

Anti-Bullying Policy

June 2026



Purpose

The Lunar Hub is committed to providing a safe, supportive, and inclusive learning environment for all students, tutors, and staff. We believe that everyone has the right to learn and work in an environment free from bullying, harassment, intimidation, and discrimination.

Definition of Bullying

Bullying is intentional behaviour that causes physical, emotional, or psychological harm to another individual. Bullying may be repeated over time and can take many forms, including:

- Physical bullying (hitting, pushing, damaging property)
- Verbal bullying (name-calling, insults, threats)
- Social bullying (excluding others, spreading rumours)
- Cyberbullying (using technology or social media to harass or intimidate)

Zero-Tolerance Approach

The Lunar Hub maintains a zero-tolerance approach to bullying in all forms.

Any incident of bullying involving students, tutors, staff members, or other individuals associated with The Lunar Hub will be taken seriously and addressed promptly and appropriately.

Reporting Procedures

Students, tutors, and staff are encouraged to report any concerns regarding bullying immediately.

Reports can be made to management confidentially and will be handled sensitively. Individuals reporting bullying will not be subject to retaliation or victimisation for raising concerns in good faith.

Investigation Process

All reported incidents will be investigated promptly, thoroughly, and fairly.

The investigation process may include:

- Gathering information from all parties involved.
- Reviewing any available evidence.
- Speaking with witnesses where appropriate.
- Maintaining confidentiality as far as reasonably possible.

Both the complainant and the individual accused of bullying will be given the opportunity to share their account of events.

Consequences of Bullying

Where bullying is found to have occurred, appropriate action will be taken depending on the severity and nature of the incident.

Consequences may include:

- Verbal warnings

- Written warnings
- Suspension of tutoring sessions
- Termination of tutoring services
- Removal from The Lunar Hub programmes

Parents or guardians will be informed where appropriate. Relevant schools, local authorities, councils, or commissioning organisations may also be notified as required.

Support for Affected Individuals

The Lunar Hub is committed to supporting individuals affected by bullying.

Support may include:

- Welfare and safeguarding support
- Signposting to counselling or external support services where appropriate
- Ongoing monitoring of the student's wellbeing
- Discussions regarding personal safety and emotional wellbeing

Education and Prevention

The Lunar Hub will actively promote a culture of respect, kindness, empathy, and inclusion.

Where appropriate, training, guidance, and awareness activities will be provided to students, tutors, and staff to:

- Recognise bullying behaviours
- Understand the impact of bullying
- Promote positive relationships
- Encourage respectful communication

Bullying and Safeguarding

Any bullying concern that places a student at risk of harm, causes significant emotional distress, involves discrimination, or raises wider welfare concerns will be treated as a safeguarding matter.

Such concerns will be reported and managed in accordance with The Lunar Hub's Safeguarding Policy and procedures. Where necessary, schools, parents/carers, local authorities, and other relevant agencies will be informed.

Review and Monitoring

This policy will be reviewed annually to ensure it remains effective and compliant with current legislation and best practice.

Feedback from students, tutors, staff, and partner organisations may be used to inform future updates and improvements.

Implementation

All students, tutors, staff members, and individuals working on behalf of The Lunar Hub are expected to adhere to this policy.

Creating and maintaining a bullying-free environment is a shared responsibility. By working together, we can ensure that The Lunar Hub remains a happy, healthy, safe, and supportive place for everyone.

