

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.

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.
- **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 that is based on prejudice, discrimination, or stereotyping related to:

- Race
- Ethnicity
- Religion
- Gender
- Sex
- Sexual orientation
- Disability
- Age
- Pregnancy and maternity
- Marriage and civil partnership

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 who experience discriminatory behaviour should be encouraged to report it to a trusted adult.

Investigation

- All reports of discriminatory behaviour will be taken seriously and investigated promptly.
- The investigation will be conducted in a confidential and supportive manner.

- Evidence will be gathered and witnesses interviewed.
- Appropriate action will be taken based on the findings of the investigation.

Addressing Discriminatory Behaviour

- If discriminatory behaviour is confirmed, appropriate disciplinary action will be taken.
- The individual responsible for the discriminatory behaviour will be provided with opportunities for education and training.
- Support and assistance will be offered to individuals affected by discriminatory behaviour.

Prevention

- Implement measures to prevent discriminatory behaviour, such as training staff on equality and diversity.
- Promote a culture of respect and inclusivity.
- Monitor for signs of discriminatory behaviour and take proactive steps to address potential issues.

Support and Assistance

- Grass Roots Nursery Group is committed to providing support and assistance to individuals affected by discriminatory behaviour.
- The DSL or management team can help connect individuals with appropriate resources and support services.

Review and Updates

- This policy will be reviewed annually to ensure it remains relevant and effective.

By implementing this policy, Grass Roots Nursery Group demonstrates its commitment to creating a respectful, inclusive, and discrimination-free environment for all individuals.