

# Reporting Incidents of Discrimination including Racist Incidents for Early Years Provision

[The Equality Act](#) highlights the different forms of discrimination; direct, indirect, combined, discrimination arising from disability, gender reassignment, pregnancy and maternity and failing to make reasonable adjustments. The law also prohibits harassment and victimisation.

All staff have a responsibility to recognise, respond to and report incidents of discrimination when they occur. Even if the victim of an incident does not complain, it should be treated as an incident of discrimination or racist incident if another person perceives it as such.

**Leaders, Managers and Childminders, have an ongoing responsibility to ensure that children, staff, parents and carers are protected from being discriminated against by:**

- Creating a culture of inclusivity, respect and tolerance.
- Ensuring that everyone can recognise all forms of discrimination and are committed to challenge it.
- Ensuring that staff fully understand the settings procedure for responding to, recording and reporting incidents of discrimination. These should be introduced to new staff at induction and regularly reviewed.
- Ensuring that staff are aware of hate crimes or hate incidents and know how to report them.
- Ensure that information on incidents of discrimination including racist incidents and other hate incidents are accurately recorded and reported.
- Ensure that staff who are affected are supported well and advise them on the actions that can be taken against alleged perpetrators as well as further support for them. See the [manager's toolkit](#) for further support

**As a leader, manager or childminder it is your responsibility to consider if you and other staff have the confidence and training to appropriately respond to any discriminatory incidents when they occur?**

- Do you and other staff recognise and challenge discriminatory comments or actions?
- Do you make it clear that discrimination in any form is not acceptable?
- Do you offer comfort and reassurance to those who have been discriminated against?
- 'A racist incident is any incident which is perceived to be racist by the victim or any other person.' (Macpherson 1999)
- Do you talk with the person who discriminated to help them realise why their comments or actions were unacceptable?
- Do you record the incident?
- Do you have systems in place and are these shared with parents, so they know how to report instances of discrimination including racism, racial harassment or victimisation?
- Are parents confident to report concerns?
- Do you review the discriminatory incidents to consider lessons learnt and understand what you can do to prevent these happening in the future?

As part of any Ofsted visit, Inspectors should tell the provider that the relevant documentation or information they may need access to may include:

- all logs of incidents of discrimination, including racist incidents



## **Hate Crime**

*Hate crime is defined as “any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person’s race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.” (The National Police Chiefs’ Council and the Crown Prosecution Service)*

It is important that incidents of discrimination are logged and reported in your setting and with the local authority

By reporting [hate crime](#), you may be able to prevent it from happening again. Reporting of hate incidents help the local area with putting additional resources into the locality if trends identify further support is required. When you report hate crime, you become part of the movement to stop it. No matter how small or trivial you think the incident might be, it is important to the whole community that it is acknowledged and reported.

Every report builds up a picture of what is really going on in your local area, showing patterns of behaviour against a certain group or by particular individuals. The more that local agencies like the Police and Councils know, the better they can educate, inform and protect everyone in the area.

If you live in Leicestershire, Leicester and Rutland, you can:

- report hate crime and incidents to the police
- contact your local authority to report the hate incident
- complete the ‘Hate Incident Report’ online form
- visit or telephone a reporting centre near you.

[Leicestershire County Council – hate incidents](#)

[Leicestershire County Council – what is hate crime](#)

If you are a victim and live outside Leicestershire, Leicester and Rutland, you can report an incident on the True Vision website

[https://www.report-it.org.uk/your\\_police\\_force](https://www.report-it.org.uk/your_police_force)

Individuals who have experienced discrimination can get help from the EASS discrimination helpline:

[www.equalityadvisoryservice.com](http://www.equalityadvisoryservice.com)

You can find useful information about equality and discrimination on the Equality and Human Rights Commission (EHRC) website at:

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)



# Reporting Incidents of Discrimination including Racist Incidents for Early Years Provision

Date	
Names of perpetrator/s	
Name of victim	
The ethnicity of all individuals involved	
Nature of incident	
<p>Action taken in response</p> <ul style="list-style-type: none"> <li>○ Have you offered comfort and reassured the individual if they have been offended or upset by discriminatory comments or actions?</li> <li>○ Have you talked with the person who discriminated so that they realise why their comments or actions were unacceptable?</li> <li>○ Have you shared the incident with parents?</li> </ul>	
Name of the person reporting the incident	



# Summary Chart – Pathway and Action

Incidents of discrimination, Hate Incidents, Threatening Language or Behaviour

Blue for Staff / Red for Managers

