

1. ERASMUS POLICY STATEMENT (EPS)

1.1 Erasmus activities included in your EPS

In this section, you need to tick the Erasmus activities covered by your Erasmus Policy Statement. Please select those activities that your HEI intends to implement during the entire duration of the Programme.

Erasmus Key Action 1 (KA1) - Learning mobility:

The mobility of higher education students and staff

Erasmus Key Action 2 (KA2) - Cooperation among organisations and institutions:

Partnerships for Cooperation and exchanges of practices

Partnerships for Excellence – European Universities

Partnerships for Excellence - Erasmus Mundus Joint Master Degrees

Partnerships for Innovation

Erasmus Key Action 3 (KA3):

Erasmus Key Action 3 (KA3) - Support to policy development and cooperation:

1.2 Erasmus Policy statement (EPS): your strategy

Your Erasmus Policy Statement should reflect how you intended to implement Erasmus after

the award of the ECHE. Should you wish to add additional activities in the future, you will need to amend your Erasmus Policy Statement and inform your Erasmus National Agency.

What would you like to achieve by participating in the Erasmus Programme? How does your participation in the Erasmus Programme fit into your institutional internationalisation and modernisation strategy?

(Please reflect on the objectives of your participation. Please explain how you expect the participation in Erasmus to contribute towards modernising your institution, as well as on the goal of building a European Education Area¹ and explain the policy objectives you intend to pursue).

Original language (and translation into EN, FR or DE if the EPS is not in one of these languages)

La Escuela de Arte de Oviedo (EAO) es un centro público dependiente de la Consejería de Educación del Principado de Asturias que se ha dedicado más de 225 años a proporcionar educación superior en los campos del Arte y el Diseño. Entre las prioridades establecidas en el proyecto educativo de EAO hemos incluido la internacionalización y la transferencia de conocimiento. La EAO desea facilitar el desarrollo y la modernización de una comunidad educativa verdaderamente internacional incluyendo a sus profesores y estudiantes y capacitándolos para que puedan sobresalir en su futura vida profesional y personal en un mundo actual caracterizado por las relaciones internacionales y la globalización.

El objetivo principal para el presente y el futuro de nuestra escuela es fomentar la movilidad internacional de nuestra comunidad. En este sentido, nuestra estrategia de internacionalización se basará principalmente en la cooperación, continuando y estableciendo nuevos acuerdos con otras instituciones de educación superior tanto dentro como fuera de Europa, así como con otros socios estratégicos tales como las empresas o instituciones académicas. En este caso, tenemos la intención de proporcionar la mayor diversidad geográfica para el intercambio de personal y estudiantes entrantes para que nuestra institución pueda beneficiarse del enriquecimiento de esta variedad.

En el primer caso, la selección de las instituciones se basa en la calidad de sus programas de estudio. Teniendo en cuenta el carácter artístico de nuestros estudios, pretendemos encontrar una correspondencia entre los campos profesionales, todo esto llevado a cabo con una filosofía de mente abierta. Nuestra Escuela ofrece estudios en fotografía, Gráfica Impresa, Ilustración, Arquitectura Efímera, Amueblamiento, Escultura Aplicada al Espectáculo, Grabado y Técnicas de Estampación y Edición de Arte. EAO renovará y gestionará los nuevos Acuerdos Interinstitucionales comprometiéndose a llevar a cabo los pasos necesarios para implementar la gestión de la movilidad digital en línea con las normas técnicas para la Iniciativa Europea de Tarjeta de Estudiante. Los acuerdos bilaterales no se firman hasta comprobar la compatibilidad académica y las complementariedades, lo que garantiza un camino fluido hacia el reconocimiento académico mediante el uso de créditos ECTS. En el caso de prácticas, la EAO también promueve el uso del Documento de Movilidad Europass.

En cuanto a la movilidad hacia empresas para recién graduados y para atender a la alta demanda de nuestros estudiantes, organizaremos principalmente prácticas a instituciones socias, a compañías o artistas con proyección, utilizando la ayuda de contactos como socios europeos, el Instituto Cervantes, museos, Liceos, profesionales que nos visiten, etc. Nuestra experiencia en el programa nos dice que esta opción ha resultado ser una oportunidad maravillosa para la proyección internacional de nuestros estudiantes, encontrando algunos su entrada en el mundo laboral.

Al programa Erasmus se le ha asignado un espacio destacado en la página web de EAO para que se pueda acceder fácilmente. Tanto la Carta Erasmus como el EPS se publican en la sección bilingüe Internacional donde se incluye también toda la información necesaria sobre cómo participar para estudiantes y personal entrante y saliente. Además, se llevan a cabo durante todo el año académico actividades promocionales Erasmus y sesiones informativas con el objetivo de aumentar el número de estudiantes de EAO que optan por estudios y prácticas.

Con la constitución de una comisión formada por la coordinadora Erasmus, directora, jefa de estudios, jefe del departamento de actividades y promoción artística y el secretario de la EAO, se garantizará la calidad en la organización de las moviidades mediante un proceso transparente, asegurando la igualdad de trato académico a participantes salientes y entrantes. EAO garantiza el derecho a la igualdad de oportunidades, sin importar el sexo, la raza, la religión o el estado socioeconómico. Nuestro proyecto educativo es sinónimo de apertura, libertad de pensamiento y no discriminación. EAO proporciona las instalaciones para brindar apoyo a personas con

¹ For more information on the priorities of the European Education Area, such as recognition, digital skills, common values and inclusive education, please consult the following website:
https://ec.europa.eu/education/education-in-the-eu/european-education-area_en

discapacidad y estudiantes con necesidades educativas especiales para facilitar su acceso, participación e integración en la vida académica. EAO se compromete a motivar la participación de los estudiantes y personal y a ayudarlos en la preparación de su movilidad.

objetivos:

- permitir a los estudiantes beneficiarse educativa, lingüísticamente y culturalmente de la experiencia de aprender en otros países. Los estudiantes regresan más motivados, independientes y seguros. La experiencia les da acceso a una gama más amplia de áreas temáticas, y aprenden una variedad de habilidades para la vida que no se enseñan en un aula convencional.

- Promover la cooperación entre las instituciones: la experiencia nos ha brindado feedback de valor inestimable gracias a la colaboración en actividades tales como varias exposiciones internacionales del trabajo de los estudiantes. Todas estas actividades ayudan a crear un ambiente de estudio en el que la internacionalización de la EAO está presente y promovida.

- contribuir al desarrollo de un grupo de jóvenes bien calificados, de mente abierta y con experiencia internacional como futuros profesionales.

- alentar a las instituciones de educación superior a ampliar y enriquecer la gama y el contenido de los cursos que ofrecen.

- Por un lado, garantizar la igualdad de oportunidades a todos los participantes del programa, especialmente aquellos de condiciones socioeconómicas más limitadas y por otro lado, ofrecer a los estudiantes que no tienen la posibilidad de participar en un esquema de movilidad el beneficio del conocimiento y la experiencia del personal académico de otros países.

- Promover el intercambio de docentes y expertos y experimentar métodos pedagógicos. Los docentes conocen de primera mano el funcionamiento de otros sistemas educativos y ayudan a fortalecer los vínculos con los contactos internacionales. Los talleres, conferencias, charlas de invitados extranjeros también agregan un componente internacional adicional a los cursos que se ofrecen.

- Aumentar el número de acuerdos bilaterales con instituciones de la UE y extracomunitarias, así como con empresas e instituciones relacionadas con el arte.

Oviedo Art School (EAO) is a public centre dependent on the Ministry of Education of the Government of Asturias that has been dedicated more than 225 years to provide Higher Education in the fields of Art and Design in Asturias. Amongst the priorities established in the EAO educative project we have included internationalization and knowledge transfer. EAO wishes to facilitate the development and modernization of a truly international community including teachers and students, training them to be able to excel in their future professional and personal lives in a current world characterized by international relations and globalization.

The main objective for the present and the future of our School is to foster the international mobility of our community. In this regard, our strategy of internationalization will be mainly based on cooperation continuing and establishing new agreements with other HEIs in EU and non-EU countries as well as with other strategic partners such as companies or academic institutions. Moreover, we intend to provide the largest geographical diversity for incoming exchange staff and students so our institution can benefit from the enrichment of this variety.

In the first case the selection of institutions is based on the quality of their study programmes. Taking into account the artistic character of our studies, we intend to find a correspondence among the professional fields, all this carried out with an open-minded philosophy. Studies are offered in Artistic photography, Illustration, Graphic Design: Printing Graphics, Sculpture applied to Performing Arts, Art Edition, Exhibition Building and set construction, Decoration and Engraving and Printing Techniques. EAO will renew and manage then new Inter-institutional Agreements online with the Erasmus Dashboard. EAO compromises to undertake the necessary steps to implement digital mobility management in line with the technical standards of the European Student Card Initiative. Bilateral agreements are not signed until academic compatibility and complementarities are identified, ensuring a smooth way to academic recognition by means of the use of ECTS credits. In the case of traineeships, the EAO also promotes the use of the Europass Mobility Document.

As for mobilities to companies for recent graduates, and as a response to students' demand, we'll mainly organize traineeships to well-known enterprises, artists or institutions using the help of contacts such as European partners, Cervantes Institute, museums, lycéums, contacts from international fairs, trade visitors, etc. Our experience in the programme tells us this option has turned out to be a wonderful opportunity for the international projection of our students, some of them getting their entrance into the labour world.

The Erasmus programme has been assigned a prominent space in EAO's website so that it can be easily reached. The EPS and the Erasmus charter are being publicized in the International section that includes all necessary information for incoming and outgoing students and staff on how to participate. Besides, Erasmus promotional activities and informative sessions are held throughout the academic year with the aim of increasing the number of

EAO students opting for study and work placements.

With the constitution of a commission formed by the Erasmus coordinator, principal, deputy head, head of the promotion and artistic activities department and the secretary of the School EAO will guarantee the quality in the organization of mobilities with a transparent process, ensuring equal academic treatment to outgoing-incoming participants. EAO guarantees the right to equality of opportunity, no matter sex, race, religion or socio-economic status. Our educational project stands for openness, freedom of thought and non-discrimination. EAO provides the facilities to give support to disable people and students with special educational needs to facilitate their access, participation and integration in academic life. EAO compromises to motivate students and staff to become mobile and assist them in preparing a mobility period.

objectives:

- to enable students to benefit educationally, linguistically and culturally from the experience of learning in other countries. Students return more motivated, independent and confident. The experience gives them access to a wider range of subject areas, and they learn a range of life-skills not taught in the lecture theatre.

- to promote co-operation among institutions: the experience has given us feedback of inestimable worth thanks to mutual collaboration in activities such as international exhibitions of students work. All these activities help in the creation of a study environment in which internationalization of the School is present and promoted.

- to contribute to the development of a pool of well-qualified, open-minded and internationally experienced young people as future professionals.

- to encourage higher education institutions to broaden and enrich the range and content of courses they offer.

- On the one hand, to assure equal opportunities to all participants in international programmes, especially those from lower socio-economic conditions and on the other hand, to allow students who do not have the possibility to participate in a mobility scheme to benefit from the knowledge and expertise of academic staff from other countries.

- to promote the exchange of teachers and expertise and experience on pedagogical methods. Teachers get to know first-hand the workings of other educational systems and help to strengthen links with international contacts. Incoming lecturers add a further international component to the courses as well.

- Increase the number of bilateral agreements with EU and non-EU institutions, as well as enterprises and institutions related to art.

Please reflect on the Erasmus actions you would like to take part in and explain how they will be implemented in practice at your institution. Please explain how your institution's participation in these actions will contribute to achieving the objectives of your institutional strategy.

Original language (and translation into EN, FR or DE if the EPS is not in one of these languages)

La participación de EAO en el programa Erasmus se centrará en la Acción clave 1: Movilidad de las personas por motivos de aprendizaje. Los objetivos estratégicos se basan principalmente en las actividades de movilidad para estudiantes y personal (SMS-SMT-STA-STT), como en proyectos de orientación internacional y en la internacionalización en el centro. Al participar en el programa, la EAO espera proporcionar una experiencia académica más diversificada e internacionalizada para los estudiantes y el personal académico y obtener una posición más sólida entre otras instituciones de educación superior españolas.

Actualmente, hemos firmado acuerdos bilaterales con 30 instituciones superiores en Francia, Eslovaquia, Turquía, Polonia, Francia, Eslovenia, Portugal, Bruselas, Italia, Irlanda, Serbia, Croacia, Alemania, Bulgaria y Malta. Con el nuevo programa, estas asociaciones se fortalecerán aún más, centrándose en la calidad de la movilidad y la accesibilidad de la movilidad para todos los alumnos y el personal. Además, hemos incluido socios no pertenecientes a la UE en nuestra estrategia de movilidad en Sudáfrica con la Michaelis School of Fine Art en

Ciudad del Cabo y nuestro objetivo es ampliar esa participación con los países socios en las siguientes convocatorias ya que lograr una perspectiva intercultural a todos los niveles es una de las fuerzas motoras de la estrategia de EAO. Con ese objetivo en mente, la EAO se ha convertido este año en coordinador del Consorcio de Arte - Cartes en el que participan veinticuatro instituciones españolas y que ya está llevando a cabo movi­lidades con 4 países asociados (Albania, Bosnia y Herzegovina, Camboya y Filipinas). La promoción y la continuación de estas actividades apuntan a brindar la posibilidad de crear proyectos de colaboración que se ajusten a la estrategia general de internacionalización y modernización de nuestra institución. La EAO continuará firmando nuevos acuerdos interinstitucionales, incluidas las instituciones no pertenecientes a la UE.

Siguiendo la demanda de nuestros estudiantes, EAO fomenta su participación en actividades de prácticas de empresa para recién titulados en el extranjero. Un periodo de prácticas en una institución o empresa extranjera refuerza sus habilidades teóricas y prácticas. Con esta idea en mente, la EAO busca ampliar los vínculos para la cooperación internacional con empresas extranjeras que podrían proporcionar lugares de trabajo para nuestros estudiantes. De esta forma, se puede garantizar su competitividad en el mercado laboral internacional. Implementando estas directrices la EAO refuerza la imagen internacional de la institución. Además, estas actividades contribuirán a mejorar el atractivo general y la competitividad de la educación superior en nuestra región.

La implementación de los proyectos de cooperación de EAO se realizarán desde la Oficina de Relaciones Internacionales siempre con la colaboración y supervisión de la Comisión Erasmus para asuntos importantes como garantizar la transparencia en la distribución de subvenciones, reconocimiento de movilidad, etc. Se llevarán a cabo diferentes medidas:

- la transición para implementar la gestión de la movilidad digital se realizará paso a paso siguiendo indicaciones.
- Los acuerdos de aprendizaje que reflejan cursos y créditos ECTS se prepararán entre el estudiante y la coordinadora y serán firmados por las tres partes antes de que tenga lugar la movilidad. El acuerdo garantiza al estudiante el pleno reconocimiento de sus estudios-prácticas tras realizar su movilidad. La información sobre cursos y créditos (más información adicional sobre alojamiento, atención médica, experiencias de erasmus, transporte, instalaciones, etc.) para estudiantes entrantes está disponible en nuestra página web institucional. La coordinadora ofrecerá atención personalizada en todos estos asuntos. Para ayudar a su integración la coordinadora los acompañará a sus primeras clases y los presentará a profesores y compañeros de aula. Con el apoyo de los estudiantes locales, las clases se traducirán cuando sea necesario. También se ofrecerán clases de español para extranjeros.
- Alentar al personal y a los estudiantes a emprender períodos de movilidad: a través de sesiones informativas, los estudiantes salientes y los docentes serán informados del programa. La coordinadora los motivará y ayudará con el proceso de elegir un centro o compañía adecuada a sus necesidades y les ayudará a preparar sus movi­lidades. Se ofrecerán cursos OLS a los estudiantes. El coordinador ayudará al personal con los documentos necesarios para pedir permiso a la Consejería de Educación y para solicitar el reconocimiento de créditos de formación del profesorado participante en proyectos enmarcados en el Programa Erasmus después de su regreso.
- Recepción de los estudiantes y el personal de nuestros socios: las visitas de los profesores internacionales serán coordinadas por los miembros del personal de la misma rama de estudios, asegurando la más alta calidad. Los estudiantes entrantes serán asistidos personalmente por el coordinador.
- Asegurar la presencia de EAO en importantes eventos internacionales y nacionales: eventos SEPIE (Agencia Nacional de España), Reuniones de Coordinadores de Relaciones Internacionales, grupos de trabajo dedicados a adaptar las instituciones educativas a las nuevas regulaciones europeas...

EAO's participation in the Erasmus programme will be focused on Key Action 1: "Learning Mobility". The strategic aims are mainly based on the mobility activities for students and staff (SMS-SMT-STA-STT), as on internationally oriented projects and on internationalization at home. By participating in the programme, the EAO expects to provide a more diversified and internationalized academic experience for students and academic staff to get a stronger position among other Spanish HEIs.

Currently, we have signed bilateral agreements with 30 Higher institutions in France, Slovakia, Turkey, Poland, France, Slovenia, Portugal, Brussels, Italy, Ireland, Serbia, Croatia, Germany, Bulgaria and Malta. With the new programme these partnerships will be further strengthened, the focus being in the quality of mobility and accessibility of mobility for all learners and staff. In addition, we have included Non-EU partners into our mobility strategy in South Africa with Michaelis School of Fine Art in Cape Town and our goal is to widen that participation with Partner countries in the following calls since the achievement of an intercultural perspective at all levels is one of the driving forces of EAO's strategy. With that objective in mind the EAO has become this year coordinator of the Art Consortium – Cartes in which twenty four Spanish institutions participate and which is already carrying out mobilities with 4 associated countries (Albania, Bosnia & Herzegovina, Cambodia and Philippines.) With the promotion and continuation of these activities we aim to provide the possibility to create collaboration projects that fit in the overall internationalization and modernization strategy of our institution. The EAO will continue signing new inter-institutional agreements, including non-EU institutions.

Following our students' demand EAO fosters the participation of students training activities abroad. We participate actively with traineeships for recent graduates. A work placement in a foreign institution or company reinforces their theoretical and practical skills. With this idea in mind the EAO looks for extending links for international cooperation with foreign enterprises that could provide work-places for our students. This way their competitiveness can be

ensured in the international labour market. While implementing these directions the EAO reinforces the international image of the institution and seeks the name of an active quality institution in European Higher education space. Moreover, these activities will contribute to the enhancement of overall attractiveness and competitiveness of Higher education in our region.

The implementation of EAO's cooperation projects will be done from the International Relations Office always with the collaboration and supervision of the Erasmus Commission for important issues such as to ensure the transparency in the distribution of grants, recognition of mobilities, etc. Several measures will be carried out:

- the transition to implement the digital mobility management will be done step by step following guidelines.
- Learning/Training agreements reflecting courses and credits ECTS will be prepared between the student and the coordinator and signed by the three parties before the mobilities take place. The agreement guarantees the student the full acknowledgement of their studies-internships at the end of their mobilities. Information about courses and credits (plus additional information about accommodation, medical care, erasmus experiences, transport, facilities, etc.) for incoming students is available on our institutional website. The coordinator will offer personal tuition in all these matters. To help the integration of incoming students the coordinator will introduce them to their classes and teachers. With the support of local students classes will be translated when needed. Language tuition is offered to incoming students.
- Encouraging staff and students to undertake periods of mobility. By means of informative sessions, outgoing students and teachers will be informed of the programme. The coordinator will motivate and help them with the process of choosing a HEIs or company suitable for their needs and assist them in preparing their mobilities. OLS courses will be offered to students. The coordinator will help the staff with the necessary documents to ask for permission to the Council of Education and for the recognition of credits after their return.
- Receiving our partners' students and staff: International professors' visits will be coordinated by staff members of the same branch of studies, ensuring the highest quality. Incoming students will be assisted personally by the coordinator.
- Assuring the presence of EAO at important international and national events: ARCO in Madrid and Lisbon, SEPIE events (Spanish National Agency), Meetings of International Relations Coordinators, work-groups dedicated to adapting the educational institutions to the new European regulations...

What is the envisaged impact of your participation in the Erasmus+ Programme on your institution?

Please reflect on targets, as well as qualitative and quantitative indicators in monitoring this impact (such as mobility targets for student/staff mobility, quality of the implementation, support for participants on mobility, increased involvement in cooperation projects (under the KA2 action), sustainability/long-term impact of projects etc.) You are encouraged to offer an indicative timeline for achieving the targets related to the Erasmus+ actions.

Original language (and translation into EN, FR or DE if the EPS is not in one of these languages)

La participación en el Programa es clave para la modernización de EAO, ya que permitirá a los estudiantes y al personal entrar en contacto con diferentes formas de enseñanza, aprendizaje y con diferentes participantes. EAO planea mantener lo ya logrado, mejorar la calidad y fortalecer los vínculos entre la educación, la investigación y el mundo laboral para aumentar el número de participantes en el programa. Para lograr todos estos objetivos principales, nuestra institución tendrá en cuenta varios pasos:

-buscaremos un aumento gradual en la participación, tanto en el número como en el tipo de participantes entrantes y salientes. Se desarrollarán procedimientos para garantizar la calidad de estas movilidades. Aseguraremos apoyo a los participantes a la hora de preparar sus solicitudes y durante todo el proceso de sus movilidades. Se tomarán procedimientos justos y transparentes para la selección de participantes asegurando que los estudiantes provenientes de todos los entornos sociales y diferentes ingresos tengan las mismas oportunidades. En esta misma línea, se promoverá la movilidad entrante proporcionando asistencia personal en alojamiento, seguros, etc. La EAO se compromete a brindar igual tratamiento académico y ayudar en su integración.

- EAO planea ampliar el número de socios internacionales. EAO se compromete a utilizar las herramientas de gestión de movilidad digital desarrolladas en el contexto de la Iniciativa Europea de Tarjeta de Estudiante. Para garantizar una movilidad de alta calidad, toda la información relevante se reflejará en nuevos acuerdos interinstitucionales digitales.

- EAO se asegurará de que los posibles participantes estén suficientemente preparados para su período de movilidad.

- EAO garantiza la preparación de acuerdos de aprendizaje / prácticas para estudiantes y acuerdos de movilidad para el personal y su validación por adelantado. La EAO reconocerá los créditos obtenidos en las movilizaciones.

- EAO reforzará la promoción de movilidad del personal proveniente de empresas para enseñar en nuestra escuela. El desarrollo de talleres internacionales va unido a la adquisición de competencias lingüísticas y transversales. Estas actividades acercan la realidad de la vida laboral también a los estudiantes sin movilidad y forjan los inicios de proyectos de interés mutuo. Además, la cooperación con organizaciones y empresas contribuirá a desarrollar habilidades empresariales, así como entornos más interactivos.

- En respuesta a la demanda de nuestros estudiantes, aumentaremos el número de períodos de prácticas para recién graduados, asegurando la calidad de los lugares de trabajo antes y durante las movilizaciones. Estas actividades se convierten en una gran oportunidad de formación para que nuestros estudiantes convirtiéndose en individuos que realmente puedan responder a las necesidades del mercado laboral.

- EAO tiene la intención de continuar la promoción de colaboraciones internacionales con otras instituciones. Esto proporcionará a nuestros estudiantes más información sobre oportunidades educativas. Se impulsarán las exposiciones internacionales que muestran experiencias en el programa y los trabajos de los estudiantes.

- EAO tiene la intención de continuar promoviendo la movilidad del personal, ya que es una herramienta excelente para el desarrollo profesional como ya lo han demostrado movilizaciones pasadas. EAO garantizará el reconocimiento de la Consejería de Educación.

The participation in the Programme is key to the modernisation of EAO, since it will allow students and staff to come into contact with different ways of teaching and learning and with various stakeholders. EAO plans to maintain what has been achieved, improve quality and strengthen links among education, investigation and the labour world to increase the number of participants in the programme. To achieve all these main targets our institution will take into mind several steps:

- we'll look for a gradual increasing in participation, both in the number and type of incoming and outgoing participants. Procedures will be developed to ensure the quality of these mobilities. We'll ensure a support to participants when preparing their applications and throughout all the process of their mobilities. Fair and transparent procedures will be taken for the selection of participants protecting that students coming from all social and income backgrounds will get the same opportunities. In this same vein, incoming mobility will be promoted providing personal assistance in accommodation, insurances, etc. EAO compromises to give equal academic treatment and helping in their integration.

- EAO plans to enlarge the number of international partners. EAO compromises to use the digital mobility management tools developed in the context of the European Student Card Initiative. To ensure high-quality mobility all relevant information will be reflected on new digital inter-institutional agreements.

- EAO will ensure that the potential participants are sufficiently prepared for their mobility period.

- EAO ensures the preparation of learning/training agreements for students and mobility agreements for staff and their validation in advance. The EAO will recognise the credits gained in the mobilities.

- EAO will reinforce the promotion of staff mobilities from companies to teach at our School. Development of international workshops goes with the acquisition of linguistic and transversal competences. These activities bring work life reality closer also to non-mobile students and initiate projects of mutual interest. Besides, the cooperation with organisations and enterprises will contribute to develop entrepreneurial skills as well more interactive environments.

- In response to our students' demand we'll increase the number of traineeships for recent graduates, ensuring the quality of workplaces before and during the mobilities. These activities become a great opportunity to our students forming individuals that can really answer to labour market needs.

- EAO intends to continue the promotion of international collaborations with other institutions. This will provide our students with more information on educational opportunities. International exhibitions showing experiences in the programme and students' works will be boosted.

- EAO intends to continue the promotion of staff mobility as this is an excellent tool for professional development as past mobilities have already proved. EAO will ensure the recognition from the Department of Education.

2. IMPLEMENTATION OF THE FUNDAMENTAL PRINCIPLES

2.1 Implementation of the new principles

Please explain the measures taken in your institution to respect the principles of non-discrimination, transparency and inclusion of students and staff. Describe how your institution ensures full and equitable access to participants from all backgrounds, paying particular attention to the inclusion of those with fewer opportunities.

The EAO compromises to select participants and award grants with fair and transparent procedures throughout all stages of mobility. After informative sessions given to participants by the coordinator, the calendar and procedures of selection of mobile staff and students will be published in the international section of the web of the School as well as social media, via mail and notice boards. The EAO will launch the calls with clear information for the applicants of the documents required and providing information on the grading system. With the constitution of a commission formed by the Erasmus coordinator, principal, deputy head, head of the promotion and artistic activities department and the secretary of the School EAO will guarantee the quality in the organization of mobilities with a transparent process, ensuring equal academic treatment to outgoing-incoming participants. The EAO will ensure that all participants will be treated equally and equitably, in accordance with Article 21 of the Charter of Fundamental Rights of the European Union. There will be no discrimination "based on sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation".

EAO compromises to promote mobility opportunities to all participants including those from groups with fewer opportunities such as individuals with special needs, from lower socio-economic backgrounds, etc. Help will be provided to get additional funding for students mobilities from the Department of Education of our region. Extra time during coursework and flexibility in the use of workshops will be provided if needed.

Please explain what measures your institution will put in place to implement the European Student Card Initiative, and promote the use of the programme's Erasmus+ mobile App to students. Please refer to the timeline indicated on the European Student Card Initiative website².

The EAO has already created an account in the erasmus without paper dashboard and has already collaborated with some partners using it to create digital inter-institutional agreements. We will use this network following the instructions and deadlines given. The EAO will promote among participants (via informative sessions, webpage, social media, notice boards, meetings with the coordinator, etc.) the use of the Erasmus+ mobile app to ensure all can benefit from the increased efficiency in administration. The EAO takes the compromise that by 2025 all our students will have already been enjoying the benefits of the European Card Initiative.

Please explain how your institutions will implement and promote environmentally friendly practices in the context of the Erasmus+ programme.

EAO takes the compromise to raise awareness of environmental issues among participants. EAO will make use of the opportunities provided by the programme to support sustainable means of travel on mobilities. Priority will be given to projects and workshops presented by participants (both outgoing and incoming) and partner institutions in which sustainable development, behavioural changes and more healthy lifestyles are promoted. The EAO will visit the Erasmus+ Project Results platform to consult other European projects.

² https://ec.europa.eu/education/education-in-the-eu/european-student-card-initiative_en

Please explain how you will promote civic engagement and active citizenship amongst your outgoing and incoming students before, after and during mobility.

EAO is aware of the importance of fostering a positive attitude towards multicultural awareness and creating a stronger sense of being European. In this way we will go on working in collaborating with our partners to go on organising exhibitions from incoming and outgoing students and even non-mobile participants (of photography, engravings, etc.) showing works and views of their erasmus experiences abroad. Whenever this is possible, the exhibitions will be taken out of the School to give visibility to the project counting with the help of galleries, associations, councils, etc. On the other hand, the EAO will promote that incoming/outgoing participants who have been on mobility share their experiences with potential applicants. This will be done through informative sessions but as well via webpage of the School, social networks as well as using personal telephones to assist with information to any future participant. With this extra involvement, staff and students help to promote mobility and explain how to organise the mobilities. After our past years feedback, the coordinator will continue helping with incoming and outgoing participants' integration in their host countries giving them information and encouraging them to form part of organizations such as the ESN community. That all the educational community takes part in the programme will continue being an essential part in EAO's inclusion strategy. The involvement of students and staff in promoting cultural diversity in our community leads to overcome prejudice and acceptance of the differences as something that enriches us.

2.2 When participating in Mobility Activities - After mobility

Please demonstrate your commitment to implement full automatic recognition in your Higher Education Institution.

Please describe the concrete steps you will take to ensure the full automatic recognition of all credits gained for learning outcomes achieved during a mobility period abroad/ a blended mobility, according to the Council Recommendation on Automatic Mutual Recognition³.

The EAO compromises to ensure the full automatic recognition of the credits of outgoing and incoming students using these two tools: on the one hand, a digital learning agreement will be signed before the mobility among the three parties involved. The coordinator, and whenever needed a teacher from the speciality, will help each student individually in the choice of subjects and credits needed. Students will have a fortnight to make any necessary changes if needed. Incoming students will receive individual help via mail and they will be able to have a look at the up-to-date course catalogue offered with their credits ECTS in the webpage "international section" of the School. On the other hand, the EAO also compromises to confirm all this for the transference of credits gained in a Transcript of Records that will be given to the participants and coordinators within a week of the mobilities ending. This also applies to blended mobility.

Apart from this, an additional certificate will be issued and signed by the principal of the School recording the place, duration and the number of credits obtained during the mobility.

Please describe your institution's measures to support, promote and recognise staff mobility:

By means of informative sessions through channels such as the school's faculty, meetings of heads of departments, meetings of the different departments and via mail the EAO makes sure all staff is up to date with the mobilities of staff and students and the call notice dates in the European programme. The coordinator will help individually the potential participants in the preparation of their applications starting by helping them with contacting the HEIs or companies they may be interested in and giving them useful information such as the need of an insurance. Visits to workplaces that may be of interest to our students will be promoted. Help will be provided to fill in the staff agreement in which the activities to be undertaken will be reflected. The EAO has established a system among the staff so whenever a mobility takes place the affected lessons will be replaced by another teacher. Due to successful experiences, EAO emphasizes the mobility of staff from companies to give conferences, workshops, etc. as this is an

³ The text of the Council Recommendation on Automatic Mutual Recognition may be found at: [https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1568891859235&uri=CELEX:32018H1210\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1568891859235&uri=CELEX:32018H1210(01))

incredible opportunity to bring the labour world closer to our students and brings interesting future collaborations for both parts. After their mobilities we encourage teachers to be ambassadors of the programme encouraging them to tell their experience in the web of the School, via social networks, in their classes and in their meetings with the rest of staff. The coordinator will help the staff with the necessary documents to ask for permission to the Council of Education and to ask for the recognition of credits after their return.

2.3 For the Purposes of Visibility

Please provide the web link where you will host the Erasmus Policy statement in the future. Please reflect on how you plan to regularly promote the activities supported by the Programme.

https://www.escueladearte.com/index.php?option=com_content&task=view&id=316&Itemid=87

The information about and results of our Erasmus project will be shared mainly in our webpage, social networks (especially facebook and instagram accounts), regional press (interviewing participants of the programme and sending photos of joint exhibitions or international collaborations), erasmus notice board, use of bilingual informative brochures of our School in which the European programme has a prominent section, spreading informative material, brochures and posters our National Agency sends us, mentioning the activities done in the various presentations and conferences before institutions such as the City Council or the different companies participating in our international week. Erasmus experiences of teachers and students are published on the web, both incoming and outgoing, for greater impact on our school community and abroad. Likewise, through interviews and reports on mobilities, the Erasmus programme has its space in the publishing house of EAO. We take this publication as another opportunity to disseminate the results of the program and we secure that experiences do not remain only in the classroom for a small group of students to enjoy. By the same token, former participants will participate through different channels such as telling their experience to classmates or helping potential participants via mail or phone. All activities will be spoken at the different staff meetings of teachers. In the same way information will be uploaded on the Erasmus+ Project Results Platform when required.

Please describe how you will ensure that the principles of this Charter will be well communicated and applied by staff at all levels of the institution.

The Charter and the related Erasmus Policy Statement will be displayed in English and Spanish prominently on the EAO's website, in the International-erasmus section for consultation by all students and staff. The principles of the Charter will be incorporated into standard documents of EAO such as our Annual Didactic Programme (PGA) and the schedules of all the departments. The heads of department will reflect in their weekly records all the relevant information about the programme affecting their studies (such as staff and student mobility, etc.) The staff responsible for the implementation of the Erasmus+ programme at EAO will make use of the "ECHE guidelines" and of the "ECHE self-assessment" to ensure the full implementation of the principles of this Charter

