

# Equality and Equity Toolkit

## 7. Discussion Points

Created by Connect - [www.connect.scot](http://www.connect.scot)



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## Discussion points

**Working as a team of school staff, pupils, parents, members of the local community, etc, use these questions to start a discussion around Equality and Equity. Ask someone to take notes to reflect everyone's comments, identify good practice, and areas for change.**

- What does Equality and Equity look like in your school community? What is working well and what needs to change/improve? Have another look at the protected characteristics in Section 2 while you think about this.
- Is everyone in your school community aware of Equality and Equity?
- What are the challenges you face to improving Equality and Equity within your school community?
- Are you aware of unconscious bias? How does unconscious bias – where people make assumptions about others – present a challenge in your community?
- If you have Pupil Equity Funding, how has it made a difference to children and young people? Which areas of Equality and Equity have been addressed?
- How welcoming is the school? How do you know?
- Does the school's Parent Council represent/reflect the school community? If not, how can this be addressed?
- How well does the school support families of children with additional support needs?
- How focused is your school community on closing the poverty-related attainment gap?
- Which local and/or national partners are involved with the school community to support Equality and Equity?
- How are the voices of under-represented children and young people heard, for example, those who are looked-after, those with caring responsibilities, youngsters affected by imprisonment?
- Is the school accessible and welcoming to different types of families?

When using or sharing this Toolkit, please acknowledge Connect as the source.

We welcome your comments and feedback.

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