

Policy Review

This policy will be reviewed in full annually

The policy was last reviewed and agreed by Adam Russell, Head of Quality on 17th July 2018. It is due for review in August 2019

Aim of Policy

To ensure the Academy is a safe learning environment for all learners and to stop child abuse and a form of Violence against Women and Girls (VAWG) who are victims of Female Genital Mutilation (FGM).

The British Academy of Jewellery believes equality and diversity is integral to our inclusive curriculum, creative innovation, national reputation and the richness of Academy life. We are committed to providing an environment that promotes safety, positive wellbeing, equality and celebrates diversity. This contributes to sustaining an accessible and inclusive environment for all learners, staff, alumni, governors, visitors, community and commercial partners that we engage with.

BAJ's learner body includes people aged 16 years + from ethnically, socially and economically diverse backgrounds. The age and profile of our learners make it crucial to be involved in the FGM strategy.

FGM is part of a Government initiative to develop a – safer environment to prevent Violence against Women and Girls (VAWG)

The FGM strategy seeks to

Female genital mutilation (FGM) is a collective term for procedures, which include the removal or injury of part or all of the external female genitalia for cultural or other non-therapeutic reasons. The practice can be very traumatic and can cause immediate and long-term physical and mental health problems. It is also known as female genital cutting, female circumcision or initiation.

FGM is a criminal offence. It is child abuse and a form of violence against women and girls (VWAG – Strategy 2017 – 2020). FGM is illegal in the UK.

FGM and Safeguarding

FGM is part of safeguarding at BAJ. The policy and procedures are well established and well understood by staff. Both are kept in a central location for quick access and reference. Reports which contain concerns raised under FGM are presented to the Safeguarding Team and the Senior Management Team on a weekly basis.

A Co-ordinated Strategy

Holts Academy has been working on a range of initiatives which supports the FGM Strategy:

- Mission & Values steering groups
- Equality & Diversity Champions
- Learner Voice Activities and Council
- Safer recruitment
- Employer Forums
- Learner Engagement and Enrichment
- Continuous staff development training
- Staff and learner inductions

Links to other policies and documents

Responding to FGM will require reference to other relevant guidance, policies and procedures. These will include policies and procedures relating to:

- Safeguarding Children and Vulnerable Adults
- Learner Charter
- Learner Handbook
- Admissions Policy
- Attendance & Punctuality Policy
- Health and Safety Policy
- Equality and Diversity Policy
- Bullying and Harassment Policy
- ICT Users Policy
- Employee Handbook

Classification

- It is classified into four major types by the World Health Organisation:
- Type 1 – Clitoridectomy: partial or total removal of the clitoris and, in rare cases, only the prepuce.
- Type 2 – Excision: partial or total removal of the clitoris and the labia minora, with or without excision of the labia majora.
- Type 3 – Infibulation: narrowing of the vaginal opening through the creation of a covering seal, by cutting and repositioning the inner or outer labia with or without removal of the clitoris.
- Type 4 – Other: all other harmful procedures to the female genitalia for non-medical purposes, e.g. pricking, piercing, incising, scraping and cauterising the genital area.

The practice is medically unnecessary, extremely painful and has serious health consequences, both at the time when the mutilation is carried out and in later life. To provide an ethos which upholds core values of shared responsibility and wellbeing for all learners, staff and visitors and promotes respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, commitment, integrity and innovation including equality and diversity, democratic society, learner voice and participation
- Creating Equality & Diversity champions across the Academy staff, learners, community and business partners
- Building staff and learner understanding of the issues and confidence to deal with them
- Deepening engagement with local communities
- Actively working with local schools, local authorities, police and other agencies
- A designated senior manager to implement the PREVENT Duty Risk Action plan with effective consultation from the Local Authority and Police PREVENT leads, safeguarding consultants e.g. NSPCC, Islington Safeguarding Children Board and the Camden HE/FE PREVENT Coordinator
- A senior duty officer and system to manage critical incidents, respond to tensions on or off the Academy training sites which might impact upon staff, learners and/or public safety

Indications

That FGM has taken place:

- Prolonged absence from college with noticeable behaviour change – especially after a return from holiday.
- Spend long periods of time away from the class during the day.
- A student who has undergone FGM should be seen as a child protection issue and referral would be completed and their local authority MASH team would be informed immediately.

That a female 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 the student may talk about FGM.
- A student may express anxiety about a special ceremony.
- The student may talk or have anxieties about forthcoming holidays to their country of origin.
- Parent/Guardian requests permission for authorised absence for overseas travel or you are 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.
- for younger siblings, extended family members and a referral made to Social Care or the Police if appropriate.

If we have concerns that students in our Academy are at risk or victims of Female Genital Mutilation then we will sensitively and informally ask the family about their planned extended holiday ask questions like;

- Who is going on holiday with the student
- How long they plan to go for and is there a special celebration planned?
- Where are they going?
- Are they aware that the school cannot keep their child on roll if they are away for a long period?
- Are they aware the FGM including Sunna is illegal in the UK even if performed abroad?

If we suspect that a student is a victim of FGM you may ask them;

- Your family is originally from a country where girls or women are circumcised – Do you think you have gone through this?
- Has anything been done to you that you are not happy about?
- Do you want to talk to someone who will understand you better?
- Would you like support in contacting other agencies for support, help or advice?

The statements above are for guidance only and women and girls subjected to FGM should be dealt with sensitively and individually.

Training

All Safeguarding staff members and Governors receiving Prevent and FGM awareness training once a year from the City of London Prevent officers. Training is provided for new

staff as part of the staff training programme and is part of the whole Academy safeguarding and child protection training plan

- Providing FGM training to employers which will enable the Academy to further embed practice from across our stakeholders
- Training for class representatives once in post to raise their awareness of key factors And / or concerns
- Promoting safeguarding and FGM at learner inductions and distributing promotional literature to raise awareness

Managing Risks and Responding to Events

To ensure that the Academy monitors risks and is ready to deal appropriately with issues that may arise, this will be achieved through:

- Circulate and display materials about FGM
- Display relevant information (for example, details of the NSPCC's Helpline and appropriate black and minority ethnic women's groups)
- Ensure that a private telephone is made available should students need to seek advice discreetly
- Inform colleagues/raise awareness of the issues around FGM – as well as including appropriate training in continuing professional development
- Supporting and encouraging staff to develop and use the skills required to Safeguard females who are victims and at risk of FGM appropriately
- Develop learning/ expert coaches, delivery staff and class representatives who will have the knowledge, skills and confidence to lead debates about controversial issues
- Responding appropriately to events in local, national or international news that may impact on learners and communities
- Ensuring measures are in place to minimise the potential for suffering from acts of FGM within the Academy
- Creating an infrastructure and embedding processes and resources that will help to respond appropriately to FGM cases reported within the Academy
- Referrals being made to Social Services (a process which supports people who have suffered from or at risk of FGM acts) should go through the Designated Safeguarding Person (DSP) who will refer to Social Services if appropriate.
- Referring immediate causes for concern, where appropriate to our local Police Forces in London and Birmingham for a young person under the age of 18. Anyone found guilty of committing a FGM offence faces a maximum penalty of 14 years in prison.

Further information on warning signs that FGM may be about to take place, or may have already taken place, can be found on pages 16-17 of the Multi-Agency Practice Guidelines, and Chapter 9 of those Guidelines (pp42-44), which focuses on the role of Colleges and schools.

Actions

The United Nations addresses FGM as violation of human rights. In the UK FGM is a criminal offence and a harmful form of child abuse. It is illegal to practice in the UK and/or anyone involved in taking girl outside of the UK to have FGM carried out will be punished under the FGM act 2003 and Serious Crime Act 2015. City of London Borough follows a comprehensive approach comprising prevention, punishment, enforcement, support and protection measures to safeguard young girls from FGM.

If staff have a concern they should activate local safeguarding procedures via the MASH, using existing national and local protocols for multi-agency liaison with police and children's social care. When mandatory reporting commences in October 2015 (see below) these

procedures will remain when dealing with concerns regarding the potential for FGM to take place. Where a Tutor / Professional discovers that an act of FGM appears to have been carried out on a girl who is aged under 18, there will be a statutory duty upon that individual to report it to the police.

Mandatory Reporting Duty

Section 5C of the Female Genital Mutilation Act 2003 (as inserted by section 75 of the Serious Crime Act 2015) gives the Government powers to issue statutory guidance on FGM to relevant persons. Once the government issues any statutory multi-agency guidance this will apply to colleges and schools.

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) will place a statutory duty upon teachers¹, along with social workers and healthcare professionals, 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 – it is likely that discovery will be made by disclosure by the student, parent or otherwise. These cases **must be referred to police** (via the local CAIT team or by calling 101). **Immediate reporting is required if FGM has been performed recently, and in historical cases, reporting must take place within one month.**

Mandatory reporting duty will commence in October 2015. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the school's designated safeguarding lead and involve children's social care as appropriate.

References:

- ❖ Multi-Agency statutory guidance on Female Genital Mutilation
- ❖ <https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>
- ❖ Mandatory Reporting of Female Genital Mutilation – procedural information and additional resources
- ❖ <https://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information>
- ❖ <https://www.gov.uk/government/publications/fgm-mandatory-reporting-in-healthcare>

- ❖ FGM Risk and Safeguarding Guidance for professionals DoH -
www.gov.uk/government/uploads/system/uploads/attachment_data/file/418564/2903800_DH_FGM_Accessible_v0.1.pdf
- ❖ NSPCC FGM Helpline: 0800 028 3550
- ❖ www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/female-genital-mutilation-fgm