



Lighthouse Anti-Bullying Policy

REVIEWED: August 21, 2025

AMENDED:

APPROVED:

Policy

- Lighthouse International School is committed to creating a safe, respectful, and supportive learning environment in which all students can thrive. Bullying of any kind is unacceptable and will not be tolerated. Bullying is defined as repeated behaviour by an individual or group, intentional and harmful, that creates an imbalance of power and negatively affects another student physically, emotionally, or socially. This includes physical, verbal, emotional, racist, sexual, homophobic, and cyberbullying (online).
- Our policy reflects principles similar to those in the **Alberta Education Act**, which requires that every student be “welcomed, cared for, respected and safe.” It also aligns with the expectations of the **Teaching Quality Standard (TQS)** and **Leadership Quality Standard (LQS)**, which place responsibility on teachers and school leaders to promote safe and caring environments and to respond effectively to behaviours that undermine student well-being.
- Bullying undermines wellbeing and can cause lasting harm. All staff, students, and parents share a responsibility to prevent, report, and respond to bullying. The school is committed to early intervention, restorative approaches, and clear communication with families. Where bullying amounts to a safeguarding concern, it will be treated as a child protection matter in line with the school’s safeguarding policy.
- Bullying is not confined to school hours. Behaviour outside school, including online behaviour, may still be addressed if it impacts a student’s sense of safety or their learning at school, consistent with Alberta’s requirement that codes of conduct apply to behaviour that affects the school environment.

Procedure

1. Reporting: Students are encouraged to report bullying to any member of staff in person or directly to the Principal if needed.



2. Staff who witness or receive reports of bullying must inform the Principal or Leadership Team immediately.
3. Investigation: All incidents are taken seriously and investigated promptly. Written accounts are gathered from the target, the alleged bully, and any witnesses. Interviews are conducted separately to ensure fairness, before decisions are taken.
4. Parental Communication: Parents of all parties are informed at the earliest opportunity and support meetings are arranged where necessary.
5. Response: Appropriate actions are decided by the Principal or Leadership Team, which may include restorative meetings, formal apologies, detentions, behaviour contracts, or suspension in cases of severe or persistent bullying.
6. Support: The target is provided with ongoing support, including access to a safe space during school hours or additional mentoring.
7. Strategies are implemented to support positive behaviour change for the bully.
8. Follow-Up: Progress is monitored and a follow-up meeting with the target's family is held to ensure the situation is resolved.
9. Prevention: The school promotes a culture of kindness and respect through assemblies, lessons, house activities, staff training, and annual participation in Anti-Bullying Week. Areas identified as bullying 'hot spots' are closely supervised.

This policy and procedure are reviewed annually by the Leadership Team to ensure effectiveness and alignment with Lighthouse's mission and safeguarding standards.