

Dealing with Discriminatory Behaviour Policy

At The Orchard Day Nursery Kingston we are committed to creating a welcoming, inclusive and respectful environment where every child, family, staff member, student, volunteer and visitor feels safe, valued and able to thrive. We believe that every individual has the right to be treated with dignity, fairness and respect regardless of their background, experiences, identity or circumstances.

We recognise that promoting equality, celebrating diversity and fostering genuine inclusion are fundamental to children's wellbeing, development and learning. These principles underpin everything we do and are embedded throughout our curriculum, daily practice, policies and relationships.

We actively challenge discrimination, prejudice, stereotyping, harassment and victimisation in all forms. We expect everyone within our nursery community to uphold these values and contribute towards creating a culture of kindness, respect and belonging.

This policy should be read alongside our Safeguarding and Child Protection Policy, Special Educational Needs and Disabilities (SEND) Policy, Promoting Positive Behaviour Policy, Recruitment Policy, Whistleblowing Policy, Staff Code of Conduct and Online Safety Policy.

Legislative Framework

This policy is based upon the requirements of:

- The Equality Act 2010
- The Worker Protection (Amendment of Equality Act 2010) Act 2023 (effective October 2024)
- The Statutory Framework for the Early Years Foundation Stage (EYFS) (2025)
- Working Together to Safeguard Children (2023)
- Human Rights Act 1998
- Children Act 1989 and 2004
- United Nations Convention on the Rights of the Child (UNCRC)

We recognise our legal duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relationships between people from different backgrounds.

Our Commitment

We believe that children develop positive attitudes when they experience environments where differences are respected, valued and celebrated.

We therefore ensure that every child has equitable opportunities to participate, learn and succeed, regardless of their age, disability, race, ethnicity, religion or belief, sex, pregnancy or maternity, gender reassignment, sexual orientation, marriage or civil partnership, home language, family structure, socio-economic circumstances or additional needs.

We recognise that equality does not always mean treating everyone exactly the same. Instead, we provide appropriate support and reasonable adjustments to ensure every child can access our curriculum and experiences fully.

Children will see themselves, their families and the wider community positively represented through books, displays, resources, celebrations, role play and conversations.

Protected Characteristics

We recognise the protected characteristics identified within the Equality Act 2010:

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

We ensure that no individual experiences discrimination because of any protected characteristic or any other aspect of their identity or family circumstances.

Promoting an Inclusive Culture

Inclusion is embedded throughout our nursery rather than being treated as a standalone activity.

Our curriculum reflects children's individual identities, cultures, languages, abilities and lived experiences. Practitioners carefully plan experiences which broaden children's understanding of the world while challenging stereotypes and promoting mutual respect.

We actively celebrate diversity throughout the year rather than only during specific festivals or awareness days. Children's interests, family backgrounds and cultures are woven naturally into everyday practice.

We promote the British Values of democracy, individual liberty, mutual respect, tolerance and the rule of law in age-appropriate ways through everyday experiences and relationships.

Challenging Discrimination

Discrimination, prejudice, harassment or bullying are never ignored.

Where discriminatory language, behaviour or attitudes are observed, practitioners respond immediately in an age-appropriate manner.

Staff help children understand why certain language or behaviour may be hurtful, encouraging empathy, kindness and respect rather than punishment.

Adults act as positive role models by demonstrating inclusive language and respectful interactions at all times.

Where discriminatory behaviour involves adults, staff, parents or visitors, management will intervene immediately and investigate appropriately.

Sexual Harassment and Third-Party Harassment

We have a zero-tolerance approach towards sexual harassment, harassment related to any protected characteristic and third-party harassment.

In line with the Worker Protection (Amendment of Equality Act 2010) Act 2023, the nursery takes proactive and reasonable steps to prevent sexual harassment of employees.

This includes:

- maintaining clear policies and procedures
- regular staff training
- effective supervision
- promoting respectful behaviour
- responding promptly to concerns
- risk assessing situations where staff may be vulnerable
- ensuring staff know how to report concerns safely.

Harassment from parents, visitors, contractors or other third parties will not be tolerated.

Where necessary, individuals may be asked to leave the premises, collection arrangements reviewed, access restricted or police involvement sought.

Staff Responsibilities

Every member of staff shares responsibility for promoting equality and inclusion.

Staff are expected to:

- model inclusive language and behaviour
- challenge stereotypes respectfully
- promote positive relationships
- support children's understanding of differences
- avoid making assumptions about families
- use professional curiosity
- maintain high expectations for every child
- report discriminatory behaviour immediately
- complete equality, safeguarding and inclusion training.

Staff understand that failing to challenge discriminatory behaviour may itself constitute poor professional practice.

Recruitment and Employment

We are committed to fair, transparent and inclusive recruitment practices.

Employment decisions are based solely upon skills, qualifications, experience and suitability for the role.

Reasonable adjustments will be made wherever appropriate to support applicants and employees with disabilities or health conditions.

All staff are treated fairly regarding training, supervision, promotion, wellbeing support and professional development.

Supporting Children

Practitioners understand that young children are still developing their understanding of differences.

When children use discriminatory language or display prejudiced attitudes, staff respond calmly and sensitively by helping them understand the impact of their words and actions. Responses focus upon education, empathy and relationship-building rather than shame or punishment.

Where patterns emerge, staff will work closely with families and, where appropriate, other professionals to provide consistent support.

Recording and Reporting

All incidents involving discrimination, harassment or prejudice are taken seriously.

Managers will investigate concerns promptly, recording:

- what happened
- who was involved
- any witnesses
- actions taken
- outcomes
- support offered
- follow-up arrangements.

Parents will be informed where appropriate.

Patterns and trends are monitored to identify any emerging concerns, training needs or environmental factors.

Where behaviour raises safeguarding concerns, including possible radicalisation, hate crime or extremist views, the Designated Safeguarding Lead will follow local safeguarding procedures and the Prevent Duty guidance.

Creating a Positive Culture

Leadership plays a crucial role in maintaining an inclusive culture.

Management regularly reviews policies, risk assessments, staff practice and the learning environment to ensure equality and inclusion remain embedded throughout the nursery. Staff supervision, appraisal and professional development provide regular opportunities to reflect upon unconscious bias, inclusive practice and respectful relationships.

Children, families and staff are encouraged to share their views so that everyone feels listened to, respected and involved in shaping nursery life.

Monitoring and Review

This policy will be reviewed annually or sooner if legislation or statutory guidance changes. The Nursery Manager is responsible for ensuring that this policy is implemented consistently and that all staff understand their responsibilities.

Through promoting equality, embracing diversity and creating a genuine sense of belonging, we aim to ensure every child is able to flourish, every family feels respected and every member of our nursery community feels safe, valued and included.

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>07/08/2026</i>	F.Joyce	<i>December 2026</i>