

Equalities and anti-racism in the early years' curriculum.

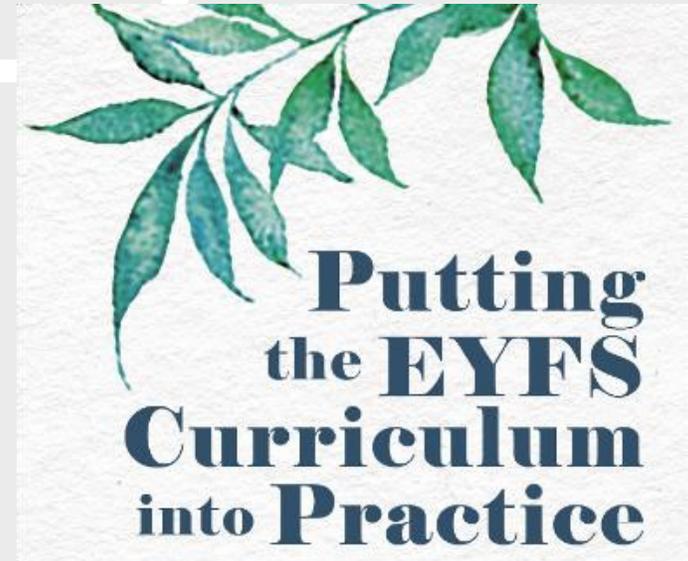
It Starts from Within

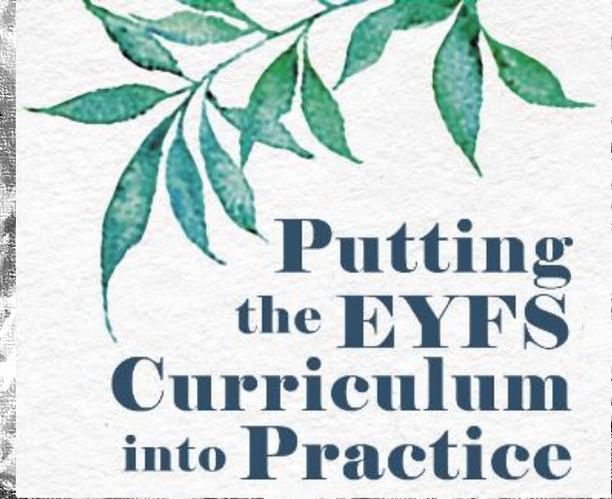
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**Putting
the EYFS
Curriculum
into Practice**



Health Warning

If we choose to work with children and families we need to ensure we are 'Safe Professionals' (Lumsden, 2018).

What do you see when you are looking at me?



- Each of us and our organisations, see the world in the light of our backgrounds and experiences
- Others see exactly the same world through different eyes

Prof Sir Al Aynsley Green

Key Message 1



Key Message 2

Representation Matters



We need to do more in Early Childhood

Children's Rights

Social Justice

Advocacy

Diversity of the ECEC Workforce

England

BME (Black and Minority Ethnic)
staff or staff with background of
migration

PVI 12%

School-based nursery 12%

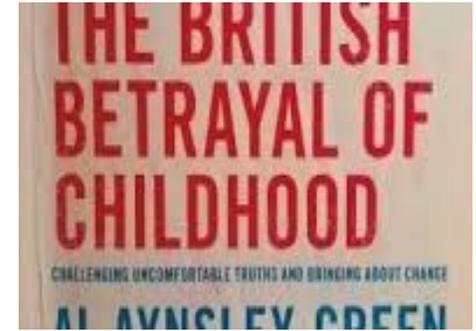
Maintained Nursery Schools 17%

Male Staff 2-3%

Data taken from Childcare and Early Years Providers Survey 2021 (DfE, 2021).



What are we going to do about it?



How do **I** promote social justice in my work and ensure my practice is empowering and recognises that those I work with may have faced oppression and discrimination because of their age, gender, disability, ethnicity, religious affiliation or sexual orientation? (Lumsden,2023).

What is Social Justice ?

Social justice is the fair, just and respectful treatment of all people, while recognising the unfairness, corruption and inequalities are the leading causes of war, conflict, inhumane treatment, suffering pain, exploitation and many other ills that confront our world today (Tedam, 2020, p.60).



Anti-Oppressive and Anti-Discriminatory Practice

- Language of 'Oppression' does not sit easily in Early Childhood
- Anti-discriminatory practice is embedded in EYFS and professional standards- this is often seen as promoting inclusive practice that embraces difference and diversity.

BUT this needs to be more than words on paper and practitioners need to understand these areas through:

'the sociological, economic and political contexts as well as the legal frameworks that governs our work' (Lumsden 2023).



Power

When we use power over someone, or someone used it over us, we need to consider two things:

- the occurrence itself
- the feelings it evoked in us

Empowering Others

Through understanding the power we have in our professional and personal lives we can begin to:

advocate more effectively

address specific areas of discrimination including racism and sexism and unconscious bias.



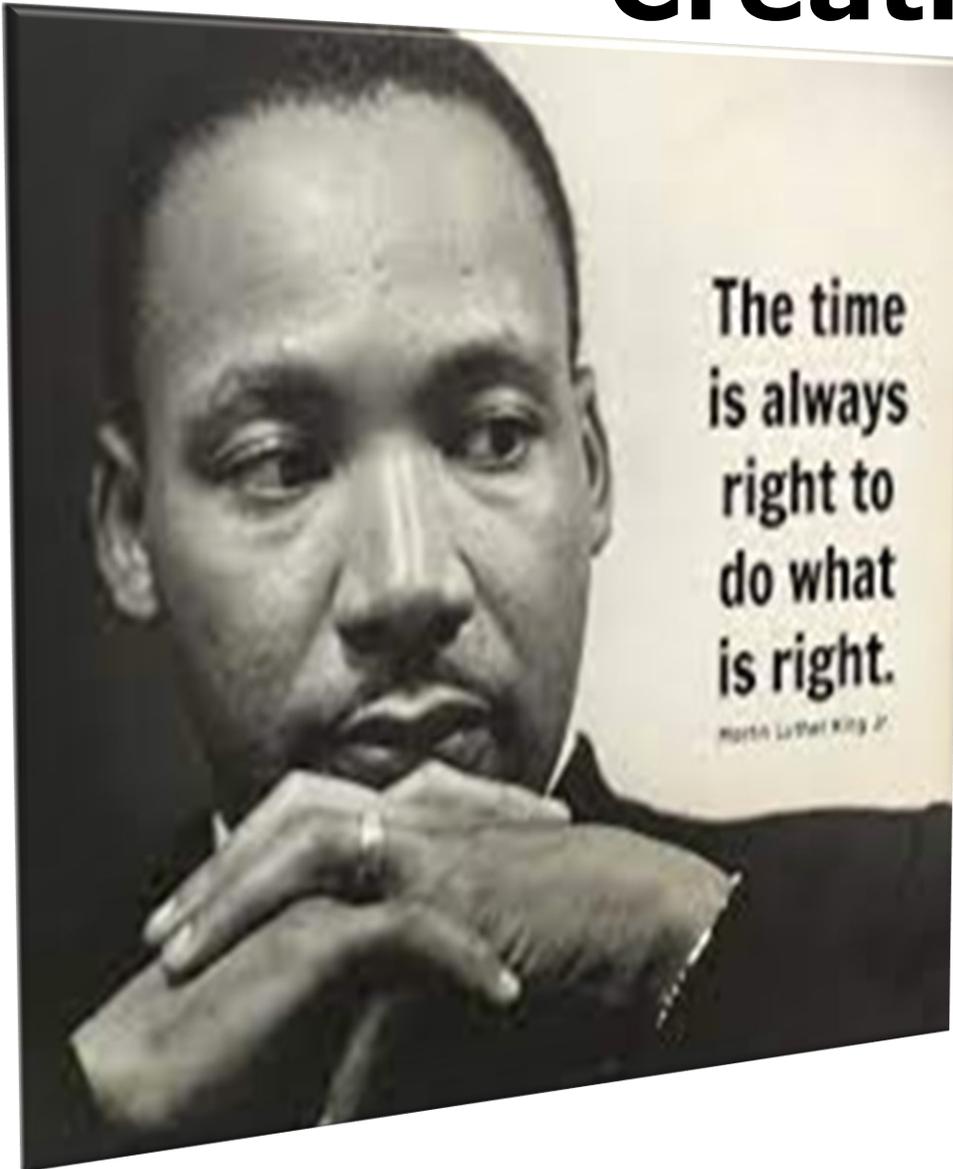
What are the gifts you want to give children to take on their journey ?

Empowering Staff

MANDELA Model

Threads of Change-Inclusivity		
Mandela Model	Make Time	Acknowledge
Age	Supervision	Needs
Life Experiences	Educational Experiences	Differences

Creating a culture of change...



Martin Luther King Jr (1964)

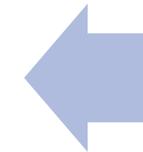
"I've noticed this..."



"I have challenged others to..."



'I am open to...'



"We need to..." and

Thank you for listening

References

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