe school environments
11.15 - 11.30	Break
11.30 - 12.15	School–community collaboration
12.15 - 13.00	Designing inclusive induction strategies for newcomer students
Day 4	Linguistic Diversity and Multilingual Classrooms
09.00 - 09.45	Linguistic diversity as an educational resource
09.45 - 10.30	Language barriers and access to the curriculum
10.30 - 11.15	Inclusive strategies for multilingual learners
11.15 - 11.30	Break
11.30 - 12.15	Supporting language development across subjects
12.15 - 13.00	Adapting lesson materials for linguistically diverse classrooms
Day 5	Culturally Responsive Pedagogy
09.00 - 09.45	Culture, identity, and learning
09.45 - 10.30	Principles of culturally responsive teaching
10.30 - 11.15	Curriculum inclusion and representation
11.15 - 11.30	Break
11.30 - 12.15	Teacher reflexivity and bias awareness
12.15 - 13.00	Practice lab
Day 6	Intersectionality and Multiple Forms of Disadvantage
09.00 - 09.45	Understanding intersectionality in education

09.45 - 10.30	Gender, ethnicity, disability, and migration
10.30 - 11.15	Identifying exclusionary practices in schools
11.15 - 11.30	Break
11.30 - 12.15	Inclusive support systems
12.15 - 13.00	Applying intersectional thinking to participants' contexts
Day 7	Inclusive School Cultures and Leadership
09.00 - 09.45	From inclusive classrooms to inclusive schools
09.45 - 10.30	Leadership for diversity and inclusion
10.30 - 11.15	Student voice and participation
11.15 - 11.30	Break
11.30 - 12.15	Anti-discrimination and safeguarding policies
12.15 - 13.00	School self-assessment
Day 8	Curriculum, Assessment, and Fair Evaluation
09.00 - 09.45	Inclusive curriculum design
09.45 - 10.30	Bias in assessment and grading
10.30 - 11.15	Alternative and formative assessment approaches
11.15 - 11.30	Break
11.30 - 12.15	Feedback for diverse learners
12.15 - 13.00	Redesigning assessment tools for equity
Day 9	Teachers as Agents of Social Change
09.00 - 09.45	The role of educators in promoting social inclusion
09.45 - 10.30	Working with parents and communities
10.30 - 11.15	Networking and collaboration
11.15 - 11.30	Break
11.30 - 12.15	Designing inclusion-focused school projects
12.15 - 13.00	Project development lab
Day 10	Individual support, presentations & Closing

09.00 - 09.45	Revisiting key concepts and learning outcomes
09.45 - 10.30	Preparing the final presentations and individual support
10.30 - 11.15	Final presentations and feedback
11.15 - 11.30	Break
11.30 - 12.15	Evaluation & Reflection
12.15 - 13.00	Validation of learning outcomes and certification

*This is only a tentative timetable. The exact hours or the course might differ and will be announced for each session 2 weeks before the start. However, there will always be a total of 5 didactic hours per day and all will be in line with the Erasmus+ quality standards. The trainer might slightly modify the content in response to the needs of the group.

**Cultural and social programmes will be organized in addition to the academic programme. The exact cultural and social programme depends on the location, season, weather, etc.