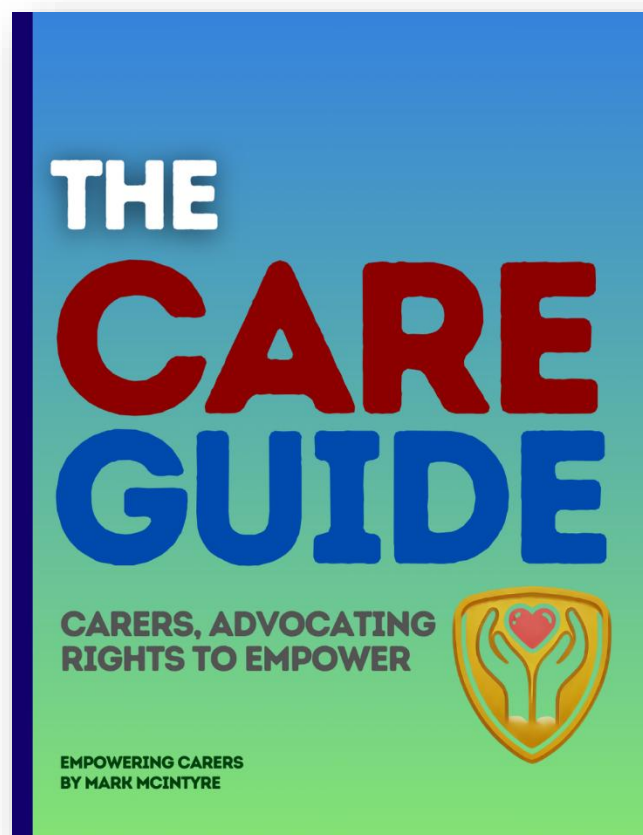


# STORY 16

## The Right to Equal Opportunity

*Reflection and Teaching Aid*

*Section B of The Care Guide – Advocacy Stories*



## Training Resource Sheet

### Story 16: Dew the Fairy: The Right to Equal Opportunity

(From Section B – Advocacy Stories)

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#### Story Summary

Dew the Fairy is clever and skilled, but because she has one wing, others assume she can't contribute like the rest. When she applies to help with the village celebration, she is quietly passed over. Others believe it's "too risky" or "too complicated" to include her. Dew turns to Sandy the Dragon Lawyer, who reminds the village that difference is not a deficit. The story affirms the right to equal opportunity, regardless of disability or perceived limitations.

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#### Training Focus Areas

1. **Challenging Ableism in Care Settings**
    - What are the subtle ways we make people feel incapable or excluded?
    - How do our assumptions shape access to opportunities?
  2. **Promoting Equal Participation**
    - How do we ensure everyone has access to events, roles, and routines?
    - What are the barriers (physical, social, emotional) we may not see?
  3. **Legal Duties Around Inclusion**
    - What does the Equality Act say about reasonable adjustments?
    - What's the difference between treating everyone the same vs equitably?
  4. **Valuing All Contributions**
    - How can we reframe 'support needs' as strengths?
    - What does inclusive celebration look like?
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#### Discussion Questions

- Have you ever seen someone excluded because of a perceived limitation?
- What assumptions might we hold about ability and participation?
- How do we challenge barriers in systems, not just attitudes?
- How can we better celebrate difference and contribution in care settings?

## Practical Actions

- **Role Play:** Practise planning an activity with a service user who has a visible or invisible disability—what adjustments or questions are needed?
  - **Reflective Task:** Consider one person in your setting who might face barriers to participation. What change could make things more inclusive?
  - **Weekly Challenge:** Audit one group activity or job role for accessibility—and invite feedback from those involved.
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## Key Learning Outcome

True inclusion means creating real access to opportunity, not just making space. Everyone has the right to contribute, thrive, and be celebrated for who they are.

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## How to Use This Resource

Use in equality and diversity training, team reflection sessions, or when planning inclusive activities. Dew's story encourages teams to think deeply about fairness and participation.

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**Date:**

**Time:**

**Place:**

**Name of presenter:**

**Names of staff in attendance:**

**Name of service users taking the lesson:**

**Feedback:**