

An ESRC Funded Project

Gender Diversification of the Early Years Workforce

*Recruiting, Supporting and
Retaining Male Early Years
Practitioners*

Department for Educational Research, Lancaster
University with the Fatherhood Institute



3% of UK's EY workforce is male..

1. How best to recruit, support and retain male practitioners?
2. What value do mixed gender EY workforces bring?

What do we want to know?



pathways in EY



impact



barriers



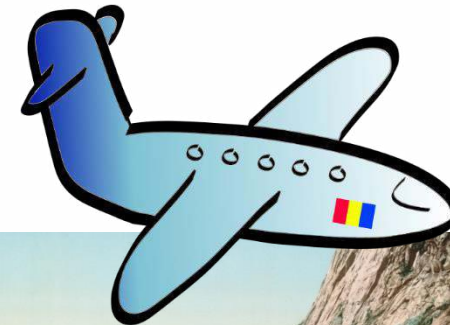
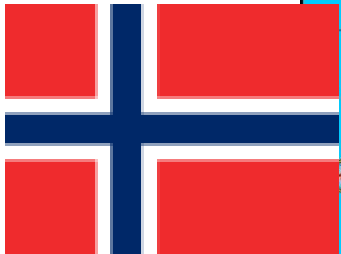
tools & resources



challenging

How are we doing this?

1. Knowledge Exchange Event with Norwegian academics and practitioners.



How are we doing this?



2. Case Studies of 9 EY settings

- Interviews/Focus groups/Observations
- Practitioners/Managers

Southampton/South Coast/London/Bristol
Bradford/Yorkshire



How are we doing this?

3. Supporting Interviews

Leaders Early Years Training

Careers Advisers/Personnel
(Schools/Colleges/Jobcentre
Plus)

Key Strategists in EYE



How are we doing this?

4. Survey



Who?

Managers/Practitioners

What?

No. practitioners (age, qualifications, length of service)

No. 'dropouts'

Training around gender

Support in EY settings

Access to info on EY careers

Question 2: Value of Mixed Gender EY Teams

Emerging discussions...

Question 2: Value of Mixed Gender EY Teams

Positive Relationships with Men

Men as Carers

Men and Women as Interchangeable

Care as Cool

Positive Relationships with Men

“We need to start in early years for children to have the opportunity to have relationships with men who are caring and sensitive and looking out for them. And for boys and girls to learn how to make appropriate relationships and healthy relationships so that we’re not sorting this out further on down the line..



It’s like everything, you know early intervention is the byword. And again that’s not to say, we’re expecting men to come in and play this role of absent father, you know some kind of deficit model. I just think it’s normalising the workforce”

(H3/S1/Int3)

Interchangeable Roles/Gender Flexibility



"I think just children seeing men and women working together as a team is really important for all aspects of their life. And men and women doing both the same jobs and different jobs within our team. Like nappy changing, you know Alfie doing the cooking, Philip in the office or answering the phone, like seeing all these jobs being done by both men and women. I think that must bring something to their social development that's, you know, them then hopefully being brought up that that's ok and that's normal" H2/S1/Int3

Men as Carers

“I think it’s setting an example to the children that every job can be for anyone, you know. It doesn’t matter what your gender is or background or ethnicity or whatever. The more children see themselves represented in the world doing different things, they’ll think of that as an option. So yes I think having men in early years is extremely valuable because then boys will think, that is a job I know men can do...” H1/S1/Int5



Care is Cool..

“I’m sure for dads, it’s giving them permission to be affectionate and all that with children.. I mean there are so many parents but some them are a little more playful and have a positive relationship with their children and others are a little less tolerant or more sort of business like and they just want to get on with it, you know. Not interested in the child’s day or what the child wants to tell them. And I suppose, seeing Tom and Jack, maybe they’re sort of being role models for how to be interested in what your child has to tell you and what they did today and how to have a positive relationship that is of equals rather than superior-inferior...” (H2/S1/Int5)



Today's Conference...

Protect and promote..

Emotional Wellbeing of bumps, babies and toddlers...




Positive
relationships



New
connections
with parents

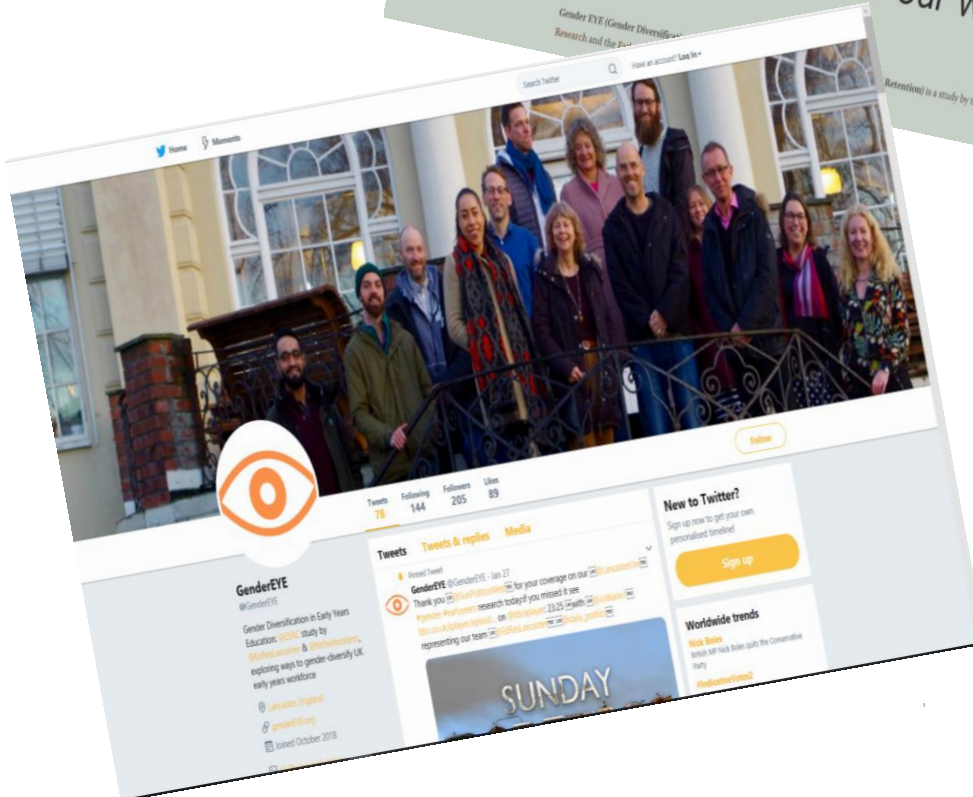
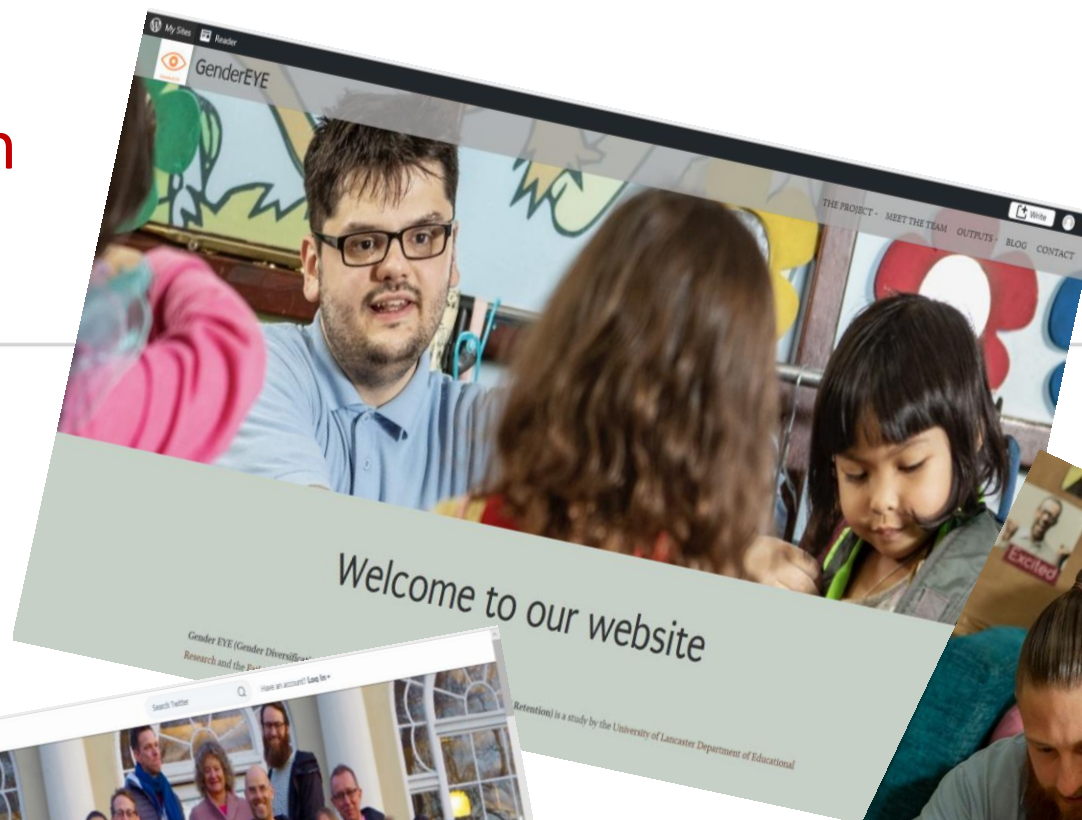


Explore &
develop
gender
identities



Men doing
carework
with young
children

Keeping in touch...



Thank you!

GenderEYE

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