



Developing excellence
in response to FGM and
other harmful practices

National FGM Centre Training Packages



About the National FGM Centre

The National FGM Centre, hosted by Barnardo's, works to achieve system-wide change in how services respond to Female Genital Mutilation (FGM), Breast Flattening, Witchcraft, Spirit Possession, Ritualistic Abuse (WSPRA), and other Harmful Practices.

The Centre works collaboratively with local authorities, education, health, police, and voluntary sector partners to build an evidence-based, trauma and oppression informed, and culturally competent response to harmful practices. Having worked on over 1,000 cases, and over 345 survivors directly supported, the Centre plays a vital role in shaping UK policy, informing practice guidance, and advancing the national commitment to end FGM by 2030.

All training programmes delivered by the Centre are based on our experience working on the front line in multi-agency child protection teams - are reflective, and highly interactive. As a national centre of excellence, our work aims to:

- ◆ **Prevent** new cases
- ◆ **Protect** children and young people
- ◆ **Support** those affected by FGM, WSPRA, breast flattening and other Harmful Practices
- ◆ **Partner** across sectors to strengthen safeguarding practice.

Specialist social workers **provide support in cases where FGM, WSPRA, breast flattening or other harmful practices are a concern.** This can range from advice and guidance to frontline professionals, to consultancy in child protection proceedings and applications for FGM Protection Orders.

Training is delivered multi-agency and provides space for thought and reflection to enhance practitioner learning

The interactive Knowledge Hub provides a “**one-stop shop**” for quality assured national and international guidance, information and resources regarding FGM, Breast Flattening and Witchcraft, Spirit Possession and Ritualistic Abuse.





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Identifying, Supporting and Protecting Girls and Women from FGM

1/2 Day
Full 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 working cases of FGM. The training encompasses reflective practice, enabling a practitioner to consider holistic risk assessment and support for families affected by the practice. The training also explores 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, as well as legislative measures in place to support and protect girls and women at risk such as FGM Protection orders.

The training can be bespoke to specific professional settings.

Learning outcomes:

- Gain a greater understanding about what FGM is, reasons for the practice, prevalence and the impact on girls' and women's lives
- Understand the context of FGM within harmful practices to improve holistic safeguarding
- Describe key legislation and statutory guidance that determines their personal safeguarding role, including the mandatory reporting duty
- Understand the process for requesting an FGM Protection Order in England and Wales
- Be clear about the roles of key services & improve multi-agency working
- Consider how to effectively and sustainably engage with girls, boys, their families and communities
- Gain confidence in dealing with cases of FGM
- Increase skills in making robust referrals which always highlight the voice of the child
- Consider how to engage communities on the issues

"I really valued the opportunity to have reflective time to consider ways in which I can enhance my risk assessment skills going forward. I really liked the way that the trainer introduced challenges throughout the session - it really does make you think about potential bias' practitioners and yourself may have - also, adds a bit of "spark" to the session. Kept us on our toes."

Identifying, Supporting and Protecting Girls and Women from FGM and Breast Flattening

1/2 Day
Full Day



Aim: To enhance the understanding and skills of professionals to act appropriately and confidently to protect and support girls and women 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. Practitioners will be challenged to consider holistic safeguarding, community engagement and modes of support to those affected by the practices.

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 practices, prevalence and the impact on girls' and women's lives
- Understand the context of FGM and breast flattening within harmful practices to improve holistic safeguarding
- Describe key legislation and statutory guidance that determines personal safeguarding roles
- Understand the process for requesting an FGM Protection Order in England, Northern Ireland and Wales.
- Consider how to effectively and sustainably engage with girls, their families and communities.
- Gain confidence in dealing with cases of FGM and breast flattening
- Be clear about the role of key services
- Explore gaps in local provision and how to address these

"The whole training was so informative. The facilitator was extremely knowledgeable, was very good at signposting sources of information and posed thought provoking questions to help consolidate learning."

Identifying, Supporting and Protecting Girls from FGM

Training for Schools

1/2 Day
Full 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

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

This training is designed with the needs of **all staff** in educational settings in mind, and aims to enhance professionals practice with regards to FGM. 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:

- 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
- Understand the risk indicators for the practice
- Gain confidence in dealing with students affected by FGM
- Gain confidence in exploring concerns of FGM with girls and parents/carers
- Reflect on existing school policies where FGM should be included
- Be clear about the role of all staff (governors, head teachers, teachers, and non-teaching staff)
- Understand the mandatory RSE guidance on FGM
- Reflect on where FGM fits within the curriculum and explore available resources
- Consider how to engage with affected communities effectively and sustainably

"The training was excellent, clear and the slides were equally clear. Frankly the best training I have had since starting teaching"

Identifying, Supporting and Protecting Girls from FGM and Breast Flattening

Training for Schools

1/2 Day
Full Day
Twilight Sessions



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 and support girls from FGM and breast flattening.

This training is designed with the needs of all staff in educational settings in mind, and aims to enhance professionals practice with regards to FGM and breast flattening. 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:

- 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
- Understand the risk indicators for FGM and breast flattening
- Gain confidence in dealing with students affected by the practices
- Gain confidence in exploring concerns of FGM with girls and parents/carers
- Reflect on existing school policies where FGM should be included
- Be clear about the role of all staff (governors, head teachers, teachers, and non-teaching staff)
- Understand the mandatory RSE guidance on FGM
- Reflect on where FGM fits within the curriculum and explore available resources

"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"

Workshops for students

1/2 Day
Full Day
Bespoke sessions

Aim: To empower educate and empower students to take action against FGM

These workshops have been designed to educate students on their rights, FGM, and signpost to relevant support services. Lesson content is adapted to key stages following a spiral curriculum and complement existing teaching in the school.

By the end of secondary school, students should know and understand:

- ✓ The physical and emotional damage caused by FGM
- ✓ That it is a criminal offence to perform or assist in the performance of FGM
- ✓ Where to seek and access support for FGM

Whilst teaching FGM in primary settings is optional, we encourage all schools to teach about the topic from the earliest opportunity from key stage 1 to identify and protect girls at risk

earlier, and empower the next generation to speak out about the issue.

- ✓ Lessons are interactive with activities - an overall 'fun' learning experience for pupils
- ✓ Lessons include teaching around human rights, violence against girls and women and societal attitudes towards girls and women including the concept of 'honour', body rights, leading to the teaching of FGM
- ✓ Teaching specifically on FGM includes identifying risk, the physical and emotional health consequences of FGM & the law on FGM, as well as where pupils can access support
- ✓ Every student will receive a pack of resources, including a badge from the Centre which says 'I will fight to #EndFGM' as well as a sticker of their choice



"The lesson was about a serious topic, but we still had some fun. My new motto is 'my body, my rights, my rules!'"

FGM Assessment Tool

Training for Social Workers

1/2 Day
Full Day



Aim: To enable confident use of the National FGM Centre's FGM Assessment Tool to enhance professional risk assessments of FGM cases.

The National FGM Centre's (NFGMC) [FGM Assessment Tool](#) is an innovative and independently evaluated tool for social workers and other professionals to use, complementary to their current assessment methods, to enhance 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: the child's developmental needs, parenting capacity and family and environmental factors.

The NFGMC Risk Assessment Tool 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:

- ☑ Gain a greater understanding about what FGM is, reasons for the practice, prevalence and the impact on girls' and women's lives including the physical and emotional health consequences
- ☑ To be able to apply holistic safeguarding including of other harmful practices to cases
- ☑ Gain confidence in exploring concerns of FGM with girls and parents/carers
- ☑ More confident to develop safety plans with girls and families
- ☑ Gain increased confidence and preparation skills to carry out an FGM assessment in a timely manner
- ☑ Be able to use the FGM Assessment Tool in ongoing assessments with families, including during the application of FGM Protection Orders

"The FGM Assessment Tool is groundbreaking. I will use it in all assessments moving forward"

Train-the-Trainer (FGM)

Multi Agency Training

2 Days



Aim: To equip delegates with the knowledge and skills to deliver FGM training

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

Day 2: Practical day

Learning outcomes:

- ✓ Increased knowledge regarding FGM, including what the practice is within the framework of harmful practices, reasons for the practice, prevalence and the impact on girls' and women's lives including the physical and emotional health consequences

- ✓ Gain and increase confidence in dealing with known and suspected cases of FGM
- ✓ Reflect on personal practice in relation to FGM
- ✓ Understand key legislations and statutory guidance that determines their personal safeguarding roles
- ✓ Prepare an effective and clear course structure
- ✓ Prepare participant-centred learning material and activities
- ✓ Skills in managing a learner and classroom environment
- ✓ Deliver FGM training by using training activities for different learning needs
- ✓ Equipped to deliver FGM training.

"The training gave us knowledge not just in FGM but also the practical tools to deliver future training in such a way that enhances a professionals learning through healthy challenge and reflection"

Price*

2 Days (per group) - £1,950

Protecting Children and Vulnerable Adults from Witchcraft, Spirit Possession and Ritualistic Abuse

1/2 Day
Full 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 Witchcraft, Spirit Possession and Ritualistic Abuse (WSPRA) 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.

Would recommend
our training to
others

99.8%

Witchcraft, Spirit Possession and Ritualistic Abuse will present as:

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

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

Learning outcomes:

- Understand what WSPRA is
- Understand the context WSPRA within harmful practices
- Identify factors within various faith and belief systems that may make some of these harmful to children and adults
- Gain greater confidence to recognise the indicators of abuse linked to witchcraft and spirit possessions
- Increase confidence in supporting those at risk of or who have undergone WSPRA
- Consider different ways to assess the religious/spiritual beliefs of families using quality assured tools from the NFGMC
- Reflect on personal views about faith/belief and how this may impact case handling
- Learning from serious case reviews

Working with cultural and economic diversity and safeguarding children

Multi Agency Training

Full 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 backgrounds whilst maintaining a focus on the safety of children.

Learning outcomes:

- ✓ Explore the challenges and opportunities of working with children and families from a range of different cultural, religious, ethnic and economic backgrounds
- ✓ Explore 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.

- ✓ Recognise the impact of discrimination on children and families from particular cultural and economic groups
- ✓ Consider their personal attitudes and beliefs and how these may impact on their interventions with families whose backgrounds are different to their own
- ✓ Develop skills in distinguishing between cultural practices that are not harmful to children and those that are
- ✓ Develop a basic awareness of a range of practices that are specific to certain communities which may be harmful to children including e.g. corporal punishment, female genital mutilation, forced marriage and spirit belief
- ✓ Develop skills in assessing the strengths of families from all cultural backgrounds whilst ensuring that areas of risk are identified and addressed
- ✓ Consider how different personal and professional beliefs and attitudes can impact on multi-agency working
- ✓ Consider where to seek advice about different cultures

Working with Cultural Literacy and Safeguarding Children

Multi Agency Training

Half day

Full Day

2 Days



Aim: To provide an opportunity to explore personal influences and good practice when working with children and their families from a range of cultural backgrounds, and exploring how these impact safeguarding

Learning outcomes:

- ☑ Explore the challenges and opportunities of working with children and families from a range of different cultural, religious and ethnic backgrounds - exploring ways to use them as strengths in assessments
- ☑ Explore 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, considering ways to consider and explore them as strengths in assessments

- ☑ Develop skills in distinguishing between cultural practices that are not harmful to children and those that are
- ☑ Consider personal attitudes and beliefs and how these may impact on your interventions with families whose backgrounds are different to your own
- ☑ Develop skills in assessing the strengths of families from all cultural backgrounds whilst ensuring that areas of risk are identified and addressed

Harmful Practices and Safeguarding Children

Multi Agency Training

Half day
Full Day

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

Learning outcomes:

- ✓ An understanding around what harmful practices are along with the international and national debates
- ✓ 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

- ✓ Explore key messages from policy, research and serious case reviews
- ✓ Explore 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 services

For more information about our training and other services we offer please contact us.

 info@nationalfgmcentre.org.uk

 www.nationalfgmcentre.org.uk



**Developing excellence
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other harmful practices**

Prices*

(for all training except Train-the-Trainer)

1/2 Day - £795

Full Day - £995

Discounted rates for charities

Twilight Sessions

30 delegates max per training, however
bespoke training available

Discounts for bookings of 3 or more
trainings

***excluding travel expenses**