



Ann Bernadt and Nell Gwynn

These are nurseries in Southwark, London

Goal

For staff to engage in a self-evaluation in the use of their language to ensure that gender specific and gender stereotypical language is phased out of staff vocabulary. Staff will also self-evaluate to consider if they are being influenced by internal bias such as directing girls towards the home corner and boys to the construction area.

Desired Impact

Produce a cultural change for staff, children and parents/carers, by raising awareness of gender possibilities and by challenging gender stereotypes. The nursery wishes for all genders to feel there is no ambition is out of reach because of outdated stereotyping and lack of encouragement. Children will be praised and encouraged for what they do and achieve not because of how they look.



Work So Far

- Excerpt from "No More Boys and Girls" documentary regarding bias in introducing specific toys to children presented to staff
- Examination of practice
- Evaluation of language
- Creating a shared action plan for how staff should work with and speak to children to remove bias and stereotypical approaches

Measuring Changes

- Review of action plan
- Feedback from staff
- Evidence of change through staff observations, learning walks and children's Learning Journeys

"Being part of a wider circle of people who are all committed to furthering the cause of gender action has been enjoyable and enlightening."

