



## DRET Female Genital Mutilation Policy

### Introduction

FGM is a collective term for all procedures which include the partial or total mutilation of the external female genital organs for cultural or other non-therapeutic reasons. Legislation making FGM illegal has been in place for many years. It is known that children are subjected to this procedure both in the UK and overseas. It is not an acceptable practice and is a form of child abuse under UK law.

Policy			
Version	Date Approved by Trustees	Date Released to Academies	Next Review Date
V1.0	28 June 2016	1 September 2016	January 2018

## 1. Purpose

1.1 As from January 2013 Ofsted have included FGM in their “Inspecting Safeguarding” briefing for Inspectors. Annex 4 contains questions and information about FGM for inspectors.

1.2 Below are excerpts from this document;

### ANNEX 4. FEMALE GENITAL MUTILATION

“....Designated senior staff for child protection in schools should be aware of the guidance that is available in respect of FGM, and should be vigilant to the risk of it being practised. Inspectors should be also alert to this when considering a school’s safeguarding arrangements, and where appropriate ask questions of designated staff. Key questions could include:

- Are designated senior staff for child protection aware of the issue and have ensured that staff in the academy are aware of the potential risks?
- How alert are staff to the possible signs that a child has been subject to female genital mutilation or is at risk of being abused through it?
- Has the academy taken timely and appropriate action in respect of concerns about particular children?”

## 2. Procedure

2.1 As a school any disclosure must follow general Safeguarding disclosure guidelines. If staff feel a girl may be at risk of FGM they should speak to the Designated Safeguarding Officer or Deputy DSP who have undergone the accredited Home Office e-learning unit.

2.2 Indications that a child is at risk of FGM:

- The family comes from a community that is known to practice FGM - especially if there are elderly women present.
- In conversation a child may talk about FGM.
- A child may express anxiety about a special ceremony.
- The child may talk or have anxieties about forthcoming holidays to their country of origin.
- Parent/Guardian requests permission for authorised absence for overseas travel or the academy becomes aware that absence is required for vaccinations.
- If a woman has already undergone FGM – and it comes to the attention of any professional, consideration needs to be given to any Child Protection implications e.g. for younger siblings, extended family members and a referral made to Social Care or the Police if appropriate.

## 3. Resources

3.1 The Department for Education website;

<http://www.education.gov.uk/schools/pupilsupport/pastoralcare/childprotection/a0072224/safeguarding-children-from-female-genital-mutilation>

3.2 The designated safeguarding lead will review this policy at least every year and assess its implementation and effectiveness.

3.3 This policy does not form part of any employee's contract of employment. The Trust may alter or adapt this policy, and any components of it, at any time provided it notifies the Chair of the Local Governing Bodies.