

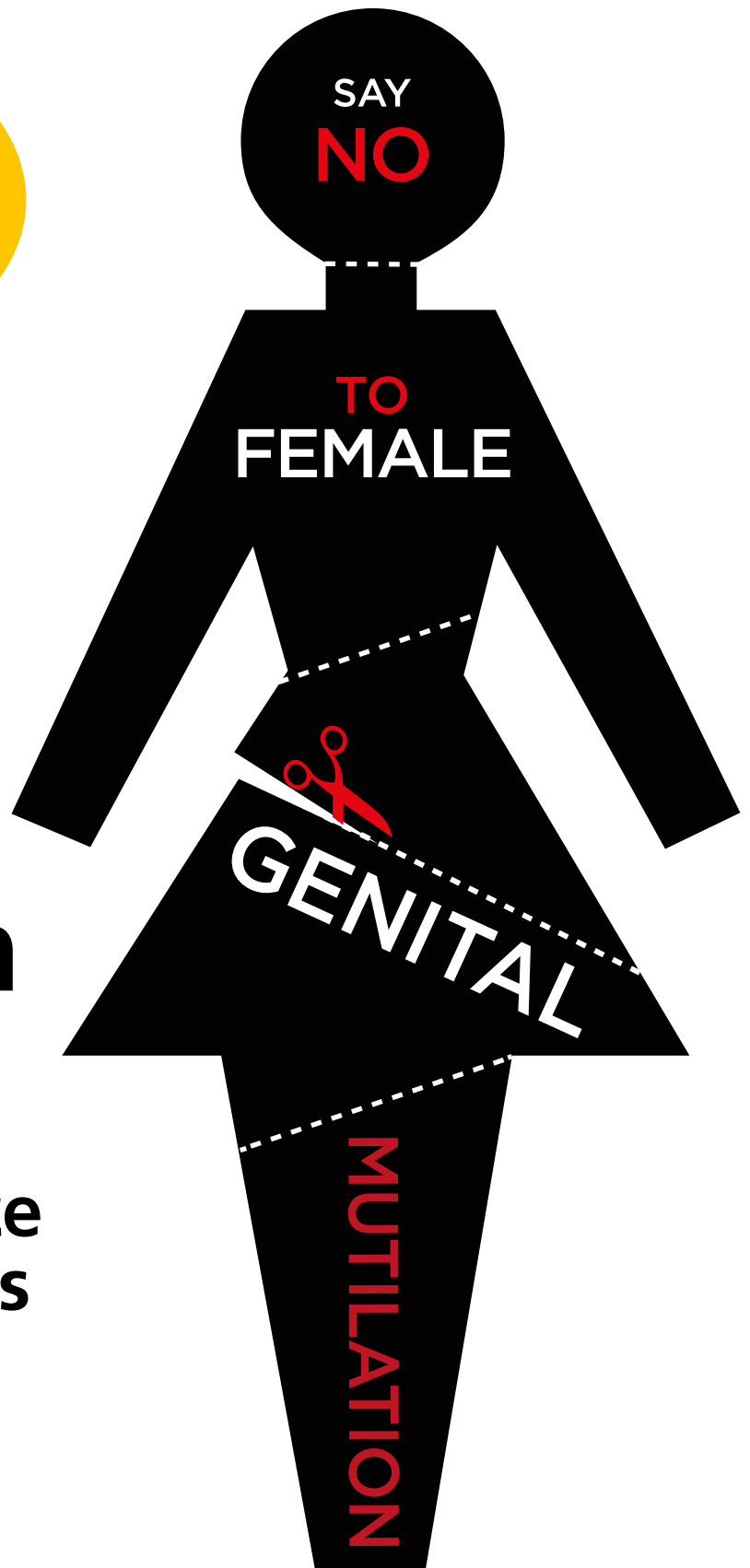
**"FGM should be stopped worldwide within this generation"**

David Cameron,  
Prime Minister at the Girls  
Summit 2014

# Female Genital Mutilation (FGM)

## Practical Guidance for Ealing Schools

September 2015



Children's Services



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## Foreword

Dear Colleagues,

Action taken in schools to promote the welfare of children and protect them from harm is widely recognised as everyone's responsibility.

This guidance has been produced to promote the practical steps a school can take to make sure that everyone - including pupils, parents and staff - knows about Female Genital Mutilation (FGM) and can play their role in safeguarding girls and young women from FGM.

FGM is illegal in the UK and is considered to be a form of child abuse. Due to the nature of Ealing's population, this is considered to be a high risk area and one where all partners need to play a particularly pro-active role in protecting girls from harm. Schools are well placed to play a central part in protecting girls from FGM.

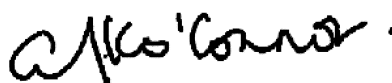
You will not be alone in this. Protecting and supporting girls and young woman at risk from FGM is a key priority for the British Government, Ealing Council and for the Ealing Safeguarding Children Board. The Home Office intend to publish updated multi-agency guidance on FGM by the end of the year. Locally FGM is integrated into the Ealing Violence Against Women and Girls Strategy. It is also a priority in the 2015-17 Ealing Safeguarding Children Board strategy.

We hope you find the guidance helpful. Your feedback would be welcome, and can be emailed to **HealthySchools@ealing.gov.uk**

Yours Sincerely



Judith Finlay  
Director, Children & Families



Michael O'Connor  
Independent Chair, ESCB

## Aim of the Guidance

Female Genital Mutilation (FGM) is child abuse and against the law. It is a form of gender-based violence and causes serious physical and emotional harm.

**The Female Genital Mutilation Act 2003 makes it illegal to help, support or arrange for FGM to be performed on a girl in the UK. It also forbids taking a girl outside the UK to have FGM.**

Schools have an important dual role in tackling FGM – firstly in identifying and responding to potential or actual cases, and secondly in raising awareness about FGM and its affects among pupils, staff and parents.

However, staff in schools may have little or no experience of dealing with FGM. Coming across FGM for the first time could generate strong feelings and staff may be shocked, upset or feel helpless and unsure of how to respond appropriately to ensure that a girl or young woman is protected from harm.

This guidance aims to provide all staff, including the head teacher, designated child protection lead, senior leaders and pastoral staff with important information that will enable them to fulfil their statutory safeguarding duty with regards to FGM in school.

It also aims to raise awareness of FGM and provide details of a 'whole school approach to FGM' that schools can adapt and use to ensure a clear, thorough and consistent approach to FGM is adopted throughout the school, which will help inform and support staff at every level.

There are three key messages all schools need to be aware of when they are considering their own approach to FGM:

1. As safeguarding is everyone's responsibility, everyone needs to know about FGM
2. A whole school response to FGM needs to involve the whole school – every member of staff, all pupils and parents
3. FGM is child abuse and requires the usual child protection response

## FGM Prevalence

There are approximately 10,000 girls under the age of 15 years who have migrated to England and Wales who are likely to have undergone FGM. In addition, approximately 60,000 girls aged 0-14 years were born in England and Wales to mothers who have undergone FGM<sup>1</sup>.

## FGM in Ealing

It is assumed that there is a high prevalence of FGM in Ealing as the borough is the 3rd most ethnically diverse borough in the country, with a significant minority of inhabitants from the Horn of Africa where FGM is widely practised. The borough of Ealing is recognised by the Metropolitan police as a FGM 'hot-spot'.

It is estimated that there are 4,475 girls in Ealing's primary and secondary schools who are at risk or may have already undergone FGM.

## National Guidance and the Law

### National guidance

'Working Together to Safeguard Children' (March 2015) provides the legislative requirements and expectations on individual services to safeguard and promote the welfare of children. The guidance states that whilst the local authority plays a lead role, safeguarding children and protecting them from harm is everyone's responsibility.

The safeguarding responsibilities of school staff and the procedures to follow in relation to FGM can be found in '**Keeping children safe in education**', updated in March 2015.

The Government has published '**Multi-agency practise guidelines**' (2014) to support front-line professionals in recognising and preventing FGM. An updated version of this document will be published by the end of 2015.

The key principles from the national guidance have been referred to and included where necessary throughout this document.

<sup>1</sup> Home Office FGM e-learning 2015 [www.safeguardingchildren.co.uk/resources/female-genital-mutilation-recognising-preventing-fgm-free-online-training/](http://www.safeguardingchildren.co.uk/resources/female-genital-mutilation-recognising-preventing-fgm-free-online-training/)

## FGM and the law in the UK

### Legal framework

Under the Female Genital Mutilation Act 2003 and in the recent Serious Crime Act 2015 it makes clear that it is an offence in England, Wales and Northern Ireland for anyone (regardless of their nationality and residence status) to:

- Perform FGM in the UK or abroad
- Assist the carrying out of FGM in the UK or abroad
- Assist a girl to carry out FGM on herself in the UK or abroad
- Assist from the UK a non-UK person to carry out FGM outside the UK on a UK national or permanent UK resident.

Any person found guilty of an offence under the Female Genital Mutilation Act 2003 will be liable to a maximum penalty of 14 years imprisonment, or a fine, or both.

Anyone with parental responsibility and/or in frequent contact with a girl under the age of 18yrs will be liable to 7 years imprisonment if:

- They fail to safeguard a child against FGM
- The prosecution can prove that they were aware the child was going to undergo FGM.

### New mandatory duty to report FGM

Teachers, along with health and social care professionals, are required under a new mandatory duty in the Serious Crime Act (2015<sup>2</sup>), to report any cases of known FGM disclosed by anyone under the age of 18yrs to the police. Therefore if FGM is known, school staff should follow their school's usual safeguarding protocol and report the case to their Designated Child Protection (CP) lead. The school's Designated CP lead needs to be aware of this new mandatory duty so when referring a case to Ealing Children's Integrated Response Service (ECIRS) they must agree with the social worker how the police will be notified and make a record of who made the police report and when.

### If you

- a) Know a child under 18 has undergone FGM or
- b) Have seen physical signs that are because of FGM

**you have a legal obligation (from October 2015) to notify the police. To do this we advise you report it to your Designated Child Protection lead and they call Ealing Children's Integrated Response Service (ECIRS) on 0208 825 8000 (option 2) and together decide who will inform the police.**

## New procedural guidance

The Home Office will be issuing new procedural guidance once the mandatory reporting duty comes into force in late 2015. Information about the process for referring FGM cases will be circulated by Ealing Council in due course. Please refer to this guidance for information on what to do if you know or suspect a case of FGM until the national guidance is published.

## Background information

### What is FGM?

FGM includes all procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The procedure has no health benefits for girls and women, it doesn't enhance fertility and it doesn't make childbirth safer. It is used to control female sexuality and can cause severe short term damage with long-lasting consequences for physical and emotional health.

In some communities FGM is referred to as female circumcision, cutting or 'Sunna' (See Appendix 2). It is usually a girl's parents or her extended family that arrange for their child to undergo FGM. Families who practise FGM do not think of it as abuse. Religious, social or cultural reasons are explanations and motives given by individuals and families who support FGM. However, FGM predates Christianity, Islam and Judaism, and the Bible, Qur'an, Torah and other religious texts do not advocate or justify FGM. FGM is child abuse. It's dangerous and a criminal offence.

<sup>2</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/416323/Fact\\_sheet\\_-\\_FGM\\_-\\_Act.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/416323/Fact_sheet_-_FGM_-_Act.pdf)

## What are the different types of FGM?

There are four recognised classifications of FGM:

- **Type 1** Removal of the hood of the clitoris (sometimes called Sunnah).
- **Type 2 Excision** – removal of the clitoris with partial or total excision of the labia minora.
- **Type 3 Infibulation** – removal of the clitoris and labia minora with narrowing by stitching of the vaginal opening.
- **Type 4 All other types** of harmful traditional practises that mutilate the female genitalia.

## What are the health implications?

FGM can be extremely dangerous and can cause physical harm, injury, and sometimes death. Girls and women who have had FGM may have physical symptoms and emotional problems that continue throughout their adult lives. The effects can be devastating.

### Short term implications

- Severe pain
- Shock
- Bleeding
- Broken limbs (from being held down)
- Organ damage
- Infections including HIV, Hepatitis B and C
- Urine retention.

### Long term implications

- Difficulties urinating
- Incontinence
- Recurring kidney, urinary or vaginal infections
- Difficult or painful sex
- Complications in pregnancy or childbirth
- Mental health problems e.g. post-traumatic stress disorder or anxiety disorder
- Menstrual problems
- Cysts and abscesses
- Infertility.

## Who is at risk of FGM?

School-aged girls are most at risk as the practise is usually carried out on girls between infancy and 15 years, with the majority of cases occurring between the ages of 5 and 8 years.

**“I had a friend who was circumcised at a much older age, she was about 13 years old. She was forced to go to the room and got bombarded by four women who pinned her to the floor. This happened to her when she went on holiday; they cut her with no sewing”**

UK young woman, Forward UK.

Although primarily concentrated in 29 countries in Africa and the Middle East, FGM is a universal problem and is also practised in some countries in Asia and Latin America. Girls and young women who are affected by FGM may be British Citizens born to parents from practicing communities or they could live with their family in the UK but were born in countries that practise FGM. However, not all girls from FGM countries have undergone FGM.

Other risk indicators include any girl or young woman;

- Born to a woman subjected to FGM and/or has a sister who has already undergone FGM
- From a family that belongs to a community in which FGM is practised
- Is regularly withdrawn from PSHE or RSE.

## What to be aware of?

There are a range of potential indicators that could suggest a girl or young woman may be at risk of FGM. Individually they may not indicate risk but if there are **two or more indicators** present this could signal a risk to the girl or young woman. There are also indicators that FGM may have already taken place. Both types of indicators are listed below and are usually behaviours or actions exhibited by a girl or her parents/family.

### Behaviours/Indicators that FGM may take place soon:

- A girl talks about a special procedure/ ceremony that is going to take place
- Parents state that they or a relative will be taking the child out of the country for a prolonged period
- A girl talks about going on a long holiday to her country of origin or where the practise is prevalent
- An older female relative is visiting the UK
- A girl appears anxious or emotionally withdrawn.

### Behaviours/Indicators that FGM has already taken place:

- A girl is having difficulty walking, sitting still or standing
- A girl spends longer in the toilet than usual
- A girl spends long periods of time away from the classroom
- A girl has prolonged or repeated absence from school or activities
- There is a noticeable behaviour change on a girl's return to school (e.g. withdrawn, depressed)
- A girl talks of somebody doing something to them that they are not allowed to talk about
- A sudden decline in a girl's performance, aspiration or motivation.

## Whole school approach to FGM

### Why have a whole school approach to FGM?

A pupil who fears they may be at risk of FGM, or has undergone FGM could come to the attention of, or turn to a teacher or member of staff at school. Teachers and support staff in school are in an ideal position to identify and respond to a pupil's needs at an early stage. Having a whole school approach to FGM will ensure all school staff, including Governors, know about FGM, understand their role and responsibilities in relation to FGM and know where to go for resources, training and more information or advice.

### A whole school approach to FGM needs to include:

1. Raising awareness of all staff about FGM through training
2. Raising awareness of all pupils about FGM through PSHE or RSE lessons
3. Developing a clear safeguarding response to FGM
4. Including FGM in relevant policies
5. Engaging with parents about FGM.

### 1. Raising awareness of staff about FGM

Every member of staff, including Governors and support staff, need to know about FGM. They need to be aware of what to look for and what their response should be if they suspect or know a girl or young woman has undergone, or is at risk of FGM. They also need to be aware of the law and where they can go for further advice and support.

Whole school training is one way senior leaders and Governors can be assured every member of staff is aware of FGM and understands their role and responsibility. (See Appendix 5a).

Staff with a specific safeguarding role and/or responsibility such as the designated child protection lead, those who train other staff or lead the teaching and learning of FGM, or those who provide welfare or pastoral support to pupils and/or parents, will need to have a far greater understanding of FGM. They need to know what to do in the event of a disclosure of FGM, how staff in school can make a difference and also understand the law, especially in relation to the new mandatory duty to report FGM. Staff training is available locally and covers different levels of training needs. (See Appendix 5b).

### 2. Raising awareness of pupils about FGM

Pupils should be given the opportunity to learn about FGM in an age-appropriate way. Whole school assemblies, campaigns and curriculum time should be provided to give pupils an opportunity to explore issues which may impact on their personal safety or the safety of others.

**"I didn't want to talk about it [FGM].....but when I found out the information I found more confidence to go out there and tell people. You can't be shy about it because you know you're stopping a bad thing and you might save your little sister. Now I know the information I am more confident to speak out"**

Young Somali male,  
(FORWARD 2009)

Working with the school council and/or key pupils who are interested in the issue (both boys and girls) could be instrumental in raising awareness amongst young people and changing perceptions about the practise.

### PSHE and Relationship and Sex Education (RSE)

One of the most sustainable ways of promoting the safety of girls and young women and seeking to prevent FGM is to make it a key component of the school's PSHE curriculum. This can be done within or as part of Relationships and Sex Education (RSE) or as part of a topic on personal safety.



Lessons that include FGM need to be age-appropriate. In **Primary school** the lesson could help them understand the term 'FGM' and use the NSPCC 'Underwear Rule' to reinforce personal safety. At **Secondary School** lessons could include opportunities for discussions about cultural attitudes relating to FGM, how to protect themselves or others from the risk of abuse, knowing where to access help if they are worried or concerned, as well as what FGM is and the different types.

For more detailed information of age appropriate FGM lesson ideas, what to include at each of the key stages and where to go for resources and lesson plans go to [www.egfl.org.uk](http://www.egfl.org.uk) and see Appendix 4.

### Whole School Campaign

The 6th February is the United Nations 'International Day of Zero Tolerance for FGM'. A whole-school campaign in the lead up to the day could be followed by an assembly to raise awareness among the whole school community about FGM and its impact.

### 3. Developing a clear safeguarding response to FGM

A whole school approach to FGM needs to include clear procedures that are developed, understood and effectively implemented by everyone.

Every member of staff must know what to do and where to go if they suspect a girl is at risk of FGM or a girl discloses they have undergone FGM.

Health professionals who might provide one to one support for pupils and/or support the delivery of the school's relationship and sex education programmes in schools should also ensure that their practise is in line with the school's perspective on FGM.

#### Safeguarding procedure

Staff need to be encouraged and supported to take allegations, disclosures, prolonged absences and their own gut reactions seriously. Whilst it isn't the duty of staff to investigate possible or probably FGM cases, they do have a duty to refer known cases to their designated child protection lead who has a legal duty (from October 2015) to refer a case the police by calling Ealing Children's Integrated Response Service (ECIRS) together decide who will inform the police.

### What is the appropriate response?

The appropriate response to FGM is to always follow the schools' usual child protection procedures to ensure the girl or young woman is protected and supported.

Anyone who thinks a child is in immediate danger of FGM should call ECIRS, although in most cases staff will initially share their concerns with their Designated CP lead who will then need to call ECIRS on 0208 825 8000 option 2. Together the CPD lead and social worker will need to decide who will inform the police. If there is any indication that a child is at risk of FGM or it is suspected that she has undergone FGM, or she has expressed fear of reprisals or violence the information should also be shared with ECIRS immediately.

#### Mandatory duty to report FGM

The school's Designated CP lead needs to be aware of this new mandatory duty coming into effect from October 2015. So when referring cases to Ealing Children's Integrated Response Service (ECIRS) they must agree with the social worker how the police will be notified and make a record of this decision.

### 4. Including FGM in relevant policies

A whole school approach to FGM needs to include clear policies that are developed through consultation with staff, pupils and parents and are understood and effectively implemented by everyone. The school's relationship and sex education policy should include teaching about FGM and specific reference should be made to FGM within attendance, safeguarding and child protection policies.

#### Relationship & Sex Education (RSE) policy

The Department for Education stipulates that schools should have an up-to-date RSE policy, and Governors have a statutory duty to ensure that this policy is in place. With regards to FGM, this needs to include:

- Information on why sensitive issues, such as FGM, are being taught
- What content will be taught and why
- What training will be provided to school staff to prepare them to teach about FGM effectively.

### **Attendance policy**

It is known that girls are taken out of school during what can traditionally be termed the 'cutting season', which is typically prior to, or including, the summer holiday. Alternatively it could also be during the Christmas holiday.

A school's attendance policy should therefore include FGM as an unacceptable reason for;

- pupils being taken out of school outside of school holidays
- a prolonged absence from school.

Details of how parents will be informed of this policy needs to be considered and made clear to them.

The staff protocol, to follow the school's usual child protection procedures to ensure the girl or young woman is protected and supported, should also be included.

### **Safeguarding policy**

The school's safeguarding policy should specifically include a section on FGM with details of the law and local safeguarding procedures that staff are expected to follow.

It is important all school staff are aware of this expectation and have received training about why FGM is important. They need to know what to do if they suspect or know a girl has had, or could undergo FGM.

## **5. Engaging with parents about FGM**

Schools frequently provide information to parents regarding health and well-being and are therefore ideally placed to raise parents' awareness about FGM. This includes making sure parents know that FGM is illegal and that the relevant authorities are actively tackling the issue both nationally and locally. This knowledge alone may deter families from having FGM performed on their children and save girls and young women from harm.

Some ideas of how to engage with parents about FGM include:

- An awareness raising session for parents about FGM and safeguarding
  - o As part of the RSE workshops for parents
  - o During a parent drop in session with the school nurse
- Parents' forum discussion about how to engage with all parents about FGM
- Downloading and displaying/ distributing the Ealing FGM Partnership's leaflet that accompanies this guidance <https://www.egfl.org.uk/services-children/female-genital-mutilation-fgm>

When engaging with parents from practicing communities, it is worth remembering the other terms used to denote FGM which can be found in Appendix 2. Additional resources that could be used when working with parents around FGM can be found in Appendix 4.

## Appendix 1 - Whole school FGM checklist

This checklist is designed to help you self-assess your Whole School Approach to FGM so that you can see which elements need reviewing or developing.

Whole School FGM checklist	Date	Yes	No
<b>Policy</b>			
FGM is included in the following policies: <ul style="list-style-type: none"> <li>• RSE</li> <li>• Safeguarding</li> <li>• Attendance</li> </ul>			
<b>Staff</b>			
Every member of staff has received training about FGM			
All members of staff are confident about what to do if they have concerns or receive information about possible or probable FGM			
The Designated Child Protection Lead has received specialist training on FGM			
All PSHE/RSE teachers have received training to teach about FGM?			
The Designated Child Protection Lead knows what to do if they have concerns or receive information about known, possible or probable FGM			
<b>Parents</b>			
Every parent has been invited to attend a parent awareness raising workshop about FGM (can be part of wider safeguarding workshop)			
Head teacher and Governors have informed parents about FGM and the law			
Head teacher and Governors have informed parents about the whole school approach to FGM			
<b>Pupils</b>			
All year 6 and 7 pupils have attended a PSHE/RSE lesson and received a leaflet about FGM			
All pupils know where to go if they have concerns about FGM			
<b>Safeguarding</b>			
All staff, including support staff and Governors are aware of the safeguarding protocol to follow if they know or suspect FGM?			
The Designated Child Protection Lead is aware of the new mandatory duty to report all known cases of FGM?			
They know how to do this?			

## Appendix 2 - Terms used to denote FGM in different communities

Country	Term used for FGM	Language	Meaning
Egypt	Thara Khitan Khifad	Arabic Arabic Arabic	Deriving from the Arabic word 'tahaar' meaning to clean/purify Circumcision - used for both FGM and male circumcision Deriving from the Arabic word 'khafad' meaning to lower (rarely used in everyday language)
Ethiopia	Megrez Absum	Amharic Harrari	Circumcision/cutting Name giving ritual
Eritrea	Mekhnishab	Tigreigna	Circumcision/cutting
Kenya	Kutairi Kutairi was ichana	Swahili Swahili	Circumcision - used for both FGM and male circumcision Circumcision of girls
Nigeria	Ibi/Ugwu Sunna	Igbo Mandingo	The act to cutting - used for both FGM and male circumcision Religious tradition/obligation for Muslims
Sierra Leone	Sunna Bondo/Sonde  Bondo  Bondo  Bondo	Soussou Temenee  Mende  Mandingo  Limba	Religious tradition/obligation for Muslims Integral part of an initiation rite into adulthood - for non-Muslims Integral part of an initiation rite into adulthood - for non-Muslims Integral part of an initiation rite into adulthood - for non-Muslims Integral part of an initiation rite into adulthood - for non-Muslims
Somalia	Gudiniin Halalays  Qodiin	Somali Somali  Somali	Circumcision used for both FGM and male circumcision Deriving from the Arabic word 'halal' i.e. 'sanctioned'-implies purity. Used by Northern and Arabic speaking Somalis Stitching/tightening/sewing refers to infibulation
Sudan	Khifad  Tahoor	Arabic  Arabic	Deriving from the Arabic word 'khafad' meaning to lower (rarely used in everyday language) Deriving from the Arabic word 'tahaar' meaning to clean/purify
Chad - the Ngama Sara subgroup	Bagne Gadja		Used by the Sana Madjingaye Adapted from 'ganza' in used Central African Republic
Guinea-Bissau	Fanadu di Mindjer Fanadu di Omi	Kriolu Kriolu	'Circumcision of girls' 'Circumcision of boys'
Gambia	Niaka Kuyango  Musolula Karoola	Mandinka Mandinka  Mandinka	Literally to 'cut/weed/clean' Meaning the 'affair' but also the name for the shed built for initiates Meaning 'the woman inside/ that which concerns women'

## Appendix 3 - FGM support for schools

### National support for schools:

#### NSPCC

FGM helpline. Free, anonymous and accessible 24/7  
Call 0800 028 3550  
Email [fgmhelp@nspcc.org.uk](mailto:fgmhelp@nspcc.org.uk)

#### PROJECT AZURE

Metropolitan Police Department for FGM  
Call 020 7161 2888

#### FORWARD

The leading UK organisation for information on FGM  
Call 020 8960 4000  
Email <http://www.forwarduk.org.uk>

### Local support for schools:

#### 1) General support

##### Ealing Health Improvement Team

Find out about staff INSETs, whole school training and curriculum resources:  
Call 020 8825 7656/7707  
Email [HealthySchools@ealing.gov.uk](mailto:HealthySchools@ealing.gov.uk)

##### School nurse – duty desk

Ealing, Acton & Hanwell  
020 8383 8756

Southall  
0203 313 7886/7880

Northolt, Greenford & Perivale  
0203 313 7518/7520

#### 2) Safeguarding advice and support:

##### Ealing Children's Integrated Response Service (ECIRS)

Refer known/possible/probable FGM case, or talk with a social worker about your concerns:  
Call 020 8825 8000 option 2

##### Ealing Local Authority Designated Child Protection Officer

Talk with the Designated Child Protection Officer for Ealing Council about your concerns:  
Call 020 8825 8930

##### Ealing Local Authority Child Protection Advisers

Talk with Child Protection Advisers for Ealing Council about your concerns:  
Call 020 8825 8268/9332/9316/6404

#### 3) Awareness raising & training:

##### Ealing Safeguarding Children Board Training

Call 020 8825 8274  
Email [ESCBTraining@ealing.gov.uk](mailto:ESCBTraining@ealing.gov.uk)

##### Ealing Safeguarding Prevention Series for Schools

Call 020 8825 7656/7707  
Email [HealthySchools@ealing.gov.uk](mailto:HealthySchools@ealing.gov.uk)  
Register <http://www.ealingcpd.org.uk>

#### 4) Health and well-being support for parents

##### Acton African Well Women Clinic

Provides information, advice and counselling for parents  
Call 020 8383 8761

## Appendix 4 – Additional resources

### General resources

- The Ealing FGM Partnership Group FGM developed an **FGM leaflet** that can be downloaded and printed via <https://www.egfl.org.uk/services-children/female-genital-mutilation-fgm>.
- The Home Office **FGM health passport** provides information about the health implications of FGM as well as the law and indicators. It can be downloaded and/or hard copies ordered from [www.gov.uk/government/publications/statement-opposing-female-genital-mutilation](http://www.gov.uk/government/publications/statement-opposing-female-genital-mutilation)
- FORWARD and the Muslim Council of Britain have produced a **FGM leaflet** on 'FGM and Islam' which can be downloaded from [www.forwarduk.org.uk/wp-content/uploads/2014/12/FGM-Islam-Leaflet.pdf](http://www.forwarduk.org.uk/wp-content/uploads/2014/12/FGM-Islam-Leaflet.pdf)
- **The London Safeguarding Children Board** have developed a **FGM Resource Pack**. It contains detailed information about FGM, and guidelines on how to spot victims of abuse or girls at risk. There is also advice and information to help professionals discuss the issue with parents and children. Download the pack for free from <http://www.londonscb.gov.uk/fgm/>
- **The Home Office** has launched a **free online training package** dealing with female genital mutilation (FGM), developed with Virtual College. It will give teachers and other professionals the training they need to help them identify and assist girls who are at risk of FGM. Find out more at <http://www.trainingpressreleases.com/news/virtual-college/2014/home-office-intensifies-fight-against-fgm-with-free-online-training>

### Resources for schools

- Integrate Bristol have developed both a **Primary & Secondary school resource pack** which includes activities, DVDs and lesson plans for you to download and use to plan lessons to raise awareness about FGM with pupils as part of PSHE or RSE. Get these free resources from [www.integratebristol.org.uk/resources/](http://www.integratebristol.org.uk/resources/)
- **Ealing Grid for Learning** has a page dedicated to FGM which includes this new guidance; safeguarding protocol and advice; teaching and learning resources; training opportunities; and useful contacts. Go online to find out more at <https://www.egfl.org.uk/news/2015/05/counter-terrorism-duties-what-schools-need-know>

## Appendix 5 - Staff Training

### A) Whole School training on FGM

What?	Facilitator	Who for?	Content	Time	How to book
Whole school staff INSET on FGM (includes whole school pack)	Health Improvement Team (HIT)	All school staff	What is FGM? Roles & responsibilities Policy and procedures	1 hour + whole school pack	Contact Sonita Pobi, Health Improvement Officer
Statutory Safeguarding	Tom Galvin	All school staff	Brief overview of FGM as part of generic safeguarding session	1.5 hour	Advertised on CPD online, arranged through Tom Galvin

### B) Specialist staff training on FGM

What?	Facilitator	Who for?	Content	Time	How to book
FGM briefing as part of the 'New Safeguarding Prevention series'	HIT	Any schools staff including CP Leads; PSHE Co-ordinators; SENCO/Inclusion; LM; SMSAs; Pastoral staff	Thorough introduction to FGM & schools: Risk indicators Recognise Report/Refer Roles & Responsibilities	2 hours	CPD online
How to respond to FGM?	ESCB	Any professional working with children	Thorough introduction to FGM	2 hours	ESCB
Safeguarding children in diverse & faith communities	ESCB	Any professional working with children	FGM is covered as part of this session	Full day	ESCB

### E-learning tool for all professionals who work with children and young people

The Home Office have developed a FGM e-learning training packaged that provides an overview of FGM and focuses on professionals' safeguarding responsibilities in FGM cases. School staff with a

specific safeguarding role or responsibility should be encouraged to undertake this accredited course by registering and completing the online training programme at <https://www.fgmelearning.co.uk/> They will be able to use the self-assessment tool as evidence in their professional development portfolio.

