

FFURFLEN MANYLION / INFORMATION SHEET

Document Title:	Quality Policy
Document Type:	Policy
Document Owner:	Director, Quality & Curriculum
Responsible Executive Director:	Executive Director, Academic Services
Purpose:	The purpose of Grŵp Llandrillo-Menai's Quality Policy is to inform staff, learners and other stakeholders of the guiding principles of the Grŵp's quality strategies and systems (known collectively as the "Quality Framework")
Review Cycle:	Bi-annually

Links to Strategic Plan (please delete those that do not apply):	
Leading the way in a Modern World / Our place in the Community / Learner opportunity and success / Driving the economy through skills & knowledge / Our role in a sustainable Wales	
Link to Risk Register (please delete those that do not apply):	
STR0001 Lack of effective governance. STR0004 Lack of staff capacity/capability in all key specialist areas STR0005 Data confidentiality and compliance is not maintained. STR0008 Concerns re. quality of learning experience. STR0009 Lacking positive relationships with key stakeholders and the community STR0014 That the performance and activities of NWT has a negative financial and reputational impact on on the Grŵp STR0017 Lack of diversity and inclusion impacts negatively on learners, employees and stakeholders perception of GLLM	
Link to our Values (please delete those that do not apply):	Equality / Trust / Fairness / Respect / Honesty / Ambition

Approval Checklist – delete if not applicable:	Date:
● Initial Impact Assessments	10/04/25
● First draft uploaded to Grŵp Portal for initial consultation with staff (via RL)	11/04/25
● First draft sent to JCC for initial 2 week consultation (via RL)	11/04/25
● Impact Assessments completed (if applicable)	n/a
● Final draft presented to TS	19/05/25
● Final draft presented to JCC (if applicable)	21/05/25
● Final draft presented to SHE (if applicable)	n/a
● Union Approval at JCC / SHE	21/05/25

<ul style="list-style-type: none"> • Policy presented to CSSC Committee* 	03/06/25
<ul style="list-style-type: none"> • Policy presented to Board 	26/06/25
<ul style="list-style-type: none"> • Policy translated and uploaded to Grŵp Portal 	02/09/25

Quality Policy

Purpose of the Policy

The purpose of Grŵp Llandrillo-Menai's Quality Policy is to inform staff, learners and other stakeholders of the guiding principles of the Grŵp's quality strategies and systems (known collectively as the "Quality Framework").

Policy Statement

Grŵp Llandrillo-Menai is committed to continuous improvement and the pursuit of excellence in all aspects of its activity. This policy contributes to the Grŵp's Mission by publicising the Grŵp's commitment to continuous improvement at all levels and by setting out the key processes and principles which will guide and support the implementation of the Grŵp Quality Framework.

Implementation

To support achieving excellence, within Grŵp Llandrillo-Menai we are committed to the following:

Overarching Principles

- Inclusivity, by providing opportunities for, and empowering staff to be involved in the Grŵp self-assessment processes at all appropriate levels
- Integrating bilingualism into all quality processes in order to further develop bilingual provision and a bilingual ethos within the Grŵp
- Providing a framework of accountability which clearly identifies roles, responsibilities and reporting arrangements in relation to the quality of the Grŵp's provision
- Developing a recognition that all staff contribute to the quality culture of the Grŵp and providing channels for staff to contribute their views and ideas
- Fostering a dynamic and innovative culture of continuous improvement through supporting the development of new ideas and initiatives
- Provide consistent high quality learning experiences which ensure that learners are stretched and challenged to achieve their target grade and qualifications

Self-assessment

- Ensuring that self-assessment is an honest, open and realistic process, which is effective in identifying areas of excellence and development needs
- Ensuring that all self-assessment processes are subject to rigorous moderation and that constructive feedback is provided to those who contribute to the process
- Ensuring that self-assessment leads to the development of SMART quality improvement plans with clear outcomes, ownership of actions and challenging deadlines

Action Planning and Monitoring

- The identification and development of comprehensive performance indicators, linked to relevant comparators and benchmarks, which seek to ensure that measurable improvements are realised year on year with the aim of becoming the best in class
- Facilitating access to timely performance data through the exploitation of the latest technologies which are fast and user-friendly

- Monitoring and measuring progress towards improvement against actions identified through self-assessment and performance indicator targets and the development of appropriate strategies to ensure that actions are fulfilled and targets met

Quality Improvement

- Providing appropriate mechanisms for supporting areas of underperformance in order to raise standards e.g. through coaching and mentoring
- Exploiting opportunities for the sharing of best practice throughout the Grŵp
- Ensuring that the Learner Voice plays a key role within the quality framework through systematically eliciting learner views and taking action to respond to them
- Encouraging feedback from the Grŵp's customers and stakeholders, ensuring that effective complaints and appeals procedures are well publicised and utilised
- The development of clear and accessible quality procedures and documentation which are fit for purpose without being overly bureaucratic
- Communicating regularly and openly to staff and customers on Grŵp performance standards
- Ensuring that staff possess the appropriate skills and attributes to perform to the highest standards
- Reviewing the Quality Framework on an on-going basis in order to ensure that it remains relevant and effective

Monitoring and Impact Measurement

The effectiveness of the implementation of the Quality Framework will be subject to ongoing monitoring by the Grŵp Tim Polisi and Grŵp Llandrillo Menai Corporation's Curriculum, Students and Standards Committee and through consultation with trade unions and staff. The criteria for judging effectiveness will be success in meeting Grŵp targets and performance indicators as measured year on year against sector benchmarks.

Success in meeting these criteria will also inform the biannual review of the Quality Framework and this Quality Policy will be developed/amended accordingly.

Publication of Policy

This policy will be made publicly available bilingually on the Grŵp website and will be available to all members of staff via the Grŵp intranet.

Equality Impact Assessment

Assessment completed by:	Siân Pritchard	Dated:	08/04/2025
Assessment approved by:		Dated:	

Consideration	Response	Special requirements / controls
Which protected groups might be disadvantaged by the policy/process?	<p>None. The policy states that Grwp Llandrillo-Menai is committed to continuous improvement and the pursuit of excellence in all aspects of its activity. The policy promotes inclusivity for all by</p> <ul style="list-style-type: none"> • providing opportunities for, and empowering staff to be involved in the Grŵp self-assessment processes at all appropriate levels • integrating bilingualism into all quality processes in order to further develop bilingual provision and a bilingual ethos within the Grŵp • providing consistent high quality learning experiences which ensure that learners are stretched and challenged to achieve their target grade and qualifications 	
Which protected groups might benefit from the policy/process?	<p>All protected groups will benefit from the policy as its implementation aims to ensure continuous improvement in teaching, learning and assessment.</p> <p>Data will be used to identify performance indicators and will be used to ensure that appropriate support is identified and developed to ensure learners' success.</p> <p>BAME learners, learners who do not have English or Welsh as a first language or learners who have an ALN might benefit from the policy's implementation. Data sets and quality processes may highlight additional support needs for learners who may traditionally underperform their peers.</p>	
Does the policy advance equality and foster good relations?	Yes. The policy seeks to ensure robust quality process that will enhance learning experience for all and will empower and include staff in quality improvement.	

	The effectiveness of the implementation of the Quality Framework will be subject to ongoing monitoring by the Grŵp Tim Polisi and Grŵp Llandrillo Menai Corporation's Curriculum, Students and Standards Committee.	
Could any part of the process discriminate unlawfully?	No. If implemented as described, the robust quality processes outline will enhance teaching, learning and assessment for all.	
Are there any other policies that need to change to support the effectiveness of this one?	No.	
Conclusion	Continue the policy	

SIGNED:	Siân Pritchard	Dated:	08/04/2025
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Welsh Language Impact Assessment

Assessment completed by:	Siân Pritchard	Dated:	08/04/2025
Assessment approved by:		Dated:	

Consideration	Response	Special requirements / controls
What positive effects will the implementation of the policy or procedure have on the use of Welsh language?	This policy clearly outlines bilingualism as an overarching principle of quality. 'Integrating bilingualism into all quality processes in order to further develop bilingual provision and a bilingual ethos within the Grŵp.' This will enhance the bilingual and Welsh medium curriculum offer and promote the use of the Welsh language within the Grŵp.	
What negative effects will the implementation of the policy or procedure have on the use of Welsh language?	None. The policy states that bilingualism and a bilingual ethos will be integrated into all quality processes. The policy will be made available bilingually on the Grŵp Portal.	Continuous monitoring, support and guidance for staff to ensure that bilingualism is integrated and embedded into the Grŵp's robust quality processes.
Are there sufficient Welsh-speaking staff available to implement the policy or procedure?	Yes. There are sufficient members of Welsh speaking staff within the Grŵp Quality Team to support the implementation of this policy. If a Welsh speaking member of staff was not available, simultaneous translation can be provided via Trosi by our internal translation team.	

If not, what steps will be taken to ensure that sufficient staff are available, and by when?	If a Welsh speaking member of staff was not available, simultaneous translation can be provided via Trosi by our internal translation team.	
Does the policy or procedure comply with Grŵp Llandrillo Menai's Welsh Language Schemes/Language Strategy?	Yes.	
Conclusion	Continue the policy	

SIGNED:	Siân Pritchard	Dated:	08/04/2025
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Sustainability Impact Assessment

Assessment completed by:	Lisa Fowlie	Dated:	10/04/2025
Assessment approved by:		Dated:	

Consideration	Response	Special requirements / controls
How will this policy impact upon the Grŵp's sustainability strategy?	There should be no direct impact on the Grŵp's sustainability strategy as it states that Grŵp Llandrillo-Menai is committed to continuous improvement and the pursuit of excellence in all aspects of its activity. It supports that extremist views (that could be against the environmental targets) would be controlled.	
Conclusion	Continue the policy	

SIGNED:	Lisa Fowlie	Dated:	10.04.2025
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