



Play in Ltd

FGM Policy

Play in Ltd is committed to building a 'culture of safety' in which the children in our care are protected from abuse and harm.

FGM (Female Genital Mutilation) is child abuse and it is against the law. It may also be referred to as FC (Female Circumcision). As a Childcare provision it is our responsibility, if we suspect a child has experienced or is at risk of experiencing FGM, to report our concerns so appropriate support and action can be taken.

If we think a child may be at risk there are steps we can take to help protect them and prevent them from experiencing FGM.

The Club will respond promptly and appropriately to any concerns of abuse or danger that may occur. The Club's child protection procedures comply with all relevant legislation and with guidance issued by the Local Safeguarding Children Partnership (LSCP).

The Club's designated Designated Safeguarding Lead (DSL) is Niala Haq. The DSL coordinates child protection issues and liaises with external agencies (eg Social Care, the LSCP and Ofsted).

Forms of FGM

There are four main types of FGM:

- **Type 1 (clitoridectomy)** - removing part or all of the clitoris.
- **Type 2 (excision)** - removing part or all of the clitoris and the inner labia (lips that surround the vagina), with or without removal of the labia majora (larger outer lips).
- **Type 3 (infibulation)** - narrowing of the vaginal opening by creating a seal, formed by cutting and repositioning the labia.
- **Other harmful procedures** to the female genitals, including pricking, piercing, cutting, scraping or burning the area.

FGM is often performed by traditional circumcisers or cutters who do not have any medical training. However, in some countries it may be done by a medical professional. [Anaesthetics](#) and antiseptics aren't generally used, and FGM is often carried out using knives, scissors, scalpels, pieces of glass or razor blades. FGM often happens against a girl's will without her consent and girls may have to be forcibly restrained.

Indicators of FGM taking place

- Family arranging a long break during the Summer Holidays
- Having difficulty walking, standing, sitting
- Long periods of time in the toilet
- Unusual Behaviour
- Reluctant to being undressed after having wet accidents
- Ask for help but may not be explicit about the problem due to embarrassment or fear

Physical Effects :

- Severe Pain
- Shock
- Bleeding
- Infections such as tetanus, HIV and hepatitis B and C
- Blood loss and infections that can cause death.
- When its nappy or changing time you may see warning signs

If FGM is suspected or disclosed:

When a child makes a disclosure to a member of staff, that member of staff will:

- Reassure the child that they were not to blame and were right to speak out
- Listen to the child but not question them
- Be highly sensitive and let them know that they can talk to you again.
- Give reassurance that the staff member will take action
- Follow the 'Safeguarding Procedure' of Play in Ltd or contact the Police
- Access help and support anonymously from NSPCC FGM Helpline on 0800 028 3550
- If you are worried and someone is at immediate risk of FGM, you should contact the police immediately 999.
- Record all conversation on a **Logging a Concern** form

If a member of staff witnesses or suspects FGM, they will record the incident straightaway. If a third party expresses concern, we will encourage them to contact Social Care directly. If they will not do so, we will explain that the Club is obliged to and the incident will be logged accordingly.

Logging an Incident

All information about suspected FGM abuse or disclosure will be recorded on the **Logging a concern** form (if a concern) or **Incident Record** (if an incident) as soon as possible after the event. The record should include:

- Date of the disclosure or of the incident causing concern
- Date and time at which the record was made
- Name and date of birth of the child involved
- A factual report of what happened. If recording a disclosure, you must use the child's own words.
- Name, signature and job title of the person making the record.

The record will be given to the Club's DSL who will decide on the appropriate action to be taken and the appropriate body to be contacted.

Promoting awareness among staff

The Club promotes awareness of FGM issues through its staff training. The Club ensures that:

- It's designated DSL and Club Managers have relevant knowledge and up to date references and contacts on FGM.
- All new staff are informed of FGM and the signs and symptoms to look for on their first day of work or in training before their first shift.
- All staff have a copy of this FGM policy, understand it's contents and are vigilant to signs of FGM
- All staff are aware of their statutory requirements with regard to the disclosure or discovery of FGM
- Staff are familiar with the Safeguarding File which is kept in the staff cupboard, and have read the 'FGM Information' document
- All staff are aware of who to contact and can refer to this Policy or the Safeguarding folder or ask the DSL or Club Manager if unsure of protocol

PLEASE READ THE 'FGM INFORMATION' IN THE CLUB'S SAFEGUARDING FOLDER FOR USEFUL FGM INFORMATION

Contact numbers

NSPCC: 0808 800 5000
NSPCC FGM Help Line: 0800 0283550
Ofsted: 0300 123 1231

Sheffield:

Safeguarding Advisor for Early Years: 0114 273 5484 / 07969 857 635
Early Years Inclusion Service: 0114 273 6411
Sheffield LADO (Local Authority Designated Officer): 0114 273 4850
SCSP (Sheffield Children Safeguarding Partnership): 0114 273 4450
Out of hours contact: 0114 273 4855
WEST MAST: 0114 2506 865/2736 461
Early Help: 0114 2037 485
SEN Support Help Line: 0114 2736 009
South Yorkshire Police: 0114 220 2020 / 999 / 101

Leeds:

Children's Services Duty and Advice: 0113 3760 336
Leeds LADO (Local Authority Designated Officer): 0113 3789 687
LSCP (Local Safeguarding Children Partnership): 0113 3786 018
Out of hours contact (EDT-Emergency Duty Team): 0113 5350 600
Leeds Police child Protection unit: 0113 2413 535
Children's Social Services: 0113 222 4403
West Yorkshire Police: 999/101

This policy was adopted by: Play in Ltd	Date: Jan 2020
To be reviewed: Jan 2021	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements: Child Protection [3.4-3.8] and Suitable People [3.9-3.13]. Working Together to Safeguard Children 2018.* <https://www.nhs.uk/conditions/female-genital-mutilation-fgm>