

London **Early Years** Foundation

Three Men in a Nursery

Addressing the Gender Balance in Early Years



A little about me!

- Nursery manager for London Early Years Foundation and nineteen years in childcare
- 23 nurseries in London
- I love coffee



Inspiration and rationale for this study



- There is a lot of research and statistics about how few men there are in childcare but nothing on individual cases like mine.
- First time I've worked with three men and it has had a positive impact on my setting.
- I wanted to find out the views and opinions of the children, parents and staff of what it is like at the Angel nursery with a male dominated team
- Many settings are multi cultural and ethnically diverse - where does gender fit in?



Putting it into practice

As a team, we have a particular focus of following the children's choices regardless of gender roles and it gave us confidence in doing things in a different way.



Views from parents, staff and children

"Since children have to relate with both male and females in everyday life, it is good that this is reflected in nursery as well"
Scott - Dad

"The parents I work with love the fact that there are male staff as it brings a balance to the nursery"
Ricky - Deputy Manager

"I believe that the most important thing is that the carers are trustful and professional regardless of their sex".
Imane - Mum



Leading by example



"The children may go to a man for a specific area of play and may go to a woman for another, it's nice they have the choice and that they can relate to both men and women"

Gemma LSA

The way forward



- LEYF have changed their deployment policy - male apprentices are teamed together
- More training like Men in Childcare across the UK
- Action research
- Dads' workshops
- Teens and toddlers - focus on younger generation about careers in childcare



Influencing the future

“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance”.

Kofi Annan

References



- Cameron, C., Moss, P and Owen, C.(1999) *Men in the Nursery : gender and caring work*: Paul Chapman Publishing.
- Blaise, M. (2005) *Playing it Straight : Uncovering Gender Discourses in the Early Childhood Classroom* : Routledge – Taylor and Francis Group.
- Review by the Social Science Research Unit, University of London (June 2002).
- guardian.co.uk February 9th 2011 article Jane Haywood: Early years development: Why it is a job for the boys.

London **Early Years** Foundation

ANY QUESTIONS?

David Stevens

angel@leyf.org.uk

THANK YOU

