**Female Genital Mutilation (FGM) Policy (Sept 2025)**

**Policy Statement:** At Little Acorns preschool, we are committed to safeguarding all children in our care from all forms of harm, including Female Genital Mutilation (FGM). We firmly oppose FGM as it is a serious violation of children's rights and UK law. This policy outlines our responsibilities, approach, and procedures for preventing, identifying, and responding to concerns related to FGM.

Legal Framework:

• Female Genital Mutilation Act 2003

• Children Act 1989

• Multi-agency statutory guidance on female genital mutilation

**Definition of FGM:**

• FGM involves any procedure that intentionally alters or causes injury to female genital organs for non-medical reasons. It is illegal in the UK and is considered child abuse.

**Roles and Responsibilities:**

• The setting designated safeguarding lead (DSL) is responsible for ensuring all staff members are aware of the risks associated with FGM.

• Staff members must remain vigilant and report any concerns immediately to the DSL.

**Awareness and Prevention:**

• Staff members will receive regular training on recognising the signs of FGM and appropriate response protocols.

• We will actively raise awareness about FGM risks, consequences, and legal implications among parents and carers.

**Identifying Risk:**

• Staff will remain vigilant for any signs indicating a child may be at risk, such as discussions around 'special ceremonies' or extended trips to countries known to practice FGM. • Any concerns will be documented clearly and promptly.

**Reporting Procedure:**

• Any suspicion or knowledge of FGM must be reported immediately to the DSL.

• The DSL will report the concern to the appropriate safeguarding authorities as required by law.

• We will work cooperatively with authorities during any subsequent investigations.

**Support for Children:**

• Children affected or at risk of FGM will be supported sensitively, with consideration for their emotional and physical well-being.

• We will seek specialist support and guidance as necessary.

**Communication with Parents:**

• We maintain open, respectful communication with parents, encouraging discussions around any cultural practices relevant to FGM.

• Our primary focus remains on safeguarding and protecting the welfare of children.

**Documentation and Record Keeping:**

• Accurate records of any concerns, actions taken, and communication with relevant authorities will be securely kept in line with confidentiality requirements.

**Review and Monitoring:**

• This policy will be reviewed annually or sooner if legislation changes.

Signed: Chairperson

Date: September 2025