

Yeading Infant and Nursery School



Female Genital Mutilation (FGM) Policy

September 2019

Female Genital Mutilation FGM

Yeading Infant & Nursery School recognises Female Genital Mutilation (FGM) as a safeguarding issue, and an illegal and abusive practice.

Yeading Infant & Nursery School will fully comply with HM Government guidelines and the law to take every possible step to ensure that no HMS student is subjected to FGM.

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the serious crime Act 2015) places a statutory duty upon **teachers** along with regulated health and social care professionals in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies.

Teachers must personally report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has a good reason not to, they should also still consider and discuss any such case with the school designated safeguarding lead/safeguarding team and involve children's social care as appropriate. FGM Fact sheet the following is a useful summary of the FGM mandatory reporting duty: [FGM Fact Sheet](#)

- ✚ A supportive environment will be created by the circulation and display of appropriate materials which take account of the anxiety levels of our students, to inform and educate about FGM and agencies which can provide help and support
- ✚ All staff will receive training about FGM as part of their ongoing CPD. The implications of FGM and other illegal practices related to particular BME communities such as forced marriage will be specifically addressed in relation to young people with ASD as well as the wider context.
- ✚ The school's safeguarding officer(s) will be fully aware of the issues relating to FGM and the procedure to follow should there be concerns a student is at risk of the practice
- ✚ All efforts should be made to establish the full facts at the earliest opportunity, however, **it is not the role of teachers to investigate allegations of abuse and all referrals should be made in accordance with the relevant safeguarding children guidance. These referrals will usually be to children's social care or the police.**

Staff should:

- ✚ Talk about FGM in a professional manner
- ✚ Explain FGM is illegal in the UK
- ✚ Inform police and social services even if it is against the wishes of the victim
- ✚ Activate local and national safeguarding procedures and protocols
- ✚ Ensure the victim is aware of the health consequences and encouraged to seek medical help

- ⚡ Liaise with the school's safeguarding officer(s)
- ⚡ Refer to medical, counselling and support groups
- ⚡ Ensure that safeguarding and protection is considered for other family members

If a Pupil stops attending school and FGM is suspected a referral must be made to the local authority where the young person is resident.

Last Review Date: **Sept 2019**

Staff member responsible: Mrs Rupinder Kaur Ahluwalia, Head Teacher

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Next Review Date: **Sept 2020**

Signed by Chair of Governors:  P.P.V.V.L.

