



The Butterfly Rooms (Incorporating Woodlands) LTD

Tank Hill Road | Purfleet | Essex | RM19 1TA

Registered Charity Number: 1148068 | Ofsted Number: 453859 | Company Number: 7984150 | *Limited by Guarantee*

Telephone Number: 01708 863 737

Dealing with Discriminatory Behaviour Policy (2026)

Policy Statement

At **The Butterfly Rooms (Incorporating Woodlands) Ltd**, we are committed to creating and maintaining an environment where **all children, families, staff, and visitors feel safe, respected, and valued**. We have a **zero-tolerance approach** to discriminatory behaviour, language, or actions.

This policy supports children to develop empathy, respect, and positive relationships, while ensuring any discriminatory incident is **addressed promptly, appropriately, and sensitively**, in line with the **EYFS, Equality Act 2010**, and **Ofsted expectations**.

Discriminatory behaviour is considered a safeguarding and welfare concern and is managed accordingly.

Definition of Discriminatory Behaviour

Discriminatory behaviour includes any action, language, gesture, exclusion, or attitude that **demeans, excludes, or treats a person unfairly** due to a protected characteristic or perceived difference.

This may be related to:

- Race or ethnicity
- Culture or language
- Religion or belief
- Disability or special educational needs
- Gender or gender reassignment
- Sexual orientation (where age-appropriate)
- Family structure
- Appearance or socioeconomic background

Discriminatory incidents may be **intentional or unintentional** and may involve children, adults, staff, or visitors.

Legal and Statutory Framework

This policy is implemented in accordance with:

- **Early Years Foundation Stage (EYFS) Statutory Framework (current edition 2026)**
- **Equality Act 2010**
- **Children and Families Act 2014**
- **SEND Code of Practice (2015)**
- **Human Rights Act 1998**

Aims of the Policy

We aim to:

- Protect all children and adults from discrimination and prejudice
- Ensure discriminatory behaviour is challenged consistently and fairly
- Support children to understand why behaviour is unacceptable
- Promote equality, empathy, and respect
- Ensure incidents are recorded, monitored, and used to inform future practice

Responsibilities

Staff Responsibilities

All staff must:

- Act as **positive role models** for inclusive and respectful behaviour
- Challenge discriminatory language or behaviour immediately
- Use age-appropriate language to explain why behaviour is unacceptable
- Record incidents accurately and report concerns to the **Equal Opportunities Lead**
- Link practice to the **Safeguarding and Child Protection Policy**

Failure by staff to address discriminatory behaviour may be managed through supervision or disciplinary procedures.

Leadership Responsibilities

The **Manager / Equal Opportunities Lead** is responsible for:

- Ensuring consistent implementation of this policy

- Supporting staff when discriminatory incidents occur
- Monitoring records and identifying patterns or recurring issues
- Liaising with parents and external agencies where appropriate

Managing Discriminatory Behaviour by Children

When a child displays discriminatory behaviour:

1. Immediate Response

- a. The behaviour is calmly and clearly addressed
- b. Staff explain why the behaviour is unacceptable in age-appropriate language
- c. The child is supported to reflect and make more positive choices

2. Support and Education

- a. Staff help the child understand feelings and differences
- b. Inclusive resources, stories, and discussions are used to reinforce learning
- c. Behaviour is viewed as a learning opportunity, not punishment

3. Recording and Monitoring

- a. All incidents are recorded objectively
- b. Repeated incidents are monitored and reviewed
- c. Support plans may be introduced where needed

4. Parental Involvement

- a. Parents/carers are informed sensitively and constructively
- b. Strategies are shared to support consistency between home and nursery

Managing Discriminatory Behaviour by Adults

Discriminatory behaviour by:

- Parents/carers
- Visitors
- Staff members

will **not be tolerated**.

Adults and Visitors

- Incidents are addressed promptly by the manager or senior staff member
- Expectations of behaviour are reinforced
- Continued or serious incidents may lead to restricted access to the setting

Staff

- Incidents are managed according to the **Staff Disciplinary Policy**
- Serious incidents may be treated as misconduct

- Support and training will be provided where appropriate

Recording and Reporting

- All discriminatory incidents are recorded clearly and factually
- Records include:
 - Date and time
 - People involved
 - Description of the incident
 - Action taken
 - Follow-up required
- Records are reviewed regularly by senior leadership
- Where necessary, incidents may be shared with external professionals in line with safeguarding procedures

Supporting Victims of Discrimination

Children or adults affected by discriminatory behaviour will:

- Be listened to and taken seriously
- Receive reassurance, comfort, and support
- Be supported to rebuild confidence and wellbeing

Prevention and Inclusive Practice

We actively reduce the likelihood of discriminatory behaviour by:

- Embedding equality and inclusion within the curriculum
- Using non-stereotypical, diverse resources
- Celebrating a wide range of cultures, beliefs, and traditions
- Promoting kindness, empathy, and cooperation
- Providing ongoing staff training in equality and inclusion

Links with Other Policies

This policy should be read in conjunction with:

- Inclusion Policy (2026)
- Diversity and Inclusion Policy (2026)
- Safeguarding and Child Protection Policy
- Behaviour Management / Promoting Positive Behaviour Policy
- British Values Policy (2026)

Monitoring and Review

- This policy is reviewed **annually** or following significant incidents
- Monitoring forms part of leadership, safeguarding audits, and Ofsted preparation

This policy was adopted by

The Butterfly Rooms Ltd

On

5th May 2026

Date to be reviewed

7th July 2026

Signed on behalf of the Management
committee

A.Thompson

Name of signatory

Miss Aimee Thompson