



## ***Female Genital Mutilation Policy***

Policy summary:	<i>To provide Dyfed-Powys Police personnel with the legislation in responding to reports of Female Genital Mutilation.</i>			
Policy number:	<b>016/2020</b>			
Version control:	<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Rationale</b>
	<b>1</b>	<b>16/10/2015</b>	<b>DCI [REDACTED]</b>	<b>For update</b>
	<b>2</b>	<b>10/04/2020</b>	<b>TDI [REDACTED]</b>	<b>Updated and Addition of Risk Assessment Tool</b>
	<b>3</b>	<b>08/06/2021</b>	<b>[REDACTED]</b>	<b>Annual Review</b>
Date version implemented:	<b>01/07/2021</b>			
Review date:	<b>01/07/2023</b>			
Owner/contact: (approved by – Board)	<b>Vulnerability Hub</b>			
Consultation and approval	<b>DCI [REDACTED]</b> <b>Det Supt [REDACTED]</b>			
Welsh Translation	<b>Yes</b>	<input checked="" type="checkbox"/>	<b>No</b>	<input type="checkbox"/>



## 1. Statement of Policy

Dyfed-Powys Police (DPP) is committed to giving victims of Female Genital Mutilation (FGM) a level of service that gives them the confidence to report incidents, so the protection and safety of victims are at the forefront of subsequent police actions. Female Genital Mutilation is a serious form of abuse in particular involving children. When dealing with incidents, officers and staff must always keep this at the forefront of their minds and deal with incidents taking cognisance of this policy, Authorised Professional Practice and the Honour Based Violence and Forced Marriage policy. In any case involving a child under 18 will be considered a child protection matter, including of historical reports.

Dyfed-Powys Police will deal with FGM in a robust and transparent manner as it is a fundamental breach of an individual's Human Rights.

Female Genital Mutilation can impact on individuals in numerous ways which can result in serious assault or death. Dyfed-Powys Police is committed to developing responses that keep people safe and hold perpetrators to account without stereotyping, stigmatising or making assumptions about any given individual or community.

**Applies (but not limited) to:** All categories of Dyfed-Powys Police employees, whether full-time, part-time, permanent, fixed term, temporary (including agency staff, associates and contractors) or seconded staff. Any employee accessing and using Force assets and property must have due regard to the contents of this policy.

## 2. Policy Scope

The purpose of this policy is to provide Dyfed-Powys Police Officers and staff with the legislative requirements that must be adhered to when dealing with incidents of FGM or persons at risk of FGM.

Working alongside our partner agencies we will seek to:

- Investigate all reports effectively, to bring offenders to justice and hold them accountable for their actions.



- Develop responses that keep people safe and hold perpetrators to account without stereotyping, stigmatising or making assumptions about any given individual or community.
- Give victims the confidence to report incidents and keep them safe from further risk of harm.
- Deal with victims of Female Genital Mutilation effectively and by conducting thorough risk assessment processes with victims to reduce the likelihood of harm, including death or serious injury.

This policy affects the Criminal Investigation Department, the FCC, the Incident Crime Allocation Team [ICAT], the Secondary Risk Assessment Unit, Police Response and Neighbourhood Police Teams and Crime Recording Bureau. All staff within those areas of business should work within the legislation listed in this policy.

### 3. Powers and Policy/Legal Requirements

The legal basis for the exercise of powers and duties outlined in this policy are:

- **Human Rights Act 1998**
- **Police and Criminal Evidence Act 1984 (together with associated Codes)**
- **Criminal Procedure & Investigations Act 1996**
- **Youth Justice & Criminal Evidence Act 1999**
- **Female Genital Mutilation Act 2003**
- **The Prohibition of Female Circumcision Act 1985**
- **Serious Crime Act 2015**

The Wales Safeguarding Procedures detail the essential roles and responsibilities for practitioners to ensure that they safeguard children and adults who are at risk of abuse and neglect. They also help practitioners (us) apply the legislation and statutory guidance from the Social Services and Wellbeing Act, 2014 (Wales).

The All Wales Practice Guide, Safeguarding children from harmful practices related to tradition, culture, religion or superstition can be found on the Wales Safeguarding Procedures website.

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Practitioners and professionals should adopt A Children's Rights Approach in line with the duty of due regard to the (UNCRC) and follow National Participation Standards.

Dyfed-Powys Police are an organisational partner of the regional safeguarding board (see [cysur.wales](http://cysur.wales) website) and assisted in the development of the 'Information Sharing Protocol for the Safeguarding of Children, Young People and Vulnerable Adults'. This document was produced in conjunction with safeguarding service leads including our Detective Superintendent for Public Protection, and provisions of the following have been considered:

- UK GDPR;
- Data Protection Act 2018;
- Social Services and Wellbeing Act 2014;
- Children Act 2004;
- All Wales Child Protection Procedures now superseded by the Wales Safeguarding Procedures;
- Children and Young Persons Act 2008;
- Education Act 2011;
- Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Act 2015;
- Crime and Disorder Act 1998;
- Safeguarding Vulnerable Groups Act 2006.

This Information Sharing Protocol (ISP) provides staff from all partner organisations with confidence to share relevant information where the purpose is to **protect** or **prevent** children, young people and vulnerable adults from experiencing abuse neglect or other kinds of harm, and that the sharing of this information is lawful without consent of the individuals concerned.

Dyfed-Powys Police will work with the CPS to ensure that the investigation and prosecution of FGM is coordinated between agencies. The protocol between Dyfed-Powys and the CPS can be found on the intranet, titled *A Protocol between the Police and the Crown Prosecution Service in the investigation of allegations of FGM*.



## EQUALITY IMPACT ASSESSMENT

Section 4 of the Equality Act 2010 sets out the **protected characteristics** that qualify for protection under the Act as follows: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; Sexual Orientation.

The **public sector equality duty** places a proactive legal requirement on public bodies to have regard, in the exercise of their functions, to the need to:

- eliminate discrimination, harassment, victimisation, and any other conduct that is unlawful under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The equality duty applies to all protected characteristics with the exception of Marriage and Civil Partnership, to which only the duty to have regard to the need to eliminate discrimination applies.

Carrying out an **equality impact assessment** involves systematically assessing the likely or actual effects of policies on people in respect of all the protected characteristics set out above.

An equality impact assessment should be carried out on any policy that is **relevant** to the public sector equality duty. An equality impact assessment template is available [here](#). A welsh version of the equality impact assessment template is also available [here](#). Guidance on how to complete the template can be found on the diversity intranet page.

Equality Impact Assessment Completed	
<b>Name:</b>	██████████
<b>Department:</b>	CID- Vulnerability Hub
<b>Signed:</b>	██████████
<b>Date:</b>	08/06/2021



**HUMAN RIGHTS ACT**

**CERTIFICATE OF COMPLIANCE**

This policy has been drafted in accordance with the Human Rights Act and has been reviewed on the basis of its content and the supporting evidence and it is deemed compliant with that Act and the principles underpinning it.

<b>Name:</b>	██████████
<b>Department:</b>	Legal Services
<b>Signed:</b>	██████████
<b>Date:</b>	8 June 2021

## 4. Options and Contingencies

**Policy Owner:** This policy will be owned by CID who will be responsible for regularly monitoring the policy for:

- Its effectiveness
- Any changes to Home Office rules and government guidance
- Challenges to the Policy
- Any identified inefficiencies in relation to implementation

**Approval Process:**

This policy will be owned by CID- PVP.

It will be reviewed regularly to ensure its effectiveness and make necessary amendments in relation to changes and updates in related legislation and guidance.

Approval decisions regarding the implementation of this policy will be made by the Detective Superintendent of Protecting Vulnerable People and the Strategic Vulnerability Group.



The legislation and procedures listed in this policy are applicable to all police officers and police staff who are involved in any aspects of the recording, allocation and investigation of FGM within DPP. Referral to supervisors and managers for advice and guidance will be sought where deemed appropriate. The process will however be robustly and effectively monitored by supervisors and managers to ensure continued appliance.

The following Code of Ethics principles are relevant to this policy:

**Accountability** – We will be answerable for the decisions, actions and admissions made in relation to the application of the processes and procedures contained within the policy.

**Honesty** – We will apply the processes and procedures contained within the policy with honesty to maintain the trust of the community we serve.

**Integrity** – We will always strive to do the right thing.

**Objectivity** – The application of the processes and procedures contained within the policy and the decisions made will be based upon evidence and best professional judgement.

**Openness** – We will be open and transparent in our actions and decisions.

**Respect** – We will treat everyone with respect

**Selflessness** – We will act selflessly and in the public interest



**CODE OF ETHICS**

**CERTIFICATE OF COMPLIANCE**

This policy has been drafted in accordance with the Code of Ethics and has been reviewed on the basis of its content and the supporting evidence and it is deemed compliant with that Code and the principles underpinning it.

<b>Name:</b>	[REDACTED]
<b>Department:</b>	CID- Vulnerability Hub
<b>Signed:</b>	[REDACTED]
<b>Date:</b>	08/06/2021

## 5. Take action and review

All reports and referrals for FGM are recorded on STORM, the Force command and control system and PROTECT, the case tracking system for child protection and vulnerable adult multi agency enquiries.

A Multi-Agency Referral Form (MARF) should be completed by frontline officers at the earliest opportunity to instigate a multi-agency strategy discussion. It is at this point a PROTECT record will be created and allocated out to divisional CID teams.

Calls for service when recorded on PROTECT and recorded as a crime by DPP, undergo continuous positive supervision.

Initial ownership of any FGM investigation or concern must be undertaken by the on duty or on call Detective Inspector and an immediate safety plan considered.

It is the responsibility of the Officer in case and their supervisor to progress the case engaging with partner agencies to manage the safeguarding.

To ensure understanding of the FGM investigation process Police Officers and Police Staff are provided with training in dealing with FGM.



**Freedom of Information Act 2000**

Section 19 of the Freedom of Information Act 2000 places a requirement upon the Force to publish all policies on the Force website. Policies are why we do things and procedures are how we do them. A case-by-case review of procedures must be undertaken to protect law enforcement and health and safety considerations. Where a combined policy and procedure document is being produced the Force is legally required to publish the policy section and assess the procedure part to ensure no sensitive information is published. Generally the default position shall be that a policy and accompanying procedure document will be produced separately.

There is a requirement therefore to review this document to establish its suitability for publication. Please identify below whether the document is suitable for publication in its entirety or not. Where it is believed that disclosure will be harmful please articulate the harm that publication would cause and highlight the relevant sections within the document. Where it is perceived that there is harm in disclosure the document should be forwarded to the Disclosure Unit for review.

**Suitability for publication**

Suitability for publication	Yes/No	Date	Signature
Document is suitable for publication in its entirety	✓	08/06/2021	
Document is suitable for publication in part, I have identified those sections which I believe are not suitable for disclosure and have articulated below the harm which would be caused by publication.			
<b>Harm – in publication</b>			



**FOI review – to be completed by Disclosure Unit**

(Only required if author believes there is any harm in disclosure)

<b>Suitability for publication</b>	<b>Yes/No</b>	<b>Date</b>	<b>FOI Decision Maker</b>
Document is suitable for publication in its entirety			
Document is suitable for disclosure in part and relevant redactions have been applied. A public facing version has been created.			
Once review has been undertaken FOI Disclosure Officer to return document to policy author and following sign-off document to be published within Force Publication Scheme. Any future changes to the document should be brought to the attention of the Disclosure Unit, as appropriate.			