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Call for applications to deliver new network of community champions to tackle female genital mutilation

The Government is committed to preventing and ending female genital mutilation. This violence is a complex and deeply rooted practice, which occurs in many cultures across the globe. Tackling it requires strengthening legislation, supporting frontline professionals and empowering communities. We understand that the long-term eradication of female genital mutilation in the UK will require practising communities to abandon the practice themselves. To do this communities need the resources to deliver the tailored solutions that they know will encourage people to change their beliefs and practices in their area.

To achieve this the Department for Communities and Local Government, in collaboration with the Government Equalities Office, is looking to fund a voluntary organisation/s to deliver a new network of community champions with the local knowledge, contacts and credibility to keep women safe.

The total sum available is £40k and we are looking to appoint one or two organisations. We strongly encourage collective bids to ensure that the proposed network covers as many affected areas as possible. If more than one organisation is funded the two organisations will be expected to work together to ensure that community champions are giving consistent message and are committing consistent resources to tackle female genital mutilation. The information below sets out what the network is seeking to achieve, the organisation we are looking for to deliver it, and how to apply. Any enquiries should be directed to: integration@communities.gsi.gov.uk with ‘FGM/HBV fund’ in the subject line.

# The organisation we are looking for

We intend to fund up to two organisations with the skills, capacity, and credibility to recruit and train a network of champions and support them to ensure they have a tangible impact. It is highly desirable that organisations bidding have experience in delivering community champion schemes and/or experience in working with communities to tackle the cause and consequences of female genital mutilation.

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# Funding options

There are two options for the funding to deliver this network.

* Option 1. If successful, grant for the full amount will be made upfront. All money must be spent by the end of March 2015.
* Option 2. If successful, grant will be paid in two tranches at the start of the project and in March 2015. You will then have until the end of June to spend the remaining funds. Please indicate on your application form which option you prefer, noting you must spend all the money by the end of the financial year in which you receive it.

The purpose of the new community champion network

The overall aim of this network is to prevent girls being subjected to female genital mutilation, and to improve support services for survivors. To contribute to this aim, the proposal/s funded must demonstrate that it can deliver all of the essential activity:

What we expect the organisation/s funded to do

Essential activity:

1. Establish a sustainable network of 15-20 engaged, passionate volunteer community champions across England who have the knowledge and contacts necessary to make a difference in their local area. These will be individuals who are trusted by their community e.g. faith leaders, well-known community figures, head teachers etc.
2. Train or procure training for these community champions in the social, cultural, medical and religious justifications for female genital mutilation, and the social, cultural, medical and psychological consequences to victims.
3. Support each champion to identify the short and long term priorities for action in their local community needed to improve local attitudes and service to support girls at risk and survivors of female genital mutilation.
4. Support champions to make tangible progress towards achieving these improvements by the end of June 2015 or March, depending on the funding arrangements agreed.
5. Ensure that this new network works with existing change agent/community champion schemes to tackle female genital mutilation to enhance, rather than duplicate, their efforts
6. Use existing publically available resources to equip community champions to carry out their proposed activity, producing new material only when absolutely necessary
7. Ensure each Champion understands the local referral mechanisms for girls at risks, and where to direct survivors to for support.
8. Collate the activity of community champions at the end of the project so that the impact of the project overall can be assessed.

Desirable activity

Organisations must meet the essential objectives. They do not need to meet the following desirable objectives, but it will increase their chance of being granted funding.

1. Ensure, where possible, areas with the greatest need have a community champion.
2. Provide a network of local, vocal advocates to respond to requests for interviews from national and local media about how to tackle female genital mutilation.
3. Ensure the network is sustainable after funding period elapses. For example, by setting up an online network for community champions through social media or online forms.

Activities champions will undertake

We recognise that the organisation/s we fund and the community champions they recruit will be best placed to identify what is needed in their local area and therefore we are not restricting the activities that community champions can undertake. This could cover working with local faith leaders to promote anti- female genital mutilation messages during faith meetings; supporting girls at risk to speak out against female genital mutilation; working with local, national, social, broadcast and/or print media to tackle attitudes that perpetuate female genital mutilation; working local statutory bodies to ensure that their services are sensitive to needs for those with female genital mutilation; or something else entirely. Your organisation however, will be required to demonstrate how each champion has helped to prevent or support cases of female genital mutilation in their local area.

The Community Champions will be volunteers so it will be up to you to deliver a programme that is sufficiently light touch to encourage participation but robust enough to achieve impact.

# Groups that champions will work with

We require Champions to work with at least one of the following groups:

1. People at risk of female genital mutilation
2. Prospective perpetrators of female genital mutilation, including family members
3. Professionals working with those at risk of female genital mutilation and/or survivors of female genital mutilation
4. Members of the community/ community/faith leaders in communities where female genital mutilation takes place.

# Safety

In the course of their work community champions may discover girls at immediate risk of female genital mutilation. The organisation funded must ensure that the champion is trained to deal with this eventuality. We therefore ask that the organisation funded is compliant with ROSA safeguarding policy (attached after the application form) and that your proposal makes clear how you will ensure girls at risk, and community champions, will be protected from any danger arising from funded activity.

Adding unique value

We do not want community champions to duplicate existing work in their community. It will be their responsibility, with your support, to identify work already on-going in their communities and identify where their efforts can be focused to best add value.

# Restrictions

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Please note the money cannot be spent on

* Activities promoting a religious faith or belief; acquisition of religious objects; the cost of supporting religious personnel
* Any party political activity
* Purchasing capital items, including expenditure on assets such as buildings or equipment

This is not an exhaustive list.

Public money will not be provided to organisations that do not support British values of democracy, human rights, equality before the law, and participation in society. This includes extremist groups.

# To apply

Fill out the below application form. Completed application forms should be sent to integration@communities.gsi.gov.uk We will not accept faxed copies or postal applications. Applications will be acknowledged by email within two working days of receipt. The closing date for applications is 5pm on 10th November. Successful bids will be announced on 25th November.

# Funding decisions

Recommendations about who will successfully be commissioned to deliver community engagement work will be made by a governmental panel. Applicants will be assessed on their ability to demonstrate that they meet the eligibility criteria. The panel will make recommendations to the Ministers whose decision will be final. The final project report should be returned to DCLG the end of June 2015. After which point it is desirable that the network will be sustainable without further funding. We will be able to offer feedback to unsuccessful bidders who pass eligibility criteria but whose proposal is not accepted by the panel.

# Data protection act

The Department for Communities and Local Government will use the information you give us during the assessment of your application and the life of your award (if successful) to administer and analyse the bids, and for our own learning purposes. We may give some or all of this information to financial representatives in the Home Office when assessing applications, administering the process, monitoring awards and evaluating funding processes and impacts.

We may share information with organisations and individuals with a legitimate interest in the female genital mutilation Community Engagement Initiative. We have a duty to protect public funds and for that reason we may also share information (in line with the Freedom of Information Act) with government departments.

# Expectations of successful projects

We will write to you offering you a contract for the activity you have outlined, setting out the detailed terms and conditions in an accompanying grant agreement. We may ask you to alter some of the elements of your bid to avoid duplication between projects and we will discuss this with you. We will also request copies of any further documentation required.

Successful applicants will be asked to provide a year-end monitoring form and an end of year project report by the end of June 2015. By applying, projects are also agreeing to use DCLG evaluation forms and other measures. This includes a set of questions to be asked of all participants at the beginning and end of projects. You are also agreeing to cooperate with reasonable request for publicity e.g. meeting with Ministers, quotes for media publications etc. which will recognise the sensitivity of the subject.

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| **ELIGIBLILTY**  **To be eligible for funding you must be able to answer yes to question 1a) or b)** | | | |
| **1a)** | **Is your organisation a registered charity? Please delete as appropriate: Yes/No**    **If so, what is your Charity Commission number?** | |  |
| **b)** | **If not, can you answer yes to all of the following questions?**   * **Was your organisation established for charitable, benevolent or philanthropic purposes?** * **Does your organisation have a governing body with at least three members?** * **Does your organisation have a governing document? Please include a copy** * **Can you provide accounts for the organisation for the last two financial years? Please include a copy.**   **Applications without these documents from non-registered charities will not be considered.**  **Please delete as appropriate: Yes/No** | |  |
| **ABOUT YOUR ORGANISATION** | | | |
| **2a)** | **Organisation name:**  **Contact Name and Role:** | |  |
| **b)** | **Address in the UK (including postcode):** | |  |
| **c)** | **Contact Telephone No:**  **Contact Email Address:** | |  |
| **d)** | **Organisation’s Website** | |  |
| **e)** | **Organisation’s Facebook and/or Twitter username** | |  |
| **3)** | **Is your organisation a branch of a larger organisation? If yes, please give details** | |  |
| **4)** | **When was your organisation set up?** | |  |
| **5)** | **How many people does your organisation employ?**  **Full time: part time: volunteers:** | |  |
| **YOUR ORGANISATION’S CAPABILITY** | | | |
| **6)** | **In no more than 300 words, please outline the purpose of your organisation and some of its biggest achievements. Please also outline the experience you organisation has had in tackling female genital mutilation including training staff have received on the causes and consequences of the practice and how to protect girls at risk. Please also outline the experience your organisation has had in delivering community champion schemes and/or in working on sensitive issues in a local community context.** | |  |
| **ABOUT YOUR BID** | | | |
| **7a)** | **Is this a joint bid? Please delete as appropriate: Yes/No** | |  |
| **b)** | **If yes, please give the names of the other organisations in the bid:**  **1.**  **2.**  **3.** | |  |
| **8a)**  **b)** | **How much money are you bidding for?**  **Is this the complete cost of the project? If not, where is the rest of the money coming from? Is this confirmed?** | |  |
| **9)** | **There are two options for the funding to deliver this network. Please indicate which you prefer:**  **Option 1. If successful, grant for the full amount will be made upfront. All money must be spent by the end of March 2015.**  **Option 2. If successful, grant will be paid in two tranches at the start of the project and in March 2015.** | |  |
| **10)** | **Based on the option you have chosen please outline you proposed timeline for the delivery of the network of community champions :** | |  |
| **PROPOSED ACTIVITY** | | | |
| **11**  **a)**  **b)**  **c)** | **In no more than 500 words, please provide a short summary of how you intend to set up and run the network of community champions. If you intend to conduct any communications activity please make this clear and explain its objectives.**  **What you will do?**  **Who will you work with?**  **What will you will achieve?** | |  |
| **12)** | **How will you ensure that your network reaches across England?** | |  |
| **13)** | **Are you content, if more than one organisation is funded, to work together to ensure that community champions are giving out consistent messages and resources to tackle female genital mutilation? How will you do this?** | |  |
| **ESSENTIAL ORGANISATION ACTIVITY** | | | |
| **14)** | **In no more than 500 words please outline how you deliver ALL of the essential organisational activity listed in the call for applications. If you have already covered all the criteria in Question 18 you do not need to write more here.** | |  |
| **DESIRABLE ORGANISATION ACTIVITY** | | | |
| **15)** | **In no more than 300 words please outline if, and how, you will deliver any/all of the desirable organisational activity listed in the call for applications:** | |  |
| **CHAMPION ACTIVITY** | | | |
| **16)** | **We are not restricting champion activity however, it would useful for us to know the kinds of activities you envisage champions undertaking. Please outline some ideas in up to 250 words. You will not be bound by these.** | |  |
| **SAFETY AND EVALUATION** | | | |
| **17)** | **How will ensure that community champions’ safety is prioritised and protected during the projects?** | |  |
| **18)** | **How will you monitor the impact of each champion?** | |  |
| **19)** | **How will you assess the impact of the network overall?** | |  |
| **20)** | **How did you hear about this grants programme?** | |  |
| **BUDGET** | | | |
| **21)** | **Please outline in detail how you would spend the grant if successful. Where possible, please give the cost for each item and what it is for. Please also outline any costs for the network that will be met by other funders** | |  |
| **ITEM** | **TOTAL COST** |  |
| Example: Room hire - 2 hours per week, 12 weeks, £25 per hour (£25 x 2 x 12) | £600.00 |  |
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| Add rows as necessary | Add rows as necessary |  |
| **DECLARATION** | | | |
| **22)** | **Please tick this box to confirm that, if successful, you agree to**   * Attend regular progress meetings with DCLG if requested * Participate in meet ups with other projects if requested * Cooperate with reasonable requests for publicity * Complete DCLG evaluation forms. This includes a set of questions to be asked of all participants at the beginning and end of projects. * Return a final project report by the end of June 2015 * Work with other funded organisation/s to ensure the champions are delivering consistent messages to tackle female genital mutilation | |  |

Annex A: the Rosa fund referral procedure

**Under the Children Act, anyone who has information that a child is potentially or actually at risk of significant harm is required to inform social care or the police.**

The purpose of this document is to help clarify your responsibilities with regards to identifying and responding to risk of female genital mutilation. Statutory bodies are responsible for supporting affected women and protecting children who may be at risk. The Initiative believes it is important to ensure that the responsibility for preventing female genital mutilation and the burden of reporting are shared and do not rest upon individual project workers or projects.

The underlying principle of the referrals procedures is that when you are in doubt about risk, you should speak to other professionals so that you are not the only one responsible for making a judgement with regards to a child’s safety.

**Do**

* Work with children’s social services whenever you have suspicions about any member of a family from an affected community.
* Share information with health visitors and midwives whenever a woman who has had female genital mutilation is having or has had a female baby.
* Inform all women who have had female genital mutilation and have female children about the law and consequences of female genital mutilation. Record the information you have given your client in her case file and let your client know that you have done so. It is best practice to read case files back to your client and have them sign them as an accurate record.
* Provide information to all women affected by female genital mutilation about available support services and assist them with self-referrals.
* Share any potential information about cutters or female genital mutilation taking place with Crimestoppers (**0800555111**, crimestoppers-uk.org) even if it’s not verified (Crimestoppers is the number to call when sharing intelligence that is not verified).
* Let affected communities know that they can give any information to Crimestoppers anonymously even if it’s not verified.
* If uncertain about whether there is risk of female genital mutilation speak to your organisation’s child protection lead or call the NSPCC female genital mutilation line on **0800 028 3550**.
* Always let members of affected communities know how they can seek help confidentially if they are under family pressure to perform female genital mutilation.

**Don’t**

* Don’t take it upon yourself to talk people out of performing female genital mutilation or to follow up any fears relayed to you in confidence. If such cases arise, always involve social services or the police.
* Don’t take it at face value whenever someone tells you they have changed their mind about female genital mutilation after they find out about the female genital mutilation Act. Always follow up with the individual in further sessions, providing more support and information. Share your initial concerns with colleagues or your line manager.
* Don’t assume that if a person says they are against female genital mutilation there is no potential risk to their daughters. Risk may be posed by other family members. It is good practice to discuss potential family pressures with the parents and give them copies of the Home Office passport for travelling abroad.

**Notes:**

‘Suspicion’ may refer to a range of signs that female genital mutilation has taken place or may take place. Aside from the physical and emotional changes a child may display, any expressed worry by a child or family member about pressure to perform female genital mutilation or upcoming holidays and celebrations could be ground for suspicion. Equally, expressed support for any type of female genital mutilation should be ground for suspicion, even if it’s not shared by all family members.

A reminder of the signs that may help you identify a girl at potential risk of female genital mutilation:

* If a girl talks about plans to have a ‘special procedure’ or to attend a special occasion to ‘become a woman’
* A girl may talk about an extended holiday to her country of heritage or another country where female genital mutilation is widely practised
* A girl’s parents may state or request extended leave for a child to take them to a country in which female genital mutilation is widely practiced
* A girl comes from a country of high female genital mutilation prevalence and a family that visits the country frequently

There are also signs that may indicate that a young woman or girl has undergone female genital mutilation:

* Spending longer than usual in the toilet due to difficulties urinating
* Recurring urinary tract infections or menstrual problems
* Reluctance to undergo routine medical examinations linked to the genital regions (e.g. smear tests)
* Reluctance to take part in physical activities such as PE
* Repeated absences from school or college
* Noticeable behavioural changes – withdrawal, depression or anxiety

**Case Study 1**

A father calls your project for advice on an upcoming holiday. His wife is taking their daughter to meet her relatives in a country affected by female genital mutilation. Even though his wife is against female genital mutilation, he is worried that she might be under pressure to perform female genital mutilation on their daughter by her relatives whilst on vacation.

**Do:** Obtain as much information as possible about the region his wife and child are travelling to, why he’s worried and ask for his contact details. Explain to the father that you will need to share this information with social services so that together you can come up with an effective plan for ensuring his daughter’s safety while on vacation. Address any fears the father might have with regards to involving social services. Contact social services and give them the full details of the case, stressing that both parents have the safety of their daughter to mind. Enquire whether the local social services know how to deal with risk of v. If not, refer them to the multi-agency guidelines on female genital mutilation. Whenever possible, attend the meeting between the family and the social services to provide cultural mediation.

**Don’t:** Don’t offer to speak to the family’s relatives yourself to inform them about the UK law and implications of female genital mutilation.

**Case Study 2**

At the start of a workshop, a woman who has just arrived in the UK expresses support for female genital mutilation. She is confronted by other workshop participants who tell her that female genital mutilation is damaging and illegal. She remains quiet and thoughtful for the remainder of the workshop.

**Do:** Whenever possible, keep a record of all participants. Remember that people who are new to the country may be unaware of the law. It is vital that the woman is spoken to in private at the end of the session. The approach should be to provide support and education – it is likely that more than one session is needed. Find out if the woman has a girl child. If she does, you will need to share what she tells you with other professionals. If she doesn’t, you may still need to provide her with support if she has undergone female genital mutilation.

If you don’t have the woman’s contact details, request them for the purpose of providing her with further support and information around female genital mutilation. Make sure you provide her with relevant information including African Well Woman Clinics, other female genital mutilation support services, the female genital mutilation act etc. Keep case notes, read them back to her and ask her to sign them at the end of the session. Request the details of other professionals involved with her (e.g. case worker, GP, health visitor). If she has a girl child, share your concerns with your line manager or with other professionals involved with the woman. As always, if you have concerns about the safety of a child, call social services or the police.

**Don’t:** Don’t assume there is no risk if she assures you that her views have changed as a result of the workshop.

**Case Study 3**

During a workshop, a man expresses the view that performing ‘sunna’ is fine and that it’s not possible for authorities to find out whether his daughters have had sunna if he takes them abroad to have it done. Although confronted by other participants, the man does not shift his position throughout the workshop.

**Do:** Whenever possible, keep a record of all participants. In this case, the man may refuse to provide his full details if you haven’t already obtained them. If that’s the case, provide him with as much information as possible. If you do not have his contact details, you should remind him that when his daughters are adults and they come to give birth, the doctor can detect if ‘sunna’ has been performed and that he could still be prosecuted. If you have the man’s contact details, share the information with social services and/or the police and ask them what course of action they’re going to take. Whenever possible, ask to attend the case review meeting. Follow up with social services to find out what course of action has been taken.

**Don’t:** Don’t assume a short chat in the course of a workshop will be enough to change his mind.