

# St Padarn's Institute Prevent Policy



ATHROFA PADARN SANT  
ST PADARN'S INSTITUTE

## Document Control Table

<b>Document Title:</b>	<b>St Padarn's Institute Prevent Policy</b>		
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<b>Version Number:</b>	9		
<b>Document Status:</b>	Approved		
<b>Date Approved:</b>	21 November 2025		
<b>Approved By:</b>	Approved by St Padarn's Executive Board, the Audit and Risk Committee and the Trustees of the RB		
<b>Effective Date:</b>	21 November 2025		
<b>Date of Next Review:</b>	September 2026		
<b>Related Documents:</b>	<p>The Representative Body of the Church in Wales Computer Security and Misuse Policy</p> <p>St Padarn's IT Policy</p> <p>St Padarn's Research Ethics Policy</p> <p>St Padarn's Disciplinary Policy</p> <p>The Representative Body of the Church in Wales Disciplinary Policy</p> <p>St Padarn's Code of Conduct</p>		
<b>Document History</b>			
<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Notes on Revisions</b>
1	November 2018	K Delderfield	
2	July 2019	K Delderfield	Minor amendments made to bring in line with other policies.
3	February 2020	K Delderfield	Updated reference to legislation on page 4, section 8.

4	August 2020	K Delderfield	Governance information updated; training clarified at HEFCW's request; organisational charts updated.
5	August 2021	K Delderfield	Updated to reflect changes in oversight structures within St Padarn's and the RB, current Covid situation, and improvements to IT.
6	September 2022	K Delderfield	Updated governance structure. On-line training recommended in policy no longer available, replaced by Home Office training.
7	September 2023	K Delderfield	Minor revisions to process and titles, addition of Apprenticeship qualification, additional IT information.
8	August 2024	K Delderfield	Minor revisions to update processes and job titles.
9	July 2025	K Delderfield	More clarity on visiting speaker process; training section updated to show what training is required for different roles.

## **St Padarn's Institute Prevent Policy**

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## **2. Introduction**

St Padarn's Institute is required under the Counter Terrorism and Security Act 2015 to 'have due regard to the need to prevent people from being drawn into terrorism'. Under section 26 it must have regard to guidance issued by the Home Secretary. The *Prevent Duty Guidance for Higher Education Institutions in England and Wales* came into effect on 18 September 2015 following approval by Parliament and was updated in April 2021. This document sets out how St Padarn's is complying with the Duty.

The Prevent Policy and the Prevent Risk Assessment and Action Plan take into account the Statutory Guidance: Prevent Duty Guidance for England and Wales (2023).

## **3. Scope**

The Prevent Policy applies to all staff, learners, occasional contributors, and volunteers of the Institute, wherever they may be located. All relevant parties have been consulted in the drawing up of these procedures.

## **4. Approach**

St Padarn's takes seriously its responsibility to ensure the safety and wellbeing of learners, staff, volunteers, and the wider community and commits to perform its duty

to protect its community from being drawn into terrorism. The measures that it takes are set out in this document.

## **5. Leadership**

The overall responsibility for the Institute is undertaken by the Trustees of the Representative Body of the Church in Wales (RB). The RB is responsible for holding and managing the assets of the Church in Wales and to provide support for the work of the Church as carried out through its Archbishop, Bishops, Clergy and Laity. It has a number of committees to govern different areas of its responsibilities, each made up of Trustees and people with expertise in that area. The leadership and management of the RB is delegated to its Chief Executive, who delegates the leadership and management of St Padarn's to its Principal. An Executive Board meeting is held monthly, comprising the Chief Executive and Chief Operating Officer of the RB, the Principal, and the Director of Operations of St Padarn's, bringing in other key personnel such as the Director of Finance if appropriate. Due to the statutory nature of the Prevent duty, and the potential risk if the RB do not comply with it, the Prevent Policy and the Risk Assessment and Action Plan go through rigorous approval measures. These will first be viewed by the Executive Board, before going to the RB Audit and Risk Committee for their scrutiny. If the Audit and Risk Committee, consider them satisfactory then they are recommended to the Trustees of the RB for final approval. Please see Appendix 1 for details, and Appendix 2 for Governance structure.

The practical outworking of the Prevent duty will be monitored at the monthly executive board meeting. The Director of Operations has been identified as the member of staff responsible for day-to-day compliance, in liaison with the regional Prevent coordinator and other key stake holders within and beyond the Institute. An annual report is made to Medr (previously to the Higher Education Funding Council Wales (HEFCW)).

## **6. St Padarn's Programmes**

St Padarn's delivers a full-time B.Th. programme in Theology for Discipleship, Ministry and Mission at its campus (around 25 learners) in Llandaff, and a part-time B.Th. programme through seminar days and facilitated learning groups throughout the province (around 120 learners). These are accredited by University of Wales,

Trinity St David. It offers a part-time MA Theology, Ministry and Mission programme, part-time Church Law programme, and part-time MA Chaplaincy programme in Llandaff (total around 90 learners), accredited by the University of Durham. St Padarn's also partners with Coleg Sir Gâr, delivering an apprenticeship Level 4 Certificate in Workplace Mission and Ministry. There are a number of other non-accredited programmes, which are predominately CPD programmes for Church in Wales ministers. The average age of the Institute's learners is approximately 48 years old. The majority of its learners are part of the Church in Wales.

## **7. Risk Assessment and Action Plan**

The Institute has carried out an assessment of the risk of individuals being drawn into terrorism. This risk assessment will be reviewed at least annually. Where risks are identified action will be considered that mitigates the impact/likelihood of that risk and included in the Prevent Action Plan.

## **8. Security Sensitive Research**

The Institute recognises that the research and study of terrorism is valid, and learners and staff should be able to undertake this - subject to specific guidance - without risk of prejudice or fear of breaking the law. It is therefore acknowledged that certain staff (and exceptionally learners, particularly its Military Chaplains who may write on subjects such as the effects of terrorism) will have need to access material which is classed as security sensitive as part of their work. In such cases it is incumbent on the responsible member of academic staff to ensure via the Institute's normal ethical review processes that material is only accessed that is appropriate for the research or other work being carried out and that its use will not compromise the reputational security of the Institute. St Padarns has developed appropriate guidance for learners and staff outlining specific sanctions in relation to the access of illegal or inappropriate terrorist material without ethical approval in its Research Ethics Policy. Under the 2015 Act learners are required to be reminded in writing that there are statutory penalties for visiting illegal sites. See ['UK Oversight of security-sensitive research material in UK universities: guidance.'](#)

## **9. Staff Training**

The Institute carries out regular training for staff and volunteers so that they can recognise those who are vulnerable to being drawn into terrorism and potential signs of radicalisation and are aware of what action to take. The main source of training for staff is the Home Office on-line training:

New staff, trustees and volunteers who have contact with students, will take Course 1 – Awareness course.

Every 3 years staff and volunteers will take the Refresher course.

The Prevent Lead will take Course 2, the Referrals course.

Anyone asked to sit on or contribute to a Channel or Prevent Multi-Agency Panel will be asked to take Course 3, Channel or Prevent Multi-Agency Panel course.

Volunteers who have contact with learners will be made aware of the Prevent Duty in their induction training and will also be requested to undertake the on-line Home Office Prevent training.

## **10. Pastoral Care**

Pastoral Care is something the Institute takes seriously. Full-time learners and staff at St Padarn's, Cardiff, have access to ordained clerics both on site and in their placements. There is also a Tutor in Residence, who is an ordained minister, whose role it is to look after the welfare of full-time learners. Those learners who study part-time have access to a tutor via phone, email, or face to face, who will be available to give chaplaincy support. The facilitated learning groups which are part of the delivery for the part-time B.Th. are small (around 8 people) and so any pastoral issues are also quickly identified by the group facilitator. Learners are usually also each connected to a local church, and therefore to a community and pastoral support. St Padarn's is not just an educational establishment; part of its remit is to help people to develop holistically - emotionally and spiritually as well as educationally. This means there is a high degree of pastoral concern for all learners. When recruiting staff and volunteers, the ability to build relationships with learners is a high priority. A high staff to learner ratio, makes it possible to identify concerns more easily than might be the case in a larger establishment.

## **11. Information Technology**

Staff operate under the RB Policies which are extremely robust. The **St Padarn's IT Policy** includes the contents of the RB's Acceptable Use of the Internet Policy plus additional content which covers the educational context of the Institution. A sophisticated filtering system is in place and sites accessed on learners' own devices on the networks are monitored. The filtering system is tested against the Counter Terrorism Internet Referral Unit (CTIRU) Filter list. The Principal, Director of Safeguarding and Chief Executive of the RB are notified immediately if something concerning is accessed. This will then be discussed by the Director of Operations, the Principal, the Director of Safeguarding and the Chief Executive, and an appropriate course of action taken.

## **12. Communications**

No material supporting terrorism or extremism will be allowed to be displayed or distributed and the Institute will seek to ensure that no communications contain or support terrorist material, or material likely to encourage terrorism or endorse extreme views. Any misuse of communications will be investigated immediately. At times there may be legitimate reasons to display material relating to terrorism as part of legitimate teaching and research activities, but any such use should be declared by staff, volunteers or learners and permission sought via written permission from the Principal.

## **13. External Speakers**

In complying with the Prevent Duty the Institute will not provide a platform for any proscribed terrorist organisation or encourage terrorism in any way. Speakers are generally known to the Institute and are carefully vetted by the Principal to ensure they will uphold the values of the Institute. A form is submitted to the Principal outlining the reason for the speaker's invitation, their qualifications and background, subject matter, and any sensitivities that the Institute should be aware of in their background or subject matter. Where there are sensitivities, a speaker may still be invited, but the risk is managed by giving the speaker a careful briefing of the subject on which the Institute wishes them to speak, preparing the learners beforehand, ensuring a member of staff is in the session, and following up with learners subsequently. Each speaker invited is included in a master spreadsheet. The Institute collects feedback on external speakers from staff and learners, and this is recorded

on that spreadsheet. Before a speaker is invited for any subsequent visits the spreadsheet is checked for concerns.

#### **14. Learner Involvement**

The Institute works with the Learner Representatives to ensure provision of support to learners, including matters covered by this document. St Padarn's has a system of Learner Committees to ensure Learner engagement. Learners are consulted on all aspects of St Padarn's, both formally and informally. Learner Executive members are invited to take part in Prevent training to ensure they understand – among other things – their obligations under the duty.

#### **15. Information Sharing**

The Institute is aware of the opportunities for informal and formal sharing of information with relevant authorities. These will be used when necessary and appropriate in order to prevent people from being drawn into terrorism. Information sharing will be undertaken in a manner which is consistent with GDPR.

#### **16. Referrals, Roles, and Responsibilities**

All appropriate staff of St Padarn's are made aware of the Institute's responsibilities under the Prevent Duty and of the measures set out above to comply with it. Members of community who are concerned about a learner who might be at risk of being drawn into terrorism should report this to the St Padarn's Prevent lead, the Director of Operations, who will, where appropriate, refer it. Where there is a suspicion that emotional abuse may be taking place, and it is uncertain whether this is Prevent related or some other form, it should be reported to the Church in Wales Safeguarding team who will consult with the Director of Operations over referral.

#### **17. Useful Contacts:**

**St Padarn's Prevent Lead:** Kathryn Delderfield, Director of Operations

Tel: 02920 838006 or 07388 994732

Email: [Kathryn.delderfield@stpadarns.ac.uk](mailto:Kathryn.delderfield@stpadarns.ac.uk)

**St Padarn's Principal:** Jeremy Duff,

Tel: 07392 195676 Email: [Jeremy.duff@stpadarns.ac.uk](mailto:Jeremy.duff@stpadarns.ac.uk)

**Counter Terrorism Policing in Wales link:** Mark Davies

Email: [mark.davies@south-wales.police.uk](mailto:mark.davies@south-wales.police.uk)

Jane Carter Email: [jane.carter@south-wales.police.uk](mailto:jane.carter@south-wales.police.uk)

Direct CT Policing box [CTPWALES@south-wales.police.uk](mailto:CTPWALES@south-wales.police.uk)

**Prevent Referrals:**

<https://www.south-wales.police.uk/advice/advice-and-information/t/prevent/prevent/beta/prevent-team-referral/>

**Further information:**

<http://preventforfeandtraining.org.uk/>

## Appendix 1

### Processes for Approval

Agreed by  
Principal  
Sept 2025



Agreed at  
Executive Board  
Meeting



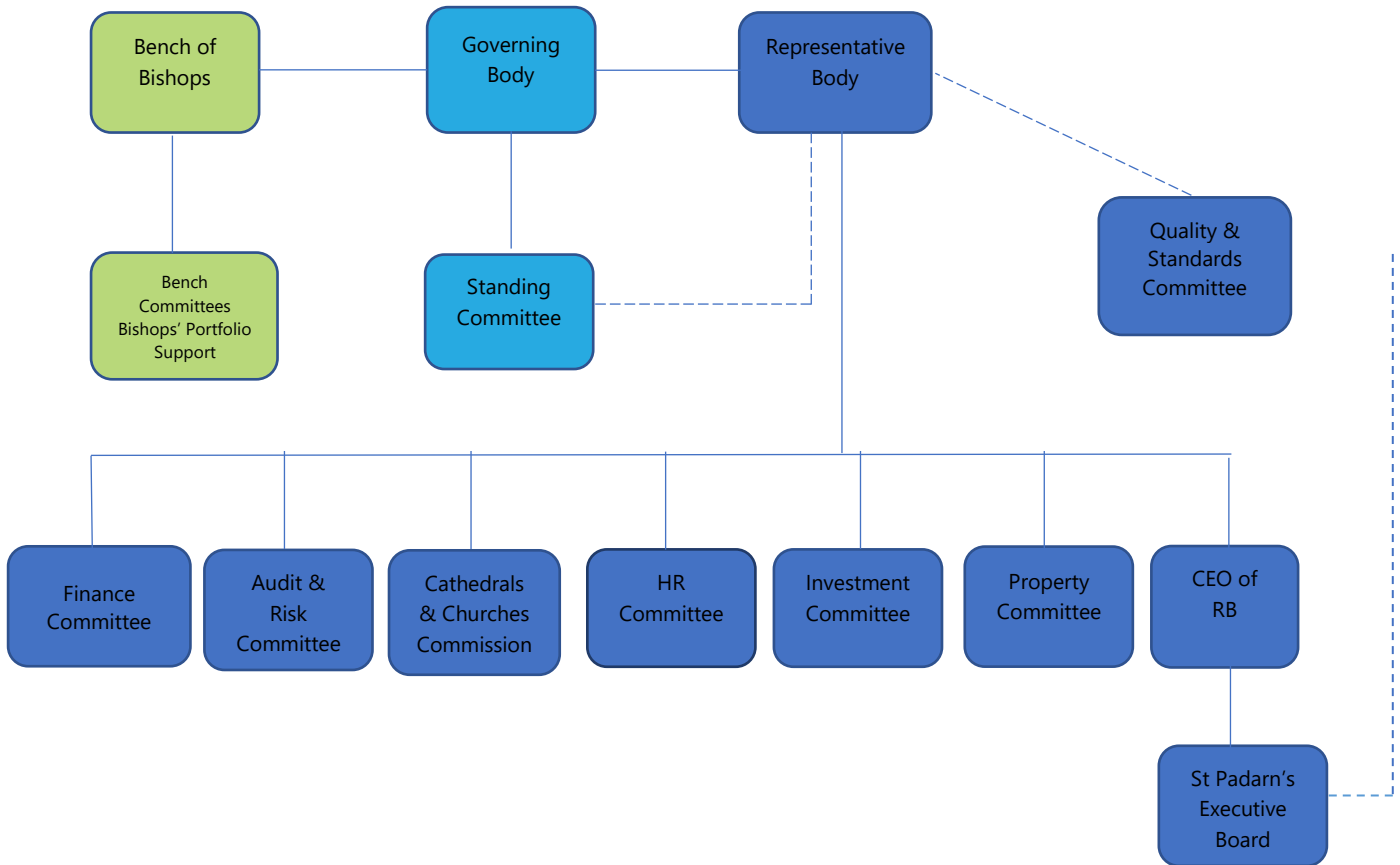
Agreed by RB  
Audit & Risk  
Committee



Agreed by RB  
Meeting  
21 November  
2025

## Appendix 2

### Governance Structure for the RB<sup>1</sup>



<sup>1</sup> The committees in the light blue and green boxes form an advisory role to the Representative Body

## Appendix 3

### Links to Relevant Training

**Course 1 – Awareness Course, for new starters** [Prevent duty training: Learn how to support people susceptible to radicalisation | Prevent duty training](#)

**Course 2 – Referrals Course for Designated Safeguarding Leads, for Prevent Lead:** [Prevent duty training: Learn how to support people susceptible to radicalisation | Prevent duty training](#)

**Course 3 – Channel or Prevent Multi-Agency Panel course, for anyone who may be asked to sit on or contribute to a Channel panel or PMAP:** [Prevent duty training: Learn how to support people susceptible to radicalisation | Prevent duty training](#)

**Refresher Course – to be taken every 3 years:** [Prevent duty training: Learn how to support people susceptible to radicalisation | Prevent duty training](#)