



Developing excellence  
in response to FGM and  
other harmful practices

# National FGM Centre Training Packages

AUGUST 2018



# About the National FGM Centre

**The National FGM Centre is a partnership between Barnardo's and the Local Government Association (LGA) to achieve a systems change in the provision of services for children and families affected by Female Genital Mutilation (FGM). Funded by the Department of Education as part of its Children's Social Care Innovation Programme, the Centre works closely with key partners from Local Authorities, Health, Education, Police, and the voluntary sector to achieve its vision and aims. In 2017, the Centre's remit was extended to include Breast Ironing/Flattening and Child Abuse Linked to Faith or Belief.**

The National FGM Centre's Vision is to keep children and young people safe from FGM and other Harmful Practices, including ending new cases of FGM by 2030. Through our work we aim to:

- **Prevent** new cases
- **Protect** children and young people
- **Support** those affected by FGM and other Harmful Practices
- **Partner** to deliver services and learn

The Centre has four main strands highlighted in the diagram below.

Our specialist social workers are embedded in Local Authorities and **provide support in cases where FGM, or other harmful practices are a concern.** This can range from advice and guidance to frontline professionals, to child protection proceedings and applications for FGM Protection Orders.

The interactive Knowledge Hub provides a “**one-stop shop**” for quality assured national and international guidance, information and resources regarding FGM, Breast Flattening and Child Abuse Linked to Faith or Belief.





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# FGM and Breast Flattening

## Multi Agency Training

1/2 Day

1 Day



**Aim: To enhance the understanding and skills of all professionals to act appropriately and confidently to protect and support girls who are at risk or have been subjected to FGM and/or breast flattening.**

This training is designed with the needs of all professionals working with girls and their families in mind.

It explores the roles and responsibilities of different professionals and the processes for handling cases of FGM or breast flattening. The training will also explore the **mandatory reporting duty** as it applies in England, Northern Ireland and Wales for teachers, health professionals and social workers, and can focus on the laws that apply in Scotland with regards to FGM.

The training can also be bespoke to specific professional settings.

### Learning outcomes:

- gain a greater understanding about what FGM and breast flattening are, reasons for the practice, prevalence and the impact on girls' and women's lives
- describe key legislation and statutory guidance that determines their personal safeguarding role.
- understand the process for requesting an FGM Protection Order in England, Northern Ireland and Wales.
- be clear about the role of key services
- explore gaps in local provision and how to address these
- consider how to effectively and sustainably engage with girls, their families and communities.
- gain confidence in dealing with cases of FGM and breast flattening

*“The facilitator was excellent and very appropriate it was a very difficult subject to handle well with so many people and was expertly done”*

# FGM and Breast Flattening

## Training for Schools

1/2 Day

Twilight Session



**Aim: To empower educational settings to enhance their structures to protect and support girls who are at risk or have been subjected to FGM and/or breast flattening.**

This training is to equip staff from educational settings with the knowledge and skills to act with confidence to protect girls from FGM and breast flattening, and support those who have already been subjected to the practice.

This half day training is designed with the needs of all staff in educational settings in mind, and aims to enhance professionals' performance standards with regards to FGM and breast flattening. The roles and responsibilities of different professionals are explored (for example teachers, governors, support staff), as well as the processes for handling cases of FGM and breast flattening. Learning outcomes:

### Learning outcomes:

- gain a greater understanding about what FGM and breast flattening are, reasons for the practice, prevalence and the impact on girls' and women's lives
- reflect on existing policies where FGM and breast flattening should be included
- gain confidence in dealing with cases of FGM and breast flattening
- be clear about the role of all staff (governors, head teachers, teachers, and non-teaching staff)
- reflect on where FGM and breast flattening fits within the curriculum and explore available resources
- consider how to effectively and sustainably engage with affected communities

*“The talk was excellent, clear and the powerpoint was equally clear. Frankly the best training I have had since starting teaching and the best talk I have had on this topic”*

# FGM Assessment Tool

## Training for Social Workers

1/2 Day  
1 Day



**Aim: Participants will be able to use the FGM Assessment Tool to enhance their assessment of FGM cases.**

The National FGM Centre's FGM Assessment Tool is an innovative and independently evaluated tool for social workers to use, which is complementary to current assessment methods, and enhances professional judgment by enabling holistic thinking about safety and risk factors.

The FGM Assessment Tool is based on the three domains of the social work assessment triangle and comprises of:

A comprehensive guidance on working around FGM.

An online assessment tool which enables social workers to assess the FGM case, reflect on the recommendations and put safety plans in place.

### Learning outcomes:

- Able to reflect on their understanding of the many dimensions of FGM
- Better prepared to carry out an FGM assessment in a timely manner
- More confident to discuss FGM with girls and families
- More confident to develop safety plans with girls and families

*“It is important that we have this guide and it is ground-breaking, it is the first of its kind and with it, it really takes our practice forward.”*

You can view the FGM Assessment Tool on our website [www.nationalfgmcentre.org.uk/fgm-assessment-tool](http://www.nationalfgmcentre.org.uk/fgm-assessment-tool)

## Train-the-Trainer (FGM)

### Multi Agency Training

2 Day



**Aim:** To equip delegates with the knowledge and skills to deliver the National FGM Centre (NFGMC)'s accredited CPD training.

**Day 1:** Delegates attend NFGMC's full day CPD advance training

**Day 2:** Practical day

### Learning outcomes:

- ✓ Increased knowledge regarding FGM
- ✓ Understand key legislations and statutory guidance that determines their personal safeguarding roles
- ✓ Gain confidence in dealing with known and suspected cases of FGM

- ✓ Reflect on their practice in relation to FGM
- ✓ Equipped to deliver NFGMC's CPD training.

*"The fact that Day 2 focused on how to deliver the course..it was great we were involved in the process too and thank you for amending the material for us."*

**Price\***

**2 Days - £1,950**

\*excluding VAT and Travel expenses.

Maximum 15 Participants.

# Child Abuse Linked to Faith or Belief

## Multi Agency Training

1 Day



**Aim: To equip professionals with the knowledge and confidence to recognise and deal with child abuse linked to faith and belief.**

The stories of Victoria Climbié, Ayesha Ali, Kristy Bamu, and Khyra Ishaq (to name a few) highlighted that child abuse linked to faith and belief is another hidden form of abuse that professionals should be aware of.

The 'National Action Plan to Tackle Child Abuse Linked to Faith or Belief' (2012) focuses on the belief in concepts of witchcraft and spirit possession; demons or the devil acting through children or leading them astray; the evil eye or djinns and dakini; ritual or muti murders; and the use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation.

Child abuse linked to faith or belief will present as:

- neglect,
- physical,
- sexual,
- emotional abuse

and the challenge for professionals lies in identifying the underlying cause of the abuse.

### Learning outcomes:

- Identify factors within various faith and belief systems that may make some of these harmful to children and adults
- Gain greater confidence to recognise and support those at risk of abuse linked to faith and belief
- Consider different ways to assess the religious/spiritual beliefs of families
- Reflect on current practise

99.8%

**Would recommend  
our training to a  
friend.**



# Working with cultural and economic diversity and safeguarding children

## Multi Agency Training

1 Day  
2 Days

**Aim: To provide an opportunity to explore personal influences and good practice issues when working with children and their families from a range of cultural and economic background whilst maintaining a focus on the safety of children.**

### Learning outcomes:

- ✓ Explored the challenges and opportunities of working with children and families from a range of different cultural, religious, ethnic and economic background.
- ✓ Explored different cultural and religious belief systems and child care practices within different groups, the impact of these on parenting and the protective factors that may be associated with these

- ✓ Recognised the impact of discrimination on children and families from particular cultural and economic groups
- ✓ Considered their personal attitudes and beliefs and how these may impact on their interventions with families whose backgrounds are different to their own
- ✓ Developed skills in distinguishing between cultural practices that are not harmful to children and those that are
- ✓ Developed a basic awareness of a range of practices that are specific to certain communities which may be harmful to children
- ✓ Developed skills in assessing the strengths of families from all cultural backgrounds whilst ensuring that areas of risk are identified and addressed
- ✓ Considered the importance of identifying, exploring and assessing the impact of family history, culture and belief systems on the care of children
- ✓ Considered how different personal and professional beliefs and attitudes can impact on multiagency working.

# Cultural competence in safeguarding children

## Multi Agency Training

1 Day

**Aim: This course will support professionals working within a multi-agency context to develop their abilities to work in a culturally competent way.**

### Learning outcomes:

- ✓ Explored the challenges and opportunities of working with children and families from a range of different cultural, religious, ethnic and economic background.
- ✓ Explored different cultural and religious belief systems and child care practices within different groups, the impact of these on parenting and the protective factors that may be associated with these
- ✓ Considered their personal attitudes and beliefs and how these may impact on their interventions with families whose backgrounds are different to their own

- ✓ Recognised the impact of discrimination on children and families from particular cultural and economic groups
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- ✓ Developed skills in assessing the strengths of families from all cultural backgrounds whilst ensuring that areas of risk are identified and addressed
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- ✓ Considered how different personal and professional beliefs and attitudes can impact on multiagency working.

2,200+

**Professionals have attending our training**

# Harmful Practices and Safeguarding Children

## Multi Agency Training

1 Day

**Aim:** This course is designed to equip participants with an understanding harmful practices, to critically analyse how safeguarding concerns and how to respond to children who are at risk.

### Learning outcomes:

- ☑ Explored key messages from policy, research and serious case reviews
  - ☑ Explored risk factors, how to assess risk and how to respond appropriately to concerns
  - ☑ Be made aware of the roles and responsibilities of agencies
  - ☑ Considered where to access resources and service.
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- ☑ An understanding what are harmful practices along with the international and national debates
  - ☑ Been provided with an overview of the range of harmful practices including those known to be taking locally and nationally
  - ☑ An awareness of the signs and symptoms associated with different harmful practices

99.4%

**Felt their knowledge of the topic had increased.**

**For more information about our training please contact our National Lead for Learning and Professional Development, Sonita Pobi.**

 [sonita.pobi@nationalfgmcentre.org.uk](mailto:sonita.pobi@nationalfgmcentre.org.uk)

 07710 065330

**For more information about other services we offer please contact us.**

 [info@nationalfgmcentre.org.uk](mailto:info@nationalfgmcentre.org.uk)

 [www.nationalfgmcentre.org.uk](http://www.nationalfgmcentre.org.uk)

 020 8498 7137



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## Prices\*

(for all training except Train-the-Trainer)

**1/2 Day - £695**

**1 Day - £895**

**2 Days - £1,790**

Twilight Session - Please call to enquire.

Bespoke training can be arranged.

If 3 or more trainings are commissioned, discounts can be applied.

\*exc VAT + travel expenses

**School/educational settings, please contact the Centre for prices**