



## **Dealing with Discriminatory Behaviour Policy**

Updated September 2024

The purpose of this policy is to ensure that all children, staff, and visitors to the nursery are treated with respect, dignity, and fairness. This policy provides clear guidelines on how to address and deal with discriminatory behaviour in any form, ensuring that the nursery remains a safe and inclusive environment for everyone, regardless of their race, ethnicity, gender, disability, religion, or any other protected characteristic. This policy applies to all employees, volunteers, children, parents/guardians, and visitors to the nursery. It covers all forms of discriminatory behaviour, including verbal, physical, and indirect discrimination, whether intentional or unintentional.

Discriminatory behaviour refers to any actions, comments, or conduct that treats an individual or group unfairly or differently based on one or more protected characteristics, including but not limited to:

- **Race**
- **Ethnicity**
- **Gender**
- **Disability**
- **Sexual orientation**
- **Religion or belief**
- **Age**
- **Pregnancy and maternity**
- **Marriage and civil partnership status**
- **Gender reassignment**

This includes, but is not limited to, the following behaviours:

- Making offensive comments or jokes based on a person's characteristics.
- Treating individuals unfairly or unequally due to their identity or background.
- Excluding individuals or groups from activities or opportunities.
- Physical or verbal harassment or bullying related to someone's identity.

### **Commitment to Preventing Discrimination**

#### **Equality and Diversity:**

- The nursery is committed to promoting an environment where diversity is celebrated and everyone is treated equally, regardless of their background or personal characteristics.

- We are committed to preventing all forms of discrimination and ensuring that everyone within our setting feels valued, respected, and included.

#### **Education and Awareness:**

- We will provide children and staff with ongoing education on equality, diversity, and respect, promoting an understanding of different backgrounds, beliefs, and cultures.
- Staff will be trained to recognise and challenge discriminatory behaviour and attitudes.

#### **Role Modelling:**

- All staff members are expected to role model respectful behaviour, promoting positive attitudes towards diversity. They should act in a way that fosters inclusivity and respect for others.

#### **Procedure for Dealing with Discriminatory Behaviour:**

##### **Immediate Action:**

- If discriminatory behaviour is observed or reported, the staff member who witnesses or is informed of the behaviour should take immediate action to address the situation. This may involve:
  - **Stopping the behaviour immediately:** If it is safe to do so, intervene to stop the behaviour, ensuring the affected individual(s) are safe.
  - **Supporting the victim:** Offer reassurance to the individual affected by the behaviour, and ensure they know that their concerns will be taken seriously.

##### **Investigation:**

- The nursery management team will investigate any report or incident of discriminatory behaviour thoroughly and impartially. This may involve:
  - Speaking to all individuals involved in the incident to gather full details.
  - Documenting the incident and any actions taken.
  - Involving relevant parties (e.g., parents, external authorities) where necessary to ensure a fair and unbiased investigation.

##### **Consequences for Discriminatory Behaviour:**

- If it is determined that discriminatory behaviour has occurred, appropriate actions will be taken, which may include:
  - **Verbal warning:** A discussion with the individual to explain why the behaviour is unacceptable and how it should be changed.
  - **Written warning:** A formal record of the incident, outlining the expectations for future behaviour.
  - **Further disciplinary action:** In the case of repeated or serious discriminatory behaviour, further action may be taken, up to and including suspension or dismissal, depending on the severity of the incident and the individual's role in the nursery.
  - **Support for the individual responsible for the discriminatory behaviour:** In some cases, the individual may be offered additional support or training to help them understand and change their behaviour.

### **Support for Victims:**

- The nursery will offer support to individuals who have been affected by discriminatory behaviour. This support may include:
  - Providing a safe space for them to talk about the incident.
  - Ensuring they are not penalised for being the victim of discriminatory behaviour.
  - Offering additional support, such as counselling or guidance, where appropriate.

### **Preventative Measures:**

#### **Promoting a Culture of Respect:**

- The nursery will foster an environment where mutual respect and understanding are promoted through the use of inclusive language and practices.
- Equality, diversity, and respect will be regularly discussed with staff, children, and parents/guardians to reinforce the importance of these values.

#### **Curriculum and Activities:**

- The nursery curriculum will include activities that promote understanding and appreciation of diverse cultures, beliefs, and backgrounds. This may include:
  - Storybooks and activities that reflect a wide range of cultures, experiences, and perspectives.
  - Celebrating different cultural events and holidays.
  - Encouraging children to explore and respect differences through role-play and discussions.

#### **Staff Training:**

- All staff will receive regular training on diversity, equality, and how to recognise and respond to discriminatory behaviour.
- Staff will also be trained in the nursery's policies and procedures related to discrimination, ensuring they understand their responsibilities and how to support the nursery's inclusive practices.

### **Reporting Discriminatory Behaviour:**

#### **Encouraging Reporting:**

- The nursery encourages all staff, children, and parents/guardians to report any incidents of discriminatory behaviour. Reports can be made:
  - To the individual's key worker or nursery manager.
  - Through a confidential reporting system (e.g., suggestion box, email).
  - Verbally, if the individual feels comfortable doing so.

#### **Confidentiality:**

- All reports of discriminatory behaviour will be treated confidentially, and the identity of those reporting the incident will be protected as much as possible.

- Staff, parents, and children should feel confident that they can report concerns without fear of retribution or negative consequences.

The nursery is dedicated to creating an environment that is safe, inclusive, and free from discrimination. By implementing and enforcing this policy, we ensure that all individuals are treated with respect and dignity, and discriminatory behaviour is addressed swiftly and appropriately.

**Review of Policy:**

This policy will be reviewed annually (September 2025), or as needed, to ensure that it remains relevant and effective in meeting the evolving needs of the children, families, and staff within the nursery.

| <b>Name:</b>   | <b>Position:</b>      | <b>Signed:</b> | <b>Date:</b> |
|----------------|-----------------------|----------------|--------------|
| David Birkbeck | Owner                 |                |              |
| Kayleigh Tydd  | Director              |                |              |
| Greg Bamber    | Nominated Individual  |                |              |
| Zoe Tydd       | Manager & DSL         |                |              |
| Abbie Lloyd    | Deputy Manager        |                |              |
| Jade Radcliffe | Second Deputy Manager |                |              |
| Pamela Lear    | Practitioner          |                |              |
| Diane Jones    | Practitioner          |                |              |
| Emily Gautrey  | Practitioner          |                |              |
|                |                       |                |              |
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