

Female Genital Mutilation

1. Purpose and content

The purpose of this appendix of the College Safeguarding Policy is to provide a clear set of guidelines to staff regarding the actions they must take if they become aware that female genital mutilation has been performed, or is planned to be performed, on a female.

The College Safeguarding Policy has been developed in line with statutory guidance and the locally agreed inter-agency procedures put in place by the Stockton Local Safeguarding Children Board and the Teeswide Safeguarding Adults Board. The policy applies to all learners and all staff (including agency and hourly paid staff) irrespective of anyone's position or role in the College, together with Governors and any workers who are at the College on a voluntary/placement/other professional basis.

Please note that the term 'College' is used throughout this appendix, as a generic term that encompasses all organisations within the wider College group; namely Stockton Riverside College, Redcar & Cleveland College, NETA, Bede Sixth Form College, The Skills Academy and Tees Valley Catering. The term 'staff' is also used as a generic term that encompasses all groups of workers as outlined in the paragraph above.

2. Definitions

The key terms in this document are defined as:

- **Child:** Those under the age of eighteen.
- **Female Genital Mutilation (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 is a form of child abuse, for those aged under 18, with long-lasting harmful consequences.

3. Relevant external guidance

Department for Education (DfE) September 2016: Keeping children safe in education; statutory guidance for schools and colleges outlines the statutory duty on teachers, introduced in October 2015, under Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) 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. The guidance also outlines that those teachers failing to report such cases will face disciplinary sanctions.

4. Actions to be taken in response to FGM

- All staff must maintain an attitude of 'it could happen here' and be vigilant. Staff must respond immediately if there is any indication that FGM has been performed on any female. Females in this instance includes learners, staff, volunteers, learners on placements and any other female in the College or wider community.
- Curriculum delivery staff (e.g. teachers and lecturers) must report the information they have become aware of direct to the Police if the female is under 18. Unless the teacher/lecturer has a good reason not to, they should then report the case to social services and discuss the case with the College Designated Lead for Safeguarding Mark Moore, Alys Tregear or one of the Deputy Designated Persons in her absence, following the referral routes as outlined in Appendix A (child and adult protection) of the Safeguarding Policy.
- Teachers/lecturers should report information of FGM on a female aged 18+ to the College Designated Lead for Safeguarding or one of the Deputy Designated Persons in his absence, following the referral routes as outlined in Appendix A (child and adult protection) of the Safeguarding Policy.
- All other staff should report information of FGM to the College Designated Lead for Safeguarding or one of the Deputy Designated Persons in his absence following the referral routes as outlined in Appendix A (child and adult protection) of the Safeguarding Policy.
- Note; staff **must not** perform examinations of any kind on the female/s concerned.