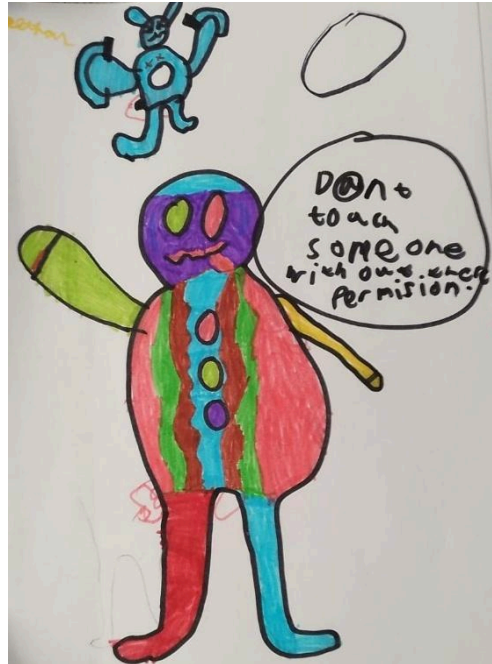




Training and Workshops Evaluation

Sundial Centre for Education on Harmful Practices



April 2024 – March 2025



"A training I won't forget, hearing the experiences of someone who has been through FGM and also very knowledgeable speakers was a standout training to me."

Authors:

Dr Kate Clayton-Hathway, Director
of Research and Evaluation

Alexis Hawthorne, Research
Assistant and Co-author

©Sundial Centre for Education on Harmful Practices, 2025

Contents

Introduction.....	4
Our trainings and lessons.....	4
Facilitation.....	6
FGM & HBA training and lessons.....	7
New directions & developments.....	9
Our impact.....	12
Continuous improvement.....	13
Looking forward.....	14
Appendix I- trainings, lessons presentations & web cafés.....	15
Appendix II- meet the team.....	17
Appendix III- participant and coordinator/organiser feedback.....	21
Appendix IV- evaluation/feedback questions.....	26

Cover content:

Quote: FGM safeguarding training attendee (staff) at an Oxfordshire Academy

Image: Botley School Y2: Who can you tell?

Logos: Our funders for 2024-25 workshops and trainings.

We don't have one face of the organisation. We have many.

Some are on the frontline of education.

Some coordinate projects while others plan safeguarding protocols.

Some speak. Some listen.

All lead change.

We know that real change doesn't come from one voice alone — it takes many.

It takes cultural insight, lived experience, safeguarding expertise, psychological care, frontline knowledge, and relentless compassion — and we're proud that our model is a diverse team approach.

- A charity where no one person holds the mic all the time

- A team where decisions are made together

- A structure that supports sustainability and shared impact

Because to us, leading change isn't about being the face — it's about working together.

The Sundial Team

Introduction

Sundial Centre for Education on Harmful Practices ('Sundial') is a charity that tackles harmful practices such as FGM/C, early or forced marriage (EFM), issues of abuse and shame affecting people from minoritised communities, as well as working with young people on body image and online harms. The majority of our facilitators are from affected communities. Several are survivors of FGM/C or forced marriage and 'honour' based abuse (HBA) themselves and discuss their experiences. We work directly with schools, police, nurses, local councils, GP surgeries, social services and other charities to raise awareness of these issues and teach young people and professionals how to recognise the warning signs, prevent harm and support survivors.

Between April 2024 and March 2025, Sundial provided **142** training sessions, lessons, workshops and presentations. These were for state and private schools and other organisations with audiences totalling at least **4404** participants across the Thames Valley and beyond. They included **44** FGM-related sessions, **28** HBA- and EFM- related training sessions and **34** body image related training sessions, which included other aspects of this topic such as beauty standards, pornography, and colourism. We deliver to adult participants, e.g., for safeguarding training both online and in-person, which increases the accessibility of our work.

This report focuses primarily on feedback for our work with schools and professional services, drawing on quantitative survey feedback and qualitative information from our participants and the training organisers. We have also included an overview of other training which represent the 'new directions and developments' of the charity, showing how we are expanding into other topics relating to harmful practices.

Other projects, such as our community workshops with Syrian Sisters in Oxford, 'Barriers to Reporting' discussions in-person and via web cafes in a range of languages and our Asylum Hotel 'Culture Explorer' sessions are covered in separate detailed reports.¹

We would like to thank our funders for the range of work that we have accomplished this year, who are as follows:

National Lottery; Garfield Weston Foundation; West Oxfordshire District Council; The Funding Network; Wates Foundation; West Midlands Police and Crime Commissioner; Thames Valley Police and Crime Commissioner; Pye Charitable Settlement; Rose Hill Insight Funding; Well Together.



¹ Attendance numbers for these are included in the totals for this report, with full detailed evaluation reports for each project available on our website at: <https://www.sundialcentre.org/learning-centre/our-reports/>

Our trainings and lessons

Over the period covered, we reached high numbers of individuals across a wide range of settings and organisations. Our audience included **402** school and teaching staff (which included school welfare officers, educational psychologists, family support workers, and school health nurses), **88** primary students and **2236** secondary students. We delivered **11** safeguarding workshops and **72** school lessons. In addition to school settings, Sundial also delivered **32** sessions to a diverse range of **968** other stakeholders. This figure included a range of professionals, independent groups, and individuals including but not limited to healthcare professionals, youth workers, specialist charity workers and volunteers, VAWG professionals, police service members, local authority staff and community groups. Furthermore, we worked with over **177** attendees across **19** community group workshops. Finally, through our contributions to five different regional conferences, public events and open webinars we also communicated with more than **600** individuals.

Our wide audience reach is achieved through social media campaigns (images of which are shown in this report), our partners and funders sharing details of our work, networking at conferences and events, direct approaches to institutions, postcard campaign mailings, 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.



Our social media posts for International Day of Zero Tolerance for FGM, 2025

Facilitation

All Sundial 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,² and many undertake additional study and professional development as well as liaising closely with colleagues and project leads to maintain high standards, stay up-to-date and adapt materials according to participant and organiser feedback, or changing cultural norms, language and specialist terminology, etc.

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. The sessions we delivered during 2024-25 are listed in full in Appendix I. The team for the workshops and training covered in this evaluation consisted of:

Kate Agha (CEO); Fatou Badjie Ceesay (Facilitator and Gender Activist); Zahid Bhatti (Anti-HBA Facilitator); Babs Ceesay (Anti-FGM Facilitator); Monica Majumdar-Choudhary (Anti-HBA and Body Image Facilitator, Colourism expert); Dr Kate Clayton-Hathway (Research and Evaluation Director); Alexis Hawthorne (Bookings Coordinator and Research Assistant); Rashmi Lokapure (Lead Trainer); Rubie Marie (Ambassador and Anti-HBA Facilitator); Vania Martins (Facilitator and Domestic Abuse Specialist); Jhon Reyes (Body Image & Pornography Facilitator); Dot Pritchard (Operations Manager); Mariama Sallah (Anti-FGM Facilitator); Naseem Sarbatta-Walia (Trustee and Facilitator); Hauwa Suleiman (Anti-FGM and Anti-HBA Facilitator); Kaddy Touray (Key Activist and Anti-FGM Facilitator); and Emma Woods (Body Image Facilitator). Details of team individuals are provided in Appendix II.

“Survivor testimony puts into context the experiences of women and girls and reinforces why this is such vital work”

Attendee feedback on Sundial presentation, Birmingham Against FGM Conference

Dot & Jhon



Vania,
Fatou,
Dot &
Zahid



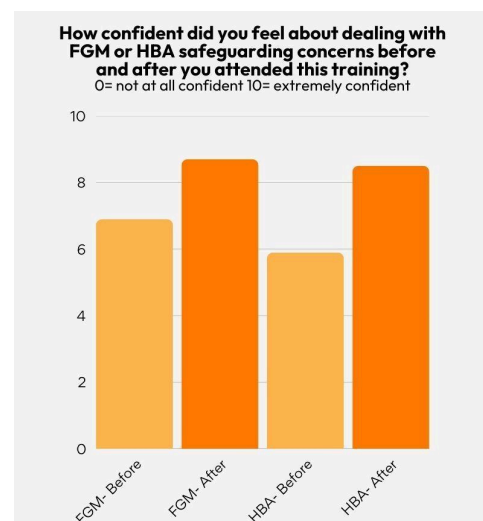
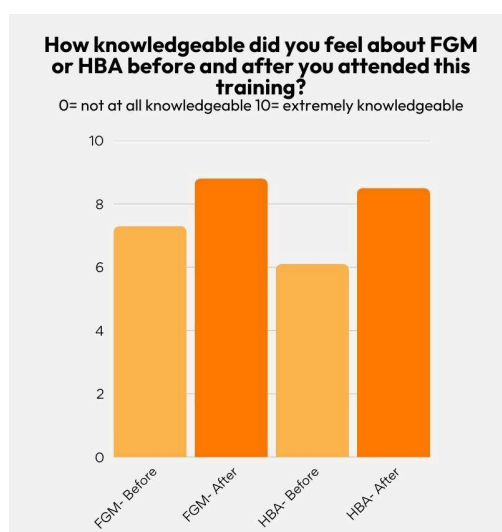
² On occasion, because the DBS process can be very slow, this has not been the case and we have informed schools accordingly.

FGM & HBA training and lessons

The following section provides an evaluation of our schools and stakeholder work relating to FGM and HBA/EFM. Where practicable (e.g., where we had individual email addresses or a central contact who was able to disseminate), delegates are issued with a link/QR code to an online SurveyMonkey questionnaire (where possible at the end of the session and via a follow-up email through their organisation's coordinator). 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.

Thank you so much - it was a great training session on FGM. Despite having FGM training previously, this was by far the most engaging and full of knowledge. The survivor, Mariama's story really brought it to light in such a different way. Thank you both again.

We record and report on specific indicators for FGM and HBA/EFM workshops, where we ask how *knowledgeable* and *confident* participants feel with these subjects before and after the training for stakeholders and professionals. All questionnaires provide free-text space to encourage participants to comment. In 2024-25, 170 participants completed SurveyMonkey questionnaires following FGM training and HBA/EFM sessions. Feedback was very positive, and key results are shown below:



For much of the work we do with young people it is not appropriate or possible to obtain SurveyMonkey feedback, e.g., in school assemblies or classroom work. We then use a number of methods to obtain feedback, including collecting one-word feedback and writing comments on Post-it notes to see how the topics have ‘landed’ with the students.



Oxford Spires – student feedback on HBA lessons

An individual coordinating the training within the relevant institution will sometimes collect feedback via their own methods and send this to us. Finally, we collate other feedback from our ‘customer base’, including verbally and via email. We have featured this throughout the report and also Appendix III (along with free-format text from SurveyMonkey responses). The survey questions are available in Appendix IV.

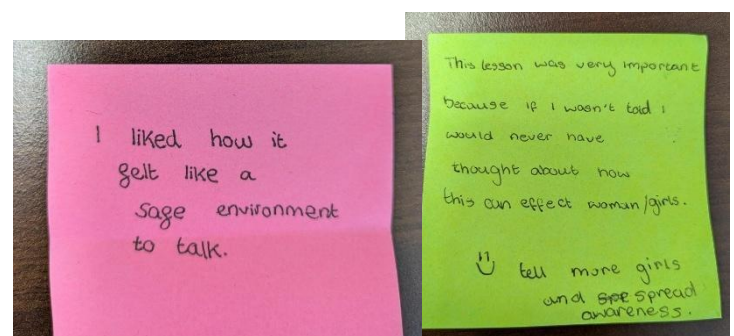


**Dot,
Mariama &
Vania**

“We could have gone for five hours and the school nurses would still be asking questions, it was so interesting. It was a very, very emotive session, very informative. From a school nursing point of view to hear from a survivor is so important.”

Claire Webster, Specialist Health Nurse and Clinical Educator

**Didcot Girls School Y7
FGM students**

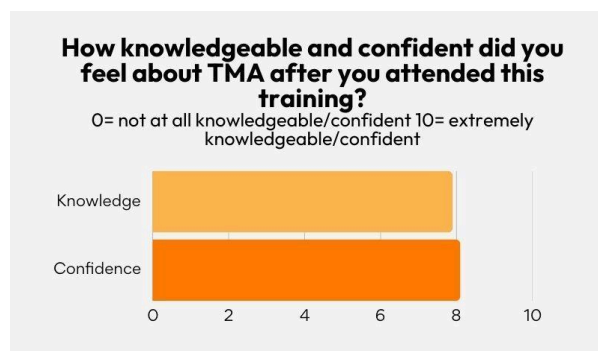


New directions & developments

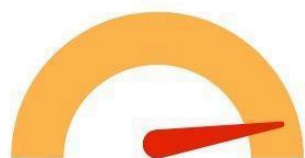
Public sessions

For the first time in 2024-25, Sundial introduced a programme of training sessions that were made publicly available. We provided four public training sessions, on transnational marriage abandonment (TMA), no recourse to public funds (NRPF), 'honour' based abuse and forced marriage, and FGM. Three of these were piloted and delivered between November 2024 and March 2025 with over 40 service providers and professionals attending in total. These included domestic abuse workers, social workers, frontline charities and representatives from county and borough councils.

We received very positive feedback across the board. For example, TMA training was rated as a 9.1/10, with respondents reporting an increase in their knowledge and confidence of the topic after the session. Participants also expressed that they were highly likely to recommend the training to others. Comments were largely around needing longer for the training due to the complexity of the subject, which the Sundial team have taken into account when offering the session to services.



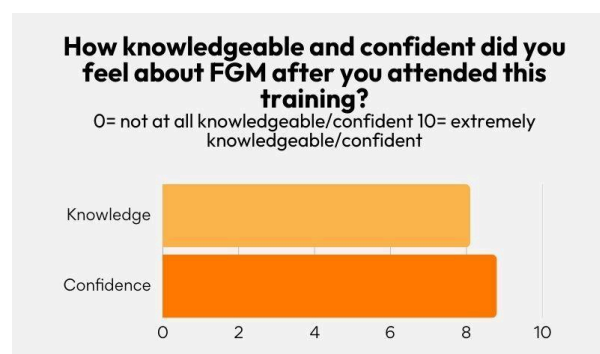
NRPF Training



9.2 out of 10

NRPF training, which had initially been run as a pilot in April 2024, involved stakeholders across domestic abuse services and frontline charities. Respondents reported feeling more confidence and knowledge in the topic after the session and there was positive feedback that the session was very informative and interesting. There was some feedback about the use of breakout rooms and case studies not being appropriate as time did not allow for proper discussion. The team amended the format of the training to include more interactive group work.

The public training session on Female Genital Mutilation (FGM) was attended by healthcare professionals, social workers, educational psychologists, family support workers and Designated Safeguarding Leads for schools. The training was rated as 9.3/10 overall. All participants reported that they felt more knowledgeable and confident in how to respond to issues of FGM/C after the session, and were highly likely to recommend the session to others. Feedback was very positive, and as we often find, the lived experience of the facilitator was particularly powerful.



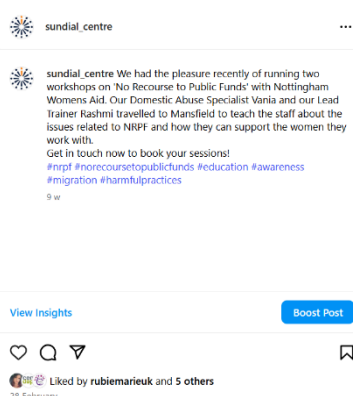
As well as being well-received, we find that these workshops also spark interest in other subjects. For example, an organisation who had reached out regarding our work were able to take part in our TMA session and subsequently booked sessions on no recourse to public funds (NRPF) when they understood the role that such abuse might play. Through offering the sessions publicly we are opening up learning on harmful practices to new audiences.

Other new workshops

In addition to the above, we piloted new training workshops on Online Imagery and Social Media, Spiritual Abuse and Intersectionality and Protected Characteristics. Following those sessions the content and delivery has been adapted based on feedback from participants to ensure the quality of the session. During 2024-25 we delivered Online Imagery and Social Media and Spiritual Abuse training to several organisations, service providers, school staff and young people.



Our facilitators Dot and Emma conducted two sessions on Online Imagery and Social Media- the first was a discussion and safeguarding with parents and youth service providers, and the second was with young people. The session with young people included learning about pressures of social media and different attitudes to body image throughout history.



Rashmi delivers NRPF training

Case study: Border Force Training

In September 2024, Sundial were approached by the Small Boats Operational Command, part of the Home Office Border Force, who have a remit over the safe and secure processing of arrivals for people seeking asylum.

Of particular interest to them was safeguarding training relating to FGM. They were keen to know the signs that someone has or will be subjected to FGM, which countries have the highest prevalence levels and details of signposting for safety and support. Their aim was to increase the number of referrals that this team deals with, as currently disclosures are more common at the point of accommodation. Our own anti-FGM facilitator Babs Ceesay and Vania Martins, Domestic Abuse Specialist, ran 90-minute workshops for the Border Force two-day conference, reaching over 140 immigration officers and health professionals.



Feedback was excellent, and included the following via Tamsin, a Senior Officer with Border Force UK:

"When Babs spoke about her experience, she had everybody in the room in the palm of her hand, everybody was just so moved by what she had to say. We couldn't have asked for a more engaging presentation"

"I think there is always an element of when it's not a colleague or a manager that's talking about it, then I think it makes it more real. It makes you think, actually, this is something I need to be aware of, because it's not just work talking about it's an outside body coming in and talking about it and talking about their own experience as well."

"You could just tell how engaging and passionate [Babs] is about it and how emotional it was, I think. We got a lot of feedback from staff for her to say how amazing she is."

"We've got so much to learn from you guys with your knowledge and your experience...we can't thank you guys enough for coming down, the level of engagement was perfect, and we can't thank you enough for that."

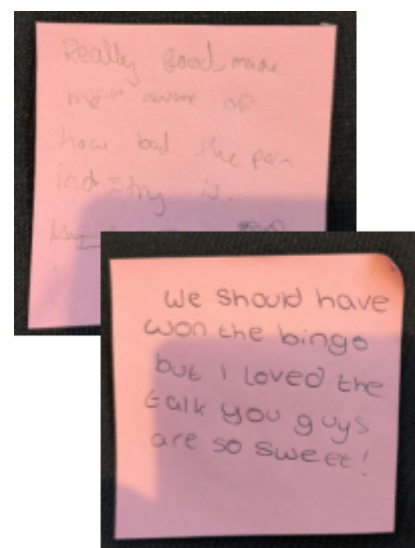
Our impact

More than ever, UK charities and NGOs are under pressure to show the real-world impact of their work. Funders are keen to see clear evidence that their money is making a difference, so being able to measure and communicate longer-term outcomes, such as behavioural change, is becoming ever more essential.

As an educational charity with a focus on training, we are not always able to identify the long-term impact of our work. In particular, this is because we are mostly able to collect quantitative data and some qualitative feedback 'on the day'. Also, our presence alone can be impactful as a safeguarding resource, by providing support and guidance on occasion when there are disclosures or safeguarding issues and we are there to signpost or advise on next steps.

Longer-term changes to attitudes and behaviours are subject to a wide range of factors, of which our work is only one. Previous attempts to obtain follow-up surveys on training to participants have been largely unsuccessful. However, there are ways to identify the longer-term nature of what we do, not least because of ongoing relationships with particular schools and services. Over time we encourage changes to attitudes and practices that become embedded and normalised in their institutions. In order to establish longer-term impacts of our work, during 2024-25 our Bookings Coordinator Alexis Hawthorne put in place a system for conducting follow up calls with workshop organisers between 3-6 months after the training sessions. We received a range of encouraging responses, and examples are provided below.

In November 2024 we delivered an assembly on Pornography and Intimate Relations to year 10 students at Oxford High School and in our follow up call with Kate Shepphard, Head of PSCE and Wellbeing, she expressed how important the session was in raising awareness. In particular, she described how useful it is for young people to hear from 'different voices' outside of their school staff team, and praised the diversity of our facilitators in offering their knowledge and perspectives on the issues. Kate described how through our session we were able to help 'normalise' the topic for the students and let them know 'that it's okay to have a conversation'. We were pleased to know that the school provides a follow up lesson for students to solidify their knowledge and understanding, showing how our work can become embedded into the school curriculum and sustain the messages we have shared. Kate confirmed that this allowed the students to reflect upon what we had taught them in the workshop and also ask anonymous questions on the content.



**Oxford High School student
feedback**

We also provided a safeguarding workshop on Online Imagery, Social Media and Pornography for the 'Children we care for' social worker team within Oxfordshire County

Council. The Team Manager, Claire Still, described the feedback on the session as very positive:

"The social workers gave really good feedback on how applicable it was to their work and challenging their thinking around these difficult topics we are dealing with day in day out with our young people."

As a result of our training, the social workers were able to reflect upon ways to utilise the learning within their current cases, and how to better support young people.

Finally, our Border Force presentations (see *the short case study, above*) also received feedback which highlighted the long-term impact of our work. Senior Border Force staff described how their staff has implemented the information and safeguarding procedures from the sessions and how they have continued to build on their learning:

"We have had cases, I think, of people disclosing that they've left countries because the girls have come of age for FGM, and they don't want it to happen to them. So that's why the basis of why they've left home and have made it to the UK...Now staff know how they feel about it, the fact that they made this journey in the first place, and your session has made them more confident to have that conversation and be able to address the issue head on."

"Since the session, a lot of staff have looked at the various different resources that [your facilitators] recommended, and are more informed, because they've wanted to sort of follow up on that information, looking at the map of where it's prevalent and, you know, sort of learning the different names for FGM and things like that. There's been a lot of, you know, a lot of engagement from it."

As well as gathering information on the sessions once staff/students have had time to implement their learning, this helps solidify our bonds with those organisations. Additionally, from the calls, several of the schools and organisations requested further workshops, reflecting the positive impact and learning from our initial sessions.

Continuous improvement

Evaluating the process and content of our work is embedded into our team structure, and we foster a culture of continuous improvement. Based on feedback and team reviews of our work this year, for example, we have incorporated a number of changes to our materials and working practices. These have included practical changes such as:

"Just a quick thank you for the excellent session today at Hazeley from Rashmi and Rubie, it was informative and engaging, and the students got a very clear message about the issues of forced marriage."

Lesley McKenzie, Mental Health Lead,
The Hazeley Academy

- Building in more case studies to meet requests for more practical, scenario-based elements in training, especially around making referrals and real-life decision-making.
- Reassessing potential audiences and adapting our materials accordingly, e.g., when attempts to launch public sessions on ‘Online Imagery and Social Media’ and ‘Colourism’ saw low uptake, bringing them to other, more successful environments such as delivery in schools and organisations.
- Increasing the interactivity and relatability of our training materials and formats, e.g., with new formats, like quizzes, bingo games, and recap sessions.
- Recognising the inherent difficulty in gathering follow-up feedback and trialling new, direct approaches as part of our wider focus on measuring long-term impact.

Working with a wide range of stakeholders—including schools, colleges, and community settings—we encounter a broad spectrum of responses on the ground, which can present challenges for our facilitators. These include difficulties with IT access, navigating or moving around unfamiliar buildings, and having little or no time to set up. These are often busy environments with overstretched staff and limited resources. Nevertheless, a smooth setup is crucial for delivering the most successful and impactful sessions. To address these issues, we have implemented practical measures such as establishing a designated point of contact within each organisation and providing clear instructions regarding scheduling, setup requirements, and necessary support. Most importantly, we prioritise open communication, remain flexible, and foster collaborative relationships to ensure productive partnerships.

In 2025 and beyond, we will continue to monitor and evaluate our work to ensure that what we offer remains current and is meeting the needs of our stakeholders.

Looking forward

The 2024-25 year has been an exciting and busy time for Sundial. We have been establishing our new identity, enjoying the challenges of connecting with more diverse groups and developing materials on harmful practices to meet their needs. In addition to continuing our work with schools and services successfully, our audience is expanding geographically and also in terms of the stakeholders we work with. This has meant that we are able to grow our diverse, talented and dedicated team. This expansion is enhancing our profile and attracting interest from new stakeholders. Greater reach can lead to greater impact, and as a committed ‘with and for’ organisation, we will work hard to achieve this as the landscape for diverse groups evolves.



Our social media campaign for 'No More' Week 2025

Appendix I - list of all sessions

Trainings and lessons

Botley School, Oxford	'Who can you tell', FGM lessons and safeguarding
Domestic Abuse Housing Alliance, Oxfordshire	Intersectionalities
Didcot Girls School	FGM Lessons
Family Solutions Service, Oxfordshire	FGM Safeguarding
Hardwick Primary School	FGM Safeguarding
Harris Garrard Academy, London	FGM Lessons
Headington School, Oxford	HBA and Forced Marriage
James Elliman Academy, Slough	FGM Safeguarding
Knowledge Exchange Group	'Honour'-Based Abuse in the UK
Lordswood Boys' School, Birmingham	HBA and Forced Marriage; Body Image and Pornography; Online Imagery and Social Media
Lynch Hill Enterprise Academy, Slough	Pornography and Intimate Relations; FGM; Ideal Beauty Standard
Marsh Gibbon Church of England School, Oxfordshire	'Who can you tell'
Meadow Vale Primary School	FGM Safeguarding
Montem Academy	FGM Safeguarding
North Oxfordshire Academy	Pornography and Intimate Relations
Nottinghamshire Women's Aid	No Recourse to Public Funds
One Eighty	FGM
Oxford City Council	Lunch and Learn- Intersectionality
Oxford High School	Pornography and Healthy Relationships
Oxford Spires Academy	HBA and Forced Marriage
Oxfordshire Emergency Duty Team	HBA and Forced Marriage
Oxfordshire Social Services	Online Imagery and Social Media; FGM
Specialist public health school nurses	Online Imagery and Social Media; FGM
Public Policy Exchange Group	FGM Safeguarding
Slough and Eton CoFE Business and Enterprise College	Ideal Beauty Standard
Sundial on behalf of OSCB	FGM Safeguarding
Sunrise Multicultural Project's girls' group, Banbury	HBA
The Hazeley Academy, Milton Keynes	FGM Lesson
University of Kent- Centre for Child Protection	FGM Safeguarding
Victims First	FGM; HBA and Forced Marriage
Waddesdon Primary School	Year 6 FGM; FGM Safeguarding
Wantage CE Primary School	FGM Safeguarding
Western House Academy	FGM Safeguarding
Wexham Court Primary School	FGM Safeguarding
Wokingham Borough Council	No Recourse to Public Funds

Conferences and working group presentations

Oxford Brookes University- VAWG conference	FGM, HBA and Forced Marriage Training
--	---------------------------------------

Diverse WORLDS group (Thames Valley)	Taking forward the recommendations of the 2020 'BAMER' report and building connections across TV to support services for women from diverse backgrounds
Sundial Centre	Public workshops on HBA, Transnational Marriage Abandonment, No Recourse to Public Funds, FGM, Spiritual Abuse
Crown Prosecution Service	Barriers to Reporting 'Honour' Based Abuse
Sundial in partnership with OSARCC	Survivor Purdah session
University of Birmingham- BAFGM	Talking about FGM in the classroom
Knowledge Exchange Group	'Honour' Based Abuse in the UK
Border Force UK Small Boats Operational Team	FGM
SAFE!	Online Imagery and 'Honour' Based Abuse
Berkshire West Safeguarding Children Partnership	Overview of our work
Kent University Child Protection Conference	FGM and safeguarding

Web cafés

Barriers to reporting 'honour'-based abuse

Barriers to reporting sexual violence in diverse communities

Barriers to reporting domestic abuse in diverse communities

Barriers to reporting community-based abuse in African communities

Barriers to reporting FGM

Other community work

Syrian Sisters wellbeing sessions

In-person HBA discussions in Shona, Mandinka and Wolof, Swahili, Tetum and Arabic

Asylum Hotel 'Culture Explorer' sessions

Appendix II - meet the team



Dr Kate Clayton-Hathway

Director of Research and Evaluation

Kate is our Research and Evaluation Director and Co-Founder of Sundial (previously Oxford Against Cutting). Kate specialises in intersectional, gender, equality and diversity issues, using research to drive positive change. Kate also works with a number of research organisations including Oxford Brookes University. She builds on her former successful career in HR and change management consultancy, having returned to study to complete a PhD with Brookes on the social impact of equality law. Kate is a keen human rights activist and long term campaigner for Oxford City Amnesty International.



Alexis Hawthorne - Bookings Coordinator and Research Assistant

Alexis is our Bookings Coordinator and Research Assistant. She is currently undertaking an ESRC funded PhD in Social Anthropology at the University of Sussex, having previously undertaken Masters degrees in Social Anthropology and Social Research Methods. Her research focuses on experiences of mental wellbeing among Ghanaian migrants in the UK, exploring how community practices, gender, family, religion and racial inequalities factor into resettlement and help-seeking behaviours. She previously worked as a Research Assistant at the Centre for Diversity Policy Research and Practice at Oxford Brookes University working on equality and diversity projects, and as Refugee and Displacement Research Assistant for Oxfam GB.



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.



Dot Pritchard - Operations Manager

Dot is Operations Manager, 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 Sundial'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 Sundial, 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 - Anti-FGM 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 Sundial.



Jhon Reyes - Body Image & Pornography Facilitator

Jhon, originally from Colombia, came to the UK as a refugee. He claimed asylum in 2020 due to extreme political riots, the Colombian internal war and sexual identity violence. Jhon holds a BA (Hons) degree in Language from the University of Nariño -Colombia and has over 6 years of experience in languages teaching in different countries, including Jamaica, Colombia, Ecuador, and England. He is currently studying a degree in Youth Work with Roehampton University and works with young people in Oxfordshire who experience mental health issues, drug abuse, domestic violence, homophobia, racism, and bullying. Jhon has also worked to promote the rights of the LGBTQIA+ community and is passionate about healthy activities like sports, arts, music, and dance.



Kaddy Touray - Key Activist and Anti-FGM Facilitator

Kaddy is our longest serving Facilitator, delivering training and supporting communities with Sundial (previously Oxford Against Cutting) from soon after the charity was founded. Kaddy is a survivor of FGM and a qualified Nurse. She uses her lived experience to help families affected by FGM in both her professional work and advocacy in the UK and in the Gambia. Kaddy previously volunteered as Women's Rights Coordinator for Amnesty International Gambia and is a representative of the Oxford Gambian community. She is passionate about stopping inequalities between men and women, ending violence against women and girls, and human rights.



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 Sundial (previously 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.



Lea Menezes - Anti-Spiritual Abuse Facilitator

Lea is a trained Trauma-Informed Psychologist and a survivor of child and spiritual abuse. Drawing from her lived experiences, she brings a unique perspective to her work with vulnerable communities. Lea has provided psychological support to individuals who have experienced abuse, creating spaces for healing and recovery.

**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 - Colourism Expert**

Monica is a Sundial Facilitator, with expertise in body image and social media. She is currently the Marketing Manager for Retail Market Group and has worked within the marketing field at Oxford Brookes University as Social Media Officer and Community Engagement Officer. Monica is currently pursuing a PhD at Queen Mary University of London, specialising in the psychological impact of skin lightening products for South Asian women. Monica's research for her MSc focused on colourism and body identity which was later published by Shades of Noir in 'Biological Pigment Bias: Perspectives on Colourism'. Monica is passionate about fighting against stigmas in South Asian communities and empowering women and girls.

**Naseem Sarbatta-Walia - Anti-HBA Facilitator**

Naseem is a Sundial Anti-HBA Facilitator and previous Trustee. She is an experienced, broadly qualified Psychotherapeutic Counsellor, Trainer and Facilitator, with expertise in child welfare and engaging with families. Naseem is a Counselling Manager for Survivor Space (previously Oxfordshire Sexual Abuse and Rape Crisis Centre) and a clinical supervisor for MIND. She is an accredited therapist with the British Association for Counselling and Psychotherapy (BACP) and the Black, African and Asian Therapy Network (BAATN), and she is a trainee practice lead for the centre of expertise in child sexual abuse.

**Rashmi Lokapure - Lead Trainer**

Rashmi is our Lead Trainer and has over 10 years' experience in training and development. Her experience includes designing and delivering training for aid workers to help prevent sexual exploitation and abuse, customising curriculum design and preparing training evaluation. She employs adult learning principles to ensure meaningful, lasting results and has a highly engaging delivery style. Rashmi holds a Bachelor's Degree in Management Studies from the University of Mumbai and a Masters Degree in Occupational and Business Psychology from Kingston University. Rashmi is also a Certified Ashtanga Yoga Instructor, practitioner of Zen techniques, traveller and avid reader.

**Rubie Marie - Ambassador and Anti-HBA Facilitator**

Rubie 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 forced into marriage 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.



Vania Martins - Domestic Abuse Specialist and Coordinator

Vania is our Domestic Abuse Specialist and has 11 years' frontline experience supporting victims of abuse with Oxfordshire Domestic Abuse Services as Team Leader and Helplines Manager. She has worked extensively on violence against women and girls in both the UK and Portugal and Vania 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 brings specialist expertise in delivering training for Sundial on domestic abuse, 'honour'-based abuse, No Recourse to Public Funds, transnational marriage abandonment and spiritual abuse. Vania also leads on safeguarding.

Vania has a background in psychology and therapy which she has used in her work to facilitate community building and peer to peer support. She has worked with international organisations across the world on gender-based violence with an emphasis on victims of armed conflicts, human trafficking and displacement, as well as women's involvement in peacebuilding. She has experience volunteering with refugees and her current research focuses on border control practices and the impact of the No Recourse to Public Funds rule on domestic abuse victims, families and communities.



Zahid Bhatti - Anti-HBA Facilitator

Zahid is a Sundial Facilitator on 'honour'- based abuse issues. He is the Principal and Chief Executive of EMBS Community College in Oxford and Banbury, supporting young people and adults from disadvantaged backgrounds to enhance their wellbeing and learning. He has worked with the College since 2011 and is a strong believer in inclusive, quality education that engages, inspires and delivers.

Appendix III - participant and coordinator/organiser feedback

FGM Training Feedback (collated from SurveyMonkey free format text): Do you have any suggestions for changes or further comments?

All was good.

Excellent information. Thanks

Excellent- thank you for sharing experiences.

Excellent training - thank you

It was brilliant and in depth

It was very engaging training session and having an FGM survivor tell her story was hard but it showed the true reality of it and that is does happen. She was brave to tell her story and the training was a good refresher of FGM.

Mariana was amazing especially hearing about her experiences it was really eye opening

No, keep up the good work

Thank you for sharing your story.

Thank you Mariama for sharing your story. It really helped me to understand the long-term impact.

Thank you training was incredibly powerful.

The videos would have been a useful additional resource to have viewed during the training.

Very helpful training

A training I won't forget, hearing the experiences of someone who has been through FGM and also very knowledgeable speakers was a standout training to me.

Examples of what to say to YP (*young people*) if you suspect something in session

Excellent session- many thanks

Excellent thank you

Excellent to have the lived experience perspective from Mariama

Fantastic training. Very insightful. Hearing a story was incredible and eye opening.

Great hearing the lived experience

Hearing a personal story was really beneficial

I appreciated hearing a true account of persona; experiences with cultural differences etc from a survivor. The way in which she told her story was cleverly delivered. She was factual yet humorous.

I didn't get the link and spent about two hours chasing for it- it meant I was distracted when I could finally join and missed the introduction

I feel that the guest speaker should have had some prompts or a script as she kept repeating herself and it was difficult to follow

I felt the personal aspect shared by Mariam was very helpful and supportive in embedding the information for myself!

It was informative and a great session - I liked the mix of the videos and talking

It was so powerful hearing the lovely lady speak from Ghana

It would have been good to use UK examples of prosecution

Just a big thank you - hearing a personal account from Mariama was really valuable and the training was delivered in a way that was not uncomfortable considering the sensitive topic.

Loved the engagement

Mariam and Dot were wonderful

Maybe a little more dynamic/interactive elements. When it wasn't the lived experience story a lot of elements were read off the slides only and that is hard to stay engaged with for 1.5 hours

Maybe diagram of anatomy before and after FGM

More examples about cases from the UK for reference.

N/a It really helped to have the PowerPoint and one trainer going through it from a strategic perspective and another from a personal

No, great session

No, it was great training and the presenters were amazing!

Perhaps an example of the process of making a referral - or some 'What would you do if...' scenarios.

Provide appropriate scripts when disclosure

Really excellent interactive sessions. A really good balance of videos, talking etc

Really helpful overview and good balance of lived experience with data

Really informative training, and thank you for sharing your lived experience of FGM.

Really interesting and informative

Really interesting and sobering information shared today. Thank you to the survivors who have shared their testimonies.

Really useful. Videos are very impactful.

So helpful - would be helpful to have more time to think about some scenarios/case studies together and what we would do as professionals

Thank you

Thank you for accommodating us joining online - really valuable training and glad to have not missed the insight

Thank you so much - it was a great training session on FGM. Despite having FGM training previously, this was by far the most engaging and full of knowledge. The survivor, Mariame's (apologies if I've spelt that incorrectly) story really brought it to light in such a different way. Thank you both again.

Thank you. Very informative and good information. Feel more confident in managing now.

The speaker's talk could have been much shorter.

The training was very well delivered, the personal story from a speaker was very powerful.

This session was really informative & useful. Great presentation by a survivor

To continue to develop my knowledge further to understand more

Very helpful session, good refresher.

Very informative. Thank you

HBA Training Feedback (collated from SurveyMonkey free format text): Do you have any suggestions for changes or further comments?

Very moving hearing from a survivor.

Rubie is an incredible woman and a very eloquent woman...a true inspiration

Very good training but needs more information on what do, how you know if honour based abuse is happening and more explanation on that.

I think this training could be longer as there were parts which could be more in depth The personal story from Rubie Marie was very impactful to hear

Feedback from organisers:

Online Harms and Pornography Safeguarding: School Nurses, Oxfordshire

Hi Alexis,

Just wanted to let you know that we have most of the evaluations back from our study day.

Most people just did a score between 1-5 and it was all 5 star for the session.

But I have put together below some comments that were also written for you all –

- Excellent session as always
- Very relevant for practice
- Very interesting, Emma was particularly good and engaging
- Thank you, it's always so helpful to be able to speak openly about these things
- Very helpful
- Useful session
- Excellent presentation and resources
- Good session with a variety of teaching materials
- Really interesting
- The first speaker - think her name was Emma was excellent, really impressive. And it was all really interesting but I felt I needed more information on how to help young people with this, it felt mainly focused on the issues.
- It's good to know there is a children's commissioners report on pornography
- Very informative and knowledgeable presenters

Kind regards

Claire

FGM Y7 – Lynch Hill Enterprise Academy

As usual, I'd like to express, on behalf of the school and the students, our thanks to Dot and Rashmi for a very successful day yesterday and the professional manner in which they present their workshops. (Daniel McLeish, Head of Student Enrichment, Lynch Hill Enterprise Academy)

Cambridge Learning Trust

Hi

Thank you for all your support with the three schools within Cambrian Learning Trust this week. Your advice has been very valuable and I know my DSL's have really appreciated your time and expert advice for these children.

Best Wishes

Lynne Hammond, Cambridge Learning Trust Safeguard Lead

FGM Safeguarding at Wantage CE Primary School

"The staff all found it really, really useful training, and there was really positive feedback afterwards."

"We thought it was pitched at a really good level. We had the option to ask additional questions. It was the right sort of length. It was really good. Everybody found it really, really useful and engaging. I know somebody had questions, and actually emailed over those questions and got a really good response back. So that was really useful and really helpful to receive that information afterwards."

Elaine Brew, Pastoral Team, Wantage CE Primary School

Oxford High - Pornography and Intimate Relations Assembly with Year 10

"One thing that the session really does is essentially raise awareness and start conversations. Because sometimes I find, it's all well and good us talking about it, but sometimes it comes across sort of a bit preachy by us saying you will be impacted by it. One thing that really came out of the session was it doesn't matter whether you are somebody who would actively choose to engage with pornography, or whether you're not, it is going to have, because of society and expectations and stuff, an impact on your life. So I think that was really helpful. And I think so we had the session, and then we all did a lesson afterwards just so that they had the opportunity to ask questions and just discuss it. So I think that was quite helpful as well, just to follow up, rather than it just sort of being a standalone session. I think we find it quite helpful to actually have the students sort of re-engage with a couple of days or a week later, whatever, just so that they can, you know, be reminded and put it back on/keep it on their radar."

"Some students think, you know, nobody in school will mention it, whereas, actually, if we're talking about it, it just sort of normalizes that it's okay to have a conversation."

"It was quite good having the two of them, because actually, it's good to hear from different voices. So actually hearing from two additional voices actually worked really well...And actually talking about the statistics, I think they're always really good, and that's quite often what sticks in the kids minds."

Kate Shepphard, Head of PSICHE and Wellbeing, Social Action Lead for Oxford High School

Appendix IV - evaluation/feedback questions

SurveyMonkey questions - FGM

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)?

Do you have any suggestions for changes or further comments?

SurveyMonkey questions – ‘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)?

Do you have any suggestions for changes or further comments?

Follow up phone call questions with workshop organisers

Do you think that your staff/students feel more equipped to deal with the challenges since the session?

(For school lessons) Have any students spoken to staff regarding these issues since the training?

(For staff safeguarding and service provider training) Have any staff reported that they've benefited from the training? Did they have any specific comments?

Have you changed anything in your school/organisation as a result of the training?

Is there anything you would change or add to the training? Or any further comments.

Acknowledgements

Many thanks to all our funders for supporting this important work. Thanks also to all of those who facilitated or took part and contributed to workshop/lesson/web café discussions. You can download this report from [here](#). All queries to research@sundialcentre.org

Find out more about Sundial's work via:



<https://www.sundialcentre.org/>



<https://www.facebook.com/SundialCentreforEducationonHarmfulPractices>



<https://www.linkedin.com/company/sundialcentre/>



https://www.instagram.com/sundial_centre/



<https://www.youtube.com/@SundialCentre>



<https://open.spotify.com/show/0JKjSsmtrCJB0UTztZhuH9?si=8ea1736f4ce34f20>

Head for the bottom of our homepage to sign up for our Newsletter.
You can keep up with all our events and activities and are free to unsubscribe at any time.