

# Dealing with Discriminatory Behaviour Policy

## Grass Roots Nursery Group: Dealing with Discriminatory Behaviour Policy

### Purpose

To establish procedures for addressing discriminatory behaviour at Grass Roots Nursery Group, promoting a respectful and inclusive environment for all. This policy ensures compliance with the Early Years Foundation Stage (EYFS) requirement to promote equality of opportunity and support children's Personal, Social and Emotional Development (PSED).

### Key Principles

- **Zero Tolerance:** Grass Roots Nursery Group has a zero-tolerance policy for discriminatory behaviour.
- **Respectful Environment:** Promote a respectful and inclusive environment for all individuals.
- **Equality and Diversity:** Uphold principles of equality and diversity in line with the Equality Act 2010 and EYFS standards.
- **Open Communication:** Foster open communication and encourage reporting of discriminatory incidents.
- **Support and Assistance:** Provide support and assistance to individuals affected by discriminatory behaviour.

### Definition of Discriminatory Behaviour

Discriminatory behaviour includes any action or comment based on prejudice, discrimination, or stereotyping related to the following "Protected Characteristics":

- Race, Ethnicity, or Religion.
- Gender, Sex, or Sexual orientation.
- Disability or Age.
- Pregnancy, maternity, marriage, and civil partnership.

### Prevention and the Think Equal Program

We take a proactive approach to preventing discrimination by embedding equality into our daily curriculum:

- **Think Equal Program:** We implement the Think Equal Program to teach children empathy, emotional literacy, and respect, helping them celebrate diversity from the start of their educational journey.
- **Staff Training:** We implement measures such as training staff on equality, diversity, and the specific goals of the Think Equal curriculum.

- **Culture:** We promote a culture of respect and inclusivity by monitoring for signs of discriminatory behaviour and taking proactive steps to address potential issues before they escalate.

### **Reporting Discriminatory Behaviour**

- **Staff:** Members who experience or witness discriminatory behaviour should report it to the Designated Safeguarding Lead (DSL) or a member of the management team.
- **Children:** Using tools from the Think Equal program, children are encouraged and supported to report any behaviour that makes them feel uncomfortable to a trusted adult.

### **Investigation and Addressing Behaviour**

1. **Prompt Action:** All reports will be taken seriously and investigated promptly in a confidential and supportive manner.
2. **Evidence:** Evidence will be gathered and witnesses interviewed to ensure a fair assessment.
3. **Disciplinary Action:** If discriminatory behaviour is confirmed, appropriate disciplinary action will be taken.
4. **Education:** The individual responsible will be provided with opportunities for education and training to prevent recurrence.
5. **Support:** Support and assistance will be offered to those affected, and the DSL can connect individuals with appropriate resources.

### **Review and Updates**

This policy is reviewed annually to ensure it remains effective and aligned with the latest EYFS guidance and Think Equal practices.