

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

<b>Policy Title:</b>	Safeguarding Policy	
<b>Policy Owner:</b>	Phil Jones, Head of Learner Services and Marketing	
<b>Responsible Executive Director:</b>	James Nelson, Executive Director for Academic Services	
<b>Review Cycle:</b>	<b>Every 2 years</b>	
<b>Approval Checklist (to be instigated by Owner):</b>	<b>Actioned by:</b>	<b>Date:</b>
First draft uploaded to Grŵp Portal for initial consultation with staff (via ELD)	Phil Jones / Rachel Lewis	23/10/2023
First draft sent to JCC for initial 2 week consultation (via AAH)	Rachel Lewis	23/10/2023
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Final draft presented to SHE (if applicable)	N/A	N/A
Union Approval at JCC / SHE	Yes – 07/12/2023	
Policy presented to relevant Committee*	CSSC – 12/03/2024	
Policy presented to Board	25/04/2024	
Policy translated and uploaded to Grŵp Portal	29/04/2024	

# **Safeguarding Policy**

**‘Safeguarding – Everyone’s Responsibility’**

**Approved by CSSC: 12/03/2024**

**Reviewed by CSSC: 12/03/2024**

**Approved by Board: 25/04/2024**

**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	1.3	Remove Sites  <i>Insert</i> <b><i>Campuses and Centres</i></b>	
November 2023	1.4	Remove 1.4 The College will, at all times, work within the guidelines of the All Wales Child Protection Procedures and the Policy and Procedures for the Protection of Vulnerable Adults adopted by the North Wales Social Services Departments which incorporate all the relevant legislative power and provisions.  <i>Insert</i> <b><i>1.4 Grŵp Llandrillo Menai, will at all times work within the Wales Safeguarding Procedures (2019), The Well-being of Future Generations (Wales) Act 2015, The Equality Act (2010) and The Social Services and Well-being (Wales) Act 2014.</i></b>	Brings the policy in line with the Welsh Government Keeping Learners Safe document
November 2023	3.3	Remove e.g. Facebook and mobile phone or email  <i>Insert</i> <b><i>Such as but not exclusive to, Instagram, Facebook, Snapchat by use of mobile phone, email or any other electronic device.</i></b>	Update egg to social media channels which are now commonly used by our learners.
November 2023	1.5	Remove 1.5 The CONTEST strategy was published by the UK Government and is part of the overall Counter-terrorism and Security Act (CT&S) which became law as of July 2015. Section 26 of the CT&S Act places a duty on 'specified authorities' in the exercise of their duties to have 'due regard to the need to prevent people from being drawn into terrorism'  <i>Insert</i> <b><i>1.5 The aim of CONTEST is to reduce the risk</i></b>	Use wording from the new Contest guidelines for England and Wales (2023)

		<i>from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with confidence. CONTEST helps us to balance our duty to protect the UK and its interests from terrorism against the need to respond to other national security threats.</i>	
	1.5	Remove Strategy  <b><i>Insert Policy</i></b>	
November 2023	1.5	Remove which came into force in September 2015	
November 2023	1.6	Remove It will  <b><i>Insert Grŵp Llandrillo Menai will</i></b>	Make specific to Grŵp Llandrillo Menai
November 2023	1.6	Remove Director, Learner Services,  <b><i>Insert Head of Learner Services and Marketing and the Designated Safeguarding Person (DSP)</i></b>	Update job role
November 2023	3.3.4	Remove (Definitions are taken verbatim from the All Wales Child Protection Procedures, 2008 and In Safe Hands guidance)  <b><i>Insert The Wales Safeguarding Procedures for children and adults at risk of abuse and neglect, 2019</i></b>	Use the updated guidance
November 2023	3.3.5	Remove 2011 Prevent strategy  <b><i>Insert Is defined in the 2023 UK Government Contest Strategy,</i></b>	Changed to reflect updated guidance 2023
November 2023	4.1, 4.2, 4.12, 4.14	Remove Director, Learner Services,	Update Job role and change DSL to DSP to reflect WG terminology

		<b><i>Insert Head of Learner Services and Marketing and the Designated Safeguarding Person (DSP)</i></b>	
November 2023	4.7	Remove A Safeguarding disclosure form must be completed and given to the Safeguarding Officer for their records.	Not all safeguarding disclosures are done using this form and some are done via email or verbally initially
November 2023	5.4	Remove All Wales Child Protection Procedures, 2008.  <b><i>Insert Wales Safeguarding Procedures, 2019</i></b>	Updated WG guidance
November 2023	6.2	<b><i>Insert 6.2 All Safeguarding referrals are subject to monthly reporting at GLLM Tim Strategol, Tim Polisi and Governors meetings.</i></b>	To reflect updated practice of reporting
November 2023	4.4	Remove Staff disciplinary policy.  <b><i>Insert Discipline, Grievance and Capability policy</i></b>	Use of correct policy title
November 2023	1.3	<b><i>Centres</i></b>	Amended spelling as suggested by SH (consultation)
November 2023	3.3	Updated to the following: <b><i>Abuse may take place in any setting, whether in a private dwelling, an institution or any other place, that includes electronically, online and via social networking sites.</i></b>	Amended following consultation suggestion by HP
November 2023	4.1	Updated sentences to the following: <b><i>The Safeguarding Officers are available to:</i></b>  <b><i>4.1.1 Listen to learners and refer as appropriate</i></b> <b><i>4.1.2 Provide advice and support to staff on issues relating to safeguarding</i></b> <b><i>4.1.3 report and escalate disclosures to a Safeguarding Lead Officer (SLO)</i></b> <b><i>4.1.4 Make a Child Protection &amp; Vulnerable Adult social services</i></b>	Amended following consultation suggestion by HP

		<i>referral</i> <b>4.1.5 Support learners in safeguarding issues and inter-agency working</b>	
November 2023	4.8	<p>Updated sentences to the following:  <b>4.8 Parents/carers should be informed that a referral to children's services is going to be made, unless informing them may itself place the child at risk. This could include;</b></p> <ul style="list-style-type: none"> <li>• <b>Where sexual abuse is suspected or disclosed</b></li> <li>• <b>Where fabricated or induced illness is suspected</b></li> <li>• <b>Where there are fears for the safety of a child or others when informing parents/carers</b></li> <li>• <b>Where it is not possible to contact the parents/carers immediately and prompt action is required to establish the child's safety.</b></li> </ul>	Amended following consultation suggestion by HP

## **Safeguarding Policy**

### **'Safeguarding – Everyone's Responsibility'**

#### **1. Introduction**

- 1.1. Grŵp Llandrillo-Menai is committed to promoting and providing a safe and nurturing environment where all learners are supported to achieve their academic potential.
- 1.2. The Grŵp fully recognises its duty toward safeguarding and protecting the welfare of children and vulnerable adults. The Safeguarding Children and Protection of Vulnerable Adults Policy, 'Safeguarding – Everyone's Responsibility' underpins the delivery of college practices and procedures within the Grŵp that serve to provide opportunities and services to enhance the learner experience whilst maintaining a safe learning environment.
- 1.3. All Grŵp Llandrillo Menai Campuses and Centres aim to adopt an open, safe and caring environment where any child or vulnerable adult who wishes to discuss concerns and issues about their lives can do so in a supportive and non-judgemental way. The aim of this policy is to establish a coherent approach across all Campuses and Centres in the identification of learners at risk of significant harm and to ensure appropriate action is taken to preserve the safety of the learner both at home and at college.
- 1.4. Grŵp Llandrillo Menai, will at all times work within the Wales Safeguarding Procedures (2019), The Well-being of Future Generations (Wales) Act 2015, The Equality Act (2010) and The Social Services and Well-being (Wales) Act 2014.
- 1.5. The aim of CONTEST is to reduce the risk from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with confidence. CONTEST helps us to balance our duty to protect the UK and its interests from terrorism against the need to respond to other national security threats. Grŵp Llandrillo Menai have embedded the referral of Prevent concerns within the safeguarding referral process. Grŵp Llandrillo –Menai's Prevent Policy outlines the scope of the risk based approach to the Prevent duty.
- 1.6. Grŵp Llandrillo Menai will appoint designated members of staff to coordinate its child protection and vulnerable adult's procedures across all sites and provisions. This team will be under the operational management of the Head of Learner Services and Marketing and the Designated Safeguarding Person (DSP) who will refer and liaise with the appropriate agencies. Senior management responsibility will rest with the college Principals.
- 1.7. This overarching policy provides the framework for the College guidelines, procedures and specialist policies with Child Protection and Vulnerable Adults in their widest sense. These include:
  - Disclosure of criminal records (staff and learners)
  - Policy for 14-16s on evening classes and provision out of normal academic working hours
  - Student Accommodation for International and National Students including protocols for other statutory agencies
  - Guidelines on outside visits and residential
  - Substance and Alcohol Misuse
  - Procedures to be followed for the protection of children and vulnerable adults

- Independent Living Skills – Guidelines for the Protection of Vulnerable Adults
- ICT guidelines
- Consensual Relations Policy
- Staff Code of Conduct

## 2. Scope

- 2.1. Safeguarding is the responsibility of everyone, and as such this policy applies to all staff including senior managers and the board of Governors, volunteers, agency staff or anyone working on behalf of the college who come into regular contact with learners.
- 2.2. This policy also applies to disclosures made by a third party. The prime responsibility of staff is to follow the agreed procedures and be accountable for their actions. It is not the responsibility of staff to investigate concerns, allegations or disclosures. The College will pass on concerns or allegations of abuse promptly to the appropriate agency.
- 2.3. The College works within the main principles derived from the Children Act 1989 governing work with Children as follows:
  - 2.3.1. **Paramountcy of the Child's Welfare**  
The College considers the child's welfare as paramount. Safeguarding and promoting their welfare is a priority and overriding purpose of the work. When decisions about a child's future are being taken, their wishes and feelings will be taken into account as well as any needs arising from race, culture, religion, disability and language. Every care will be taken to ensure the safety of all learners under 18 on any College campus or participating in any College related activity.
  - 2.3.2. **Parental Responsibility**  
The College considers the primary responsibility for looking after children rests with families or others if parental responsibility has been acquired. Primary responsibility remains with parents even when their children are subject to a court order. The College will therefore keep parents and others with parental Responsibility informed and consulted within the limitations allowed by Child Protection/Protection of Vulnerable Adults' guidelines.
  - 2.3.3. **Partnerships**  
The College promotes close working relationships with social services departments, the police service, health trusts, probation service, schools, education authorities, voluntary agencies and others in the protection of children. Social Services Departments will take a lead role because of their statutory responsibilities. The College will ensure that in-house child protection procedures are in place and that they are familiar to, and understood by staff. It will work in partnership and assist professionals and the lead agencies to protect children by providing detailed information, professional services and referring concerns or knowledge of abuse or neglect.
  - 2.3.4. **Principles in Protection of Vulnerable Adults**  
Under existing legislation local authorities have statutory duties and discretion to take steps to make sure that vulnerable adults are protected and their interests represented. The expressed wishes of the vulnerable adult will be paramount in the assessment and decision-making process. However, there is a fundamental duty to balance the adult's right to autonomy with their need for protection.
- 2.4. The Prevent duty has three specific objectives:



- Respond to the ideological challenge of terrorism and the threat we face from those promote it:
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support: and
- Work with sectors and institutions to reduce the risk of radicalisation
- The Grŵp Prevent policy explains how GLLM will manage the risks identified in the Prevent Duty.

2.5. The College will act to protect its learners from abuse, exploitation or self-harm and will work in cooperation with other agencies to ensure the safety and welfare of its students.

2.6. The College reserves the right to refuse to enrol any person who has a conviction for the abuse of a vulnerable adult or child.

### **3. Definition of Terms**

#### **3.1. Child**

Throughout this policy and associated procedures, reference made to “child”, “children” or “young people” means those under the age of 18. An adult is a person aged 18 years or over.

#### **3.2. Vulnerable Adult**

A vulnerable adult is defined as a person who has reached the age of 18 and:

- is receiving any form of health care
- is receiving a service or participating in an activity which is specifically targeted at people with age related needs, disabilities or prescribed physical or mental health conditions
- Expectant mothers living in residential care
- Age related needs includes needs associated with frailty, illness, disability or mental capacity
- those subjected to previous abuse, e.g. through domestic violence

(Safeguarding Vulnerable Groups, Act 2006)

#### **3.3. Abuse**

Somebody may abuse a child or vulnerable adult by inflicting harm, or by failing to act to prevent harm. Children or vulnerable adults may be abused within a dependent relationship or, more rarely by a stranger. Abuse can be intentional or unintentional. The categories of abuse are physical, emotional or psychological, sexual, neglect or financial. Abuse may take place in any setting, whether in a private dwelling, an institution or any other place, that includes electronically, online and via social networking sites.

#### **3.4. Physical Abuse**

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or vulnerable adult. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child or vulnerable adult whom they are looking after. This situation may be described as fabricated or induced illness by the carer.

#### **3.5. Emotional or Psychological Abuse**

Emotional abuse is the persistent emotional ill treatment of a child or vulnerable adult such as to cause severe and persistent adverse effects on the child/vulnerable adult’s emotional development. It may involve conveying to a child or vulnerable adult that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children/vulnerable adults. It may involve causing children/vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children/vulnerable adults. Some level of emotional abuse is involved in all types of ill treatment of a child/vulnerable adult though it may occur alone.

### **3.6. Sexual abuse**

Sexual abuse involves forcing or enticing a child or vulnerable adult to take part in sexual activities, whether or not they are aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children/vulnerable adults in looking at, or in the production of, pornographic materials or in watching sexual activities, or encouraging children/vulnerable adults to behave in sexually inappropriate ways.

### **3.7. Neglect**

Neglect is the persistent failure to meet a child/vulnerable adult's basic physical and/or psychological needs, likely to result in the serious impairment of the child/vulnerable adult's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child/vulnerable adult from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child/vulnerable adult's basic emotional needs.

*The Wales Safeguarding Procedures for children and adults at risk of abuse and neglect, 2019*

### **3.8. Extremism**

Is defined in the 2023 UK Government Contest Strategy, as 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, we also include in our definition of extremism calls for the death of members of the armed forces, where in this country or overseas.

### **3.9. Radicalisation**

Refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups

### **3.10. Terrorist Related Offences**

Are those which are not offences in terrorist legislation, but which are judged to be committed in relation to terrorism?

*(Definitions taken from HM Government Contest guidance: for England Wales)*

## **4. Accountability**

Whilst all staff are responsible for the implementation of college Safeguarding Policy and Procedures there are designated posts accountable for ensuring that staff are aware of the policy and adhere to guidance protocols.

**4.1.** The designated staff that have specialist knowledge for operational child protection matters are referred to as Safeguarding Officers. The Safeguarding Officers can provide advice to learners and staff regarding welfare and safeguarding concerns. The Safeguarding Officers are available to:

- Listen to learners and refer as appropriate
- Provide advice and support to staff on issues relating to safeguarding
- Report and escalate disclosures to a Safeguarding Lead Officer (SLO)
- Make a Child Protection & Vulnerable Adult social services referral
- Support learners in safeguarding issues and inter-agency working

The Head of Learner Services and Marketing is the nominated manager that oversees the responsibilities of the Designated Safeguarding Person (DSP) across Grŵp Llandrillo Menai. The Learner Services Managers undertake the role of Safeguarding Lead Officers (SLO) within their respective colleges and oversee the operational administration of the safeguarding procedures within their respective colleges. Support is provided for all learners: further education, higher

education, adult community education and work based learners.

- 4.2. The Head of Learner Services and Marketing and the Designated Safeguarding Person (DSP) has responsibility for escalating all safeguarding concerns to the appropriate college Principal / Executive Director and Executive Director, Academic Services. A key duty is to take lead responsibility for raising awareness across all staff of issues relating to the welfare of children and young people within the college. Other areas of responsibility include:
  - Overseeing the referral of cases of suspected abuse or allegations to the relevant investigating agencies
  - Providing advice and support for other staff on issues relating to safeguarding
  - Ensure a proper record is maintained of any child protection referral, complaint or concern (even when the concern does not result in a referral)
  - Ensuring that parents of children and young people are aware of the Safeguarding Policy
  - Liaising with the Local authorities and appropriate agencies
  - Ensure that staff receive basic training in safeguarding issues appropriate to their roles and are aware of college procedures
- 4.3. The Chief Executive is the senior manager with overall responsibility for safeguarding supported by an elected Member of the Corporation Board.
- 4.4. The Director, Human Resources is the designated senior manager with responsibility for ensuring that the Grŵp complies with the requirements for recruitment and selection of staff and for ensuring that appropriate procedures are in place to report and deal with allegations of abuse made against members of staff as part of the Discipline, Grievance and Capability policy
- 4.5. The Board of Governors is accountable for ensuring that Grŵp Llandrillo Menai has effective policies and procedures in place to safeguard learners and to monitor compliance. Neither the Board of Governors nor individual governors has a role in dealing with individual cases or has the right to know details of cases with the exception of exercising their role in disciplinary functions in respect of allegations made against a member of staff.
- 4.6. Where college provides education and or training for learners under 16 years of age who are on the role of secondary schools, the appropriate Principal/Executive Director supported by the Safeguarding Lead Officer (SLO) will liaise with the school and or Local Education Authority to ensure that appropriate arrangements are in place should a safeguarding disclosure be made to college staff.
- 4.7. All members of staff have a legal duty to report any disclosure, allegation or suspicion of abuse or risk significant harm to a Safeguarding Officer. This must be done immediately.
- 4.8. Parents/carers should be informed that a referral to children's services is going to be made, unless informing them may itself place the child at risk. This could include;
  - Where sexual abuse is suspected or disclosed
  - Where fabricated or induced illness is suspected
  - Where there are fears for the safety of a child or others when informing parents/carers
  - Where it is not possible to contact the parents/carers immediately and prompt action is required to establish the child's safety.
- 4.9. Any decision not to inform the parents/carers should be recorded on the Children's Services referral form, with the reasons for such decision.

- 4.10. The Designated Safeguarding Lead Officer has a responsibility to ensure that a disclosure, allegation or suspicion of abuse is referred to the appropriate agency.
- 4.11. The welfare of the child/children/vulnerable adult including the welfare of any other child who may be at risk, must always take precedence over confidentiality. A promise not to tell anyone the details of a disclosure where a child is at risk of significant harm or abuse cannot be made under any circumstance.
- 4.12. Any sharing of relevant information will be within an environment of strict confidentiality. The Head of Learner Services and Marketing will ensure a system of central records is maintained in accordance with the Data Protection Act. Information sharing protocols with the Social Services, Children's Services, Probation Service, Police, Police Protection Unit must be adhered to at all times.
- 4.13. Grŵp Llandrillo Menai is designated as a 'specified authority' and is required under the Prevent Duty guidance to nominate a designated Single Point of Contact with whom Police, WECTU and external agencies can liaise as detailed within the Prevent Policy.
- 4.14. Ordinarily the designated Single Point of Contact is the same nominee as the Designated Safeguarding Lead Officer (SLO) and undertakes the same lead role in raising awareness of Prevent and ensuring active engagement amongst staff and learners. The Head of Learner Services and Marketing (DSP) undertakes this role at Grŵp Llandrillo Menai.
- 4.15. Areas of responsibility with regards the Prevent duty include:
  - Raise awareness and understanding of the Prevent duty amongst all staff.
  - To liaise with tutors regarding the use of Prevent reference and tutorial resources in raising awareness amongst learners.
  - Support activities to ensure compliance with the Prevent duty
  - Liaising with Welsh Extremism and Counter Terrorism Unit (WECTU) and Police regarding learners causing concern.
  - Liaise with the authors of Grŵp policies to ensure reference is made to Prevent as appropriate
  - Monitor the External Speaker process
  - Liaise with manages to ensure staff undertake training as appropriate
  - Ensure that the self-assessment and monitoring reports are completed and referred to the appropriate committee
  - To represent Grŵp Llandrillo Menai on the North Wales HE and FE Prevent Forum

## **5. Responding to a Disclosure**

- 5.1. Where a disclosure of abuse or risk of significant harm is made to a member of staff the member of staff must report the disclosure to a Safeguarding Officer immediately (or must endeavour to report it within 4 hours) and the safeguarding procedures applied. Failure to do so may result in disciplinary action.
- 5.2. Information relating to actual, suspected or alleged abuse should be treated with the utmost care. The Safeguarding Officer will ensure that information is only shared with staff that need to be aware of it. No one should be given more information than is necessary to support the young person or vulnerable adult.
- 5.3. Any member of staff or learner may identify concerns about other members of staff and learners who are vulnerable to the risk of being drawn into extremism, based on information they have received or behaviour they or another individual have observed. Unless there is a direct threat to life or of harm, all concerns should be reported to a Safeguarding Officer. In instances where there is an

immediate threat reference should be made to the Safety, Security and Emergency Procedures.

- 5.4. Where an allegation is made against a member of staff the allegation should be referred immediately to the Principal. The Principal will not investigate an allegation of abuse. An initial assessment will be undertaken by the Principal and the Director, Human Resources who will determine whether a Part 4 referral be made under the Wales Safeguarding Procedures, 2019.

## **6. Safeguarding Review**

- 6.1. All Safeguarding referrals are discussed in the weekly client case reviews that are convened by the appropriate Learner Services Manager. Mentors and Counselling staff meet to discuss the outcome of the support and the referrals that have been made to outside agencies. This enables the sharing of good practice amongst the operational team whilst providing the managers with an opportunity to assess the rigour of the referrals to the Police and Social Services.
- 6.2. All Safeguarding referrals are subject to monthly reporting at GLLM Tim Strategol, Tim Polisi and Governors meetings.

## **7. Recruitment of Staff**

- 7.1. The college has well established recruitment and selection procedures for staff that support safeguarding and promote welfare of young people. The fair and safe recruitment practice adheres to the legislative responsibilities set out in Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012 and in accordance with the Disclosure and Barring Service (DBS) checks procedures. All staff are recruited in accordance with Grŵp Llandrillo Menai's recruitment policy and procedures as overseen by the HR Directorate.

## **8. Raising Awareness and Staff Training**

- 8.1. All newly appointed staff will be informed of their safeguarding duties and provided with a copy of the Safeguarding Policy and Procedures during their induction programme.
- 8.2. Safeguarding training is mandatory for all staff. Training is delivered via online modules and facilitated delivery sessions for specific topics. All new staff should complete the online Safeguarding and Prevent modules within one month of starting duties.
- 8.3. All Safeguarding Officers will attend relevant All Wales Safeguarding training.

## Equality Impact Assessment

Assessment completed by:	Sian Pritchard	Dated:	14/11/2023
Assessment approved by:	Angharad Roberts	Dated:	

Consideration	Response	Special requirements / controls
Which protected groups might be disadvantaged by the policy/process?	<p>This is a revision to the existing Safeguarding Policy that aims to include new up to date information from the college and in terms of safeguarding guidance nationally.</p> <p>The policy covers all employees, learners, and other key stakeholders across the organisation and aims to treat everyone fairly regardless of protected characteristics. It seeks to ensure that there are no barriers to anyone accessing and making use of the policy and related procedures.</p>	<p>The aim of the policy is to have a positive impact on children and vulnerable adults. This may mean that awareness of safeguarding adults may be low among staff. Training and awareness raising may be needed to increase emphasis on this issue.</p> <p>Part 2.3.1 of the policy makes brief reference to cultural needs of children or vulnerable adults, however it does not make clear that, while cultural differences are to be taken into account in assessing the needs and circumstances of children, young people and their families, these are not to be used as an acceptable reason for any form of child abuse or neglect. This will need to be picked up in training and procedural documents.</p>
Which protected groups might benefit from the policy/process?	<p>The Safeguarding policy protects all learners from harm and who may be at risk, with a safe supportive learning environment which encourages them to fulfil their potential and where they are protected from harm, abuse and exploitation. This covers all protected groups within the college.</p> <p>The policy is beneficial to children (age) and vulnerable adults (disability) due to the potential steps taken to keep them safe under the circumstances where a safeguarding concern may arise.</p> <p>The policy covers domestic violence which has a disproportionate impact on women.</p> <p>All groups benefit from the policy / process in that it ensures the safety and wellbeing of all protected groups.</p>	<p>The policy recognises that not all disabled people would fall under the vulnerable adult category (definition included under section 3.2). This helps to prevent assumptions that all people with disabilities are vulnerable.</p> <p>The college will be sensitive with regards to dealing with situations around potential radicalisation, particularly to avoid making assumptions about individuals from particular ethnic groups. Any concerns about safeguarding will be dealt with by the safeguarding team as our main goal is to support vulnerable learners.</p>

Does the policy advance equality and foster good relations?	<p>The policy will help staff to understand the safeguarding process. This will include safeguarding learners from protected characteristic groups.</p> <p>Individuals from and across all the protected characteristics will benefit from this policy. The organisation also has a range of other policies, projects and actions to help bring people together – e.g. Equality Training, Equality Strategy, Equality &amp; Diversity action plan, Anti-Racism Action Plan).</p>	<p>Continue to monitor safeguarding submission records to look for any trend among any protected characteristic groups.</p> <p>Continue to report on potential trends / patterns seen for protected groups to the Equality Panel.</p>
Could any part of the process discriminate unlawfully?	Not if the policy is followed correctly	
Are there any other policies that need to change to support the effectiveness of this one?	No	
Conclusion	Continue the policy	

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

Assessment completed by:	Sian Pritchard	Dated:	14/11/2023
Assessment approved by:	Angharad Roberts	Dated:	

Consideration	Response	Special requirements / controls
What positive effects, if any, will the policy decision have on opportunities for people to use the Welsh language, and not to treat the Welsh language less favourably than English?	Training is available in Welsh or English or bilingually. Learners and staff are able and supported to use reporting procedures in Welsh, English or bilingually as is their choice.	
What adverse effects, if any, will the policy decision have on opportunities for people to use the Welsh language, and not to treat the Welsh language less favourably than English?	It is not considered that the policy will have adverse effects on people who wish to use the Welsh language.	
Are there enough Welsh speaking staff available to implement the policy or procedure? If not, what steps will be taken to ensure that sufficient staff are available, and when?	The Learner Services and Welfare teams have Welsh speaking staff who are able to support learners and staff.	
Does the policy or procedure comply with the Llandrillo Menai Welsh Language Policy and Welsh Language Standards compliance notice?	Yes	
Conclusion	Continue the policy	

SIGNED:	Sian Pritchard	Dated:	14/11/2023
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