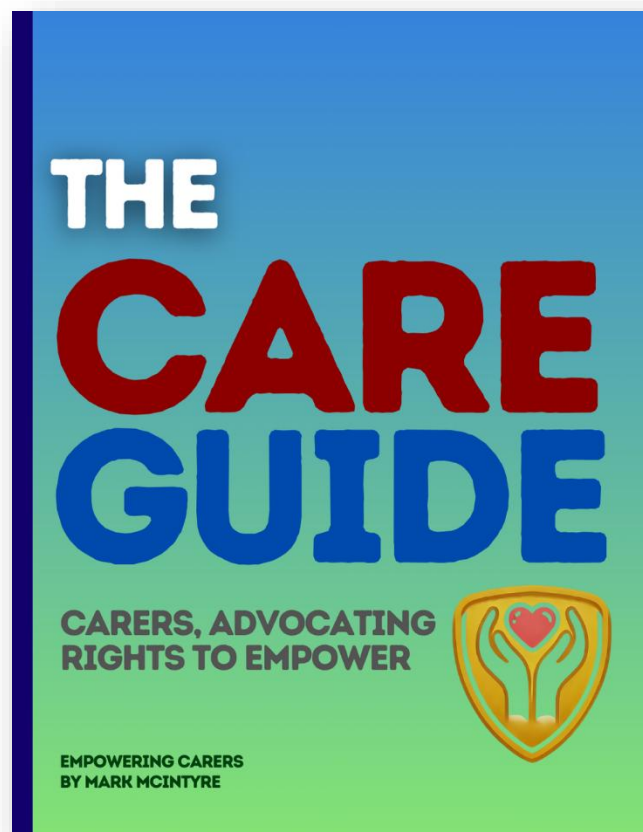


STORY 5

Right to Equal Treatment

Reflection and Teaching Aid

Section B of The Care Guide – Advocacy Stories



Training Resource Sheet

Story 5: Bibble the Troll: Right to Equal Treatment

(From Section B – Advocacy Stories)

Story Summary

Bibble the Troll often gets left out of group activities and treated differently because he looks and speaks in a way others don't understand. He is given fewer choices and assumptions are made about what he wants or needs. One day, a new carer notices this pattern and decides to treat Bibble with the same respect and options as everyone else. Slowly, Bibble begins to participate and thrive. The story explores how unconscious bias can lead to unequal treatment - and how simple actions can restore dignity.

Training Focus Areas

1. **Spotting Unequal Treatment**
 - What does unequal treatment look like in a care setting?
 - How do unconscious biases affect daily care decisions?
 2. **Understanding Equality vs. Equity**
 - Is treating everyone the same always fair?
 - How do we adapt support to meet different needs without lowering expectations?
 3. **Supporting Inclusion**
 - What small actions can make a big difference in helping someone feel seen and valued?
 - How do we ensure service users aren't overlooked or underestimated?
 4. **Challenging Workplace Culture**
 - Are there people in our teams or settings who experience a "Bibble effect"?
 - How do we safely challenge patterns of exclusion?
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Discussion Questions

- Have you ever witnessed someone being treated differently without good reason?
- What are some subtle signs of unequal treatment?
- How do you make sure each service user gets the same opportunities?
- What can be done if a colleague is unintentionally excluding someone?

Practical Actions

- **Role Play:** Practise noticing and gently challenging unequal treatment during a team interaction or activity planning session.
 - **Reflective Task:** Observe your own routines - is there anyone you tend to leave out or make assumptions about?
 - **Weekly Challenge:** Identify one service user who might need more support to engage equally and focus on boosting their involvement this week.
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Key Learning Outcome

Fairness means more than treating everyone the same. It means recognising difference, adapting support, and making sure everyone gets the chance to thrive.

How to Use This Resource

Use this sheet in diversity and inclusion training, reflective supervision, or when reviewing equality in care planning. Return to Bibble's story when thinking about dignity and fairness in everyday practice.

Date:

Time:

Place:

Name of presenter:

Names of staff in attendance:

Name of service users taking the lesson:

Feedback: