

## Improving Outcomes for Children and Young People in the Southern Area



## Feedback from Consultations across the Southern Outcomes Group area with actions planned



## Foreword

As Chair of the Southern Area outcomes Group I would like to thank all those who have contributed to the stakeholder events held across the Southern Area last year. In particular, those who took time from their busy day to attend one or more of these events. I especially want to thank the Locality Planning Groups who hosted an event in each of their areas.

We set out to involve as many parents, children and young people and professionals working in this area to ensure that our action plans address emerging needs as well as those issues we already know about. You will see from this report that this was very successful.

Our aim is to improve outcomes for children and young people and our focus is on early intervention. Locality Planning Groups are the front line in planning for children and young people. These local groups bring the rich data we need to make sure we are addressing children and young people's issues at an early stage. We also use statistical data to identify trends and track how well we are doing.

Over 250 attendees raised issues from their community; issues they see are a growing concern. These have been collated and are presented here alongside the actions we have put in place to make a difference.

The action plans will also be published in the coming months. We are keen to make sure you all have a place in the planning process and we aim to keep in contact with you as the action plans are rolled out. We recognise that everyone from Government to local communities and especially children and young people and parents themselves have a role to play in the planning process and in helping to make the changes necessary for successful outcomes.

I look forward to your continuing input over the life of these action plans.

Paul Morgan

Director Children's Services, Southern Health and Social Care Trust  
**Chair, Southern Area Outcomes Group**

## Introduction

Six major stakeholder events have taken place over the past eight months organised by the CSP Team and Locality Planning Group Chairs on behalf of the Southern Outcomes Group. Over 250 parents, professionals, politicians and children and young people from across the Southern area took part in the locally based events.

The purpose of the series of events was to:-

1. Raise awareness of the CYPSP process with the wider public and political constituencies.
2. Encourage greater involvement from children, young people, parents, communities and organisations not already involved.
3. Gather information regarding emerging needs in relation to improving outcomes for children and young people.
4. Inform the development of the NI Children and Young People's Plan 2014-18 and in particular the local actions set out in the action plans of the Southern Outcomes Group and the Southern Locality Groups.
5. To strengthen linkages and communication between the CYPSP membership, Outcomes Groups, Locality Planning Groups, Family Support Hubs and Parent Reference Groups.







Each event was hosted by a Locality Planning Group and Family Support Hub in the area and was attended by members of the CYPSP and Southern Outcomes Group as well as local parents, Teachers, Principals and politicians. The Events focused on different themes depending on the emerging needs identified by the local groups. Presentations from each event and further information about the model of outcomes based planning and how to be involved and have your voice heard can be found on our website at [www.cypsp.org](http://www.cypsp.org)

The following report sets out the issues raised in each of the events and how they have influenced the local action plans.

## Southern Area Outcomes Group

The Southern Area Outcomes Group is a sub group of the Children and Young People's Strategic Partnership (CYPSP). All sub groups of the CYPSP have membership from across the statutory, voluntary, community and BME sectors with input from children and young people and parents where possible.

The overall aim of the work of the Partnership and its sub groups is to make improvements in outcomes for children and young people. The Government has set out what the important overarching outcomes are:-

-  Being Healthy
-  Enjoying, Learning and Achieving
-  Living in Safety and with stability
-  Experiencing Economic and environmental wellbeing
-  Contributing positively to community and society
-  Living in a society which respects their rights

The Southern Area Outcomes Group is now compiling its second Action Plan. The input from the Stakeholder Events has greatly influenced this Plan and those of the Locality Planning Groups which will be issued in September. The information collected has contributed to a further refinement of the Outcomes specifically for this area. Actions against each of these outcomes will be finalised and published in September 2015.

<b>Outcome 1</b>	Children and young people will have the best start in life and enjoy good health and well being
<b>Outcome 2</b>	Parents/carers children and young people are supported to understand the importance of and to attend and fully participate in education and training
<b>Outcome 3</b>	Children and Young People will experience good relations/equality and diversity
<b>Outcome 4</b>	Children and young people are safe, confident and enjoy good emotional well being
<b>Outcome 5</b>	Children and young people live in supported families. Parents/carers receive the help and support they need to empower them to parent
<b>Outcome 6</b>	Better co-ordination and collaboration across agencies in the Southern area

## Group Discussion

Participants who attended the CYPSP Stakeholder events took part in a group discussion and were asked “How can we work better together to improve Outcomes for Children and Young People?” From these discussions the following key themes emerged:

### *Family Support Database:*

- Improved promotion of Family Support Database through local Schools, GP’s, Churches, chemist etc.
- Greater use of the Family Support NI website
- Better promotion of events and service provision

### *Greater networking opportunities:*

- More events to share information and to increase awareness of services e.g. parenting evenings at schools etc.
- Opportunities for the public to engage with local agencies and more networking events for agencies to meet with one another.
- Increased awareness of CYPSP and building links with other agencies and groups
- Explore opportunities for inviting a wider audience to events including Gateway Social Workers, Health Visitors and representatives from Education Sector.

### *Improved working relationships and communication both within and between organisations:*

- Health and Social Care Trust, Health and Social Care Board and Education Board - need for a closer working relationships
- Better communication and links with schools and better relationships between SELB and Primary Schools
- Responsibility of all agencies to communicate with partners around interventions/services
- Sharing good practice among agencies e.g. Parenting NI and Sure Start to link up

### *CYPSP - Better promotion of this partnership and what work it is involved in*

- Encourage membership on Locality Planning Groups.
- Locality Planning groups are excellent for partnership working.

### *Family Support Hubs*

- Greater knowledge and understanding of the Family Support Hubs and what happens at each stage of the process

- Greater awareness among Education, Health and Welfare professionals of the service and process involved
- Liaise with SENCOS who work with special needs children to promote Family Support Hubs

#### *Communication with both Parents and Young People*

- Similar events to this for local parents/networking with parents
- Importance of listening to Young People and their needs
- Sensitivity is needed when communicating with parents and children

#### *Improve information distribution to the public to help clarify entitlements*

- Information sharing about parenting programmes - Public Health Agency investing a lot of money into parenting programmes
- Basic information could be displayed on posters in GP surgeries and on leaflets given out by health visitors, Sure Start and school nurses.
- More acknowledgement of the role of Sure Start for community based early learning intervention/multi-agency approach.

#### *Address concerns around families missing out on services due to their postcode and families being left “stranded” when a service ends*

- Some projects only cover particular postcodes and therefore families who are not in those areas miss out.
- There needs to be greater continuity of services for families if a staff member leaves, so families won't be left “stranded” without support.

#### *Help reduce stigma attached to using Social Services and seeking help*

- Try to reduce fear/stigma of “social services” for families
- Normalising early intervention - reduce the stigma of accessing these services.

#### *Work for the benefit of everyone's needs*

- Look at marginalised groups – ensuring that their needs are being heard and addressed
- Examine representation on groups – is membership reflective of the local community e.g. Traveller community, children and young people with disabilities, LGBT community, Young Carers etc.

#### *Additional Comments*

- Need for more capacity building and sustainability
- Elected representatives - need to be more involved and accountable, need to know what's going on in their community.

## Banbridge Stakeholder Event - 15 April 2014

Over 40 local parents, elected representatives and professionals attended the Banbridge event in the Town Hall. Ryan Donaghey, Joint Chair of the Banbridge Locality Planning Group welcomed those in attendance and set out, from the Locality Group's perspective, the key needs within the Banbridge Area. Paul Morgan, Chair of the Southern Outcomes Group described the emerging issues for the Outcomes Group and what they had found from their work about the issues for children and young people across the Southern area.



### Emerging Needs/Issues Raised

- 🌀 Inspiring young people in relation to volunteering, education and employment
  - Need to engage and inspire 16 - 17 year olds including young entrepreneurs
  - Influencing Business: bring in businesses and encourage taking on young people
  - More centres/opportunities for young people who do not respond well to mainstream schooling
  - Children completing standard curriculum with Special Educational Needs who have no basic life skills
  - Volunteering is important – initiative with the social investment fund – 1 year of work experience
  
- 🌀 Health & Wellbeing - addressing Physical and Mental Health of Young People
  - Importance of looking at the holistic well-being of a child
  - Promotion of healthy lifestyles/nutrition and physical activities
  
- 🌀 Increasing young people's access to services
  - More drop-in facilities for teenagers.
  - Young People have recreation needs - a safe place to hang out e.g. a skate park.
  - Rural isolation: no broadband – difficult to reach families/ public transport/ opportunities to engage or interact.
  - Local towns – empty bars but nowhere to go in the evenings for cup of tea/socialise e.g. Tin House, Portadown

- Support for children and young people with disability/additional needs

#### Mental Health

- Mental Health – positive promotion regarding importance of good mental health – losing the stigma;
- Availability of services – early intervention; awareness for parents – importance of positive connections with parents.

#### Domestic Violence

- Young girls aged 17 under influence of older men – violence/groomed for sexual favours. Having the confidence to say no. Encouraging healthy relationships

#### Cyber Safety/Bullying

- Cyber bullying – Presentations have been done in schools - indecent images being received by some young people via mobile phones – where does a young person go to/who do they turn to if they receive such an image and they have accessed it by mistake?
- Use of social media/computer games; technology impact on the world – loss of social skills and poor mental health. How can we manage this better? Possible restrictions on time/monitoring and managing usage.
- Controlling nature of Young boys with their girlfriends - young woman not being aware that this is a form of abuse

#### Knowledge of Family Support Services

- Ante-natal programmes – perfect opportunity to engage with families; making the most of these initial connections
- Childcare costs/working tax credits – ensuring information is being shared with families. Issues facing working parents both financial and emotional. Greater need for affordable childcare.
- Free family therapy – there are families ready to engage
- Try to take the fear/stigma of social services away for families – the Family Support Hub referrals will go via Social Services in case there is a child protection concern
- Parenting courses for men
- Newcomer families – isolation and uncertainty about engaging with services/the community



## South Armagh Stakeholder Event – 20 May 2014



The South Armagh event was hosted in conjunction with Woman and Family Health Initiative and was held in Mullaghbawn Community Centre.

Una Walsh, Chair of the South Armagh Locality Planning group welcomed those in attendance. The afternoon session incorporated an information fair with stall holders from a range of local services.

### Emerging Needs/Issues Raised

#### Rural area

- Rural Isolation
- Lack of transport - door to door transport is an issue. Community transport service has been reduced. Parents may not have a car.
- Lack of broadband/mobile network coverage is a big disadvantage especially to parents missing out on services online.
- Underage Driving

#### Newcomer families

- Newcomer families - isolation and uncertainty about engaging with services and the local community; children with no English – isolation

#### Physical Health

- Dental Issues – impact of poor diets and Dental staff no longer go into schools
- Greater promotion of health lifestyles/nutrition and physical activities
- Activities: no provision for 6 - 10 year olds/12 - 13 year olds
- Meigh/Killeavy GAC - cost of activities

#### Special Educational Needs

- Support for children and young people with disability/additional needs
- Children completing standard curriculum with SEN's who have no basic life skills
- Stress level of teachers dealing with children with complex needs

- Lack of autism support in Primary Schools
- Motor skills – delay for some children.
- Specialists, such as Occupational Therapists, coming into schools but not following up.

#### Family life/Links with school

- School referring families to FSH, SVP and food banks.
- Blended families in South Armagh
- Separated families project - so that children and parents can meet others who are experiencing the same separation
- Structure in school not always replicated at home
- Specific work with fathers/grandparents and traveller families needed
- At schools, newsletters are sent home informing parents about issues going on at school, may not be passed on.
- Lack of Pre-school/nursery provision

#### Harm to self and others

- Self-harm
- Domestic violence – more outreach support is needed.
- Cyber bullying – indecent images being received by some young people via mobile phones? Who do they turn to?

#### Mental Health

- Mental health issues among young people are being identified at school (by teaching staff) however they are refusing to attend CAMHS for appointments.
- Why don't CAMHS do school visits? Obviously young people will feel more comfortable in familiar setting.
- GP referrals/ school referrals are being made to CAMHS however little progress is being made
- Early intervention – for some kids, there is a delay in this taking place. Some parents might be in denial of their child's needs.
- School Counsellors – Secondary schools mainly. Pupil Personal Development Service will come into schools on request
- Lack of support from outside agencies for primary schools

#### Unemployment

- Unemployment/youth unemployment and implications of this

## Armagh Stakeholder Event – 27 May 2014



An audience of over 45 attendees comprising professionals, Principals and politicians came together in the Market Place Theatre to discuss the services currently available to support children and young people and how these can be improved in the future.

Paul Morgan, Chair of the Southern Outcomes Group described the emerging issues for the Outcomes Group and what they had found from their work with children and young people across the Southern Area.

Pauline Leeson, CiNI and member of the CYPSP set out the strategic direction of the Partnership, focusing on early intervention and joined up planning and commissioning.

### Emerging Needs/Issues Raised

#### BME Families

- Support for BME families
- Children presenting at school with reduced language skills
- Attendance at school – resources and time needed for newcomer children e.g. children can be off school for a month at a time

#### Work in partnership to deliver improved dental health

- Dental Issues – concerns with the impact of diet on dental health. Dental staff does not visit schools.

#### Whole Family Approach – improving Health and Lifestyle

- Parents need to spend more quality time with their children (Parent and Child Project)
- Hidden Harm – to be extended to provide support to young people with siblings as well as parents who abuse substances.
- More support and resources to support children and families with services locally
- Good practice with Makaton – potential to involve parents

- Better co-ordination of information to and from schools especially around a child's needs and services identified
- Access to services to deal with emotional well-being and mental health problems
- Local college has concerns regarding the selection of participants, especially those with mental health problems.
- Counselling needed in schools both primary and post-primary
- Transport provision – cost in rural area creates a barrier to accessing school and social activities

#### Increase awareness of Internet and Social Media

- Awareness training for young people and families - can we use social media to interact with parents and young people.

#### Children with a disability – lack of services for young people with a mild/moderate learning disability

- Must ensure 'disability' is kept on the agenda of the Locality Planning Group
- Lack of summer scheme provision – costs are very high
- High percentage of young people who are NEET have a disability – encourage young people into post school provision including work based training and volunteering and to engage in employment and training.

#### Domestic Abuse/Sexual Exploitation

- Sexual exploitation/abuse of young women in Care system (12 – 16 years)
- Domestic Abuse – hidden harm

## Dungannon and Rural Dungannon Stakeholder Event – 2 June 2014

Julie Bolton welcomed over 40 parents, professionals and teachers from the Dungannon area to this event held in Ranfurly House. Fergal O'Donnell (Rural Community Network) spoke on behalf of the Rural Dungannon Locality Planning Group and described the issues arising for Children and Young People in both Dungannon and Rural Dungannon area and he spoke about the challenge of membership in the Rural Dungannon area.



Paul Morgan, Chair of the Southern Outcomes Group highlighted the emerging issues for Outcomes Group and what they had found from their work with children and young people across the Southern Area.

### Emerging Needs/Issues Raised

- 🌀 Bullying; however motivated
  - LGBT - hidden from view - not coming through in needs analysis. Also in relation to cyber bullying
- 🌀 Domestic Violence
  - Domestic Violence - issues in rural areas.
  - Behavioural difficulties - controlling behaviour.
  - Domestic Violence – issues in rural areas
- 🌀 Levels of Crime
  - Underage drinking (target suppliers)
  - Racist attacks on BME families/ indirect subtle racism, cultural awareness/ Hate crimes
  - Human trafficking
- 🌀 Support for Families including BME families
  - Parental Bereavement Support/ Services for children whose parents have passed away
  - More English Classes for BME Families
  - Overcrowding – one house had over 40 people living in it
  - Support for Children and Young People impacted by separation/divorce

- Child and Parent support together project (similar to NIACRO) - multi service programme - families together
- Gaps for parents in different transition phases pre-school, post primary etc. Parents are not aware of services available
- Disability – households with a disabled adult or children - Lack of activities including social befriending activities for young people with disabilities.
- Mental health: positive promotion on the importance of good mental health - losing the stigma.
- Poverty and Deprivation
- More counselling services for primary/post primary schools
- Different Dialect for sign language in the UK and ROI
- Rural Issues – access to service and isolation, transport, quality and affordable childcare in Coalisland
- Support for Children and Young People involved or affected by gambling.

#### Raising Aspirations and promoting a positive image of Young People

- Confidence building with Young People
- Lack of appropriate accommodation for single young people and one bed supported accommodation
- Body Image – Self Harm
- Young Person's Reference Group needed

#### Online Safety

- LGBT - hidden from view - not coming through in needs analysis. Also in relation to cyber bullying
- Social Media: impact on world - loss of social skills - how can we manage this better? Restrictions on time/monitoring and managing the holistic well-being of a child.
- Online reputation

## Craigavon Locality Launch and Stakeholder Event – 10 June 2014

Over 50 representatives from statutory, voluntary and community organisations and political representatives attended the joint Launch of the Locality Planning group and Stakeholder event in the Craigavon Civic Centre to discuss the services currently available to support children and young people and how these can be improved in future.




Information stands showcasing family support services, provided an opportunity for attendees to increase their knowledge of the wide variety of services available in the Craigavon area.

Paul Morgan, Chair of the Southern Outcomes Group described the emerging issues for Outcomes Group and what they had found from their work with children and young people across the Southern Area.

### Emerging Needs/Issues Raised

- 🌀 Access to services and activities for Young People with a Disability
  - Personal care needs and high support needs for children with disabilities – can't access SELB as they do not provide personal care needs
  - Young people's personal development – schools identifying a gap in the need for education on inappropriate sexual behaviour for children with Learning Difficulties
  - Transport is an issue
  
- 🌀 Mental Health
  - Need for more counselling services for Primary and Post-primary children – more creative services for working with children therapeutically.
  - Social media, such as Facebook detaches family members from each other – emotional resilience may not be developed.
  
- 🌀 Cyber Safety
  - Young People left vulnerable to offending regarding inappropriate content (messages/images)
  - Social Media can be positive, but bullying is an on-going issue.

 Family Support Services and encouraging families to access these services

- Brilliant services out there, but actually encouraging those who need it most, to attend is difficult
- Offering support to the same families on a regular basis – the current generation of young parents seem to be regular service users. Why is this?
- Information about parenting programmes – PHA invested money in Parenting Programmes
- Domestic Violence – support for children living in these situations
- Behavioural Management – children violent toward parents
- Families not availing of Free School Meals
- Sure Start/Delta does not cover all areas and difficulties in meeting need. Need to be aware of alternative service
- Need help in the areas of trauma, alcohol, drugs and gambling.
- Services to support marital breakdown – free counselling.

 Improve Cultural Awareness

- Youth Club – bringing the two religions together



## Newry Stakeholder Event – 11 November 2014

Over 40 representatives from the local community, voluntary organisations and statutory agencies attended the Newry Stakeholder event held in the Sean Hollywood Arts Centre. The Lord Mayor for Newry and Mourne Council, Cllr Daire Hughes welcomed attendees to the event.



Regina Mackin from Newry and Mourne District Council provided an overview of the Newry and Mourne District Children and Young People's Strategic Alliance prior to Paul Morgan, Chair of the Southern Outcomes Group describing the emerging issues for Outcomes Group and what they had found from their work regarding children and young people across the Southern Area.

### Emerging Needs/Issues Raised

#### Mental, Emotional and Physical Health Needs

- Need for services to help support children whose parents have mental health issues
- Need for safe place for kids to play – not enough free space
- Need for support for children and young people with ADHD
- Need to reduce drugs problem
- Need to look at the problems caused by “isolation”

#### Family Support Services

- Need for education around agency referral processes for families
- Need for more education around the Family Support Hub
- Need for support for newcomer families – e.g. healthcare/Needs of BME children outside of school (e.g. homework)
- Communication problems – communities not being aware of services/agencies available to them
- Vocational subjects need to be promoted more especially for young people who are involved with the Youth Justice Agency

#### Service Providers – Capacity Building

- Agencies not reaching those who are most in need
- Need for outreach services – coming out into the community
- Need for partnership working.

## Agreed Priorities and Actions

The responses collected from the Stakeholder Events together with the statistical data collated from the CYPSP website informed discussion from which each locality group agreed the top 3 – 4 key priorities, which they will focus on addressing over the coming year. The key priorities and progress to date are outlined in the table below:

Locality Group	Key Priorities	Progress to Date
<b>Banbridge</b>	To address bullying however motivated	A draft Bullying Baseline survey has been compiled for organisations, youth groups, schools and sports clubs across the Southern Trust area to ascertain what activities have previously been organised, who the target audience was and where the gaps are in addressing bullying.
	Address Domestic Violence	A Domestic Violence and Safe Place Awareness Session has been organised for December 2015. This event will be organised in partnership with the Armagh and Craigavon LPGs.
	Improve the Mental and Physical Health of Children, Young People and Families	Exploring innovative ways of engaging young people who abuse alcohol and drugs.
	Inspiring Young People	An Employability and Volunteering Fair will be organised in partnership with the local schools and Business in early 2016.
<b>South Armagh</b>	To address bullying however motivated and to increase parents' and young people's knowledge on online safety	A draft Bullying Baseline survey has been compiled for organisations, youth groups, schools and sports clubs across the Southern Trust area to ascertain what activities have previously been organised, who the target audience was and where the gaps are in addressing bullying.
	To promote the emotional, mental and physical well-being of Children and Young People	Exploring opportunities for an Information Showcase Event where the LPG can update stakeholders on the progress and to enable organisations to promote the services and support available to children, young people and families in the local area.

Locality Group	Key Priorities	Progress to Date
	To increase dental registrations and to improve dental health of Children and Young People	Work in partnership with Sure Start South Armagh to host a Tooth Fairy Event in South Armagh.
	To promote a positive image of Young People	South Armagh LPG has agreed to highlight the positive contribution made by local children and young people through bi-monthly articles published on the CYPSP and Locality Member websites.
<b>Armagh</b>	Raise Awareness of Support services for children, young people and families	<p>Armagh LPG hosted a very successful Family Fun and Information Event in the TMAC Centre, Keady in November. Over 200 Children and parents attended the event which included exhibitors from the Fire Service, Armagh City, Banbridge and Craigavon Council, PSNI, ArKe Sure Start, BCM and NICMA.</p> <p>An Employability and Volunteering Fair was organised for young people from the Armagh area/Keady in October 2015. Over 250 young people attended the Fair.</p>
	Behaviour issues of Children/Young People. Gaps in services to signpost these Young People to. Mapping session to be carried out.	
	<p>Support services for children with disabilities and their families. Emotional well being support needs of young people with disabilities.</p> <p>Challenging Attitudes and informing people of disability (through awareness raising sessions).</p>	<p>Disability awareness raising sessions planned for May/June 2016.</p> <p>Music Therapy sessions ongoing.</p>
<b>Craigavon</b>	Keeping Safe: Addressing issues impacting young people	A Domestic Violence and Safe Place Awareness Session has been organised for December 2015. This event will be organised in partnership with the Armagh and

<b>Locality Group</b>	<b>Key Priorities</b>	<b>Progress to Date</b>
	including Legal Highs, Trafficking, Domestic Violence	Banbridge LPGs. A draft Bullying Baseline survey has been compiled for organisations, youth groups, schools and sports clubs across the Southern Trust area to ascertain what activities have previously been organised, who the target audience was and where the gaps are in addressing bullying.
	Improve Educational Attendance Rates and Educational Achievements	To liaise with Education Welfare Officer regarding how we can work in partnership to help improve attendance rates.
	Promote Cultural Awareness	Liaising with Council's Good Relations Unit regarding co-hosting a number of smaller cultural awareness events in partnership with local schools
<b>Dungannon</b>	Address Bullying	A draft Bullying Baseline survey has been compiled for organisations, youth groups, schools and sports clubs across the Southern Trust area to ascertain what activities have previously been organised, who the target audience was and where the gaps are in addressing bullying.
	Address Domestic Violence	A Domestic Violence Awareness Session was held in September 2015 in Dungannon with 22 frontline staff in attendance.
	Support for families (including BME Families)	Southern Outcomes Group is undertaking a Pilot Programme in Coalisland which will focus on supporting families to ensure children attend school.
<b>Rural Dungannon</b>	Reduce the levels of Children and Young People experiencing Domestic Violence	A Domestic Violence Awareness Session was held in September 2015 in Dungannon with 22 frontline staff in attendance.
	Address areas of Crime	Identifying key crime areas within Rural Dungannon area and liaising with PSNI/PCSP regarding addressing these issues.
	Examine the particular needs of Families at risk of Rural Isolation	A response to the Childcare Strategy Consultation was submitted highlighting the childcare needs of families living within the Rural Dungannon area.

<b>Locality Group</b>	<b>Key Priorities</b>	<b>Progress to Date</b>
	Address Bullying (however motivated)	A draft Bullying Baseline survey has been compiled for organisations, youth groups, schools and sports clubs across the Southern Trust area to ascertain what activities have previously been organised, who the target audience was and where the gaps are in addressing bullying.