

Stalking in the Workplace

Suzy Lamplugh Trust

**LIVE
LIFE
SAFE**

suzy lamplugh
trust

**NATIONAL
STALKING
HELPLINE**

0808 802 0300

Who was Suzy Lamplugh?



- Estate agent
- 25 years old
- Appointment at 1pm, 28th July 1986, with 'Mr Kipper'
- Disappeared (presumed murdered)
- 6:45pm, manager reported Suzy missing to police
- Declared dead in 1993

Suzy Lamplugh Trust

- Reducing the risk of violence and aggression through campaigning, education and support
- Pioneering personal safety as a life skill and a public policy priority since 1986

Campaigning

- National Stalking Consortium
- National Stalking Awareness Week
- Taxi and minicab safety

Education

- Workplace training & consultancy (4,000 workers a year)
- Personal safety workshops with young people

Support

- National Stalking Helpline (responded to 4,300 contacts last year; over 23,000 since inception)

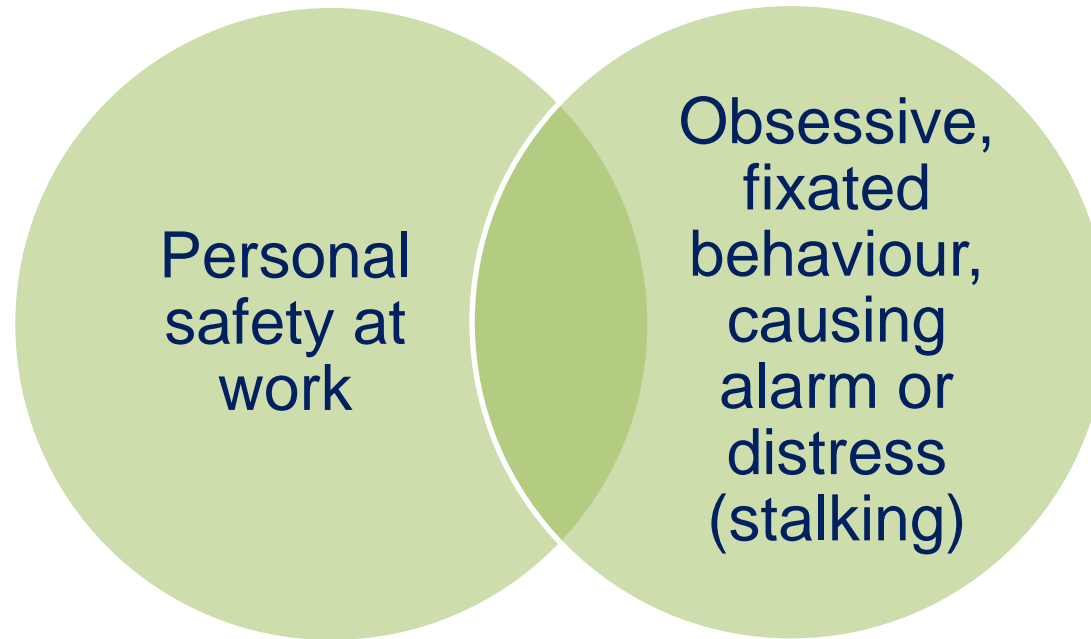


What is stalking?

A pattern of fixated and obsessive behaviour which is intrusive and causes fear of violence or engenders alarm and distress in the victim.

Stalking behaviour is unwanted, persistent, and it is almost always carried out (or orchestrated by) one individual towards another individual

Personal safety at work and stalking



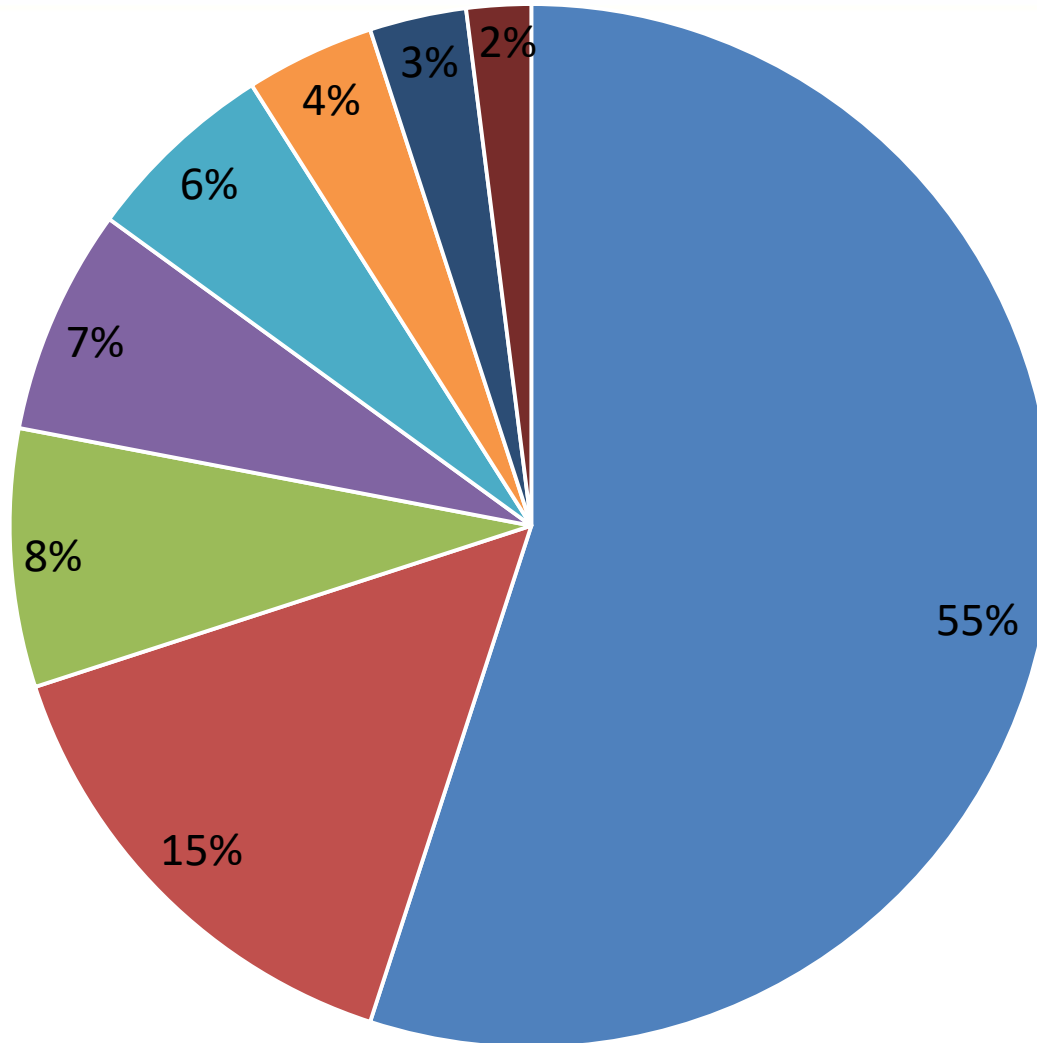
Risk from:

- Partners / ex-partners
- Members of the public – victims / clients, suspects, witnesses
- Colleagues
- Strangers – risk potentially increases for those with a public profile

Who is stalked?

- 1 in 5 women and 1 in 10 men in UK will be stalked in their lifetime. It is as pervasive as domestic abuse (CSEW 2017)
- 80% of our callers are women (SLT 2017)
- An estimated that 1,144,602 adults in England and Wales experienced stalking that year (CSEW 2017)
- Of those who contact us, over 94% of those who are stalked are by someone they know (SLT 2017)

Relationship of stalker to victim



■ ex-intimate partner
■ neighbour

■ acquaintance

■ colleague/ex-colleague

■ friend/ex-friend

■ stranger

Stalking Behaviours

Stalking Behaviour	Percentage of clients reporting	Stalking Behaviour	Percentage of clients reporting
Social Networking sites	28.11%	Letters	8.57%
Text messages	28.03%	Vexatious complaints	7.04%
Phone calls	26.42%	Gifts	5.90%
Visit house/work	22.29%	Criminal damage	3.66%
Third party contact	20.20%	Physical assault	3.46%
Emails	19.65%	Threaten suicide	3.03%
Harassment	18.16%	Spying	2.99%
Threats	15.96%	Hacking technology	2.91%
In/Through workplace	10.38%	Break in	1.77%
Following	12.70%	Death threats	1.77%
Loitering	9.59%	Use of tracking device	1.57%
Other	9.16%	Sexual assault	1.34%
Watching	9.16%	Revenge Porn	1.10%

Note: Stalking in/through the workplace data was only collected for a portion of 2016/17, so we have estimated the likely prevalence to compare against full year data

Stalking at work: recurrent themes

- Disruption – professionally and personally
 - Victims may be late, anxious, distracted, or have unexplained absences or changes in performance
- Distress and alarm
- Vexatious complaints / litigation – reputational damage
- Dozens of incidents before report – up to 100
- Culture of acceptance – in some professions stalking is seen as ‘part of the job’
- Colleagues also targeted or contacted to gain information

Also affected...

- 1 in 4 stalkers also target the victim's children
- 1 in 3 stalkers target the family and friends of the victim
- **1 in 5 stalkers contact the work colleagues of the victim**
- On average, 21 other individuals were directly affected in each case

(Sheridan, 2005)

Tracey Morgan



Tracey Morgan

- Tracey was stalked by a colleague for eight years
- Tracey's stalker:
 - installed listening devices in her sofas
 - stole items from her home
 - followed her
 - stole her keys and copied them to access her property
 - made silent phone calls and sent unsigned cards
 - tried to arrange for someone to kill her husband
- This had a devastating impact on Tracey's life causing her to move home and end her marriage
- Tracey's employer told her "to be mature about it"
- Tracey campaigned alongside Diana Lamplugh for the Protection from Harassment Act 1997

- Stalked by a colleague who:
 - sent emails, including threatening ones, birthday cards and letters,
 - would stare at her at work events,
 - monitored her via her work calendar,
 - made malicious reports to the police
- Management did not block his access to her calendar or email but told WP they had instructed him not to look at these – this turned out not to be true
- Stalker sent WP a get well card at home while she was on sick leave, plus emails revealing he had got her details from work
- Senior management relocated WP to stalker's office despite her complaints
- Ultimately the stalker left the workplace for other reasons, but WP didn't feel safe or supported

Is stalking an employer responsibility?

The Health and Safety at Work act 1974

Employers have a legal duty under this Act to ensure, so far as it is reasonably practicable, the health, safety and welfare at work of their employees.

The Management of Health and Safety at Work Regulations 1999

Employers must consider the risks to employees (including the risk of reasonably foreseeable violence); decide how significant these risks are; decide what to do to prevent or control the risks; and develop a clear management plan to achieve this.

Management & HR training

- Understanding stalking
- How to support staff experiencing stalking
- How to intervene if a member of staff is accused of stalking
- How criminal law and employment law differ

Top tips

- Have a organisational policy
- Make training mandatory for managers and HR
- If stalking is disclosed or suspected:
 - Ask sensitively, take it seriously
 - Support & safeguard – including others at risk
 - Seek specialist advice & risk assessment
 - Take practical steps

How we can help



**A GUIDE FOR
EMPLOYERS
ON DEALING
WITH STALKING
IN THE
WORKPLACE**

The National Stalking Helpline is run by Suzy Lamplugh Trust, registered charity 802567
Calls to the Helpline are confidential and free from most telephone networks

 @TalkingStalking  www.facebook.com/stalkinghelpline

Stalking in the Workplace: a guide for employers, downloadable from our website

The National Stalking Helpline can:

- Give tailored advice and risk management guidance
- Offer casework and advocacy to victims of stalking
- Provide case consultancy with professionals
- Deliver training and organisational consultancy – both to agencies supporting stalking victims and to organisations wanting to keep their staff safer

For more information...



www.suzylamplugh.org
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