

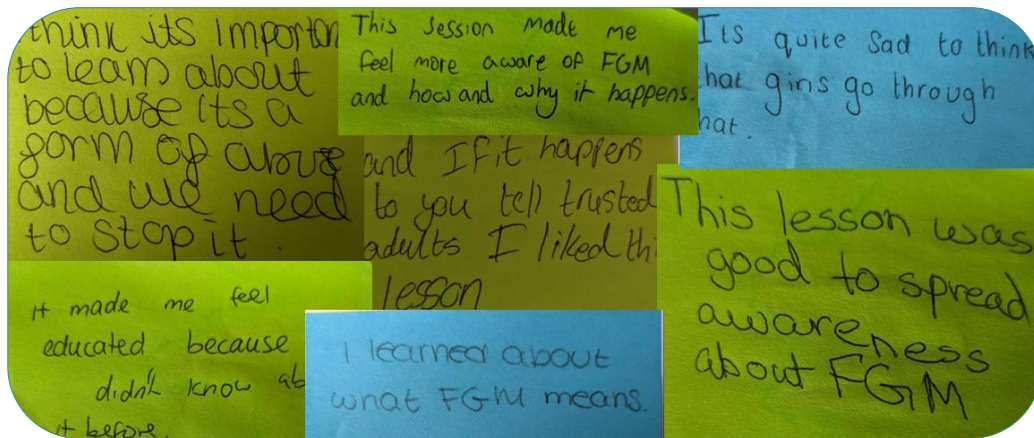


OxfordAgainstCutting
ProtectingGirls&Women

Training and Workshops Evaluation

Oxford Against Cutting

April 2023- April 2024



Author: Dr Kate Clayton-Hathway, Director of Research and Evaluation

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Cover image: Feedback from Oxford Spires Academy, Y7 students (FGM and human rights)

Schools play a critical role in safeguarding children and young people, and it is a huge privilege to support the work of so many caring teachers and staff with our workshops on harmful practices. We are very grateful to our funders, including the National Lottery and the Garfield Weston Foundation, for your support in enabling us to offer workshops to state schools and community groups free of charge. Our charity continues to grow in size and reach and we are honoured to be able to support young people, schools and professionals with education on a wide range of issues, including body image and domestic abuse in minoritised communities. We wish to thank our supporters and team for all the brilliant work you do! Thank you.

Kate Agha, CEO

Introduction

Oxford Against Cutting (OAC) is an Oxford-based charity working to end harmful practices suffered by girls and women living in the Thames Valley and beyond. These include female genital mutilation (FGM), 'honour'-based abuse (HBA) and early and forced marriage (EFM), and female cosmetic genital surgery. Additionally, we provide body image workshops to address the increasing social pressures put on girls around their physical appearance.

Our mission is to end practices that harm girls and women by providing education, supporting survivors, raising awareness of support services, and empowering young people to champion initiatives against harmful practices. People from affected communities and young people are at the forefront of our activities.

Between April 2023 and April 2024, OAC provided **129** training sessions, lessons, workshops and presentations. These were for state and private schools and other organisations with audiences totalling at least **5370** participants across the Thames Valley and beyond. These included **48** FGM-related sessions, **34** HBA- and EFM- related training sessions and **33** body image related training sessions, which included other aspects of this topic such as the 'ideal' beauty standard, pornography, and colourism.

While the majority of the sessions surrounded FGM, HBA/EFM, and Body Image, a further **14** sessions covered adjacent topics of expertise by our facilitators and partnership collaborations. These included sessions on the impact of social media in the context of harms; working with families with spiritual beliefs; conception, cousin marriage and genetic illnesses; intersectionality; barriers to services for minoritised groups; supporting those with no recourse to public funds (NRPF); contributions to VAWG and human rights festivals; and focused work with a community group to better understand the social norms surrounding 'honour' and shame. We have 'showcased' two of these in the report to give some further explanation. Sessions for school staff and other stakeholders are generally 90 minutes long, with student lessons usually being 45 minutes to an hour. We are adaptive for time constraints, especially for conference presentations, school assemblies, etc where we often need to work to institutional and other timetables. All sessions are listed in full in Appendix I. This work was funded by various institutions, including the following:

Doris Field Charitable Trust; Garfield Weston Foundation; Milton Keynes MASH; Miss Lawrence Trust; National Lottery; Oxford City Council; Pye Charitable Settlement; Thames Valley Police and Crime Commissioner; Thames Valley Community Fund.

Our audience

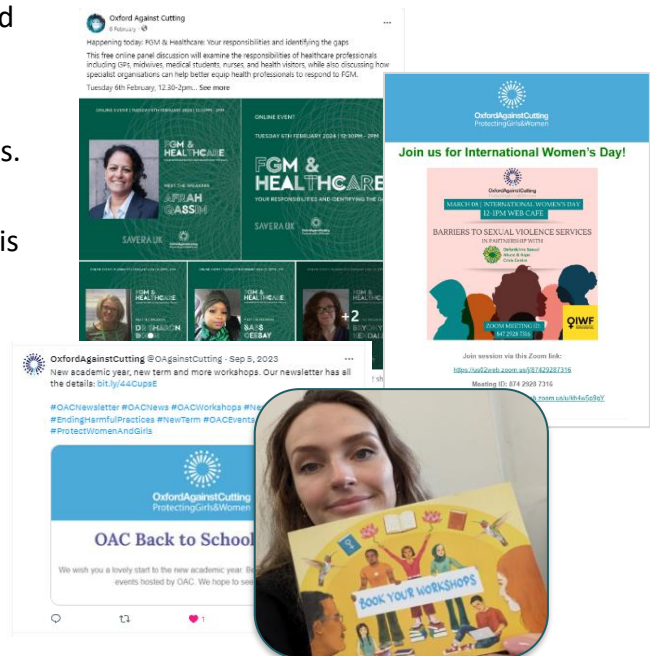
Over the period covered, we reached high numbers of individuals across a wide range of settings and organisations. Our audiences included in excess of **525** school and teaching staff, **170** primary students and **3,180** secondary students. These covered seven primary schools and twelve secondary schools and one nursery school across Berkshire, Buckinghamshire, Oxfordshire and in Birmingham.

In addition to school settings, OAC also delivered sessions to a diverse range of over **700** other stakeholders. This figure includes a range of professionals, independent groups, and individuals including but not limited to healthcare professionals, youth workers, teachers' unions, counsellors, specialist charity workers and volunteers, VAWG professionals, police service members, local authority staff and community groups. Furthermore, we worked with over **90** attendees at community group workshops (a third of whom were young people). Finally, through our contributions to regional conferences and public events and open webinars we also communicated with in excess of **700** individuals.

We successfully engaged online (through trainings and web cafés) and in-person audiences over the period, delivering **44** virtual training sessions to **1,519** individuals and **85** sessions on-site to **3,849** individuals. Our wide audience reach is achieved through social media campaigns (examples of which are shown in this report), direct approaches to institutions, repeat requests and word-of-mouth recommendations. We also encourage any schools who have taken part in teacher training to follow up with lessons for their students.

Facilitation

All OAC training is either facilitated or co-facilitated by a member of an FGM- and/or HBA- affected community, and many delegates have commented that this makes our training very powerful, helping them to see these harms as a reality rather than simply as an academic subject. The majority of our

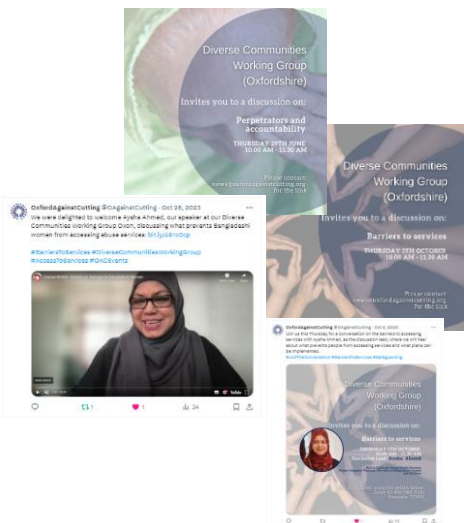
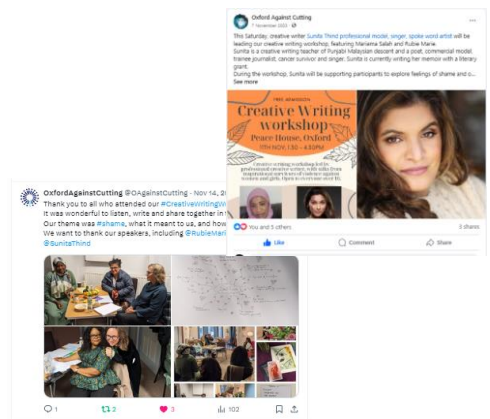


facilitators are DBS checked,¹ and many undertake additional study and professional development as well as liaising closely with colleagues and project leads to maintain high standards, and stay up-to-date and adapt materials according to feedback.

The OAC team for the workshops and training covered in this evaluation consisted of:

Sobia Afridi (Anti-HBA and Web Café Facilitator); Kate Agha (CEO); Fatou Badjie Ceesay (Facilitator and Gender Activist); Babs Ceesay (Anti-FGM Facilitator); Monica Majumdar-Choudhary (Anti-HBA and Body Image Facilitator, Colourism expert); Dr Kate Clayton-Hathway (Research and Evaluation Director); Ahd Hassan (Trustee and Facilitator); Keisy Lin Fong (Body Image Facilitator); Rubie Marie (Ambassador and Anti-HBA Facilitator); Vania Martins (Facilitator and Domestic Abuse Specialist); Carolyn Morris (Consultant Researcher and Facilitator); Dot Pritchard (Operations Manager); Sabeena Rana (Anti-HBA Facilitator); Sabrena (Facilitator and Young Activist); Mariama Sallah (Anti-FGM Facilitator); Naseem Sarbatta-Walia (Trustee and Facilitator); Hauwa Suleiman (Anti-FGM and Anti-HBA Facilitator); Tanya Vyas (Social Media Communications Coordinator); Emma Woods (Body Image Facilitator). Details of team individuals are provided in Appendix II.

Additional specialist presentations and support were provided for the Diverse Communities Working Group (Oxon) featuring Aysha Ahmed (on barriers to services for Bangladeshi women) and staff from Elmore Community Services (Perpetrators and Accountability). We also hosted a Creative Writing Workshop by Sunita Thind and a webinar for International Women’s Day run in partnership with Oxfordshire Sexual Abuse and Rape Crisis Centre (OSARCC) on access to sexual violence services for women from minoritised communities. In addition, we worked in partnership to support an FGM and Healthcare webinar for International Day of Zero Tolerance for FGM with Savera UK, including FGM survivors Babs Ceesay and Khatra Paterson, plus Dr Sharon Dixon, GP Partner and Trustee of Oxford Against Cutting. Our Web Café series also

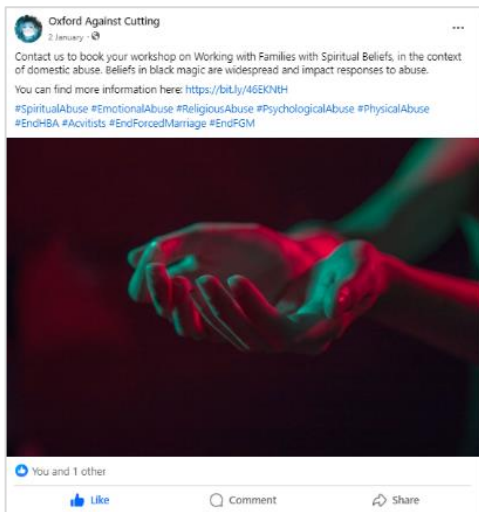


¹ On occasion, because the DBS process can be very slow, this has not been the case and we have informed schools accordingly.

featured guest speakers, and separate reports have been prepared with an evaluation and full details of these sessions.²

Project showcase: Pilot workshop - Working with Families with Spiritual Beliefs

We created and piloted this workshop which supports domestic abuse and frontline workers, and was sponsored by Wokingham Borough Council. The 90-minute, online training was delivered in December 2023 by our Monica Majumdar and Vania Martins, with guest (male) co-facilitator Shajaat Hussain Operations Manager for Oxfordshire Domestic Abuse Services. It addressed different belief systems including Jinn (spirits) and Marabouts ('witch doctors') and how these might be used for intimidation and control. 23 participants engaged, and feedback was positive on the breadth of perspective and including a male voice for facilitation and an additional viewpoint.



Project showcase: 'New Threads' Workshops on Healthy Relationships

Phase 1 of the 'New Threads' project (in partnership with Oxfordshire Asian Women's Voice) ran in late 2023. It explored aspects of healthy relationships, ideas around honour and the social norms that underpin these. Over time, a discursive space was created for a group of women (usually 8-10) prompted by key questions (such as, 'should parents be involved in choosing a husband or wife?') and clips of popular dramas whilst fortified by shared food. Some gradual impact was evident, with the women's reflections on the concept of honour and gender roles and their opening up to potential for services and support. Our experiences of working with them will feed into a follow-up series of sessions in 2024.

² These cover the TIKTOC youth-led Web Cafés, https://www.oxfordagainstcutting.org/wp-content/uploads/2024/02/TIKTOC-CAFES-2023_evaluation_FINAL.pdf; Cheney School body image & smart phones workshops, https://www.oxfordagainstcutting.org/wp-content/uploads/2024/04/Cheney-body-image-report_MARCH-2023_FINAL.pdf; and the What Honour? web cafés run in different languages, https://www.oxfordagainstcutting.org/wp-content/uploads/2024/04/WHAT-HONOUR_2024_evaluation_FINAL-REPORT.pdf.

“Just to say a massive thank you again for yesterday. I've spoken to some girls today who said it was really useful to know about FGM and they feel they could help a friend if they thought FGM was happening to them.” School organiser

The Evaluation

The following report provides an evaluation based on feedback from attendees and our contacts within the organisations we work with. We use this both to understand how useful the training has been to them, and to learn from them to support continuous improvement in our work. Feedback was collected in a number of ways. Where practicable (e.g., where we had individual email addresses or a central contact who was able to disseminate), delegates were issued with a link to a follow-up, online SurveyMonkey questionnaire which we aim to give them both at the end of the session and via a follow-up email through their organisation’s coordinator. These asked them to report how **knowledgeable** and **confident in dealing with safeguarding issues** they felt in relation to FGM/HBA before and after the training. All questionnaires provided free-text space to encourage participants to comment. The evaluation questions are available in Appendix III, and we have listed in full the free-format text feedback (from SurveyMonkey and as submitted verbally or in writing) in Appendix IV.



As the body image sessions were all with students, no SurveyMonkey feedback was obtained from these. Feedback from students was instead obtained more informally at the end of each session, for example, collecting one-word feedback and writing comments on Post-it notes, and we also include Mentimeter polls in our sessions to ‘take the temperature’ around learning and knowledge in the room. We also used this method to obtain feedback from students in FGM and other lessons. We have provided illustrations of this feedback in the body of our report. For some sessions, the individual coordinating the training within the relevant institution collected

“It was great to hear an FGM survivor's story. Very brave of her to share but it definitely helped me to understand it more. Thank you.” FGM training participant

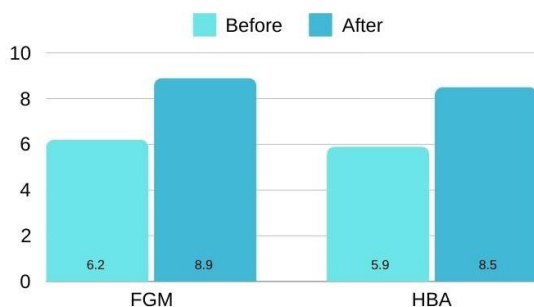
feedback via their own methods and sent this to us. When online, we also collated any feedback from the chat box. We have ensured that all participants are unidentifiable within the feedback.³

124 participants completed the SurveyMonkey questionnaire following FGM training, and **36** following HBA/EFM sessions. Feedback was very positive, and key results are shown below:



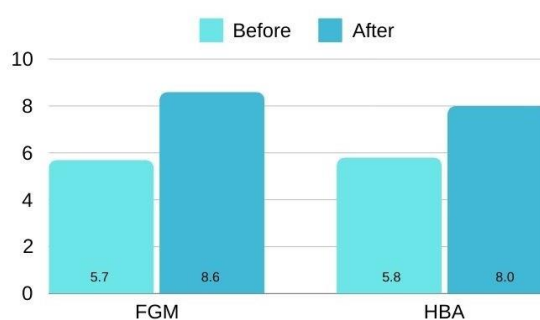
How knowledgeable did you feel about FGM or HBA before and after you attended this training?

0 = not at all knowledgeable and 10 = extremely knowledgeable



How confident did you feel about dealing with FGM or HBA safeguarding concerns before and after you attended this training?

0 = not at all knowledgeable and 10 = extremely knowledgeable



We also recognise the importance of repeat bookings, and recommendations to other organisations, which happens regularly, for example: “It was a great session. I will be in touch either by the end of the term or at the start of the next academic year as we would like to get next year's training booked in for our Y6 class and staff.” (Primary school contact). Another time, a body image presentation sparked greater interest in colourism, and our facilitator was asked to return to deliver this as an assembly for a secondary school. We have also received direct praise for some of our approaches, for example, the use of art to consolidate learning which has shown to help groups of young people better engage with one another. This has also had additional benefits, for example, one art session had been particularly helpful for a male student to bond

³ Note that for series of in-person workshops we collected paper evaluation forms – the feedback from these is collated in other evaluation reports (see note 1, above).

with a new group of individuals thus building self-esteem. In addition, our work has prompted requests for us to develop further resources, e.g., for patients for an FGM clinic.

Confidence indicator talking about pornography



AFTER Confidence indicator talking about pornography



Feedback from Impact on pornography for young people: a whole-day course for a local authority (Mentimeter poll)

Finally, feedback received via email and through the free-format text from the SurveyMonkey questionnaires and verbal feedback are shown in this report. Throughout, where the feedback contained learning for our team and future projects, this has been collated and feeds into the development of our resources and practices.

“Hi Dot and Monica, I sincerely appreciate you for the workshop a few weeks ago. The girl's enthusiasm and active participation, which is not always common, brought us immense joy. We share your excitement and eagerly await the next session this Thursday.” **Community Group Leader, Ideal body image**

“Can you pass on my feedback again to Vania and Rubie how amazing their training is, it has completely opened my eyes ... understanding these issues better has allowed me to think about how I can improve my practice. They also gave me excellent tips to drop into my appointments for young people when appropriate, so many thanks.”

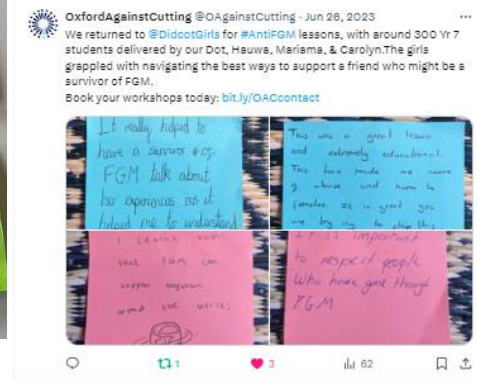
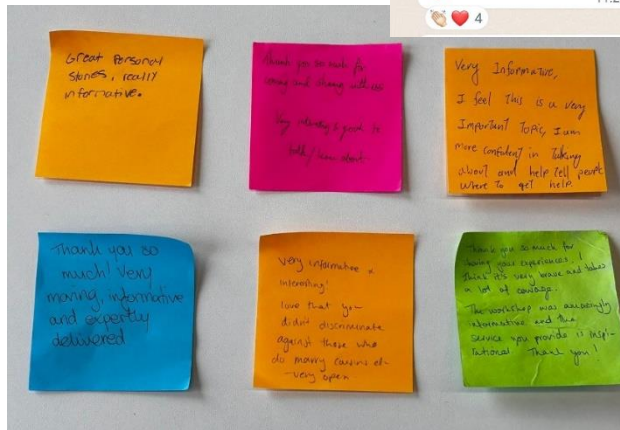
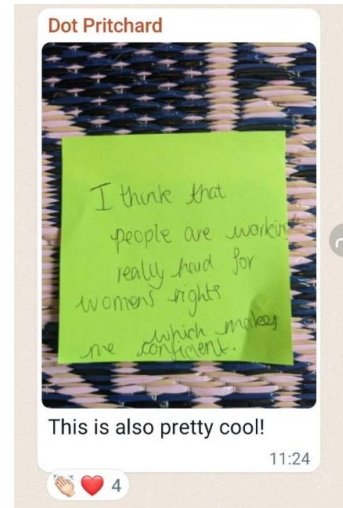
School nurse, HBA safeguarding training

“Listening to Mariama was incredible and really helped me understand it from a completely different viewpoint. I found it so helpful to hear from someone who has been through it and truly understands how it feels but the culture and community around FGM. I would and have highly recommended this to others.” **Mental health professional**

“The people that I spoke to absolutely loved it. Especially my young girls that go to a youth group outside of school who already know Monica and Dot. One even said they would love to work at Oxford Against Cutting when they are older and hoping to do some work experience there. So all in all I would say very inspirational.” **Secondary school assembly: The influence of pornography**

"Just a quick message to thank you for your time yesterday. It's such an important day for our young people and we couldn't do it without you!"

Secondary school, Ideal beauty standard session



"Many thanks for the year 6 sessions last week. As ever, the sessions were delivered sensitively yet with a clear, age-appropriate, explanation of FGM and how this is harmful. Looking at cultural practices which are to be embraced and enjoyed but developing and understanding that some cultural practices need to be stopped was a helpful and understandable way for my class to learn about this topic. Your organisation's expertise and knowledge in this area is a real asset to our PSHE curriculum." **School Organiser**

Learning Points and Other Outcomes

In relation to the **FGM training** - as we have identified previously - testimony from FGM survivors is particularly insightful and informative and provides an insight into the cultural aspects surrounding the practice and the implications it has on their personal and emotional life and their relationships. Their bravery in speaking out is also commented on frequently. Also, the facilitators were widely commended for their expertise and thoughtful delivery of the training, and its age-appropriate nature when speaking to school students. Their delivery is regularly described as “excellent”, “insightful”, “informative”, “respectful” and “inclusive”.

“I found this presentation amazing. To listen to a survivor say that it is done out of love showed me a different side to this practice and how delicate the conversation needs to be handled.”

FGM training participant

“Thank you for delivering the training, all my volunteers found the training really beneficial and learnt things that they didn’t know before. Your trainers were very brave to share their stories. They truly are an inspiration to others.” **Charity organisation organiser - FGM Training**

We received similarly positive feedback from **‘Honour’-Based Abuse Training which included the topic of early/forced marriage**. This was widely described as “informative”, “important”, “powerful”, “inspiring” and “thought-provoking”. As with FGM training, feedback also highlighted the importance of personal stories and lived experience in helping participants understand the subject matter. This is particularly relevant with those on the frontline, such as teachers, Domestic Abuse workers and police officers who may have just one chance to protect someone from a forced marriage or an ‘honour’-based crime. Several of those who took part in the HBA training commented on the usefulness of the discussion within their group of colleagues, showing the need for organisations to absorb some of the practices into their own environments.

“... it was really informative, impactful and a valuable input, especially having the survivor talk on the day. I think that really hits it home that these offences/situations are real, if that makes sense.”

Thames Valley Police, HBA training

“Once again, a huge thank you for Friday 😊 We had fantastic feedback from students and staff who all enjoyed the workshop and found it very insightful, inspiring and informative.”

Secondary School, HBA/EFM session

Additionally, useful learning points were gleaned from the feedback from **Body Image sessions and associated topics such as the impact of pornography and colourism**. We are delighted with continuing feedback from schools that these are age-appropriate and effectively addressed

important issues that young people face. Feedback from some was that this topic and the workshops are popular with young people, which is often not the case. This indicates the ability of our trainers to engage with this group with a supportive learning environment. Feedback received from students was overwhelmingly positive, particularly when they are given the chance to be creative.

We are also encouraged when participants express an interest in receiving future updates and information on our work, and this year **178** individuals asked to be added to the mailing list for OAC's newsletter and notices of upcoming events.

There were some suggestions in terms of logistical adjustments which might be useful and could apply to all our training types, including:

- Perhaps using inset days rather than after school days for the training, given the difficulty and sensitivity of the subject matter;
- Providing summaries of slides where the session is shorter, so that the material is easier to follow (Note that details of the OAC website, which contains a wealth of information and resources, are shared with all delegates; for those completing a SurveyMonkey questionnaire, handout with an overview of the information shared during the training plus helpline numbers may also be downloaded).

However, there are some technical and logistical aspects over which OAC has no control, for example, some participants expressed a preference for online training rather than face-to-face (or vice versa) and one or two felt it was "rushed" with insufficient time allowed for questions. Indeed, some of the positive feedback we have received has been based on the opportunity staff have to discuss some of the issues as a group. Unfortunately, some aspects, such as the time we are given to run a session or the mode of delivery, are primarily at the request of the institution/organization and their own constraints, though where appropriate we would feed them back to the coordinator for consideration. Some participants fed back that they did not have a chance to fully discuss the implications of their training, and we might include a prompt for organisers to build this into their working day somewhere, for example at their next staff meeting. There have also been comments raised about technical issues, e.g., background noise, which we would always discuss after a session and explore ways to solve or mitigate in future.

Our facilitators have also fed back on occasion regarding difficulties with the technology that some organizations use (e.g., Microsoft Teams can be very difficult to use for showing video). This might be overcome with additional support for IT on the day, though this is not always practicable. In addition, there are other factors over which we have little control, such as classroom behaviours, e.g., a group that will not listen. In all of these cases, we are only able to

feed back on the difficulties encountered and work with them to try and avoid these things happening again. By developing a good working relationship with our school clients, etc, we can prepare for noisy classrooms, for example with schools appointing a schoolteacher, known to the students (rather than a supply teacher, for example) to be in the classroom during our lessons. Furthermore, we are planning additional training for our facilitators on working with students with challenging behaviours. We understand from a teaching union that many teachers are currently seeking additional support on managing classroom dynamics and challenging behaviours.

One factor which has arisen within our own processes is the relatively low numbers of individuals who complete a SurveyMonkey questionnaire, which gives us our main indicator of 'distance travelled' for those attending training. We are interested in the 'impact' of our work, i.e., the change created, and for this we need such measures. It would be helpful to reassess how these are collected and try to find a way to make it easier for participants to access. Alternatively we can explore other options, e.g., some form of follow-up at a later stage by email, etc.

A final, and highly important point is that our work can have significant impact related to disclosures, e.g., young people who may be concerned about a friend who is at risk of FGM or has experienced an assault. Educational staff and other professionals have fed back how helpful our training is for understanding how to deal with disclosures. We are also aware of young people who have approached their teachers following our sessions, and we understand that they had felt more able to report after attending. Our facilitators have also been approached with disclosures, and we ensure they have the skills and knowledge to deal with any occurrences during lessons or other work with young people. That we have contributed to a sufficiently safe space for young people to come forward is an aspect of our work of which we are proud.

Overall, the feedback we received and the regularity of those we work with both returning and recommending us to others, shows the value of the training we provide. Our core work, particularly our FGM and HBA offering, has evolved over a number of years. More recently, work on body image, the impact of pornography on young people, colourism and influence of social media, has helped us connect more closely with a more diverse audience including young people in marginalised communities. We will continue to innovate and be led by need from the front line of working with women and girls, for example, in developing training around intersectional approaches, exploring the social norms underlying honour codes and addressing the additional needs of those with no recourse to public funds. Through the resources we have developed and a strong, diverse and close-knit team, we will continue to support educational staff and other professionals, as well as young people, to be more confident, knowledgeable and ultimately more empowered to tackle harms.

Appendix I- List of Trainings, Workshops & Web Cafés

Trainings and workshops for organisations

Aspire Alternative Provision School – Birmingham	The influence of pornography and HBA
Berkshire White Ribbon campaign	HBA and Forced Marriage Training
Botley School, Oxford	Culture and anti-HBA
Bracknell Forest Council	Honour'-Based Abuse and Forced Marriage
Cheney Secondary School, Oxford	Body Image Series
Clean Slate (Counselling)	HBA Staff training
Cowley Road Medical Practice, Oxford	FGM Staff-training
Didcot Girls School	FGM lessons
Fitzharry's School, Abingdon	The Ideal Beauty Standard
Headington School, Oxford	Forced marriage and consent
James Elliman Academy, Slough	FGM safeguarding
John Mason School, Abingdon	The Ideal Beauty Standard
Knowles Primary School, Milton Keynes	Anti-HBA Safeguarding training for staff
Lordswood Boys' School, Birmingham	Colourism
Lynch Hill Enterprise Academy, Slough	Body Image and FGM
Montem Academy, Slough	FGM safeguarding
NASUWT	Anti FGM Safeguarding
NHSE	True Sharif (honour)
North Oxfordshire Academy	Colourism
OAC (Hosted by OSCB)	FGM Safeguarding; The Impact of Pornography on Young People
Oxford City Council	Intersectionality and the DAHA – pilot; Lunch and Learn- speaker event
Oxford High School	FGM and Human rights assembly
Oxford Primary Mental Health Team- NHS	FGM and HBA
Oxford Spires Academy	FGM lessons; Harmful practices
Oxfordshire Social Services- Looked After Children	Supporting young people: body image and pornography
Oxfordshire Youth	Anti FGM Safeguarding
Pegasus Primary School	FGM safeguarding
Reading Borough Council	VAWG Conference (contribution)
SAFE!	HBA and Forced Marriage Safeguarding training for EDI champions
Specialist public health school nurses	HBA and Forced Marriage
Sunrise Multicultural Project's girls' group, Banbury	Colourism and The 'Ideal' Beauty Standard
Waddesdon Primary School	FGM and culture
Waverley Studio College Birmingham	HBA lessons
Wokingham Borough Council	NRPF Webinar; Working with families with spiritual beliefs
Wycombe High School	FGM lessons

Conferences and working group presentations

Oxford Brookes University- VAWG conference
Training

Diverse Worlds (Oxfordshire Diverse Communities Working Group)

Education Safeguarding Advisory Team (ESAT) Annual conference

OAC

Creative Writing Workshop

OAC in partnership with OSARCC

OAC in partnership with Savera

OAC Public Safeguarding Training

Oxford Brookes- Human Rights Festival

Oxfordshire Asian Women's Voice

Thames Valley Police

Web Cafés

TIKTOC youth-led discussions

What is Honour? in Urdu/Bangla/Punjabi

FGM, HBA and Forced Marriage

Perpetrators and
accountability; barriers to
services

“How do we reach everyone in
the classroom?” (re age and
inclusivity)

Anti HBA Workshop For Public;

Web Cafe Barriers to Sexual
Violence Services

FGM and Healthcare

Honour Based Abuse

Cousin Marriage and Genetic
Illnesses

New Threads workshop on
honour and social norms

HBA training

Appendix II- Meet the Team



Ahd Hassan – Trustee and Facilitator

Ahd is a trustee and representative of the Oxford Sudanese community. She has participated in OAC projects since the charity started, won a Volunteer’s Award and has helped deliver lessons for her peers at Cherwell School. Ahd, currently studying Law at LSE, is an aspiring commercial solicitor.



Babs Ceesay – Anti-FGM Facilitator

Babs is a community nurse based in Oxford and a survivor of FGM. She is originally from the Gambia in West Africa and her passion is to use her experience of FGM to fight against harmful and traditional practices. She has worked with professionals and communities to raise awareness and encouraged sharing knowledge and understanding to help end the practice. She is also a Survivor Ambassador for Savera UK.



Carolyn Morris - Consultant Researcher and Facilitator

Carolyn has experience of a range of NGOs. This includes work with a community centre in Kuala Lumpur, Malaysia, developing a small business with Rohingya refugee women targeting child marriage by providing an income-generating alternative, Rohingya cultural preservation projects with women-led grassroots organisations and research for Afghan mental health resources for a social enterprise.



Dot Pritchard – Operations Manager

Dot is Operations Manager at Oxford Against Cutting, working to raise awareness of female genital mutilation (FGM), forced marriage and issues around body image through education and conversation. Dot is a lead facilitator and helps design, review and facilitate OAC’s workshops. She has also been a mentor with Refugee Resource and a trustee for Young Women’s Music Project. Dot has a BA in Philosophy and teaches yoga.



Emma Woods – Body Image Facilitator

Emma is a body image facilitator with Oxford Against Cutting, having started as a volunteer with the charity in 2021. She has also been an active member of Oxford City Amnesty. Emma is currently studying Politics and Social Anthropology at the University of Manchester.



Fatou Badjie Ceesay – Gender Activist and Facilitator

Fatou is a passionate and dedicated gender activist who is known for her work to end FGM, domestic violence and other harmful practices. She has worked extensively with vulnerable women including refugees, asylum seekers and migrants during her career. Before coming to the UK in 2006, Fatou was involved with women’s issues, working as a columnist at a local newspaper in the Gambia, addressing women’s rights and equality. Fatou previously worked as Community Outreach Director for OAC.



Hauwa Suleiman – Anti-FGM and Anti-HBA Facilitator and Diverse Communities Working Group (Oxon) Co-Chair and Coordinator

Hauwa is a specialist in gender issues affecting women and girls. She has experience volunteering in Nigeria with programmes targeting vulnerabilities in internally displaced persons camps, orphanages and impoverished communities. She has recently completed an MA in Development & Emergency Practice, specialising in Disasters, Risks and Shelter.



Kate Agha – CEO and Anti-FGM and Anti-HBA Facilitator and Diverse Communities Working Group (Oxon) Co-Chair

Kate Agha is the CEO and Co-Founder of Oxford Against Cutting. She has experience in one-to-one outreach work with girls and women from migrant communities suffering all types of domestic abuse and honour-based abuse. She has an MA in Humanitarian and Development Practice and previously practiced law as a solicitor. Her research includes violence against women in Pakistan and the effectiveness of the legal system.



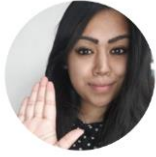
Keisy Lin Fong – Body Image Facilitator

Keisy is passionate about the power of consent, female sexual liberty, and bringing about equality for the BAME and LGBTQIA+ community in all sectors of society. She was introduced to Oxford Against Cutting through volunteering to join an open conversation on the sex education system in the UK and discussing ways to improve it for future students going into secondary school. Since then, she has helped share messages against harmful practices.



Mariama Sallah – Anti-FGM Facilitator

Mariama is an adult care worker who was born in the Gambia. She is a survivor of FGM and has a passion to help the girl child. As a Facilitator, Mariama uses her lived experience to help protect girls at risk and support survivors. Mariama has two children and enjoys cooking.



Monica Majumdar-Choudhary – Anti-HBA and Body Image Facilitator

Monica Majumdar-Choudhary is a facilitator for Oxford Against Cutting, with expertise in HBA, body image and social media. She is currently the Marketing Manager for Retail Market Group and is also pursuing a PhD at Queen Mary University of London, specialising in the psychological impact of skin lightening products for South Asian women.



Naseem Sarbatta Walia – Trustee and Facilitator

Naseem is an experienced, broadly qualified Psychotherapeutic Counsellor, Trainer and Facilitator, with expertise in child welfare and engaging with families. Naseem’s areas of interest and experience include child sexual exploitation and honour-based abuse. She is a Lead Therapist for BYHP and a Clinical Supervisor. She is registered with the British Association for Counselling and Psychotherapy (BACP) and the Black, African and Asian Therapy Network (BAATN).



Rubie Marie – Ambassador and Anti-HBA Facilitator

Rubie Marie is a survivor of sexual abuse, domestic violence and psychological abuse, as well as a victim of forced marriage and honour-based abuse (HBA). She was married at the age of 15, and subsequently endured family disownment and poverty as a young single parent. Having returned to education, she has contributed to specialised education material for HBA, and is in the process of completing her autobiography.

Sabeena Rana – Facilitator and Community Group Leader

Sabeena is the Chair/ Founder of the Oxfordshire Asian Women’s Voice (OAWV) group. She has worked as a volunteer with Home Start, Parent Partnership, MIND, Name It Youth Club in Cowley, and as a Volunteer Teaching Assistant at a primary school in Oxford. She has also supported women with one to one outreach work. Sabeena completed a BA in Political Sciences in Pakistan and after a long pause to support her family, graduated from Staffordshire University in Family and Children Social Work in 2017.



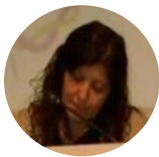
Sabrena – Young Champion and Volunteer

Sabrena is a student, and proud to be a volunteer. She was born in Karachi and came to England in 2004, after her parents adopted her from an orphanage when she was only a few days old. Sabrena is proud to be a Young Champion and Volunteer for OAC and loved being involved in the 5Cs film about genetic conditions. Sabrena has thalassemia, and raises awareness about this illness and the risks of cousin marriage as part of her work with the charity.



Sobia Afridi – Anti-HBA Facilitator

Sobia is a facilitator and Equality, Diversity and Inclusion Lead for Oxford City Council. She previously worked in education for 25 years, at Oxford Brookes University, supporting under-represented groups to access higher education. She is passionate about tackling issues that some South Asian families consider “taboo” subjects, including forced marriage, first cousin marriage, fertility, disability and adoption, and has a degree in International Relations.



Vania Martins – Domestic Abuse Specialist

Vania has many years of frontline experience as a DA Team Leader and Helplines Manager. She has worked extensively on violence against women and girls in both the UK and Portugal, and has held research roles exploring femicide and life stories of women survivors of domestic abuse, focusing on politicisation and activism as pathways to recovery. She has experience of facilitating training including tackling domestic violence and ‘honour’-based violence.



Tanya Vyas – Social Media Communications Coordinator

As a Sikh woman born in Kenya who has lived in the UK, Tanya has three cultures which she intertwines in her daily life. She has a passion for raising awareness of inequality issues affecting women and the LGBTQ community. Tanya has a BA. Hons in International Marketing and Business and achieved a ‘First’ for her Masters in PR Management.

Appendix III- SurveyMonkey evaluation questions

FGM sessions:

How would you rate this training overall (where 0=poor and 10=excellent)?

How knowledgeable did you feel about FGM before you attended this training (where 0=not at all knowledgeable and 10=extremely knowledgeable)?

How knowledgeable do you feel about FGM after you attended this training (where 0=not at all knowledgeable and 10=extremely knowledgeable)?

How confident were you about dealing with FGM safeguarding concerns before you attended this training (where 0=not at all confident and 10=extremely confident)?

How confident are you now about dealing with FGM safeguarding concerns, having attended this training (where 0=not at all confident and 10=extremely confident)?

Honour-based abuse sessions:

How would you rate this training overall (where 0=poor and 10=excellent)?

How knowledgeable did you feel about HBA before you attended this training (where 0=not at all knowledgeable and 10=extremely knowledgeable)?

How knowledgeable do you feel about HBA after you attended this training (where 0=not at all knowledgeable and 10=extremely knowledgeable)?

How confident were you about dealing with HBA safeguarding concerns before you attended this training (where 0=not at all confident and 10=extremely confident)?

How confident are you now about dealing with HBA safeguarding concerns, having attended this training (where 0=not at all confident and 10=extremely confident)?

Appendix IV- Participant and coordinator/organiser feedback

FGM Training Feedback (SurveyMonkey free format)

It was great to hear an FGM survivor's story. Very brave of her to share but it definitely helped me to understand it more. Thank you.

It was really informative having a lady who has experience of cutting. Hauwa was also really informative. Great session and opened my eyes to the reason why it happens.

Speakers were excellent. This is a hard topic and maybe best saved for an inset day rather than afterschool day.

I would prefer for this training to be online as I have already completed the face to face and because nothing has changed and due to the content, I feel a refresher online would be sufficient and another face to face is not necessary.

Although insightful and purposeful, some of the personal stories/situations were extremely sensitive.

No, this was informative and inclusive. Thank you

I found this presentation amazing. To listen to a survivor say that it is done out of love showed me a different side to this practice and how delicate the conversation needs to be handled.

I think the training could have been more engaging, I also think at the end of the training we should have been given an opportunity to ask questions, as I imagine with a subject like this, there were quite a few questions in people's minds. It seemed like the training was quite rushed and we could have been given questions to solidify our learning or have the chance to discuss our thoughts afterwards.

Thank you for a very insightful training session

Background noise seemed to be coming from the hosts family despite her having headphones on. This was quite distracting.

There was a lot of background noise (sounded like a TV) throughout the majority of the training which was a little distracting

Amazing, very brave and informative

Had an issue with the connection but I believe this was my Wi-Fi. I just wanted to say thank you it was very informative. Also I am so appreciative of Mariam for talking about her story for learning purposes. Such a brave thing to do!

I think it would be really helpful from a school's safeguarding perspective, to be able to have shared training with Children's Social care and yourselves.

The training was done in an extremely sensitive way. It was amazing to hear from a survivor and I'm so grateful to her for sharing her story.

It was an honour to meet a survivor of FGM and I believe that she communicated the important messages incredibly well.

Fantastic training. I learned a lot. Thank you.

This was one of the best training courses I have done in a long time. The level of knowledge was very high, and the delivery was well paced, informative and impactful. Listening to Mariama was incredible and really helped me understand it from a completely different viewpoint. I found it so helpful to hear from someone who has been through it and truly understands how it feels but the culture and community around FGM. I would and have highly recommended this to others.

Amazing training. I learnt so much from both the facilitators and so impactful to have someone within these that has been through FGM and can speak from personal experience. She gave all different sides to it from the cultural aspect too which was extremely insightful.

Please provide print outs for those who struggle to note take as the session was fast paced.

Well presented

Thank you, Dot! That was excellent.

Great presentation. Very informative

It was a fantastic session. It might be nice to include a bit more group/table discussion time for reflection.

It would have been nice to hear from a survivor of FGM.

Extremely helpful and informative. Good pace as well.

we should spread awareness

To make must arrangements for parents to be aware of this and how to stop it if they are under pressure because of family

Really good training. Done in a really respectful way towards different cultures.

HBA Training Feedback (SurveyMonkey free format)

Excellent training. Really nice to have the time to talk in groups too and hear from lived experiences.

Just want to say thank you to both Rubie and Monica. Thank you to Rubie for speaking about her experiences.

Brilliant

Excellent session. Informative and touched by Rubys story

Please provide slides or just the 'what we do' section as a handout as the training moved to quickly for me to keep notes.

Very informative. Thank you

Well presented

Feedback from organisers:

Primary School, HBA/EFM, What is Culture? HBA safeguarding

“Very Informative and a great opportunity to get all staff together to discuss a very important and prevalent issue. “

“They gave us ample time to ask questions and discuss Honour Based Abuse and really secured in our mind what we should do if this type of disclosure is made.”

“Thank you for such a powerful, thought-provoking session. It helped demystify some of the information around HBA. There was enough time for questions and discussion so staff could really develop their understanding.”

“Your training was excellent, and I would recommend participation in your programme of training for all schools in Oxfordshire. The session was really informative and gave the topic the sensitive respect it required. I like how it made us all aware about certain traits and behaviours within cultures where HBA and Forced Marriage are prevalent but did not limit it to these two cultures. Monica and Kate were really up to date with the information they provided and made it feel like a safe space to ask questions. “

“A real eye-opening training. It generated a lot of interesting discussions.”

“It is very important that these kinds of trainings keep happening in schools. Information is the key.”

“A really informative and useful session. Opportunity for questions that were all seen as important. Would highly recommend as part of a school’s safeguarding training.”

“Thank you to both of you, the session was very thought provoking and informative.”

Charity organisation: FGM training

"Thank you for delivering the training, all my volunteers found the training really beneficial and learnt things that they didn't know before. Your trainers were very brave to share their stories. They truly are an inspirational to others.”

Secondary school: FGM lessons

From Organiser: “Just to say a massive thank you again for yesterday. I've spoken to some girls today who said it was really useful to know about FGM and they feel they could help a friend if they thought FGM was happening to them.”

Secondary school: HBA lessons

Interested in receiving more training from OAC. From Organiser: "Once again, a huge thank you for Friday 😊 We had fantastic feedback from students and staff who all enjoyed the workshop and found it very insightful, inspiring and informative.

I am very keen to book future workshops, please let me know if you cover any of the below topics: FGM, Domestic Violence against women/living in a violent household, Gender based violence, Sexual violence and harassment between children (peer on peer), Sexting, Trafficking, Teenage relationship abuse. I would also like to book the forced marriage/HBA workshop again for the new year 10/12s in the academic year, please let me know if this is possible and if there are any costs involved."

Primary school, FGM and What is Culture?

From Organiser: "Many thanks for the year 6 sessions last week. As ever, the sessions were delivered sensitively yet with a clear, age-appropriate, explanation of FGM and how this is harmful. Looking at cultural practises which are to be embraced and enjoyed but developing and understanding that some cultural practises need to be stopped was a helpful and understandable way for my class to learn about this topic. Your organisation's expertise and knowledge in this area is a real asset to our PSHE curriculum."

Thames Valley Police: HBA training

Positive feedback in the chat box with people thanking Rubie for sharing her story to raise awareness of FM and HBA. Also, from the organiser: "... feedback was that it was really informative, impactful and a valuable input, especially having the survivor talk on the day. I think that really hits it home that these offences/situations are real, if that makes sense."

Community group: Colourism and 'Ideal' beauty standard training

"Hi Dot and Monica, I sincerely appreciate you for the workshop a few weeks ago. The girl's enthusiasm and active participation, which is not always common, brought us immense joy. We share your excitement and eagerly await the next session this Thursday. If you have any further inquiries or need assistance regarding the upcoming session or any other matter, please don't hesitate to ask."

Primary school: Who can you tell? FGM, culture and human rights

"Thank you so much for your visit today. You worked so hard with us all day and I am very grateful."

"The staff training was very well received, and I had positive feedback from the workshops."

"Thank you to you and Vania for today. Feedback from staff and students was very positive."

Secondary school: The influence of pornography

"The people that I spoke to absolutely loved it. Especially my young girls that go to a youth group outside of school who already know Monica and Dot. One even said they would love to work at Oxford Against Cutting when they are older and hoping to do some work experience there. So all in all I would say very inspirational! One group of girls did say they do pornography every year but did take away some new knowledge. "

Secondary school: 'Ideal' beauty standard

"Just a quick message to thank you for your time yesterday. It's such an important day for our young people and we couldn't do it without you! Other than the numerous IT issues, if you have any suggestions on how we can improve for next year, please let me know. Thank you again and I hope you have a lovely summer."

Thames Valley Police: "It was great to support your event and any opportunity to help deliver these preventative messages is appreciated. Keep me posted on any future dates etc and as always I'll do my best to help/support."

Hi Carolyn

Many thanks for the year 6 sessions last week. As ever, the sessions were delivered sensitively yet with a clear, age-appropriate, explanation of FGM and how this is harmful. Looking at cultural practises which are to be embraced and enjoyed but developing and understanding that some cultural practises need to be stopped was a helpful and understandable way for my class to learn about this topic. Your organisation's expertise and knowledge in this area is a real asset to our PSHE curriculum.

Thanks again

[REDACTED]
Class 6 teacher

[REDACTED] Primary school

Subject: feedback

Message Body:
Afternoon

I was at your training yesterday (20/03/2024) at [REDACTED] but there was no feedback forms.

I just wanted to say that although i have done a lot of training in domestic violence and honour based crime i felt the training you provided was amazing and taught me things i was unaware off and gave me some really helpful contact details.

The FGM training was also fantastic and something i had not done before. I thought having someone there who had survived this and was so open was amazing.

I have recommended the training to a number of friends who work in health care so hopefully they will be in touch with you at some point.

So just today thank you and thank you for all the amazing work you all do.

My NHS email comes up as invalid so i have added my personal one. My NHS email is [REDACTED]
[REDACTED]

Good morning,

Thank you for emailing, yes I did ask about staff training. Please can you pass on my feedback again to Vania and Rubie how amazing their training is, it has completely opened my eyes and I understanding these issues better has allowed me to think about how I can improve my practice. They also gave me excellent tips to drop into my appointments for young people when appropriate, so many thanks.

Anyway because the training was so fantastic I wanted to ask if it would be possible for school staff to have a similar training? I have a meeting with the DSL later and was hoping to ask her if school would be interested in training their staff? Would you be able to let me know what the cost of the training would be so I can pass on details for them to think about.

Many thanks,

Hi,

I wondered if you had availability to carry out anti-FGM safeguarding training at [REDACTED] on 14th May 2024. I realise this is short notice but I have only just taken on the role of DSL at the school. Another school in our Federation (James Elliman) recommended you after saying your training was very thorough and informative.

I look forward to hearing from you.

Kind regards,

[REDACTED]

Feedback on sessions funded by the Miss Lawrence Trust

"Very Informative and a great opportunity to get all staff together to discuss a very important and prevalent issue. They gave us ample time to ask questions and discuss Honour Based Abuse and really secured in our mind what we should do if this type of disclosure is made. Thank you for such a powerful, thought-provoking session. It helped demystify some of the information around HBA. There was enough time for questions and discussion so staff could really develop their understanding".

"Your training was excellent, and I would recommend participation in your programme of training for all schools in Oxfordshire. The session was really informative and gave the topic the sensitive respect it required. I like how it made us all aware about certain traits and behaviours within cultures where HBA and Forced Marriage are prevalent but did not limit it to these two cultures. Monica and Kate were really up to date with the information they provided and made it feel like a safe space to ask questions."

"A real eye-opening training. It generated a lot of interesting discussions. It is very important that these kinds of trainings keep happening in schools. Information is the key. A really informative and useful session. Opportunity for questions that were all seen as important. Would highly recommend as part of a school's safeguarding training".

"Please could we rebook FGM refresher training for ... the next academic year. The content covered this time was much more suited to our staff group. Thank you for listening and actioning our suggestions. I would also like to look again at the materials that you use for Y6 FGM awareness for year 6 students. Please could you provide me with information? Finally, do you do any workshops or information sessions/coffee mornings for parents and carers to raise awareness?"

Evaluation ... only collected in the form of feedback from teachers. Year 9 teacher said it was pitched well and any more detail may have risked parents complaining. Assemblies ... led to confirmed bookings for safeguarding.

Acknowledgements

Many thanks to: Doris Field Charitable Trust; Garfield Weston Foundation; Milton Keynes MASH; Miss Lawrence Trust; National Lottery; Oxford City Council; Pye Charitable Settlement; Thames Valley Police and Crime Commissioner; Thames Valley Community Fund. Thanks also to all of those who facilitated or took part and contributed to workshop discussions. You can download this report from [here](#). Queries to research@oxfordagainstcutting.org.

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