



**RHESTR WIRIO / FFURFLEN MANYLION POLISI
POLICY INFORMATION SHEET / CHECKLIST**

Policy Title:	Prevent Policy	
Policy Owner:	Phil Jones, Head of Learner Services and Marketing	
Responsible Executive Director:	James Nelson, Executive Director for Academic Services	
Review Cycle:	Every 2 years	
Approval Checklist (to be instigated by Owner):	Actioned by:	Date:
<ul style="list-style-type: none"> • First draft uploaded to Grŵp Portal for initial consultation with staff (via ELD) 	Phil jones / Rachel Lewis	23/10/2023
<ul style="list-style-type: none"> • First draft sent to JCC for initial 2 week consultation (via AAH) 	Rachel Lewis	23/10/2023
<ul style="list-style-type: none"> • Impact Assessments completed 	Sent to SP 26/10	14/11/2023
<ul style="list-style-type: none"> • Final draft presented to TS 	Sent by PJ	13/11/2023
<ul style="list-style-type: none"> • Final draft presented to JCC (if applicable) 	Sent by PJ	13/11/2023
<ul style="list-style-type: none"> • Final draft presented to SHE (if applicable) 	N/A	N/A
<ul style="list-style-type: none"> • Union Approval at JCC / SHE 	YES – 07/12/2023	
<ul style="list-style-type: none"> • Policy presented to relevant Committee* 	CSSC – 12/03/2024	
<ul style="list-style-type: none"> • Policy presented to Board 	25/06/2024	
<ul style="list-style-type: none"> • Policy translated and uploaded to Grŵp Portal 	26/04/2024	

Proposed Changes to Current Policy. Changes are extensive as a response to the new Government guidance.

Review Period	Section	Description of Policy changes	Reason for change
November 2023	Front page	Remove Designated Safeguarding Lead (DSL) Insert Designated Safeguarding Person(DSP)	Ensure that the policy is using Welsh Government terminology.
November 2023	Section 2 Context	New sentence to highlight GLLM's commitment to learners Insert and recognises that learners have a fundamental right to be protected from harm and should be given the opportunity to gain the maximum benefit possible from high quality education and training opportunities.	Highlight the importance of GLLM as an educational establishment
November 2023	Section 2 Context	Change in guidance from UK Government Insert Prevent duty guidance: England and Wales (2023)	New Government guidance
November 2023	Section 2 Context	Insert This Policy outlines Grŵp Llandrillo Menai's approach to ensuring compliance with the requirements of the Act and the Prevent Duty, it's approach to dealing with concerns raised within its community, and its contribution to any multi-agency response to concerns raised	Clearly define what the policy aims to achieve
November 2023	Section 2	Remove Strand Insert is a key pillar	Use terminology for the UK government's prevent duty guidance. Highlight importance of Prevent as a strand of CONTEST
November 2023	Section 2	Remove Strategy Insert Duty	Use terminology for the UK government's prevent duty guidance.
November 2023	Section 2	Remove The UK faces a range of terrorist threats. All the terrorist groups who pose a threat seek to radicalise and recruit people to	Aim to simplify, explain and use terminology from the Prevent duty.

		<p>their cause. The Prevent duty seeks to:</p> <p>Respond to the ideological challenge of terrorism and aspects of extremism, and the threat faced from those who promote these views.</p> <p>Provide practical help to stop people from being drawn into terrorism and ensure they are given appropriate advice and support.</p> <p>Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet, social media and health.</p> <p>Insert <i>The aim of Prevent is to stop people from becoming terrorists or supporting terrorism. Prevent also extends to supporting the rehabilitation and disengagement of those already involved in terrorism. The objectives of Prevent are to:</i></p> <ul style="list-style-type: none"> ● <i>Tackle the ideological causes of terrorism</i> ● <i>Intervene early to support people susceptible to radicalisation</i> ● <i>Enable people who have already engaged in terrorism to disengage and rehabilitate</i> 	
November 2023	Section 2 Context	<p>Insert <i>Prevent aims to stop people becoming terrorists or supporting terrorism and sits alongside the other three 'P' work strands:</i></p> <ul style="list-style-type: none"> ● <i>Pursue: to stop terrorist attacks</i> ● <i>Protect: to strengthen our protection against a terrorist attack</i> ● <i>Prepare: to mitigate the impact of a terrorist attack</i> 	Aim to explain the importance of Prevent duty using new Contest terminology.
November 2023	Section 2 Context	<p>Remove Students</p> <p>Insert <i>Aim</i></p>	<p>change terminology from students to learners.</p> <p>Use the word aim and not make a statements that</p>

		Learners	the Grwp will engage all learners
November 2023	Section 3 Leadership and Values	Insert Will have a designated lead in a senior management role who is responsible for the delivery of Prevent.	Prevent duty clearly states that all education providers should have a designated Prevent Lead.
November 2023	Section 4 Teaching and Learning	Insert Use of external programmes, groups and speakers to support learning that supports Grŵp goals and values	
November 2023	Managing risk and responding to events	Insert implement	Systems have already been developed, insert 'implement' to acknowledge this
November 2023	Monitoring	Insert The Designated Safeguarding Person will be responsible for completing the annual self-assessment toolkit	
November 2023	Monitoring	Insert Liaise with the WBL Consortium and report any instances of extremism or ideological behaviour via the Grwp's strategic risk register.	Acknowledges that monitoring and reporting is also essential at the WBL consortium and all partners.
November 2023	Definitions	Has now been placed as an annex.	
November 2023	Student Support	Remove Helping Inset Ensuring	Promotes GLLM's commitment to the Prevent duty
November 2023	Student Support	Remove listening to what is happening in the college and the community and taking action as necessary Insert Attentively monitoring developments within the college and the surrounding community, and promptly implementing appropriate measures as required.	As above
November 2023	Monitoring	Inset Prevent duty guidance: England and Wales (2023)	

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1. Grŵp Llandrillo Menai Prevent Contacts:

Prevent Lead

Phil Jones, Head of Learner Services and Marketing

Designated Senior Person (DSP) and the Single Point of Contact (SPoC)

Operational Prevent Links

Coleg Menai and Meirion-Dwyfor, Alison Owen, Learner Services Manager

Coleg Llandrillo, Lisa Johnson, Learner Services Manager

WBL Consortium, Phil Jones, Head of Learner Services and Marketing

2. Context

Grŵp Llandrillo Menai aims to provide a safe learning environment for all learners and recognises that learners have a fundamental right to be protected from harm and should be given the opportunity to gain the maximum benefit possible from high quality education and training opportunities.

In accordance with the Counter Terrorism and Security Act 2015 and the Prevent duty guidance: England and Wales (2023) the Grŵp has a responsibility to prevent people from being radicalised and drawn into terrorism and participates fully in such work. This Policy outlines Grŵp Llandrillo Menai's approach to ensuring compliance with the requirements of the Act and the Prevent Duty, its approach to dealing with concerns raised within its community, and its contribution to any multi-agency response to concerns raised.

The Prevent duty is a key pillar of the Government counter terrorism strategy – CONTEST. The aim of Prevent is to stop people from becoming terrorists or supporting terrorism. Prevent also extends to supporting the rehabilitation and disengagement of those already involved in terrorism.

The objectives of Prevent are to:

- Tackle the ideological causes of terrorism
- Intervene early to support people susceptible to radicalisation
- Enable people who have already engaged in terrorism to disengage and rehabilitate

Prevent aims to stop people becoming terrorists or supporting terrorism and sits alongside the other three 'P' work strands:

- Pursue: to stop terrorist attacks
- Protect: to strengthen our protection against a terrorist attack
- Prepare: to mitigate the impact of a terrorist attack

Grŵp Llandrillo Menai is an inclusive education provider. Learners come from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of learners make it crucial to be actively involved in the Prevent strategy. The Grŵp has an ethos of providing care to its learners and is committed to fostering shared values and promoting cohesion through Our Values.

Extremist ideology runs counter to the Grŵp and British values which make our community successful such as respect and tolerance for others, the rights of all to live and study free from persecution of any kind, freedom of speech, democracy, the rule of law and equality of opportunity and treatment.

Extremism promotes fear and division and actively seeks to cause destructive relationships between different communities. The Grŵp will create a safe environment in which learners can discuss sensitive topics. Through the tutorial and curriculum, opportunities will be explored to challenge extreme beliefs to promote the values of democracy, mutual respect and tolerance of different faiths and beliefs. This policy has six key objectives:

1. To promote and reinforce Grŵp values; to create space for free and open debate; listen and support the learner voice and enable students to develop their self-knowledge, self-esteem and self-confidence.
2. To promote social cohesion by supporting interfaith and inter-cultural dialogue and understanding, and aim to engage all learners in playing a full and active role in wider engagement in society.
3. To ensure everyone's safety and that the College is free from bullying, harassment and discrimination.

4. To provide support for learners who may be at risk and appropriate sources of advice and guidance.
5. Ensure that learners and staff are aware of their roles and responsibilities in preventing terrorism and radicalisation.
6. To deliver training to support the above.

In order to achieve these objectives the policy will concentrate on four areas:

3. Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all learners, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:

- Promoting College values of Equity, Quality, Innovation and Professionalism
- Building staff and learner understanding of the issues and confidence to deal with them
- Providing opportunities and deliver Prevent training to learners, staff and Governors
- Deepening engagement with local communities
- Actively engaging and working with local schools, local authorities, police and other agencies
- Will have a designated lead in a senior management role who is responsible for the delivery of Prevent.

4. Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and enabling students to acquire a broad knowledge of and respect for public institutions. This will be achieved through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skills development such as social and emotional aspects of learning
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights
- Learning and teaching strategies which explore controversial issues in a way which promotes critical analysis and pro social values
- Use of external programmes, groups and speakers to support learning that supports Grŵp goals and values
- Encouraging active citizenship and facilitating students to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to society

5. Student Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Maintaining strong and effective support services for all learners
- Attentively monitoring developments within the college and the surrounding community, and promptly implementing appropriate measures as required.
- Implementing anti-bullying strategies and challenging any discriminatory behaviour
- Ensuring learners and staff know how to access support in college and across the Grŵp
- Supporting at risk students through safeguarding and crime prevention processes

6. Managing Risks and Responding to Events

The Grŵp must be able to demonstrate an awareness and understanding of the risk of radicalisation, appreciating that this can change rapidly.

To ensure that the Grŵp monitors risks and is ready to deal appropriately with issues which arise. It will:

- understand the nature of the threat from violent extremism and how this may impact directly or indirectly on the college / Grŵp
- understand and manage potential risks within the college and from external influences including guest speakers (see guest speaker and external event guidance).
- respond appropriately to events in local, national or international news that may impact on learners and communities
- Ensure measures are in place to minimise the potential for acts of violent extremist within the college
- Ensure plans are in place to respond appropriately to a threat or incident within the college
- Develop and **implement** effective e-safety and responsible user policies

7. Procedure for Reporting Prevent Concerns

The Grŵp expects staff to report Prevent concerns using the Prevent referral process below using the steps in the flowchart on the next page.

- All Prevent concerns should be reported to the Head of Learner Services and Marketing who is the Designated Senior Person (DSP) and the Single Point of Contact (SPoC). If the DSP is unavailable staff should contact their college Learner Services' Manager (Prevent Operational Leads) who will notify the DSP and take appropriate action.
- If a member of staff thinks that there is an immediate threat to their personal safety or that of others they should call 999 so that the police can take appropriate action. Once they have done this they should notify the DSP so that we can follow this up with the necessary contacts (see annex B).
- The DSP will then review the concerns to see if it meets the threshold to be referred as a Prevent concern. In some cases this will involve referring the concern to the Local Authority Designated Lead Officer and/or Police Local Prevent Coordinator for advice/information.
- Prevent referrals will be made using the All Wales Prevent Referral form.
- If agreement is reached that the concern warrants further intervention the learner will be referred to the Channel Programme for support. The DSP will attend Channel meetings and ensure that a support plan is in place for the learner. Learners referred to the Channel programme will also be monitored by the Principal and Assistant Principal / Director as appropriate.

8. Monitoring

The Grŵp in accordance with 2015 'Prevent Duty' and **Prevent duty guidance: England and Wales (2023)** will ensure that the Designated Safeguarding Person through their role will:

- Ensure that the Grŵp is compliant with the Prevent duty
- **The Designated Safeguarding Person will be responsible for completing the annual self-assessment toolkit**
- Support the Executive Director, Academic Services to inform the Grŵp's strategic risk register of safeguarding and/or Prevent risks
- Represent the Grŵp on the regional North Wales HE and FE Prevent Board

- Liaise with the Work Based Learning Consortium and report any instances of extremism or ideological behaviour via the Grwp's strategic risk register.
- Consider and review policies and procedures, as appropriate to ensure we are responding to the requirements of the Prevent duty

Annex A

Definitions

The following definitions provide further explanation about terms used in the policy and how they relate to Prevent.

British Values are defined as the following:

- Democracy

A culture built upon freedom and equality, where everyone is aware of their rights and responsibilities.

- The rule of law

The need for rules to make a happy, safe and secure environment to live and work.

- Individual liberty

Protection of your rights and the rights of others around you.

- Mutual respect & tolerance of different faiths and beliefs

Understanding that we all don't share the same beliefs and values. Respecting those values, ideas and beliefs of others whilst not imposing our own onto them.

An ideology is a set of beliefs.

Radicalisation is the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.

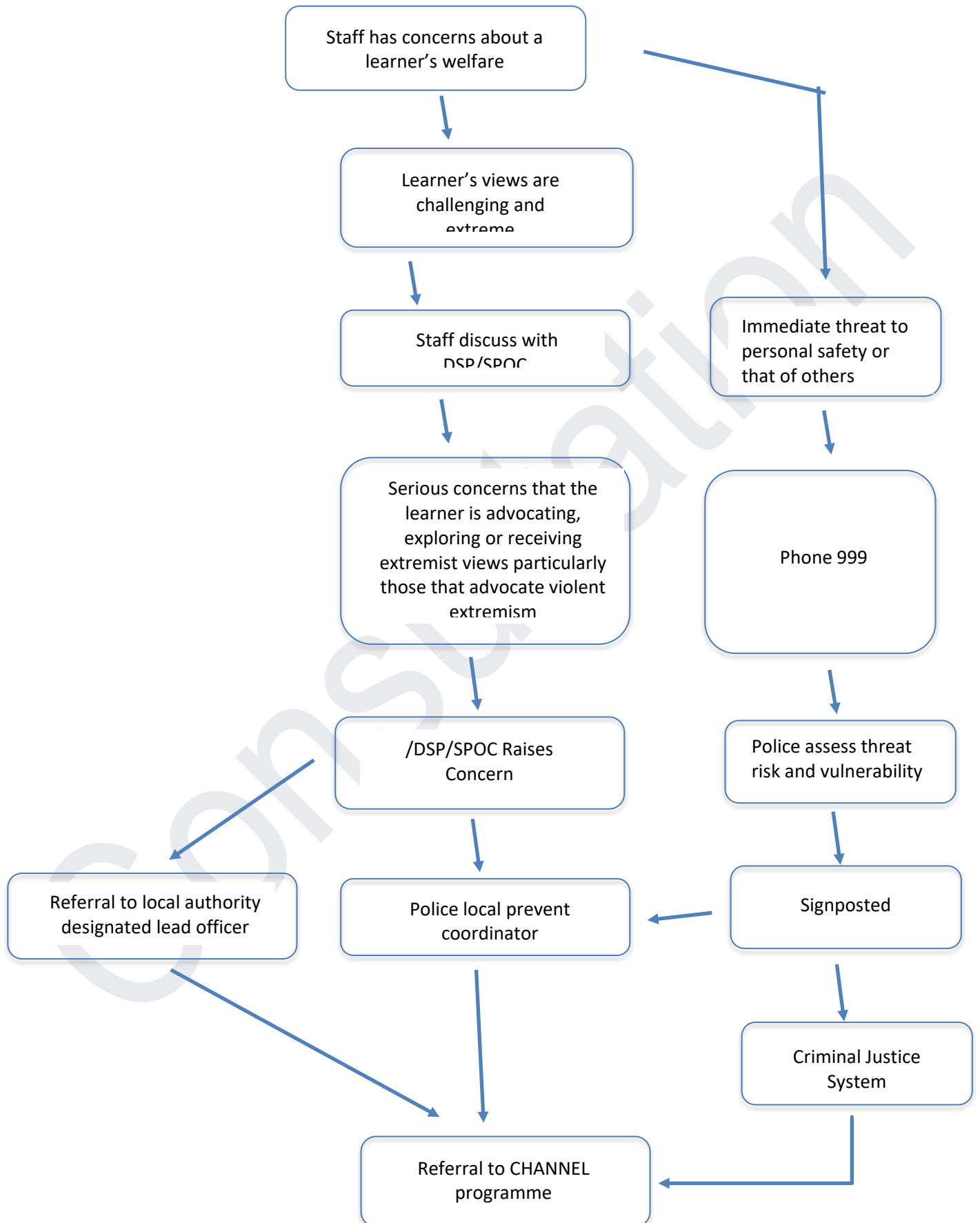
Terrorism is an action that endangers or causes serious violence damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological cause.

Vulnerability describes factors and characteristics associated with being susceptible to radicalisation.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Annex B

Prevent Referral Process Flowchart



Equality Impact Assessment

Assessment completed by:	Sian Pritchard	Dated:	14/11/2023
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Consideration	Response	Special requirements / controls
Which protected groups might be disadvantaged by the policy/process?	The policy is designed to provide an inclusive learning and working environment that promotes the values of democracy, mutual respect and tolerance of different faiths and beliefs. It will help ensure that individuals from all protected groups are respected and treated fairly and respectfully.	
Which protected groups might benefit from the policy/process?	Individuals from and across all the protected characteristics will benefit from this policy.	
Does the policy advance equality and foster good relations?	Yes, the policy advances equality and fosters good relations by promoting mutual respect and tolerance and ensuring everyone's safety.	
Could any part of the process discriminate unlawfully?	Not if the policy is fully adhered to	
Are there any other policies that need to change to support the effectiveness of this one?	No	
Conclusion	Continue the policy and process	

SIGNED:	Gaz Williams Sian Pritchard	Dated:	14/11/2023
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Welsh Language Impact Assessment

Assessment completed by:	Siân Pritchard	Dated:	14/11/2023
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Consideration	Response	Special requirements / controls
What positive effects will the implementation of the policy or procedure have on the use of Welsh language?	The policy is designed to provide an inclusive learning and working environment that promotes the values of democracy, mutual respect and tolerance of different faiths and beliefs.	
What negative effects will the implementation of the policy or procedure have on the use of Welsh language?	It is not anticipated that this policy will have any negative effects on the Welsh language.	
Are there sufficient Welsh-speaking staff available to implement the policy or procedure?	There are sufficient Welsh-speaking staff in Learner Services to implement the policy/procedure, and ensure processes are carried out in Welsh when requested or when needed.	
If not, what steps will be taken to ensure that sufficient staff are available, and by when?	N/A	
Does the policy or procedure comply with Grŵp Llandrillo Menai's Welsh Language Schemes/Language Strategy?	Yes	
Conclusion	Continue the policy and process	

SIGNED:	Siân Pritchard	Dated:	14/11/2023
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Sustainability Impact Assessment

Assessment completed by:	Lisa Fowle	Dated:	14/11/2023
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Consideration	Response	Special requirements / controls
How will this policy impact upon the Grŵp's sustainability strategy?	This policy should not have an impact on the Grŵp Sustainability and Environmental Policy.	
Conclusion	Continue the Policy and process	

SIGNED:	<i>Lisa Fowle</i>	Dated:	14/11/2023
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