

# Lighthouse Thame & Villages

## Anti Bullying Guidelines

Revised 2014

### **CREATING A POSITIVE ETHOS**

Lighthouse Thame & Villages will encourage, develop and work at building respectful, supportive relationships with children and staff where everyone feels valued.

Bullying in all cases has an effect on a young person's self-esteem, which may lead to feelings of low self-worth, low self-image and lack of self-confidence. This is more likely to happen to people who are vulnerable and lack self-esteem. Bullying of any kind is unacceptable at the Lighthouse.

Everyone, especially young people who may be less likely to assert themselves, will have the opportunity to talk to someone if they feel they are being bullied. They have the right to be listened to and to be taken seriously and to know that incidents will be dealt with promptly and effectively. It is the staff's responsibility to make sure that this happens. Lighthouse will support various methods and practices to create and maintain a bullying free environment.

### **WHAT IS BULLYING?**

Bullying is the use of words or actions with the deliberate intention of hurting another person. Bullying is cruel and results in pain and distress to the victim. Bullying can be:

- Verbal – name calling, teasing, sarcasm, spreading rumours.
- Emotional – being unfriendly, excluding, tormenting (e.g. hiding property, threatening gestures).
- Physical – pushing, kicking, hitting, punching or any use of violence, damaging, destroying or taking personal property.
- Racist – racial taunts, gestures, graffiti.
- Sexual – unwanted physical contact or sexually abusive comments.
- Electronic – misuse of the internet, e-mail and internet chat rooms.
- Technological – threatening or abusive telephone calls, text messages, video or camera pictures.
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## **WHY IT IS IMPORTANT TO RESPOND TO BULLYING**

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

### **CODE OF CONDUCT**

All children will be encouraged to follow the 'golden rules' at all times. These are:

- **Be gentle towards one another**
- **Be kind and helpful**
- **Listen to each other**
- **Be honest**

### **PROCEDURES**

All children at Lighthouse will be made aware of the following:

#### **If you feel you are being bullied:**

**DO** Tell an adult you trust

**DO** Tell if someone else you know is being bullied

**DO** If you find it difficult to talk to an adult, ask a friend to tell for you

**DON'T** Try to deal with things on your own

**DON'T** Feel guilty, it's not your fault

**DON'T** Hit back – this may make the situation worse

**DON'T** Hide what is happening from the adults that you trust

Any parent or carer who thinks that their child is being bullied should:

- Inform Lighthouse staff immediately.

All incidents of bullying should be reported to Lighthouse staff, whether by the children themselves or by parents/carers. Once an incident has been reported the following procedures will be put in place:

- Lighthouse staff will monitor the behaviour of the child accused of bullying.
- The bullying behaviour or threats of bullying will be investigated by

staff and discussed with the bully.

- In cases of serious bullying the incidents will be recorded by staff.
- In serious cases parents will be informed and asked to come in to a meeting with the chairman to discuss the problem.
- If necessary and appropriate the police will be consulted.

## **OUTCOMES**

- The bully/bullies will be asked to genuinely apologise to the child they have bullied.
- If possible the children will be reconciled.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

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In serious cases the bully's parents/carers will be requested to temporarily or permanently remove their child from Lighthouse.