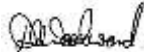



Bradford Central PRU

Female Genital Mutilation Policy

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| Policy agreed by Staff on: | 1 March 2016 |
| Ratified by full Management Committee: | 14 March 2016 |
| Review Date: | Spring 2019 |
| Agreed Frequency of Review: | 3 Yearly |
| Allocated Group / Person to Review: | MC can delegate to committee or individual member or HT |
| Signed by Chair: |  |
| Signed by Headteacher: |  |
| Amendments to content (Named Person) | 19 July 2017 |

Rationale:

BCPRU is fully committed to its safeguarding, statutory and moral responsibilities in this policy. However we believe a proactive and preventative approach is a constructive way to a healthy and supportive environment for our pupils and their families.

As a result, we will endeavour to create an open and supportive environment for parents, families and children to help empower and eliminate these adverse circumstances in arising in the first instance. This will not just help our pupils but siblings and empower communities.

In the circumstances that they should occur, we have outlined the measures we have put in place.

We have robust and rigorous safeguarding procedures and take our responsibilities for child protection seriously.

Female Genital Mutilation (FGM) is a form of child abuse and as such is dealt with under the PRUs Child Protection and Safeguarding Policy. At BCPRU there is an expectation that safeguarding is everybody's responsibility and we expect all staff to adhere to and follow policies that support it.

Definition of FGM:

"Female Genital Mutilation (FGM) comprises of all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs whether for cultural or non-therapeutic reasons."

(World Health Organisation-1997)

The UK Government has written advice and guidance on FGM that states;

"FGM is considered child abuse in the UK and a grave violation of the human rights of girls and women. In all circumstances where FGM is practised on a child it is a violation of the child's right to life, their right to their bodily integrity, as well as their right to health. The UK Government has signed a number of international human rights laws against FGM, including the Convention on the Rights of the Child."

Girls are at particular risk of FGM during school summer holidays. This is the time when families may take their children abroad for the procedure. Many girls may not be aware that they may be at risk of undergoing FGM. For this reason we should try to raise awareness and support understanding of FGM.

UK communities that are most at risk of FGM include Kenyans, Somalis, Sudanese, Sierra Leoneans, Egyptians, Nigerians and Eritreans. However women from non-African communities that are at risk of FGM include Yemeni, Kurdish, Indonesian and Pakistani women."

Ofsted key questions could include:

- Are designated senior staff for child protection aware of the issue and have ensured that staff in the PRU 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 PRU taken timely and appropriate action in respect of concerns about particular children?

Procedures in place:

We have decided to take proactive action to protect and prevent any pupil(s) being forced to undertake FGM. The Headteacher and Management Committee do this in three ways:

1. A robust attendance policy that does not authorise holidays, extended or otherwise.
2. FGM training for all staff at the front line dealing with the children.
3. A PSHCE and Relationship and Sex Education programme.

Indications that FGM has taken place:

- Prolonged absence from the PRU with noticeable behaviour change – especially after a return from holiday.
- Spending long periods of time away from the class during the day.
- A child who has undergone FGM should be seen as a child protection issue. Medical assessment and therapeutic services to be considered at the Strategy Meeting.

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 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 e.g. for younger siblings, extended family members and a referral made to Social Care or the Police if appropriate.

If we have concerns that children in our PRU community are at risk or victims of FGM then we refer to the student to Social Services.

Guidelines for FGM; we may;

Ask in a sensitive manner questions like:

- Who is going on the holiday with the child?
- 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 that FGM including Sunna is illegal in the UK even if performed abroad?

If you suspect that a child is a victim of FGM you may ask the child;

- 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 down there or on your bottom?
- 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?

These questions and advice are guidance and each case should be dealt with sensitively and considered individually and independently. In most cases it will be more appropriate for female staff to carry out questioning with the child. Using this guidance is at the discretion of the Headteacher.

Record:

All interventions should be accurately recorded. These should be recorded on the 'BCPRU Disclosure Record' form.

Refer:

The Named Person needs to seek advice about making referrals to Social Care and in doing so will refer to Bradford Safeguarding Children Board (BSCB) guidelines and CP procedures.

Guidelines on FGM and CP referrals.

Useful documents include:

- Multi-Agency Practice Guidelines: Female Genital Mutilation (HM Government, 2011)
- Briefings and Information for Use during Inspections of Maintained Schools and Academies (Ofsted, updated December 2012).
- BCSB Child Protection Procedure Guidelines
- Working together to safeguard children, HM Government (2015)
- Safeguarding children and safer recruitment in education, DfE (2006), Annex A, Paragraphs 39 to 42.2
- Keeping children safe in education (2015)
- The Department for Education website;

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

Child Protection Procedures Flow Chart January 2016

On discovery or suspicion of child abuse
If in doubt – ACT



Inform your Named Person for Child Protection

Trevor Loft
Liam Gordon

Who should then take following steps



Where it is clear that a Child Protection Referral is needed contact Children's Initial Contact Point without delay **Tel No 01274 437500**
Out of hrs Emergency Duty Team **Tel No 01274 431010**
Named Persons may also seek advice from the Education Social Work Service
Tel 01274 439651



If you are asked to monitor the situation, make sure you are clear what you are expected to monitor, for how long and how and to whom you should feedback information to.



Remember always make and keep a written record of all events and action taken, date and sign each entry to this record. Keep records confidential and secure and separate from the child's curriculum file.



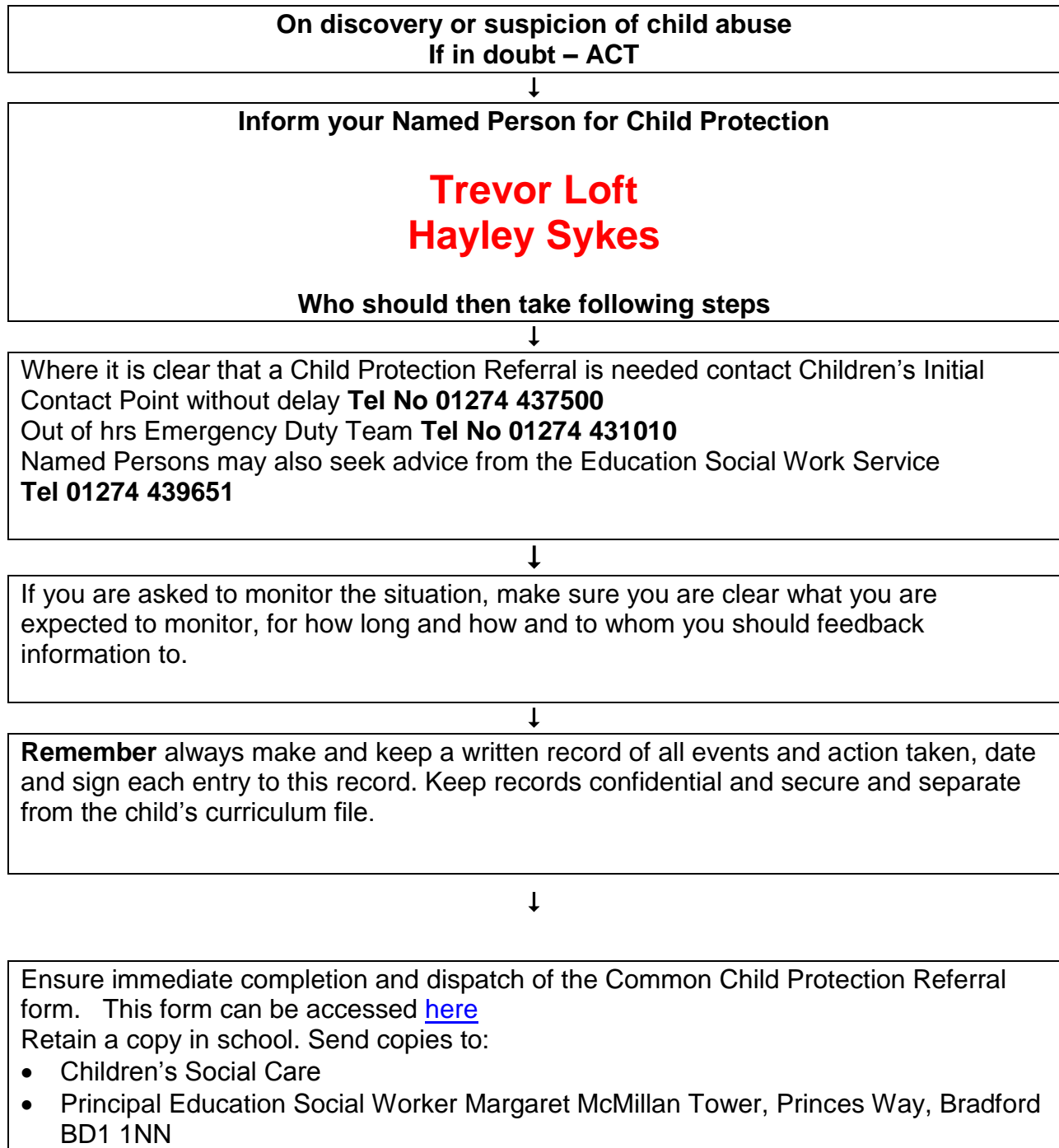
Ensure immediate completion and dispatch of the Common Child Protection Referral form. This form can be accessed [here](#)
Retain a copy in school. Send copies to:

- Children's Social Care
- Principal Education Social Worker Margaret McMillan Tower, Princes Way, Bradford BD1 1NN

USEFUL TELEPHONE NUMBERS

Children's Social Care Initial Contact Point: 01274 437500
Emergency Duty Team: 01274 431010
Education Social Work Service: 01274 439651
Police: Javelin House, Child Protection Unit: 01274 376061

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