



Dealing with Discriminatory Behaviour

Policy Links

This policy should be read alongside our:

- Safeguarding and Child Protection Policy
- Prevent Duty and Radicalisation Policy
- Whistleblowing Policy

Policy Statement

At Little Explorers, we are committed to providing an inclusive, welcoming, and respectful environment for all children, staff, and families. We do not tolerate any form of discriminatory behaviour and take swift, proportionate action to challenge and address it.

We believe parents and carers have the right to know when incidents of discrimination occur and how the nursery responds. We meet our legal obligations under the Equality Act 2010 and safeguarding legislation, and we record, respond to, and where appropriate investigate all incidents of actual or perceived discrimination.

This policy is implemented in line with the Early Years Foundation Stage statutory framework (effective from 1 September 2025), which requires providers to promote equality of opportunity and prevent discrimination.

All concerns, including low level concerns relating to discriminatory attitudes or behaviours, are recorded and reviewed in line with our safeguarding procedures.

Legal Definitions and Framework

Types of Discrimination

We follow the definitions outlined in the **Equality Act 2010**:

- **Direct discrimination** – Treating someone less favourably because of a protected characteristic.
- **Discrimination by association** – Treating someone unfairly because of their association with someone with a protected characteristic.
- **Discrimination by perception** – Treating someone unfairly because they are perceived to have a protected characteristic.
- **Indirect discrimination** – Policies or practices that apply to everyone but disadvantage a group sharing a protected characteristic, without a justifiable reason.

- **Harassment** – Unwanted conduct related to a protected characteristic that violates an individual’s dignity or creates an intimidating, hostile or offensive environment.
- **Victimisation** – Treating someone unfairly because they’ve made or supported a complaint under the Equality Act 2010.

Protected Characteristics

There are nine protected characteristics under the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Recognising Discriminatory Behaviour

Discriminatory incidents may involve individuals or groups and can vary in severity. Sometimes the perpetrator may not realise the implications of their behaviour, while other times it may be deliberate.

Examples include:

- Physical assault
- Derogatory jokes, name-calling or insults
- Discriminatory graffiti or literature
- Threats or bullying related to protected characteristics
- Patronising comments or exclusionary behaviour
- Online abuse or cyberbullying

Preventing and Responding to Discrimination

We are committed to tackling discrimination by:

- Providing inclusive early years practice that values diversity and removes barriers to participation and belonging
- Promoting British Values: democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs
- Supporting and training staff to confidently challenge discriminatory behaviour
- Addressing instances of inequality in any form - in play, conversation, books, online interactions or daily practice
- Ensuring all children and families feel seen, valued, and included within the nursery environment
- Monitoring for signs of bias, stereotyping, or bullying - including online behaviour
- Intervening promptly and appropriately in any instances of discrimination or bullying
- Recording and investigating all reported incidents thoroughly and confidentially
- Informing parents/carers of any substantiated incidents involving their child
- Applying disciplinary procedures where necessary, including exclusion or dismissal of persistent offenders (staff or parents)

Responding to Incidents:

- Immediate intervention to stop the behaviour
- Support provided to the child/person affected
- Age-appropriate discussion with those involved
- Incident recorded
- Manager informed
- Parents informed (where appropriate)
- Further action taken if required (e.g. behaviour plans, safeguarding referral)

Where discriminatory behaviour raises safeguarding concerns, the Designated Safeguarding Lead (DSL) will be informed immediately and will assess and take appropriate action.

We recognise that young children may not yet understand the impact of their words or actions. Staff will respond in a developmentally appropriate way, using incidents as opportunities to teach kindness, respect, and inclusion.

Incident Recording and Monitoring

All discriminatory incidents are logged and reviewed to:

- Prevent recurrence
- Identify patterns of behaviour
- Monitor the effectiveness of this policy
- Inform ongoing staff training and development

Records are held confidentially and reviewed by management. They are available for inspection by relevant parties as appropriate (e.g., Ofsted or parents).

Where incidents involve serious harm, safeguarding concerns, or fall under the definition of a significant event, they will be reported to **Ofsted** or other relevant authorities in line with statutory guidance.

We record, respond to, and where appropriate investigate all incidents of actual or perceived discrimination

Links with Safeguarding and Prevent Duty

Where a person's behaviour is deemed to be influenced by radicalised beliefs, we will follow the procedures outlined in our:

- **Safeguarding and Child Protection Policy**
- **Prevent Duty and Radicalisation Policy**

Staff Responsibilities

All staff are expected to:

- Remain vigilant and respond to any signs of discrimination or prejudice
- Support victims of discriminatory behaviour with sensitivity and care
- Avoid expressing or endorsing discriminatory views, including by inaction
- Encourage open conversations and challenge stereotypes where appropriate
- Report incidents to the nursery manager without delay

We actively promote anti-discriminatory and anti-bias practice and challenge prejudice at the earliest opportunity to ensure all children feel safe, respected, and valued.

Culture Statement:

We aim to create a nursery culture where children, staff, and families feel safe and empowered to report concerns and where equality and respect are at the heart of everything we do.

We promote a culture where differences are celebrated and diversity is reflected positively in our environment, curriculum, and daily interactions.

Opportunities to explore diversity and inclusion are embedded throughout our curriculum, resources, and learning experiences.

| This policy was adopted on | Reviewed |
|-----------------------------------|---------------------|
| <i>24/01/2022</i> | <i>4th May 2026</i> |