

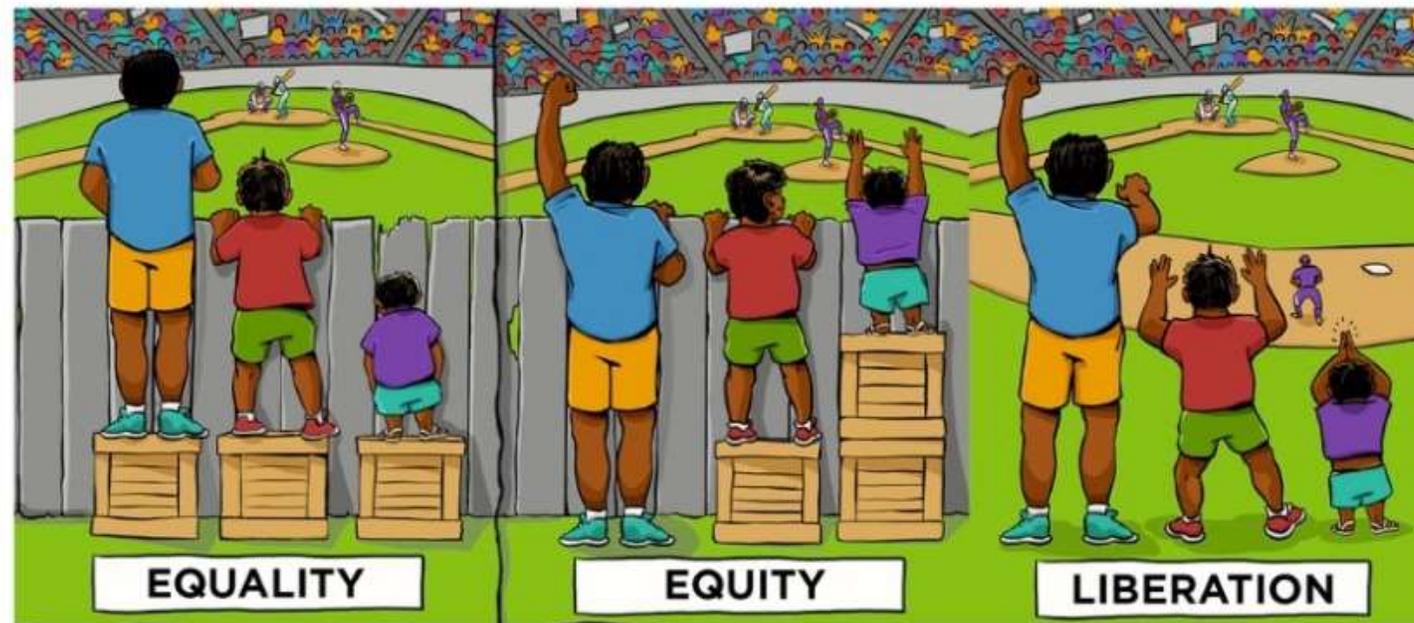
Embedding equality in early years practice

Selma Augestad

National Officer, Equality

Setting the scene

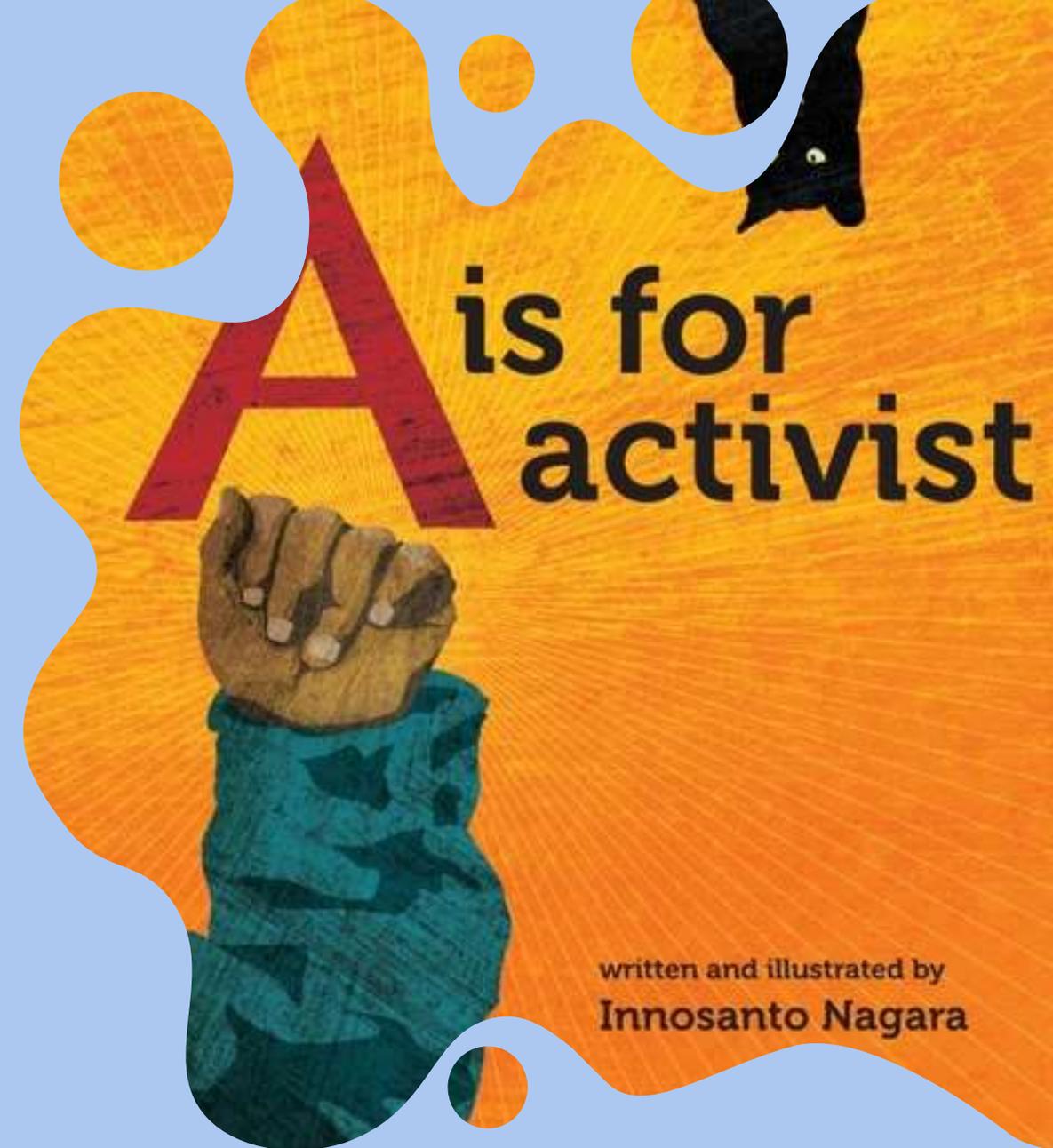
What does the picture look like for equality in education, today?



Equality in Early years

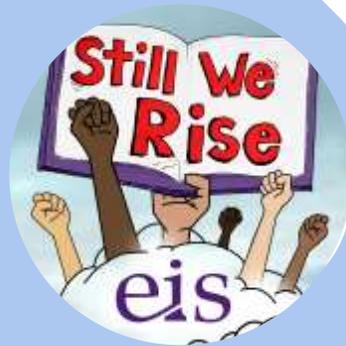
Too young to learn about equality?

- Educate about social justice and how to take action for what you believe in
- Be inclusive
- Explore and celebrate diversity and difference
- Challenge stereotypes
- Consider those missing from the conversations / critical thinking



The EIS Equality Strategy

Young people have the right to learn, and teachers and lecturers have the right to work, in an educational environment that is free from discrimination, where they can be themselves, and flourish.



LGBT equality

Anti-racism

Disability equality

Anti-poverty

Gender equality



LGBT INCLUSIVE EDUCATION

**IS A LANDMARK COMMITMENT IN
SCOTLAND, AT A TIME WHEN
LGBT RIGHTS ARE UNDER
THREAT IN MANY COUNTRIES
ACROSS THE WORLD**



FOR MORE INFORMATION, VISIT [EIS.ORG.UK/EQUALITY/LGBT](https://eis.org.uk/equality/lgbt)

Disability Equality

Not all disabilities look like this: 



80% of disabled people have **invisible** or **hidden** disabilities

Over 1 in 3 school pupils (37%) has an identified additional support need - an increase of 491% since 2009. Yet teacher numbers are falling. Fund more teaching posts – to support all learners, including those with ASN!


STAND UP
FOR QUALITY EDUCATION



Between 2010 and 2022, the number of ASN teachers in Scotland fell by 19% - when the number of pupils with ASN increased by almost 24%. Stand up for ASN! Give us more qualified specialist teachers!


STAND UP
FOR QUALITY EDUCATION

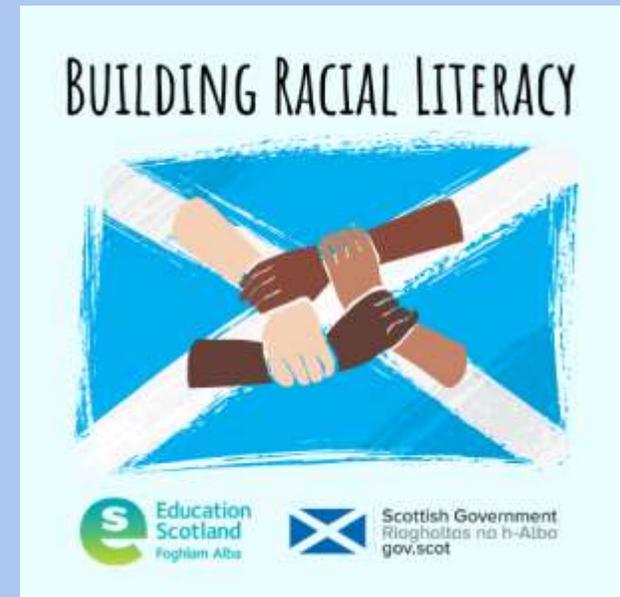
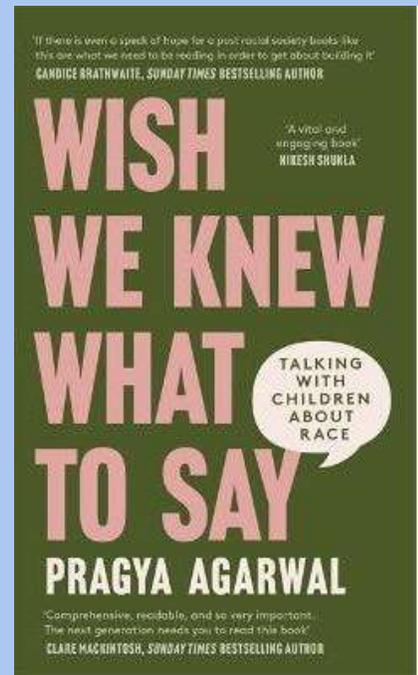


Anti-racism

Children pick up social cues and messages from all around them. This is why our role as a parent, a carer, an educator, becomes even more crucial.

Raising children who are comfortable with race is also raising more courageous and open children, open to difference and open to new and diverse experiences.

In 2018 only 4% of children's books published in the UK had a minority ethnic hero. This doesn't reflect the reality of our world.



Welcome to Scotland

Arabic

French

Pasho & Dari

Polish

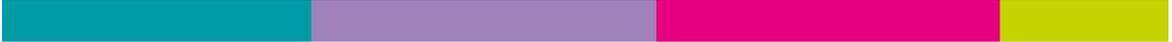
Ukrainian & Russian





Anti-Poverty

CHILD POVERTY IN SCOTLAND



...260,000 (26%)
children - the equivalent
of over 11,000 Scottish primary
school classes - were trapped
in relative poverty in Scotland
between 2022-23.



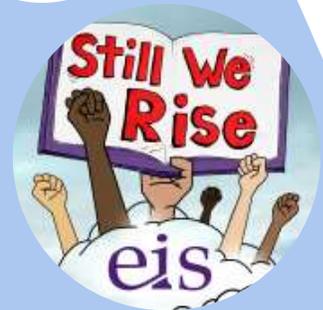
PACT

Anti-poverty Professional Learning
for the Teaching Profession

Gender equality

***“Misogyny has no place in our schools or in the lives of our young people so let’s ‘Get it Right for Girls’ in the certain knowledge that by doing and for society.”
so, we also get it right for boys***

Mary Matheson, EIS Equality Committee
Vice-Convener, 2012-16



Join our Equality Networks!

BAME Network (in person Glasgow) - 19th Nov
4.30-7pm

Disabled Members Network (online) - 27th Nov
4.30-6pm

LGBT Network (online) - 28th Nov
4.30-6pm



Register now!