

**Report of: the Secretary of the West Midlands Police and Crime Panel**

**Date: 18 January 2016**

## **Tackling Female Genital Mutilation (FGM) in the West Midlands – Six Month Progress Report**

### **1. Introduction**

This report sets out progress made towards implementing the recommendations of the Panel's scrutiny inquiry report Tackling Female Genital Mutilation (FGM) in the West Midlands in the six months since its publication.

### **2. Recommendation**

**The Panel is recommended to:**

- i. Note the progress made towards the recommendations;**
- ii. Consider the identified gaps; and**
- iii. Consider whether a further progress report be timetabled for twelve months' time.**

### **3. Background**

3.1 In June 2015 the Police and Crime Panel launched its scrutiny inquiry report Tackling Female Genital Mutilation (FGM) in the West Midlands.

3.2 The aim of this inquiry was to consider:

*What can the Police and Crime Commissioner do to facilitate integrated working between agencies to prevent and respond to Female Genital Mutilation (FGM) in the West Midlands?*

3.3 The Panel found much that is going on to tackle FGM that is positive across the region. Different areas and organisations were at different places in the journey – some just setting out, with others having long established multi-agency working.

3.4 As the Inquiry progressed it became clear that to move forward, five steps had to be taken:

#### **Educating and empowering communities**

Across the West Midlands, and across the country, campaigners are working tirelessly to stop the cycle of FGM. Changing the mind set of communities requires listening, educating and supporting. Schools and other educational establishments are in a prime position to both work with parents and to educate girls. Even younger children can be told that it is important that “the area between your legs doesn't get changed.” The Panel noted the need to support the community members who are already speaking out about FGM.

#### **Educating and empowering practitioners**

There is a lot of guidance available about FGM and data sharing, but practitioners from a wide range of organisations across the region need access to good quality training to understand who is at risk and the roles they each need to play in protecting girls.

As the Serious Crime Act 2015 introduces mandatory reporting of FGM by healthcare professionals and teachers, it is vital all practitioners in the West Midlands have the right information to identify those at risk of FGM, spot the signs and understand reporting obligations and referral pathways.

It would seem that FGM risk is greater in some parts of the region than others. However, movement around the region and inward migration means that no local authority area can afford to be complacent about the risks.

### **Working together with consistency across the region**

Some authorities in the West Midlands have already taken steps to prioritise FGM and to form inter-agency working groups to ensure that there are clear procedures and good quality training available. The Panel commended this approach.

The inquiry report suggested that developing consistent approaches across the region, learning from each other, and developing regional best practice and an understanding about the numbers of girls at risk needs to be driven forward. This will support the work of the Police and Crime Commissioner and West Midlands Police which has responsibility for the whole region. The Strategic Lead of the Preventing Violence Against Vulnerable People Board has agreed to establish a task and finish group on FGM to move this forward.

### **Prosecuting**

Prosecution sends out the clearest message that FGM is illegal and not tolerated. It is felt that this would be important in changing how FGM is seen in practising communities. However, there has never been a successful prosecution to date. There is, therefore, a need to pool intelligence to bear down, particularly, on anyone who is cutting in the region or the wider UK. There is a responsibility for all partners to highlight potential crimes and victims; the police cannot work in isolation.

Due to the apparent difficulties in bringing a prosecution other legal measures to protect girls also need to be actively explored.

### **Providing support and therapy**

The survivors of FGM can be left with life-long problems, physical as well psychological. There was little evidence presented of therapeutic support for survivors in the region and this is something that needs to be addressed, for girls as well as women.

3.5 The Panel set out its position on FGM and priorities for further work.

*The West Midlands Police and Crime Panel condemns the practise of Female Genital Mutilation (FGM) and supports the national campaigns to ensure its eradication. FGM is child abuse and illegal*

*and should be treated as such; cultural sensitivities should not cloud judgements. All organisations in the West Midlands dealing with children need to understand that girls from FGM practising communities may be at risk and practitioners need to be empowered to ask parents questions and to work together in children's best interests on a case by case basis.*

*We call upon all relevant authorities, including those involved in law enforcement, the justice system and public health, to do everything in their power to protect young girls from this life endangering, health threatening crime. We also call for appropriate support for women and girls who are victims of FGM.*

*The Police and Crime Commissioner needs to hold West Midlands Police (WMP) to account for its contribution to prevention and securing prosecutions and to fund victims' services for survivors of FGM in the region.*

#### **4. Progress Made Towards the Panel's Recommendations**

- 4.1 The Tackling FGM in the West Midlands report can be downloaded from <http://westmidlandspcp.co.uk/publications/>
- 4.2 It contained nine recommendations to the PCC and other agencies, including a Panel commitment to track the progress made towards implementing its recommendations.
- 4.3 The Panel's launch received both local and national media coverage. We shared the report widely with West Midlands Police, local NHS Trusts, Clinical Commissioning Groups, Safeguarding Children Boards, Directors of Children's Services, Directors of Public Health and relevant Cabinet Members.
- 4.4 In December 2015 we asked those that received the report to provide a six month progress update. The responses received are set out in Appendix 1.

Contact Officers:

Emma Williamson – Head of Scrutiny Services, Birmingham City Council  
Sarah Fradgley – Research and Policy Officer, Birmingham City Council  
wmpcp@birmingham.gov.uk Tel: 0121 303 1727

**Appendix 1:** Responses received: six month progress towards recommendations in the Tackling FGM in the West Midlands report

## Appendix 1

### Responses received: six month progress towards recommendations in the Tackling FGM in the West Midlands report

<b>Recommendation 1</b>	
<p>To ensure consistency in dealing with female genital mutilation (FGM) the Preventing Violence Against Vulnerable People Board should consider establishing a time limited West Midlands Task Force on FGM to:</p> <ul style="list-style-type: none"> <li>• develop procedures such as a clear and consistent common FGM risk assessment;</li> <li>• build understanding and data on prevalence of FGM;</li> <li>• develop clarity about information sharing;</li> <li>• develop guidelines to ensure that when a girl is born to a mother who has undergone FGM that appropriate steps are taken to ensure the family are made aware that it is both illegal to perform FGM and causes unnecessary pain and suffering;</li> <li>• explore potential for civil remedies (such as FGM protection orders); and</li> <li>• develop any other key issues identified within this report, which require collective drive and consistency across the West Midlands.</li> </ul>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
West Midlands FGM Taskforce	<p>The Taskforce has met four times since it was convened by Stephen Rimmer in July 2015 – 30th September, 21st October 2015, 18th November 2015 &amp; 17th December 2015. It has been incorporated into the Preventing Violence Against Vulnerable People (PVVP) Board governance structure as one of its sub-groups.</p> <p>The Taskforce is prioritising the membership of the group to develop and ensure there is or continues to be appropriate representation and attendance.</p> <p>As part of the PVVP programme the Board have identified overlaps with other sub-groups specifically Schools and Communities regarding prevention and engagement with schools and communities. The membership of the Schools and Communities sub-group is being revised.</p> <ul style="list-style-type: none"> <li>• Clear and consistent common FGM risk assessments have been created for education from NHS FGM risk assessments for Birmingham and the Taskforce will look to take this forward across the</li> </ul>

region in 2016. The Chair visited Astrid Fairclough, Department of Health, on 6th November 2015 re adoption of these for all agencies.

- The Taskforce is looking at each local authority's collation of data as well as accessing the Department of Health information. It has developed a template to capture data across the region to include training, women and children at risk, perpetrators and prosecutions both, civil and criminal as well as training and delivery which is being trialled. The collation of regional data continues to be a Taskforce priority.
- At the Taskforce meeting on 17th December 2015 members commenced looking at information sharing structures (e.g. Health, Education, Social Care & Voluntary Groups) to identify and demonstrate best practice. This will need to achieve the best balance between 'need to know' and safeguarding of child.
- Birmingham Against FGM (also chaired by the Chair of the Taskforce) are leading on designing a leaflet to be presented to families/mother who has undergone FGM ensuring that they are aware of illegalities of FGM and the impact it has on children and adults. Through the Taskforce regional representatives will be asked what information should be disseminated to families at risk / in need.
- The Taskforce is planning to look at practice development looking at current case studies where civil orders are considered to identify and develop good practice approaches. Linkages have been made with colleagues within Birmingham City Council Legal Services who are developing a Civil Orders pilot project to tackle and disrupt crime through the use of civil orders as appropriate. To date this work is focused within Birmingham, but with potential for wider development and consideration across the region. To note this is not seeking to take civil action in cases where a criminal prosecution is possible.
- The recommendation also notes the Taskforce can have a wider role in key issues requiring collective drive across the region. Taskforce members identified the need for proactive community engagement as being important because stopping FGM will come about through changing understanding, perceptions and attitudes ("hearts and minds") of all FGM practising communities. See response to Recommendation 8.

Police and Crime Commissioner and West Midlands Police	West Midlands Police are part of the task-force (DSU Tim Bacon, DC Gill Squires, and DI Wendy Bird). Jo Barber represents the Office for the Police and Crime Commissioner (OPCC)
Dudley MBC and Safeguarding Children Board	<p>The Taskforce brings together key leads in strategic and operational roles from partnership agencies within the West Midlands Region. It has been set up to run for 12 months, from September 2015 with the aim of sharing information and learning, to develop best practice.</p> <p>There is a representative on the Taskforce who will represent CCGs from across the West Midlands. The lead will be sharing information from the centre, and also requesting information from individual CCG's in order to improve understanding and collation of consistent data on the prevalence of FGM. The plan is to work collectively to drive forward a consistent approach to tackling and eradicating FGM. The Designated Nurse is the FGM lead for Dudley CCG.</p>
Sandwell MBC	<p>Sandwell's Domestic Abuse Strategic Partnership have revised their FGM action plan 2015-16 to align with the WMPCP and regional task force's recommendations. As a result, the membership of the Sandwell FGM group has been revised and strengthened. Key membership now includes representation from Local Authority, Children's Social Care, Schools, Education, Health, Police, Home Office Visa and Immigration and Voluntary and Community Sector.</p> <p>Work is underway to develop a better understanding of data on the prevalence of FGM with data being collated from the following sources in Sandwell; Midwifery, Sandwell research, Sandwell Children's Social Care, Sandwell Women's Aid. Two sets of data have been produced by SMBC's Research Sandwell which map female pupils at risk of FGM in Sandwell schools and Sandwell (and surrounding area) residents born in Western Africa, Kenya or Somalia (Countries where FGM is practised). Some raw data has been received from Midwifery at Sandwell and West Birmingham Hospitals in July 2015 indicating FGM cases identified in Sandwell &amp; West Birmingham hospitals where the patient is/was a Sandwell resident. The availability of GP FGM data is also being explored by the group.</p> <p>A problem profile for FGM in Sandwell is in the process of being requested and work is scheduled to begin in March 2016.</p> <p>A leaflet detailing mandatory reporting has been drafted and is currently in the process of being agreed with children's social care in Sandwell.</p> <p>A draft joint adults and children's FGM safeguarding policy is being drafted to provide professionals, practitioners and anyone working</p>

	with children and young people with an understanding of FGM and what action they should take to safeguard girls and women who they believe may be at risk or have already undergone FGM. The policy is expected to be completed for March 2016.
--	---

<b>Recommendation 2</b>	
<b>The Police and Crime Plan seeks to increase public reporting of hidden crime such as FGM; improve awareness within the police force and continue to do more with partners to prevent and detect hidden crimes. We expect the PCC to demonstrate leadership to progress these issues for FGM.</b>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
Police and Crime Commissioner	<p>One useful measure of determining success in improving awareness within the police force and “continuing to do more with partners to prevent and detect hidden crimes” is to look at whether the numbers of reports regarding FGM has risen over time. Gill Squires, FGM Subject Matter Expert says that in the first seven months of 2014 there were 70 cases in which FGM was thought to be a factor – usually where a girl has been identified as being at risk rather than having actually undergone the procedure whereas in 2012 there were 25 reports in the whole year. This could not have occurred without successful awareness raising by WMP with their partners and the general public.</p> <p>Sentinel has proved a successful platform for current and future work to eradicate the practise of FGM and support victims of the practise to cope and recover from the impact that it has on their lives.</p> <p>Detective Inspector Wendy Bird has updated WMP’s delivery plan and a FGM Problem Profile has been undertaken. An Action Plan has been produced to tackle the issues coming out of the Problem Profile.</p> <p>DI Wendy Bird undertakes ICI DP training and Gill Squires undertakes initial training for officers, thus “improving awareness within the police force”. With regard to partnership work, DI Bird is part of the Home Office’s Stakeholder Group and Enforcement meeting, thus linking not only with local but national partners, enabling best practice to be developed and shared nationally.</p> <p>Gill Squires has met with two Family Court Judges to facilitate understanding and working relationships between WMP and the</p>

	<p>judiciary regarding FGM.</p> <p>DI Bird and DC Squires send updates and guidance out to WMP and partners on a regular basis; for example, updates were received when mandatory reporting came in law on 31 October 2015. There is a constant push to keep officers and partners up to date and aware of changes and developments in the field. The breadth and depth of WMP's work in this field has been recognised by HMIC in its report The Depths of Dishonour.</p>
Dudley MBC and Safeguarding Children Board	<p>The Community Safety Team has worked in partnership with Police colleagues to cascade Sentinel information in order to raise awareness of hidden crimes which includes FGM. Posters have highlighted the law in respect of FGM, how to report issues and where to seek support. Posters have been cascaded to partners including community groups. Information in respect of Sentinel events has also been cascaded to partners including community groups.</p> <p>The Community Safety Team together with Dudley Safeguarding Children's Board and Dudley Safeguarding Adults Board have also cascaded the West Midlands Police Sentinel intelligence gathering forms to encourage the submission of information by partners to West Midlands Police in respect of hidden crimes such as FGM/CSE.</p> <p>Dudley's Local Police and Crime Plan 2015/16 has a priority in respect of Domestic Abuse and Safeguarding Vulnerable people. The Board have received "Sentinel" materials produced by West Midlands Police to promote the reporting of hidden crimes e.g. FGM</p> <p>In refreshing the Plan for 2016/17 the Board will review how this priority can be strengthened in conjunction with partner agencies and Safeguarding Adult and Children's Board.</p>

<b>Recommendation 3</b>	
<b>The PCC should encourage West Midlands Police to take all steps to work with the Crown Prosecution Service (CPS) to maximise the opportunity for a suitable West Midlands prosecution.</b>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
West Midlands Police	West Midlands Police (WMP) will investigate all allegations of FGM effectively and where there is evidence of a criminal offence they will

	use the established process with the Crown Prosecution Service to maximise all opportunities of bringing suspected offenders to justice.
Police and Crime Commissioner	<p>As Mr Bacon noted, WMP will investigate all allegations of FGM. When there is evidence of a criminal offence, WMP will use procedures established with the CPS to maximise opportunities to bring suspected offenders to justice.</p> <p>However, FGMPOs (civil remedies) enable protection for potential victims to be put into place. The extent of the work that WMP led by Detective Inspector Wendy Bird and FGM Subject Matter Expert Gill Squires has been recognised outside the force “West Midlands Police is leading the way in the use of new protection orders to safeguard women and girls feared to be at risk of this barbaric practice”  <a href="http://www.birminghammail.co.uk/news/midlands-news/dad-arrested-gatwick-airport-suspicion-10165282">http://www.birminghammail.co.uk/news/midlands-news/dad-arrested-gatwick-airport-suspicion-10165282</a></p>
Birmingham Community Safety Partnership	Birmingham Community Safety Police and Crime Board has partnered with the Esmee Fairburn Foundation to fund the FGM community engagement project provided by Birmingham and Solihull Women’s Aid. The project provides a multi-faceted community-based approach to FGM which has recently gained the first FGM Prevention Order in the region to protect the young daughter of an asylum seeker who was still resident in the country of origin.

<b>Recommendation 4</b>	
<b>Councils, schools and health organisations (including NHS Trusts) need to ensure FGM is recognised as a priority by their boards and executives – and activity is not just led by determined individuals – to ensure prevention and referral is embedded in “how we do things round here”.</b>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
Birmingham and Solihull Mental Health Foundation Trust	<p>BSMHFT have discussed FGM with Board Members at Governance Forums.</p> <p>Operational Safeguarding Leads have been given the opportunity to attend briefings from WMP re FGM (in December 2015)</p> <p>The trust has an electronic FGM document to record FGM data as required (National Data Set). This is registered.</p> <p>The Safeguarding Team are due to attend and participate within the Birmingham FGM Health Pathway Development (29/1/16)</p> <p>Further FGM awareness sessions for staff are due to be rolled out in</p>

	January 16.
The Dudley Group NHS Foundation Trust	<p>The Trust has developed a working group for FGM to develop a policy and training needs analysis. This is reported to the Trust's Internal Safeguarding Board which is held monthly.</p> <p>The Trust Board receives a monthly update via the Trust's Clinical Quality Safety and Patient Experience Committee. The Trust Board also receives updates in the Safeguarding Report which is presented directly to the Board quarterly.</p> <p>Progress is also reported in the Trust's Annual Safeguarding Report which is presented to the Trust Board, the Clinical Commissioning Group and Dudley Safeguarding Adults and Children's Boards.</p>
University Hospitals Birmingham	<p>FGM discussed at Trust Safeguarding Board meetings</p> <p>Lead Nurse for safeguarding has discussed with the Trusts Executive Safeguarding Lead</p> <p>Procedure for reporting has been agreed, including safeguarding, mandatory reporting and the enhanced dataset</p> <p>IT have flowcharts and documents to upload onto Trust intranet</p> <p>Programme of training for staff to be rolled out in new year (Training needs analysis in progress) FGM posters to be updated to coincide with launch of training programme.</p>
Coventry and Warwickshire Partnership NHS Trust	<p>FGM Presentation to Trust Board on 29 September 2015 (Patient Story) The Board agreed that FGM should continue to be a priority for the Trust.</p> <p>FGM information is available on the Intranet for all staff.</p> <p>FGM information is included on the All User bulletin which is circulated to all staff on a weekly basis.</p>
Birmingham Community Healthcare NHS Trust	<p>There is an annual safeguarding work programme that includes FGM- implementation of the work programme is monitored at the safeguarding children subcommittee (chaired by the Director of Nursing and Therapies- an executive director of the Trust board) and Clinical Governance Committee which is chaired by the Medical Director- an executive director of the Trust board</p> <p>The safeguarding children annual report 2014-15 was approved by the Trust Board in October 2015, section 10 of report identified that a FGM pathway is being formulated; this is being led by the designate</p>

	<p>nurse team.</p> <p>The mandatory reporting requirements was communicated to all front line practitioners and a laminated flow chart was provided to all health visitors and school nurses in November 2015</p> <p>The Organisation has draft FGM guidelines for practitioners.</p> <p>The Birmingham Safeguarding Board guidelines were distributed to front line practitioners in November 2015</p> <p>The BCHC safeguarding children intranet has information on FGM and provides electronic links to the Birmingham safeguarding Board website where further information on FGM is available</p> <p>Birmingham Community Healthcare NHS Trust includes FGM in current single agency training for all employees</p> <p>Birmingham Community Healthcare NHS Trust attend the Birmingham Against FGM multi-agency professional group</p>
<p>Royal Orthopaedic NHS Trust</p>	<p>Board engagement via Medical Director and Director of Nursing and Clinical Governance (Executive Lead)</p> <p>Chief Executive actively participates in the local Birmingham Safeguarding Children’s Board</p> <p>FGM is recognised as one of the priorities for the Trust in our safeguarding strategy 2015/16</p> <p>Quality and Clinical Governance Committee for the Trust are updated via the Trust Safeguarding Committee (standing agenda item on the Trust Safeguarding Committee)</p> <p>Communication throughout the Trust via ‘ROH Life’, regular updates via email</p> <p>Included in enhanced Safeguarding Children training delivered at the Trust</p> <p>Cases used for learning with safeguarding link/champions at safeguarding forum</p> <p>Planned bespoke training to executives and non- executives to be completed by end of March 2016</p>
<p>Walsall NHS Hospital Trust</p>	<p>FGM is included within level 1 and 3 of safeguarding training.</p> <p>All midwives receive awareness training on FGM and are encouraged</p>

	<p>to complete on-line training developed by NHS England. Community midwives routinely ask all women during pregnancy about female circumcision.</p> <p>Training has been delivered to the key staff within identified areas in the trust regarding awareness and the national requirement for reporting all women who attend the trust. They will act as key staff within their clinical areas to ensure that staff are supported following identification or disclosure of FGM; and ensure reporting onto the national platform is completed.</p>
Coventry City Council	<p>The issue of FGM in Coventry was raised by Councillor Gingell at Council in December 2013 where a motion to condemn the practice was supported, Coventry City Council was the first Council to support such a motion.</p> <p>An in depth report was developed by public health that identified prevalence of FGM in Coventry and included recommendations to eradicate the practice. This report was presented to Scrutiny Co-ordination Committee at their meeting on 8 October 2014, Health &amp; Wellbeing Board on 10 November 2014 and was endorsed by Cabinet on 10 February 2015. The report was also taken to the Police &amp; Crime Board on the 29 April 2015.</p> <p>The Ending FGM in Coventry Steering Group oversees FGM related work in Coventry and reports into Coventry Health &amp; Wellbeing Board.</p> <p>More recently Coventry University and public health jointly presented to the Local Children Safeguarding Board the FGM webapp PETALs.</p> <p>Coventry Safeguarding Boards are currently reviewing current FGM policies and procedures in partnership with key stakeholders from health, social care and safeguarding. This review will be completed by March 2016.</p> <p>Coventry City Council designed a 'pledge' to end FGM that enables all agencies across Coventry to commit to working towards ending FGM and protecting local women and girls from harm. Over 30 senior officers from a wide range of organisations and council leaders have committed themselves and their organisations to end female genital mutilation in Coventry through supporting culture change, protecting girls at risk, supporting women affected by FGM, supporting communities to oppose the practice, raising awareness and supporting the law.</p> <p>Health organisations are undertaking mandatory reporting as required.</p>

	<p>There is a FGM policy in place at University Hospital Coventry &amp; Warwickshire (UHCW). Referrals are made as a matter of routine for post natal ladies who have delivered a baby girl, and routine questioning takes place in the ante natal period. UHCW employ an Obstetrician who has a particular interest in FGM, and who will deinfibulate where required and consent is obtained. UHCW community midwives routinely ask all relevant women about the presence of FGM in their childhood. The manager in the ante natal clinic reports monthly on figures obtained from asking these routine questions. When a baby girl is born to a Mother who has undergone FGM, the case is routinely referred to children’s social care. As FGM in the under 18yr olds is categorised as abuse in childhood, any suspected cases in the children’s emergency department are highlighted to the safeguarding team. In cases whereby FGM is disclosed, staff inform the patient that FGM is illegal, and also inform them of the possible consequences of any involvement in FGM activity.</p>
<p>Birmingham Community Safety Partnership</p>	<p>Birmingham Community Safety Police and Crime Board addresses FGM through its Violence Against Women and Children Steering Group and its Violence Against Women and Children Strategy.</p>
<p>Dudley Safeguarding Children Board</p>	<p>A FGM strategy has been developed with the aim of assisting agencies, services and professionals to improve the protection of women and girls from FGM. The Dudley Safeguarding Children Board (DSCB) already has procedures in place which are available on the DSCB website. Despite the difficulties with obtaining accurate and reliable figures on FGM it is recognised that there are girls and women who live within Dudley who have experienced FGM or are at risk of it happening to them.</p> <p>DSCB have a task and finish group set up to develop an FGM strategy and action plan for all partner agencies. This has been presented to DSCB executive Board and the strategy has been approved. The task and finish group is multi agency and the plan is to develop a consistent approach through collaboration with Safe and Sound Board, Children’s Alliance Board, Adults safeguarding Board and Health and Wellbeing Board. The revised action plan will encompass the recommendations.</p> <p>The task and finish group will progress the FGM strategy and training within Dudley and to develop an associated pathway and action plan. The task will require a partnership approach and one that will be coordinated via the safeguarding adults and children boards and will also include the consideration of co commissioning of services. The</p>

strategy aligns with the three DSCB priorities of:

- Keeping children and young people safe from harm in the home, outside of the home and online.
- Ensuring that Children and Young people have access to the right service in the right place at the right time.
- Improving the effectiveness of partnership working and accountability to improve safeguarding outcomes for children young people and their families.

The strategy seeks to reduce FGM through addressing key overarching themes of Prevention, Provision and Protection. In respect of this framework for developing a multi-agency, coordinated response to FGM, it is expected that there will be frequent overlaps between the work themes of prevention, provision and protection. The plan is to bring together all available resources and current services to develop a coordinated approach to tackling FGM within Dudley and to ensure that agencies are following the strategic directives and not working in silos. The initial meeting will take place on 28th January 2016 and will include members from the voluntary sector.

Local prevalence: Many cases of FGM first come to light within the maternity unit. Dudley Group Hospital Foundation Trust (DGHFT) has been reporting all cases to Health and Social Care Information Centre (HSCIC) for over 12 months to form part of the national FGM Prevalence Dataset. For the month of February 2015, 2,477 active cases and 507 newly identified cases of FGM were reported nationally. Between September 2014 and February 2015 the DGHFT reported 17 cases to the HSCIC and a further 6 between July and September 2015. The numbers of women born in FGM practising countries and permanently resident in Dudley at the 2011 census were approximately 748 and of these approximately 55 were age 0 to 14 which gives an estimated prevalence per 1,000 population of 0.9.

Under new legislation which came in to force in March 2015, GPs also have a mandatory responsibility to report to the police all cases of 'known' FGM - i.e. instances which are disclosed by the victim and/or are visually confirmed - in all patients under the age of 18 within one month of initial disclosure/identification. The principle is to aid police investigations and increase the number of perpetrators caught and prosecuted. Reporting became mandatory for GP's in October 2015 and all GP practices were informed via a briefing from the Designated Nurse.

	<p>There was a new national mandatory recording requirement for GP's to record any cases of FGM in any girl under the age of 18 about which they have become aware as well as any children who are considered potentially to be at risk at risk of FGM by October 2015. This followed the requirement already in place for NHS acute trusts. The data collection will not be retrospective and GP Practices will need to register on the Clinical Audit Platform system to submit their information. This has been forwarded to all practices in the Dudley area and a briefing around FGM disseminated via members news.</p> <p>The Lead of the task and finish group has contacted local Designated Professionals to determine if there is any good practice etc. that can be shared across the Black Country Region.</p> <p>The Parliamentary Under Secretary of State for Public Health, Jane Ellison, wrote to all health providers about expectations of them concerning FGM, changes to the responsibilities upon health professionals around FGM, and about new training. A copy of her letter was forwarded to all safeguarding leads in Dudley for distribution to practitioners in July 2015 as Summer is the time of year is when many young girls are taken abroad to have FGM performed.</p> <p>FGM forms part of the safeguarding training delivered to Dudley CCG staff including the Chief Executive (CE) and board members. The safeguarding governance structure is embedded within the CCG and the CE (accountable Officer) is a member of the Children's Services Improvement Board . He has overall responsibility for safeguarding and is responsible for ensuring that the CCG fulfils its duties to exercise its functions effectively, efficiently and economically thus ensuring improvement in the quality of services and the health of the local population in conjunction with partner agencies.</p> <p>The CCG Chief Nurse is the CCG Member Safeguarding Lead at Board Level and a member of the Dudley Safeguarding Children Board. She has delegated authority to make and take decisions on behalf of the organisation. The Chief Nurse reports to the Chief Executive of the organisation who also receives minutes from the DSCB.</p>
Sandwell MBC	<p>FGM has been a regular agenda item on the various strategic boards in Sandwell such as the Safer Sandwell Partnership, Domestic Abuse Strategic Partnership (DASP) and Sandwell Safeguarding Children Board.</p> <p>A dedicated FGM subgroup made up of the Domestic Abuse Strategic Partnership is now in place in Sandwell with membership from Local Authority, Children's Social Care, Schools, Education, Health, Police,</p>

	<p>Home Office Visa and Immigration and Voluntary and Community Sector.</p> <p>Referral pathways for referrals (including FGM) are well known by statutory agencies and as part of the 12 agencies involved in Sandwell's MASH (Multi-Agency Safeguarding Hub) there is a co-ordinated response to share information within the MASH to establish the level of risk. The mandatory reporting leaflet and process will further enhance this across all agencies.</p> <p>Information regarding FGM has been circulated to all schools and academies in the borough, for examples 'Recognising signs of FGM'. Reminders on the impact of FGM are regularly circulated to schools particularly before and after holiday periods to raise awareness. The information shared with schools has been discussed at the Education Advisory Board, a sub group of the LSCB. Schools all have Safeguarding Leads who, as part of their training, are made aware of the signs and implications of FGM.</p>
Solihull CCG	<p>Strategically – Solihull Clinical Commissioning Group (CCG) is a commissioning and member organisation. It does not provide direct services to individuals. The following (not exhaustive) summarises how Solihull CCG leads FGM across the local health economy via:</p> <ol style="list-style-type: none"> <li>(1) Overarching Public Protection and Safeguarding Policies and Procedures that all commissioner or those who commission services on our behalf must comply with.</li> <li>(2) Within the safeguarding audit completed in 2015 we have specifically enquired about FGM within policies</li> <li>(3) FGM is incorporated into Level 1, 2 and 3 safeguarding children training programmes (see response to Recommendation 6)</li> <li>(4) Solihull CCG Designated professionals and named professionals for primary care are recognised to be strong strategic partners to Solihull Partnership Boards and Safeguarding Boards and are active partners on the Boards they are members of; including Safer Solihull Executive Board.</li> </ol>
Solihull MBC, Community Safety Partnership and Safeguarding Board	<p>The Solihull Partnership vision is that: Solihull in 2018: where everyone has an equal chance to be healthier, happier, safer, and more prosperous. It has a number of outcomes of which several including keeping people safe from harm and addressing Crime and Anti-Social Behaviour.</p> <p>The Safer Solihull Local Police and Crime Plan for 2015/16 and its new</p>

plan for 2016/17 focus on prioritising its work to protect vulnerable people from harm. Our work will primarily focus on those crimes that are hidden but can cause the most harm to those who are being subjected to them. Whilst the key focus is around Domestic Abuse, Child Sexual Exploitation and hate crime the partnership through its annual strategic assessment review the patterns of crime as it evolves in the Borough. It is widely accepted that the full impact of FGM in Solihull is not fully known.

**Safeguarding Boards:**

In 2015 Solihull worked as part of a group to establish the West Midlands Adult Safeguarding Policy & Procedures that sets out the approach taken for adult safeguarding in the West Midlands. The Procedures then explain how agencies and individuals should work together to put the West Midlands Adult Safeguarding Policy into practice. Because the legislation and guidance from government on adult safeguarding is new, the policy and the procedures should be seen as draft documents that will be tested out and developed extensively during 2015-2016. There is also a similar commitment to supporting young people through our policies and procedures within the LSCB. See update at recommendation 6 to ensure that practitioners are educated and empowered to deal with FGM.

FGM is seen as a priority within Solihull MBC and as such have introduced clearer reporting and measuring of FGM incidences that are referred into Solihull Children's Services or become apparent during our intervention. This information is then formally reported each quarter to our Director of Children's Services and her leadership team via a Child Protection Performance Score card.

Our MASH (Multi Agency Safeguarding Hub) is alert to the importance of responding to any concerns relating to FGM, wherein they record any incidences of FGM separately for data collection purposes. This understanding and practice of responding to FGM is also shared within the wider Children's Services so as to ensure a robust response to FGM as required.

Solihull MBC have not had to respond to any direct issues of FGM involving Solihull children or young people in the past 6 months, but have responded to two incidents, where there was no evidence of FGM in the first case and in the second case the child was from another Local Authority, wherein that LA responded to the family in question with our support.

We are also fully aware of the new FGM Protection Order option

	<p>which is now available to Local Authority's from July 2015, where we can seek a civil order from our Local Family Justice Centre in Birmingham to protect a Child or Young person where there is a potential FGM threat.</p>
<p>Walsall Children's Services</p>	<p>The incidence of FGM in Walsall is, thankfully, extremely small. We do not currently have resident those communities where FGM is practised as members within our borough boundaries. There are just 3 adult women known to the Health Care Trust as having been cut.</p> <p>All professionals who have a mandatory duty have provided a positive response to a request by the Board that their duty to report is known and acknowledged.</p> <p>All schools, health colleagues and social care colleagues have been provided with access to a range of online e-learning tools viz the Virtual College online learning from the DoH.</p>
<p>Walsall NHS Trust</p>	<p>FGM policy has been developed and waiting for ratification from Trust Management Board.</p> <p>It includes:</p> <p>Current clinical pathways staff can follow when FGM has been disclosed, either during pregnancy or following attendance at the Trust.</p> <p>There are links and information to support staff considering any safeguarding concerns for the unborn or other female children who live within the household.</p> <p>Information and links are included to support Staff ensuring that if a female baby is born during this episode of care the relevant services are aware e.g. GP/HV.</p> <p>The importance of staff being aware of mandatory reporting and their role if any child is deemed to be at risk of FGM or has already been subjected to it</p> <p>A local project team was commenced to implement a process to increase awareness and knowledge of health staff within identified areas of the trust and to develop a method of ensuring that mandatory reporting was submitted.</p> <p>This group includes staff from hospital and community to ensure good communication occurs between professionals following the confirmation of FGM in a pregnant women.</p>

	The project team report into the safeguarding committee within the Trust
--	--

<b>Recommendation 5</b>	
<b>The PCC (as a commissioner for victims' services), the Victims' Commission, Health and Well-being Boards and Clinical Commissioning Groups should recognise the need for support and therapy for children and women who have undergone FGM and commission appropriately to meet that need. Where possible, opportunities for collaborative commissioning should be sought.</b>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
Police and Crime Commissioner	The Commissioner recognises FGM as a priority in his Police and Crime Plan and as such it is represented in his Victims Strategy and on the Victims Commission. The OPCC has scoped services available for victims of FGM and has recognised that the lack of support services to communities across the West Midlands is a key issue. Currently the Commissioner funds Allies Network Ltd £54, 860 and will be funding CelestineCelest £41,875, thus enabling sustainable support and awareness for different communities. The intention is to build on the campaigning work (discussed below) to understand what communities see as helpful in terms of developing a shared effective response to supporting existing victims of FGM and preventing future victims of FGM in addition to statutory and mandatory requirements.
West Midlands FGM Taskforce	Clear links made with Victims Commission (Jo Barber/Yvonne Mosquito) with Chair of Taskforce attending all meetings.  Presently working together concerning awareness raising in communities. It is becoming clearly evident that FGM information to children and communities has potential to fracture family relationships. Being aware of the Girls' Generation 'Do No Harm' is an essential piece of research which needs to be taken into account with community/victim support. This needs to be balanced acutely with the safeguarding needs of the children at possible risk.
The Dudley Group NHS Foundation Trust	The Trust has not been invited to attend the Health and Well-being Board.

Birmingham Community Healthcare NHS Trust	Birmingham Community Healthcare NHS Trust is supportive of working in partnership to explore new arrangements to support children and women.
Royal Orthopaedic NHS Trust	Regular meetings with CCG designated nurses for information exchange and update.
Birmingham Community Safety Partnership	Birmingham Community Safety Police and Crime Board has partnered with the Esmee Fairburn Foundation to fund the FGM community engagement project provided by Birmingham and Solihull Women's Aid. The project provides a multi-faceted community-based approach to FGM which includes providing one-to-one support to women affected. BSWA will provide the most recent information on the reach of the project.
Dudley MBC and Safeguarding Children Board	<p>Locally there is currently no specialist commissioned services in place however there is support available from Health Services for victims of FGM.</p> <p>The FGM action plan will include Commissioning of specialist services in order to have a coordinated approach to delivery.</p> <p>DSCB and Community Safety Partnership Strategic Board will make links with Victims Commission to strengthen our work around this.</p>
Solihull CCG	<p>Heart of England NHS Foundation Trust (HEFT) has a FGM Lead Midwife, who has been commissioned on behalf of Birmingham and Solihull CCG's. They offer a support service to victims of FGM. However, from the 1st July 2015 the acute side of HEFT contract now sits in Birmingham Cross City CCG's portfolio; this includes the midwifery and FGM service. An update should be located within the Birmingham CCG's response. The response we received from the Named Midwife - Heart of England NHS Foundation Trust have the following in place;</p> <ul style="list-style-type: none"> <li>• Specialist FGM midwife who provides advice and support to women who have undergone FGM</li> <li>• Specialist FGM clinic held at the maternity hospital jointly worked with Womens Aid with a dedicated support worker from Womens Aid</li> <li>• Specialist Midwife will signpost to local community groups for support in particular - Care for Women &amp; Girls and Celestine/Celest which is a Coventry based organisation covering support for FGM survivors in West Midlands</li> </ul>

	<ul style="list-style-type: none"> <li>• Links to psycho sexual counselling through 'Umbrella' sexual health services based at UHB</li> <li>• Links to FGM survivor based in London when signposting is requested for help and support with clitoral reconstruction</li> </ul> <p>Solihull and SMBC works in partnership on an number of commissioning aspects and during 2015 have agreed a emotional wellbeing strategy and service for under 19s. This includes specialist interventions provided via the mental health service and services for early help, provided by the same provider and Barnados.</p> <p>Solihull now has an all age mental health and emotional well-being services to its residents and provided by one provider. Future commissioning is based on needs and commissioned via joint needs assessments reflecting Solihull citizen's needs.</p>
Solihull MBC	<p>Solihull MBC and Solihull CCG awarded a new contract for an Emotional Wellbeing and Mental Health Service for Solihull Children and Young people at the end of December 2014 to a partnership of Birmingham and Solihull Mental Health Foundation Trust and Barnardo's. The new provider took over the current Child and Adolescent Mental Health Service on the 1st April 2015, and will be working towards delivering the new service specification.</p> <p>The primary aims of the Service are:</p> <ul style="list-style-type: none"> <li>• To meet the emotional wellbeing and mental health needs of children and young people, and support them to move on from the Service when they are ready.</li> <li>• To provide simple and timely access for families and practitioners to information and services relating to the emotional wellbeing and mental health of children and young people.</li> <li>• To provide care which is child and family focused; treats children, young people and their carers with compassion, dignity and respect, without stigma or judgment; and which emphasises recovery and prevents problems from recurring.</li> <li>• To strengthen capacity within universal services such as schools and primary care settings to identify and support children and young people with emotional wellbeing and mental health problems.</li> <li>• To support parents and carers to understand their children's needs and behaviours, and develop strong attachment.</li> </ul> <p>The following extracts are from the Emotional Well-Being and Mental</p>

	<p>Health service specification:</p> <ul style="list-style-type: none"> <li>• Counselling</li> </ul> <p>The Service will provide counselling to promote the recovery and increase the resilience of children and young people who have multiple and complex issues have witnessed domestic abuse or are victims of sexual or physical assault or abuse.</p> <p>The Service should provide a minimum of 35 hours of sessional counselling per week, as well as providing guidance for the family, school (and other partner agencies as appropriate) in responding to the child's needs.</p> <ul style="list-style-type: none"> <li>• Population covered</li> </ul> <p>The Emotional Wellbeing and Mental Health Service supports any child or young person who is registered with a Solihull GP, resident in Solihull, or attending a Solihull early years setting or school who is in contact with the Service before their 19th birthday.</p> <p>Where appropriate the Service will continue supporting young people up to their 21st birthday where this is in the best interests of a young person, and is consistent with their care plan which takes account of transition into appropriate adult support services.</p> <ul style="list-style-type: none"> <li>• Any acceptance and exclusion criteria and thresholds</li> </ul> <p>The Service will provide a service where there is a reasonable concern about an emotional wellbeing or mental health problem, as well as signposting to alternative services and providers where more appropriate services exist.</p> <p>The Service will accept self-referrals. The Service is expected to offer a proportionate response to any child or young person where there is an emotional wellbeing and mental health concern, from light touch online information, advice and self-assessment for many, to more intensive assessment and treatment for few.</p> <p>There is a midwife at Heart of England Foundation Trust who is the lead/specialist for FGM and there is a pathway within maternity services. The Local Authority does not current commission specific support or therapy for children and women who have undergone FGM and are not aware of any collaborative commissioning for these services.</p>
--	---

<p>Birmingham City Council</p>	<p>The new Birmingham/ Solihull sexual health system 'Umbrella' commenced in August 2015. This is commissioned through the BCC People Directorate funded through the Public Health grant. Although the contract is in the early stages of commencement the commissioning intentions include:</p> <p>Umbrella recognises the particular challenges around FGM. Umbrella will expand training to identify FGM and appropriate pathways, supported by a database to track FGM cases, which will be subject to clinical audit. Our health promotion campaign will include a quarterly focus around the 'respect' agenda and developing specific materials in relation to FGM.</p> <p>Committed to safeguarding</p> <p>Umbrella is committed to creating a safe environment that protects vulnerable adults, children and young people from harm and enables them to live a life free from abuse and neglect. To support this, Umbrella has chosen Birmingham Community Healthcare Trust (BCHT) as its designated safeguarding partner. BCHT is renowned for its high level of safeguarding expertise.</p> <p>Umbrella's commitment to safeguarding includes incorporating the very best practice in relation to individuals but also ensuring we have Umbrella-made systems to maximise learning and ensure continuous improvements.</p> <p>Safeguarding will form a distinct domain within Umbrella's corporate risk assessment procedure and risk log.</p> <p>Training / Competence</p> <p>The Umbrella safeguarding training programme will be implemented and monitored according to the established training needs analysis (TNA) and training programmes in place within Umbrella.</p> <p>Sexual exploitation, coercion and violence, including female genital mutilation (FGM), child sexual exploitation (CSE) and human trafficking – systematic</p> <ul style="list-style-type: none"> <li>• screening, support services, use of Independent Sexual Violence Advisors (ISVAs). A new training post within RSVP will provide 'on the job' training across Umbrella to ensure appropriate screening and referral.</li> <li>• Domestic violence including honour violence, the effects of domestic violence on witnessing children and domestic violence in</li> </ul>
--------------------------------	---

	<p>LGBT relationships.</p> <ul style="list-style-type: none"> <li>• Substance misuse and alcohol screening.</li> <li>• Increasing knowledge of services available such as for those who are homeless, have mental health problems or learning disabilities etc.</li> <li>• Clinical support to community paediatricians to provide STI screening in under 13s.</li> </ul> <p>Risk assessment of young people</p> <p>Young people will be assessed using the BASHH/Brook pro-forma “Spotting the Signs”, including Fraser competence assessment.</p> <p>Where female genital mutilation (FGM) is identified, support will be given via our partner organisations. Umbrella will fulfil its legal obligations and take necessary action to protect daughters and other females who may be at risk of undergoing this procedure.</p>
--	---

<b>Recommendation 6</b>	
<b>Given the importance of understanding the risks and effects of FGM in preventing the continuation of the practice, practitioners need access to training. All Safeguarding Children Boards should co-ordinate training and organisations should ensure that front-line staff are trained to spot the signs / risks of FGM and understand referral pathways.</b>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
West Midlands FGM Taskforce	<p>Working closely with Birmingham Against FGM (BAFGM), the Taskforce is receiving a final report in January from a Task &amp; Finish Group proposing a three level training design. The Taskforce has defined the core ingredients of training packages:</p> <ul style="list-style-type: none"> <li>• The law surrounding FGM.</li> <li>• Relevant communities/ethnicities affected – worldwide.</li> <li>• Four types of FGM</li> <li>• Avoidance of stigmatisation - awareness of Girl’s Generation ‘Cause No Harm’.</li> <li>• Risk assessment – what to consider and the relation to law ie</li> </ul>

	<p>Mandatory Reporting</p> <ul style="list-style-type: none"> <li>• Process following risk assessment – where to next? Safeguarding needs (removal of child passport etc)</li> <li>• Focus on safeguarding at all times.</li> <li>• Roles and responsibilities of staff in relevant agencies.</li> </ul> <p>The Taskforce will seek to take this model forward across the region in 2016 by asking the regional representatives to raise and test this within their own authorities.</p>
The Dudley Group NHS Foundation Trust	A policy has been developed and presented for ratification. The policy includes referral pathways. The FGM working group is developing a training needs analysis for front line staff.
University Hospitals Birmingham	<p>All Emergency Department staff receive Level 3 training in FGM.</p> <p>All Trust staff receive level 2 training on FGM as part of mandatory safeguarding training.</p> <p>Factsheet on FGM is available on Intranet for staff to refer to.</p> <p>All Wards and departments have a copy of factsheet within their safeguarding resource folder.</p> <p>Referral guides with Risk Assessment Tools to be uploaded to Intranet.</p>
Birmingham Community Healthcare NHS Trust	<p>Birmingham Community Healthcare NHS Trust support front line practitioners to access multi-agency training and is supporting the development of training</p> <p>Birmingham Community Healthcare NHS Trust includes FGM in current single agency training</p>
Royal Orthopaedic NHS Trust	<p>Included in enhanced Safeguarding Children training and updated regularly</p> <p>Specific FGM training delivered to key front line staff, theatres, recovery, paediatric nursing staff, OPD staff.</p> <p>Staff access Birmingham Safeguarding Children’s Board training.</p> <p>Attendance at professional multi-agency groups</p>
Coventry MBC and Safeguarding Children Board	The Local Safeguarding Children’s Board (LSCB) has been working in partnership to address FGM locally since 2009 and offers training, has developed a safeguarding procedure and a website. Multi-agency safeguarding children training is available to and aimed at anyone

	<p>working with children in Coventry or parents/carers who may be from practising communities. The training consists of a 3 hour course delivered by local professionals. The content includes background, history and origins, reasons which sustain it, when it takes place (age), how it takes place, types, physical and mental health and sexual implications, practising countries, UK issues, law, indications that it might be going to take place / has taken place, safeguarding and how to respond including terms to use/not use &amp; resources. The course is continuously reviewed to include additional “new” relevant information that we are aware of e.g. prosecutions, new helplines etc.</p> <p>The Meridian GP Practice for refugees and asylum seekers has over 2000 patients, about a third of whom are female. New patients are routinely asked whether they have undergone FGM; over 40 women have been identified as having undergone FGM. Those with female children are informed of the legal aspect of FGM; if there are concerns a referral will be made to Safeguarding. Dr Callaway from the Meridian Practice has trained staff from the City of Coventry Health Centre Practice, which has 6000 patients, half of whom are female. This practice has around 40 women recorded as having FGM on their database. Dr Callaway will also be presenting on FGM at a national training day for health professionals held by Virgincare in London next month.</p> <p>Coventry University are currently a partner in the REPLACE 2 project. REPLACE 2 aims to implement and evaluate community-based behaviour change intervention frameworks to tackle female genital mutilation in the EU.</p> <p>Coventry City Councils Public Health Team have commissioned a specialist FGM service provided by a consortium of specialist voluntary sector agencies, for a period of 2 years to provide bespoke training and education to professionals and communities, in order to build knowledge and resources to reduce the prevalence of FGM in Coventry. As of September 2015 over 80 professionals have attended the Multi-Agency FGM training, outcomes include 100% increases in knowledge of FGM pre &amp; post training and over 75% of attendees feeling confident enough to discuss FGM with clients as a result of the training.</p> <p>On-going partnership work with key stakeholders including UHCW, Health Visitors, School Nursing and the CCG, to develop and implement FGM risk assessment tools to ensure appropriate referrals are made to the relevant agencies.</p>
--	--

	<p>In November 2014, 300 people attended a conference to raise awareness of FGM amongst health and social care professionals, the following year a further 230 people attended a 2nd conference. All delegates that attended both conferences felt that it improved their knowledge of FGM and 100% of attendees felt it was a good use of their time. The majority of delegates confirmed that they would implement a number of changes into their daily role as a result of the conference including;</p> <ul style="list-style-type: none"> <li>• Attending further training</li> <li>• Initiate conversations with service users</li> <li>• Improve staff training</li> <li>• Build better relationships with parents of service users</li> <li>• Adapt safeguarding policies and procedures</li> </ul>
<p>Birmingham Community Safety Partnership</p>	<p>Birmingham Community Safety Police and Crime Board has partnered with the Esmee Fairburn Foundation to fund the FGM community engagement project provided by Birmingham and Solihull Women's Aid. The project provides a multi-faceted community-based approach to FGM which includes training for front-line staff. BSWA will provide the most recent information on the reach of the project.</p>
<p>Dudley MBC and Safeguarding Children Board</p>	<p>DSCB have delivered multi agency training to 66 delegates over 3 sessions in June, September and December 2015. These were full day training events that developed the delegates' knowledge on FGM, spotting the signs, types of FGM and current legislation.</p> <p>The CCG commissioned Midland Safeguarding Ltd to deliver safeguarding training to all 48 GP's practice in the past 18 months as well as training to Designated Safeguarding Lead GPs in May and Nov 2015. This included information around recognition of FGM, mandatory reporting and relevant changes in legislation. To support this and to assist GPs in sharing information across practices, 2 practice briefing documents were developed and shared. All GP's have access to support and advice from the Designated Nurse and named GP for safeguarding.</p> <p>The Specialist midwives deliver training to midwives within the local unit on an annual basis. They are available to maternity staff for advice and support.</p> <p>Education have received single agency training which has been delivered to specific schools in the borough. In 2015 4 primary schools, 1 secondary school and a session for FE Colleges have been delivered. In 2016 further sessions have been planned with schools and colleges. All schools and colleges in Dudley received details of the FGM letter/</p>

	<p>awareness before summer 2015 which all schools and FE colleges had access to. Secondary schools in Dudley also access online training to supplement direct sessions delivered.</p> <p>The Home Office free online FGM training link “Female Genital Mutilation: Recognising and Preventing FGM” has been forwarded to frontline practitioners within health via the safeguarding leads.</p>
Sandwell Safeguarding Children Board	<p>Sandwell Safeguarding Children Board presently co-ordinates FGM training through an online module in respect of Domestic Abuse. The module addresses the signs / risks of FGM and whilst it does not explicitly cover referral pathways within the main body, there are resources attached to the training that do cover this. As of 14th December 2015 a total of 78 professionals in Sandwell (from across the multiagency partnership) have completed this module (Note: I am unsure the start date this figures relates to).</p> <p>In addition, the Safeguarding Board sign-post learners to FGM training commissioned by Sandwell’s Domestic Abuse Strategic Partnership (titled ‘Forced Marriage/Honour Based Violence/FGM’). At the time of writing, three dates (for a total of 90 delegates) are scheduled for FGM Training – 7th December 2015, 22nd March 2016 and 16th June 2016. The Policy &amp; Procedures Subgroup of the Sandwell Safeguarding Board are also coordinating the development of a local FGM Policy which should be finalised during the first quarter of 2016. In the meantime the Board’s current FGM policy is accessible.</p> <p>Bespoke training on FGM has also been delivered to staff at the following schools in Sandwell;</p> <p>Shireland (Aug 2014), Uplands (Jan 2015), Corngreaves Academy (May 2015) Uplands (December 2015). A further request for 2 sessions of bespoke FGM/DV training have also been received (Dec 17th 2015) from Capehill Primary School and will be delivered early 2016.</p>
Solihull CCG	<p>FGM is included in all 2015 Safeguarding Children Training Levels 1, 2 and 3 to staff members and practitioners; including signs / risks / effects and referral pathways. Subsequent to the ‘Enhanced FGM Data Set implementation by GP’s by October 2015’ and ‘new Mandatory reporting of FGM to Police from 31 October 2015’ has been added to training packages and has been cascaded to provider services to raise awareness of the additional requirements via various routes e.g. Safeguarding Leads Network Meeting / ‘Little and Often’ (bulletin).</p>
Solihull Safeguarding	<p>The Solihull LSCB aims to provide a comprehensive range of multi-agency training for managers and practitioners that support the</p>

<p>Children Board</p>	<p>delivery of the LSCB improvement priorities around neglect, child sexual exploitation and early help, as identified in LSCB Multi-Agency Safeguarding Workforce Development Strategy. This document describes the Solihull LSCB approach to multi-agency workforce safeguarding learning and development. It provides an evidenced informed rationale for a safeguarding learning curriculum for 2015-2017.</p> <p>The LSCB training events aim to add value to agency specific in-house training by providing practitioners with essential skills in partnership working to safeguard children using agreed multi-agency competencies informed by evidence from national and local experience, including serious case reviews .</p> <p>These multi-agency competencies do not replace the agency specific competencies that practitioners may need to function effectively in specific roles. The multi-agency competencies are aimed at enabling all practitioners described to gain and develop multi-agency interactive skills. They seek to add value to the practitioner experience; supporting and valuing agency specific responsibilities whilst enhancing understanding of, and effectiveness in, multi-agency working – thus enabling sound decision making about vulnerable children in collaboration with partner practitioners.</p> <p>Solihull LSCB provides multi-agency training which places an emphasis on effective multi-agency partnership skills. These are skills that cannot be acquired solely through agency specific training/processes. In this way, multi-agency training enhances practitioners’ skills sets – by enabling the development of multi-agency, interactive communications skills when working with highly complex families with very vulnerable children.</p> <p>The training is delivered in a modular approach providing an explicit block of learning and using adult learning models. This enables each practitioner to take responsibility for their own learning and choose modules that meet their individual professional development requirements, working with their line manager and in conjunction with their organisation’s needs Core Multi-Agency Modules.</p> <p>We are in the process of updating the LSCB online multi-agency procedures to include the duty to report. This is however currently covered on the LSCB website along with access to FGM training for practitioners. Practitioners and others can follow links for more information on Female Genital Mutilation awareness at the Home Office Virtual College e learning package. Practitioners are reminded</p>
-----------------------	---

	that from 31 October 2015 it is mandatory for regulated healthcare and social care practitioners and teachers to report FGM and a flow chart has been designed for healthcare practitioners, which can be used to assist others in following the Government Procedural Information.
Walsall Children's Services	<p>The incidence of FGM in Walsall is, thankfully, extremely small. We do not currently have resident those communities where FGM is practised as members within our borough boundaries. There are just 3 adult women known to the Health Care Trust as having been cut.</p> <p>The response by Walsall LSCB needs to be appropriately proportionate.</p> <p>All schools, health colleagues and social care colleagues have been provided with access to a range of online e-learning tools viz the Virtual College online learning from the DoH. Health colleagues have accessed a range of additional DoH learning</p>

<b>Recommendation 7</b>	
<b>The PCC should work with West Midlands Police, local authorities, health organisations, and the third sector to ensure that pro-active community empowerment work is being undertaken with communities from FGM practising countries (whilst recognising the value of broader engagement with such communities too), including appropriate men and women's groups.</b>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
Police and Crime Commissioner	<p>Partnership work led by the PCC is moving forward:</p> <p>FGM is represented in the Victims Strategy and the Victims Commission. The OPCC has scoped services available for victims of FGM and has recognised that the lack of support services to communities across the West Midlands is a key issue. Currently the Commissioner funds Allies Network Ltd £54, 860 and will be funding CelestineCelest £41,875, thus enabling sustainable support and awareness for different communities.</p> <p>To support the work taking place by statutory agencies, a morning session took place on the 25 June 2015 where we had excellent representation from across the voluntary and community sector, the statutory sector from health and local authority and West Midlands Police. The discussion was formed in such a way as to harness each</p>

	<p>attendee's expertise to try and build up a complete picture of a victim's needs at different stages in their lives. Attendees agreed to be a workgroup for this area of work. This is the start of a campaign around the FGM stream and will be led by the Deputy Police and Crime Commissioner, working in partnership with the voluntary and statutory sector representatives on the group. The workgroup includes representation from West Midlands Police, the voluntary and community sector, health and other statutory agencies. A second meeting was held on 19 October 2015 and a third meeting is planned for 28 January 2016.</p> <p>On 30 November 2015 DPCC Yvonne Mosquito, Alethea Fuller and Jo Barber met with Nura Ali to discuss a campaign for the Somali community. A date has been arranged for early April.</p> <p>Jo Barber is meeting with CelestineCelest on 11 January 2016, Birmingham &amp; Solihull Women's Aid on 14 January, Muslim Women's Network on 21 January to establish campaigns in specific communities.</p> <p>Each campaign will be community specific, addressing specific dietary and childcare needs but will be aimed at men and women.</p>
West Midlands FGM Taskforce	<p>The Taskforce have carried out an audit of proactive engagement with FGM practising communities audit in November 2015-January 2016 [<a href="https://www.birminghambeheard.org.uk/economy/c4f13e76">https://www.birminghambeheard.org.uk/economy/c4f13e76</a>] to ascertain present level of support to communities. Within the first sweep 25 replies were received. A refreshed sweep was launched with 41 responders to date.</p> <p>The initial audit detailed that pro-active community empowerment work across the West Midlands appears varied. The Taskforce needs to analyse more fully the data provided, but there is evidence of emerging good practice and positive community engagement within some local authority areas. For example, organisations in three local authority areas promoted the concept of developing FGM community champions.</p>
The Dudley Group NHS Foundation Trust	<p>The Trust is participating in community engagement of those which have a high prevalence of FGM. This involves all statutory services and work is in progress to engage with the third sector (including Imams) to raise awareness and educate them regarding the mandated response to FGM.</p>
Birmingham Community	<p>Birmingham Community Healthcare NHS Trust responded to the FGM survey and is supportive of partnership working to increase awareness of FGM. BCHC School nurses work primarily in communities in schools</p>

Healthcare NHS Trust	across Birmingham, Sandwell and Staffordshire
Royal Orthopaedic NHS Trust	Not directly with the communities practising FGM however the Trust has undertaken this through partnership working with a specialist practitioner from a partner agency.
Coventry City Council	<p>As a result of community and stakeholder engagement Coventry City Council designed a 'pledge' to end FGM that will enable all agencies and individuals across Coventry to commit to working towards ending FGM and protecting local women and girls from harm.</p> <p>Public Health worked in partnership with community members and leaders to develop 2 films on FGM. One is an educational film featuring influential local leaders from the council, 3rd sector and faith based organisations including the chairs of the British Arab Federation and Coventry's Muslim Forum. This film educates viewers about the practice, the law in regards to FGM, the harmful consequences of FGM and the need for communities to oppose it. A second film entitled 'It Stops with Me' was developed starring local people who are committed to ending FGM. It was designed to raise awareness of the dangers of FGM and encourage practising communities to oppose it; links to the films are below. The films have been viewed approximately 800 times. FGM Interviews - <a href="https://youtu.be/ak_g8woS4Zc">https://youtu.be/ak_g8woS4Zc</a> (11 minutes 56 seconds). FGM It Stops With Me - <a href="https://youtu.be/Q16OmOp26bk">https://youtu.be/Q16OmOp26bk</a> (2 minutes 30 seconds)</p> <p>Researchers at Coventry University have created a new app, endorsed by the National Society for the Prevention of Cruelty to Children (NSPCC), to help protect young girls and women from female genital mutilation (FGM). The new app, developed jointly by experts at Coventry University's Centre for Communities and Social Justice (CCSJ) the Centre for Excellence in Learning Enhancement (CELE) at Coventry University and in partnership with Coventry City Council, will prove to be a valuable resource in the fight against FGM. The app, which works across most mobile devices such as smartphones, tablets and lap tops via an internet browser, is aimed primarily at young girls living in affected communities and at risk from FGM. But it can also be used as an educational tool to teach young people and others the facts and realities of FGM. The app was piloted by members of the FGM steering group and also a group of students from Sidney Stringer academy.</p> <p>Coventry Public Health Department, in partnership with Voluntary Action Coventry and Coventry University have held two very successful community engagement events to discuss FGM in August and September 2014, with one being specifically aimed at men. Both</p>

events were attended by 40 people from a range of health & social care professionals, voluntary sector staff and community members & leaders from minority populations. Both sessions involved in depth discussions as to how we can work together to tackle the issue of FGM and feedback from these events helped shape the service specification for the Ending FGM in Coventry service.

Coventry City Councils Public Health Team have commissioned a specialist FGM service for a period of 2 years to provide bespoke training and education to professionals and communities, in order to build knowledge and resources to reduce the prevalence of FGM in Coventry.

- The Service will develop a city wide FGM awareness campaign designed by community members and young people from affected communities to ensure that it is culturally sensitive and effective. This will include information leaflets, electronic resources for use by social media, posters and a website.
- The service will recruit community champions to educate people about FGM and support behaviour change from within their own communities. The service has recruited 15 community champions to date.
- The service will focus on asset building within communities to ensure that they are skilled to tackle FGM and able to continue FGM work once this current service finishes. This will ensure that any work carried out by this service is sustainable and value for money.
- The service will also result in the empowerment of frontline professionals, affected girls and young women (both those at risk of FGM and those who have undergone FGM) through the development of support groups, community engagement and training.

IN the first 2 months the project supported 6 women directly affected by FGM, liaised with police in regards to potentially applying for a FGM protection order. They have recruited over 12 community champions to date and are currently supporting them to provide peer support to their own communities and educate about the harms of FGM.

UHCW NHS Trust community midwives participate in regular multi agency meetings held in Children's Centres across Coventry, to discuss cases common to multi agency responses. The locations of these meetings were initially held in areas of greatest need and are now

	rolling out across Coventry.
Birmingham Community Safety Partnership	Birmingham Community Safety Police and Crime Board has partnered with the Esmee Fairburn Foundation to fund the FGM community engagement project provided by Birmingham and Solihull Women's Aid. The project provides a multi-faceted community-based approach to FGM which includes community-based prevention work: training and supporting community champions; running women and girls groups; supporting youth projects and male community champions of change in affected communities. BSWA will provide the most recent information on the reach of the project.
Dudley MBC	<p>The Community Safety Partnership is working closely with the Dudley Interfaith group to determine effective methods in engaging the community, to raise awareness and to ensure that the community understand the legislation and the need to safeguard adults and children. It will also share what support is available for families and children. Public Health Services will be engaged to ensure that the newly commissioned health visiting services have appropriate training and aware of local pathways and referral process for when FGM is a concern.</p> <p>The West Midlands FGM Taskforce recently distributed an FGM Community Engagement survey to each organisation within the region. Dudley CCG completed and returned the survey in December 2015 and the CCG communications team will be involved in the task and finish group in order to determine the optimal way of engaging with the local community.</p>
Sandwell MBC	Sandwell have identified and trained 10 community champions identified through a programme delivered by Birmingham and Solihull Women's Aid to raise awareness of FGM within communities. Meetings have also been held with Community Associations, to progress FGM work within communities. The community champions have completed their training on 12th of December. The next steps to integrate the community champions into community empowerment and awareness, training programmes and work with schools is being developed for 2016.
Solihull MBC and Community Safety Partnership	The Solihull Partnership Forums have been operating since 2010 as a channel for dialogue between members of the partnership and community stakeholders. There are currently four partnership forums covering north Solihull, rural Solihull, central Solihull and Shirley; and Olton, Elmdon, Lyndon and Silhill which each meet three times a year. The purpose of the forums is to consult on significant proposals,

	<p>exchange information and discuss how common issues and priorities can be tackled in the local area.</p> <p>In 2014 we undertook a review of the forums and as a result we have made some changes. We have taken a decision to trial replacing the four geographically based forums with two bi-annual forum meetings bringing together all four forums. Local groups and organisations are invited to participate in the forums. We particularly welcome representatives from faith groups, schools and businesses.</p>
Walsall NHS Hospital Trust	<p>There is currently no local support group within the Walsall area to support women and families following the disclosure of FGM, however there are established groups within the midlands that will support.</p> <p>There is a mother who recently delivered her baby in Walsall after a recent move to the area; she was actively involved in the Birmingham area in and is trying to start up a local group for women in this area.</p>

<b>Recommendation 8</b>	
<p><b>The PCC and local authorities recognise the crucial role that schools can play in engaging with parents, and therefore, encourage schools, where there are children from FGM practising countries, to play an active role in educating, preventing and referring. FGM should be included within school safeguarding policies and all staff and governing bodies should receive training.</b></p> <p><b>Further education colleges and universities also provide opportunities to engage with young people and staff should be able to spot the signs / risks of FGM and have knowledge of referral pathways.</b></p>	
Evidence of Progress	
<b>Organisation</b>	<b>Comments</b>
Police and Crime Commissioner	<p>DI Wendy Bird has given an FGM input to schools.</p> <p>As work progresses we will be able to respond to the work that schools, education colleges and universities are undertaking in this field.</p>
West Midlands FGM Taskforce	<p>We are looking at ways in which data is captured across the region through education and safeguarding audits (known as Section 175 and Section 11). The Taskforce is presently determining the active role schools are playing in safeguarding children from FGM by the questions asked to schools in the Section 175 Audit regarding FGM. There does not appear to be a standardised regional approach, but</p>

	<p>there are examples of positive practice with some local safeguarding children boards asking additional questions about policy, awareness and training around FGM.</p> <p>This can provide a useful way of measuring activity and progress. For example responses to the most recent Birmingham audit indicates that:</p> <ul style="list-style-type: none"> <li>• 88% of staff are aware of the procedures that must be followed;</li> <li>• 84% of Designated Safeguarding Leads (DSLs) have received appropriate training; and</li> <li>• The school curriculum promotes child protection and incorporates FGM issues in 57% of Birmingham schools.</li> </ul> <p>The Taskforce is preparing to work and link with the PVVP Schools and Communities Sub-Group to ensure that the school audits (Section 175s) are informative, detailed and supportive to primary and secondary pupils.</p>
<p>Birmingham Community Healthcare NHS Trust</p>	<p>BCHC School nurses work primarily in communities in schools across Birmingham, Sandwell and Staffordshire</p>
<p>Coventry City Council</p>	<p>FGM is included in the school governors training and work is underway to ensure that FGM is on the agenda of head teacher meetings in Coventry.</p> <p>Secondary Schools have been provided with lesson plans and are encouraged to deliver a whole school approach to FGM. Anecdotal feedback has shown that a number of schools have delivered FGM sessions to pupils and a number of students are currently leading their own projects to raise awareness of FGM. A group of students recently piloted the new FGM app developed by Coventry University and presented this work at a national and local launch.</p> <p>Primary schools have also received training on FGM and are encouraged to deliver it under the guidelines of the NSPCC Pants campaign.</p> <p>A number of schools have attended the multi-agency FGM training, which is a full days training provided by the ending FGM in Coventry service. A number of schools have requested further training for staff from the new service.</p> <p>The service is currently working with a local youth group to develop</p>

	<p>FGM campaigns designed for young people through the use of music and social media. All youth workers and the young people will receive FGM training as part of this project.</p> <p>Standard safeguarding procedures are in place for children at risk of and affected by FGM with the LSCB ensuring that all agencies are aware of their roles and responsibilities in regards to FGM and the protection of children. The LSCB is currently in the process of updating its policies and procedures and FGM will be included in this work, this will be completed by March 2016. Information on the LSCB website in regards to FGM is currently being updated to reflect local and national progress and FGM will feature regularly in the boards newsletters.</p> <p>FGM is included in the safeguarding sessions delivered to student midwives at Coventry University.</p>
Birmingham Community Safety Partnership	<p>Birmingham Community Safety Police and Crime Board has partnered with the Esmee Fairburn Foundation to fund the FGM community engagement project provided by Birmingham and Solihull Women's Aid (BSWA). The project provides a multi-faceted community-based approach to FGM which includes work in schools and colleges to prevent FGM and support young people affected. BSWA will provide the most recent information on the reach of the project.</p>
Dudley	<p>As part of Dudley's action plan there is continued commitment to training for schools and governing bodies. Sessions have already commenced as highlighted above and in 2016 this will be continued, to cover remainder of education establishments.</p>
Sandwell	<p>Work is underway to integrate FGM community champions to work with Safeguarding leads in Sandwell Schools/Colleges targeting the Soho and Victoria area of Sandwell which data informs us is where the affected population reside.</p>
Walsall Children's Services	<p>The incidence of FGM in Walsall is, thankfully, extremely small. We do not currently have resident those communities where FGM is practised as members within our borough boundaries. There are just 3 adult women known to the Health Care Trust as having been cut.</p> <p>The response to this issue by Walsall LSCB needs, therefore, to be appropriately proportionate.</p> <p>E-learning materials have been provided to all schools and the 'model' safeguarding policy that schools may choose to adopt includes a reference to FGM.</p>

<b>Recommendation 9</b>
<b>The PCC and the Strategic Lead of the Preventing Violence Against Vulnerable People Board report to the West Midlands Police and Crime Panel on outcomes in six months' time, and thereafter to be agreed, on progress implementing these recommendations.</b>
Evidence of Progress
The West Midlands Police and Crime Panel will consider progress updates at its meeting on 18 January 2016 and decide whether further update reports are required.