



Sporting Stars Academy

Female Genital Mutilation Policy

	<u>Agreed by the Directors:</u>	<u>07</u>	<u>09</u>	<u>2016</u>
	<u>Reviewed:</u>	<u>28</u>	<u>06</u>	<u>2017</u>
	<u>Reviewed:</u>	<u>19</u>	<u>06</u>	<u>2018</u>
	<u>Reviewed:</u>	<u>16</u>	<u>09</u>	<u>2019</u>
	<u>Reviewed:</u>	<u>10</u>	<u>11</u>	<u>2020</u>
	<u>Reviewed:</u>	<u>30</u>	<u>06</u>	<u>2021</u>
	<u>Reviewed:</u>	<u>25</u>	<u>07</u>	<u>2022</u>
<u>Review Date:</u>		<u>July 2023</u>		
<p><u>Signed:</u></p> <p>Signed.....</p> <p style="text-align: center;">(Director of Premises, Recruitment & Public Relations)</p> <p>Signed.....</p> <p style="text-align: center;">(Director of Business, Finance & Enterprise)</p> <p>Signed.....</p> <p style="text-align: center;">(Headteacher/Director of Curriculum and SENCO)</p>				

FGM (Female Genital Mutilation) has been a criminal offence in the UK since 1985. In 2003 it also became a criminal offence for UK nationals or permanent UK residents to take their child abroad to have female genital mutilation.

Female Genital Mutilation (FGM) is illegal in the UK. It is a severe form of child abuse and violence against women and is therefore a safeguarding issue. FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons.

The FGM mandatory reporting duty is a legal duty provided for in the FGM Act 2003 (as amended by the Serious Crime Act 2015). The legislation requires regulated health and social care professionals and teachers in England and Wales to make a report to the police where, in the course of their professional duties, they either:

- Are informed by a girl under 18 that an act of FGM has been carried out on her; or
- They observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18.

Although there are **NO** circumstances in which a teacher, school staff member or social worker should be examining a girl. It is possible that a teacher or school staff member may overhear a conversation or be informed by the students, their friend/s that FGM may have taken place. In such circumstances, the teacher or school staff member must make a report under the duty, but should **NEVER** conduct any examination of the child.

It should be noted that:

The duty does not apply in relation to at risk or suspected cases or in cases where the woman is over 18. In these cases local safeguarding procedures should be followed. Guidance on handling such cases is available in the multi-agency guidance on FGM and working together to safeguard children.

Prevention and Reporting

Members of staff must follow the school's normal safeguarding procedures; including reporting to the school's designated safeguarding lead immediately on the day they have a concern. A professional should continue to have regard for their wider safeguarding responsibilities, which requires consideration and action to be taken whenever there is any identified risk to a child, whether in relation to FGM or another matter.

School staff can play a key role in protecting girls from FGM.

If you think a girl is at risk of FGM or that FGM may have taken place you must report it immediately as you would any other form of child abuse.

1. You must inform the Headteacher who will contact the Safeguarding /Child Protection lead and Local Authority Advisor. If you cannot contact the Headteacher you must contact the Safeguarding /Child Protection lead and Local Authority Advisor
2. A referral must be completed to children's social care.
3. In urgent cases, contact children's social care and the police direct on 101 where you explain that you are making a report under the FGM mandatory reporting duty.

- **It is essential that the young person's parents are not spoken to before a referral is sent to children's social care.**
- **A full risk assessment will be conducted and any decision to contact the young person's parents will be made jointly by children's social care and police.**

Key Points:

- It is not a religious practice but a cultural practice
- Occurs mostly to girls aged from 5 – 8 years old; but up to around 15
- Criminal offence in UK since 1985
- Offence since 2003 to take girls abroad
- Criminal penalties include up to 14 years in prison

Reasons for this cultural practice include:

- Cultural identity – An initiation into womanhood and social acceptance
- Gender Identity – Moving from girl to woman – enhancing femininity and fertility
- Sexual control – reduces the woman's desire for extra-marital sex
- Hygiene/cleanliness – un mutilated women are regarded as unclean and not worthy of marriage

Risk Factors include:

- low level of integration into UK society
- mother or sister who has undergone FGM
- girls who are withdrawn from PSHE
- a visiting female elder from the country of origin
- being taken on a long holiday to the family's country of origin
- talk about a 'special' event or procedure to 'become a woman'

High Risk Time

This procedure often takes place in the summer, as the recovery period after FGM can be 6 to 9 weeks but any holiday period poses a risk. Schools should be alert to the possibility of FGM as a reason why a girl in a high risk group is absent from school. The family may or may not request an 'authorised absence'. Although, it is difficult to identify girls before FGM takes place, where girls from these high risk groups return from a long period of absence with symptoms of FGM, advice should be sought from social services or the police.

Signs that FGM may have occurred:

- Prolonged absence from school with a noticeable change in behaviour on return
- difficulty walking, sitting or standing
- spend longer than normal in the bathroom or toilet
- Asking to be excused from PE or swimming
- Reluctance to undergo normal medical examinations
- Asking for help, but may not be explicit about the problem due to embarrassment or fear.

Longer Term problems include:

- difficulties urinating or incontinence
- frequent or chronic vaginal, pelvic or urinary infections
- menstrual problems & infertility
- cysts and abscesses
- pain when having sex
- complications during pregnancy and childbirth
- emotional and mental health problems

USEFUL RESOURCES

- **Female Genital Mutilation: Multi-Agency Practice Guidelines**
<https://www.gov.uk/government/publications/female-genital-mutilation-guidelines>
- **Online Home Office eLearning Toolkit which includes case studies**
<https://www.fgmelearning.co.uk/>
- **Addressing FGM in schools, PSHE Association** <https://www.pshe-association.org.uk/content.aspx?CategoryID=1193>
- **NSPCC FGM** <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/female-genital-mutilation-fgm/legislation-policy-and-guidance/>
- **NSPCC FGM Helpline** 0800 800 5000 & available factsheet
- <https://www.forwarduk.org.uk/violence-against-women-and-girls/female-genital-mutilation/>
- **Petals** <http://petals.coventry.ac.uk/>
- **Orchid Project** https://www.orchidproject.org/about-fgc/impacts-of-fgc/?gclid=EAlaIQobChMI7M762t387AIVrIBQBh1QaAgvEAAYASAAEgKjBvD_BwE
- **Save the Children** https://www.savethechildren.org.uk/what-we-do/health/fgm?cid=pse-gpfgmpaid_A17038001-go_001-1Z42679CY&ppc=true&matchtype=b&s_keyword=%2Bfemale%20%2Bcircumcision&adposition=&gclid=EAlaIQobChMI7M762t387AIVrIBQBh1QaAgvEAAYAAEgJl3_D_BwE&gclsrc=aw.ds

- **FGM Film** <https://www.youtube.com/watch?v=2XdHwHGJHck>
- **Home Office: Mandatory Reporting of Female Genital Mutilation- procedural information:** https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/573782/FGM_Mandatory_Reporting_-_procedural_information_nov16_FINAL.pdf

FGM Helpline

The Female Genital Mutilation Helpline is a UK-wide service. It operates 24/7, and is staffed by specially trained child protection helpline counsellors who can offer advice, information, and assistance to members of the public and to professionals. Counsellors will also be able to make referrals, as appropriate, to statutory agencies and other services.

The helpline can be contacted on: 0800 028 3550 and emails sent to fgmhelp@nspcc.org.uk

You should also contact the Foreign and Commonwealth Office if you know a British national who's already been taken abroad.

Foreign and Commonwealth Office

- Telephone: 020 7008 1500
- From overseas: +44 (0)20 7008 1500

For Children and Young People

FORWARD (Foundation for Women's Health Research and Development) is the leading African women-led organisation working to end violence against women and girls.

Concerned FGM will happen to you or someone you care about?

If you are worried that you or someone you care about (such as a friend or little sister) may be at risk of undergoing FGM – IT IS OK TO TELL SOMEBODY. FGM is not allowed in the UK so professionals have a duty to step in and stop FGM happening in the first place. You can:

- Call FORWARD on **0208 960 4000**. Leave us a message if we can't get back through to us first time – we WILL get back to you. You can also email us on support@forwarduk.org.uk
- Tell a trusted adult in your life – it might be that you are unsure about telling a family member. You can also tell your teacher, doctor (GP) or any other adult you trust.
- You can call the police on 999. They have a duty to stop FGM happening if they can.
- You can call ChildLine on 0800 1111

You may feel torn if you have promised to keep something secret or are worried about getting people in trouble. It is important to remember that the health and safety of all girls is the most important consideration. If you are feeling unsure what to do, please call FORWARD for non-judgemental advice.

Further Information

Local	
<p>Call: Stoke-on-Trent Safeguarding Children Partnership Children's Advice & Duty Service (CHAD) – 01782 235100 (8:30am – 6pm) Emergency Duty Team (After 6pm and weekends) 01782 234234 Staffordshire Police 999 for an emergency or 101</p>	<p>Call: Staffordshire Safeguarding Children Board (SSCB) SSCB: 0800 1313126 option 1 then option 5 to speak to a social worker The Emergency Duty Service: 0345 604 2886 Mobile: 07815 492613 Staffordshire Police 999 for an emergency or 101</p>

National
<p>National Society for the Prevention of Cruelty towards Children (NSPCC) https://www.nspcc.org.uk/preventing-abuse/ Telephone Number 0808 800 500 Child line – 0800 1111 Child Exploitation Online & Protection Centre (CEOP) The Child Exploitation and Online Protection (CEOP) Centre is part of the National Crime Agency (NCA) and can apply the full range of policing powers in tackling the sexual abuse of children. https://www.ceop.police.uk/safety-centre/</p>

Staff Training Log

Staff Name	Completed Y/N	Latest Training completed:	Attended Y/N
Emma Tench	Y	July/August 2022	Y
Robin Hulbert	Y	July/August 2022	Y
Shane Tudor	Y	July/August 2022	Y
Hayley Leggott	Y	July/August 2022	Y
Michelle Simonds	Y	July/August 2022	Y
Dylan Bath	Y	July/August 2022	Y
Adam Munir	Y	July/August 2022	Y
Daniel Glover	Y	July/August 2022	Y
Daniel Hill	Y	July/August 2022	Y
Ann Bebb	Y	July/August 2022	Y
Alex Meechan	Y	July/August 2022	Y
Ashley Miller	Y	July/August 2022	Y
Stephen Tudor	Y	July/August 2022	Y

Policy Review Procedures

This policy will be reviewed annually by the Head teacher and should be read in conjunction with all other policies. Particular reference should be made to the school's Safeguarding Policy