Preventing and Responding to Bullying and Recognising Stalking Behaviours Toolkit

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Introduction

This toolkit has been produced to support children and young people, parents and carers and professionals. The LSCP and partners agreed that a strategic priority for Lincolnshire was to promote healthy relationships and an element of this is to prevent childhood experiences of bullying.

Unfortunately, bullying and harassment may still be experienced by children and young people. This toolkit will also highlight sources of targeted practical support. The toolkit also seeks to provide signposting to credible resources to encourage early intervention when concerns of this nature are identified, thus potentially reducing the traumatic impact that can be experienced by the child or young person. It also strives to highlight the differences between bullying and behaviours that could be defined as stalking or hate crimes. Bullying, hate crime or harassment can take place both within the school premises, outside of the school environment and via online platforms (also known as cyber bullying).

It is important to recognise the difference between bullying and conflict or disagreements between children and young people. Bullying is an abuse of power and the use of control which occurs on a repeated basis. When conflict occurs this may cause emotional upset but neither party is attempting to seek to control the situation, there is equal power in the relationship and whilst both parties may disagree there is mutual respect. Childhood conflict can assist children and young people to develop their skills in compromise, communication and increase levels of resilience.

Children who bully other children have often been bullied themselves and may have experienced considerable disruption in their own lives. The bullying behaviour may occur because the child is unhappy, jealous or lacking in confidence. Work with children who bully should recognise that they are likely to have significant needs themselves.

Definitions

(Unless otherwise stated definitions are taken from the Department for Education)

<u>Bullying</u>

Bullying is defined as 'behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally' (DfE definition). Repeated bullying usually has a significant emotional component, where the anticipation and fear of being bullied seriously affects the behaviour and well-being of the victim.

Bullying can be inflicted on a child by another child, or by an adult. Bullying can take many forms (including cyberbullying), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender / gender identity, sexual orientation, special educational need or disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

It can take many forms, but the three main types are:

•   Physical - for example, hitting, kicking, shoving, theft;

•   Verbal - for example, threats, name calling, racist or homophobic remarks;

•   Emotional - for example, isolating an individual from activities/games and the social acceptance of their peer group.

Online Bullying (cyber bullying)

Online bullying is bullying that takes place using technology. Whether on social media sites, through a mobile phone, or gaming sites, the effects can be devastating for the young person involved. There are ways to help prevent a child from being bullied online and to help them cope and stop the bullying if it does happen. It is another form of bullying which can happen at all times of the day, with a potentially bigger audience. By its very nature, online bullying tends to involve a number of online bystanders and can quickly spiral out of control. Children and young people who bully others online do not need to be physically stronger and their methods can often be hidden and subtle.

Online bullying can sometimes escalate further and also include direct bullying and/or physical acts of harm being perpetrated offline. Where bullying occurs both on and offline this can further increase the emotional and sometimes physical impact upon the victim. Examples of this could include, but is no limited to, organising "fights", use of intimidation and the continuation of name calling and threats on a face to face basis. The emotional impact of this may be significant and lead to further feels of isolation and fear.

Malicious Communications Act

The 1998 law criminalizes sending letters, electronic communications or articles that are indecent or grossly offensive with the intent to cause distress or anxiety. Whilst online, children may write comments to others that may be classed as indecent or grossly offensive as defined in the Malicious Communications Act as they believe it is anonymous and there will be no consequences. As these incidents are being reported, there is a risk for the child's actions to result in a criminal conviction.

Image-Based Sexual Abuse

Image-Based Sexual Abuse (sometimes known as revenge porn) is when someone shares sexually explicit images or videos without their consent and refers to images shared both online and offline. The threat of sharing such images may also be used in domestically abusive relationships.

Sexual Harassment

This is defined as unwanted behaviour of a sexual nature, in a way that makes the victim feel upset, scared offended or humiliated.

Upskirting

Upskirting involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; is a specific example of abusive behaviour which has been linked to online bullying and grooming. Upskirting is a criminal offence and should be reported to the Police.

Hate Crime

A hate crime is any criminal offence which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice towards someone's:

- Race,
- Religion,
- Sexual orientation,
- Transgender identity or
- Disability.

These aspects are known as 'protected characteristics'.

A hate crime can include verbal abuse, intimidation, threats, harassment, assault and damage to property. A hate incident is behaviour which isn't a crime but which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice based on the 5 protected characteristics.

Hate Crime is an offence and should be reported to the Police see https://www.gov.uk/bullying-at-school.

Domestic Abuse

The Home Office 2021 definition of domestic violence and abuse now states:

Behaviour of a person ("A") towards another person ("B") is "domestic abuse" if A and B are each aged 16 or over and are personally connected* to each other, and the behaviour is abusive.

Behaviour is "abusive" if it consists of any of the following:

a) physical or sexual abuse;
b) violent or threatening behaviour;

c) controlling or coercive behaviour;
d) economic abuse;
e) psychological, emotional or other abuse;

It does not matter whether the behaviour consists of a single incident or a course of conduct.

*Personally connected: They are, or have been, married; civil partners; have agreed to marry one another; have entered into a civil partnership agreement; are or have been in an intimate personal relationship; they have or have had a parental relationship in relation to the same child; or are relatives.

Stalking

(Suzy Lamplugh Trust)

It is a pattern of

- Fixated and
- Obsessive behaviour, which is
- Unwanted and
- Repeated.

It often causes fear and it can alarm and distress the victim. If one or more of these things have happened, then you may be a victim of stalking. Stalkers are controlling, fixated, and obsessive.

This includes cyberstalking in which the internet or other technologies are used to stalk another person.

Educational Key Stages

For the purpose of this tool kit the resources will be aligned to educational key stages and their associated age ranges.

Educational Key Stage	Year Group	Age of Child or

		Young Person
Early Years and Foundation Stage (EYFS)	<u>Early Years, Reception</u>	<u>0-5</u>
Key Stage 1 (KS1)	1, 2	5-7
Key Stage 2 (KS2)	3, 4, 5, 6	7-11
Key Stage 3 (KS3)	7, 8, 9	11-14
Key Stage 4 (KS4)	10, 11	14-16
Key Stage 5 (KS5)	12, 13	16-18

Safeguarding Responsibilities:

All settings in which children are provided with services or are living away from home should have in place anti-bullying strategies and procedures on how to refer to Children's Services if safeguarding children concerns are identified. This includes youth clubs and all other children's organisations as well as all schools.

Safeguarding children and young people is everybody's responsibility. A child experiencing or perpetrating bullying does not always indicate the need for a safeguarding referral. However where there are concerns the following should be undertaken:

Where professionals identify concerns that would benefit from early intervention this should be discussed with the parent/legal guardian at the earliest opportunity. Consent should be gained for a Child and Family Early Help Assessment to be completed with the family. Further information and guidance is available within the Early Help and Team Around the Child Documentation.

If a child is believed to be at immediate risk of significant harm, safeguarding action should be taken. Refer directly to the Children's Services Customer Service Centre on 01522 782111. If there are immediate risks to the child's safety, then this must be reported without delay to the Police.

For emergencies use 999. For urgent/immediate reporting use 101.

Indicators that a child or young person is being bullied or harassed

Any change in behaviour which indicates fear or anxiety may be a potential indicator of bullying. Children may also choose to avoid locations and events which they had previously enjoyed - changes in attitude towards schools or organised activities are particularly significant.

Behaviour such as:

- Being frightened of walking to and from school and changing their usual route;

- Feeling ill in the mornings;

- Beginning truanting;

- Beginning to perform poorly in their school work;

- Coming home regularly with clothes or books destroyed;

- Becoming withdrawn, starting to stammer, lacking confidence, being distressed and anxious and stopping eating;

- Attempting or threatening suicide;

- Crying themselves to sleep, having nightmares;

- Having their possessions go missing;

- Asking for money or starting to steal (to pay the bully) or continually 'losing' their pocket money;

- Refusing to talk about what's wrong;

- Having unexplained bruises, cuts, scratches;

- Beginning to bully other children/siblings;

- Becoming aggressive.

Useful Resources

(Please note that this is not an exclusive list of all of the resources that are available)

Applicable Key Stage	Organisation/Resource	Target Audience	Link/Contact details
LINCOLNSHIRE SUPPORT			
All	Stay Safe Partnership The Partnership provides resources and workshops to professionals, children and their families on a wide variety of topics including online safety, healthy relationships, hate crime, sexual harassment and revenge porn.	• Children and young People • Parents and Carers • Professionals • Schools and Academies	Stay Safe Partnership – Lincolnshire County Council
All	Lincolnshire Safeguarding Children Partnership Protecting children from abuse, neglect and exploitation requires multi-agency join up and cooperation at all levels. Local organisations and agencies that work with children and families play a significant and often statutory role when it comes to safeguarding children. The LSCP helps co-ordinate this work by delivering multi agency training, developing joint policies and procedures and promoting a culture of learning.	• Professionals • Schools and Academies	THE homepage – LSCP (lincolnshirescp.org.uk)
All	Lincolnshire Domestic Abuse Specialist Services LDASS offers a range of services including: • Online support and advice for victims • Support hub and helpline • Intervention services • Recovery support	• Children and young People • Parents and Carers • Professionals • Schools and	LDASS - EDAN Lincs Domestic Abuse Service

		Academies	
All	**South Lincolnshire Domestic Abuse Services** SoLDAS offer support to victims of abuse and their families through direct work, refuges and running schemes. Further to this, SoLDAS aims to prevent future Domestic Abuse through their work in schools.	• Children and young People • Parents and Carers • Professionals • Schools and Academies	[Home - Boston Womens Aid](#)
OVERARCHING STATUTORY AND NON STATUTORY GUIDANCE			
	Department for Education Keeping Children Safe in Education (KCSIE). Statutory guidance for schools and colleges on safeguarding children and safer recruitment.	• Schools and Academies	https://www.gov.uk/government/publications/keeping-children-safe-in-education--2
All	**Department for Education** Keeping Children Safe during Community Activities, After School Clubs and Tuition This is non-statutory guidance from the Department for Education (DfE). It aims to: • help providers of out-of-school settings (OOSS) understand best practice for creating a safe environment for children[footnote 1] in their care • give parents and carers confidence that their child is in a safe activity or learning environment	• Non Statutory Organisations	https://www.gov.uk/government/publications/keeping-children-safe-in-out-of-school-settings-code-of-practice/keeping-children-safe-during-community-activities-after-school-clubs-and-tuition-non-statutory-guidance-for-providers-running-out-of-school-settings
1,2,3,4,5	**Department for Education:** Guidance for schools on preventing and responding to bullying • Includes legislative requirements and guidance	• Schools and Academies	https://www.gov.uk/government/publications/preventing-and-tackling-

	• Cyber bullying: advice for Head teachers and school staff • Advice for parents and carers on cyber bullying		bullying
1,2,3,4,5	Department for Education: Approaches to preventing and tackling bullying (2018) Qualitative research into anti-bullying practices used by schools to prevent and tackle bullying, including case studies. The report contains common themes found throughout the research and 7 case studies. It's intended to be used as a resource by schools and other stakeholders looking for examples of anti-bullying practices.	• Schools and Academies	https://www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying
All	Lincolnshire Family Services Directory A range of resources highlighting the local offer to support families. A specific page is dedicated to bullying including a definitions, coping strategies and signposting to information.	• Children and young People • Parents and Carers • Professionals	Lincolnshire Family Services Directory
All	Open View Education A useful video which explains the difference between bullying and childhood conflict	• Young people • Parents and Carers • Professionals	Anti-Bullying-Video-Conflict-Vs-Bullying - OpenView Education
THE LAW AND BULLYING			
All	Anti-Bullying Alliance: Bullying and the Law As well as information on bullying for all children and young people, it has an additional element of things to consider for disabled children and young people and those with special educational needs (SEN). Link includes a free online CPD course about this subject.	• Schools • Wider Children's Workforce • Parents and Carers • Young People	What does the law say about bullying? (anti-bullyingalliance.org.uk)
SPECIALIST ORGANISATIONS AND MEDIA (including online bullying)			

All	Anti-Bullying Alliance: Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. The website provides links to useful toolkits and informative resources.	• All professionals • Parents and carers • Children and young people	https://www.anti-bullyingalliance.org.uk/
All	Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people	• All professionals • Parents and carers • Children and young people	https://www.kidscape.org.uk/
All	National Bullying Helpline This webpage also includes useful tips to support children and young people who are being bullied online. Tel: 0845 22 55 787 / 0300 323 0169	• Children and young People • Parents and Carers • Professionals	https://www.nationalbullyinghelpline.co.uk/social-media.html
All	NSPCC Useful resources to support those who are being bullied, including online bullying. Second link shares the NSPCC's campaign 'Stop, Speak, Support' which focuses on teaching 11-18 year olds to help 'bystanders' of online bullying to help them understand the impact and what to do if they see anything.	• young People • Parents and Carers • Professionals	https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/ Stop Speak Support school pack | NSPCC Learning
All	Very Well Family Article outlining the "skills that bullies need to change" this is a supportive document seeking to assist children and young people to equip them with the skills that they need to have positive and healthy relationships. There are a number of useful links embedded within the article.	• Parents and Carers • Professionals	https://www.verywellfamily.com/skills-bullies-need-in-order-to-change-460529
All	PACER This is an American article with similar principles to those outlined in the above resource. This is targeted at working with children and young people with a disability however the recommendations are transferable to all children and young people.	• Parents and Carers • Professionals	https://www.pacer.org/parent/php/PHP-c109.pdf

All	The Big Award: The Bullying Intervention Group (BIG) offers a national scheme and award for schools to tackle bullying effectively.	• Schools and academies • Local Authorities • Provider of services and groups for children and young people e.g. youth clubs/nurseries/ cadets	https://www.bullyinginterventiongroup.org/big-award
All	YMCA This organisation aims to make a difference to the lives of people from all backgrounds by championing equality, tackling discrimination and celebrating the richly diverse makeup of Lincolnshire. They provide support to Lincolnshire's most vulnerable and disadvantaged people.	• Young People • Parents and carers • Professionals	Welcome to YMCA Lincolnshire (lincsymca.co.uk)
All	Report Harmful Content National website providing information about harmful content and how to report this to the appropriate services.	• Young People • Parents and carers • Professionals	of Harmful Content (reportharmfulcontent.com)
All	BBC PHSE/Citizenship Video Clips and lesson plans. Second links includes anti-bullying teaching resources which are updated each anti-bullying week annually.	• Young People • Parents and carers • Professionals	Citizenship - BBC Bitesize Anti-Bullying Week - Teacher Resources - BBC Teach
EYFS, 1 and 2	BBC "Talking about race with young children: Being open and dealing with awkwardness" A supportive guide to talking about race with young children. The document also provides links to other useful resources including books and educational television programmes.	• Children • Parents and carers • Professionals	https://www.bbc.co.uk/tiny-happy-people/how-to-talk-to-young-child-about-race-racism/zrgcf82
All	The Diana Award The Diana Award Anti-Bullying Programme raises awareness of bullying behaviour and supports schools and young people to tackle it across the UK and beyond. It has a strong peer-to-peer focus, with facilitators giving children the skills and confidence to become Ambassadors to tackle bullying in their schools long after the free training has finished.	• Schools and academies	The Diana Award (diana-award.org.uk)

All	Report Remove A ChildLine tool that allows children to report any nude images of themselves online in order for organisations to work to take them down.	• Children	Report Remove | Childline
STALKING			
4, 5	Suzy Lamplugh Trust National Charity Information, advice and guidance and links to the National Stalking Helpline.	• Young People • Parents and carers • Professionals	https://www.suzylamplugh.org/
4,5	National Stalking Helpline Operated by the Suzy Lamplugh Trust, the National Stalking Helpline gives practical information, support, and advice on risk, safety planning and legislation to victims of stalking, their friends, family, and professionals working with victims. Tel: 0808 802 0300	• Young People • Parents and carers • Professionals	http://www.stalkinghelpline.org/
4,5	Victim Lincs Victim Lincs is a service put in place by the Police and Crime Commissioner as part of his victims' strategy. Their vision is that anybody in Lincolnshire who has been the victim of crime receives the support they need, regardless of whether they choose to report the crime to the police or not. Tel: 01522 947510	• Young People • Parents and carers • Professionals	http://www.victimlincs.co.uk/
4,5	Paladin This national stalking advocacy service which works with victims to provide information, support and guidance.	• Young People • Parents and carers • Professionals	https://paladinservice.co.uk/advice-for-victims/
4,5	Hollie Guard Ap This ap provides enhanced levels of protection on smart phones.	• Young People • Parents and carers • Professionals	https://hollieguard.com/#whatishollieguard
4,5	Bright Sky Ap An App which allows the person to store on the phone a journal of the stalking behaviours	• Young People • Parents and carers • Professionals	www.hestia.org/brightsky

3,4,5	Alice Ruggles Trust The Trust provides educational resources for staff to plan and deliver assemblies and PSHE lessons explaining what stalking is, why it is dangerous and how to report this.	• Schools and Academies • Professionals	Alice Ruggles Trust | Putting an end to stalking
All	Shore Shore is a part of the Lucy Faithfull Foundation. The website aims to: • Answer questions about healthy sexual relationships • Support children who want to change their own behaviour • Provide reliable information on how children can respond to someone else's behaviour.	• Young People • Parents and carers • Professionals • Schools and Academies •	About Shore - Shore (shorespace.org.uk)
SEND			
All	National Autistic Society Advice and guidance to support children and young people who are autistic and bullying or are bullying others.	• Parents and carers • Professionals	https://www.autism.org.uk/advice-and-guidance/topics/bullying/bullying
All	Bullying Alliance Advice for parents whose disabled children are being bullied	• Parents and carers	SEN & Disability (anti-bullyingalliance.org.uk)
EYSF, 1 and 2	Books with positive images of disability	• Children • Parents and Carers • Professionals	https://www.booktrust.org.uk/booklists/b/bookmark-disability-childrens-books-of-the-year/
RACE AND RELIGION			
All	Show Racism the Red Card This forum utilises the high-profile status of football and football players to help tackle racism in society and has also expanded into other sports. Face to face training is not currently available in Lincolnshire but online sessions can be accessed.	• Children and young people • Parents and Carers • Professionals	https://www.theredcard.org/education

All	**Anti-Racism Charter** The National Education Union's framework for developing an anti-racist approach. This framework has been designed to help you explore ideas around race equality and plan how to tackle racism with children, young people and staff.	• Children and young people • Professionals	https://neu.org.uk/anti-racism-charter
All	**Red Cross** This resource helps teachers and parents to create a safe space for children and young people to ask questions and discuss race and racism	• Children • Parents and Carers • Professionals	Talking about race and racism | Teaching resources (redcross.org.uk)
All	**Friends, Families and Travelers** This charity works on behalf of all Gypsies, Travellers and Roma regardless of ethnicity, culture or background. They provide advice and consultancy, promote health and wellbeing, contribute to research and policy making and deliver training	• Children and young people • Parents and Carers • Professionals	https://www.gypsy-traveller.org/
All	**International Day to Combat Islamophobia** A range of resources that have been designed for both primary and secondary teachers for use in the classroom to work with young people and educate about Islamophobia.	• Children and young people • Professionals	Get Ready for International Day to Combat Islamophobia (anti-bullyingalliance.org.uk)
LGBTQ			
	Stonewall Site with information and research about many LGBT issues. Also includes a directory of LGBT support organisations	• Young People • Parents and carers • Professionals	https://www.stonewall.org.uk/
	LGBT Foundation Site with information and research about many LGBT issues. Hosts national networks of LGBT and trans organisations	• Young People • Parents and carers • Professionals	https://lgbt.foundation/
13+	**Think to Speak (Lincolnshire)** Support Groups Hodgepodge for Trans children and young people Tel: tel:01427325535	• Young People • Parents and carers • Professionals	https://www.think2speak.com/

All	Amnesty International This resource enables teachers to explore the human rights of sexual and gender minority groups with children and young people. The activities within this resource are designed to enable young people to use language positively and to celebrate diversity.	• Professionals	LGBTI rights activity pack (amnesty.org.uk)
EMOTIONAL WELL BEING SUPPORT FOR CHILDREN AND YOUNG PEOPLE			
All	Lincolnshire Partnership Foundation Trust (LPFT) The Young Minds Webpage includes information, support and guidance to improve the emotional wellbeing and mental health of children and young people. It includes self-help pages for children and young people and signposts them to additional support. Specific areas of the website are also available for professionals, parents and carers. Also includes links to the self-referral line where the young person can speak directly to a practitioner who will talk through their feelings and explore what services would be able to support their needs.	• Children and young people • Parents and Carers • Professionals	https://www.lpft.nhs.uk/young-people/lincolnshire/young-people/helping-you-help-yourself Self-referral :: Lincolnshire Young Minds (lpft.nhs.uk)
All	KOOTH Free, safe and anonymous support for children and young people	• Children and young people	https://www.kooth.com/
All	Young Minds Charity committed to improving the emotional wellbeing and mental health of children and young people. Guidance and support is also provided for parents and carers.	• Children and Young People • Parents and Carers	https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/
All	Building Connections An NSPCC service empowering young people to find a way through loneliness. It is an online service, empowering children to find a way through loneliness in an eleven week programme.	• Children and Young People	Building connections - Stay Safe Partnership – Lincolnshire County Council
All	Childline Charity providing advice, guidance and support to children about any issues that they are facing.	• Children and Young People • Professionals • Schools and Academies	Childline | Childline