



# WORKS 4 U

## **Female Genital Mutilation Policy**

## **Policy and Guidelines on Female Genital Mutilation (FGM)**

Works 4U recognises that FGM or a threat of FGM as a serious child protection issue and must be dealt with within our child protection policy and procedures.

In implementing our policy and guidelines staff should be mindful that it is not our job or role to investigate suspected cases of FGM or the threat of FGM to a student. This is the function of statutory agencies and / or the police.

We recognise that young females attending Works 4U may be threatened with or have undergone FGM.

Staff may become aware of a student because she appears anxious, depressed, emotionally withdrawn or in physical discomfort. They may be presented with a sudden decline in her performance, aspirations or motivation. There may be occasions when a student comes to Works 4U, absents herself from class or spends long periods of time in the toilet.

When a member of staff suspects a student is threatened with FGM or has had FGM carried out they should bring their concerns to the attention of our safeguarding officer Wendy Mackie at the earliest opportunity, who will give the lead on action to be taken and liaise with the appropriate professionals.

We will.

- Treat our suspicions or any disclosures with the upmost sensitivity and confidentiality.
- Talk to the students about FGM in a professional and sensitive manner.
- Explain that FGM is illegal in the UK and that they will be protected by law.
- Recognise and respect their wishes where possible but child welfare must be paramount. FGM is child abuse and against the law. If we believe that a girl is at risk of FGM, or has already undergone FGM, the police and social services will be informed, even if this is against the girls' wishes. If we do take action against the girls wishes we will inform her of the reasons why.
- We will continue to support the girl and ensure that she is informed of the long term health consequences of FGM to encourage her to see and accept medical assistance.
- We will at all times act in a professional manner and maintain appropriate levels of confidentiality.