Note of WG Meeting 1

Minute of meeting:

FGM Implementation Working Group
Tuesday 15 April 2025
Summary Note of Discussions

Statutory Guidance
Key discussion points:

- Duty to act and issues around consent must be clear
- Support services and health and wellbeing structures important
- Providing understanding when an order should be applied for
- Information should be accessible and easy to find
- <redacted>

Actions:

- SG to see and consider NHS Lothian 2016/17 multi-agency guidelines <redacted>

Awareness Raising
Key discussion points:

- Agreement that summary document/ leaflet would be helpful to build confidence and raise awareness of issue that is new to staff
- Should signpost where to seek further advice
- QR code to main guidance helpful
- Public awareness raising materials must be provided in multiple languages
- Online resources with option to print

Training
Key discussion points:

- Learning and development pressures alongside real capacity challenges
- Mixture of approaches important
- Should be developed or delivered by those with expertise and affected communities
- Should provide opportunities to ask questions
- Some in-house training already available within Police Scotland
- All local authorities will have their own approach to learning and development
- Challenges within education due to resources

Actions:

- SG to ask members for and then and review current training/resources in place in sectors
- All to revisit considerations around training in future meetings

Extract of minute from the AVAMEWAG network on 5 March 2025

Another key element of implementation is the creation of statutory guidance, which will provide clear guidance to professionals on their roles and responsibilities under the Act. Officials will also develop awareness raising materials and training to support implementation of the Act, though concerns around capacity had been noted. It was also explained that a working group has been set up by SG with members from a range of relevant sectors to help guide the guidance and materials.

The meeting was split into breakout groups to discuss the guidance, training and awareness raising materials. The key takeaways from these discussions were:

- <redacted>
- Emphasis on professionals being able to discuss FGM sensitively and using the correct language.
- <redacted>
- The need for processes to be carefully thought out to avoid any one organisation being inundated with asks/providing services.
- Attendees suggested that training should be culturally sensitive and with a focus on building trust with communities and understanding of the issue. Third sector is best to advise on training given their relationships with victims/survivors.
- The need for a clear communication plan was noted and targeted awareness-raising strategies, including the use of social media and community engagement.
- Lack of capacity across organisations needs to be factored in to all of this work.

Minute from Working Group Meeting in June

FGM Working Group – Meeting 2
15:00 23 June 2025

Data collection

- <redacted>
- Health data collection opportunities include:
    - BadgerNet (maternity records): small numbers and some concerns raised around consensual piercings being included in Type 4
    - National network for midwifery, Royal College of Midwives
        - https://fgmnetwork.org.uk/
    - NaSH (National Sexual Health System)
    - <redacted>
    - Data subgroup as part of GBV Health Network
- <redacted>
- Scottish Refugee Council undertook scoping exercise in 2014

- Tackling-Female-Genital-Mutilation-in-Scotland-A-Scottish-model-of-intervention.pdf

Referral pathways

- Referral pathways will be complex and impacted by capacity issues
  - Pockets of specialism – referrals to other Health Boards
  - Staff must be fully trained to ensure process is safe
  - Need to account for different scenarios
- <redacted>

Actions:

- Identify what data is required and what it will be used for
  - Understand whether NaSH (National Sexual Health System) collects FGM info <redacted>
  - <redacted>
- Continue referral pathways discussion within future meetings (SG)
- Update scot.gov webpages signposting to support services (SG)

Minute from Working Group Meeting October

FGM Working Group

Thursday 16 October

Attendees:

SCRA

SWS

WSP

<redacted>

Police Scotland

Feedback on draft statutory guidance :

- Health:
  - Reality that majority of healthcare professionals unlikely to encounter FGM or may not recognise it due to extent or time
  - Value of community-based health settings that can offer trusted spaces for prevention and support

    - One chance rule important to emphasise
    - Importance of design for document
    - RAG status flowchart for DA; to consider for FGM
    - To consider how choice not to act is documented – and how is this treated if FGM comes to pass
    - <redacted> offered to discuss routes into psychological services
- SCRA:
    - <redacted>
- SWS:
    - Structure good, details and language to be refined
    - <redacted>
    - Case studies/ examples to support learning; this will be revisited in relation to training
    - <redacted>
- Police Scotland:
    - Generally good but would benefit from details on how to report
    - Quick reference guide/ flow chart within guidance may be useful
    - Minor tweaks – <redacted> to provide further comments via email
- WSP:
    - Note on legality of cosmetic piercings for children & 16/17 year olds helpful
    - Shared case studies explored at FGM Network which reveal gaps in system and contradictory issues in relation to the perception of risk
    - Need to clarify responsibility of professionals and thresholds
    - Communication with those identified as at risk crucial – messaging to work *with* community/ parents to protect children. Important considerations for training and awareness raising
    - <redacted> further detail around case studies; SG to consider framing around risks

<u>Extract from network meeting minutes regarding FGM from September meeting</u>

Item 3: FGM Implementation Update and Discussion

Scottish Government official outlined the progress on implementation of the FGM (Protection and Guidance) (Scotland) Act 2020. The three pillars of this work are statutory guidance, awareness raising, and legal processes.
<redacted>
Discussion was opened on how best to engage with communities, dispel myths and how to shape and test materials with communities.
<redacted>

COURT RULES

ACTION	OWNER	NOTES
Get contacts for SCJC, SCTS and Criminal Rules Council from <redacted>	<redacted>	
Confirm whether it is criminal court rules or civil court rules	<redacted>	Both required
Seek examples from <redacted> on policy instructions to SCJC	<redacted>	
Speak to <redacted> for advice etc	<redacted>	
Start Drafting Rules Papers following meetings	<redacted>	
Confirm sign off process for draft policy instructions	<redacted>	<redacted> suggested at relevant level within directorate
Consider points on if translations available	<redacted>	
Find the equivalent: https://www.scottishciviljusticecouncil.gov.uk/docs/libraries provider4/flc-meeting-files/7-april-2014/paper-5-2a---marriage-and-civil-partnership-(scotland)-act-2014---sg-paper.pdf?sfvrsn=58d2e2d3_2	<redacted>	
Send paper to SCJC	<redacted>	Within November
Send paper to C	<redacted>	For Feb 2026 meeting
	<redacted>	

STATUTORY GUIDANCE/TRAINING

TARGET	STATUS	ACTION	OWNER	NOTES
Jan	Complete	Speak to AVAMEWAG about guidance/training	<redacted>	
Jan	Complete	Consider copywriter	<redacted>	Draft by policy
Jan	Complete	Discuss content with AVAMEWAG	<redacted>	
Jan	Complete	Confirm content with WG	<redacted>	
Summer	Complete	First draft of guidance	<redacted>	Complete Sept
Feb		Internal review	<redacted>	For second draft - end of year
N/A	Complete	Working Group review	<redacted>	Complete Sept-Aug. Will receive second draft too
N/A	Complete	Further review from stakeholders	<redacted>	End of Dec 25/Jan
	Complete	Engage with APS on publishing	<redacted>	2026
	In progress	Publish	<redacted>	2026

		Consider type of training	<redacted>	Conversations with network/WG begun
		How will this look	<redacted>	Continue once draft of guidance is finalised more
		Additional awareness raising materials	<redacted>	Draft when guidance finalised more. To work with community groups/input
		Pamphlet on how to apply for an order	<redacted>	
		Consider translations	<redacted>	WG/Network Advice

STATUTORY I

TARGET	STATUS
Jan/Feb	Complete
	Complete
	Complete
	Complete
	Complete
	In Progrees
	Complete
	In progress

ACTION	OWNER
Seek information on this	<redacted>
Look out examples of <redacted>	<redacted>

	In Progress
	In progress
	In progress
	TBC

NSTRUMENTS

NOTES	TARGET	STATUS
<redacted> suggested this would be little work from our side and would involve us <redacted>		Complete
This will be completed towards end of process		

GENERAL ACTIONS

ACTION	OWNER	NOTES	TARGET	STATUS
Create finance Tab	<redacted>			Complete
Consider if sub-group is needed from AVAMEWAG	<redacted>	Agreed small working group required		Complete
Create Risk Tab	<redacted>			Complete
Send out invitations for Working Group	<redacted>			Complete
Confirm first meeting of working Group	<redacted>			Complete
Check in with various internal teams	<redacted>	Look at stakeholder list and send emails/create meetings with them		In progress
Set up meeting with child hearing	<redacted>	Key contact		Complete