



## Important information for parents and guardians

We would like to inform you, the parents and guardians, about what our pre-schools are doing to prevent offensive behaviour. We work hard to ensure that no child is exposed to discrimination or exposes others to discrimination. One of the commissions of a pre-school is to work for an environment that is free from offensive behaviour, discrimination or bullying. The regulations concerning these issues are found in:

- The Convention on the Rights of the Child
- The Swedish Education Act Chapter 6 (2010:800)
- The Swedish Discrimination Act (2008:567, amended in 2014:958)
- The Swedish Pre-school curriculum (Lpfö18)

Every pre-school must have a plan that describes what prevention and promotion actions it takes to stop offensive behaviour, discrimination and bullying. The plan is put up in the entrance of every pre-school and is also published on the municipality's website.

An important part of prevention work at the pre-school is when all work teams do a survey each autumn and decide on goals to work toward. The goals are followed up every month and evaluated during the spring. Feel free to ask what goals your department is working on.

Every year we also send out a questionnaire to parents and guardians. The answers from this questionnaire are a big help to us when we evaluate our pre-school education. The survey includes questions such as, "*The pre-school staff are working actively to discourage offensive behaviour*" and "*The pre-school staff are working actively to promote equality between all children here*". Many parents and guardians chose the response of "Do not know" for these issues in 2019. In 2020, we can see that the number of "Do not know" responses has gone down slightly, but we see a continued need to inform you of the work that is being done concerning equal treatment issues.

In Tibro pre-schools we have the approach of zero tolerance for discrimination, harassment and offensive behaviour. Any child who describes in words or shows with their body language that they feel offended, sad, angry or hurt must always be taken seriously. Every situation of this nature should result in an immediate reaction from our staff.

Staff who become aware of offensive behaviour, discrimination or harassment are obliged by the Education Act to report this to the headmaster. The report only states the name of the child who feels that they have been subjected to offensive behaviour, not any of the others involved. The headmaster in turn is obliged to make a report to his responsible authority. This means, in practice, that the Child and Education Board receives a list of the number of reports sent from the pre-school. Each year the Board requests a number of randomly chosen reports to assess how successful the pre-school is in preventing and dealing with discrimination issues. The headmaster then carries out a prompt investigation of the events in consultation with pre-school staff. Measures are taken to prevent any further bullying or discrimination from occurring.

If, as a parent/guardian, you feel concerned or notice any form of offensive behaviour, discrimination or bullying, please contact the pre-school staff. If you feel that any of the staff are involved in such offensive behaviour, discrimination or bullying, please contact the headmaster in charge.

We want to clarify the fact that **a child is not reported if offensive behaviour takes place; the report is about the pre-school reviewing its approach and working methods to prevent further events occurring. The purpose of the report is to improve the prevention of offensive behaviour at the pre-school. Our job is to provide support for both the victim and the perpetrator of offensive behaviour.**

Please don't hesitate to put any questions to the pre-school staff or to the headmaster responsible.

Emelie Ahlén Karlsjö, Bånita Kron, Therese Lundmark, Christopher Nilsson  
Pre-school Management Group



---

Definitions:

Discrimination means that a child is disadvantaged or treated badly due to their gender, transgender identity or expression, ethnicity, religion or other faith, disability, sexual orientation or age.

Harassment is a question of individual acts that violate a child's dignity through one or more types of discrimination.

Offensive behaviour means that a child's dignity is violated, but that the violation is not related to any of the grounds of discrimination. It is the person who *feels* they have been offended that determines what is offensive. Young children are not always able to express their feelings in the same way as older children or adults and in such cases it is the staff's interpretation that is decisive – on the basis of a child's body language, for example.