

*fgm affects girls  
and women in the uk*



**STOP**  
Female  
Genital  
Mutilation

*female genital  
mutilation (fgm)*

## Statement of Intent

Female genital mutilation of any type is an illegal practice, a form of child abuse and a violation of the human rights of girls and women.

This strategy sets out how we will safeguard children and protect and support adults from the abuses associated with female genital mutilation (FGM).

You can navigate at any time to a section of the document using the contents links opposite.



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## Aims of the Strategy

Stockport Safeguarding Children and Adult Partnerships are committed to:

- identifying the risks of, and supporting the prevention of female genital mutilation.
- ensuring that victims are confident that services will understand their unique needs, and that they will respond sensitively, with consideration of the need for confidentiality and in a timely way when providing support to them
- raising awareness across Stockport communities and workforce so that they can respond appropriately to female genital mutilation.
- providing a platform for organisations working within BAME communities so that we can meaningfully engage and work in partnership with them
- ensuring that people know where to get help from and how to respond to the risk of female genital mutilation.
- identifying, prosecuting and bringing offenders to justice

## Definition of Female Genital Mutilation (FGM)

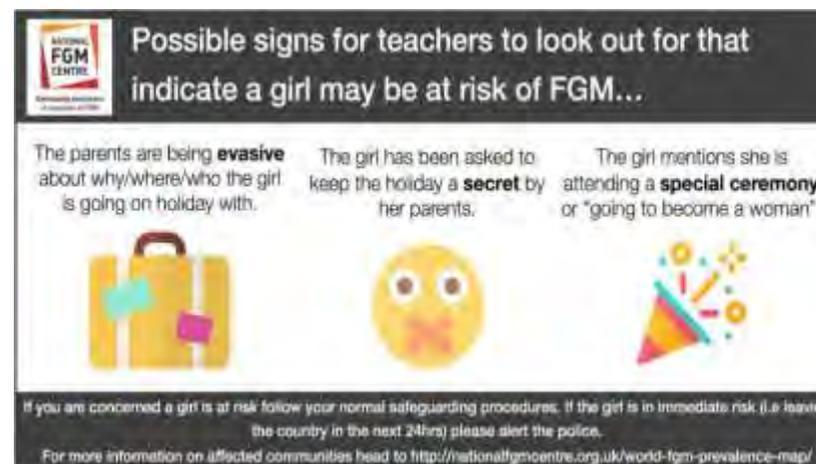
The World Health Organisation (WHO) states that female genital mutilation (FGM):

<sup>1</sup> WHO Fact sheet No. 241 (February 2014) - <https://www.who.int/news-room/fact-sheets/detail/female-genital-mutilation>

*“Comprises of all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons”<sup>1</sup> WHO Factsheet*

FGM is also known as Female Circumcision (FC) and Female Genital Cutting (FGC). There is no medical reason for this cutting, instead it can be motivated by beliefs that it can:<sup>2</sup>

- preserve a girl's virginity/chastity;
- be a part of being a woman so becomes a rite of passage
- give a girl social acceptance, especially for marriage
- uphold the family “honour” as it is seen to cleanse and purify
- give the girl and her family a sense of belonging to the community
- fulfil a religious requirement believed to exist
- perpetuate a custom/tradition
- rid the family of bad luck or evil spirits



<sup>2</sup> Source of triggers and indicators - [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/800306/6-1914-HO-Multi\\_Agency\\_Statutory\\_Guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/800306/6-1914-HO-Multi_Agency_Statutory_Guidance.pdf)

The World Health Organisation has identified there are 4 types of FGM; Clitoridectomy, Excision, Infibulation and Other. Indicators<sup>3</sup> that a girl could be at risk of FGM are:

- Being born to a woman that has undergone FGM
- Mother requests re-infibulation (re stitching of the vulva) after child birth
- 1 or both parents or elder family member consider FGM integral to cultural/religious identity
- Influence from pro-FGM elders who are involved in raising children
- A girl/family has limited integration in UK community
- A girl is withdrawn from PHSE or SRE education as this may signal wanting to keep her uninformed of her rights and her body
- Children referring to FGM in conversation with peers
- A girl may confide that she is to have a “special procedure” or to attend a special occasion to “become a woman”
- Asking for help from a teacher or another adult
- Parents are reporting taking a girl abroad for a prolonged period and are evasive about the reasons
- A girl is to be taken to a country with high FGM prevalence, during the summer holidays as this is known as “cutting season”

It is frequently a very traumatic and violent act for the victim and can cause harm in many ways. The practice can cause severe pain and there may be immediate and/or long-term health consequences, including mental health problems, difficulties in childbirth, causing danger to the child and mother; and/or death. FGM can be performed on young girls, between infancy and adolescence, as well as adult

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<sup>3</sup> You can read more about indicators at Barnardo’s FGM centre - <http://nationalfgmcentre.org.uk/fgm/>

<sup>4</sup> To read about wider Harmful practices, including faith based abuse please access - <http://nationalfgmcentre.org.uk/harmful-practices/>

women. It is estimated that more than 3 million girls are at risk for FGM annually.

FGM is part of a wider group of “Harmful Practices”<sup>4</sup>. These are persistent practices or behaviours that often involve physical or psychological suffering. For example, practices such as breast flattening. This is where young girls beginning puberty have their breast tissue ironed, massaged, flattened or pounded down over time to prevent or delay the development of breasts. As with FGM the aim is seen by some members of the community as a way to “protect” the child and maintain “purity” by preventing sexual activity and deterring unwanted attention. Whilst there is no specific law against this practice it is a form of physical abuse. Professionals should be alert to potential risk indicators such as:

- A girl showing a sense of shame about her body
- A girl born to a parent who has experienced Harmful Practices i.e. FGM, FM, Breast flattening etc.
- A girl withdrawn from PSHE and/or Sex and Relationship Education as parents want to keep her uninformed of her rights
- The family suggest there are strong levels of influence by elders that support such practices
- There are limited levels of integration in the UK community
- There are older siblings or relatives that have undergone Harmful Practices<sup>5</sup>

Harmful Practices are often associated with a sense of familial “honour” and so can be part of a range of cultural practices supported by a family member. Therefore, professionals will need to be alert to a range of possible abusive practices. They should ensure they are also aware of

<sup>5</sup>You can find out more about breast flattening and signs of risk here- <http://nationalfgmcentre.org.uk/breast-flattening/> and [https://youtu.be/imCmlG3\\_3tc](https://youtu.be/imCmlG3_3tc)

the local Honour Based Abuse Strategy which can be accessed by clicking [here](#)<sup>6</sup>.

According to the World Health Organisation (WHO) the practice of FGM is mainly concentrated in the Western, Eastern, and North-Eastern regions of Africa, in some countries in the Middle East and Asia, as well as among migrants from these areas. FGM is therefore a global concern.

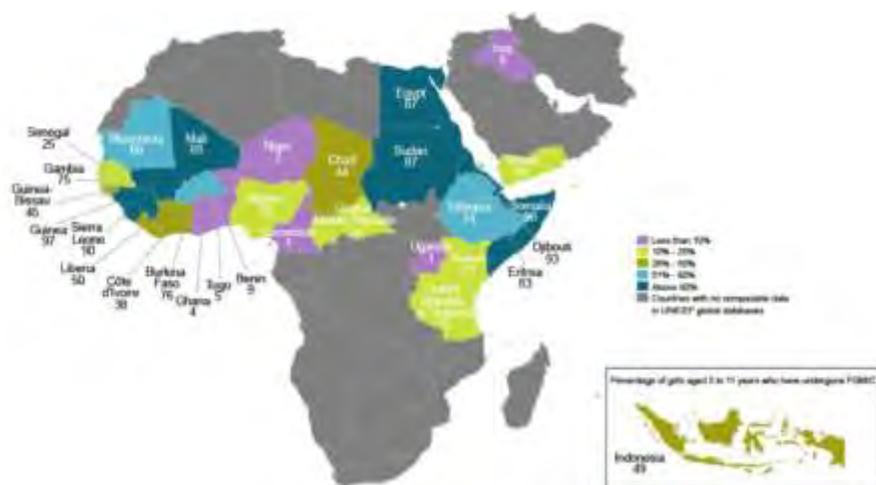


Figure 1 Percentage of girls and women aged 16-49 who have undergone FGM in Africa, the Middle East, and Indonesia - Multi-agency Guidance

As a result, FGM is illegal in England and Wales under the Female Genital Mutilation Act 2003 and amendments added in the Serious Crime Act 2015. There now exist mandatory reporting duties, an offence of failing to protect a girl at risk of FGM, FGM Protection Orders and extra-territorial jurisdiction for offences taking place abroad for UK

nationals. Any person found guilty of performing or assisting FGM, at home or abroad, is subject to a maximum penalty of 14 years' imprisonment or a fine (or both).

In order to support victims and potential victims it is important that professionals are alert for potential signs and engage the individual and families in a conversation to better understand the potential risk of FGM occurring. Barnardo's have developed an information guide for good referrals and reporting and created key resources you can use with the young person and parents. You can access these at <http://nationalfgmcentre.org.uk/fgm/> This resource area also includes resources designed for work with children and young people and parents where we may be concerned risk exists - <http://nationalfgmcentre.org.uk/fgm/fgm-direct-work-toolkit/>



The National FGM Centre has also developed a video with Young People to share their experiences of being supported to understand FGM – You can access this on their resource page or by clicking on this [YouTube link](#)

Professionals can also access a knowledge hub which contains a range of guidance for schools, social workers and health professionals when working with Harmful practices such as FGM. You can access this by clicking on this [Knowledge Hub link](#).

<sup>6</sup> You can read the local Honour Based Abuse Strategy here - <http://www.safeguardingadultsinstockport.org.uk/wp-content/uploads/2019/11/So-called-Honour-Based-Violence-Abuse-and-Forced-Marriage-Strategy.pdf>

## What are we doing in Stockport: 4 Strategic Priorities

In Stockport we are committed to identifying, supporting and preventing FGM. The approach taken follows our four key priority action areas as described below:

### Prevention

*We will prevent FGM by raising awareness and understanding of it as abuse within professional and community forums*

### Protection

*We will protect victims through appropriate identification and support processes*

### Prosecution

*We will work together to prosecute and bring more offenders to justice*

### Partnership

*We will collaborate and work in and with an effective coalition of partners*

You can see the action plan to support these priorities at Appendix 2.

## Implementation

This strategy is monitored by the Complex Safeguarding subgroup who ensure that the work is undertaken in partnership with other relevant groups across Stockport, such as the Domestic Abuse Steering Group and Safer Stockport Partnership.

<sup>7</sup> Greater Manchester Safeguarding Children Procedures FGM - [https://greatermanchesterscb.proceduresonline.com/chapters/p\\_fgm.html?zoom\\_highlight=female+genital+mutilation](https://greatermanchesterscb.proceduresonline.com/chapters/p_fgm.html?zoom_highlight=female+genital+mutilation)

The FGM Working Group oversees the action plan delivery for the strategy and reports progress to the Complex Safeguarding sub group.

## Core Principles of Practice

- Responses to FGM should be done following the government multi-agency professional guidance, with professionals ensuring that they are aware of the relevant sector specific guidance and local pathways
- Victims should be at the heart of our response with their wellbeing, safety and wishes at the centre of decision making
- Our practice should be culturally aware and seek to understand the individual's unique circumstances
- Be alert to additional barriers and challenges for victims such as language barriers, learning disabilities, gender or sexuality identity challenges
- Always seek to work in partnership with the victim, specialist services and colleagues to provide a holistic assessment of risk and needs

A number of procedures are in place to safeguard children and vulnerable adults who are at risk or who have been subjected to FGM. These procedures are managed across the partnership and provide guidance on what to do in different circumstances and depending on the level of assessed risk.

Greater Manchester Safeguarding Children Procedures provide online overarching safeguarding children process for Stockport professionals. These can be accessed by clicking [here](#), or using the link in the footnotes<sup>7</sup>. The Greater Manchester Female Genital Mutilation Multi Agency protocol provides a framework for protecting female children

under the age of 18 and adult females including those who come under the Care Act 2014 definition of an Adult at Risk<sup>8</sup>.

## What to do if you are worried that someone is at risk of FGM

If you are concerned about an adult or a child having had or being at risk of FGM then the next page contains the current pathway guidance.

## Useful Pathway Terminology explained

### **Multi-Agency Safeguarding and Support Hub (MASSH) -**

Stockport's MASSH is a single point of contact for referrals in Stockport Family. This includes female children at risk/child victims of FGM.

**IRO** – Intendent Reviewing Officer; this is a social worker who ensures that a care plan for the child is legally compliant and in their best interests. They will oversee the plan and ensure all those contributing are meeting their obligations.

**LAC** – Looked After Child refers to a child that has been in the care of the Local Authority for more than 24 hours. It is often used to note a child in care, living with foster parents, living in residential settings, or living in residential care.

**Mandatory reporting Duty** – refers to the duty of health and social care professionals and teachers to report known cases of FGM in under 18-year olds to the police.

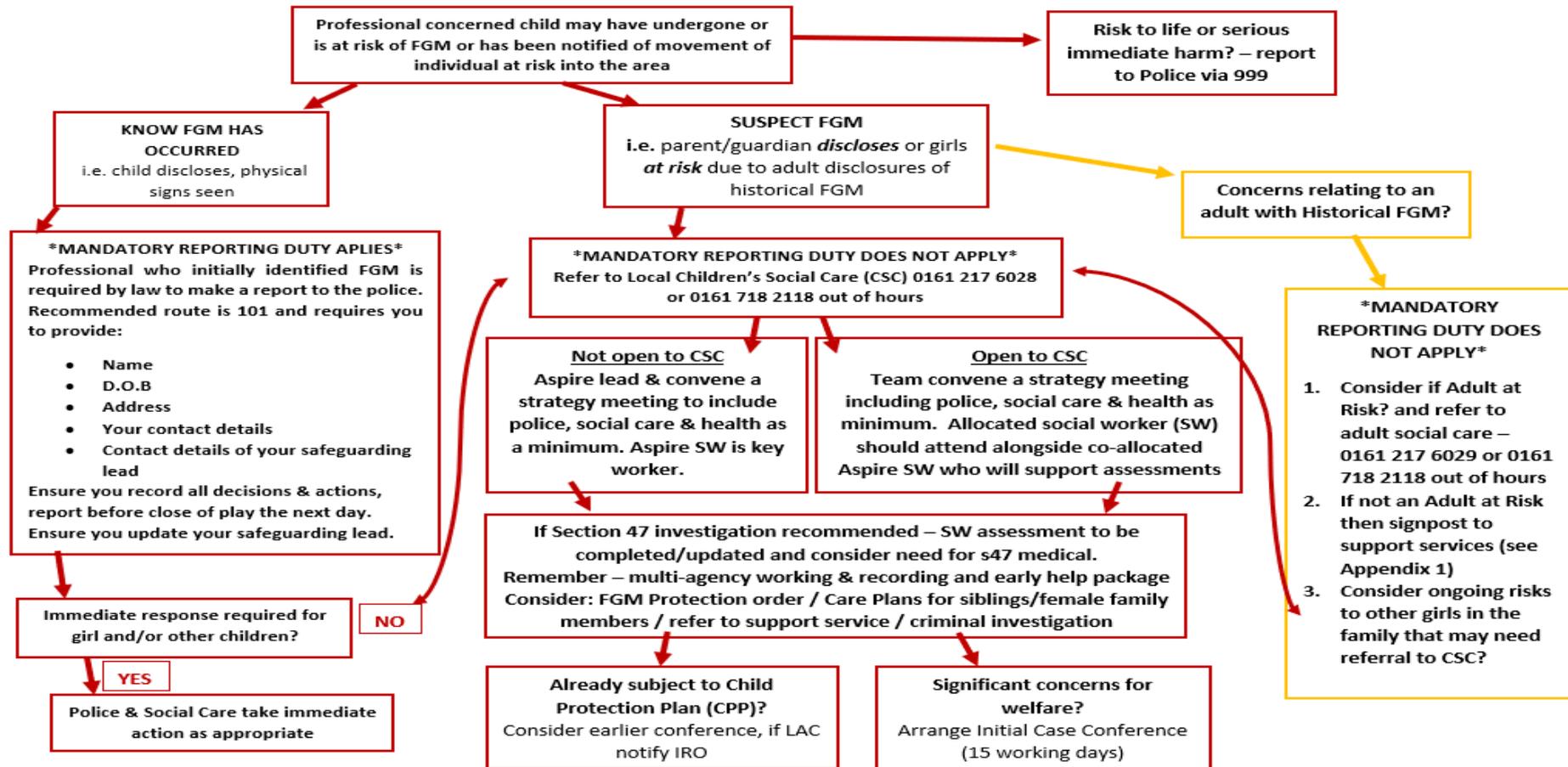
**FGM Protection Order** – These are granted by Courts to protect victims or potential victims from FGM. They can include things such as surrendering passports to prevent someone from leaving the country.

**Aspire** - Stockport Aspire Service is part of Stockport Family and GMP. Aspire is a co-located service of Social Workers made up of multiple agencies; Stockport Family, NHS, GMP, YOS and Stockport Without Abuse.

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<sup>8</sup> This term refers to an adult with care and support needs who, as a result of those needs is unable to protect themselves. You can find out more at - <https://www.anncrafttrust.org/resources/safeguarding-adults-at-risk-definitions/>

**Female Genital Mutilation Pathway Overview**



<sup>9</sup> DH Guidance - [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/525390/FGM\\_safeguarding\\_report\\_A.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/525390/FGM_safeguarding_report_A.pdf)  
Home Office mandatory reporting guidance - <https://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information>  
Greater Manchester Procedures pathway informed the flowchart above but you can access it directly at [https://greatermanchesterscb.proceduresonline.com/pdfs/gm\\_fgm\\_pathway.pdf](https://greatermanchesterscb.proceduresonline.com/pdfs/gm_fgm_pathway.pdf)

## Stockport Support Services

**The Guardian Project** operates across greater Manchester. It coordinates care and support for girls and young women at risk of FGM.



You can find out more at the following [website](#).

The service aims to offer:

- support with FGM cases, including attending strategy meetings and joint family visits
- Meeting with young girls, women and families to discuss FGM and support risk and needs assessment
- Provide advice and guidance for professionals with concerns
- Coordinating care and support for those at risk of FGM – including linking to appropriate counselling and support services
- Supporting girls and women directly to access support services – including physical examinations

**For more information:**

 07449 651 677

 [guardian.project@outlook.com](mailto:guardian.project@outlook.com)

## Stockport's Local response

If a professional receives information relating to potential FGM case and a concern regarding the safety of a child, a Strategy Meeting must be considered. If concerns relate to an adult female in a family then you must consider whether other females, in that family or associated families, are also at similar risk when determining next steps.

All professionals should follow their own agencies FGM policies and be aware of the multi-agency policy and procedure, as outlined in the previous flow chart and at [https://greatermanchesterscb.proceduresonline.com/chapters/p\\_fm.html?zoom\\_highlight=FGM#safeguarding\\_actions](https://greatermanchesterscb.proceduresonline.com/chapters/p_fm.html?zoom_highlight=FGM#safeguarding_actions) This is important to ensure professionals follow local processes but are also aware of sector specific mandatory reporting duties. For example, teachers and regulated health and social care professionals must report to the police any actual cases of FGM on girls under 18. This is reflected in the flow chart on the previous page but professionals are advised to review mandatory reporting requirements by looking at the documents listed in the Useful Resources section next.

Professionals may identify concerns in many different ways. A teacher may over hear female students referencing trips abroad in the summer holidays for “special celebrations”. A Midwife may meet a patient presenting in pregnancy with a history of FGM. A care worker may identify a resident who has/ or is experiencing FGM pressures and discloses.

Each disclosure, identification or concern needs to be considered against the pathway on the previous page. All cases involving children must be considered for referral to Children’s Social Care and mandatory reporting to the police. All historic adult cases must reflect on the wishes of the adult involved but also be alert to the potential for younger female family members to be at current risk of FGM. At this juncture, a decision will be made to investigate under Stockport’s **Safeguarding Adult Policy**. Within Stockport, the Aspire team will be notified by the MASSH or locality team of potential FGM cases and offer support to assess and understand FGM risks and wider safeguarding concerns. This support will either be through co-allocation with a locality social worker or where the case is not already known to Children’s service they will take on the role of key worker.

Whilst it may be uncomfortable, professionals should inform adults and parents that FGM is an illegal practice. It is important to discuss with the individuals involved, unless there are risks associated with this, and document their thoughts and beliefs regarding the procedure. This information is important to understand the potential future and current risks. Where a professional believes discussing FGM with parents or the individual will raise risks of harm they should seek specialist advice via Children's Social Care and the local support services such as Guardian project. Any necessary flags in professional's case management systems to ensure the concerns are known by colleagues should be considered. For example, in midwifery services at birth a flag will be added to the baby's summary care record as per FGM-IS guidance<sup>10</sup>.

## Useful Resources for Practice

Below are some useful documents, links and resources for professionals who may work with FGM.

### Guidance & Toolkits:

All professionals:

- <https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>
- <https://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information>
- <https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack/female-genital-mutilation-resource-pack>

Health Professionals:

- <https://www.gov.uk/government/publications/fgm-mandatory-reporting-in-healthcare>

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<sup>10</sup> <https://www.gov.uk/government/publications/fact-sheet-on-mandatory-reporting-of-female-genital-mutilation>

Education professionals:

- <http://nationalfgmcentre.org.uk/wp-content/uploads/2019/06/FGM-Schools-Guidance-National-FGM-Centre.pdf>

### Online resources:

The National FGM Centre is provided by Barnardo's and LGA to support the development of excellence in responses to FGM and Harmful practices <http://nationalfgmcentre.org.uk/>

### Training:

There are free e-learning packages for professionals to increase their awareness of FGM. There is also a local training offer which can be accessed via SLA online, the training booking system for multi-agency courses. Please go to:

- [www.educationstockport.uk](http://www.educationstockport.uk) or;
- search via the SSCP webpages [www.safeguardingchildreninstockport.org.uk/](http://www.safeguardingchildreninstockport.org.uk/) or;
- if you are having difficulty creating an account, email [bstraining@stockport.gov.uk](mailto:bstraining@stockport.gov.uk)

Training is currently facilitated by Peggy Mulongo, head of health and wellbeing at NESTAC, a GM wide support service for victims of FGM. Peggy is also a university lecturer and cross-cultural mental health practitioner.

Free government e-learning training -

- <https://fgmelearning.vc-enable.co.uk/Register/>
- <https://www.virtual-college.co.uk/resources/free-courses/recognising-and-preventing-fgm>

Free e-learning for NHS –

- <https://www.e-lfh.org.uk/>

## Appendix 1: Useful Support Services

Name	Service	Local / National	Telephone	Email	Website
Support Our Sisters (SOS) Project	Support Service Female Genital Mutilation for Adults that provides Virtual Group therapy and telephone support	LOCAL	07862279289	<a href="mailto:info@nestac.org.uk">info@nestac.org.uk</a>	
Guardian Project	FGM support service for children delivering virtual and telephone-based support	LOCAL	07449651677	<a href="mailto:guardian.project@oulook.com">guardian.project@oulook.com</a>	
Greater Manchester Victims' Services		Regional	0161 2001950		<a href="https://www.gmvictims.org.uk/find-information/ive-been-affected-by/forced-marriage">https://www.gmvictims.org.uk/find-information/ive-been-affected-by/forced-marriage</a>
The Sharan Project	Designed to empower, educate and inspire women who want to actively learn more about the support and choices that are available to them, to provide them with the tools to lead life on their own terms.	National	0844 5043231		<a href="https://sharan.org.uk/">https://sharan.org.uk/</a>
FORWARD (Foundation for Women's Health Research and Development)	Is an African-led women's rights organisation who can offer guidance on emergency support and advice for those affected by FGM	National	07834168141		<a href="https://www.forwarduk.org.uk/i-need-help/">https://www.forwarduk.org.uk/i-need-help/</a>
NSPCC	Dedicated FGM helpline	National	08000283550	<a href="mailto:fgmhelp@nspcc.org.uk">fgmhelp@nspcc.org.uk</a>	
<b>National FGM support clinics</b>	NHS National FGM Support Clinics (NFGMSC) are community-based clinics that offer a range of support services for women with female genital mutilation (FGM).	National			<a href="https://www.nhs.uk/conditions/female-genital-mutilation-fgm/national-fgm-support-clinics/">https://www.nhs.uk/conditions/female-genital-mutilation-fgm/national-fgm-support-clinics/</a>
Freedom Charity	FGM, honour violence and forced marriage helpline	National	0845 6070133		<a href="https://www.freedomcharity.org.uk/">https://www.freedomcharity.org.uk/</a>

Name	Service	Local / National	Telephone	Email	Website
NSPCC	This is an anonymous dedicated helpline for parents or children	National	0800 028 3550	fgmhelp@nspcc.org.uk	<a href="https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/female-genital-mutilation-fgm/#support">https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/female-genital-mutilation-fgm/#support</a>

## Appendix 2: Implementation Plan

PREVENTION			
WHAT ARE WE GOING TO DO?		HOW ARE WE GOING TO DO IT?	PERSON RESPONSIBLE
1.1	Enable key staff with a responsibility for safeguarding children and adults to understand FGM, to recognise risk factors and respond when a child or woman that they work with is at risk of FGM.	1. Clear FGM policies and pathways are reviewed via the Greater Manchester Safeguarding Procedures and these are communicated to the workforce.	Safeguarding Partnership Managers
		2. Through effective partnership with the Guardian Project to ensure up to date research, practice and literature and resources relating to FGM are best utilised.	FGM Subgroup
		3. FGM training is available to safeguarding leads and staff who work with groups or individuals within the community at risk of FGM.	SCP Training Manager
1.2	Include FGM in the Complex safeguarding data set so that a better understanding of the prevalence of these issues can be gained and shared with the workforce.	1. Collate data from children, adults and health systems to be reviewed by the Board.	Service Lead (Aspire) & Principle Social for Adults
1.3	Provide the local community with information, resources and the law relating to FGM and a clear process to follow when they are concerned about a woman or child	1. Use International day of Zero Tolerance of FGM (United Nations Campaign) held on 6th February each year as a platform to raise awareness of FGM	FGM subgroup
		2. Work in partnership with community leaders to communicate with their community that Stockport welcomes approaches from anyone who has concern about FGM	FGM subgroup
		3. Identification & training of key players/champions within the community who can disseminate information about FGM and engage with men and women on FGM and its consequences.	FGM subgroup
		4. Stockport Local Safeguarding Board website to include advice / links for individual to seek advice and support form agencies	SCP Training Manager
1.4	Engage with adults, children, young people and their families to raise their awareness and understanding of FGM as a form of abuse and inform them of what to do if a child or woman is at risk or has been harmed.	1. Identify and promote suitable resources for use with adults, children and young people.	FGM Subgroup
		2. Midwifery to continuously raise awareness of harm caused by FGM and the help available to woman and children.	Named Midwife for Safeguarding and Vulnerable Groups
		3. GPs and health professionals to adhere to the National Institute for Health and Care Excellence (NICE) guidelines in relation to FGM - <a href="https://www.england.nhs.uk/north/wp-content/uploads/sites/5/2016/01/fgm-hp-guide.pdf">https://www.england.nhs.uk/north/wp-content/uploads/sites/5/2016/01/fgm-hp-guide.pdf</a>	Designated Nurse for Safeguarding

PREVENTION		
WHAT ARE WE GOING TO DO?	HOW ARE WE GOING TO DO IT?	PERSON RESPONSIBLE
	4. Schools and colleges to adhere to the Department for Education statutory guidance Keeping Children Safe in Schools - <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741315/Keeping_Children_Safe_in_Education_2018_Part_One_14.09.18.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741315/Keeping_Children_Safe_in_Education_2018_Part_One_14.09.18.pdf</a>	Safeguarding Lead- Education Services
	5. All Designated Safeguarding Leads in schools and colleges to complete Child Protection Basic Safeguarding Training. This provide guidance on issues relating to FGM.	Safeguarding Lead- Education Services

PROTECTION			
	What are we Going to do?	How are we going to do it?	Person Responsible
2.1	Ensure a coherent and consistent approach to the early identification of risks and planning to support long-term prevention.	1. Promote guidance and resources for professionals to enable them to identify adults and children at risk of FGM. 2. When a referral is received by children and/or adults social care that safeguarding procedures are consistently followed.	FGM Subgroup MASSH Service Lead and Principle Social Worker for Adult
2.2	Use Stockport's Quality Assurance Framework Tools to test protection arrangements	1.Themed multi-agency audit to evidence assess impact	Service Lead (Aspire) & Principle Social for Adults
2.3	Ensure effective information sharing between partners organisations when FGM is suspected or has occurred.	1.Through ensuring safeguarding procedures are followed through well-attended strategy discussion or safeguarding adult investigations. The effectiveness and impact are to be tested through multi-agency audit.	FGM subgroup
2.4	Establish effective data collection mechanisms to establish trends and patterns	1. Through reporting tools within Stockport's Children and Adults Recording System (Liquid Logic)	FGM Subgroup

PROSECUTION			
	What are we Going to do?	How are we going to do it?	Person Responsible
3.1	Together we will work to improve what we do, prosecute	1. Establish best practice approaches to protection and prosecution	GMP

<b>PROSECUTION</b>			
	<b>What are we Going to do?</b>	<b>How are we going to do it?</b>	<b>Person Responsible</b>
	<b>and bring more offenders to justice</b>	2. Working with our communities and statutory agencies to support victims, survivors and communities to better understand prevalence, obtain community intelligence and focus on areas of greatest risk	FGM Subgroup
		3. Working with our communities and statutory agencies to support victims, survivors and communities to develop problem solving activities in high risk or prevalent areas	FGM Subgroup
		4. Working with statutory agencies to support victims and survivors	FGM Subgroup
<b>PARTNERSHIP</b>			
	<b>What are we Going to do?</b>	<b>How are we going to do it?</b>	<b>Person Responsible</b>
4.1	<b>Collaborate and work in and with an effective coalition of partners</b>	1. Forming an effective coalition with the fullest range of statutory and voluntary partners including communities at neighbourhood, force, regional, national and international levels to raise awareness, share information & intelligence.	FGM Subgroup
		2. The Learning and Improvement Board to review training available to the workforce across the partnership	Safeguarding Unit
4.2	<b>Operate on the principle that victims have a fundamental right to be believed and supported</b>	1. Ensure timely referral are made to the Guardian Project by both children and adults social care.	DA Steering Group
		2. Ensure assessments of children and adults include their voice and plans address specified need.	DA Steering Group
4.3	<b>Ensure girls and women who are the victim of FGM can access appropriate services for information, advice, support and necessary health care.</b>	1. Map existing provision and share with the workforce.	FGM Sub Group
		2. Ensure that the Guardian Project are invited/consulted with in relation to all strategy discussion / safeguarding investigation relating FGM	All
		3. Ensure that there is provision of female translators for woman and girls.	Head of Ethnic Diversity Service

## Appendix 3: Public Health England Overview of Health Workers Roles

