



LIGHTHOUSE EQUALITY & DIVERSITY POLICY

Updated: 1st April 2025

Overview

Lighthouse: is the name given to a non-residential, one week long, holiday camp for children run by Christians under the Lighthouse Brand.

Lighthouse Brand: is the identity, ethos and combination of properties that represents how Lighthouses are perceived by those who experience or interact with them.

Individual Lighthouses: a unique identifier that distinguishes one instance of Lighthouse from another (typically the name of a location). Each Individual Lighthouse is typically a registered charity in its own right that provides a Lighthouse week or other children's services using the Lighthouse Brand.

Lighthouse Central (LHC): the umbrella organisation that supports the Individual Lighthouses and is leading the nationwide growth of the Lighthouse movement. LHC provides the core administrative functions necessary to run a Lighthouse.

The Individual Lighthouse is responsible for the activities and implementation of any policies before during and after the Lighthouse week.

As part of its administrative remit LHC maintains a library of Policies and Procedures including an Adult to Child Ratios Policy.

Definitions

Throughout this policy, the term 'Lighthouse' shall be taken to mean, collectively:

Lighthouse Beaconsfield, Registered Charity No. 1198953
Lighthouse Burnham, Registered Charity No. 1182190
Lighthouse Cressex, Registered Charity No. 1183476
Lighthouse Derby City, Registered Charity No. 1207908
Lighthouse Haddenham, Registered Charity No. 1201685
Lighthouse Hazlemere, Registered Charity No. 1178562
Lighthouse High Wycombe, Registered Charity No. 1114541
Lighthouse Loudwater, Registered Charity No. 1197125
Lighthouse Mansfield, Registered Charity No. 1164680
Lighthouse Marlow, Registered Charity No. 1178062
Lighthouse Princes Risborough, Registered Charity No. 1178119
Lighthouse Safe Harbour, Registered Charity No. 1180779
Lighthouse Shelswell, Registered Charity No. 1187651
Lighthouse Central, Registered Charity No. 1169839

And Lighthouse Water Eaton which is an associate Lighthouse through St Frideswide's Church, a resource hub in the Diocese of Oxford for community organising and church growth.



And Lighthouse Denham which is an associate Lighthouse through Denham Parish Church, yet to be registered as a separate charity.

Statement of intent

In accordance with our Vision and Values (Together we Can...) Lighthouse welcomes everyone, asking that all respect and work within the context of our Christian beliefs.

At Lighthouse we have an understanding that we are all made in the image of God and that we are all valued and important. Equality and diversity are central to the values of Lighthouse.

In his ministry Jesus showed God's love by his openness to all people, including those who were marginalised in his day.

Equality: equality is the principle of equal treatment for all people irrespective of their age, colour, disability, ethnic origin, sex, gender reassignment, HIV status, marriage and civil partnership, nationality or national origins, race, religion or beliefs, responsibility for dependents, sexual orientation, pregnancy and maternity.

Diversity: the acceptance that we are all different, but we are all equal. Diversity focusses on valuing and celebrating the strengths in people's differences.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute.

All volunteers will be made aware of the contents of this policy as part of the training process.

Inclusion and respect

Every volunteer and child should be made to feel equally welcome and included at all Lighthouse events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place at Lighthouse.

Lighthouse is committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment at Lighthouse is productive and rewarding. Lighthouse is a place where there is respect for difference in culture and experience.

Dealing with discrimination and harassment

Lighthouse will be active in making sure all its policies and procedures are fair and no volunteer or child is disadvantaged when participating in the activities it provides.

Lighthouse is also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a physical, verbal or non-verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the



expression of racist, homophobic etc views, lewd comments and innuendo and sending offensive text messages.

Lighthouse Trustees are responsible for implementing this policy and upholding its principles in everything it does.

Procedures

We will make sure that:

- We promote respect for other people and treat everyone fairly
- Everyone at a Lighthouse event is able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- Volunteers recognise and challenge prejudice and discrimination
- We monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all
- We take incidents, including those of harassment and bullying, seriously (please refer to our Anti Bullying Policy)
- Any issues of inequality, harassment or discrimination should be reported to the Chairman of the individual Lighthouse who will enable the parties involved to give their version of events before considering further action.

The procedures laid out in this policy are with regard to legislation defined by the Equality Act 2010; Human Rights Act 1998; Protection from Harassment Act 1997, Asylum and Immigration Act 1996 and 1999