

CONSULTATION ON DRAFT

WELSH IN EDUCATION STRATEGIC PLAN 2022-2032



Vale of Glamorgan Council

Welsh in Education Strategic Plan (WESP) 2022 to 2032

This Welsh in Education Strategic Plan is made under Section 84 of The School Standards and Organisation (Wales) Act 2013 and the content complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019¹⁻². We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Paula Ham
Director of Learning and Skills

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¹ [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)

² [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

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Our Vision

The Vale of Glamorgan Council is committed to ensuring that all pupils within the Vale have every opportunity to attain the best possible outcomes, ensuring that the benefits of bilingualism are promoted to all parents and all learners have an opportunity to learn Welsh. Recognising the importance of Cymraeg 2050, and the role of education in achieving its vision, this Welsh in Education Strategic Plan (WESP) sets out the Council's ten-year plan for further developing the provision of Welsh medium and Welsh language education. It builds on the work of the previous WESP for the period between 2017 to 2022 and sets out a workplan which demonstrates how the Council intends to achieve its ten-year vision.

Our ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in the Vale of Glamorgan will be to increase the number of Year 1 children taught through the medium of Welsh to 24% by 2031-32. This equates to approximately 390 year one places being made available by 2031-32 based on current population projections. This challenging target has been set in accordance with the WESP (Wales) Regulations 2019 (the 2019 Regulations) and the WESP (Wales) (Amendment) (Coronavirus) Regulations 2020 (the 2020 Regulations). In setting this target, due regard has been given to the School Standards and Organisation (Wales) Act 2013 (the 2013 Act). This target is based on contributing to the overall long-term target of one million people in Wales being Welsh speakers by 2050, as set out in Cymraeg 2050: A Million Welsh Speakers (Cymraeg 2050).

In order to achieve this target, we will build on previous achievements and good practice as demonstrated in the previous WESP cycle and will ensure that we strengthen our approach to communicating, engaging and involving schools, parents, carers and their children and other key stakeholders to ensure all learners have access to opportunities to learn Welsh in ways that meet their needs. Creating demand for Welsh medium education via the promotion of the benefits of a bilingual education alongside investment in our education estate will also support our ambition.

Increasing capacity

The 21st Century Schools and Colleges Programme is a long-term strategic investment in educational estate throughout Wales. It is a unique collaboration between Welsh Government, the Welsh Local Government Association (WLGA), local authorities, colleges, and dioceses. Band A of the programme delivered an increase in capacity for Welsh medium education via the creation of two new primary schools, Ysgol Bro Morgannwg in Barry (Primary provision) and Ysgol Dewi Sant in Llantwit Major. As part of Band B of the programme a new 2-form entry primary school building is being constructed on the new Barry Waterfront Development. Ysgol Sant Baruc will transfer to the new school building upon completion, providing an additional 210 primary places. The Council has also invested more than £21m increasing secondary capacity at Ysgol Gymraeg Bro Morgannwg to provide an additional 299 secondary places, whilst also upgrading existing facilities to provide state of the art learning environments.

Future schemes to facilitate Welsh medium provision have already been identified, such as the proposed future Welsh medium primary expansion in Cowbridge. This would be subject to consultation and funding. Increasing Welsh medium provision to support the Council's WESP will be a key consideration as part of the development of the Council's Strategic Outline Programme for future tranches of the 21st Century Schools and Colleges Programme. The Welsh in Education Plan 2017-21 set out a direction for the development of Welsh medium and

Welsh language education over a four-year period, in line with the vision of Cymraeg 2050: A million Welsh speakers and Education in Wales. The Council appreciates that in order to contribute effectively to the Welsh Government's target of one million Welsh speakers by 2050, significant investment in provision is required within education to both generate and facilitate demand for Welsh language education. The next ten-year phase of the Vale of Glamorgan's Welsh in Education Strategic Plan (WESP) will be an integral part of the Council's Welsh medium strategy.

In contributing effectively to the Welsh Government's target of one million Welsh Speakers by 2050 and to create demand, the Council's strategy for the Welsh Government's 21st Century Schools Programme will be to continue to identify opportunities to increase Welsh medium education across all sectors, creating demand and to reflect new large-scale housing developments planned over the next 10 years.

Local context

In developing our WESP, all relevant local, regional and national legislation, strategies, policies and action plans have been taken into consideration in order to enable increased demand and growth in Welsh medium and Welsh language education. It is important to ensure that this WESP is aligned within the Council's wider Corporate Plan 2020-25 and our service is committed to delivering its priorities within the context of the Council's core values:



Our Council's priorities are contained in the Corporate Plan and are expressed as Well-being Objectives. These have been decided upon following consultation with key stakeholders including citizens of the Vale of Glamorgan.

Our Corporate Plan 2020-25 Well-Being Objectives
Objective 1: To work with and for our communities
Objective 2: To support learning, employment and sustainable economic growth
Objective 3: To support people at home and in their community
Objective 4: To respect, enhance and enjoy our environment

The Well-being Objectives illustrate the contribution Council services will make to achieving the Well-being Goals for Wales. The Well-being Goals have been established to ensure that all relevant bodies in Wales are working towards the same vision as part of the Well-Being of Future Generations (Wales) Act 2015.

The world is changing rapidly and the context for this Plan is significantly different to where we were at the commencement of the first WESP cycle. Globally, nationally and locally the drivers that effect how and what we do and the expectations of those around us are changing. What remains steadfast is the need for the Council to engage with the community and plan for the future, to work with our partners and embrace change. However, we must also consider how our actions and decisions will affect future generations. The Vale of Glamorgan is blessed with a diverse environment which brings with it many challenges. We have a responsibility to take care of and preserve our wonderful natural environment, our culture and our heritage including our language. Opportunities and experiences vary across the Vale of Glamorgan with people living in some areas experiencing disadvantage and deprivation. We must therefore consider the diverse needs of the population whether that be due to age, ethnicity, health, financial circumstance as part of our WESP.

The figures below provide an overview of how the local population is changing.

- The population of the Vale of Glamorgan continues to grow with 132,165 people now estimated to live here.
- There are estimated to be 56,435 households in the Vale of Glamorgan.
- By 2039 it is estimated that 17% of the population will be aged between 0-15, a 3% fall from today's population.
- It is estimated that 3% of the total population of the Vale is from a non-white ethnic background.
- It is estimated that 19.4%* of people are Welsh speakers.

[*https://statswales.gov.wales/Catalogue/Welsh-Language/Annual-Population-Survey-Welsh-Language/annualpopulationsurveyestimatesofpersonsaged3andoverwhosaytheycanspeakwelsh-by-localauthority-measure](https://statswales.gov.wales/Catalogue/Welsh-Language/Annual-Population-Survey-Welsh-Language/annualpopulationsurveyestimatesofpersonsaged3andoverwhosaytheycanspeakwelsh-by-localauthority-measure)

Key achievements over the past 10 years:

- More than £35m invested in Welsh medium education as part of Band A and B of the Council's 21st Century Schools Programme to increase Welsh medium capacity and provide state of the art facilities for learners.
- Creating an additional 630 Welsh medium primary places with a further 210 places approved for September 2022.
- Creating an additional 299 Welsh medium secondary places.

Outcome 1: More nursery children/ three-year olds receive their education through the medium of Welsh

Where are we now?

The Vale of Glamorgan has good Welsh medium education provision for preschool age children at a number of Cylchoedd Meithrin, childminders, day nurseries and nursery classes in schools as follows:

School	Area	Places available
Ysgol Pen y Garth	Penarth	76
Ysgol St Baruc	Barry	48
Ysgol St Curig	Barry	114
Ysgol Gymraeg Bro Morgannwg	Barry	56
Ysgol Gwaun Y Nant	Barry	82
Ysgol Dewi Sant	Llantwit Major	56
Ysgol Iolo Morgannwg	Cowbridge	66
	Total	498

Cylchoedd Meithrin	Area	Places available
Cylch Meithrin Llanilltud Fawr	Llantwit Major	30
Cylch Meithrin Dechrau Dysgu	Barry	30
Cylch Meithrin Bethel	Penarth	16
Cylch Meithrin Bethesda	Barry	24
Cylch Meithrin Dinas Powys	Dinas Powys	13
Cylch Meithrin Y Bontfaen	Cowbridge	29
Cylch Meithrin Pili Pala	Barry	35
	Total	177

The Council works closely with Mudiad Meithrin to identify areas for growth. The Council recently secured an £800k grant from Welsh Government to construct a new building on the Ysgol Gymraeg Dewi Sant site to support the 30-hour childcare offer. The Council offered a lease to Cylch Meithrin Llanilltud Fawr to support an increase in Welsh medium provision.

Day Nurseries	Area	Places available
St Aubin	Penarth, Llantwit Major	St Aubin's is a bilingual setting with 116 places available overall
St Aubin	Cowbridge	St Aubin's is a bilingual setting with 116 places available overall

Welsh medium Childminders	Area	Places available
8 childminders	Vale wide	50

Cylch Meithrin Progression data into Welsh medium Education 2019/2020

Cylchoedd Meithrin	Number of children attending	Number transferring to WM	Number transferring to EM	% transferring to WM
Cylch Meithrin Llanilltud Fawr	29	27	2	93.10%
Cylch Meithrin Dechrau Dysgu	27	26	1	96.30%
Cylch Meithrin Bethel	19	16	3	84.21%
Cylch Meithrin Bethesda	20	17	3	85%

Cylchoedd Meithrin	Number of children attending	Number transferring to WM	Number transferring to EM	% transferring to WM
Cylch Meithrin Dinas Powys	16	12	4	75%
Cylch Meithrin Y Bontfaen	30	17	13	56.67%
Cylch Meithrin Pili Pala	42	36	6	85.71%

Number of children attending Welsh medium Nursery units in Primary schools 2018 - 2021

School	No of places available 2018/2019	NOR 2018/2019	No of places available 2019/2020	NOR 2019/2020	No of places available 2020/2021	NOR 2020/2021
Ysgol Iolo Morganwg	30	30	30	30	66*	43
Ysgol Dewi Sant	52	48	56*	49	56	41
Ysgol Pen y Garth	76	64	76	70	76	65
Ysgol Gwaun y Nant	82	54	82	53	82	42
Ysgol Gymraeg Bro Morgannwg	56	53	56	56	56	56
Ysgol St Baruc	48	46	48	48	48	48
Ysgol St Curig	114	85	114	107	114	111
Total	458	380	462	413	498	406

NOR (Number on Roll) for the academic year - school admissions data team

*Increase in places

There has been an increase overall in numbers attending school nursery units over the past 3 years that is expected to continue in line with the Council's future vision for Welsh medium education provision. In 2020/21, the number of learners attending Welsh medium nursery provision represented a 7%% growth from the 2018/19 number on roll. For September 2022 the Council will introduce an additional 48 nursery places at Ysgol St Baruc when it expands and relocates to a new school building on the Barry Waterfront development.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

As part of Band B of the Council's 21st Century Schools Programme, the Council has already planned increased Welsh medium nursery provision. A new 2-form entry primary school building is being constructed on the new Barry Waterfront Development. Ysgol Sant Baruc will transfer to the new school building upon completion, doubling the number of nursery places available with an additional 48 part time places. This scheme is due to be completed for September 2022.

The Council has also committed to future increases in Welsh medium nursery provision when the Council's Cabinet approved a phased approach to increasing primary capacity in Cowbridge. A new school site has been secured as part of the 'Land to the north and west of Darren Close' housing development via a section 106 agreement. The site has been earmarked to facilitate future Welsh medium growth. The site is due to transfer to the Council in 2022. A formal education proposal will be developed in due course, which would be subject to consultation with prescribed consultees and the relevant funding being available to support the required infrastructure.

Increasing Welsh medium provision to support the Council’s WESP will be a key consideration as part of the development of the Council’s Strategic Outline Programme for future tranches of the 21st Century Schools and Colleges Programme.

Where do we expect to be at the end of our ten-year Plan?

Our ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in the Vale of Glamorgan will be to increase the number of Year 1 children taught through the medium of Welsh to 24% set by Welsh Government by 2031/32, this equates to approximately 390 year one places being made available by 2031/32 based on current population projections.

Key Data

Numbers and % of 3-year-olds in the Vale of Glamorgan receiving their education through the medium of Welsh

The table indicates the projected number and percentage of nursery children/3-year-olds requiring education through the medium of Welsh in the Vale of Glamorgan each year to meet an increase to 24% by 2031-2032, 593 nursery places are required overall. Currently 18% of children receive their early years education through the medium of Welsh.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
453	18%	465	19%	492	20%	497	20%	517	21%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
541	22%	549	22%	567	23%	590	24%	593	24%

Childcare Sufficiency Assessment

The latest Childcare Sufficiency Assessment was carried out in 2017. In addition, a report along with the Action Plan is updated annually and submitted to Welsh Government.

The Council will be completing a full Childcare Sufficiency Assessment (CSA) this year for submission to Welsh Government in June 2022. Consultations will be carried out with a diverse range of partners and organisations along with parents and childcare providers to gather specific data for the CSA. In turn this data will inform planning and support for Welsh medium services including Cylchoedd Meithrin, Welsh medium activity groups, Ti a Fi etc. The public response to Childcare Sufficiency Assessments (CSA) has not been strong in the past with a low response rate. Innovative and creative ways will be considered in line with the Council’s promotion strategy to encourage the county’s residents to respond, for example extensive use of social media, websites, offering prizes etc. It is recognised that driving demand and not simply responding to the perceived demand is what’s needed to meet our target of 24% Year 1 learners being taught through the medium of Welsh by 2031/32. In order to receive useful feedback for reasons why people do not use Welsh medium childcare and education, other

methods of collating this data will be explored, including the potential for more specific and targeted questionnaires.

How the Council will provide parents and carers with information as to the availability and type of Welsh-medium education provision on offer in the Vale of Glamorgan regardless of their linguistic background

Information is available via the Family Information Service (FIS) and Dewis which encourages parents and carers to look at the opportunities of Welsh medium childcare provision and activities regardless of whether they have a Welsh speaking background or not. Opportunities to ensure that parents and carers from other linguistic backgrounds, other than Welsh or English are aware of the benefits of a bilingual education will need to be identified and acted on.

All information will be reviewed to ensure that the information is clear and easy to access. The Council will look at ways of promoting the Welsh medium option first as traditionally schools and settings are listed in alphabetical order meaning that school starting with "Ysgol" are often last on the list. Ways of reaching parents and carers who are uncomfortable with reading and comprehension will be explored and additional videos will be created for the website/social media sites. This will be a key responsibility for the Vale WESP Marketing and Promotion group.

The Family Information Service (FIS) will promote Welsh medium Cylchoedd Meithrin, Cylch Ti a Fi and other preschool Welsh-medium groups to all parents and carers who contact the service.

The FIS will signpost parents and carers to the web page '[Being Bilingual](#)' and will distribute the reviewed and updated 'Being Bilingual' booklet when interacting with them.

The Council works in partnership with a range of organisations promoting the Welsh language to parents and carers including Mudiad Meithrin, Cymraeg i blant and Menter to develop and improve services for pre-school children.

The Central South Consortium (CSC) have also produced a number of helpful documents:

- | | |
|-----------------------------------------------|-------------------------------------------------------------------------------|
| Cynradd - Fersiwn Cymraeg - | Cefnogi eich plentyn i ddefnyddio'r Gymraeg gartref |
| Primary - English version - | Supporting your child to use the Welsh language at home |
| Uwchradd - Fersiwn Cymraeg - | Cefnogaeth i rieni a gofalwyr dysgwyr mewn ysgolion uwchradd |
| Secondary - English version - | Guidance for parents and carers of learners in Welsh medium secondary schools |

Information on Welsh medium education will be available to all parents and carers in the parental guide to school admissions and on the Council's website detailing school admission arrangements and advice on schooling available. Parents and carers will be provided with information as to the availability and type of Welsh medium education when making telephone or written enquiries regarding school admissions for their child, to include advice on school catchment areas and advice on the next nearest available Welsh medium provision if a catchment school is fully subscribed. Information is also provided as to immersion and other

support available if they have missed part of their education or if they are transferring from an English medium school to a Welsh medium school after initial reception intake.

In order to ensure that all opportunities to promote bilingualism are explored, consideration of more proactive promotion initiatives will be considered. It is acknowledged that ensuring information relating to Welsh-medium education options is available is not enough. Creative thinking and promotion are needed to convey a message to parents and carers that Welsh medium care and education is accessible and appropriate for their children. Welsh medium care and education opportunities need to be easy, attractive, social and inclusive for parents and carers. It must be demonstrated that the choice is easy and a perfectly appropriate choice for all parents and carers.

The Council will work closely with the Welsh medium primary and secondary schools to identify opportunities to engage with parents and carers and provide information to promote Welsh medium education. This will include providing appropriate support where required.

Exploration into opportunities to work closer with health visitors and midwives has commenced and training will be offered to health staff colleagues to ensure they are confident and comfortable with discussions with parents and carers in relation to Welsh medium childcare and education.

The Council engages with Welsh Government marketing campaigns and programmes in supporting our promotion of Welsh medium education in the Vale of Glamorgan and will be further developed in the 2022-2032 Vale WESP. The Central South Consortium (CSC) twitter account – CCD Cymraeg / Siarter Iaith – also shares key information with schools. The Family Information Service (FIS) share social media posts from Cymraeg for kids nationally and also locally including their amser stori sessions and baby massage sessions.

Via the networking of the WESP Forum there is also an opportunity for external stakeholders such as Menter Bro Morgannwg to promote the Council's materials and others in their conversations with parents/prospective parents and carers who attend their activities. It is important that as a Council we listen and better understand the challenges and refer individuals to current information regarding the bilingual journey. We will work closely with stakeholders to raise awareness of Welsh medium education and simplify the process for parents and carers and promote bilingualism.

How the Council will make best use of information promoting the benefits of bilingualism and multilingualism

Opportunities to promote the benefits that bilingualism and multilingualism can bring across all areas of the Council's Directorate of Learning and Skills. For example, we will explore the identification of funding for a peripatetic Ti a Fi Officer who would be able to work with the Family Information Service (FIS), and other networking groups. The role of a Ti a Fi Officer is to arrange opportunities for parents to meet other parents / carers with children and enjoy activities, e.g. crafts, singing, listening to Welsh medium language stories. Attending Ti a Fi is one of the first opportunities a parent has to hear the language and see their children responding to it. A Ti a Fi officer can share information about Welsh medium language care and education within the county and respond to parents' questions/ concerns in a friendly and

supportive environment. This would support raising awareness at a more micro level in specified areas, e.g. where there are surplus places in some Welsh medium schools.

The Council regularly updates its 'Being Bilingual' webpage with useful information for parents. This includes a copy of the Council's 'Being Bilingual' booklet. The Council will continue to update the resources available and identify opportunities to distribute the booklet to parents. Recently, the Council has been increasing Welsh medium provision within new communities by approving the construction of new school buildings within major housing developments. During construction, the Council and the school will engage with the community to promote the benefits of Welsh medium education. This will include delivering copies of the 'Being Bilingual' booklet.

Concerns from parents and carers may emerge from a wide range of sources including calls to the FIS, the Council's contact centre or other organisations. This is extremely useful data when reflecting on the tone and content of the information offered to parents.

The Council surveys parents and carers annually about the admission process at the initial point of entry to schools such as the reception intake to schools. The survey seeks parents and carer's views on the admissions process and request feedback as to how it can be improved. Decisions about changing from Welsh medium to English medium at secondary entry for example are actively explored with parents and carers by the admissions team. All comments are taken into consideration to improve future service provision and to address any concerns made.

The route to support parents and carers concerns around early years services is via the Early Years Development & Childcare Partnership (EYDCP). Liaison with partners organisations promoting Welsh medium provision is crucial when addressing these concerns and endeavouring to resolve them.

Working with our external partners is also important when addressing parental and carers concern. Menter Bro Morgannwg's staff, for example have the opportunity to have conversations with parents/prospective parents and carers who attend these activities to better understand the challenges - working with others to raise awareness of Welsh medium education and simplify the process for parents and promote bilingualism.

Menter Bro Morgannwg have contact with a number of families who attend their provision (under the age of 5) including Story Time sessions, seasonal events (e.g. summer miri, October miri, Christmas miri) and clubs for pre-school children. By working closely with our partners, we can ensure that all opportunities for engagement and promotion are explored.

School Admissions team, application process and school categorisation

The Council's school admissions team are a first point of contact for many parents and carers and the team are also responsible for the production of the Council's parental guide to school admissions in liaison with relevant Council departments. The admissions team work closely with the Family Information Service (FIS) to ensure the appropriate information is available to parents and carers to make informed judgements as to schooling for their children to include Welsh medium provision. The parental guide is available to all parents and carers on the Council's website. A representative of the admissions team attends the WESP Marketing and

Promotion subgroup of the WESP forum and will reflect on the discussions and developments of that group in its communications with parents and carers.

The online admissions process reflects the journey parents make when making a school application. All information provided on the Vale of Glamorgan Council website is also available on the online application portal that parents and carers use to submit their child's application. The online process is reviewed annually and consideration will be given to improve the process to highlight Welsh medium education and to provide parents and carers with the required amount of information they need to make an informed judgement for their child/ren's education.

The Council has reflected on how categorising schools according to Welsh medium education, in line with the recent consultation on School categorisation undertaken by the Welsh Government impacts parental preference. Categorising schools would provide parents with the opportunity to understand provision that is available to them to increase opportunities to enter Welsh medium education. In line with the new Curriculum for Wales, it would support the continuum of progression and expectations of Welsh language acquisition across all school settings.

The Council also undertakes a review of admissions arrangements on an annual basis. This will include identification of Welsh medium schools with less than 10% capacity. This will form part of the Council's Directorate of Learning & Skills Investment Strategy to inform future investment.

Welsh medium provision and the 21st Century Schools Programme in the Vale of Glamorgan

The Council is increasing Welsh medium provision as part of its Strategic Outline Programme (SOP) for Band B of the 21st Century Schools Programme. The Council has invested £21.5m at Ysgol Gymraeg Bro Morgannwg to provide an additional 299 secondary places, as well as improving the existing facilities. The Council has also allocated £7.9m to construct a new 420 place primary school building on the Barry Waterfront housing development. This will also include capacity for 96 part-time nursery places. When complete, Ysgol Sant Baruc will transfer to the new building, providing an additional 210 primary and 48 part time nursery places. The Council was also awarded an £800k grant to construct a new facility in Llantwit Major to provide Welsh Government's Childcare Offer. This is currently being constructed on the Ysgol Gymraeg Dewi Sant site and will accommodate the [Cylch Meithrin Llanilltud Fawr](#) (subject to contract).

Future schemes to facilitate Welsh medium provision have already been identified, such as the proposed future Welsh medium expansion in Cowbridge. This would be subject to consultation and funding.

The Council is currently developing its new Learning & Skills Investment Strategy alongside the WESP to ensure the targets and commitments inform future investment.

Early Years Development & Childcare Partnership (EYDCP) and Mudiad Meithrin

An Early Years Development & Childcare Partnership (EYDCP) is a partnership that has been in existence for 15+ years and brings together organisations and partners including Health, third sector voluntary services (including Mudiad Meithrin), Local Authority staff including Flying Start

partners, Early Years etc. The partnership promotes and develops good quality early years and childcare services within the authority, supports the provision of a suite of financial support to assist new childcare places along with sustaining existing provision and support diversity of provision and parental choice along with advice and assistance available to parents on what Welsh medium provision is available.

Members of the EYDCP are proactive in the planning of and development of services to support Welsh medium provision, to support the work of the Childcare Sufficiency Assessment (CSA) and Action Plan and provide a valuable input into new initiatives that derive from Welsh Government for example the Childcare Offer for Wales. Further opportunities for strategic discussions about the development of care and Welsh medium education in the Vale of Glamorgan, including discussion regarding the SAS (Set up and Succeed) is planned.

Flying Start

The Council currently offers 44 places via Flying Start childcare through the medium of Welsh, for children aged 2-3 years. This service supports children either live in the Flying Start areas of Barry, or who have been referred to our 'outreach' service. We do not currently have capacity issues within our Welsh medium settings, and all families are offered Welsh and English medium as an equal choice. Parents first choice is supported whether this is Welsh or English provision. Flying Start is only within the Barry area; however, we offer outreach support for all other elements of Flying Start – childcare is limited but available in Barry should this be the need for the family.

Flying Start delivered a Ti-a-Fi via our Early Years team in the Flying Start areas for over 3 years and this was actively promoted through the team, FIS and Mudiad Meithrin however take up from families was low and reluctantly the decision was made to close the provision. The team have been exploring developing a Ti-a-Fi attached to our Welsh Setting- Pili-Pala as part of our transition into Welsh provision, but as the pandemic hit, all groups were closed, and no new services were developed. However, we are now in a position to look at parent/child groups. We will engage with all relevant stakeholders in relation to this including initial conversations to be held with Mudiad Meithrin.

Within our English medium settings, we have a Welsh language lead and our Childcare Manager is Welsh speaking and supports the team with positive promotion of the Welsh language via activities, songs, rhymes and stories.

The Barry Waterfront is an outreach area for Flying Start and the Council will look at opportunities to collaborate to maximise use of any available space in the new school site. The school will be significantly under capacity when it opens so requests to utilise this space to support families and Welsh medium learning will be considered by the governing body. The Council will also look to maximise any specific grants to support Welsh medium growth on Barry Waterfront including whether there is an opportunity to support Welsh Language pre-school (suitable for children aged 2 years) for Flying Start and outreach support. Opportunities for investment in this area will be considered in line with School Investment Strategy.

Any developments with Flying Start, and more explicitly childcare would require approval from the Welsh Government Accounts Manager as Flying Start is a grant funded project financially supported and reviewed annually by Welsh Government.

Family Information Service (FIS)

The Family Information Service (FIS) promotes Welsh medium education and groups to all parents and carers who contact the service. They provide details of preschool Cylchoedd Meithrin, Cylch Ti a Fi groups and work closely with organisations including Cymraeg I Blant, Menter Bro Morgannwg and Mudiad Meithrin, to promote any groups and clubs that they are running.

FIS ensures that this information is available on the Dewis Cymru website, which feeds through to the national FIS Wales website www.fis.wales and it shares posts via social media and e-bulletins. FIS will add links to the updated [Being Bilingual](#) web page from their [Family Zone web pages](#).

Partnership working with Cymraeg for kids, Mudiad Meithrin and other organisations is ongoing through the work of the Early Years Development & Childcare Partnership (EYDCP) and other meetings/forums that take place both locally and nationally.

The EYDCP has a good working relationship with CWLWM partners (Early Years Wales, PACEY association, National Day Nursery Association (NDNA), Mudiad Meithrin and Clybiau Plant Cymru Kids' clubs) all of whom promote raising children bilingually through their different organisations.

Adult Community Learning (ACL) and learning Welsh

Learn Welsh the Vale (LWTV) - Dysgu Cymraeg y Fro is part of the Adult Community Learning provision of the Vale of Glamorgan Council. LWTV provides a full range of learning opportunities for people over 16 years of age, to improve their Welsh language skills. Working together with partners including Mudiad Meithrin, Menter Bro Morgannwg, Urdd and other departments of the Council, it promotes Learning Welsh widely. Sharing information about courses and events with the Council's marketing department and with all our partners, making the most of social media and including schools in the digital marketing enables LWTV to increase its profile.

Learn Welsh the Vale works with schools to promote learning opportunities for parents and offers subsidised (free) access to courses to all school staff, in Welsh medium and English medium schools. This offer, which is made in partnership with the Council's Equalities department, also subsidises places on Learn Welsh the Vale courses for all Council staff.

Mudiad Meithrin also offers 'Clwb Cwtsh' which is a free 8-week taster course for parents at a basic level.

Learner Travel (Wales) Measure 2008

The Council provides free school transport to all pupils who live:

- 2 miles or more from their catchment primary school (next nearest if catchment is full)
- 3 miles or more from their catchment secondary school (next nearest if catchment is full)

The Council provides this specifically for all Welsh medium catchment schools within the Vale of Glamorgan.

The number of pupils offered free school transport for the 2020/21 academic year:

- Ysgol Dewi Sant – 36
- Ysgol Iolo Morgannwg – 96
- Ysgol Pen Y Garth – 36
- Ysgol St Curig – 11

- Ysgol Bro Morgannwg - 499

Under the Learner Travel (Wales) Measure, Local Authorities do not have a legal duty to provide free transport for nursery aged pupils or those aged 16 to 19. The Vale of Glamorgan, at its discretion, does provide free transport for those aged 16 to 19 but has not exercised this for nursery aged pupils. The demand for nursery aged transport, throughout the Vale of Glamorgan is extremely low (based on requests made to the school transport team) and due to the times of nursery placements, additional transport required and additional safeguards needed to be put in place it would add additional cost pressures onto an already over spent budget.

Staff training

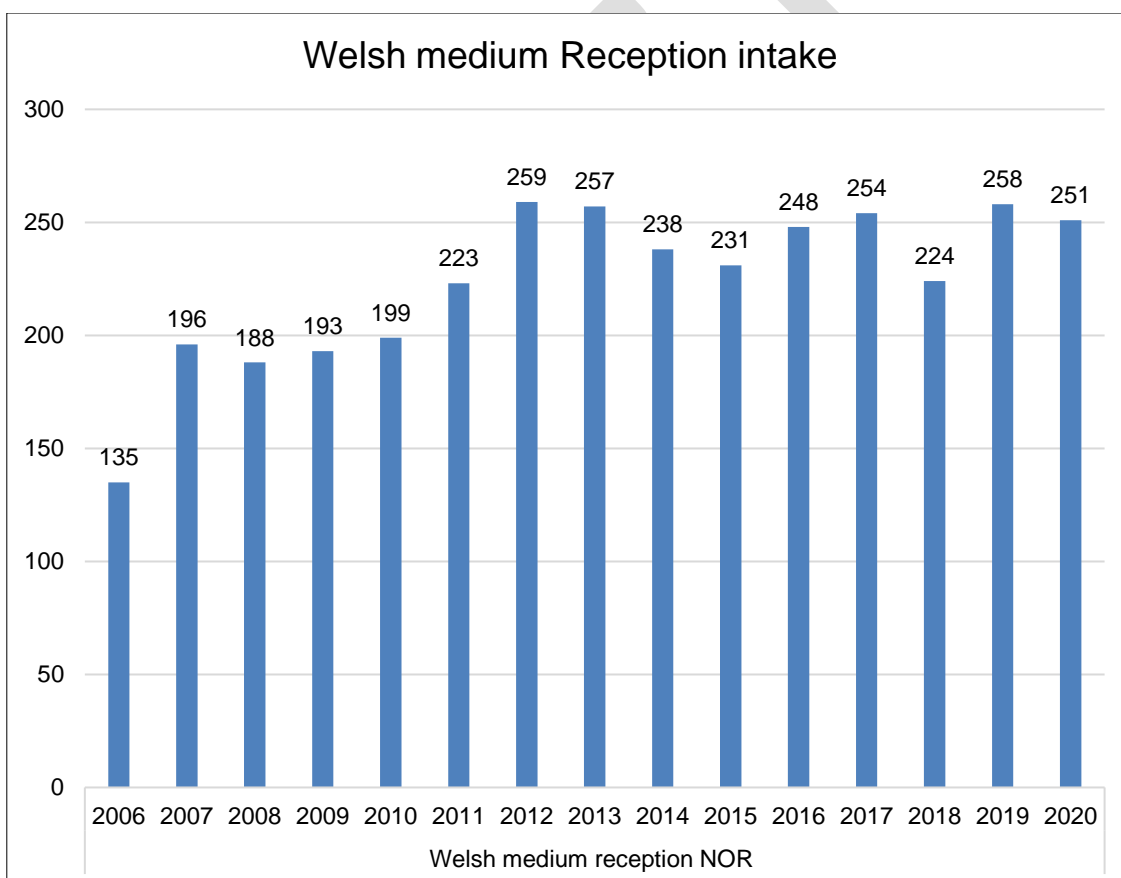
Opportunities for training on how to discuss with parents and carers, Welsh medium education options which are available as well as common questions and concerns for customer facing staff and Health colleagues will be explored. Such training would be valuable in order to ensure accurate information and to build the confidence of those individuals who discuss with the public.

Outcome 2: More reception class children / five-year olds receive their education through the medium of Welsh

Where are we now?

There are 300 reception class places available in Welsh medium primary schools for September 2021 which will increase to 330 through the expansion of Ysgol St Baruc and relocation to a new site from September 2022. For 2020/21, 251 (15.91%) reception age children of the total reception cohort were admitted to Welsh medium primary schools. In the Barry area 100% of available reception places were taken up for September 2020 whereas in the western Vale it was 90% and in the Penarth area 70%. The Penarth area has the largest catchment population with a lower percentage of children attending Welsh medium provision.

The following table illustrates reception class demand over the last 15-year period and places available.



The Council established two new Welsh medium Primary schools in September 2011 to facilitate increased demand for Welsh medium education. Demand has remained steady to September 2020 with some fluctuations in pupil numbers. The Council actively promotes Welsh medium education to parents. A Pupil Number Focus Group has been established as a subgroup of the Vale WESP forum to actively engage and support Welsh medium growth in future years. It is however acknowledged in this Plan that it is no longer sufficient to meet demand, demand must be created.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

There are two key components to the Council's strategy to increase the number of Year 1 learners receiving their education through the medium of Welsh:

1. Invest in increasing the number of Welsh medium primary places which are available across the Vale of Glamorgan; and
2. Encouraging parents/carers to opt for Welsh medium education.

1. Investment

The Council currently provides 300 Welsh medium reception places per year across the Vale of Glamorgan. The Council acknowledges that significant investment will be required in order to achieve the ambitious targets set as part of the WESP.

During the first year of the plan, the Council will increase the number of reception places available by 30 through an expansion of Ysgol Sant Baruc. A new building will be constructed on the new Barry Waterfront housing development which will provide state of the art facilities for Ysgol Sant Baruc, which is due to transfer to the building for September 2022. Overall, the new building will provide an additional 210 primary places and 48 part time nursery places. When determining the proposal to increase the capacity of Ysgol St Baruc, the Council's Cabinet was mindful of the Cymraeg 2050 strategy and considered that locating a Welsh medium school within a new community would support growth in Welsh medium primary education.

In 2019, the Council undertook a full review of primary places in Cowbridge. This review was driven by housing developments included as part of the Council's Local Development Plan (LDP). The largest of which being the land to the north and west of Darren Close which comprises of 475 dwellings. As part of this development, a 2-hectare site would be transferred to Council to construct a new school building. The housing development is currently under construction and the land for the proposed school is due to be transferred to the Council in 2022. The review determined that there was insufficient English medium primary capacity within the area to meet future demand whilst there was sufficient Welsh medium capacity. However, this review was based on historical trends in parental preference and did not consider future growth in Welsh medium education. Therefore, rather than utilising the new site for the immediate English medium expansion, the Council's Cabinet approved a phased approach to increasing primary places in Cowbridge with English medium being addressed as part of phase 1 and Welsh medium being addressed as part of phase 2. The Council has reserved the new site included as part of the housing development for the future Welsh medium expansion to facilitate growth within the community. The proposed Welsh medium expansion in Cowbridge is subject to a formal proposal being developed and the relevant funding being available. However, the Council anticipates this expansion being delivered within the first 5 years of the plan.

Increasing Welsh medium provision to support the Council’s WESP will be a key consideration as part of the development of the Council’s Strategic Outline Programme for future tranches of the 21st Century Schools and Colleges Programme to further increase the number of Welsh medium primary places available across the Vale of Glamorgan.

2. Parental preference

Evidence shows that where the Council has provided additional Welsh medium capacity, the number of Welsh medium learners has increased. However, increasing the number of places available will not guarantee increased demand. Therefore, a key element of the strategy is to encourage parents/carers to opt for Welsh medium education.

Where do we expect to be at the end of our ten-year Plan?

Our ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in the Vale of Glamorgan will be to increase the number of Year 1 children taught through the medium of Welsh to 24% by 2031/32. This equates to approximately 390 year one places being made available by 2031/32 based on current population projections. The commitments outlined as part of this Outcome support the achievement of this target by investing in the infrastructure to increase the number of Welsh-medium primary places available across the Vale and undertaking a significant programme of engagement to encourage parents to opt for Welsh medium education.

Key Data

Numbers and % of 5-year-olds receiving their education through the medium of Welsh

The table indicates the projected number and percentage of Year 1 learners in primary schools requiring education through the medium of Welsh in the Vale of Glamorgan each year to meet an increase to 24% Welsh medium learners by 2031 – 2032.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
280	18%	287	19%	306	20%	315	20%	324	21%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
337	22%	345	22%	353	23%	365	24%	372	24%

Our target outlining the expected increase in the number of children in reception taught through the medium of Welsh in the Vale of Glamorgan during the lifespan of the Plan equates to around 390 Welsh medium reception places being made available at 2031/32. As at the 2020/2021 school year there were 251 (16%) reception age children out of the total cohort of 1577 receiving education through the medium of Welsh at Welsh medium primary schools.

The Council recognises that in order to contribute effectively to the Welsh Government’s target of 1 million Welsh speakers by 2050, significant investment in provision is required within education to both generate and facilitate demand for Welsh language education.

As part of the Council's Band B plans under the 21st Century Schools Programme, a new 420 place primary school will be completed for September 2022 on the Barry Waterfront development providing an additional 210 primary places and 48 part time nursery places. Ysgol Sant Baruc will transfer to the building on completion. As a result, the number of Welsh medium reception places is being expanded by 30 places for 2022 which will increase overall available reception places in the Vale of Glamorgan to 330. The Councils Cabinet have also approved a phased approach to increase primary provision in Cowbridge with Welsh medium being increased as part of phase 2 under Band B of the 21st Century Schools Programme. Further school places will be introduced through Band C schemes of the 21st Century Schools Programme.

The increase in provision available will facilitate demand for 24% of the reception age population to be educated through the medium of Welsh by 2031/32.

The Council is currently developing its Learning & Skills Investment Strategy alongside the WESP to ensure the targets and commitments inform future investment.

Any applications for grant funding from the Welsh Ministers in respect of maintained schools will take account of the target to increase the number of Year 1 learners taught through the medium of Welsh during the lifespan of the Plan.

The Vale of Glamorgan currently accesses good quality Immersion places from Cardiff Council which has been effective and currently meets demand. We are, however considering opportunities to establish a Vale facility as demand for this service grows and opportunities to set up our own Immersion class are being considered in order to support our target of increasing the number of Year 1 children taught through the medium of Welsh to 24% by 2031/32 . The Central South Consortium (CSC) provides professional learning and resources for teachers in Welsh medium schools on how best to support latecomers. CSC will facilitate the sharing of good practice across the region in this area in collaboration with the current Welsh Immersion Unit in Cardiff and any other emerging provision going forward. Welsh in Education Officers (WiEO) will continue to provide bespoke support to individual or groups of schools.

A specific approach for both English as an additional language (EAL) and Refugee Families underpinned by policy will be considered to ensure that families from all linguistic backgrounds are aware that Welsh medium education is an appropriate option for their children. The use of Immersion education with our partners in Cardiff Council will also be considered in order to support these learners.

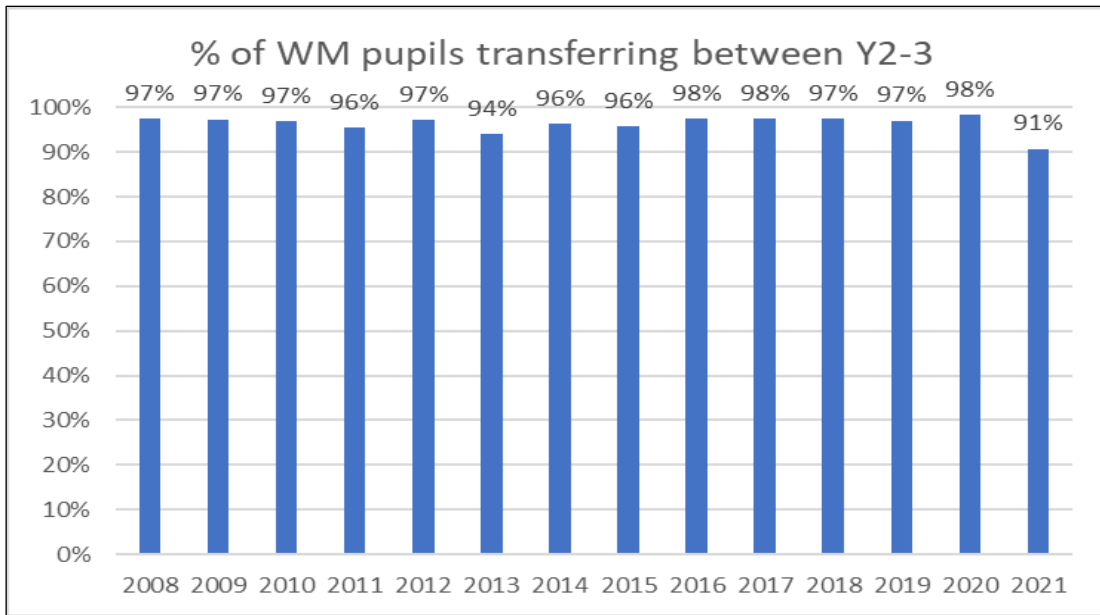
The Vale of Glamorgan only has Welsh medium and English medium schools and we are not considering any plans currently to change the category of any English-medium primary or secondary school.

Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

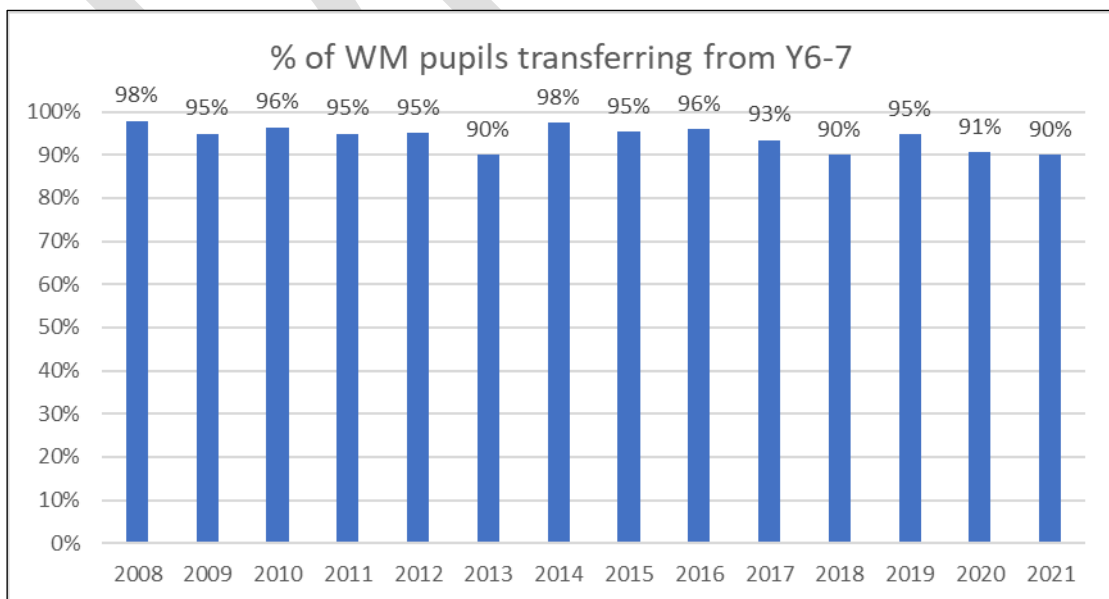
Where are we now?

The tables below outline the percentage of pupils transferring between the various stages of education in the Vale of Glamorgan.

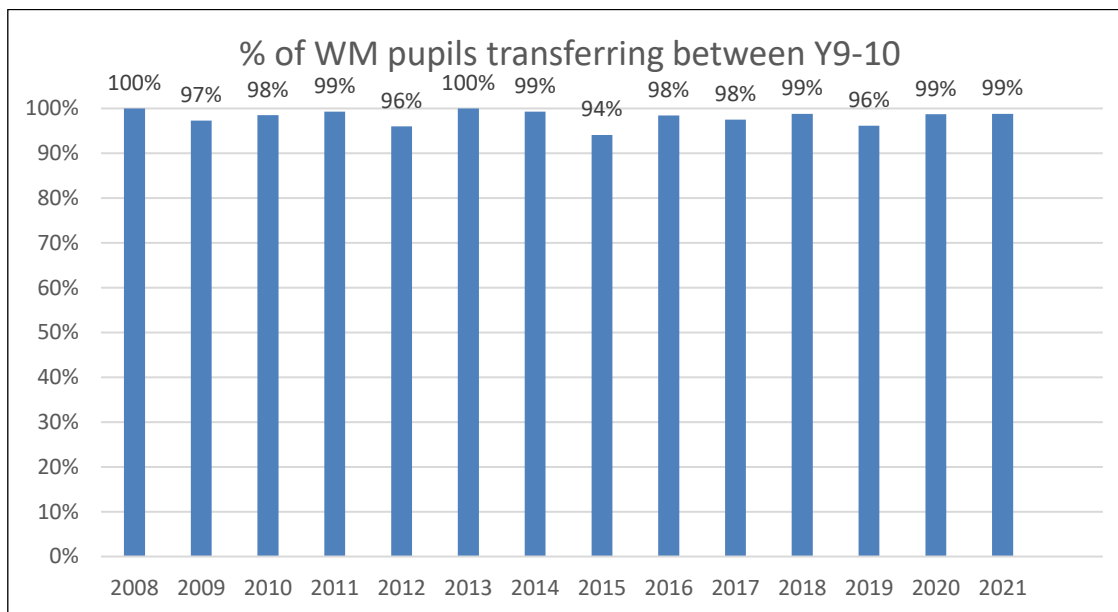
% of pupils transferring from Welsh Medium School Foundation Phase (Y2) and Key Stage 2 (Y3) in the Vale of Glamorgan.



% of pupils transferring from Welsh Medium School Key Stages 2 (Yr. 6) and 3 (Yr. 7) in the Vale of Glamorgan.



% of pupils transferring from Welsh Medium School Key Stages 3 (Yr. 9) and 4 (Yr. 10)



The transition rates within Welsh medium schools in the Vale of Glamorgan are generally high, however it has been noted that the number of pupils continuing their education through the medium of Welsh has declined slightly compared to previous years. The Council will work to ensure that the slight decline in figures of pupils not transitioning from Foundation Phase (Yr. 2) to Key Stage 2 (Yr. 3) and also Key Stages 2 (Yr. 6) and 3 (Yr. 7) does not develop into a pattern. Steps are already being taken to identify the reasons and to work with the relevant schools to help increase pupil numbers and retain pupils in these schools.

A WESP Pupil Numbers Focus Group has been established to work directly with Headteachers of Welsh medium schools to identify these reasons and any measures or actions required to help increase pupil numbers and retain pupils in their schools. The group will also support schools to ensure that pupils are not lost in transition between key stages and in particular between the primary and secondary phase.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

We have increased Welsh medium secondary capacity to meet projected demand and will now take action to support creating additional demand. The focus during the first 5 years of the plan will be increasing primary provision to support the target of 24% year one Welsh medium learners by 2031/32. However, noting that this will have a subsequent impact on secondary capacity as learners progress through the school, this will need to be considered as part of the Council's investment programme. In addition, targets around retention from primary to secondary over the plan period will be developed and monitored annually.

The transition rates within the Vale are generally high, however it has been noted that there has been an increase in parents choosing to transfer their children to English medium secondary education after completing their primary education in Welsh medium. There is a geographic

element to this with a higher percentage of parents in Cowbridge and Penarth making this decision. In order to meet our target of 24% of year one learner's being in Welsh medium education by 2031/32, Council officers together with external stakeholders through the WESP forum and wider networks will work collectively to fully understand and address this issue. Work is currently underway to strengthen transition from Welsh medium primaries to Ysgol Gymraeg Bro Morgannwg in order to ensure that children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another. A WESP Pupil Numbers Focus Group has already been established to work directly with Headteachers of Welsh medium schools to identify the reasons and any measures or actions to help increase pupil numbers and retain pupils in their schools. The group will also support schools to ensure that pupils are not lost in transition between key stages and in particular between the primary and secondary phase.

Likewise, a project identifying the transition experiences of older pupils to further and higher education has been identified. An additional element which requires further study within this WESP cycle relates to the level of intervention and support younger, year 2-3 pupils and their families receive at an early stage when considering moving from Welsh to English medium primary schools. The Central South Consortium (CSC) will continue to promote strategies for the effective use of Welsh in formal and informal situations across all sectors and age ranges. The CSC will continue to promote local, regional and national initiatives aimed at promoting Welsh as a subject and medium of education. The Consortium will work closely with the local authority and target schools where transition rates may be a cause for concern and publish resources to support and reassure parents/carers regarding transition between phases.

In order to create demand for Welsh medium education from birth, the Council has recognised that the development of Welsh medium childcare settings in close proximity to Welsh medium primary schools will create demand and support our ambition to increase the number of Welsh learners in year one to 24%. By investing in Welsh medium childcare, the Council will support parents to access Welsh medium education for their children, supporting linguistic progression from a young age. The success of the new Welsh medium childcare facility at Ysgol Dewi Sant in Llantwit Major in 2021 will be closely monitored with a view to replicating this facility near other Welsh medium schools.

The additional £21.5m invested at Ysgol Gymraeg Bro Morgannwg to increase capacity and refurbish the existing building will ensure that additional numbers coming through from Primary can be catered for in the medium term. This investment included:

- Upgrading existing classrooms throughout the building;
- A new all-weather state of the art 3G rugby pitch;
- A new sports hall;
- A new multi-use games area which can accommodate up to six different activities;
- A new entrance building with improved visibility from the main road;
- A new DT block with state of the art facilities; and
- Enhanced dining areas.

It is anticipated that this will support retaining pupils from primary to secondary, whilst also referencing the engagement work underway to enhance transition.

Where do we expect to be at the end of our ten-year Plan?

At the end of this WESP cycle, additional school and child care capacity will have been introduced by ensuring that full advantage is taken of funding available from Band B and C of the 21st Century Schools programme, the Childcare Offer Capital Grant, Welsh Medium Capital Grant Scheme and other internal sources.

In addition, the Council will have developed an understanding of and initiatives for the enhancement of transition and retention rates between each key stage in order to support all learners commencing with early years Welsh medium education to remain for the duration of their statutory and further education. We will achieve this by working closely with our internal and external stakeholders and by supporting parents and the wider community to understand more about the advantages of Welsh medium education

The Vale of Glamorgan only has Welsh medium and English medium schools. In Welsh medium schools – all aspects of the curriculum are primarily delivered through the medium of Welsh. During the course of this WESP cycle, the Central South Consortium (CSC) will continue to support English medium schools to increase the amount of Welsh taught – on a subject level and across the curriculum. The Vale of Glamorgan is not currently anticipating a change in language categorisation for any English medium school.

The CSC will continue to support the Council by providing advice, professional learning and resources to specific English medium schools identified to increase the percentage of the curriculum taught through the medium of Welsh. The Consortium will support local, regional and national programmes for Welsh Language Development by providing advice, professional learning and support to practitioners to acquire and improve their Welsh Language skills. This will increase the capacity of staff able to teach Welsh and through the medium of Welsh across all sectors. The CSC will continue to develop collaboration with the Welsh medium secondary sector to provide subject specific professional learning particularly in areas of Welsh medium practitioner shortage.

The Vale of Glamorgan currently accesses good quality immersion places from Cardiff Council which has been effective and currently meets demand. We are, however considering opportunities to establish a Vale facility as demand for this service grows and opportunities to set up our own immersion class are being considered in order to support our target of increasing the number of Year 1 children taught through the medium of Welsh to 24% by 2031/32. It is the Council's intention that enhanced local immersion facilities will be available for pupils to access as close to home as possible during the course of this next WESP cycle.

Currently the numbers of Additional Learning Needs (ALN) children and young people in Welsh mainstream schools displaying the complexity of need that would require access to specialist provision is very low and does not warrant the development of local specialist provision. In a small number of cases where specialist provision is required, places are commissioned from neighbouring local authorities. This however will be continuously monitored and the potential for Welsh medium specialist provision will be progressed at the appropriate time.

The CSC will continue to facilitate collaboration between primary and secondary schools to produce resource that promote linguistic progression to parents/carers. In addition, they provide opportunities for Welsh medium schools to engage in initiatives to monitor linguistic progression e.g. comparative judgement.

Learn Welsh the Vale has regular contact with adult Welsh learners, many of whom are parents of school-age and/or pre-school children. Tutors support parents who have questions about Welsh medium schooling, as well as language-specific questions such as pronunciation in reading books and homework. A new programme of Welsh for the Home by the National Centre for Learning Welsh will begin in Barry in September 2021 with provision of an Entry-level course for parents and carers and be rolled out further in the Vale over the following years.

The CSC will provide advice, professional learning and resources to support schools to implement Welsh Across the Curriculum thus increasing the amount of learning provision offered.

DRAFT

Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

Where are we now?

There is currently one Welsh medium school teaching secondary age pupils in the Vale of Glamorgan, Ysgol Gymraeg Bro Morgannwg. The school teaches 3-19 year olds and all learners attending the school study through the medium of Welsh. The capacity of all schools in the Vale of Glamorgan are regularly reviewed by the School Investment Strategy Group which supports the direction of travel for School Organisational developments. Changes to catchment areas, admissions policy and school organisation proposals support our ambition for Welsh medium education. Moving forward into the new WESP cycle, the WESP target to increase the percentage of Welsh Medium year one learners to 24% will be a key element of the Investment strategy.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

As outlined in previous outcomes, the key to achieving our target of 24% Welsh medium year 1 learners by 2021/32 is by creating demand, building capacity, ensuring that Welsh medium education is attractive and retaining pupils across all key stages. Developing our public relations promoting and marketing of Welsh medium education and our Welsh medium schools will be a key action for the early years of the WESP, to ensure that parents and prospective parents are aware of and fully understand the life-long advantages of being bilingual and being able to speak Welsh in Wales.

By focusing on creating demand in early years education and childcare now, we will aim to ensure that all nursery places in Welsh medium primary schools are taken up. In addition, the Council will develop an understanding of, and initiatives for, the enhancement of transition and retention rates between each key stage. This will in turn support all learners commencing with early years Welsh medium education to remain for the duration of their statutory and further education. We will achieve this by working closely with our internal and external stakeholders and by supporting parents and the wider community to understand more about the advantages of Welsh medium education. Transition and retention rates will be continually monitored throughout the WESP cycle by the Council, it's WESP Forum and the WESP Pupil Numbers Focus Group.

The Vale of Glamorgan Council will work with our partners in the Central South Consortium (CSC) and Cardiff and Vale College (CAVC) to support our pupils and schools in the following ways:

Central South Consortium (CSC)

- Ensuring high quality teaching and learning in all Welsh medium schools.
- Increase in the number of pupils transferring from primary to secondary - ensuring high transition rates from all primary feeder schools.
- Promote the benefits of Welsh medium education with parents / carers and how parents / carers can support even if they don't speak Welsh at home.

- Vale Council and CSC to work with appropriate awarding bodies including WJEC, WJES, Pearson's, Agored Cymru and Qualifications Wales to ensure that all qualifications (including Vocational Qualifications) available through the medium of English are also available through the medium of Welsh.
- CSC is currently investing funding to allow collaboration between Welsh medium secondary practitioners and WJEC in order to produce Welsh medium Level 3 qualifications made in Wales. The aim is to extend this further in the future. CSC to facilitate Welsh medium secondary practitioners to further develop Welsh medium qualifications in collaboration with awarding bodies.
- Vale Council and CSC to work with Welsh Government to remove barriers to entry into the teaching profession e.g. the need for a GCSE grade B in mathematics and Welsh/English
- Vale Council and CSC to work with Teacher Training Universities to attract high quality Welsh speaking people into the teaching profession.
- Vale Council and CSC to work with Welsh Government to ensure that the profession is valued by the Welsh government and the public in general (e.g. ensure that teacher pay and conditions maintain pace with other professions and ensure that schools are funded appropriately) to make the profession more attractive.
- Vale Council to work with Welsh Government to provide additional post-16 funding to Ysgol Gymraeg Bro Morgannwg to enable the school to provide Level 2 and Level 3 courses to small groups of learners.

The Cardiff and Vale College (CAVC) serve the Vale of Glamorgan region in terms of further education, working in collaboration and supporting numerous bodies to provide and develop Welsh curriculum for post 14 learners across the Vale.

Examples of this:

- CAVC representation on the Vale WESP Forum, providing engagement opportunities with the Vale of Glamorgan Council.
- Development of three Welsh Government priority sectors, Public Services, Health & Care, Childcare with funding contributed by Coleg Cymraeg Cenedlaethol as part of the Welsh development grant system to support Cymraeg 2050.
- Collaborative projects take place on a regular basis with Menter y Fro and the Urdd. They are annual sponsors of Gwyl fach y Fro and the Urdd eisteddfod. CAVC also create employment opportunities for staff and learners, using their skillset to hold Welsh medium extra-curricular opportunities for Welsh medium children across the Vale, such as fine art workshops, fitness sessions.
- Working with Ysgol Gymraeg Bro Morgannwg, CAVC have developed a post 14 Welsh/bilingual vocational curriculum allowing pupils to attend college to learn a vocational skill through the medium of Welsh or bilingually. For example, hair & beauty, construction.
- CAVC are regularly inspected by Estyn, focusing on the Welsh/bilingual provision of the college as part of its remit for inspecting post 16 education.
- CAVC provide numerous opportunities for staff to learn, develop and use their Welsh language. They contribute to the Work Welsh FE project, delivering weekly Welsh sessions to over 30 staff since 2016. As well as this, several workshops take place throughout each academic year in partnership with Sgiliaith delivering Welsh awareness and bilingual teaching methodology sessions to academic staff and managers.

- As part of their main curriculum across several learning areas, WJEC Welsh in the workplace qualification is delivered providing learners with the appropriate bilingual skills for the workplace.
- The Vale Council will work with CAVC and other partners to consider use of digital technology to increase qualification offer through the medium of Welsh (e.g. e-sgol).

Where do we expect to be at the end of our ten-year Plan?

At the end of this WESP cycle, additional school and childcare capacity will have been introduced by ensuring that full advantage is taken of funding available from Band B and C of the 21st Century Schools programme, the Childcare Offer Capital Grant, Welsh Medium Capital Grant Scheme and other internal sources.

In addition, the Council will have developed an understanding of, and initiatives for, the enhancement of transition and retention rates between each key stage. This will in turn support all learners commencing with early years Welsh medium education to remain for the duration of their statutory and further education. We will achieve this by working closely with our internal and external stakeholders and by supporting parents and the wider community to understand more about the advantages of Welsh medium education

The Council will work with the Central South Consortium (CSC) to support professional learning opportunities, regional network meetings and sharing of best practice in relation to provision for Welsh in KS4 and Post 16. CSC will continue to work on a national level with the other regions to further develop resources for Welsh and English medium schools to support the teaching of Welsh. Welsh in Education Officers (WiEO) will provide support for English medium secondary schools to further develop their provision at KS4 and above. Work with external providers and Welsh Government on any national initiatives to promote Welsh at KS4. CSC will continue to develop collaboration with the Welsh medium secondary sector to provide subject specific professional learning particularly in areas of Welsh medium practitioner shortage

Cardiff and Vale College (CAVC) also work closely with schools developing Welsh Curriculum opportunities for all areas of demand where possible. This ensures that many vocational skills post 14 are being delivered and supported through the medium of Welsh or bilingually.

In addition:

- Vale Council will work with Welsh Government to provide additional post-16 funding to Ysgol Gymraeg Bro Morgannwg to enable the school to provide Level 2 and Level 3 courses to small groups of learners.
- Vale Council and CSC to work with awarding bodies and Qualifications Wales to ensure that all qualifications (including Vocational Qualifications) are available through the medium of both Welsh and English.
- Council to work with schools to ensure that the Welsh language is offered as A-level subject in schools, and support schools to maintain smaller class sizes if required in order to secure the subject. We will achieve this by working with CSC to:
- Develop and implement a strategic marketing strategy to promote Welsh as an A-level subject.
- Work with external providers and WG on any national initiatives to promote Welsh as an A-level subject.

- Consider using the e-sgol system to support GCSE subjects and enhance the e-sgol menu in terms of Welsh medium A Level subjects.
- Work with external providers and WG on any national initiatives to promote Welsh as a subject.
- Consider opportunities for additional Post-16 funding to enable the school to run smaller classes.
- Ensure that pupils studying a first language qualification, who also study the Welsh Baccalaureate, are to be assessed through the medium of Welsh.
- CSC to support those teachers who lack linguistic confidence to attend the sabbatical course and provide improvement sessions (gloywi iaith) for them within the region.
- Share Welsh Government videos - <https://www.youtube.com/cymraeg> during options evenings as well as to promote them amongst parents.
- Consider creating case study videos tracing the careers to date of pupils who studied Welsh as an A Level subject.
- Collaborate with Coleg Cymraeg and Menter Bro Morgannwg to continue to attend secondary school open evenings and promote studying through the medium of Welsh and speaking Welsh.
- Establish a close relationship and plan with Careers Wales in order to share positive messages.
- Consider holding a Careers/Jobs Fair - share the importance of bilingualism - series of short films portraying real life experience as well as through the Hyder (Confidence) Campaign.
- Support schools with the Curriculum for Wales - look at the 4 purposes' subtitle - "All our children and young people will be supported to develop into ambitious, capable learners who... can communicate effectively in different forms and settings, using both Welsh and English." Use the Coleg Cymraeg's 'Turning the Tide in Thirty Years' unit as a module with all pupils.

Outcome 5: More opportunities for learners to use Welsh in different contexts in school

Where are we now?

The Vale of Glamorgan Council is committed to inspiring children and young people to use Welsh in all aspects of their lives. Working with partners across agencies locally in the Vale and beyond is key to the success of our strategy. Opportunities for pupils to use the Welsh language in formal and non-formal settings are provided by schools themselves, as well as partners such as Mudiad Meithrin, Urdd Gobaith Cymru, Menter Bro Morgannwg. Collaboration between the Central South Consortium (CSC) and Vale Welsh medium schools is strong and opportunities to share good practice is a strength.

The Siarter Iaith is a national framework to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote informal use of it among learners inside and outside school, bringing together various partners to implement. Facilitating the use of Welsh, across the curriculum and in wider activities, with planned linguistic progression throughout all phases of education, offers all children and young people the opportunity to become fully bilingual.

Since launching the Siarter Iaith in our Welsh medium schools and the Siarter Iaith Cymraeg Campus in our English medium schools, innovative work has been undertaken by the schools to increase the social use of Welsh within the whole school community.

October 2021	Number of schools		
	Bronze	Silver	Gold
Siarter Iaith (Welsh-medium)	Primary – 7 Secondary – 0	Primary – 5 Secondary – 0	Primary – 0 Secondary – 0
Cymraeg Campus (English-medium)	Primary – 12 Secondary – 0	Primary – 2 Secondary – 0	Primary – 0 Secondary – 0

Urdd Gobaith Cymru is a voluntary national children and young people's organisation that provides various opportunities to use Welsh and gain experiences outside the classroom and in their communities with activities locally, regionally and nationally.

The Vale Council's Youth Service has a long-standing partnership with the Urdd to deliver informal Welsh language youth opportunities to young people across the Vale. The current contract is in place until March 2022 and supports the delivery of community-based activities such as youth clubs and holiday provisions, and those delivered at schools such as lunch time Welsh learner clubs and accredited informal learning. Meetings are scheduled regularly to monitor the contract.

The Urdd will build on its existing provision and continue to seek views. Free play sessions during school holidays (Bwrlwm) are extremely important and popular with consideration to possibly extend the sessions in future to make them available during all school holidays (except Christmas). Urdd weekly clubs also continue to offer valuable social opportunities for children and young people along with various activities and workshops during school holidays. A proposal to offer the SHEP scheme through the medium of Welsh in the Vale during the summer holidays from 2022 onwards will be explored.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

The Council will ensure that all schools, regardless of their linguistic nature, will work within the Siarter Iaith National Framework to achieve the Welsh Government's aim of ensuring that learners:

- are confident in using their Welsh language skills
- foster positive attitudes towards the language
- increase the use of the language inside and outside the school

The Council will ensure:

- High quality Welsh Language, Literacy and Communication professional learning will be evident in schools and bespoke support for individual schools/clusters.
- Professional learning and support for Welsh Language Immersion.
- Resources to support the new curriculum will be developed.
- All schools are provided with a designated Central South Consortium (CSC) lead officer to support Language Charter and Cymraeg Campus progress. Promote, support, challenge and accredit all schools to make progress with the Language Charter and Cymraeg Campus Awards. Evaluate and share best practice.
- School staff, in line with Professional Standards, take every opportunity to develop their Welsh language skills and use the Welsh language with each other and with the children and young people. Promotion of online courses, sabbatical courses, Welsh language learning apps and courses within the authority.
- Support the language development and engagement with parents. The Council will continue to work collaboratively with RhAG as members of the WESP Forum.
- We strengthen our partnership with partners to target out-of-school-hours activities through the medium of Welsh by identifying key areas through the use of Siarter Iaith data.

The Vale WESP Forum will consider mapping out, during the next WESP cycle, existing out-of-school provision jointly with other providers and stakeholders in ensuring an up-to-date picture, identifying the gaps and discussing joint working to increase/expand provision to meet demand. Asking the views of the children/young people is also an important step to better understand what provision appeals in order to work to meet these demands.

The Council with the CSC would like to develop the work of the 'Siarter Iaith' (primary and secondary) and to co-operate with WESP stakeholders with the specific aim of encouraging the informal use of Welsh amongst Vale pupils. This will require continuing and developing 'Siarter Iaith' network meetings in order for the leads to share ideas, good practice, and to collaborate and plan together.

The Vale WESP Marketing and Promotion Group working with the CSC to consider creating and promoting activities for specific days to promote the Welsh language, such as Shwmae Su'mae Day, Welsh Music Day and St David's Day.

The CSC together with stakeholders will continue to revise its provision map annually as a record of what is available so that school age children can use their Welsh language skills socially and within their communities.

The Council to consider creating a 'Sports Plan' to establish a forum to promote the Welsh language in sport - to include representatives from, leisure services, school representation, members of CSC Welsh team, Menter Bro Morgannwg, the Urdd and local clubs. The scheme's aim will be to promote the staff and young people's confidence to use their Welsh socially and to hear Welsh as a living language. Within 5 years, the aim would be to see more pupils studying physical education through the medium of Welsh and that more staff, throughout the authority, have the confidence to teach/coach bilingually.

Where do we expect to be at the end of our ten-year Plan?

We will review our achievements at the 5-year stage and plan activity for the following 5 years in order to contribute to achieving the Council's vision as outlined at the beginning of this document.

The Council expects that by 2032 there will be increased opportunities for children and young people in the Vale of Glamorgan to use Welsh in all aspects of their lives. These opportunities should not be limited and should exist, formally and informally, in a wide range of social, cultural and sporting activities inside and outside of our schools. It is recognised that it is a necessity for the Council to continue to promote positive habits and attitudes towards the Welsh language in the Vale to support the vision of Cymraeg 2050: A million Welsh speakers.

Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

Where are we now?

The Local Authority is committed to meeting the requirements of the Additional Learning Needs and Education Tribunal Act 2018 (ALNET Act 2018) in transforming expectations and outcomes for children and young people with additional learning needs (ALN).

This provides a new statutory framework for supporting children with additional learning needs (ALN) and is accompanied by a mandatory Code which makes sure that the new system has a set of clear, legally enforceable parameters within which local authorities, schools, further education colleges and health services responsible for the delivery of services to children and young people with ALN must act. The aim of the new approach, as stated in the Code is as follows:

To support the creation of a fully inclusive education system where all learners are given the opportunity to succeed and have access to an education that meets their needs and enables them to participate in, benefit from, and enjoy learning.

The new statutory framework is underpinned by the following 5 principles:

- A rights-based approach where the views, wishes and feelings of the child, child's parent or young person are central to the planning and provision of support; and the child, child's parent or young person is enabled to participate as fully as possible in the decision-making processes and has effective rights to challenge decisions about ALN, additional learning provision and related matters.
- Early identification, intervention and effective transition planning where needs are identified and provision put in place at the earliest opportunity and where possible interventions are put in place to prevent the development or escalation of ALN.
- Collaboration where services work together to ensure ALN are identified early and appropriate co-ordinated support is put in place to enable children and young people to achieve positive expectations, experiences and outcomes.
- Inclusive education supporting participation fully in mainstream education, wherever, feasible and a whole setting approach to meeting the needs of learners with ALN.
- A bilingual system where all reasonable steps are taken to deliver additional learning provision in Welsh.

In the Vale of Glamorgan we have worked with partners to develop and implement a regional plan to ensure that the Central South Region is able to meet the requirements of the Additional Learning Needs and Education Tribunal Act in transforming expectations and outcomes for children and young people with additional learning needs (ALN).

The following four high-level regional priorities details how the Central South Region has approached preparing for the implementation of the ALNET Act:

- Through partnership working, develop understanding across agencies of person-centred practice to facilitate collaborative discussion about needs, outcomes and provision with all concerned.

- Develop consistency of practice in the production of high-quality individual development plans (IDPs) and the corresponding arrangements necessary for monitoring and reviewing their impact on learner progress.
- Explore arrangements between the LA and its delivery partners for keeping under review the quality and sufficiency of additional learning provision to meet the current and future needs of its population of learners with ALN.
- Establish a set of principles that articulate when it would be reasonable for the LA to secure ALP.
- Provide consistent and transparent information and advice about the new ALN system and develop an integrated approach to address disputes and disagreements so that they can be avoided or resolved at an early stage.
- Develop processes to support the new way of working and improve management information systems, including IT infrastructure to ensure that both the new ALN arrangements and the old SEN arrangements can co-exist over the implementation period.

A comprehensive professional learning programme has been delivered to ALNCOs in the Vale of Glamorgan in order to prepare for implementation of the Act in September 2021. This has been delivered bilingually and all guidance materials are produced in Welsh and this will continue to be the case in future

Bilingual training and awareness raising sessions have also been delivered to School Governors and Head teachers

A joint event was organised between the five local authorities and the consortium to share information about Welsh medium resources for additional learning needs and discuss what further developments were required. It was a very successful event with a high attendance rate and representation from schools across the five local authorities.

In addition, inclusion officers from each local authority were present alongside both the Welsh Standards and Policy Officer for CSC and the regional ALN Transformation Lead. Recommendations were made in the meeting and as a consequence the following actions were taken:

- The lack of appropriate assessment materials available in Welsh was highlighted. As a consequence, Cardiff University was commissioned to develop a Welsh language reading test. The reading test has now been developed which is a ground-breaking development which will have a positive impact across Wales. Currently the test is being piloted in a number of Welsh medium schools prior to wider implementation.
- The lack of Welsh medium resources for ALN was also highlighted as a concern. In order to ensure that staff are aware of the range of resources available and to facilitate consistency in practice a central document which details all of the different Welsh medium resources currently in use across the region has been created.
- The lack of training opportunities for staff working in Welsh medium settings was also identified as problematic. As a consequence, a directory listing all of the different professional development offered by specialist practitioners through the medium of Welsh has been created. The Central South Consortium (CSC) training directory has

been a regional development and has enabled schools throughout the consortium to access a very wide range of training opportunities covering all aspects of ALN.

There is a well-established outreach service in the Vale of Glamorgan providing support to schools for pupils with ALN. Following an analysis of the workforce, it was identified that there was a need for additional Welsh speaking specialists to support schools in the areas of autism and social, emotional and mental health.

The Vale of Glamorgan Council has developed a very successful outreach provision from the special school (Ysgol Y Deri) to mainstream schools to offer training and support and enable more pupils with autism and social, emotional and mental health difficulties to remain within a mainstream setting.

The outreach team did not include any Welsh speakers and therefore a need was identified to train Welsh medium teachers in specialist areas of ALN so the current outreach provision can be mirrored with an outreach provision available through the medium of Welsh. In response, the school-based supply cluster grant was utilised in an innovative way to fund a secondment for a teacher at a mainstream Welsh medium school to work and train full time at the special school Ysgol Y Deri. This was successful and the outreach team now has two Welsh speaking members of staff working as part of this highly effective team.

Despite the increase in Welsh speaking staff in outreach teams, recruitment into areas such as sensory impairment and speech and language remain a challenge and will be a focus for future development.

There are currently no specialist resource bases in the Vale of Glamorgan attached to Welsh medium schools. Pupils in Welsh medium schools are supported by outreach teams and where additional funding is required to support the mainstream placement schools are able to access an additional needs fund.

Currently the numbers of children and young people in Welsh mainstream schools displaying the complexity of need that would require access to specialist provision is very low and does not warrant the development of local specialist provision. In a small number of cases where specialist provision is required places are commissioned from neighbouring local authorities. The need to develop local provision will be kept under continual review.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

In accordance with the ALNET 2018 all LAs are required to work with its delivery partners to review the quality and sufficiency of additional learning provision to meet the current and future needs of its population of learners with ALN.

In addition, one of the key principles of the Act is to develop a bilingual system where all reasonable steps are taken to deliver additional learning provision in Welsh.

Over the next 5 years the local authority will utilise a wide range of quantitative and qualitative data to keep all ALN provision under review but there will also be a specific focus on Welsh medium provision in order to:

- Identify the numbers of learners with ALN in Welsh medium educational settings
- Analyse outcomes of Welsh medium learners with ALN
- Identify the complexity of need and the different types of ALN experienced by learners
- Monitor the workforce requirements and the capacity to deliver support through the medium of Welsh
- Monitor the need and, if required, develop local specialist settings in Welsh medium schools for complex ALN

Based on this ongoing review of ALN provision officers within the Learning and Skills Directorate will report on progress in meeting the requirements of the ALNET Act 2018, identify any gaps in sufficiency of provision and make recommendations as to appropriate actions required.

Where do we expect to be at the end of our ten-year Plan?

By the end of the ten-year plan, we would expect that the Council will have effective processes in place to ensure that all reasonable steps have been taken to ensure sufficient ALN provision in Welsh as set out in the ALNET Act 2018. In practical terms the aim will be to achieve the following:

- Welsh-medium advice, guidance and support is provided for Welsh-medium settings and Welsh-medium learners with ALN.
- Access to a full range of professionals who are able to work with schools to support inclusion through the medium of Welsh.
- An increase in the number of specialist assessment tools and interventions available in the Welsh Language.
- A comprehensive professional learning offer available bilingually in all areas of ALN.
- Appropriate Welsh medium provision for children and young people with complex additional learning needs either in their mainstream schools or in specialist settings where required.

Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Where are we now?

Welsh language ability of teachers in the Vale of Glamorgan 2020/21

(Stats Wales revision - September 2021)

The School Workforce Annual Census (SWAC) is an annual statutory data collection of information about the workforce in maintained schools in Wales and is returned to Welsh Government in November each year. The census was first published recently in 2019 and covers different aspects of the school workforce in Wales. Data for 2019 is not included below as due to changes by Welsh Government to calculation of headcounts for 2020, figures for 2020 are not directly comparable to 2019 figures.

Total 2020/21 (All schools – Welsh and English medium)								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
315	380	115	185	75	180	5	-	1255

Total 2020/21 (Primary – Welsh and English medium)								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
10	205	95	150	65	70	*	-	595

Total 2020/21 (Secondary – Welsh and English medium)								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
255	160	20	30	15	30	*	-	510

Total 2020/21 (Welsh medium schools only – Primary and Secondary)								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
-	-	-	-	40	115	-	-	155

Teaching / working through the medium of Welsh in the Vale of Glamorgan

Total 2020/21					Total
Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach/work in Welsh	Teaching Welsh as a subject only	Unknown	
185	65	575	435	-	1255

Welsh language ability of Support Staff in the Vale of Glamorgan

Total 2020/21 (All schools – Welsh and English medium)								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
680	380	75	40	30	90	10	-	1310

Total 2020/21 (Welsh medium schools only)								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
10	*	*	5	20	70	-	-	110

Source: School Workforce Annual Census (SWAC) calculations via Stats Wales

<https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/teachers-and-support-staff/school-workforce-annual-census/welsh-language/welshability-by-localauthority>

* = numbers greater than zero but less than five. Teacher numbers have been rounded to the nearest 5.

Statistical quality

The information collected for 2019 and 2020 has not undergone a formal final validation process. However, various stages of automated validation and sense-checking are built into the process to ensure a high quality of data to inform policy making.

Revisions information

August 2021 - An improved methodology for accounting for duplicate records was introduced which may have led to some small revisions to the breakdown of some staff characteristics in the headcount data for 2019.

September 2021 - An issue was identified which affected the 2020 school workforce census results release. This affects the data published on headcount, full-time equivalents and full-person equivalents (FPE) for teachers. As a result of this Welsh Government has reviewed the methodology for deriving headcounts at Wales and local authority level. The issue occurred where specific staff roles were omitted from the calculations.

The Council currently monitors the results of the SWAC and will increasingly use this data annually to inform and support workforce planning in Welsh medium education through the life of the Vale WESP. Local knowledge and information gathered from Improvement Partners (IPs) in the Central South Consortium (CSC), the Council's Human Resources and Governor Support Unit (GSU) will also be used to supplement census data.

The Welsh Government Stats Wales website hosting the SWAC data is currently labelled 'Experimental statistics' and the methodology is still being developed. Further work may also be required to improve the accuracy of data entered at source by Vale schools for the annual SWAC.

Early indications by Welsh Government suggest that Wales is heading in the right direction in terms of primary teachers, but that there needs to be a specific focus on increasing the number of secondary teachers who can teach Welsh or other 30 subjects through the medium of Welsh. The Welsh Language Standards Regulations introduced on 1st April 2016 helped incentivise the Council's drive to improve the Welsh linguistic skills of our workforce and thus improve the services we provide to our residents. The default position is that all posts in all areas of school life are advertised as 'Welsh language skills desirable' and a programme of training will continue to be promoted.

The Council will aim to scrutinise SWAC data annually:

- Identifying vacancies in the Vale of Glamorgan by type of school e.g. primary, secondary, special and identify any 'trends' in terms of vacant posts.
- Monitoring the number of teachers needed in the Vale of Glamorgan per school type (and subject if applicable) – based on the current situation and in order to respond to the Vale's WESP targets.
- Monitoring the number of Headteachers and Deputy Headteachers that are needed, based on the current situation, and in order to respond to the Vale's WESP targets.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Developing the workforce in the Vale of Glamorgan to support Welsh medium education is essential to contribute towards Welsh Government's vision of a million Welsh speakers by 2050, and also to meet our target of 24% Year 1 learners in Welsh medium education by 2031-32. Increasing the number of Welsh speakers will require collaborative and partnership working with local, regional and national stakeholders and agencies with the specific aim to expand, attract, recruit, train, develop and retain an effective workforce in childcare, early years, school and post 16 settings.

A WESP Workforce Planning Group formed as a subgroup of the Vale WESP Forum has been established with a particular focus on the childcare and early years sector to specifically consider how best to support forecasted increased Welsh medium childcare and early years provision in the Vale of Glamorgan. Relevant stakeholders such as Mudiad Meithrin, Menter Bro Morgannwg and RhAG are invited together with key relevant Council officers. Developing a workforce to support Welsh medium childcare and early years settings such as Ti a Fi and Cymraeg I Blant parent and toddler sessions, followed by Cylch Meithrin will be essential if the Vale of Glamorgan is to achieve its target of 24% Year 1 learners by 2031-32.

The Council will work collaboratively with Welsh Government, the Vale WESP Forum and the Central South Consortium (CSC) to achieve its target of 24% Year 1 learners by 2031-32. This will include considering supporting, promoting or developing the national workforce strategies promoted by Welsh Government:

- Iaith Athrawon Yfory incentive - targets secondary PGCE student teachers training to teach all subjects through the medium of Welsh or bilingually.
- Working with the Education Workforce Council (EWC) and Initial Teacher Education (ITE) providers to complement and support recruitment and the implementation of a digital media campaign marketing to specific groups of potential teachers, including Welsh-medium graduates.
- development of alternative routes into teaching via part-time and in-service routes.
- Pilot transition courses for teachers with qualified teacher status (QTS) who teach in the primary sector to receive additional training and support in order to switch and teach in the secondary sector.
- Working with Initial Teacher Education (ITE) partnerships to deliver accredited ITE Programmes. Programmes include a requirement to include a minimum of 25 hours Welsh language training.

- A programme of activities aimed at increasing the number of learners studying Welsh at A Level and promoting a pathway into teaching Welsh as a subject. In partnership with the Coleg Cymraeg Cenedlaethol,
- Distribute specific funding to the regional consortia from the Raising Standards in Schools budget to support the delivery of Welsh-medium learning and professional.
- Continue to improve practitioners' Welsh language skills through the Welsh language Sabbatical Scheme.

The Council will work with the Central South Consortium (CSC) and the National Academy of Educational Leadership to develop school leaders for Welsh medium schools in the Vale of Glamorgan. Improvement Partners (IPs) from the CSC will identify, encourage and support applications from appropriate candidates for relevant national leadership development programmes. These include the Aspiring Headteacher Programme (AHP), a one-year development programme for ambitious prospective school leaders with aspirations for headship. AHP is a pre-requisite for the National Professional Qualification for Headship (NPQH) qualification which is mandatory to be a Headteacher. The Council and the CSC will monitor the number of Welsh medium applicants on the national leadership programmes including destination reports for NPQH candidates.

The CSC will continue to work closely with Initial Teacher Education (ITE) partnerships to support student teachers and to ensure that Welsh medium schools are identified as lead, training or placement schools. The CSC will work with external partners to promote initiatives on routes into teaching and share any relevant information with schools. Professional learning and support to Newly Qualified Teachers (NQTs) will continue to be developed and delivered, particularly through the role of regional induction mentors.

The CSC will help teachers and learning support workers in Vale schools to improve their Welsh language skills and Welsh teaching skills by analysing the Language Framework data as a baseline for improvement required and provide Welsh Language Development professional learning at various levels. Effective and ongoing support is available for participants of the Welsh Sabbatical Programme on their return to school which includes termly update sessions to share best practice and to continue practitioner language development.

The CSC through the work of the Welsh in Education Officer (WiEO), will provide advice, support and guidance to schools on how to accurately reflect the Welsh language skills of teachers and school learning support workers when completing the School Workforce Annual Census (SWAC).

'*Gyda'n Gilydd*' has provided a programme of professional development for the secondary sector which has been well received. At secondary level, '*Gyda'n Gilydd*' provides support in developing non-specialist to teach another subject up to GCSE standard. Concerns are raised in some subjects including maths, science and English at secondary level. The CSC is constantly working with our stakeholders to support them.

Cardiff and Vale College deliver a post 16 Postgraduate Certificate in Education (PGCE) and a Foundation Degree in Childhood Education course. These together with learning and development programmes provide a focus on Welsh medium career opportunities.

Where do we expect to be at the end of our ten-year Plan?

Developing the workforce in the Vale of Glamorgan to support Welsh medium education is essential to contribute towards Welsh Government's vision of a million Welsh speakers by 2050, and also to meet our target of 24% Year 1 learners in Welsh medium education by 2031-32. Increasing the number of Welsh speakers will require collaborative and partnership working with local, regional and national stakeholders and agencies with the specific aim to expand, attract, recruit, train, develop and retain an effective workforce in childcare, early years, school and post 16 settings.

The Vale WESP Forum will have an important role supporting and challenging the Vale of Glamorgan Council to meet its target. However, it is recognised that the Council is unable to succeed without the time, effort and commitment from all stakeholders and agencies who all have a key role in contributing to Welsh Government's vision of a million speakers by 2050.

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How we will work with others to achieve our vision

The Vale Welsh in Education Strategic Plan (WESP) Forum is well established and the Forum acts as a critical friend to challenge and support the Vale of Glamorgan Council with the drafting of its Plan, its implementation and evaluation in line with the WESP (Wales) Regulations 2019.

The Vale of Glamorgan Council through the Vale WESP Forum has benefited from the opportunities to work in partnership with all stakeholders and the Council will make every effort to continue to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards the success of the Vale WESP 2022-32.

The Vale WESP Forum will meet regularly throughout the life of its WESP 2022-2032. Current stakeholders will be invited to attend and we welcome interest from any other relevant groups and organisations who can commit, contribute and help us take forward and develop Welsh medium education. Please contact Jeremy Morgan at jmorgan@valeofglamorgan.gov.uk to discuss if you feel you can contribute.

The groups and organisations represented on the Vale WESP Forum include:

- Welsh Government - Head of Welsh in Education Planning
- Vale of Glamorgan Council Senior and Education Officers/Managers (relevant to the WESP)
- Central South Consortium (CSC) – Senior Strategic Lead for Welsh Policy, Standards & Improvement
- Vale of Glamorgan Headteachers – English and Welsh medium School representation
- Cardiff and Vale College
- Mudiad Meithrin
- RhAG – Parents for Welsh medium Education
- Menter Bro Morgannwg
- Urdd Gobaith Cymru

Stakeholders have identified during the drafting of the Vale WESP 2022-2032 the requirement to establish a number of groups to support the work of the Vale WESP Forum.

A WESP Pupil Numbers Focus Group has already been established to work directly with Headteachers of Welsh medium schools to identify any reasons and measures or actions to help increase pupil numbers and retain pupils in their schools. The group will also support to try to ensure that pupils are not lost in transition between Key Stages and in particular between the Primary and Secondary phase.

A WESP Marketing and Promotion Group has also been established to develop a strategy to promote, encourage and support the choice of Welsh medium education in the Vale of Glamorgan. RhAG will help the Council as a result of its experience in this area working with other local authorities in South Wales.

A WESP Workforce Planning Group formed as a subgroup of the Vale WESP Forum has been established with a particular focus on the childcare and early years sector to specifically consider how best to support forecasted increased Welsh medium childcare and early years provision in the Vale of Glamorgan. Relevant stakeholders such as Mudiad Meithrin, Menter Bro Morgannwg and RhAG are invited together with key relevant Council officers.

During the life of the Vale WESP 2022-2032, it is expected further support groups and a number of Task and Finish Groups will be established when necessary. These will be determined and established via discussions at the regular Vale WESP Forum meetings.

The Vale of Glamorgan Council has a statutory duty to produce an Annual Progress Report (APR) by the 31 July each year of the life of the WESP 2022-2032 starting from 2023. The APR must outline the progress made to meet the targets in our WESP and the steps taken as a result of the statements in the Plan. The Vale WESP Forum will work together in partnership to review progress of the Vale WESP 2022-2032 and contribute to the APR.

The Vale of Glamorgan Council recognises the importance of partnership working and how essential it will be for the local authority to work with all key stakeholders involved in the WESP Forum if it is to meet its aim and objectives promoting and developing Welsh medium education in the Vale.

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