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| **Myth**  | **Buster**  |
|   Treating everyone the same is fair.   | False Equality means treating everyone the same, whilst **equity** means giving everyone what they need for it to be fair. Equality focuses on providing the same resources to all individuals while equity acknowledges that different individuals may require different support or opportunities to achieve equal outcomes.  |
|    Sexuality is a choice.   | False: Sexuality is not a choice, that is how the person is born. Like we do not chose to be heterosexual person, people do not chose to be homosexual, bisexual or pansexual.  No one chooses to be gay, as much as no one chooses to be straight. Similarly, counselling or therapy can’t change someone’s sexuality. This sort of counselling, generally referred to as "conversion therapy", increases the likelihood of depression, anxiety, drug use and suicide, particularly amongst teenagers and adolescents.   |
|    Islam oppresses women.   | False: One of the most pervasive myths is that Islam inherently oppresses women. This misconception often stems from cultural practices that have been wrongly attributed to Islam. In reality, the Quran explicitly promotes the dignity and rights of women. For example, Surah An-Nisa (The Women) is dedicated to the rights and responsibilities of women, covering aspects such as inheritance, marriage, and justice. Islam grants women the right to education, work, and participation in social and political life. The Prophet Muhammad (peace be upon him) emphasized the importance of seeking knowledge for both men and women, stating, “Seeking knowledge is obligatory upon every Muslim” (Ibn Majah). Women in early Islamic history, such as Aisha bint Abu Bakr and Fatimah al-Fihri, played significant roles as scholars and educators, demonstrating that education and empowerment of women are integral to Islamic teachings.   |
|   It’s not the care homes responsibility to identify and meet religious and cultural needs.   | Kind of True: Its everyone’s responsibility! 45% Muslim adults face faith-based discrimination in care environments.  |
|  Blind people have heightened sense of hearing.   |  False: There is a common misconception that people who are blind or vision impaired have developed heightened senses, including better hearing.  |
|  56.7% of the Bradford District identified as White British (according to the 2021 census).   | True  |
|  Focusing on diversity divides people.  | False: Ignoring differences divides people. Acknowledging identity builds trust – 78% of ethnic minority adults report better outcomes when cultural needs are met (SCIE, 2023)  |
|   The Equality Act protects Everyone.   | The law sets a floor not a ceiling.  “The Equality Act is the minimum not the standard. Social work’s duty isn’t just legal compliance, its dismantling the barriers the law hasn't reached” (adapted from Social Care Future) 45% of disabled people and 65% of ethnic minority adults face barriers in social care DESPITE the law- because rights on paper don’t equate to access in practice (EHCR, 2023; SCIE, 2022)   |
|  We can’t afford inclusive resources.  | False: Bfd Equalities report. Bfd saved £200,00 0per year by hiring multilingual staff on interpreter contracts.   |
|   Older clients don’t care about inclusion.    | False: 85% of LGBTQ+ elders fear care homes due to stigma (Opening Doors UK, 2023)  |
|  It’s not OK to continue referring to a trans person by their birth name once they’ve chosen a new name.   | True: This is called “dead-naming”, referring to someone with their dead-name can trigger anxiety among trans-people and it invalidates a trans person’s identity and experience   |
|  Autism is a Learning Disability.   | False: They can co exist but are not the same.  |
|  We can fix societies inequalities.   | Social works ethical duty is not to fix systems, it’s to challenge them  |
|  It’s rude to ask someone about their faith.  | False: We should ask about a persons religious beliefs and spirituality as it can be a significant factor in their lives and wellbeing. Not asking about faith is more harmful  it forces people to advocate in crisis, misdiagnosis and denies holistic care. 82% of UK faith leaders report Social Workers silence on religion denies vital support (Faith Action, 2023).  |
|  White people have culture.  | True. Wherever people exist, so does culture. White people are no exception to this. Cultural history should be explored, not downplayed or dismissed.  |
|  Minority Groups underuse services  | True. 40% less likely to access support. It isn’t cultural distrust, it is ongoing experiences of being failed by services.   |
|  Faith communities look after their own.  | 68% of South Asian elders rely on their families to provide care compared to 42% of White British elders. Is this based on the assumption that families can provide care based on this myth? Or are services not designed for people.   |