

Female Genital Mutilation (FGM) Policy – Sep 2025

Policy Title:	Female Genital Mutilation (FGM)
Effective Date:	September 2025
Review Date:	September 2026 (reviewed annually)
Version:	1
Policy Lead:	Edward Thatcher
Authorised by:	Jane Haywood
Role:	Safeguarding Lead, Board of Trustees
Authorised:	September 2025

Ed Thatcher

CEO



September 2025

Dave Poulson

Chair of Trustees



September 2025

1 Policy Statement

Endeavour is fully committed to safeguarding and promoting the welfare of all children and young people. Female Genital Mutilation (FGM) is a serious form of child abuse and a grave violation of a girl's human rights. This policy outlines our organisational duty to identify, report, and respond to any concerns or disclosures relating to FGM.

FGM is illegal in the UK under the **Female Genital Mutilation Act 2003** and is a form of physical, emotional, and sexual abuse. We will take proactive steps to safeguard those at risk and work in partnership with statutory agencies to prevent and respond to incidents of FGM.

2 Scope

This policy applies to:

- All Endeavour staff, volunteers, and delivery partners.
 - All children and young people engaged in Endeavour's programmes and activities.
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3 Legal Framework

- Female Genital Mutilation Act 2003 (as amended by the Serious Crime Act 2015)
 - Keeping Children Safe in Education
 - Working Together to Safeguard Children
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4 Definition of FGM

Female Genital Mutilation refers to procedures involving **partial or total removal of the external female genitalia** or other injury to the female genital organs for non-medical reasons.

There are four types of FGM, as classified by the World Health Organization, ranging from clitoridectomy to stitching and narrowing of the vaginal opening.

FGM is usually carried out on girls between infancy and 15 years of age and has **no health benefits**. It causes severe pain, emotional trauma, long-term physical complications, and sometimes death.

5 Recognising Signs of FGM

FGM may be identified through

- **disclosure** – a girl tells someone about FGM that has happened or is planned.
- **indicators of imminent risk** – e.g. upcoming trips abroad, family history, sudden school absence.
- **indicators that FGM has occurred** – e.g. difficulties walking/sitting, discomfort, frequent UTIs, anxiety or withdrawal.

Other warning signs include:

- Talk of a “special ceremony” or “rite of passage”
 - Mention of holiday to a country with high FGM prevalence
 - Older female relatives visiting unexpectedly
 - Young person expressing concern or fear about going abroad
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6 Recording and Responding

- If a girl discloses FGM directly to you, and you are a regulated professional, you have a **legal duty to report it to the police (via 101)** within 24 hours. Inform the DSL as well.
 - If you suspect a girl is at risk report immediately to the **DSL or Deputy DSL**. Complete a **Safeguarding Concern Form**, using the young person’s exact words. Record only facts, and not opinions.
 - The DSL will assess the risk, consult with social care, and make referrals as appropriate. **Do not speak to family members before consulting with the DSL or police.**
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7 Training and Awareness

- All staff must complete safeguarding training that includes information on FGM on induction and updated annually.
 - The DSL and DDSs undertake enhanced training that includes FGM identification, cultural sensitivities, and legal responsibilities.
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8 Monitoring and Review

This policy will be reviewed annually to ensure it remains effective, compliant with statutory guidance, and reflective of best safeguarding practice.

9 Key Contacts

DSL: Edward Thatcher

Deputy DSLs: Hannah Shaw, Will Hopkins

Safeguarding Trustee: Jane Haywood

NSPCC FGM Helpline: 0800 028 3550 | Police: 101 (or 999 if immediate risk)