



## **Female Genital Mutilation (FGM) Policy**

Female Genital Mutilation mainly occurs in Africa and sometimes in Asia and the Middle East. It is a cultural practice with no health or religious meaning.

“FGM is not an issue that can be decided on a personal preference - it is an illegal, extremely harmful practice and a form of child abuse and violence against women and girls” Female Genital Mutilation Risk and Safeguarding: Guidance for professionals, 2016.

All children at the setting are equally valued and their opinions listened to regardless of sex, race, religion and culture. Children are encouraged to express what they do and do not enjoy. British Values and accepted forms of behaviour are promoted within the setting and modelled by the staff.

Staff will identify children who struggle to integrate or are withdrawn, elderly females visiting from abroad or long holidays to family countries, as the recovery period after FGM can be six to nine weeks.

If a girl exhibits symptoms of being at risk of or having received FGM the Safeguarding procedure will be implemented

- Referrals will be made to MASH (Multi-agency Safeguarding Hub) **0300 470 9100** Monday to Friday 8am to 6pm. Referral outside of offices hours will be made directly to the emergency duty team on 01483 517898. If a child is at immediate risk of significant harm then the police will be contacted.
- Disclosed or observed FGM will be reported to police using the non-emergency telephone number 101.
- All referrals will contain the following information.

Details of the concern and allegation.

Name, date of birth and address of the child.

Details of the setting, including the details of the manager on site.

Any additional information regarding the child, for example ethnicity and details of other agencies involved.

All such suspicions and investigations will be kept confidential, shared only with those who need to know. The people most commonly involved will be the Nursery Manager, DSL (Designated Safeguarding Leads), Deputy Manager and Key person.

The Designated Safeguarding Leads for the setting is **Fiona Fox**. The deputy DSL is **Rebecca Winter**.