

WHAT IS SUBTLE WHITE SUPREMACY?

In UK early years settings, **white supremacy** isn't about obvious hatred. It's about a set of subtle, unconscious biases that make being white the "invisible norm". These biases send messages to children about who is valued and who belongs, undermining **EYFS principles**.

WHERE DOES IT SHOW UP?

- **Resources & Curriculum:** Too many white faces in books/dolls means children from global majority backgrounds don't see themselves reflected. "**Token gestures**" like one book on Ramadan feels like box-ticking, making other cultures wrongfully seem 'exotic'.
- **Language:** Unconscious biases in how we communicate. The '*proper English*' problem prizes one way of speaking over regional or dialectal accents. **Microaggressions** are tiny, harsh comments like "You're so articulate!" to a black child.
- **Behaviour Management:** Our unconscious biases have serious consequences. **Adultification** is adults perceiving black children as older or more "naughty" for the same behaviour as white peers. Leading to exaggerated responses and higher exclusion rates later in school.
- **The System Itself:** Lack of workforce diversity can teach children about who is meant to lead. Assessments can be biased too, missing the ability to identify a child's true capabilities.



WHY IT'S DAMAGING

The early years are when children build their foundational sense of self. They are **actively shaping their worldview** and so, even more importance should be put upon supporting multiculturalism.

- For **global majority children**, it wrongfully teaches them they are "other" which breeds insecurity and can lead to disconnection from learning.
- For white children, it wrongfully teaches them they are the norm and inherently superior, stunting their ability to **develop empathy**.

WHAT WE CAN DO

- **Curate internationality:** Be intentional with resources, such as books with multi-cultural characters going on adventures.
- **Talk about race openly:** Have positive and open conversations about race. Staying silent is not neutrality; it's being complicit.
- **Do your own work:** Staff need proper, ongoing training to uncover and challenge their biases.
- **Hire differently:** Actively try to recruit a more diverse staff team.
- **Listen to families:** Engage with parents from diverse backgrounds; ask questions and be curious, they know their children best.

