

FGM (Female Genital Mutilation) Guidance

This guidance sits alongside the Safeguarding Policy and is applicable across all divisions and programmes.

Staff and volunteers (collectively referred to as 'staff members' hereon in) may become aware of FGM occurring through being told directly or indirectly (i.e. by the person concerned or by someone on behalf of the person or by observing possible indicators). Regardless of whether it is confirmed or not, anything connected to possible FGM is a safeguarding concern and as such, needs to be reported according to our policy and procedure via the Concern Report Form. If the individual is under the age of eighteen, this will also result in an automatic referral to the local children's social care department. If there are concerns regarding females under the age of eighteen who are associated or connected with the individual (for example, a sibling), this will also result in an automatic referral.

If a staff member or volunteer is in any doubt regarding their concerns or suspicions, or what actions to take, they must discuss this with the Safeguarding Manager / lead.

The NSPCC also has an FGM Helpline, to provide support if anyone has any concerns and can be contacted on: 0800 028 3550 or via fgmhelp@nspcc.org.uk. While staff members can contact the NSPCC direct, they must discuss their concerns with the Safeguarding Assurance Manager beforehand.

FGM Duty

In addition, it is important for members of staff and volunteers to be aware of the following:

There is a duty on health and social care professionals and teachers to report 'known' cases of FGM in girls under the age of 18 to the police. Therefore, any member of staff within Floorskills Limited who is regulated by any of the following is included under the duty:

- General Chiropractic Council
- General Dental Council
- General Medical Council
- General Optical Council
- General Osteopathic Council
- General Pharmaceutical Council
- Health and Care Professions Council (whose role includes the regulation of social workers in England)
- Nursing and Midwifery Council

- Social Workers in Wales
- Teachers

Therefore, if they become aware of 'known' cases of FGM in girls under the age of eighteen, this must be reported to the police. This includes cases where they "observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and have no reason to believe the act was necessary for the girl's physical or mental health or for purposes connected with labour or birth" (p. 4, *Mandatory Reporting of Female Genital Mutilation – procedural information*, 2015))

The police can be contacted on 101.

This duty applies only to England and Wales. In all four countries, our Safeguarding Policy and procedures are still applicable.