

# Equality & Anti-Discrimination Policy

## **What is discrimination?**

Discrimination is when a person or group is treated less favourably than others, this may be because of their colour, nationality, ethnic origin, religion, culture, gender, status, disability, age, sexuality or health.

Discrimination can be direct (deliberate) or indirect (an act or failure to act which has a negative impact on a person or group, whether intended or not). Also included is victimisation and harassment as being discriminatory behaviour.

## **What we think ....**

We think that everybody is fundamentally 'okay' and has a right to have their beliefs, wishes and feelings respected, regardless of their past or current details/ circumstances, including the list above.

## **What we will do ....**

- All employees/students/volunteers/children will be treated equally without discrimination.
- All parents/carers/clients will be treated equally without discrimination.
- We will ensure that all employees/students/volunteers will be aware of what discrimination is and its implication by law. This will be done through ongoing training and through supervision.
- We will keep updated on anti-discrimination law in this country and amend this policy as necessary.
- We will act immediately on any discriminatory behaviour within the nursery, following our disciplinary procedures.

## **Information**

Prejudice literally means 'pre-judging' someone – knowing next to nothing about them but jumping to conclusions because of some characteristic, like their appearance.

Racism is the belief that some 'races' are superior to others – based on the false idea that different physical characteristics like skin colour or ethnic background make some people better than others.

The word victimisation can mean all kinds of unfair treatment.

**Related Policies:      Equal Opportunities and Special Needs Policy  
   Complaints Policy**

**All Nursery Policies are subject to regular review.  
This policy was reviewed: May 2011**