

Ann Bernadt and Nell Gwynn Federated Nursery Schools



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*Working in Partnership With
SEEDS
Southwark Early Years Education Development in Schools*

Nell Gwynn Nursery School
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Lynne Cooper, Executive Head Teacher

Equality Agreement

Staff and stakeholders at the Federation of Ann Bernadt and Nell Gwynn Nursery Schools have collaborated to agree the following principles which underpin our objective to eliminate gendered language from our practice.

Our aim is be inclusive of all children in our setting at all times through appropriate, non-discriminatory language

- We call children by their name, we do not use terms of endearment such as “darling” or “mate”. If we do not know their name we use the term “friend” or “dear friend”.
- We do not use gendered terms to define groups of children i.e. “boys and girls”, neither do we use the term “guys”, to address groups of all gendered children, they are “children”.
- We praise children for their achievements not on their appearance.
- We find alternatives to gendered language, e.g.

Fireman – becomes – Firefighter Manpower – becomes – Person power
Man the office – becomes – staff the office

- We share our principles with parents/carers as part of induction so that we can have a bigger impact on outcomes. We discuss our principles with parents/carers during Progress meetings to enable us to work together.
- We have adopted a supportive process whereby staff work together to remind each other when they hear gendered language used.



