

# DIVERSITY

## Defined.

# E for Equity

Equity is not equality, it's enabling students to be their whole selves

The mistake is often made that as long as people are treated equally, that everyone has equal rights under the law, or that school policies state that all staff and students are treated equally, they believe they are doing the right thing. In one way, of course, they are doing the right thing. But, unless that stance on equality is underpinned by fairness, justice and inclusion, then people are not viewing diversity through the lens of equity.

Great improvements have been made in education settings about understanding how someone's background and circumstances can impinge on their ability to succeed; about how for some people they have barely started the race when their peers are already heading down the home straight.



Written by **Alan Palmer**,  
Co-Director, *LGBTed*.



***“ School leaders and teachers are acutely aware of the effects class, race and gender have on an individual student's opportunities. ”***



# More than three-quarters

**of teachers view their purpose as developing the whole of the child and not just their academic performance\***

\*Pearson School Report - April 2022.

This awareness must continue, great strides are being made, but at the same time, the same lens now needs to be applied to LGBTQ+ students and staff. Consider. Is it fair that it's always the out teacher in the school who leads on LGBT history month? Is it just that LGBTQ+ students often only encounter other LGBTQ+ students in anonymous clubs after school? Is it inclusive to focus on queer stories only in personal development classes, rather than have them threaded throughout the curriculum? Is it fair that LGBTQ+ students go through years of education not hearing positive stories or comments about themselves but are expected to be fine simply because they come out?

***“ Someone’s queerness is as much a part of their background and characteristics as their class, race or gender. ”***

It is their everyday, their always. Only by enabling them to be their whole selves, within school and outside the school gates, can we say they have equity.

**Get involved** by sharing your thoughts on what diversity in education means to you.

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**#DiversityDefined**