Town Street Playgroup Gender Equality Policy

At Town Street Playgroup, we are committed to promoting gender equality and tackling discrimination. In promoting equality in all areas, we hope to tackle stereotyping and discrimination, and help to raise children who can participate fully in the world.

In the early years, children begin to learn about gender roles and expectations, and will pick up messages from their surrounding environment about what is perceived as ‘normal’ for boys and girls. They are influenced by their environment and the adults around them. They learn from everything they see, hear and do.

Gender stereotypes perpetuate inequality and reinforce difference between men and women, rather than individuals being people first and equals.

* Staff will receive relevant training on promoting gender equality and the requirement to be good role models for children. New staff will be informed of our gender equality policy during induction.
* Parents and carers will receive regular information on promoting gender equality at home.
* All children have equal opportunity to take part in all experiences and are encouraged to access all areas of the curriculum. The learning environment will be regularly monitored to ensure that all areas and resources are being used by boys and girls. All resources will reflect a gender balance and are gender neutral.
* In the role play area, there are a wide variety of non-gender specific resources, which children can choose irrespective of gender. Staff will support children and challenge their thinking through discussion on traditional roles, for example, family roles, care giving, and occupations. Children will be offered opportunities, and be encouraged to talk about different roles and experience them during role play. We will ensure that our displays include boys, girls, women and men, and support these experiences.
* Staff will offer extra encouragement for girls and boys to take part in non-stereotypical roles, for example, girls taking part in football and boys dancing. All children regardless of gender will be encouraged to engage in STEM activities.
* We use a variety of gender friendly books, some of which show people in non-traditional roles. Books purchased by the nursery and borrowed from libraries will be audited by staff. To make sure they do not promote gender stereotypes. Staff and children will choose new names/change gender for characters in popular stories, songs and rhymes to redress any gender bias.
* The children will be encouraged to talk about their emotions and know that it is ok for girls and boys to display them.

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