

# Razzy's Daycare & Nursery

## Dealing with Discriminatory Behaviour Policy



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### Introduction

At Razzy's Daycare & Nursery, we are committed to promoting an inclusive, respectful, and safe environment for all children, families, and staff. Discriminatory behaviour of any kind is not tolerated, and we take proactive steps to identify, challenge, and address such behaviour. We recognise that parents have the right to know if discrimination occurs and to understand the actions the nursery will take to address it. This policy outlines our approach to preventing and responding to discriminatory behaviour, in line with our legal duties under the Equality Act 2010, and demonstrates our commitment to equality, diversity, and British values.

### Definition and Legal Framework

Discriminatory behaviour can take many forms, ranging from subtle bias to deliberate, overt actions. Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic. Discrimination by association occurs when a person experiences discrimination due to their association with someone who has a protected characteristic, while discrimination by perception occurs when a person is treated unfairly because they are perceived to have a protected characteristic. Indirect discrimination arises when a provision, criterion, or practice applies to everyone but disproportionately disadvantages people with a protected characteristic, and it cannot be justified as a proportionate means of achieving a legitimate aim. Harassment is defined as unwanted conduct related to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment. Victimisation occurs when an individual is treated badly because they have made or supported a complaint under the Equality Act 2010.

The nine protected characteristics under the Equality Act 2010 are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity. Incidents of discriminatory behaviour may involve one or multiple individuals and can vary in severity, ranging from unintentional acts to deliberate, sustained behaviour.

## **Examples of Discriminatory Behaviour**

Discriminatory behaviour may include, but is not limited to, physical assault, derogatory name-calling, discriminatory jokes, offensive graffiti, provocative behaviour such as wearing badges or distributing literature, threats related to protected characteristics, patronising actions or words, or discriminatory comments in discussions. These behaviours can occur among children, staff, or parents and may take place in person or via online communication.

## **Preventative Measures and Inclusive Practice**

At Razzy's Daycare & Nursery, we proactively work to prevent discriminatory behaviour by embedding inclusive practice throughout the setting. We ensure that all staff are trained to recognise, understand, and challenge discrimination, stereotyping, or bias. Staff consistently promote British values, including democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs, through daily routines, activities, and interactions. Our curriculum and resources reflect the diversity of children and families, allowing children to see their own identities positively represented and valued. Circle time, story sessions, and other activities are used to teach children respect, empathy, and understanding of differences, reinforcing an ethos of equality and belonging.

## **Procedure for Responding to Incidents**

All staff are expected to act firmly and quickly when discriminatory behaviour is observed or reported. Immediate intervention is required to stop the behaviour and prevent escalation. The staff member observing or receiving the report must document the incident as accurately as possible, including relevant details such as the individuals involved, the nature of the behaviour, and the context.

All incidents are reported to the Nursery Manager, who is responsible for investigating, recording, and following up on each case. The Nursery Manager ensures that investigations are handled sensitively, that patterns of behaviour are identified, and that appropriate action is taken to address the behaviour. Parents of any children involved, both perpetrators and victims, are informed of the incident and the outcomes once the investigation is complete.

Where incidents involve online behaviour or bullying, staff take immediate action in line with safeguarding procedures. Persistent or severe discriminatory behaviour may result in formal disciplinary action for staff or exclusion for children, but these steps are only taken when other strategies have failed to modify behaviour. If an incident is linked to radicalisation or extremist behaviour, procedures outlined in the Safeguarding and Prevent Duty policies are followed to protect children and families.

## **Support for Victims**

Razzy's Daycare & Nursery ensures that children, staff, or families affected by discriminatory behaviour feel supported and safe. Staff provide reassurance and guidance to victims, and strategies are implemented to prevent recurrence. Staff are trained to use a sensitive, informed approach to counter harassment or bias, including behaviour arising from ignorance or misunderstanding. The nursery encourages open dialogue, helping victims report concerns confidently and ensuring they feel positively supported by staff and management.

## **Monitoring and Record-Keeping**

All incidents of discriminatory behaviour are documented to create a secure information base. This enables the nursery to identify patterns, develop strategies to prevent future incidents, monitor the effectiveness of policies, and take appropriate action against persistent offenders. Records are stored securely and reviewed by the Nursery Manager regularly to inform training, policy updates, and risk management practices.

## **Integration with Other Policies**

This policy works alongside the Safeguarding and Child Protection Policy, Prevent Duty and Radicalisation Policy, Behaviour Management Policy, Disciplinary Procedures, and Whistleblowing Policy. Together, these ensure a cohesive approach to child safety, equality, and well-being across Razzy's Daycare & Nursery.

## **Policy Review**

This policy will be reviewed annually or sooner if there are changes to legislation, EYFS statutory guidance, or Ofsted requirements. Staff will be informed of any updates and receive ongoing training to ensure full understanding of their responsibilities in promoting equality, preventing discrimination, and responding to incidents appropriately.