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Understanding & Preventing Bullying



A guide to Understanding and Preventing Bullying

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What is Bullying?

Bullying is a pattern of repeated, aggressive behavior where one person or group intentionally harms another, who typically has difficulty defending themselves. It's not a one-off incident but a consistent imbalance of power that can manifest in various ways, causing significant distress and harm.

Types of Bullying

Bullying can take many forms, and it's important to recognize them all:

- **Physical Bullying:** Involves direct physical harm or threats of harm, such as hitting, kicking, pushing, tripping, or damaging property.
- **Verbal Bullying:** Uses words to cause harm, including insults, name-calling, teasing, threats, or spreading rumors.
- **Social/Relational Bullying:** Aims to harm someone's reputation or social standing, often through exclusion, spreading gossip, or manipulating social relationships.
- **Cyberbullying:** Occurs online or through electronic devices, using social media, text messages, emails, or gaming platforms to harass, threaten, or humiliate someone. This can include sharing embarrassing photos or videos, spreading rumors online, or sending hurtful messages.

The Impact of Bullying:

Bullying can have profound and lasting effects on an individual's well-being, similar to how OCD significantly impacts daily life and relationships. The emotional, psychological, and sometimes physical consequences can be severe:

- **Emotional Distress:** Victims often experience anxiety, depression, feelings of loneliness, shame, and fear.
- **Academic/Work Impact:** It can lead to a decline in performance, avoidance of school or work, and difficulty concentrating.
- **Physical Symptoms:** Stress-related physical ailments like headaches, stomach aches, and disrupted sleep patterns are common.
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- **Social Isolation:** Individuals may withdraw from social activities and struggle to form trusting relationships.
- **Long-term Effects:** In some cases, the trauma of bullying can contribute to mental health issues that persist into adulthood.

Why It's Not Just "Kids Being Kids"

Many people mistakenly view bullying as a normal part of growing up or simply "kids being kids." In reality, it's much deeper and often quite damaging. Bullying is not about harmless teasing or a minor conflict; it's about a consistent pattern of hurtful behavior rooted in an imbalance of power, whether real or perceived.

Imagine feeling constantly afraid to go to school or work because you're unsure if you'll be targeted again. Or worrying that every interaction will lead to humiliation or exclusion. This can lead to a lot of fear, anxiety, and a feeling of powerlessness.

It's important to separate bullying from everyday disagreements or playful banter. A one-off argument or a minor misunderstanding doesn't constitute bullying. The key difference is that bullying involves:

- **Repetition:** The aggressive behavior occurs over time.
- **Imbalance of Power:** The bully uses their power (physical strength, social status, access to embarrassing information, etc.) to control or harm the target.
- **Intentional Harm:** The bully means to cause distress or harm.

People who are bullied often feel misunderstood or ignored, so offering a listening ear and being nonjudgmental can make a huge difference. Phrases like "Just ignore them" or "Toughen up" can inadvertently dismiss their experience and make them feel even more isolated. Instead, try saying, "I'm here for you" or "It must be really hard to feel that way."



Recognizing Bullying

Identifying bullying can be challenging, as those involved may try to hide it. However, being aware of certain signs can help you recognize if someone is being bullied or is engaging in bullying behavior. This awareness is a principal component in addressing the issue and seeking appropriate help.

Signs Someone is Being Bullied:

If a person's behavior changes significantly or they exhibit unusual distress, it could be a sign they are experiencing bullying. Look out for:

- **Emotional Changes:**
 - Increased anxiety, fear, or sadness.
 - Becoming withdrawn or unusually quiet.
 - Sudden mood swings, irritability, or anger.
 - Loss of interest in activities they once enjoyed.
- **Physical Symptoms:**
 - Frequent headaches or stomach aches.
 - Changes in eating or sleeping patterns (e.g., difficulty sleeping, nightmares).
 - Unexplained injuries or damaged belongings.
- **Behavioral Changes:**
 - Reluctance or refusal to go to school or work.
 - Avoiding social situations or withdrawing from friends.
 - Decreased academic performance or work productivity.
 - Seeking excessive reassurance.
 - Appearing helpless or expressing feelings of worthlessness.
- **Possessions:**
 - Missing money or belongings.
 - Coming home with torn clothes or damaged books/items.

Signs Someone Might Be Bullying Others:

Recognizing these signs doesn't automatically mean someone is a bully, but they can indicate a need for intervention and support to address concerning behaviors:

- **Behavioral Indicators:**



- Often aggressive or easily frustrated.
- Has a strong need to dominate or control others.
- Shows little empathy for others' feelings.
- Gets into physical or verbal fights frequently.
- Has friends who also bully others.
- Blames others for their problems.
- Doesn't accept responsibility for their actions.

- **Social Dynamics:**
 - Uses insults, teasing, or put-downs towards others.
 - Excludes others from groups or activities.
 - Has a history of disciplinary problems at school or work.
- **Attitude:**
 - Views violence or aggression as acceptable.
 - May seem overconfident or entitled.

Don't worry if these descriptions don't perfectly match what you're observing; bullying behaviors cover a vast array of themes, and it's not possible to fully cover them all. These are merely guidance and a starting point for recognizing potential issues. If you have concerns, it's always helpful to seek professional advice or support from relevant organizations.

Coping Strategies for Those Being Bullied

Being a target of bullying can feel overwhelming and isolating. However, there are many different coping strategies and ways to seek help that can reduce the impact and help you regain a sense of control. Bullying often thrives when individuals feel alone, so connecting with support and developing strategies is key.

Here are a range of coping strategies and approaches available to those experiencing bullying:

Understand It's Not Your Fault:

- Bullying is about the bully's issues, not yours. You are not responsible for their actions.
- **Why It Helps:** Reduces feelings of shame and self-blame, which are common when targeted.

Seek Support and Talk About It:



- **Confide in a Trusted Adult:** Share your experiences with a parent, teacher, counselor, manager, or another trusted individual.
- **Talk to Friends:** If comfortable, share with supportive friends who can offer empathy.
- **Why It Helps:** Talking reduces isolation and allows others to offer help and perspective.

Build Your Resilience:

- **Focus on Strengths:** Remind yourself of your positive qualities and what you excel at.
- **Engage in Hobbies:** Continue doing things you enjoy to boost your mood and self-esteem.
- **Mindfulness & Grounding:** When feeling overwhelmed, focus on your breath or sensory details around you (e.g., notice five things you see, four things you hear).
- **Why It Helps:** Strengthens your internal resources to better handle stress and negative interactions.

Know When and How to Respond (and When Not To):

- **Don't Engage:** Often, bullies seek a reaction. If safe to do so, walking away or ignoring them can be effective.
- **Use Assertive Language:** If you need to speak, use a calm, clear voice. "Please stop," or "Leave me alone" can be powerful.
- **Document Incidents:** Keep a record of what happened, when, where, and who was involved, especially for cyberbullying.
- **Why It Helps:** Regains a sense of control and provides evidence if formal action is needed.

Build a Strong Support System:

- **Connect with Positive People:** Spend time with friends and family who make you feel good about yourself.
- **Join Groups/Clubs:** Participate in activities where you feel safe and valued.
- **Why It Helps:** Reduces feelings of isolation and provides a network of positive relationships.

Prioritize Self-Care:

- **Exercise:** Regular physical activity can reduce stress and improve mood.
- **Sleep Hygiene:** Maintain a consistent sleep schedule to help manage stress.



- **Healthy Diet:** Eating well can help minimize anxiety spikes and support overall well-being.
- **Why It Helps:** Simple routines can reduce stress and make symptoms more manageable, similar to how lifestyle changes benefit those with OCD.

Seek Professional Help (if needed):

- If bullying is severely impacting your mental health, consider speaking to a therapist or counselor. They can provide strategies and emotional support.
- Professionals can offer tailored strategies and support to navigate the complex emotional landscape of bullying.

Impact vs. Cure:

Think of managing the impact of bullying as similar to managing a chronic condition. While the bullying itself may eventually stop, the emotional effects can linger. With the right support and coping strategies, you can minimize these symptoms and learn to thrive. Recovery doesn't mean the memory disappears, but rather how you respond to those experiences' changes. Many people who have been bullied lead fulfilling lives, equipped with skills to cope if difficult feelings resurface.

Supporting Someone Who is Being Bullied

Supporting someone who is experiencing bullying can make a huge difference in their well-being and recovery. Your compassionate and effective help can empower them to navigate this difficult situation.

Educate Yourself About Bullying:

- Understanding the dynamics of bullying is the first step. It's not just "rough and tumble" play or a phase; it's a serious form of abuse.
- **Learn the Basics:** Familiarize yourself with the different types of bullying (physical, verbal, social, cyber) and its common impacts.
- **Avoid Stereotypes:** Phrases like "They just need to stand up for themselves" can be dismissive and unhelpful.
- **Resources:** Organizations dedicated to anti-bullying efforts offer helpful insights and information.

Be a Supportive Listener:

- People experiencing bullying often feel isolated, misunderstood, or ashamed. Listening without judgment can help them feel seen and validated.



- **Active Listening:** Show empathy by saying things like, "That sounds incredibly tough," or "I'm so sorry you're going through this."
- **Avoid Giving Unsolicited Advice:** Sometimes they just need someone to hear them, not to immediately "fix" the problem.
- **Validate Feelings:** Even if their fears seem irrational or small to you, they feel very real and overwhelming to them.

Don't Dismiss or Minimize Their Experience:

- It's natural to want to reassure them or make the situation seem less severe, but minimizing their pain can shut down communication.
- **Avoid Phrases like:** "Just ignore it," "It's not that big a deal," or "Why don't you fight back?"
- **Instead, Focus on Their Feelings:** "It sounds like you're feeling really scared/sad/angry," or "Tell me more about what happened."

Encourage and Support Action (When Ready):

- While listening is crucial, supporting them in taking action is also important. This should be at their pace.
- **Help Them Brainstorm Solutions:** Ask, "What do you think might help?" or "What steps could we take together?"
- **Offer to Help Find Resources:** Researching who to report to or where to get professional help can feel overwhelming for someone who is struggling.
- **Normalize Seeking Help:** Share that many people benefit from talking to professionals or reporting bullying incidents.

Practice Compassionate Communication:

- Your words matter. Try to avoid phrases that can sound dismissive or blame the victim.
- **Instead, try saying:**
 - "I'm here for you, no matter what."
 - "It must be really tough to feel that way."
 - "How can I support you right now?"

Be Patient and Consistent:

- The effects of bullying don't disappear overnight. If difficulties resurface, avoid showing frustration or disappointment.
- **Acknowledge the Effort:** Say, "I see how hard you're working to manage this."



- **Offer Stability:** Be a consistent and reliable presence without focusing too much on setbacks.
- **Celebrate Progress:** Even small victories, like speaking up or trying a new coping strategy, deserve recognition.

Take Care of Yourself, Too:

- Supporting someone experiencing bullying can be emotionally taxing, so self-care is essential for you as well.
- **Set Boundaries:** It's okay to say, "I'm here for you, but I also need some time to recharge."
- **Seek Your Own Support:** Talking to a trusted friend or professional can help you navigate the challenges and emotional toll.
- **Practice Self-Compassion:** Acknowledge that it's okay not to have all the answers or feel overwhelmed sometimes.

CASE STUDY: Jon Carmichael

Jon Carmichael was 13-years-old when he killed himself to escape the relentless bullying he experienced at school. His problems with bullies had started very early in life, around the third or fourth grade.



Jon, aged 13



Tami Carmichael, Jon's mother, describes some of the torment her son experienced at school: "He was pushed to the ground on an almost daily basis. They'd throw him in the school's dumpster a couple times a week, and they stuck him head-down in a toilet and started flushing. One day they stripped him naked, tied him up, and stuck him in a trash can, and they taped it with their cell phones and put it all on YouTube." (Hollandsworth, 2011, p. 76) That happened about a day or two before he killed himself.

When interviewed about Jon's death after the fact, a classmate admitted he bullied Jon but says he wasn't alone: "It was most of the school who messed with Jon." In a statement that offers testament as to how clueless bullies can be about the consequences of their actions, he adds that he actually considered **Jon** a friend: "I never did it because I hated him. ...The things I have done to him, I just wish I could take it back." (Hampton, 2010)

Sadly, Tami Carmichael reports that things aren't getting much better. "I thought some of the grief would go away, but it's only gotten worse. We've never received a phone call from anyone at Jon's school, we've never gotten a visit, and we've definitely gotten no apology. Every time I go into town and see one of Jon's teachers or coaches, they turn their heads. I heard they have been told not to talk to me because of the lawsuit. It's like they're trying to pretend that we don't exist anymore." (Hollandsworth, 2011, p. 81)

Supporting Children and Teens

Supporting children and teens with bullying requires a slightly different approach since they might not fully understand their own feelings or know how to express their struggles. Their reactions can also manifest differently than adults.

Learn to Recognize Signs of Bullying in Children

Children might not always describe bullying clearly due to fear, shame, or not having the words. Look out for signs like:

Repetitive Behaviors: Changes in routines, avoiding places or people.

Unusual Rituals: Needing things arranged "just right" or repeating phrases for reassurance (though less common in direct bullying, it can be a sign of anxiety).

Distress When Interrupted: Becoming visibly upset if their routine is changed, or if asked about school/social interactions.



Avoidance: Not wanting to go to school, refusing to participate in extracurricular activities, or avoiding friends.

Seeking Reassurance: Frequently asking questions like "Do you still love me?" or "Am I bad?"

Physical Complaints: Frequent headaches, stomach aches, or faking illness to avoid situations.

Emotional Outbursts: Uncharacteristic anger, sadness, or withdrawal.

Difficulty Sleeping: Nightmares or reluctance to go to bed.

Create a Safe, Nonjudgmental Environment:

- Kids might feel embarrassed or ashamed, fearing judgment or that reporting will make it worse. Make it clear that you're a safe person to talk to.
- **Reassure Them:** Let them know that what's happening is not their fault and they don't deserve it.
- **Normalize Feelings:** Say things like, "It's okay to feel worried or scared sometimes – we'll figure this out together."
- **Be Curious, Not Critical:** Ask open-ended questions like, "Can you help me understand what's been making you upset lately?" or "How was school today, really?"

Avoid Accommodating Bullying (But Support Their Safety):

While you want to reduce their distress, constantly allowing them to avoid situations (e.g., letting them stay home from school every time they feel anxious about bullying) can reinforce avoidance.

- **Explain Why You're Taking Action:** "I love you and want to help you feel safe and strong. That means we need to find ways to make the bullying stop and help you feel better."



- **Support Their Courage:** Praise their efforts to talk about it or try strategies: "I know that was hard to tell me – you did great being brave!"
- **Focus on Safety First:** Ensure they feel physically and emotionally safe, even if it means temporary adjustments while working on a long-term solution.

Educate Them (at Their Level):

- **Younger Kids:** Use simple language: "Sometimes people are mean because they have their own problems, but it's never okay."
- **Teens:** Be more direct: "Bullying is a misuse of power. It's not about you; it's about the bully's need for control."
- **Books and Stories:** There are age-appropriate books and resources that can help children understand bullying and how to respond.

Support Emotional Regulation:

- Bullying can make kids feel anxious, angry, or frustrated. Teaching them coping skills is crucial.
- **Breathing Techniques:** Practice slow, deep breathing to calm their body when upset.
- **Name the Feeling:** Help them articulate their emotions: "I'm feeling really angry because [bully's name] said something mean."
- **Creative Outlets:** Drawing, writing, or playing can help them express complex feelings that are hard to verbalize.

Involve the School/Institution Early:

- Early intervention makes a big difference in stopping bullying and improving outcomes.



- **Communicate Clearly:** Document incidents and communicate with teachers, school administrators, or HR (for teens in workplaces).
- **Understand School Policies:** Familiarize yourself with the anti-bullying policies of their school or institution.
- **Work Together:** Teachers, counselors, and other staff can be part of the support system.

Stay Patient and Positive:

- Stopping bullying and healing from its effects takes time.
- **Celebrate Small Wins:** Even minor progress, like reporting an incident or attending school without excessive fear, deserves recognition.
- **Avoid Punishment for Reactions:** Bullying-driven behaviors (e.g., irritability, withdrawal) aren't intentional misbehavior; they are symptoms of distress. Address the bullying, not just the reaction.
- **Stay Consistent:** Establish routines and a supportive home environment that reduces stress.

Supporting Adults

While often associated with schools, bullying also occurs in workplaces, social groups, and even within families. Supporting an adult experiencing bullying requires empathy, respect, and a focus on empowering their choices.

Acknowledge and Validate Their Experience:

- Adults can feel immense shame or embarrassment about being bullied, fearing it reflects poorly on them. Your primary role is to believe them and validate their feelings.
- **Avoid Questioning Their Account:** Phrases like, "Are you sure it was bullying?" or "Maybe you misunderstood?" can be incredibly invalidating.



- **Use Empathetic Language:** "I hear how difficult this has been for you," or "That sounds like a terrible situation to be in."

Encourage Documentation:

- For adults, especially in workplace or institutional settings, documentation is key for formal action.
- **Suggest Keeping a Log:** Encourage them to record dates, times, specific incidents, witnesses, and their feelings.
- **Offer to Help Organize:** If they're overwhelmed, offer to help them organize their notes (but never pressure or take over).

Assist in Navigating Formal Channels:

- Adults have different avenues for recourse than children.
- **Workplace Bullying:** Suggest reviewing company policies, contacting HR, a union representative, or an employee assistance program.
- **Online Bullying:** Advise on reporting to platform administrators, blocking users, and potentially involving law enforcement if threats are made.
- **Legal Advice:** If severe and persistent, suggest consulting with a legal professional specializing in workplace or harassment law.

Support Their Mental and Emotional Well-being:

- Bullying can lead to severe stress, anxiety, depression, and even PTSD in adults.
- **Encourage Professional Help:** Suggest speaking with a therapist, counselor, or their GP. Offer to help them find resources if they're struggling.
- **Promote Self-Care:** Remind them of the importance of exercise, healthy eating, adequate sleep, and engaging in enjoyable activities.
- **Be a Sounding Board:** Sometimes, they just need to vent and process their feelings without judgment or immediate solutions.



Respect Their Choices and Pace:

- Adults are autonomous. They may choose different paths for addressing the bullying, or they may need time to process before taking action.
- **Empowerment:** "What do you feel is the best next step?" or "How can I best support *your* decision?"
- **Avoid Pressure:** Don't pressure them into confronting the bully or taking formal action if they're not ready. This can strip them of the control they've already lost.

Maintain Confidentiality (Unless Harm is Imminent):

- Trust is paramount. Respect their wishes regarding who knows about the bullying, unless there is a credible threat of serious harm to themselves or others (these are known as safeguarding concerns).

Reinforce Their Value and Strengths:

- Bullying often chips away at an adult's self-esteem and confidence.
- **Remind Them of Their Accomplishments:** Highlight their professional skills, personal strengths, and positive relationships.
- **Counter Negative Self-Talk:** Gently challenge any self-blaming statements they may make.

Preventing Bullying / Being an Upstander

Preventing bullying requires a collective effort, moving beyond simply reacting to incidents and instead fostering environments where bullying is less likely to thrive. Everyone has a role to play in creating a safer, more respectful community. This includes not only those directly involved but also bystanders who can choose to be "upstanders."

Strategies for Prevention:



- **Foster Empathy and Respect:**

- **Teach Emotional Intelligence:** Help children and adults understand and manage their own emotions, and recognize the emotions of others.
- **Promote Inclusivity:** Encourage acceptance of diversity and respect for individual differences.
- **Why it helps:** Reduces the likelihood of individuals devaluing others, a common precursor to bullying.

- **Establish Clear Anti-Bullying Policies:**

- **Schools and Workplaces:** Implement and consistently enforce clear, well-communicated policies against bullying with defined consequences.
- **Online Platforms:** Support and utilize reporting mechanisms on social media and gaming sites.
- **Why it helps:** Provides a framework for accountability and sends a strong message that bullying is unacceptable.

- **Encourage Open Communication:**

- **Create Safe Spaces:** Ensure environments (home, school, work) where individuals feel safe to report bullying without fear of retaliation.
- **Regular Check-ins:** Parents, teachers, and managers should regularly check in with individuals about their social experiences.
- **Why it helps:** Early detection allows for intervention before bullying escalates.

- **Build Strong Social Connections:**

- **Teamwork Activities:** Promote cooperative games and projects that build positive relationships and discourage isolation.
- **Mentorship Programs:** Pair younger or newer individuals with positive role models.
- **Why it helps:** Reduces opportunities for individuals to feel isolated and targeted.



Being an Upstander:

A bystander is someone who witnesses bullying but doesn't intervene. An "upstander" is someone who chooses to act. Being an upstander is crucial because it can stop bullying in its tracks, provide support to the target, and send a message that such behavior is not tolerated.

How to Be an Upstander (Safely):

Directly Intervene (if safe):

- **Speak Up:** Say "That's not okay!" or "Stop it!" in a clear, calm voice
- **Distract:** Change the subject or create a diversion to interrupt the bullying.
- **Why it helps:** Can immediately de-escalate the situation and show the bully their behavior is seen.

Get Help:

- **Report to an Adult/Authority:** If you can't intervene directly, tell a trusted adult, teacher, manager, or parent.
- **Why it helps:** Brings the issue to someone who has the power to intervene officially.

Support the Person Being Bullied:

- **Offer Comfort:** After the incident, check in with the person who was bullied. Say, "Are you okay?" or "I'm sorry that happened."
- **Include Them:** Invite them to join your group or sit with you.
- **Why it helps:** Reduces feelings of isolation and shows solidarity, reinforcing that they are not alone.

Use Technology Wisely (for cyberbullying):

- **Don't Share or Like:** Do not forward or approve of mean messages or posts.
- **Report:** Use the platform's reporting tools to flag offensive content.
- **Block:** Block the bully from contacting you or the target.
- **Why it helps:** Disrupts the bully's audience and removes the hurtful content.
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Remember: Safety is paramount. Never put yourself in harm's way. If a situation feels physically threatening, the best course of action is always to remove yourself and get help from an authority figure.

Useful Contacts

Finding the right support when dealing with bullying, either as a target, a supporter, or a concerned individual, is crucial. Here are various organizations and services that offer information, guidance, and direct support related to bullying and mental well-being.

1. Anti-Bullying Charities & Organizations:

- Many national and local charities specialize in anti-bullying efforts, offering advice for individuals, parents, and schools.
- *Example (placeholder - replace with specific UK charities):* Anti-Bullying Alliance, Kidscape, Bullying UK.
- **Website:** (Insert relevant websites)
- **Helpline:** (Insert relevant helplines)
- **Support:** Often provide resources, training, and direct support services.

2. Mental Health Charities:

- Bullying can significantly impact mental health. Organizations like Mind offer broad mental health support and resources.
- **Website:** www.mind.org.uk
- **Support:** Provide information on various mental health conditions, including anxiety and depression, which can be effects of bullying.

3. Children and Young People's Support Services:

- Dedicated helplines and online resources for young people who are experiencing bullying.
- *Example (placeholder - replace with specific UK services):* Childline, The Mix.
- **Website:** (Insert relevant websites)
- **Helpline:** (Insert relevant helplines)
- **Support:** Confidential advice and support for children and teens.



4. Workplace Support Organizations:

- For adults experiencing bullying in the workplace, there are specific services that can offer advice on rights, policies, and reporting.
- *Example (placeholder - replace with specific UK services):* ACAS, Citizen's Advice.
- **Website:** (Insert relevant websites)
- **Helpline:** (Insert relevant helplines)
- **Support:** Guidance on workplace rights, mediation, and resolving disputes.

5. Online Safety Organizations:

- If cyberbullying is an issue, these organizations provide advice on how to report online abuse, protect privacy, and stay safe online.
- *Example (placeholder - replace with specific UK services):* UK Safer Internet Centre.
- **Website:** (Insert relevant websites)
- **Support:** Resources for reporting online harm and promoting digital well-being.

6. NHS Services:

- The National Health Service provides information and access to treatment for mental health concerns that may arise from bullying.
- **NHS Mental Health Services:** www.nhs.uk/mental-health/
- **Find NHS Talking Therapies:** www.nhs.uk/service-search/mental-health/find-an-nhs-talking-therapies-service
- **Support:** Can refer individuals to counseling, therapy, or other medical support.

7. Samaritans:

- Provides 24/7 support for anyone in emotional distress, including those overwhelmed by the impact of bullying.
- **Website:** www.samaritans.org
- **Helpline:** 116 123 (Free, available 24/7)

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