

**Equality, Equity, Inclusion**

# Equality

All people should have **equal rights** and **equal opportunities**

**Everyone** is treated the **same**

# Equality



# Equality



# Equality



Everyone gets the same pair  
of shoes in the same size  
and style

# Equality- Examples

- A club for young people interested in tech is free to attend for all.
- Everyone in Scotland over 60 is given a free bus pass
- It's against the law to walk up to someone in the street and punch them, no matter who they are

# Equality - Possible negatives

It may mean giving people things they **don't need** or that **aren't helpful** to them

- *e.g. the tech club is in a part of the city it's hard to reach by public transport, not everyone likes tech*

**Resources** may be used up **unnecessarily** or **unwisely**

- *e.g. people who can easily afford to pay for bus tickets also get free bus passes*

# Demonstrating Equality: an example

- At an imaginary YSL event, the first group of P3 pupils come over to an activity table where there are two YSLs: one demonstrating equality and one really not demonstrating it at all!
- “Bad” YSL (pointing at a child): you can’t do this activity, it’s just for girls (or boys, or children not wearing glasses, or whatever).
- “Good” YSL: That’s not true! This activity is for all the children.



# Equity

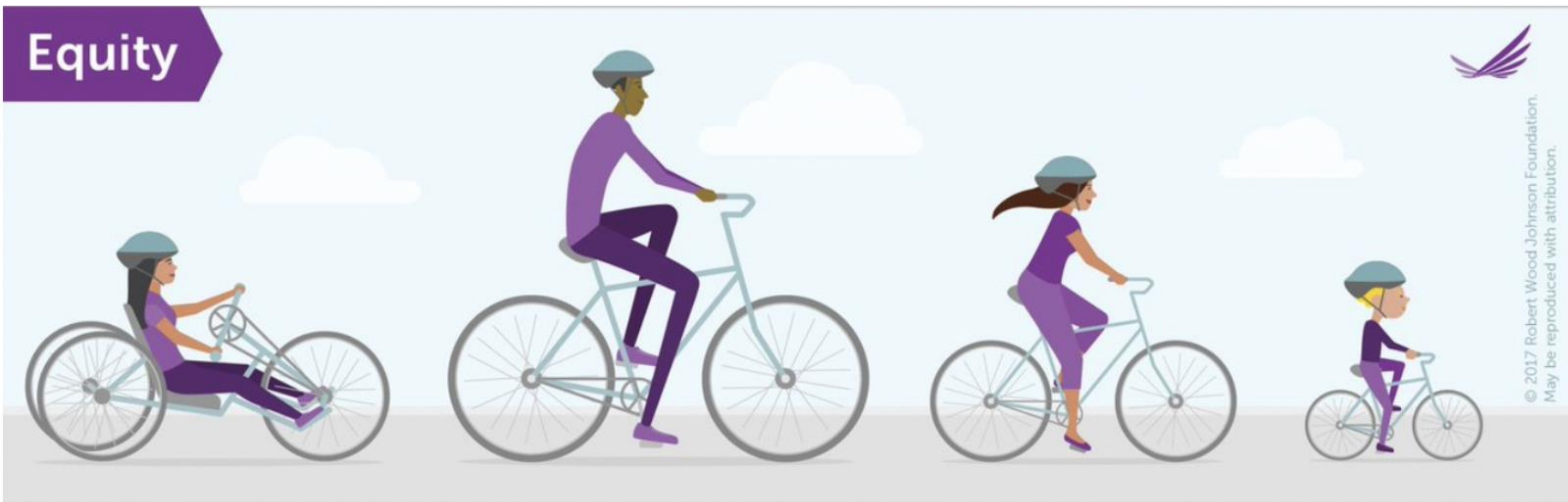
providing the means - often varied - for people to move towards **equal** and **just outcomes**

treating people **differently** so that they can achieve the **same goal**

# Equity



# Equity



# Equity



**Equity** is everyone  
getting a pair of shoes  
that fits.

# Equity- Examples

People who are **accused of a crime** and have to go to court but who earn under a certain amount will have a lawyer provided by **Legal Aid** at no cost

School pupils whose families **can't afford** to pay for their **lunch** every day are given free lunches with the bill being paid by their Local Authority

# Equality - Possible negatives

- can result in **stigma** or **resentment**
- involves much **more admin** and possibly **intrusive questions**

# Demonstrating Equity: an example

Back at the imaginary YSL event, one P3 pupil using a wheelchair comes over to the activity table with the same two YSLs.

**Child:** I can't reach the table from my wheelchair

**"Bad" YSL:** Well, you can't take part then.

**"Good" YSL:** Yes you can! I'll get a tray and we can put the activity on that so that you can reach it.

# Inclusion

- making everyone feel **welcome** and **valued**.
- **not assuming** everyone has the **same** needs and characteristics
- people **don't feel** that they're a **nuisance** for needing or liking different things

**Equality** and **Equity** are both approaches that can help create **Inclusion**.



# Demonstrating Inclusion: an example

At the imaginary YSL event, the P3 pupil with the wheelchair is enjoying the activity with the materials on a tray on their lap.

**Child:** Thanks for working out how I could take part.

**“Bad” YSL:** Yeah, well, it’s a real nuisance. I don’t think we should have to bother changing stuff for you.

**“Good” YSL:** Don’t listen to them! I’m happy we could help you take part like everyone else in your class.

# Inclusion



No one is judged or made to feel unwelcome for liking or needing to wear a different type of shoe.

# Summary

## Equality

Same treatment  
for everyone

May lead to  
different  
outcomes

## Equity

Different  
treatment for  
everyone

Leads to same  
outcome

## Inclusion

Acknowledging  
differences and  
accommodating  
them

People feel  
welcome