

# CULTURALLY INCLUSIVE PRACTICE FOR THE UNDER 5'S

A Practical Guide To Ensure That Race  
& Culture Is Not Left Out Of Inclusive  
Practice Within The Early Years Setting.



# VISIBLE IDENTITY MARKERS



Black

Slim build

Woman

Brummie

Able bodied

Married



# INVISIBLE IDENTITY MARKERS



British born



Cisgender woman



Monolingual



Jamaican heritage



Qualified secondary Teacher




# Aims

- To critically engage you to think about the racial and cultural inclusivity of the role play spaces in your Early Years provision.
- To show you what anti-racist practice **looks** like in the Early Years setting.
- To give you practical guidance so that you **know** better in order to **do** better.







**It is not enough to  
decide that you are  
not racist, you must  
be actively anti-  
racist !**



**As Early Years  
professionals we  
cannot afford to  
position anti-racist  
practice as an after  
thought.**





## SO WHAT IS RACISM?

*All those practices and procedures that, both historically and in the present, disadvantage and discriminate against people because of their skin colour, ethnicity, culture, religion, nationality or language*



# ANTI-RACIST TERMINOLOGY

White fragility

White supremacy

White centering

Anti-blackness

Colourism

Non-optical allyship

Code switching

Intersectionality

Adultification

"Doing the work"

Anti-Blackness

Gaslighting

Derailing

**Jane Lane writes about institutionalised bias and its impact on early years provision she says: 'very few people working with young children would deliberately discriminate against children because they are from a black or other minority ethnic group.' But she goes on to acknowledge that institutional racism occurs when people carry on doing what they have always done, purely because they 'have not had the opportunity or the concern to think about the issues involved'.**

*Nursery World 'Race and Ethnicity' 2010*



# 01

## CREATE A HAIRDRESSING ROLE PLAY AREA THAT INCLUDES BLACK HAIR CARE PRODUCTS

- Afro Combs
- Wide tooth combs
- Silk bonnets and scarves
- Empty bottles shampoo, conditioner and oils
- Shower caps
- Display images taken directly from Black hair magazines to display in that area. Be conscious not to only display mixed and light skinned Black people with one type of hair texture.



# 02

## CREATE A KITCHEN ROLE PLAY AREA THAT DRAWS ON ALL TYPES OF CULTURAL CUISINE

Empty containers of :

- All purpose seasoning
- Thyme
- Chicken seasoning
- Soy Sauce
- Cock soup mix
- Rice noodles
- Garam Masala
- Curry leaves
- Coconut Milk



# 03

## WATCH YOUR LANGUAGE

*"WOW! You would make an excellent Doctor, you are so caring and kind !  
Can you check my temperature?  
Doctor Kemi "*

*"I love thinking about the future !  
What do you think you want to do  
when you get big Vanessa? "*





# 04

"The School leavers Rap"



**AVOID STEREOTYPES AND  
DON'T MAKE ASSUMPTIONS**

This is a still from a video was  
uploaded to instagram in July 2020 by  
the Village Nursery Group that is based  
in Manchester



# WHY IS THIS HARMFUL? IT'S JUST A BIT OF FUN !



**davidcahn206** Honestly why???  
It's not the biggest issue in the world but why use superficial ideas of 90s Black culture in this way? I know you are gonna think I need to lighten up but my question is genuine.

22h Reply



**villagenurserygroup** Hi David, you know I really don't think you have to lighten up at all and I think you've asked a genuine question that, for our part, we will put to the team as a reflective discussion. I am sure the rhyming strings, language, music and children's learning and engagement was forefront at the teams mind when putting this together and for that I applaud them always. But, we have a huge responsibility in early years to think about the ideas we represent to children so we will definitely use your question to provoke some thoughtful conversations, thankyou. Julie

17h Reply



**davidcahn206**

@villagenurserygroup

Thanks for a genuine response. I won't act like I don't know where this came from "oh look we are silly white people hahaha" and I am sure there was no ill intentions behind any of it, but I think it's insulting, and tiring, to many black people that stereotypical depictions like this are a vehicle for just us to have some silliness. In the grand scheme of things it's not the biggest issue in the world - but enough small things can add up to be quite a bit. Truly don't think I am better than any of you but I do hope you think about it. Take care.

37m Reply





The Kids Bond Over Making Fruit Salad | The Secret Life of 4 Year Olds | Tuesday 15th N...



Watch later



Share



05

## CHECK WHAT CLOTHES YOU HAVE IN YOUR DRESSING UP BOX



If you have a 'Rasta hat' with locs attached to it that somebody brought back from their holiday to Jamaica please throw it in the bin

This is not a dressing up item

The same applies to Afro Wigs from that 70's night you went to last year

Black peoples hair is not a costume.





## AS A SAFETY NET, STICK TO PROFESSIONS FOR DRESSING UP !

- Doctor
- Fireperson
- Dentist
- Judge





# 06 STOP CENTERING WHITENESS , IT'S NOT THE DEFAULT

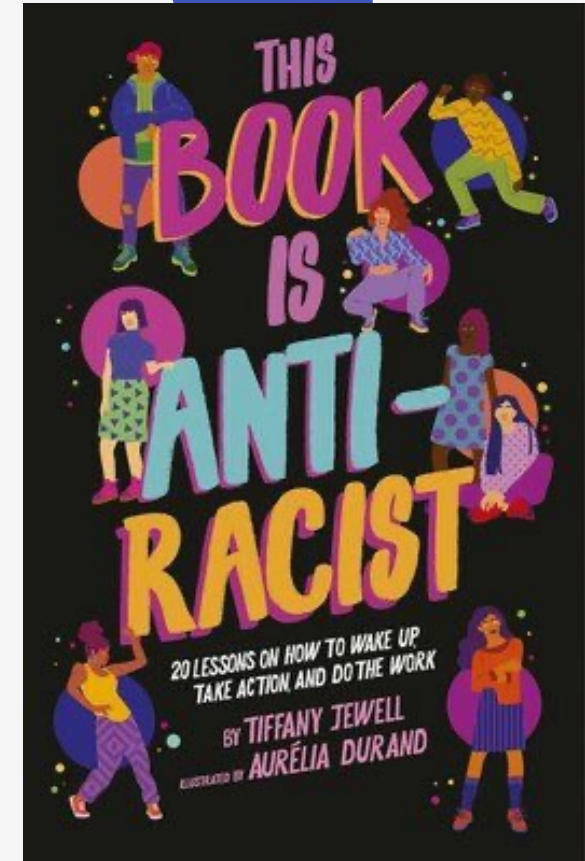
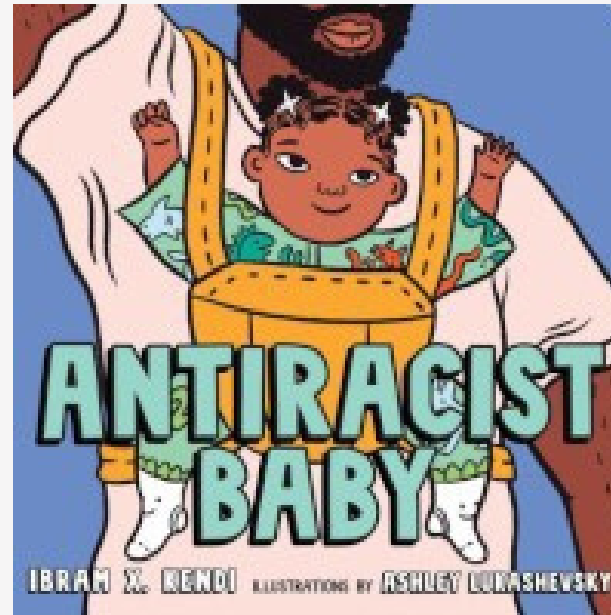
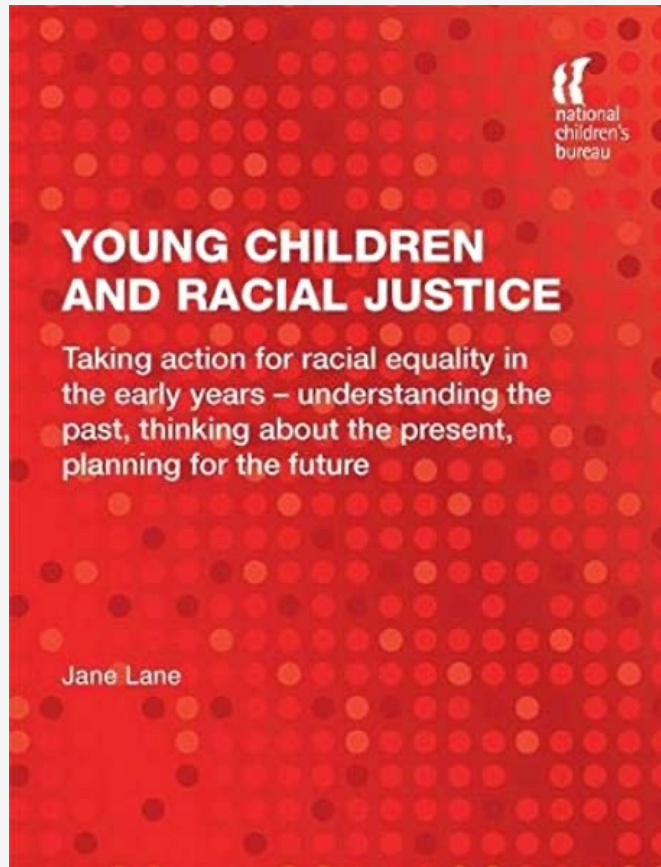


If we are thinking about the kind of world that we want to create for our children that builds on anti-racist practice then imaginative play is a great place to start.

When we are re-enacting 'Goldilocks and the 3 Bears' for instance or 'Frozen' think critically about how hair, white skin and femininity is framed.

Discuss with children if they could re-imagine Goldilocks with canerows and beads or if they would like to draw Elsa with Brown hair instead.

# Further reading...





**We are ALL  
growing, evolving  
and learning how to  
become anti-racist !**

**You can find me...**

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**Liz Pemberton**