

Female Genital Mutilation (FGM) Policy (EYFS Updated - September 2025)

Policy Statement: At Butterflies Nursery 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 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.
- Feedback from staff, parents, and external agencies will inform continual improvement.

Signed: Chrissie Day

Date: 2nd July, 2025