

4. Northern Ireland Council for Integrated Education (NICIE) Anti-Bias Curriculum (Religion)

Beneficiaries: Pupils and Teachers
Country: Northern Ireland

The anti-bias approach seeks to ensure that every child acquires and projects a positive and confident self-identity and is enabled to understand and reduce bias and prejudice, particularly on the basis of religious diversity. The curriculum seeks to reduce prejudice through: the policies and practices of how the school is run; the experiences and activities provided for or created by the children; the language used between the children and between the teachers and the children; and the physical environment of the classroom and the school.

5. Intercultural Education Training Programme (Gender, Race)

Beneficiaries: Pupils and Teachers
Country: Cyprus

This programme seeks to provide the staff with tools to combat discrimination, and to manage, direct and enhance the goals of *education for all* and raise awareness on discrimination amongst the pupil population and teaching staff. The programme includes a 12 session course on different aspects of inclusion and non-discrimination

4. Kunsill tal-Irlanda ta' Fuq għal Edukazzjoni Integrata (NICIE) Kurrikulu Minghajr Preġudizzji (Reliġjon)

Benefiċjarji: Studenti u għalliema
Pajjiż: L-Irlanda ta' Fuq

L-approċċ kontra l-preġudizzji għandu l-għan li jiżgura li kull student jakkwista u jipproġetta identitá kunfidenti u pożittiva tiegħu nnifsu u jkun kapaċi jifhem u jnaqqas il-preġudizzji, b'mod partikolari fuq bażi ta' diversità reliġjuża. Il-kurrikulu jaħdem biex inaqqas il-preġudizzju permezz ta': l-esperjenzi u l-attivitajiet imhejjija għat-tfal jew mahluqa minnhom stess; il-prattiċi tat-tmexxija tal-iskola; il-lingwaġġ użat bejn it-tfal u bejn l-għalliema u t-tfal; u l-ambjent fiżiku tal-klassi u tal-iskola.

5. Programm ta' Tahriġ dwar l-Edukazzjoni Interkulturali (Sess, Razza)

Benefiċjarji: Studenti u għalliema
Pajjiż: Ċipru

Dan il-programm jipprovdi l-għodda meħtieġa lill-impjegati biex jiġġieldu kontra d-diskriminazzjoni, u biex imexxu, jiddiriġu u jkabbri l-għanijiet ta' *edukazzjoni għal kulhadd* u jqajmu kuxjenza dwar id-diskriminazzjoni fost l-istudenti u l-għalliema. Dan il-programm jinkludi kors ta' 12-il sessjoni dwar aspetti differenti marbuta mal-inkluzjoni u l-ugwaljanza.

6. Gay Helpline - Anti-Homophobia Multi-Channel Contact Centre

Beneficiaries: General public, including students in educational institutions
Country: Italy

The multi-channel contact-centre offers the following services: a toll free call-center; free psychological, legal, and medical support; information via web, sms or chat; and online support, via chat for persons requesting information or assistance on LGBTQ (Lesbian, Gay, Bisexual, Transsexual, or Questioning) issues. This service is promoted in schools and other educational settings, amongst other locations.

6. Helpline għall-Persuni Omosesswali - Ċentru kontra l-omofobija aċċessibbli permezz ta' teknoloġiji differenti

Benefiċjarji: Il-Pubbliku ġenerali, inkluż studenti f'istituzzjonijiet edukattivi
Pajjiż: L-Italja

L-ċentru, li huwa aċċessibbli permezz ta' teknoloġiji differenti, joffri dawn is-servizzi: servizz ta' assistenza bit-telefon bla hlas; assistenza psikoloġika, legali u medika bla hlas; tagħrif permezz tal-internet, sms jew chat; u assistenza bl-internet, permezz taċ-chat, għal persuni li jitolbu tagħrif jew assistenza dwar kwistjonijiet relatati ma' LGBTQ (Lesbjani, Omosesswali rġiel, Bisesswali, Transesswali jew Questioning). Dan is-servizz jingħata promozzjoni fl-iskejjel u fi sferi edukattivi oħra, kif ukoll f'postijiet oħra.

How can I take action?

You can also play your part by ensuring that all persons are treated equally regardless of their race, gender, religion, age, disability, and sexual orientation. Take action against any instance of discrimination you witness or encounter by voicing your concern or query to the relevant bodies. Contact NCPE on issues related to gender and race at the following addresses for advice and support:

Email: equality@gov.mt

Telephone: 25903850

Address: National Commission for the Promotion of Equality (NCPE), Gattard House, National Road, Blata l-Bajda, HMR 9010, Malta

Kif nista' niehu azzjoni?

Inti wkoll tista' tagħti sehem billi tappoġġa inizjattivi simili u tiżgura li l-persuni kollha jiġu ttrattati b'mod ugwali irrispettivament mir-razza, is-sess, ir-reliġjon, l-etá, id-diżabilità, u l-orjentazzjoni sesswali tagħhom. Aġixxi kontra kull każ ta' diskriminazzjoni li tara jew tesperjenza billi tikkuntattja lill-entitajiet rispettivi. Ikkuntattja lill-NCPE, għall-parir jew sapport, dwar kwistjonijiet marbuta mas-sess u r-razza:

Email: equality@gov.mt

Telefon: 25903850

Indirizz: Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza (NCPE), Gattard House, Triq Nazzjonali, Il-Blata l-Bajda HMR 9010, Malta

Take action against any instance of discrimination you witness or encounter by voicing your concern or query to the relevant bodies

Aġixxi kontra kull każ ta' diskriminazzjoni li tara jew tesperjenza billi tikkuntattja lill-entitajiet rispettivi



This project is supported by the European Community - Programme for Employment and Social Solidarity - PROGRESS (2007-2013)
Dan il-proġett qed isir bl-appoġġ tal-Komunitá Ewropea - Programm dwar ix-Xogħol u Solidarjetá Soċjali - PROGRESS (2007-2013)



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L-informazzjoni f'dan il-foljett mhux necessarjament tirrifletti l-opinjoni jew xi pożizzjoni tal-Kummissjoni Ewropea.
Dan il-foljett jirrifletti l-opinjoni tal-awturi u l-Kummissjoni m'għandhiex tinzamm responsabbli għall-użu tal-informazzjoni li hawn fiha.



Good Practices Against Discrimination

on the grounds of Age, Gender, Race, Disability, Sexual Orientation and Religion

Prattiċi Tajbin Kontra d-Diskriminazzjoni

fuq bażi ta' Etá, Sess, Razza, Diżabilità, Orjentazzjoni Sesswali u Reliġjon



The National Commission for the Promotion of Equality

(NCPE) is an autonomous, government funded body set up in January 2004 by virtue of Chapter 456 - Equality for Men and Women Act. NCPE's remit includes working to ensure that Maltese society is a society free from any form of discrimination based on:

- i) sex / gender and family responsibilities in employment, and
- ii) racial / ethnic origin and gender in the provision of goods and services and their supply.

Other functions include investigating complaints; monitoring gender/racial discriminatory advertising; research; awareness raising; dissemination of information.

Il-Kummissjoni Nazzjonali għall-Promozzjoni ta' l-Ugwaljanza

(NCPE) hija entità awtonoma ffinanzjata mill-gvern li twaqqfet f'Janar 2004 skont il-Kapitolu 456 tal-Liġijiet ta' Malta - Att dwar l-Ugwaljanza għall-Irġiel u n-Nisa. Il-kompetenza tal-NCPE tinkludi l-hidma biex tiżgura li s-soċjetà Maltija tkun hielsa minn kull forma ta' diskriminazzjoni bbażata fuq:

- i) sess u responsabbiltajiet tal-familja fl-impjieg, u
- ii) razza / oriġini etnika u sess fil-provvediment ta' oġġetti u servizzi.

Funzjonijiet oħra jinkludu l-investigazzjoni ta' lmenti; il-monitoraġġ ta' reklamar li jiddiskrimina bejn is-sessi/ir-razza; riċerka; qawmien ta' kuxjenza; tixrid ta' informazzjoni.

Voice for All

Voice for All VS/2007/0477 aims at empowering participants to challenge the learning and thinking processes which give rise to discrimination based on race, sexual orientation, gender, age, religion and disability discrimination and endorse diversity. Voice for All is a project funded by the European Community for Employment and Social Solidarity – PROGRESS (2007 – 2013). **Research:** The Voice for All transnational research study focuses on the six grounds of discrimination in Malta, Italy, Cyprus and Northern Ireland. The research works towards identifying and promoting any good practices being implemented to combat this discrimination and promote social inclusion and equality, throughout various areas of social life, including the education sector. NCPE is working in collaboration with the *Dipartimento Per le Pari Opportunità* (Italy); *SYMFILIOSI* (Cyprus); and the *Institute for Conflict Research* (Northern Ireland).

Lehen għal Kulhadd

Il-proġett Lehen għal Kulhadd VS/2007/0477 għandu l-għan li jhegġeg lill-partecipanti jisfidaw il-proċessi ta' tagħlim u ta' hsieb li jagħtu lok għal diskriminazzjoni fuq bażi ta' razza, orjentazzjoni sesswali, sess, età, reliġjon u diżabilità u jhegġiġhom ukoll jaċċettaw id-diversità. Lehen għal Kulhadd huwa proġett iffinanzjat mill-Programm tal-Komunità Ewropea għax-Xogħol u s-Solidarjetà Soċjali – PROGRESS (2007 – 2013). **Riċerka:** Ir-riċerka transnazzjonali ta' Lehen għal Kulhadd tiffoka fuq is-sitt oqsma ta' diskriminazzjoni f'Malta, l-Italja, Ċipru u l-Irlanda ta' Fuq. Ir-riċerka tanalizza s-sitwazzjoni relatata mad-diskriminazzjoni f'dawn il-pajjiżi, u tidentifika u tippromwovi prattiki tajba li qegħdin jiġu implimentati sabiex jiġġieldu din id-diskriminazzjoni u jhegġu l-inkluzjoni soċjali u l-ugwaljanza, foqsmha differenti tal-hajja soċjali, inkluz il-midja. Il-NCPE qiegħda taħdem f'kollaborazzjoni mad-*Dipartimento Per le Pari Opportunità* (l-Italja); ma' *SYMFILIOSI* (Ċipru); u mal-*Institute for Conflict Research* (l-Irlanda ta' Fuq).

Good Practice Examples

1. Training in hospitality trades for disadvantaged persons and persons with learning difficulties (Disability)

Beneficiaries: Persons with learning difficulties
Country: Malta

This course aims at increasing the integration of persons with learning difficulties within the hospitality labour sector by promoting a participatory approach to learning. The course consists of 208 hours of training, divided into various modules, including: Food hygiene and safety; Customer care; Food preparation; and Cleaning skills. A trainer, who is an expert in the respective field, is provided for every 4 students, and facilitators are provided to back up the trainer and provide students with individual attention. This course is being run at the Institute for Tourism Studies (ITS).

Eżempji ta' Prattiki Tajbin

1. Tahriġ fil-qasam tal-ospitalità għall-persuni żvantaġġati u persuni b'diffikultajiet marbuta mat-tagħlim (Diżabilità)

Benefiċjarji: Persuni b'diffikultajiet marbuta mat-tagħlim
Pajjiż: Malta

L-għan ta' dan il-kors huwa li jgħin lill-persuni b'diffikultajiet marbuta mat-tagħlim jintegraw iktar fis-settur tax-xogħol tal-ospitalità billi jinkoraġġixxi approċċ partecipatorju għat-tagħlim. Dan il-kors jikkonsisti f'208 siegħat ta' tahriġ, maqsuma f'unitajiet differenti, li jinkludu: L-iġjene u s-sigurtà fl-ikel; Servizz għall-klijent; Preparazzjoni tal-ikel, hiliet relatati mat-tindif. Ikun hemm għalliem, li hu espert fil-qasam rispettiv, għal kull 4 studenti, u persuni oħra ddedikati biex jgħinu lill-harrieġ u jagħtu attenzjoni individwali lill-istudenti. Dan il-kors qiegħed isir fl-Istitut għall-Istudji Turistiċi (ITS).

2. Arrupe Programme (Age, Disability, Gender, Race/Ethnicity, Sexual Orientation, Religion – All six grounds)

Beneficiaries: Secondary Schoolchildren
Country: Malta

This programme aims to incorporate ideas of social justice and equality into the school environment, both through use of the formal curriculum (by using specific texts promoting non-discrimination during lessons), as well as through the informal curriculum (by organising workshops and other themed extra-curricular activities to promote issues of inclusion). The Arrupe programme is currently being run at St. Aloysius College.

3. ESTEEM (Race/Ethnicity, Disability)

Beneficiaries: Socially disadvantaged persons
Country: Malta

A short preparatory course aimed at encouraging and empowering socially disadvantaged individuals to enter formal training and education. Participants are taught basic skills (e.g literacy, timekeeping, CV writing etc) required to engage with a formal training or vocational course at various Maltese educational institutions. A mentoring scheme allows students to gain a first direct experience of the formal educational process.

2. Il-Programm Arrupe (Età, Diżabilità, Sess, Razza/Etnicità, Orjentazzjoni Sesswali, Reliġjon – Is-sitt oqsma)

Benefiċjarji: Studenti ta' skejjel sekondarji
Pajjiż: Malta

Dan il-programm għandu l-għan li jinkorpora ideat ta' ġustizzja soċjali u ugwaljanza fl-ambjent tal-iskola, kemm permezz tal-kurrikulu formali (bl-użu ta' testi speċifiċi li jippromwovu l-ugwaljanza waqt il-lezzjonijiet), kif ukoll permezz tal-kurrikulu informali (billi jiġu organizzati workshops u attivatajiet tematiċi ekstrakurrikulari oħra biex jippromwovu kwistjonijiet relatati mal-inkluzjoni). Bhalissa, il-Programm Arrupe qiegħed isir fil-Kulleġġ ta' San Alwiġi.

3. ESTEEM (Razza/Etnicità, Diżabilità)

Benefiċjarji: Persuni żvantaġġati soċjalment
Pajjiż: Malta

Kors preparatorju qasir bil-għan li jinkoraġġixxi u jhegġeg persuni żvantaġġati soċjalment jiehdu edukazzjoni u tahriġ formali. Il-partecipanti jiġu mgħallma hiliet bażiċi (eż. jaqraw u jiktbu, jiktbu CV eċċ) meħtieġa biex ikunu jistgħu jibdeu tahriġ formali jew kors vokazzjonali f'diversi istituzzjonijiet edukattivi Maltin. Permezz ta' skema ta' gwida, l-istudenti jakkwistaw esperjenza diretta tal-proċess ta' edukazzjoni formali.

Definition of a Good Practice A good practice constitutes any initiative, policy, or guidelines adopted to promote integration and ensure a culture of equality and respect amongst all persons, on the grounds of either race/ethnicity, gender, sexual orientation, disability, religion, or age.

Definizzjoni ta' Prattika Tajba Prattika tajba hija kwalunkwe inizjattiva, politika, jew linji gwida adottata biex tippromwovi l-integrazzjoni kif ukoll tiżgura kultura ta' ugwaljanza u rispett fost il-bnedmin kollha, abbażi ta' razza/etnicità, sess, orjentazzjoni sesswali, diżabilità, reliġjon jew età.