

Winston House Preparatory Kindergarten

Anti-Sexism Policy

Equality of opportunities

Sexism stems from attitudes and practices which are based on the presumption that the sex of a person determines their capabilities. Ideas of what is correct for boys and girls have an influence on the way adults tend to speak and behave towards children. At Winston House Preparatory Kindergarten ("the setting") we will promote positive attitudes and practices that will enable both children and adults to create a non-sexist environment.

Employees and Trainees

The Setting will not discriminate directly or indirectly on the grounds of a person's gender or marital status. In all circumstances of recruitment, employment, job descriptions, training and pay a person of one sex shall not be treated less favourably than a person of another sex.

A married person shall not be treated less favourably, on the grounds of marital status, than an unmarried person of the same sex would be in the same circumstances. The Setting will monitor potential sex discrimination within their Nursery and training organisation with regard to recruitment, employed staff development, training and pay. We recognise that true equality in employment will only be achieved by men and women sharing more equally the care of children and will promote its policy in all advertisements for vacancies at any position within the company.

At our Setting

It is important that within our setting sex stereotyping is avoided. Children who have definite ideas about 'girl' or 'boy' toys can be encouraged to play with all the available toys. Both girls and boys are asked to help move furniture or assist in domestic routines.

Staff in the setting will need to be aware of the messages they give out so that the visual images should show both sexes represented in a range of roles, traditional and non-traditional. Also staff should avoid stereotypical comments like *'boys don't play with dolls'* or *'which little girl is going to be nurse?'*

We will ensure that children in our setting see men and women in a variety of roles. Rowdiness will not be accepted from boys or girls. We recognise that men have an important part to play in providing caring role models. This does not mean simply for those children from lone mothers but for all children within the nursery environment.

Author: SLT

Reviewed: August 2021

Next Review Due: August 2022