



# SAFE & SOUND

Providing you with news and updates around safeguarding, prevent and British Values

This Anti-Bullying Week, let's make a noise about bullying.



**ANTI-BULLYING WEEK 2023**

from Monday 13<sup>th</sup> to Friday 17<sup>th</sup> November

**ODD SOCKS DAY 2023**

Monday 13<sup>th</sup> November

#ANTIBULLYINGWEEK

#OddSocksDay

#MakeANoise

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Too often, we are silent when we see bullying take place, silent about the hurt bullying causes, and silent when we hear bullying dismissed as 'just banter'. It doesn't have to be this way. Of course, we won't like everyone and we don't always agree, but we can choose respect and unity.

This is one of the reasons, that 'Make a noise' has been chosen as the theme of Anti-Bullying Week taking place from **13 to 17 of November 2023**.

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- Spreading malicious rumours
- Unfair treatment
- Picking on or regularly undermining someone
- Denying someone's training or promotion opportunities
- Microaggressions (comments or actions which negatively target a marginalised group of people. They can be intentional or accidental but are still a form of discrimination as they make assumptions based on stereotypes).



"No, where are you really from?"

"That's so gay"

Microaggressions

"If I've worked from eight in the morning until nine at night on the needs of the animals in my care - the last thing I want to deal with is a whingeing assistant!"

# Bullying *Continued from page 1*

Bullying itself is not against the law, but harassment is. This is when the unwanted behaviour is related to one of the protected characteristics.

The statistics from BVA's Spring 2021 Voice of The Veterinary Profession survey also showed that just over one in five (21%) have witnessed discrimination and that most incidents of reported discrimination were carried out by colleagues (67%).

At Abbeydale, we take a zero-tolerance approach to bullying and any incidents reported to us will be fully investigated and action taken. We wish to highlight the Make a Noise theme of this year's Anti-bullying week and encourage anyone who has witnessed or feels like they are being bullied to speak out

If you are experiencing bullying or harassment, please ask for help from any member of the Abbeydale team, your manager, human resources (HR) department, or the BVNA. You could also call the ACAS (Advisory, Conciliation and Arbitration Service) helpline for advice.

## When to Contact a Bullying Hotline



## Contacts

Abbeydale:  
Kirsty 07855684730  
Sam 07711333023

National Bullying Helpline:  
0300 323 0169

BVNA Helpline:  
01279 969 281

ACAS helpline:  
0300 123 1100

Vetlife:  
0303 040 2551

## Special dates in November/December

- 12th November, DIVALI / DIWALI / DEEPAVALI

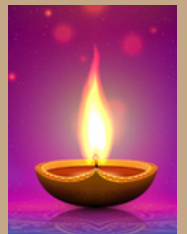
*For Hindus, this is a New Year festival lasting from one to five days, during which fireworks are set off and lights are hung out. It is a festival of light, coinciding with the darkest night of the lunar month.*

- 7th December, the First Day of Hanukkah

*Hanukkah, which is Hebrew for "dedication," is the Festival of Lights. It commemorates the victory of the Maccabees over the Syrian Greek army, and the subsequent miracle of rededicating the Holy Temple in Jerusalem and restoring its menorah, or lamp.*

- 25th December, Christmas Day

*Christmas Day celebrates the birth of Jesus, whom Christians believe to be the son of God. Gifts are given as reminders of the offerings brought to the infant Jesus, and Christmas carols, plays and evergreens are associated with this time, while nativity sets are displayed in many churches and in some homes.*



# County Lines and Cuckooing

## Can you help?

#KnowTheSigns #CountyLines

County Lines is where illegal drugs are transported from one area to another, often across police and local authority boundaries (although not exclusively), usually by children or vulnerable people who are coerced into it by gangs. The 'County Line' is the mobile phone line used to take orders of drugs. Importing areas (areas where the drugs are taken to) are reporting increased levels of violence and weapons-related crimes because of this trend.

A common feature in county lines drug supply is the exploitation of young and vulnerable people. The dealers will frequently target children and adults - often with mental health or addiction problems - to act as drug runners or move cash so they can stay under the radar of law enforcement.

In some cases, the dealers will take over a local property, normally belonging to a vulnerable person, and use it to operate their criminal activity. This is known as **cuckooing**.

How do you know if County Lines drug dealing is happening in your area?

Some signs to look out for include:

- An increase in visitors and cars to a house or flat
- New faces appearing at the house or flat
- New and regularly changing residents (e.g different accents compared to the local accent)
- Change in resident's mood and/or demeanour (e.g. secretive/ withdrawn/ aggressive/ emotional)
- Substance misuse and/or drug paraphernalia
- Changes in the way young people you might know dress
- Unexplained, sometimes unaffordable new things (e.g clothes, jewellery, cars etc)
- Residents or young people you know going missing, maybe for long periods of time
- Young people seen in different cars/taxis driven by unknown adults
- Young people seeming unfamiliar with your community or where they are
- Truancy, exclusion, disengagement from school
- An increase in anti-social behaviour in the community
- Unexplained injuries

### What to do if you have concerns

The best advice is to trust your instincts. Even if someone isn't involved in county lines drug dealing, they may be being exploited in some other way, so it's always worth speaking out.

You can speak to your local police by dialling 101, or in an emergency 999. If you would rather remain anonymous, you can contact the independent charity Crimestoppers on 0800 555 111.

## Cannabis edibles

There has been an increase in young people using edible cannabis products and experiencing the effects of overdosing due to a lack of knowledge surrounding edibles.

Edibles are food products that contain drugs, typically this is high concentration cannabis. It can be added to food through cannabis oil or infused into butter or oil used to make the food items.

Edibles can come in a wide variety of forms such as cakes, cookies, brownies, sweets, lollipops, yoghurt, or tea among others.



...continued on page 4



# Cannabis edibles continued

They can look very similar to branded products such as Haribo's, Smarties and chocolate bars. They often have a THC (the psychoactive component of cannabis) marking on the packaging like in the images. This is to highlight the fact they contain cannabis and will give the psychoactive effects of cannabis when consumed.

The concern surrounding the use of edibles, is the increased chance of overdosing on the drug, which can cause hospitalisation. This is because consuming cannabis as opposed to smoking it takes longer to feel the effects of the drug. It can usually take between 1–3 hrs for the drug to take effect when consumed, often causing users to consume more, believing the drug is not working. As an illegal drug, the amount of THC in the cannabis product also goes unregulated so it is hard to know how much is being consumed in these edible products. They are also easily available and can be bought over the internet. They can be laced with other drugs such as MDMA, this is part of the unknown danger. Any product containing THC is illegal and classed as a Class B drug.

## Further resources and support.

Adolescent Development Team - SORTED,  
sorted@hillingdon.gov.uk, 01895 250 721  
ARCH Hillingdon - 01895 207 777,  
arch.hillingdon@nhs.net

Crime Stoppers - crimestoppers-uk.org,  
0800 555 111

Frank - 0300 123 6600,  
frank@talktofrank.com,  
text – 82111

# Human Papilloma Virus (HPV)

Thirty per cent of people have never heard of HPV and 40% have a poor understanding of it, according to a YouGov poll. Yet Human Papilloma Virus (HPV) is incredibly common – 80% of people will get it at some point.

HPV infections can be spread by any skin-to-skin contact and are usually found on the fingers, hands, mouth, and genitals. It can be transmitted by sexual contact. Most of the time HPV does not cause any problems and there are no symptoms, however many cases of cervical cancer are caused by HPV.

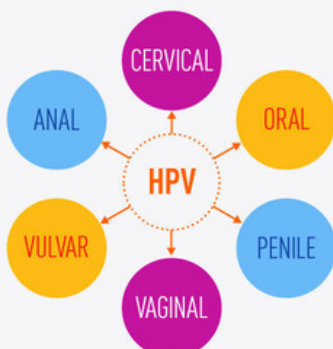
## How to protect yourself against human papillomavirus (HPV)

You cannot fully protect yourself against HPV, but there are things that can help.

Condoms can help protect you against HPV, but they do not cover all the skin around your genitals, so you're not fully protected.

The HPV vaccine protects against the types of HPV that cause most cases of genital warts and cervical cancer, as well as some other cancers. It does not protect against all types of HPV.

## HUMAN PAPILLOMAVIRUS CAN CAUSE SEVERAL TYPES OF CANCER



cancer.gov/hpv

## Testing for human papillomavirus (HPV)

HPV testing is part of cervical screening. There's no blood test for HPV.

During the cervical screening, a small sample of cells is taken from the cervix and tested for HPV.

Screening is offered to all women and people with a cervix aged 25 to 64. It helps protect them against cervical cancer.

Some sexual health clinics may offer anal screening to men with a higher risk of developing anal cancer

## Treating human papillomavirus (HPV) infections

There's no treatment for HPV. Most HPV infections do not cause any problems and are cleared by your body within 2 years.

Treatment is needed if HPV causes problems like genital warts or changes to cells in the cervix.