



Dealing with Discriminatory Behaviour

Table of Contents

Types of discrimination and examples.....	2
Our procedures	2



This policy also links to safeguarding and child protection, prevent duty and radicalisation, whistleblowing policies and Inclusion and equal opportunities.

At our Rocket Pre-Preps we do not tolerate discriminatory behaviour and will take action to tackle discrimination. We believe that parents have a right to know if discrimination occurs and what actions the Pre-Prep will take to tackle it. We will also support and protect our staff. We follow our legal duties in relation to discrimination and record all incidents, Incident book/Discriminatory behaviour, of any perceived or actual relating to discrimination on any grounds and report these where relevant to children's parents and the registering authority.

Types of discrimination and examples

- Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic
- Discrimination by association occurs when there is a direct discrimination against a person because they associate with a person who has a protected characteristic
- Discrimination by perception occurs when there is a direct discrimination against a person because they are perceived to have a protected characteristic
- Indirect discrimination can occur where a provision, criterion or practice is in place which applies to everyone in the organisation but particularly disadvantages people who share a protected characteristic and that provision, criterion or practice cannot be justified as a proportionate means of achieving a legitimate aim
- Harassment is defined as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'
- Victimisation occurs when an employee is treated badly or put to detriment because they have made or supported a complaint or raised grievance under the Equality Act 2010 or have been suspected of doing so.

Examples of discriminatory behaviour are:

- Physical assault against a person or group of people
- Derogatory name calling, insults and discriminatory jokes
- Graffiti and other written insults (depending on the nature of what is written)
- Provocative behaviour such as wearing badges and insignia and the distribution of discriminatory literature
- Threats against a person or group of people pertaining to the nine protected characteristics listed above
- Discriminatory comments including ridicule made in the course of discussions
- Patronising words or actions.

Our procedures

We tackle discrimination by:

- Expecting all staff to be aware of and alert to any discriminatory behaviour or bullying taking place



- Expecting all staff to intervene firmly and quickly to prevent any discriminatory behaviour or bullying, this may include behaviour from parents and other staff members
- Expecting all staff to treat any allegation seriously and report it to the Head. Investigating and recording each incident in detail as accurately as possible and making this record available for inspection by staff, inspectors and parents where appropriate, on request. The Head is responsible for ensuring that incidents are handled appropriately and sensitively and entered in the Incident book/Discriminatory Behaviour. Any pattern of behaviour should be indicated. Perpetrator/victim's initials may be used in the record book as information on individuals is confidential
- Informing: the parents of the child(ren) who are perpetrators and/or victims should be informed of the incident and of the outcome, where an allegation is substantiated following an investigation
- Excluding or dismissing any individuals who display continued discriminatory behaviour or bullying, but such steps will only be taken when other strategies have failed to modify behaviour. This includes any employees where any substantiated allegation after investigation will incur our disciplinary procedures (please see policy on disciplinary procedures).
- Ensuring an inclusive environment where all children can thrive and celebrate who they are. Promoting a culture of respect and tolerance. – BE KIND.

We record any incidents of discriminatory behaviour or bullying (Incident/Discriminatory behaviour Book in the Office) to ensure that:

- Strategies are developed to prevent future incidents
- Patterns of behaviour are identified
- Persistent offenders are identified
- Effectiveness of nursery policies are monitored
- A secure information base is provided to enable us to respond to any discriminatory behaviour or bullying

-----If the behaviour shown by an individual is deemed to be radicalised, we will follow our procedure as detailed in our Safeguarding Policy in order to safeguard children and families concerned (**inform the DSL**).