



Rye Oak Primary

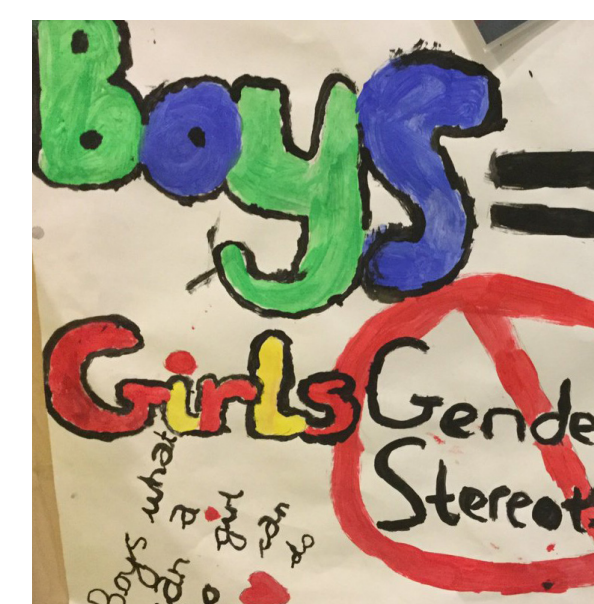
This is an Early Years and Primary School in Southwark, London

Goal

Specifically within its early years and foundation stage, Rye Oak Primary had a desire to reflect as practitioners on personal biases and how these manifest in the workplace and impact on children. It wishes to support staff to become 'active learners and critical thinkers'. The aim is to develop a shared understanding of equality across the school that is not based on potentially superficial add-ons but becomes embedded in an ethos of reflexivity.

Work so far

Staff will be trained to become reflective critical thinkers and intentional practitioners. The project involves exploring biases as adults and how these manifest in the way that staff teach, their actions and the language used. The project lasted for the academic year and involved staff meetings that provided opportunities for open-ended discussions. The school also provided academic reading and research to further discussions on the difficulties associated with gender stereotyping and how this impacts on children's self-esteem and wellbeing. The project explored how the staff team can challenge gender stereotypes through small actions rather than grand gestures.



Desired Impact

- Children will have access to a wide range of role models, particularly role models that reflect the school community but that also challenge negative stereotypes
- They will have access to being gender flexible – understanding that the qualities we desire to become fully rounded people are neither male or female but open to all of us
- They will have sustained emotional and mental wellbeing
- They will be able to form positive and healthy relationships

Measuring Changes

- Questionnaires to staff at the beginning and end of the project
- Evidence in changes in curriculum and resources
- Monitor and observe gendered language – evidence in a reduction of gender stereotyping and language
- Peer observations in classrooms – team members observing each other and monitoring any gender bias/language
- Peer observations to measure teacher time focussed on boys/girls



The school has made a particular effort to ensure that the works relates to and complements ongoing efforts around LGBT+ issues. The school recently became a Stonewall Champion and includes LGBTQ lessons and texts as part of its inclusive practice

