



## LIGHTHOUSE ANTI BULLYING POLICY

UPDATED 1<sup>st</sup> 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 Anti Bullying 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.



## **Overview**

At Lighthouse, we are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every person attending can develop his/ her full potential.

Bullying, harassment, victimisation and discrimination will not be tolerated. We treat all children attending Lighthouse and all volunteers fairly and with consideration and we expect them to respect each other in return.

## **Aims and Objectives of this Policy**

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone during Lighthouse week. All volunteers at Lighthouse have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the policy.

## **What Is Bullying?**

Lighthouse has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

“The persistent and continued intimidation and/or abuse (either verbal, physical or via social media) carried out deliberately by an individual or group with the intended purpose of harming another individual or which has that effect”.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focussing on the issue of sexuality
- Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.



### **Procedures for reporting and responding to bullying incidents:**

Any concerns which are reported will be treated seriously and dealt with immediately in order to determine the most effective approach to resolving the issues identified.

The exact course of action will vary with each situation, but the main objectives should be that bullying incidents are identified, brought into the open, discussed and that strategies are agreed to help resolve the problem. In all incidents of bullying observed, disclosed or suspected, it is important to ensure that:

- Concerns will be acted on immediately on the day they are reported
- Concerns are reported to an appropriate member of the Management Team as soon as possible: Chairman, the Admin Coordinator or a Trustee, with the involvement of the Special Needs Coordinator if necessary
- The receiver of the bullying behaviour is made to feel safe and is given an opportunity to share their concerns fully with an adult
- As much information as possible will be gathered and recorded about any incidents, including from any possible eye witnesses
- The receiver is assured that they will be supported and kept safe
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
- The individuals involved are informed clearly of the course of action/strategies put in place to keep them safe
- Any further support needed will be identified and put in place.