

Anti-Bullying Policy

Last Updated: September 2025

Next Update: September 2026



Purpose:

To ensure a safe and supportive learning environment for all students and staff, free from bullying and harassment. At Lunar Learning, we want to ensure that all staff and students feel safe and secure.

Definition of Bullying

Bullying is any intentional, repeated behaviour that harms another individual, including physical, verbal, social, or cyberbullying.

Zero Tolerance Policy

Lunar Learning maintains a zero-tolerance stance against all forms of bullying. Any incidents of bullying will be taken seriously and addressed promptly.

Reporting Procedures

Students and staff are encouraged to report any bullying behaviour to management immediately. Reports of bullying can be made confidentially and without fear of retaliation.

Investigation Process

All reported incidents will be investigated promptly and fairly. Both the complainant and the accused will have an opportunity to share their perspectives.

Consequences for Bullying

Consequences may include verbal warnings, written notices, suspension, or termination of tutoring services, depending on the severity of the behaviour. Parents/guardians will be notified. The council, school or Local Authority will be contacted and made aware of the bullying allegations.

Support for affected Individuals

Support will be provided to students who experience bullying, including counselling resources if necessary.

Affected students will be encouraged to participate in discussions about safety and well-being.

Education and Prevention

Regular workshops and training will be conducted to educate students and staff about bullying, its effects, and ways to prevent it. Lunar Learning will promote a culture of respect, empathy, and kindness.

Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness.

Feedback from students and staff will be solicited to improve the policy and its implementation.

Implementation:

All students, tutors, and staff are expected to adhere to this policy. A commitment to a bullying-free environment is essential for a positive learning experience. We want to create a happy, healthy and supportive learning environment at Lunar Learning!