

Meeting of:	<b>Cabinet</b>
Date of Meeting:	<b>Monday, 14 March 2022</b>
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Vale of Glamorgan Council's Draft Welsh in Education Strategic Plan (WESP) 2022-32
Purpose of Report:	To ensure that Cabinet considers the outcome of the consultation exercise on the draft WESP and approves the final submission to Welsh Government.
Report Owner:	Deputy Leader and Cabinet Member for Education and Regeneration
Responsible Officer:	Paula Ham, Director of Learning and Skills
Elected Member and Officer Consultation:	Consultation is not applicable
Policy Framework:	This is a matter for Executive decision by Cabinet.

**Executive Summary:**

- Welsh Government's Welsh in Education Strategy places a duty on all local authorities in Wales to increase the proportion of all school year groups that receive their education through the medium of Welsh and places a particular emphasis on increasing the number of learners in Year 1 taught through the medium of Welsh.
- Aligned to this, the Council is required to prepare, consult on, and submit a Welsh in Education Strategic Plan (WESP). This plan must cover a ten-year period from 2022-2032 and must be presented to Welsh Ministers for approval no later than 31 January 2022.
- The Council has produced a [draft ten-year WESP](#) vision and strategy which was subject to consultation from Friday 15 October 2021 to Friday 10 December 2021.
- A key commitment within the plan is the draft proposal 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 draft target is challenging and in the middle of the target range we have been set by Welsh Government.
- Valuable feedback was received in the consultation period and a number of changes to the draft document have been made in order to strengthen the final version which was submitted to Welsh Government on 31<sup>st</sup> January in order to meet statutory deadlines. The final draft was submitted subject to approval or amendment by Cabinet.
- The targets set in the draft WESP are challenging and will require significant investment over the lifespan of the plan. The Council's WESP strategy will be a key component in developing our plans

for the Sustainable Communities for Learning Programme (previously named the 21<sup>st</sup> Century Schools programme).

## Recommendation

1. That Cabinet considers the report and approves the ten-year Plan submitted to Welsh Government on 31<sup>st</sup> January 2022. The Plan having been submitted on the basis that Cabinet approval had not been given due to the timescales involved and with the proviso that any amendments made by Cabinet would be submitted for consideration by Welsh Government.

## Reason for Recommendation

1. To meet Welsh Government's requirement for the Welsh in Education Strategic Plan which was submitted by the statutory deadline of 31<sup>st</sup> January to be approved by Cabinet retrospectively, subject to any amendments.

## 1. Background

- 1.1 The School Standards and Organisation (Wales) Act 2013 places a duty on all Local Authorities in Wales to consult on, produce and review plans that provide the strategic direction for the planning and delivery of Welsh medium and Welsh language education in their locality.
- 1.2 There have been significant changes in the Welsh medium education sector at local and national levels since the Council's first WESP and regulations regarding WESP's have been revised and updated. Additionally, Cymraeg 2050 – A million Welsh speakers introduces a long-term vision for a Wales where the Welsh language thrives.
- 1.3 Cymraeg 2050 aims to increase the number of Welsh speakers to 1 million by 2050 and ensuring that the percentage of the population that speak Welsh daily and can speak more than just a few words of Welsh, increases from 10% (in 2013–15) to 20% by 2050.
- 1.4 Cymraeg 2050 focuses on three themes:
  - Increasing the number of Welsh speakers.
  - Increasing the use of Welsh by creating favourable conditions.
  - Infrastructure and context.
- 1.5 Our statutory education system has a vital role to play in increasing the number of Welsh speakers. We must increase the number of school learners with the opportunity to develop Welsh language skills in school and the opportunity to use it in their everyday lives, significantly, to achieve these goals.
- 1.6 The [draft plan](#) presented for consultation was co-constructed via engagement with stakeholders via the WESP Forum and presented to Learning and Culture Scrutiny Committee in November 2021 where the draft Plan was endorsed (minute 541). 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 all age ranges reflected in the WESP from early years and childcare to Adult and Community learning.
- 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.

## **2. Key Issues for Consideration**

- 2.1** Welsh Government has recognised that for the plans of local authorities to be truly strategic and successful, a long-term approach is required. In order to ensure this, the long-term planning of Welsh in education through WESPs is moving from a five-year planning cycle to a 10 year cycle.
- 2.2** A ten-year cycle will allow for an agile approach to planning over a 10 year period. Annual action plans will be implemented and subject to annual reviews ensuring that the WESP maintains its focus on the actions required to meet its targets.
- 2.3** All local authorities are required to prepare a WESP based on ambitious strategic targets, calculated using the methodology developed by Welsh Government. The targets correspond with the education milestones of Cymraeg 2050.
- 2.4** The first ten-year Plan will commence on 1 September 2022 and expire on 31 August 2032. Each further Plan will commence on 1 September in the year during which the previous ten-year Plan will come to an end, i.e., 1 September 2032 to 31 August 2042 etc. The Plan must include a target outlining the expected increase in the number of Year 1 learners taught through the medium of Welsh in the local authority area during the lifespan of the Plan.
- 2.5** The Plan for increasing and improving the planning of the provision of Welsh-medium education in the Vale of Glamorgan proposes 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.
- 2.6** The challenging target of 24% is the midpoint of the range set by Welsh Government and recognises the need for a careful balance between being ambitious and being realistic. This is a target and not a constraint, therefore

where there is opportunity to exceed our targets between now and 2032, we will seize that opportunity. We do, however need to be pragmatic in our ability to deliver alongside our partners and acknowledge and mitigate against known challenges.

**2.7** Over the last ten years the WESP has been instrumental in ensuring that investment in Welsh medium education provision has taken place, informing the Council's School Investment Strategy and leading to:

- 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.

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

**2.9** The key target of increasing the number of Year 1 children taught through the medium of Welsh to 24% by 2031-32 must be supported by a statement setting out how we will achieve the expected increase in the number of Year 1 learners taught through the medium of Welsh during the lifespan of the plan. This is the overarching ten-year target for the 2022 - 2032 WESP. The draft statement for the Vale of Glamorgan Council can be found in "Our Vision" on page 3 of the [Vale of Glamorgan Council's draft Welsh in Education Strategic Plan \(WESP\) 2022-32](#).

**2.10** Welsh Government has presented Local authority target ranges. It is for the individual Council to set its own targets for Welsh medium year one learners within the parameters set by Welsh Government.

**2.11** To support the planning process, Councils are required to arrange Plans around the outcomes below. The outcomes reflect a learner's education journey and are consistent with the policy areas of **Cymraeg 2050** and **Education in Wales: Our National mission**.

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

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

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

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

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

**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

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

**2.13** Consultation on the draft WESP concluded on 15 December. 81 individual online responses and 6 individual email responses were received by the consultation closing date. The responses are summarised within this report and provided with more detail in the Consultation Report attached at Appendix A.

**2.14** Where appropriate, amendments were made to the final Draft which was submitted to Welsh Government on 31<sup>st</sup> January 2022. The following themes were identified in the consultation period:

#### **Issue 1**

**Many of the objectives in the plan are considerations and not concrete plans or set targets. Some of the actions seem rather ambiguous.**

#### **Council's response to the concerns raised**

We have strengthened the WESP to include various targets and agreed outcomes and these will be measured and reported on annually. In addition, the language used in the final WESP submission has been strengthened to affirm our intent to meet our ambitions in all aspects of our WESP.

The Council will set annual targets as part of the WESP annual action plan as this will allow us to aim as high as possible in implementing our strategy whilst reflecting on short, medium and longer term planning and project management.

#### **Issue 2**

**The Council should consider appointing a Welsh Language officer.**

#### **Council's response to the concerns raised**

The Council will recruit a Welsh Language officer with responsibilities for communication and co-ordination for the future development of the Welsh language within the authority this year. In addition, opportunities to recruit a specialist Welsh Language Education Officer to focus on key aspects of our ambitions for Welsh medium education are being pursued.

#### **Issue 3**

**The Council should consider the need for an additional Welsh-medium secondary school.**

#### **Council's response to the concerns raised**

We have increased Welsh medium secondary capacity to meet projected demand and will now take action to support creating additional demand. The Council has identified that based on the increasing demand stemming from new provision, identification of additional secondary provision is required and will be considered as part of ongoing school organisation planning. The Council will seek to identify a new site following an evaluation of the sufficiency of demand to

support the proposed school. It is considered this would need to form part of the Council's Replacement Local Development Plan which is currently in the initial stages of being produced.

#### **Issue 4**

**The Council should provide information to parents about the advantages and benefits of a Welsh-medium education and greater clarity regarding the opportunities to access full Welsh-medium education. The information also needs to identify the benefits of bilingualism and multilingualism in relation to academic success and future careers**

#### **Council's response to the concerns raised**

Opportunities to promote the benefits that bilingualism and multilingualism are identified and pursued. The Council regularly updates its ['your bilingual journey'](#) webpage and "[Being Bilingual](#)" booklet with useful information for parents but this audience needs to be wider, and we will look at ways to extend this as part of our annual action planning. The Council will continue to update the resources available and identify opportunities to distribute all relevant materials 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.

To ensure that all opportunities to promote bilingualism are explored, more proactive promotion initiatives will be implemented. 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.

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. As a Council we will listen to fully 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, promote bilingualism, and simplify the process for parents and carers.

#### **Issue 5**

**The Council should provide complete Welsh language provision in the context of the ALN service in the Vale of Glamorgan**

#### **Council's response to the concerns raised**

An ongoing review by 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. The initial review of provision will be concluded by the end of 2022.

#### **Issue 6**

**The Council should strengthen the numbers in the ALN workforce who can speak Welsh**

##### **Council's response to the concerns raised**

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.

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. It is acknowledged that this is challenging and plans to address this will form part of the annual action planning.

#### **Issue 7**

**The Council should map the current provision available to school-age children to use their Welsh language skills outside the classroom**

##### **Council's response to the concerns raised**

The Council will work with Central South Consortium to 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 will continue to promote the Welsh language in sport and other extracurricular activities. This will increase employee and young people's confidence to use their Welsh socially and to hear Welsh as a living language. Within 5 years, our ambition is 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. As in all aspects of this WESP, this will be monitored as part of our action planning and reporting.

#### **Issue 8**

**There is an element of geographical linguistic poverty within the Vale in that access to Welsh medium care and education is not readily accessible to the more rural Vale**

##### **Council's response to the concerns raised**

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 priority as part of the development of the Council's Strategic Outline Programme for future tranches of the Sustainable Communities for Learning Programme. The key driver in the planning of additional Welsh medium places is to ensure that wherever possible, parents have an opportunity to access Welsh medium education close to home. It is acknowledged that this is currently challenging for families residing in some areas of the rural Vale. Opportunities to develop accessible and sustainable Welsh medium childcare settings and schools in these areas will be explored in the early part of this WESP cycle

#### **Issue 9**

**We note the importance of the County consulting on their Welsh Language Strategy between 2021-2026. We would encourage a close and ongoing relationship between the two Plans in their formulation, implementation and monitoring. Clear cross-referencing between this Scheme and the Vale of Glamorgan Council's Five Year Language Strategy is crucial.**

#### **Council's response to the concerns raised**

The WESP is closely aligned to the Council's draft Welsh Language Promotion Strategy 2022-2027 and neither strategy can exist in isolation. They form part of the wider policy framework of the Council and Welsh Government. As the WESP dovetails with the Council's draft Welsh Language Promotion Strategy, to avoid duplication, the actions relating to Welsh-medium education that are in the Council's draft Welsh in Education Strategic Plan will also be considered as being part of section 1 of the Promotion Strategy's Action Plan.

In order to ensure that both key strategies are successful, the Council is intending to recruit a Welsh Language officer with responsibilities for communication and co-ordination for the future development of the Welsh language within the authority. In addition, we are progressing the recruitment of a specialist education officer to focus on key aspects of our ambitions for Welsh medium education.

#### **Issue 10**

**The scheme's targets are much less ambitious once the additional places created by the move of Ysgol Sant Baruc are excluded. The target of 24% is not ambitious enough.**

#### **Council's response to the concerns raised**

The challenging target of 24% is the midpoint of the range set by Welsh Government and recognises the need for a careful balance between being ambitious and being realistic. This is a target and not a constraint, therefore where there is opportunity to exceed our targets between now and 2032, we will seize that opportunity. We do, however need to be pragmatic in our ability to deliver alongside our partners and acknowledge and mitigate against known challenges.

A new 2-form entry primary school building is currently in the early stage of construction 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 school will not be completed until 2023 and it is appropriate that these places, which have not yet been created are included in our projections.

#### **Issue 11**

**The Council should state that they will ensure that Welsh-medium education is conveniently situated for all children living in the County.**

#### **Council's response to the concerns raised.**

Please also refer to the response to Issue 8.

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 (SOP) for future tranches of the Sustainable Communities for Learning Programme to further increase the number of Welsh medium primary places available across the Vale of Glamorgan.

#### **Issue 12**

**Staff training is an important factor but there are no measurable targets for this priority and suggestions here rather than robust plans.**

#### **Council's response to the concerns raised**

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 region to access a very wide range of training opportunities covering all aspects of ALN.

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 achieve:

20% increase in primary school staff who can teach in Welsh by 2031

40% increase in secondary staff who can teach in Welsh by 2031.

#### **Issues 13**

**We urge the Local Authority to map the English and Welsh settings and identify settings that are suitable to become Welsh medium Cylchoedd Meithrin.**

#### **Council's response to the concerns raised**

The Council works closely with Mudiad Meithrin to identify areas for growth. The Council will:

- Ensure ongoing dialog between the Early Years and Childcare Team and Mudiad Meithrin continues to be a high priority.
- Promote discussions within different forums including the Early Years Development & Childcare Partnership, individual meetings and during WESP meetings.
- The Vale of Glamorgan Council will collaborate with Mudiad Meithrin as part of its Childcare Sufficiency Assessment and facilitate progress with the development of Welsh medium pre-school childcare within the Vale, providing options for future opportunities and planning. Feedback will assist with informing the Action Plan.
- Ensure that the benefits of bilingualism and multilingualism in relation to academic success and future careers are highlighted to parents of pre-nursery age children. The importance of providing relevant information that enables parents to make considered decisions about the options available to them when considering Welsh-medium education for their children at different access points within their area is recognised and will be a clear action of this WESP cycle.
- Map the English and Welsh settings and identify settings that are suitable to become Welsh medium Cylchoedd Meithrin.

#### **Issue 14**

#### **Will the Local Authority consider free transport beyond those specified in the Learner Travel (Wales) Measure 2008?**

#### **Council's response to the concerns raised**

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.

#### **Issue 15**

**Proposed investment in Welsh-medium primary education in Cowbridge is alluded to in the Plan but the details are scarce and the plans ambiguous. Measurable and similar plans in the Penarth area would further strengthen the authority's proposed plans.**

#### **Council's response to the concerns raised**

Provision of a Welsh medium primary school within the Cowbridge area was anticipated to come forward after 2024 in line with the next funding regime for Sustainable Communities for Learning from Welsh Government in 2026/27. However, Welsh Government have released the second tranche of the Welsh

Medium Capital Grant consisting of £30 million for the whole of Wales. This presents an opportunity to allow the Council to deliver this scheme earlier than previously anticipated. The Council is reviewing potential options which would allow the scheme to be delivered by September 2024.

Any future proposals in relation to Welsh Medium education will consider additional provision aimed at increasing Welsh speaking for all age groups, such as integrated space with Adult and Community Learning including consideration of a Welsh-focused resource base.

As part of the Council's Strategic Outline Programme, specific exploration of the feasibility of further Welsh medium provision in Penarth will also be completed. A site in Cosmeston in Penarth has been identified for a potential primary school, subject to housing development and statutory consultation. The timescales for the site development are determined by Welsh Government but that we anticipate a school would be delivered in the first 5 years of the plan.

#### **Issue 16**

**It would be good if the authority supported the creation of a Welsh-medium immersion centre as part of the development**

#### **Council's response to the concerns raised**

The Vale of Glamorgan has previously accessed Immersion places from Cardiff Council which was effective but no longer meets demand. As a response to increased and planned creation of demand, and following a successful bid to Welsh Government, we have established our own Immersion class at Ysgol Gwaun Y Nant in Barry. The Unit is accepting up to 12 primary aged pupils from February 2022 and it is intended that this exciting development will grow to accommodate demand at both Primary and Secondary level over the course of this WESP.

Additionally, the facilitation of an immersion unit will be considered as part of the delivery of future Welsh medium schools. Currently an immersion unit is being considered as part of the project for a Welsh Medium School in Cowbridge. This would be a self-contained unit within the proposed school which would provide Welsh medium immersion placements, as well as offering Welsh lessons for adults. The delivery of this aspect of the proposal would be subject to the relevant consultation and available funding.

#### **Issue 17**

**There is reference to reviewing the capacity of current WM schools, to identify those schools that have less than 10% capacity. But the Plan does not go into any further detail on this.**

#### **Council's response to the concerns raised**

The Council undertakes annual reviews of school capacity to ensure a balance between the demand and supply of school places. The Welsh Government recommends that authorities should aim to retain no more than 10% surplus places overall across primary and secondary schools. Some margin of capacity is desirable in individual schools to allow parents to exercise a preference, account

for volatility in preferences from one year to the next, and to allow for differences in the size of individual cohorts. An annual review will identify areas of concern that will inform decisions on future school place planning.

#### **Issue 18**

**The was some concern that funding additional Welsh medium places would be to the detriment of English medium or basic foundation education when budgets are already stretched. Welsh medium schools appear to have higher budgets than English medium ones.**

#### **Council's response to the concerns raised**

The Mainstream schools funding formula is driven largely by pupil numbers and Age Weighted Pupil Units. The Age Weighted Pupil unit (referred to as AWPU) is an amount of funding that each school receives per pupil. The AWPU values are the same for both Welsh Medium and English medium schools and therefore both English and Welsh medium schools are funded equally in terms of funding per pupil.

In addition to the pupil led funding, schools receive additional allocations based on many factors including the size of the school, however both Welsh medium and English medium schools are funded equally in such areas. The only difference between the funding of Welsh and English medium schools in the Vale of Glamorgan Council is a translation allowance allocated to each Welsh medium school.

#### **Issue 19**

**There are limited job opportunities in Welsh.**

#### **Council's response to the concerns raised**

Welsh speakers have a significant advantage when looking for employment in Wales. Speaking Welsh provides a wider choice of job opportunities. Jobs advertised in Wales often ask for Welsh as essential or desirable. Having Welsh language skills when the other candidates don't is a significant advantage. All public sector organisations in Wales have to provide Welsh language services so this makes Welsh-speaking employees an asset to companies. Further information on this can be found at [Careers Wales](#).

#### **Issue 20**

**It's difficult to support Welsh learning if you do not speak Welsh at home**

#### **Council's response to the concerns raised**

Our Welsh medium primary schools have a number of resources and a wealth of advice for parents in order to support their child with home learning. Parents not speaking Welsh should not be a barrier to accessing Welsh medium education for their child. Opportunities for adults to learn Welsh are also readily available and families have reported enjoying learning Welsh together.

Parents and carers can access information and support from a variety of sources. Information is available on the "[your bilingual journey](#)" web page and our '[Being Bilingual](#)' booklet.

### **Issue 21**

**Some respondents felt that we don't need to use the Welsh language on a day-to-day basis.**

#### **Council's response to the concerns raised**

Welsh government's strategy, Cymraeg 2050 introduces a long-term vision for a Wales where the Welsh language thrives. The strategy aims to increase:

- the number of Welsh speakers to 1 million by 2050 and,
- ensuring that the percentage of the population that speak Welsh daily and can speak more than just a few words of Welsh, increase from 10 per cent (in 2013–15) to 20 per cent by 2050.
- The strategy focuses on three themes:
  - increasing the number of Welsh speakers
  - increasing the use of Welsh
  - creating favourable conditions – infrastructure and context

Our statutory education system has a vital role to play in increasing the number of Welsh speakers. We must increase the number of school learners who have the opportunity to develop Welsh-language skills in school and the opportunity to use it in their everyday lives, significantly, to achieve our goals.

### **Issue 22**

**Some respondents were concerned that this would reduce their options, by increasing school and nursery requirements to teach this, parents will be left with no choice, even if they feel strongly that they do not wish their child to be taught in Welsh.**

#### **Council's response to the concerns raised**

The Council will ensure that sufficient school places are available in future to meet the demand for parent's schooling preferences in the Vale of Glamorgan as well as creating additional places to stimulate increased demand for Welsh medium education. Options will continue to be available for parents for Denominational, English, and Welsh medium education settings with the potential for more Welsh medium schools to be available in the future. If a parent does not wish for their child to be educated in the Welsh language, existing options at Denominational and English medium settings will still be available. Choice for schooling preferences will not be limited through the development of Welsh medium and Welsh language education as set out in the Councils Welsh in Education Strategic Plan (WESP).

### **Issue 23**

**Limited resources should not be prioritised to promote a political agenda.**

### **Council's response to the concerns raised**

Teaching and learning Welsh is recognised and valued as an integral component of Wales' education system from the early years through to post-compulsory provision. Welsh was included in the national curriculum following the Education Reform Act 1988 and became a compulsory subject for all learners in Wales in Key Stages 1, 2 and 3 in 1990.

Please also refer to issue 21 above.

### **Issue 24**

**A reflection of what the Council could have done better during the previous WESP plan current challenges isn't acknowledged nor the lessons to be learnt from the previous WESP.**

### **Council's response to the concerns raised**

This WESP builds upon previous statutory duties and Council policies and the success and lessons learned from previous WESP cycles. Current challenges are a clear focus for our action planning, and issues such as recruitment, Additional Learning Needs and the identified trend of pupils transferring to English medium Secondary Schools after leaving Ysgol Pen-y-Garth and Ysgol Iolo Morgannwg are key actions at the commencement of this WESP cycle. The reduction in local demand for Welsh medium in Penarth will also be a key focus for our attention. Clear targets are identified within our WESP and will be further developed as part of the annual action planning and target setting.

### **Issue 25**

**More needs to be done to fill the existing WM places in the Vale before creating new ones.**

### **Council's response to the concerns raised**

It is acknowledged that where there is surplus capacity, specifically Ysgol Gwaun Y Nant and Ysgol Pen Y Garth, understanding and addressing the reasons for this is a key priority.

Information is available via a variety of sources including the Family Information Service (FIS) and Dewi 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.

The Central South Consortium (CSC) have also produced several helpful documents. Links are available in the full Consultation report.

To ensure that all opportunities to promote bilingualism are explored, more proactive promotion initiatives will be implemented. 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 to access, attractive, 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. All progress against actions will be included in the annual action reporting tracker which will be subject to scrutiny at a Chief Officer level.

#### **Issue 26**

**There is a need to attract more families and staff from underrepresented groups such as people from more deprived backgrounds or BAME/Mixed Race families and Refugee Families.**

#### **Council's response to the concerns raised**

A specific approach for both English as an additional language (EAL) and Refugee Families underpinned by policy will be explored 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 will also be considered to support these learners.

It is acknowledged that on a national and local level there is a need to focus on ways to ensure successful recruitment of suitably qualified staff. The Council will explore ways of attracting more underrepresented groups such as men into primary school teaching and people from BAME backgrounds into the Welsh Medium Primary and Secondary sectors. Data on ethnicity and other protected characteristics is held at a school level and would be used anonymously to support actions undertaken by the WESP Workforce Planning Group in achieving these outcomes.

#### **Issue 27**

**The transfer data from the county's Welsh-medium primary schools to Ysgol Bro Morgannwg is positive. However, the authority recognises that there has been a decline in the number of pupils transitioning to Welsh-medium secondary provision from two specified areas, Cowbridge and Penarth. The reasons for this are not stated.**

#### **Council's response to the concerns raised**

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. For September 2021, 9 pupils transitioned to Cowbridge School from Ysgol Iolo Morgannwg and 5 pupils transferred from Ysgol Pen Y Garth to English medium secondary schools in Penarth. This is a marginal increase on previous years.

A recent survey of the relatively low number of parents choosing to transition from Welsh medium primary to English medium secondary schools in Cowbridge and Penarth indicated that a key issue was a wish for their child to attend the

local comprehensive schools that they could walk to, rather than receive transport to Barry. Concerns with supporting home learning during the pandemic were also cited. This has highlighted a requirement to support families at an earlier stage in the application process with understanding the benefits to their child of continuing in Welsh medium provision.

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. This will be reported regularly as part of the WESP performance/ actions reporting.

### **Issue 28**

**Setting out how English-medium schools will continue to develop the Welsh language skills of pupils transitioning from Welsh-medium primary provision would strengthen the scheme.**

#### **Council's response to the concerns raised**

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 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.

Within 5 years:

- 100% of our schools will have achieved Gwobr efydd / bronze award.
- 50% of our schools will have achieved Gwobr arian / silver award.
- 20% of our schools will have achieved Gwobr aur / gold award.

### **Issue 29**

**It would be useful to have more information about the intention to look at the level of early intervention and support that younger Year 2-3 pupils and their families receive when considering moving from Welsh-medium primary schools.**

#### **Council's response to the concerns raised**

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 newly established Immersion unit in Barry will provide key support and intervention to schools, pupils and families as its focus will not only be on late entry immersion but also supporting pupils who are struggling with language skills.

**Issue 30**

**Identifying plans to support the development of Welsh as a second language as well as teaching some subjects through the medium of Welsh in the schools that are predominantly English-speaking would strengthen the scheme.**

**Council’s response to the concerns raised**

Please see response to issue 28.

**Issue 31**

**Outcome 4 needs to include more detailed data and analysis of numbers and percentages assessed in Welsh and through the medium of Welsh.**

**Council’s response to the concerns raised**

It is acknowledged that data in this area would be helpful. The following information has been included in our final WESP.

**Learner Information Academic year 2021/22\***

The number of learners studying GCSE Welsh First Language and Welsh Second Language	Welsh 2nd Language = 1210 Welsh 1st Language = 157
The numbers sitting Welsh-medium qualifications at Key Stage 4.	157 at Ysgol Gymraeg Bro Morgannwg 1364 Welsh GCSE at English medium schools Total = 1521
The numbers transferring to Welsh-medium sixth form provision in schools.	Numbers on Roll NCY 12 = 89 NCY 13 = 90

\*Source KS4 & KS5 Data uploaded by schools to Dewi December 2021.

By year 5 of the WESP we will increase the number of learners studying GCSE Welsh First Language to 100% of year 11 learners in our Welsh medium school and 80% of year 11 learners in English medium schools (studying Welsh Second Language).

### **Issue 32**

**To ensure wider contexts, the scheme would benefit from discussing methods of improving the language proficiency of workers within the Youth Support Service to be able to promote the informal use of Welsh.**

#### **Council's response to the concerns raised**

Youth workers within the Youth Service have undertaken incidental Welsh training previously and the service will extend these CPD opportunities to all members of the service to enhance skills and confidence within the Youth Service around the use of Welsh with young people. 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.

### **Issue 33**

**Information on early years services need to be included.**

#### **Council's response to the concerns raised**

The route to support parents and carers concerns around early years services is via the Early Years Development & Childcare Partnership (EYDCP). Liaison with partner 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' concerns. Menter Bro Morgannwg's staff, for example can 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 to promote bilingualism.

### **2.15 A summary of comments received in favour of the Vale of Glamorgan Council's draft Welsh in Education Strategic Plan(WESP) 2022-32**

- A number of respondents welcomed the opportunity for more children to access Welsh medium education.
- Some respondents expressed a view that more should be done to teach children Welsh from a very early age. Funding for more Welsh language baby groups / nurseries would allow children to get used to hearing Welsh before starting school.
- A respondent commented that all nursery children should ideally receive their education in Welsh in Wales.
- Some respondents expressed a view that the more children who speak Welsh and are comfortable using the language every day, the more the language will flourish. Generation after generation will benefit and the language will grow stronger.

- Some respondents felt that more funding should be given to Welsh medium schools to employ first language classroom support assistants who can aid with interventions for Welsh speakers/ learners.
- A respondent commented that it would be helpful if parents were given information about the opportunities to learn Welsh when they choose a Welsh school for their child.
- Some respondents commented that there is a need for more Welsh medium schools (Primary & Secondary).
- Too many ALN Children are lost to English medium education because of a lack of provision. This WESP will support these pupils to remain in Welsh medium education.
- This WESP creates a strategic plan which will support outside agencies to work with schools to promote Welsh in community events.
- Generally, a number of respondents felt that this strategic plan reflects the County Council's positive vision for the Welsh language in education. They welcomed the actions included and achieving the objectives and targets of this plan will be a significant step in the context of the area's contribution to the national vision of an increasingly bilingual Wales.

### **3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?**

- 3.1** The Well-being of Future Generations Act 2015 ("the 2015 Act") requires the Council to think about the long-term impact of their decisions, to work better with people, communities and each other and to prevent persistent problems such as poverty, health inequalities and climate change.
- 3.2** The 2015 Act requires public bodies across Wales named in the Act to work towards achieving seven well-being goals, including 'A Wales of Vibrant Culture and Thriving Welsh Language'. We have a duty to promote and facilitate the use of the Welsh language and to work towards the achievement of the well-being goals.
- 3.3** The Council has committed as part of the Corporate Plan 2020-2025 to achieving a vision of 'Working Together for a Brighter Future'. This plan is reflective of the Welsh Government's Well-being of Future Generations Act and is comprised of four Well-being objectives to deliver this vision:
- 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
- 3.4** The WESP supports Objective 1 and 2 by:

- promoting the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050.
  - Ensuring there is appropriate access to quality early years, nursery and education provision enabling people to achieve their best possible outcomes whatever their age.
  - Working with education, training providers, businesses and other agencies to provide a range of advice, support & training opportunities which improve people's skills and readiness for work.
- 3.5** To make sure we are all working towards the same purpose, the 2015 Act puts in place seven well-being goals on the Council. The 2015 Act makes it clear the listed public bodies must work to achieve all of the goals, not just one or two, these being:
- A prosperous Wales
  - A resilient Wales
  - A healthier Wales
  - A more equal Wales
  - A Wales of cohesive communities
  - A Wales of vibrant culture and Welsh Language
  - A globally responsible Wales
- 3.6** These proposals contribute to achieving the wellbeing goals by ensuring that the Council fulfils its responsibilities to increase the number of Welsh medium learners and in doing so play its part in ensuring the success of *Cymraeg 2050: A million Welsh speakers*.
- 3.7** Welsh Governments Welsh language strategy *Cymraeg 2050: A million Welsh speakers* was published in August 2017. Welsh Governments ambition for reaching a million Welsh speakers by 2050 and to continue to encourage more people to use and speak Welsh in their everyday lives is incorporated in the aims and values of the Future Generations (Wales) Act 2015 and also Prosperity for all: the national strategy.

## **4. Resources and Legal Considerations**

### **Financial**

- 4.1** The WESP planning and consultation process has been delivered within existing resources. Proposals for future development will be subject to consultation and Cabinet approval where necessary.

### **Employment**

- 4.2** None.

## **Legal (Including Equalities)**

**4.3** Section 84 of *The School Standards and Organisation (Wales) Act 2013* (“the 2013 Act”) requires a local authority to prepare a Welsh in Education Strategic Plan (“the Plan”) and outlines that a Plan must contain:

- A local authority’s proposals on how it will carry out its education functions to:
  - Improve the planning of the provision of education through the medium of Welsh (“Welsh-medium education”) in its area.
  - Improve the standards of Welsh-medium education and of the teaching of Welsh in its area.
- The local authority’s targets for improving the planning of the provision of Welsh-medium education in its area and for improving the standards of that education and of the teaching of Welsh in its area.

**4.4** Section 87 of the 2013 Act gives Welsh Ministers powers to make regulations which will make further provisions on matters such as the form and content of a Plan, its timing and duration, keeping the Plan under review, consultation and submission of the Plan for approval to the Welsh Ministers and its publication. Regulations may also make provision enabling a joint Plan by two or more local authorities.

**4.5** The *Welsh in Education Strategic Plans (Wales) Regulations 2019*, were laid on 5 December 2019 and came into force on 1 January 2020.

**4.6** *The 2019 Regulations* were the first regulations made under the section 87 powers. The *Welsh in Education Strategic Plans (Wales) Regulations 2019* (“The 2019 Regulations”) replace those regulations and make provision for a local authority to prepare a ten-year Plan, the first to have effect from 1 September 2022, subject to the Welsh Ministers’ approval. They also make provision for the following matters:

- the form and content of a Plan (regulation 3);
- the duration of the Plan (regulation 4);
- the date by which the Plan must be submitted to the Welsh Ministers for approval (regulation 5);
- the approval of a Plan (regulation 6);
- timescales for submitting a review report (regulation 7);
- arrangements for revising a Plan (regulation 8);
- the persons and bodies that a local authority must consult on the draft Plan (regulation 9);
- the date by which the Plan must be published (regulation 10);
- the manner of publication of a Plan (regulation 11);

- the revocation, with savings, of the Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013 (regulation 12);
  - report on the progress made to meet the targets contained in the previous Plan or previous revised Plan.
- 4.7** Section 84 also sets out with whom a local authority is required to consult in preparing or revising its Plan and provides the Welsh Ministers with a power to prescribe other persons with which the local authority must consult. Section 85 of the 2013 Act requires each local authority to submit its Plan to Welsh Ministers for approval.

## **5. Background Papers**

None.

DIRECTORATE OF LEARNING AND SKILLS  
**Consultation Response  
Report**

**Consultation on the Vale of Glamorgan  
Council's draft Welsh in Education  
Strategic Plan (WESP) 2022-32**



This document can be made available in other formats and languages as needed.  
Please contact us on 01446 700111 to arrange this.

<b>Contents</b>	<b>Page</b>
Background	<b>3</b>
Outline of consultation process	<b>4</b>
Consultation responses	<b>9</b>
Conclusion	<b>16</b>
Annex A: A summary of key issues raised by statutory consultees and the Council's response to those issues	<b>17</b>
Annex B: A summary of the comments received in favour of the proposal	<b>39</b>
Annex C: Consultation response from Estyn	<b>40</b>
Annex D: Consultation response from the Welsh Language Commissioner	<b>41</b>
Annex E: Consultation response from Mudiad Meithrin	<b>42</b>
Annex F: Consultation response from RhAG – Parents for Welsh medium Education	<b>43</b>
Annex G: Consultation response from Ysgol Sant Baruc	<b>44</b>
Annex H: Consultation response from Mr Huw Gapper	<b>45</b>
Annex I: Minutes of the Learning and Culture Scrutiny Committee	<b>46</b>

## Background

This report presents the feedback received during the consultation, undertaken from Friday 15 October 2021 to Friday 10 December 2021 in response to the Vale of Glamorgan Council's draft Welsh in Education Strategic Plan (WESP) 2022-32.

The School Standards and Organisation (Wales) Act 2013 places a duty on all Local Authorities in Wales to consult on, produce and review plans that provide the strategic direction for the planning and delivery of Welsh medium and Welsh language education in their locality.

There have been significant changes in the Welsh medium education sector at local and national levels since the Council's first WESP and regulations regarding WESP's have been revised and updated. Additionally, *Cymraeg 2050 – A million Welsh speakers* introduces a long-term vision for a Wales where the Welsh language thrives. The strategy aims to increase:

- the number of Welsh speakers to 1 million by 2050 and,
- ensuring that the percentage of the population that speak Welsh daily, and can speak more than just a few words of Welsh, increase from 10% (in 2013–15) to 20% by 2050.

The strategy focuses on three themes:

- increasing the number of Welsh speakers
- increasing the use of Welsh
- creating favourable conditions – infrastructure and context

Our statutory education system has a vital role to play in increasing the number of Welsh speakers. We must increase the number of school learners who have the opportunity to develop Welsh language skills in school and the opportunity to use it in their everyday lives, significantly, to achieve these goals.

Welsh Government strategy places a duty on all local authorities in Wales to increase the proportion of all school year groups that receive their education through the medium of Welsh and places a particular emphasis on increasing the number of learners in Year 1 taught through the medium of Welsh.

The WESP has seven outcomes. The outcomes set by Welsh Government, are:

- Outcome 1: More nursery children/ three-year olds receive their education through the medium of Welsh
- Outcome 2: More reception class children/ five-year olds receive their education through the medium of Welsh
- Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

- Outcome 5: More opportunities for learners to use Welsh in different contexts in school
- 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
- Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

### **Related documents**

- [Prosperity for All: the national strategy \(2017\)](#)
- [Taking Wales Forward 2016-2021 \(2016\)](#)
- [Cymraeg 2050: A million Welsh speakers \(2017\)](#)
- [Education in Wales: Our national mission, Action plan 2017–21 \(2017\);](#)
- [Education in Wales: Our national mission, Update October 2020 \(2020\)](#)
- [Welsh in education: Action plan 2017–21 \(2017\)](#)
- [Improving the Planning of Welsh-Medium Education – Recommendations of the Welsh in Education Strategic Advisory Board \(2019\)](#)
- [The Independent Review Report to re-define schools according to their Welsh-medium education provision \(2020\)](#)

This report outlines the consultation process, provides an overview of responses to the consultation, and offers further details of the key issues and favourable comments raised by stakeholders.

## **Outline of the consultation process**

The consultation processes followed Welsh Government guidelines, in compliance with the Schools Standards and Organisation (Wales) Act 2013 and in line with the School Organisation Code 2018. The consultation processes gave prescribed consultees the opportunity to learn about the proposal and for the Council to hear the views of all those with an interest so that they can be considered before any decisions are made.

### **Publication of the consultation**

The Vale of Glamorgan Council's draft Welsh in Education Strategic Plan (WESP) 2022-32 was formally published on Friday 15 October 2021. Consultees were invited to review the Council's draft WESP and complete a formal consultation response form online on the Council's School Consultations webpage via its website at:

<https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Welsh-in-Education-Strategic-Plan-WESP-2022-32.aspx>

Consultees were informed they could also request a hardcopy of the Council's draft WESP, and the formal consultation response form could also be requested and completed hardcopy or and electronically in a Microsoft word document.

## Consultation stakeholder engagement

Engagement on the consultation was undertaken with prescribed consultees as contained within Welsh Government's Guidance on Welsh in Education Strategic Plans.

The following groups were consulted:

List of groups consulted as part of the consultation process
a. neighbouring local authorities;
b. heads of all schools maintained by the authority;
c. the governing bodies of all schools maintained by the authority;
d. all further education sector institutions within the area;
e. in respect of any foundation school or voluntary school in the area – – the person responsible for appointing governors – if the school has a religious character, the relevant religious body
f. The Welsh Language Commissioner (within the meaning of section 2 of the <i>Welsh Language (Wales) Measure 2011</i> );
g. The Early Years Development and Childcare Partnership (within the meaning of "Early years development and Childcare Partnership" in section 119 of the Act 1998);
h. Her Majesty's Chief Inspector of Education and Training in Wales;
i. providers of initial schoolteacher training;
j. such organisations providing services to children and young people as the local authority considers appropriate; and
k. such other persons or bodies as appear to the local authority to be appropriate.

Only responses to the consultation given in writing (either via post, email, or the online survey) have been included in formal responses submitted to the Council's Cabinet.

## Consultation meetings

The Council has established a Vale Welsh in Education Strategic Plan (WESP) Forum which 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 during the drafting of its WESP 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 meets regularly and will continue throughout the life of its WESP 2022-2032. Current stakeholders are invited to attend, and we welcome interest from any other relevant groups and organisations who can commit, contribute and help the Council take forward and develop Welsh medium education.

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 (CAVC)
- 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 several groups to support the work of the Vale WESP Forum.

A WESP Pupil Numbers Focus Group has 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.

The Council additionally scheduled individual meetings with key WESP stakeholders for feedback on its draft WESP. This allowed stakeholders to raise key issues and give feedback on areas that were strong or needed strengthening.

### **Consultation Questions**

Consultees were asked for their opinion on the following questions:

1. We have a ten-year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh to 24%. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this

Please provide any comments regarding our proposed actions to meet the overarching target:

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

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 1.

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

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 2.

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

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 3.

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

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 4.

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

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 5.

**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**

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 6.

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

1. Please indicate which of the following statements best reflects your views on our proposed actions.
  - I support this
  - I do not feel strongly one way or the other
  - I do not support this
2. Please add any comments you have on any aspect of our proposals in relation to Outcome 2.

Please note any further general comments

## Consultation responses

The consultation responses received in writing between Friday 15 October 2021 to Friday 10 December 2021 are outlined below.

### Summary of responses

81 individual online responses and 6 individual email responses were received by the consultation closing date. The breakdown of responses to each proposal are detailed in the tables and charts below.

It has been noted that not all consultees provided a response to each of the questions and that some forms were not fully completed. In these cases, we have accepted the responses to the questions that they have chosen to answer.

Respondents were asked to indicate their role in relation to the proposal and were able to tick more than one option.

### Responses in detail

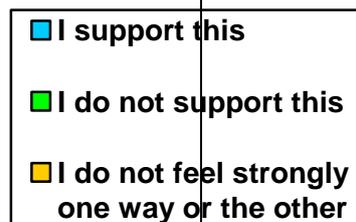
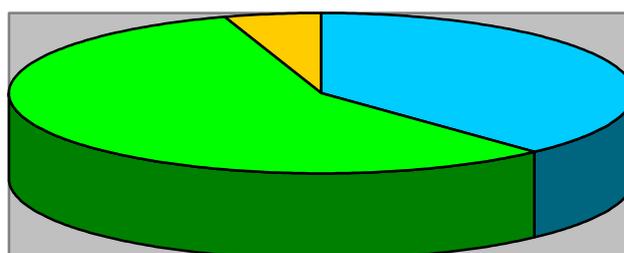
Annex	Description
<b>Annex A</b>	A summary of key issues raised by statutory consultees and the Council's response to those issues
<b>Annex B</b>	A summary of the comments received in favour of the proposal
<b>Annex C</b>	Consultation response from Estyn
<b>Annex D</b>	Consultation response from the Welsh Language Commissioner
<b>Annex E</b>	Consultation response from Mudiad Meithrin
<b>Annex F</b>	Consultation response from RhAG – Parents for Welsh medium Education
<b>Annex G</b>	Consultation response from Ysgol Sant Baruc
<b>Annex H</b>	Consultation response from Mr Huw Gapper
<b>Annex I</b>	Minutes from the 11 November 2021 Learning & Culture Scrutiny Committee meeting

**Consultation responses to:**

**We have a ten-year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh to 24%. Please indicate which of the following statements best reflects your views on our proposed actions.**

The table below shows that there were 79 responses to this question. 45 (57%) responses did not support the ten-year target to increase the number of Year 1 children who are taught through the medium of Welsh to 24%. 30 (38%) of responses supported the target while 4 (5%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
79	30	38%	45	57%	4	5%

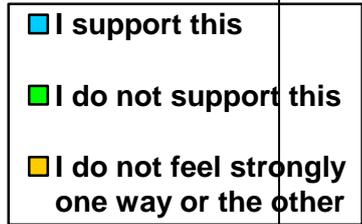
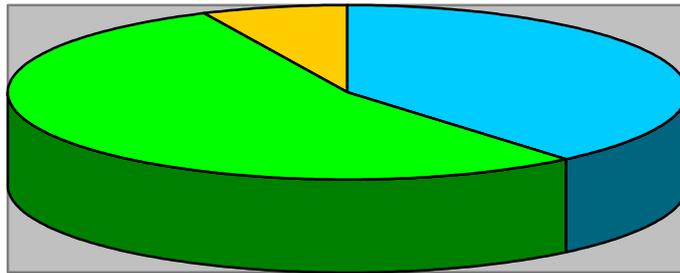


**Consultation responses to:**

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

The table below shows that there were 80 responses to this question. 43 (54%) responses did not support the statement for more nursery children/ three-year olds to receive their education through the medium of Welsh. 31 (39%) of responses supported the statement while 4 (5%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
80	31	39%	43	54%	4	7%

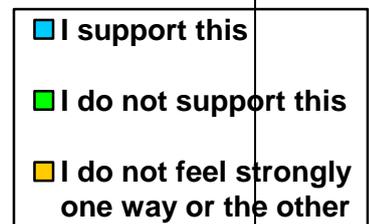
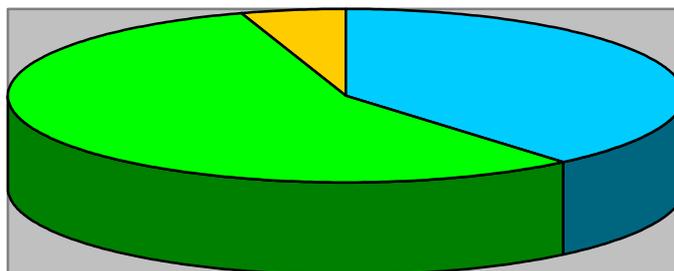


**Consultation responses to:**

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

The table below shows that there were 79 responses to this question. 44 (56%) responses did not support the statement for more reception class children/ five-year olds to receive their education through the medium of Welsh. 31 (39%) of responses supported the statement while 4 (5%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
79	31	39%	44	56%	4	5%

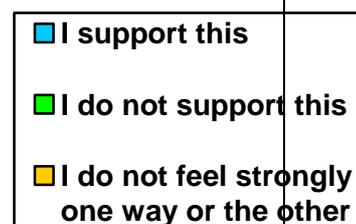
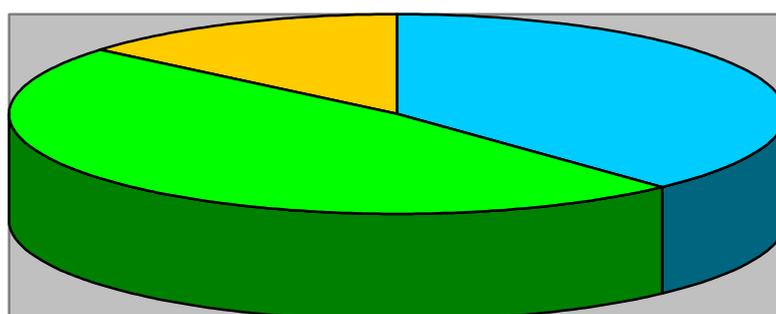


**Consultation responses to:**

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

The table below shows that there were 79 responses to this question. 38 (48%) responses did not support the statement for more children to continue to improve their Welsh language skills when transferring from one stage of their statutory education to another. 30 (38%) of responses supported the statement while 11 (14%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
79	30	38%	38	48%	11	14%

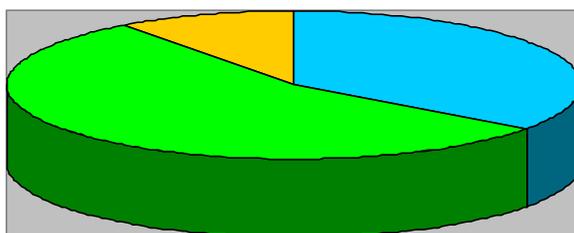


**Consultation responses to:**

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

The table below shows that there were 80 responses to this question. 44 (55%) responses did not support the statement for more learners to study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh. 28 (35%) of responses supported the statement while 8 (10%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
80	28	35%	44	55%	8	10%



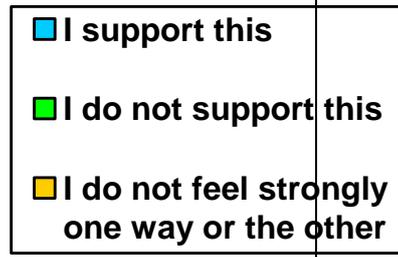
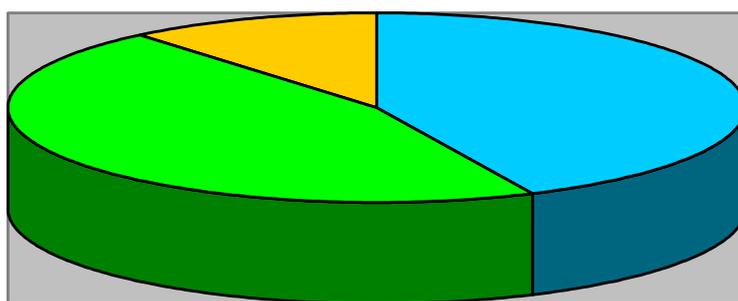
<span style="color: blue;">■</span> I support this
<span style="color: green;">■</span> I do not support this
<span style="color: yellow;">■</span> I do not feel strongly one way or the other

### Consultation responses to:

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

The table below shows that there were 79 responses to this question. 36 (46%) responses did not support the statement for more opportunities for learners to use Welsh in different contexts in school. 34 (43%) of responses supported the statement while 9 (11%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
79	34	43%	36	46%	9	11%

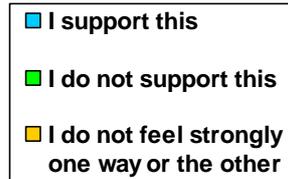
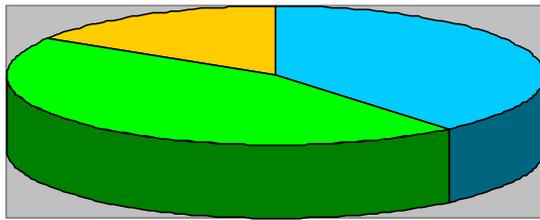


**Consultation responses to:**

**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**

The table below shows that there were 80 responses to this question. 36 (45%) responses did not support 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. 31 (39%) of responses supported the statement while 13 (16%) did not feel strongly one way or the other.

<b>Total (individual) responses:</b>	<b>I support this</b>		<b>I do not support this</b>		<b>I do not feel strongly one way or the other</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
80	31	39%	36	45%	13	16%

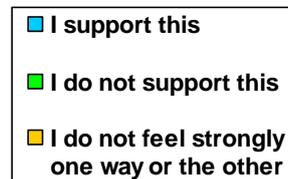
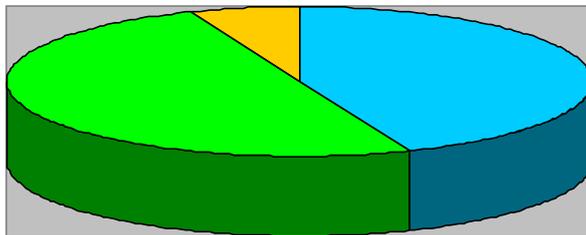


**Consultation responses to:**

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

The table below shows that there were 80 responses to this question. 40 (50%) responses did not support increasing the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh. 35 (44%) of responses supported the statement while 5 (6%) did not feel strongly one way or the other.

Total (individual) responses:	I support this		I do not support this		I do not feel strongly one way or the other	
	No.	%	No.	%	No.	%
80	35	44%	40	50%	5	6%



## Conclusion

Following consideration of the responses received throughout the consultation period, the Council has reviewed its draft Welsh in Education Strategic Plan (WESP) 2022-32. Significant changes were made where required and these are reflected in the council responses to the issues raised which are outlined in Annex A.

It should be noted that a significant number of respondents were against further investment in Welsh medium education. Whilst all views are welcome and add value to the consultation process, it should however be noted that our ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in the Vale of Glamorgan has a statutory element that cannot be disregarded. Our ambition to increase the number of Year 1 children taught through the medium of Welsh to 24% by 2031-32 meets with Welsh Government statutory guidance and legislation. 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).

## **Annex A: A summary of key issues raised by statutory consultees on the Vale of Glamorgan Council's draft Welsh in Education Strategic Plan (WESP) 2022-32 and the response to those issues**

The Council is grateful for the valuable feedback received in relation to the draft WESP. As a result, a significant number of improvements to the Draft have been made. The following summarises the key issues raised during the formal consultation period and the Council's response to these issues. The Council's response in most cases is a direct extract from the final WESP document submitted to Welsh Government on 31 January 2022.

The issues present an overview of responses and are not intended to be verbatim, although in some cases they are direct extracts from written responses.

### **Issues raised:**

#### **Issue 1**

**Many of the objectives in the plan are considerations and not concrete plans or set targets. Some of the actions seem rather ambiguous.**

#### **Council's response to the concerns raised**

It is acknowledged that the Draft WESP did not quantify progression over the ten-year lifespan of the plan explicitly in all outcomes although this has been addressed where appropriate in the final document submitted to Welsh Government. The Council will set annual targets as part of the WESP annual action plan as this will allow us to aim as high as possible in implementing our strategy whilst reflecting on short, medium and longer term planning and project management. We have strengthened the WESP to include various targets and agreed outcomes and these will be measured and reported on annually. In addition, the language used in the final WESP submission has been strengthened to affirm our intent to meet our ambitions in all aspects of our WESP.

#### **Issue 2**

**The Council should consider appointing a Welsh Language officer.**

#### **Council's response to the concerns raised**

The Council will recruit a Welsh Language officer with responsibilities for communication and co-ordination for the future development of the Welsh language within the authority. In addition, opportunities to recruit a specialist Welsh Language Education Officer to focus on key aspects of our ambitions for Welsh medium education are being pursued.

#### **Issue 3**

**The Council should consider the need for an additional Welsh-medium secondary school.**

#### **Council's response to the concerns raised**

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.

The Council has identified that based on the increasing demand stemming from new provision, identification of additional secondary provision is required and will be considered as part of ongoing school organisation planning. The Council will seek to identify a new site in the Penarth or Cowbridge area following an evaluation of the sufficiency of demand to support the proposed school. It is considered this would need to form part of the Council's Replacement Local Development Plan which is currently in the initial stages of being produced. This would result in new school sites being allocated in the replacement plan to ensure they are considered appropriate through the planning process and can be delivered in planning terms. A review of secondary Welsh medium places will be undertaken to inform the Replacement Local Development Plan and will be completed by June 2022.

#### **Issue 4**

**The Council should provide information to parents about the advantages and benefits of a Welsh-medium education and greater clarity regarding the opportunities to access full Welsh-medium education. The information also needs to identify the benefits of bilingualism and multilingualism in relation to academic success and future careers**

#### **Council's response to the concerns raised**

Opportunities to promote the benefits that bilingualism and multilingualism are identified and pursued across all areas of the Council. For example, we are exploring opportunities to recruit a Welsh Language Education Officer and peripatetic Ti a Fi Officer who would be able to work collaboratively across all areas of the Council and with 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.

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.

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 and this information will be used to inform future planning and publicity of our ambitions and progress.

To ensure that all opportunities to promote bilingualism are explored, more proactive promotion initiatives will be implemented. 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 to access, attractive, 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 works 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. All progress against actions will be included in the annual action reporting tracker which will be subject to scrutiny at a Chief Officer level.

The Council engages with Welsh Government marketing campaigns and programmes in supporting our promotion of Welsh medium education in the Vale of Glamorgan and this 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 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. As a Council we will listen to fully 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, promote bilingualism, and simplify the process for parents and carers.

## **Issue 5**

**The Council should provide complete Welsh language provision in the context of the ALN service in the Vale of Glamorgan**

### **Council's response to the concerns raised**

An ongoing review of ALN provision that is being undertaken by officers within the Learning and Skills Directorate will report on progress in meeting the requirements of the ALNET Act 2018, identifying any gaps in sufficiency of provision and making recommendations as to appropriate actions required.

The initial review of provision will be concluded by the end of 2022.

- In 2023 Welsh language resources will be sourced and provided to support educational settings, including early years providers, in line with identified need.
- A new model for the delivery of Welsh medium specialist resource base provision will be developed in 2022-23 based on identified need.
- In 2023 the existing special school in the Vale of Glamorgan, Ysgol y Deri,

will be expanded and consideration will be given to developing Welsh language provision as part of this expansion.

- Access to Welsh speaking specialist professionals, either through direct recruitment or through collaboration with neighbouring authorities will be secured as per identified demand.
- In collaboration with regional partners the Welsh language training offer will be strengthened further so that school staff can use their language of choice on an individual basis.
- Work will be undertaken with WG leads on the development of more specialist resources and assessment tools to support the LA and schools.
- In 2022 a Welsh Language ALN working group will be established. The working group will consist of a range of stakeholders and will oversee the consideration and development of Welsh language provision in the Vale of Glamorgan.

## **Issue 6**

### **The Council should strengthen the numbers in the ALN workforce who can speak Welsh**

#### **Council's response to the concerns raised**

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.

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.

In the first 5 years of the WESP:

- Access to Welsh speaking specialist professionals, either through direct recruitment or through collaboration with neighbouring authorities will be secured as per identified demand.
- In collaboration with regional partners the Welsh language training offer will be strengthened further so that school staff can use their language of choice on an individual basis.
- Work will be undertaken with WG leads on the development of more specialist resources and assessment tools to support the LA and schools.
- In 2022 a Welsh Language ALN working group will be established. The working group will consist of a range of stakeholders and will oversee the consideration and development of Welsh language provision in the Vale of Glamorgan.

## Issues 7

**The Council should map the current provision available to school-age children to use their Welsh language skills outside the classroom.**

### **Council's response to the concerns raised**

The CSC together with our schools 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 will continue to promote the Welsh language in sport. This will increase employee and young people's confidence to use their Welsh socially and to hear Welsh as a living language. Within 5 years, our ambition is 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. As in all aspects of this WESP, this will be monitored as part of our action planning and reporting.

Linked to this are a range of actions that will be included in the forthcoming Welsh Language Promotion Strategy. These actions will be presented to Cabinet during Spring 2022. These are:

○ Provide opportunities for children and parents to learn and practice Welsh together.	○ Arrange story time sessions in Welsh in various locations across the Vale, particularly in libraries. Arrange courses for families whereby adults and children can enjoy activities that support their language learning.
○ Provide support for parents with children in Welsh-medium schools to alleviate concerns about helping with homework.	○ Establish Homework Clubs in Welsh-medium schools or Community Centres to support parents who are non- Welsh speaking.
○ Work with key partners to create opportunities for children and young people to use Welsh outside school to strengthen the link between the language of education and the community.	○ Develop a joint strategy that enables Welsh to become the language of social and leisure activities Arrange a series of recreational activities to cater for a variety of different interests, for example, sport, drama, dance, arts and crafts,

	computer games, outdoor pursuits etc.
○ Support current Welsh-medium youth clubs.	○ Support current clubs and investigate the possibility of setting up similar provision elsewhere.

Provided below is information relating to some examples of current Welsh language provision in physical activity and play.

The Welsh medium primary schools are provided with the opportunity to:

- Participate in the Play Makers young ambassadors project where older pupils are nominated by the school to receive Play Makers training. The aim is for the pupils to learn and practice leadership skills to support and encourage their peers to be more active during their breaktimes and leisure time, using the Welsh language as their medium of communication.
- Participate in the Active Schools challenges, which are a series of challenges set by the Sports Development Team to support schools and encourage pupils to be more physically active. They are also able to link into the Multisport events/sessions.
- be involved in other Welsh medium community projects including opportunities to access financial support to create new or further expand extra-curricular physical activity opportunities.

In addition, the Council's Leisure service work in partnership with the Urdd to deliver leadership opportunities including Sports Leaders (Secondary age). Funding support has been provided to the Urdd through e.g., the Summer of Fun programme to support additional sports and cultural opportunities through the medium of Welsh. Funding has also recently been awarded to them through the Winter of Wellbeing programme.

Liaison with Menter Bro Morgannwg (MBM) around Welsh language play opportunities is also undertaken. MBM were supported with funding through the Summer of Fun programme to support additional play opportunities and are also being provided with funding through the Winter of Wellbeing programme to deliver cooking sessions and science workshops.

### **Issue 8**

**There is an element of geographical linguistic poverty within the Vale in that access to Welsh medium care and education is not readily accessible to the more rural Vale**

### **Council's response to the concerns raised**

Future schemes to facilitate Welsh medium provision have 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 priority as part of the development of the Council's Strategic Outline Programme for future tranches of the Sustainable Communities for Learning 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 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.

The key driver in the planning of additional Welsh medium places is to ensure that wherever possible, parents have an opportunity to access Welsh medium education close to home. It is acknowledged that this is currently challenging for families residing in some areas of the rural Vale. Opportunities to develop accessible and sustainable Welsh medium childcare settings and schools in these areas will be explored in the early part of this WESP cycle.

Ongoing reviews of the demand for Welsh medium education and childcare places consider the most recent population projections and mid-years estimates for the Vale of Glamorgan which are produced by Welsh Government. For education, this is considered at individual catchment and ward levels, acknowledging that there is a need to look at local communities not just county wide targets. These would then be informed by the previous uptake of Welsh medium places in the Authority and the targets and aspirations of this WESP to ensure sufficient Welsh medium places are provided in the area.

## **Issue 9**

**We note the importance of the County consulting on their Welsh Language Strategy between 2021-2026. We would encourage a close and ongoing relationship between the two Plans in their formulation, implementation and monitoring. Clear cross-referencing between this Scheme and the Vale of Glamorgan Council's Five Year Language Strategy is crucial.**

### **Council's response to the concerns raised**

The WESP is closely aligned to the Council's draft Welsh Language Promotion Strategy 2022-2027 and neither strategy can exist in isolation. They form part of the wider policy framework of the Council and Welsh Government. The draft Welsh Language Promotion Strategy has been restructured to align with the three themes within Welsh Government's "Cymraeg 2050: A million Welsh speakers" strategy. These are:

- Theme 1 - Increasing the number of Welsh speakers
- Theme 2 - Increasing the use of Welsh
- Theme 3 - Creating favourable conditions.

As the WESP dovetails with the Council's draft Welsh Language Promotion Strategy, to avoid duplication, the actions relating to Welsh-medium education that are in the Council's draft Welsh in Education Strategic Plan will also be considered as being part of section 1 of the Promotion Strategy's Action Plan.

In order to ensure that both key strategies are successful, the Council is intending to recruit a Welsh Language officer with responsibilities for communication and co-

ordination for the future development of the Welsh language within the authority. In addition. In addition, we are progressing the recruitment of a specialist education officer to focus on key aspects of our ambitions for Welsh medium education.

### Issue 10

**The scheme's targets are much less ambitious once the additional places created by the move of Ysgol Sant Baruc are excluded. The target of 24% is not ambitious enough.**

#### Council's response to the concerns raised

Welsh Government have identified four different categories reflecting the differences (and recognising similar elements) between the 22 local authorities. The Vale of Glamorgan is in group 3. The target range set for the Vale of Glamorgan Council by Welsh Government is provided below.

Vale of Glamorgan	19/20	19/20	2031 lower percentile		2031 higher percentile	
	Year 1 pupils	%	Year 1 pupils	%	Year 1 pupils	%
	221	14.3%	345	22%	405	26%

To achieve this ambitious target, we will build on previous achievements, lessons learned, 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.

The challenging target of 24% is the midpoint of the range set by Welsh Government and recognises the need for a careful balance between being ambitious and being realistic. This is a target and not a constraint, therefore where there is opportunity to exceed our targets between now and 2032, we will seize that opportunity. We do, however need to be pragmatic in our ability to deliver alongside our partners and acknowledge and mitigate against known challenges.

A new 2-form entry primary school building is currently in the early stage of construction 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 school will not be completed until 2023 and it is therefore appropriate that these places, which have not yet been created, are included in our projections.

### Issue 11

**The Council should state that they will ensure that Welsh-medium education is conveniently situated for all children living in the County.**

#### Council's response to the concerns raised.

Please also refer to response to issue 8.

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 (SOP) for future tranches of the Sustainable Communities for Learning Programme to further increase the number of Welsh medium primary places

available across the Vale of Glamorgan.

## **Issue 12**

**Staff training is an important factor but there are no measurable targets for this priority and suggestions here rather than robust plans.**

### **Council's response to the concerns raised**

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 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 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.

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 Council will achieve:

- 20% increase in primary school staff who can teach in Welsh by 2031.
- 40% increase in secondary staff who can teach in Welsh by 2031.

The Council will 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 to respond to the WESP targets outlined above.
- Monitoring the number of Headteachers and Deputy Headteachers that are needed, based on the current situation, and to respond to the Vale's WESP targets outlined above.

Staff training is an important factor in achieving the targets set in this document. Measurable targets for this priority will be set annually within the annual action plans. 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.

### **Issues 13**

**We urge the Local Authority to map the English and Welsh settings and identify settings that are suitable to become Welsh medium Cylchoedd Meithrin.**

#### **Council's response to the concerns raised**

The Council works closely with Mudiad Meithrin to identify areas for growth. The Council will:

- Ensure ongoing dialog between the Early Years and Childcare Team and Mudiad Meithrin continues to be a high priority.
- Promote discussions within different forums including the Early Years Development & Childcare Partnership, individual meetings and during WESP meetings.
- The Vale of Glamorgan Council will collaborate with Mudiad Meithrin as part of its Childcare Sufficiency Assessment and facilitate progress with the development of Welsh medium pre-school childcare within the Vale, providing options for future opportunities and planning. Feedback will assist with informing the Action Plan.
- Ensure that the benefits of bilingualism and multilingualism in relation to academic success and future careers are highlighted to parents of pre-nursery age children. The importance of providing relevant information that enables parents to make considered decisions about the options available to them when considering Welsh-medium education for their children at different access points within their area is recognised and will be a clear action of this WESP cycle.

- Map the English and Welsh settings and identify settings that are suitable to become Welsh medium Cylchoedd Meithrin.

#### **Issue 14**

#### **Will the Local Authority consider free transport beyond those specified in the Learner Travel ( Wales ) Measure 2008?**

##### **Council's response to the concerns raised**

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.

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.

#### **Issue 15**

#### **Proposed investment in Welsh-medium primary education in Cowbridge is alluded to in the Plan but the details are scarce and the plans are extremely ambiguous. Measurable and similar plans in the Penarth area would further strengthen the authority's proposed plans.**

##### **Council's response to the concerns raised**

Provision of a Welsh medium primary school within the Cowbridge area was anticipated to come forward after 2024 in line with the next funding regime for Sustainable Communities for Learning from Welsh Government in 2026/27. However, Welsh Government have released the second tranche of the Welsh Medium Capital Grant consisting of £30 million for the whole of Wales. This presents an opportunity to allow the Council to deliver this scheme earlier than previously anticipated. The Council is reviewing potential options which would allow the scheme to be delivered by September 2024. Due to the funding implications, it is difficult to provide a definitive timescale for the proposal at this stage, however, the indicative milestones being pursued by the Council are shown below:

<b>Milestone Activity</b>	<b>Timescale</b>
Consultation on Proposal	March – September 2022
Appoint Contractors (Stage 1)	September 2022
Planning Application	November 2022 – March 2023
BJC	March 2023

Appoint Contractors (Stage 2)	March 2023
Start on Site	April 2023
Physical Completion of Build	July 2024
Occupation	September 2024
Project completion	September 2024

This timeframe is subject to change, however any future proposals in relation to Welsh Medium education will consider additional provision aimed at increasing Welsh speaking for all age groups, such as integrated space with adult and community learning including consideration of a Welsh-focused resource base.

As part of the Council's Strategic Outline Programme, specific exploration of the feasibility of further Welsh medium provision in Penarth will also be completed. A site in Cosmeston in Penarth has been identified for a potential primary school, subject to housing development and statutory consultation. The timescales for the site development are determined by Welsh Government but we anticipate a school would be delivered in the first 5 years of the plan.

### **Issue 16**

**It would be good if the authority supported the creation of a Welsh-medium immersion centre as part of the development**

#### **Council's response to the concerns raised**

The Vale of Glamorgan has previously accessed Immersion places from Cardiff Council which was effective but no longer meets demand. As a response to increased and planned creation of demand, and following a successful bid to Welsh Government, we have established our own Immersion class at Ysgol Gwaun Y Nant in Barry. The Unit is accepting up to 12 primary aged pupils from February 2022 and it is intended that this exciting development will grow to accommodate demand at both Primary and Secondary level over the course of this WESP. Options to develop a satellite immersion unit as part of future development of Welsh medium schools elsewhere in the Vale will be actively pursued. This is essential 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 have facilitated 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.

Additionally, the facilitation of an immersion unit will be considered as part of the delivery of future Welsh medium schools. Currently an immersion unit is being considered as part of the project for a Welsh Medium School in Cowbridge. This would be a self-contained unit within the proposed school which would provide Welsh medium immersion placements, as well as offering Welsh lessons for adults. The delivery of this aspect of the proposal would be subject to the relevant consultation and available funding.

### **Issue 17**

**There is reference to reviewing the capacity of current WM schools, to**

**identify those schools that have less than 10% capacity. But the Plan does not go into any further detail on this.**

**Council's response to the concerns raised**

The Council undertakes annual reviews of school capacity to ensure a balance between the demand and supply of school places. The Welsh Government recommends that authorities should aim to retain no more than 10% surplus places overall across primary and secondary schools. Some margin of capacity is desirable in individual schools to allow parents to exercise a preference, account for volatility in preferences from one year to the next, and to allow for differences in the size of individual cohorts. An annual review will identify areas of concern that will inform decisions on future school place planning.

**Issue 18**

**The was some concern that funding additional Welsh medium places would be to the detriment of English medium or basic foundation education when budgets are already stretched. Welsh medium schools appear to have higher budgets than English medium ones.**

**Council's response to the concerns raised**

The Mainstream schools funding formula is driven largely by pupil numbers and Age Weighted Pupil Units. The Age Weighted Pupil unit (referred to as AWPU) is an amount of funding that each school receives per pupil. The AWPU values are the same for both Welsh Medium and English medium schools and therefore both English and Welsh medium schools are funded equally in terms of funding per pupil.

In addition to the pupil led funding, schools receive additional allocations based on many factors including the size of the school, however both Welsh medium and English medium schools are funded equally in such areas. The only difference between the funding of Welsh and English medium schools in the Vale of Glamorgan Council is a translation allowance allocated to each Welsh medium school. This allowance is based on a lump sum and an amount per pupil to fund any costs of translation from the English to the Welsh language. The amount included in the formula for the current financial year is based on an allowance per pupil of £9.98, and a lump sum allocation fo £4,038 for Primary schools and £40,380 for the one 3-19 school.

The total cost of this translation to the 2021/22 schools funding formula was £92,487.

**Issue 19**

**There are limited job opportunities in Welsh.**

**Council's response to the concerns raised**

Welsh speakers have a significant advantage when looking for employment in Wales. Speaking Welsh provides a wider choice of job opportunities. Jobs advertised in Wales often ask for Welsh as essential or desirable. Having Welsh language skills when the other candidates don't is a significant advantage. All public sector organisations in Wales have to provide Welsh language services so this

makes Welsh-speaking employees an asset to companies. Further information on this can be found at [Careers Wales](#).

## **Issue 20**

### **It's difficult to support Welsh learning if you do not speak Welsh at home**

#### **Council's response to the concerns raised**

Our Welsh medium primary schools have a number of resources and a wealth of advice for parents in order to support their child with home learning. Parents not speaking Welsh should not be a barrier to accessing Welsh medium education for their child. Opportunities for adults to learn Welsh are also readily available and families have reported enjoying learning Welsh together.

Parents and carers can access information and support from a variety of sources. Information is available on the "[your bilingual journey](#)" web page and our '[Being Bilingual](#)' booklet.

## **Issue 21**

### **Some respondents felt that we don't need to use the Welsh language on a day-to-day basis.**

#### **Council's response to the concerns raised**

Welsh government's strategy, Cymraeg 2050 introduces a long-term vision for a Wales where the Welsh language thrives. The strategy aims to increase:

- the number of Welsh speakers to 1 million by 2050 and,
- ensuring that the percentage of the population that speak Welsh daily and can speak more than just a few words of Welsh, increase from 10 per cent (in 2013–15) to 20 per cent by 2050.

The strategy focuses on three themes:

- increasing the number of Welsh speakers
- increasing the use of Welsh
- creating favourable conditions – infrastructure and context

Our statutory education system has a vital role to play in increasing the number of Welsh speakers. We must increase the number of school learners who have the opportunity to develop Welsh-language skills in school and the opportunity to use it in their everyday lives, significantly, to achieve our goals.

## **Issue 22**

### **Some respondents were concerned that this would reduce their options, By increasing school and nursery requirements to teach this, parents will be left with no choice, even if they feel strongly that they do not wish their child to be taught in Welsh.**

#### **Council's response to the concerns raised**

The Council will ensure that sufficient school places are available in future to meet the demand for parents schooling preferences in the Vale of Glamorgan as well as

creating additional places to stimulate increased demand for Welsh medium education. Options will continue to be available for parents for Denominational, English, and Welsh medium education settings with the potential for more Welsh medium schools to be available in the future. If a parent does not wish for their child to be educated in the Welsh language, existing options at Denominational and English medium settings will still be available. Choice for schooling preferences will not be limited through the development of Welsh medium and Welsh language education as set out in the Councils Welsh in Education Strategic Plan (WESP).

### **Issue 23**

**Limited resources should not be prioritised to promote a political agenda.**

#### **Council's response to the concerns raised**

Teaching and learning Welsh is recognised and valued as an integral component of Wales' education system from the early years through to post-compulsory provision. Welsh was included in the national curriculum following the Education Reform Act 1988 and became a compulsory subject for all learners in Wales in Key Stages 1, 2 and 3 in 1990.

Please also see response to issue 21 above.

### **Issue 24**

**A reflection of what the Council could have done better during the previous WESP plan current challenges isn't acknowledged nor the lessons to be learnt from the previous WESP.**

#### **Council's response to the concerns raised**

This WESP builds upon previous statutory duties and Council policies and the success and lessons learned from previous WESP cycles. Current challenges are a clear focus for our action planning, and issues such as recruitment, Additional Learning Needs and the identified trend of pupils transferring to English medium Secondary Schools after leaving Ysgol Pen-y-Garth and Ysgol Iolo Morgannwg are key actions at the commencement of this WESP cycle. The reduction in local demand for Welsh medium in Penarth will also be a key focus for our attention. Clear targets are identified within our WESP and will be further developed as part of the annual action planning and target setting.

### **Issue 25**

**More needs to be done to fill the existing Welsh Medium places in the Vale before creating new ones.**

#### **Council's response to the concerns raised**

It is acknowledged that where there is surplus capacity, specifically Ysgol Gwaun Y Nant and Ysgol Pen Y Garth, understanding and addressing the reasons for this is a key priority.

Information is available via the Family Information Service (FIS) and Dewi 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 be identified and acted on as part of annual action planning of the WESP Marketing and Promotion Group and wider WESP forum. Opportunities to increase distribution including increased use of our libraries, Vale Learning Centres, schools, and via social media will be fully exploited.

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. 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 and will be monitored via annual action planning reports by the wider WESP forum.

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 "[your bilingual journey](#)" web page 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 several helpful documents:

- |                                               |                                                                               |
|-----------------------------------------------|-------------------------------------------------------------------------------|
| Cynradd - <a href="#">Fersiwn Cymraeg</a> -   | Cefnogi eich plentyn i ddefnyddio'r Gymraeg gartref                           |
| Primary - <a href="#">English version</a> -   | Supporting your child to use the Welsh language at home                       |
| Uwchradd - <a href="#">Fersiwn Cymraeg</a> -  | Cefnogaeth i rieni a gofalwyr dysgwyr mewn ysgolion uwchradd                  |
| Secondary - <a href="#">English version</a> - | 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. This will 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 about the immersion, transport, 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.

To ensure that all opportunities to promote bilingualism are explored, more proactive promotion initiatives will be implemented. 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 to access, attractive, 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. All progress against actions will be included in the annual action reporting tracker which will be subject to scrutiny at a Chief Officer level.

Opportunities to work closer with health visitors and midwives are being planned 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 this 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 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. As a Council we will listen to fully 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, promote bilingualism, and simplify the process for parents and carers.

### **Issue 26**

**There is a need to attract more families and staff from underrepresented groups such as people from more deprived backgrounds or BAME/Mixed Race families and Refugee Families.**

### **Council's response to the concerns raised**

A specific approach for both English as an additional language (EAL) and Refugee Families underpinned by policy will be undertaken 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 will also be considered to support these learners.

It is acknowledged that on a national and local level there is a need to focus on ways to ensure successful recruitment of suitably qualified staff. The Council will explore ways of attracting more underrepresented groups such as men into primary school teaching and people from BAME backgrounds into the Welsh Medium Primary and Secondary sectors. Data on ethnicity and other protected characteristics is held at a school level and would be used anonymously to support actions undertaken by the WESP Workforce Planning Group in achieving these outcomes.

### **Issue 27**

**The transfer data from the county's Welsh-medium primary schools to Ysgol Bro Morgannwg is positive. However, the authority recognises that there has been a decline in the number of pupils transitioning to Welsh-medium secondary provision from two specified areas, Cowbridge and Penarth. The reasons for this are not stated.**

### **Council's response to the concerns raised**

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. For September 2021, 9 pupils transitioned to Cowbridge School from Ysgol Iolo Morgannwg and 5 pupils transferred from Ysgol Pen Y Garth to English medium secondary schools in Penarth. This is a marginal increase on previous years.

A recent survey of the relatively low number of parents choosing to transition from Welsh medium primary to English medium secondary schools in Cowbridge and Penarth indicated that a key issue was a wish for their child to attend the local comprehensive schools that they could walk to, rather than receive transport to Barry. Concerns with supporting home learning during the pandemic were also cited. This has highlighted a requirement to support families at an earlier stage in the application process with understanding the benefits to their child of continuing in Welsh medium provision. Our Welsh medium primary schools have committed to ensuring they encourage parents to choose Welsh-medium secondary education, ensuring that there is marketing material that uses all the platforms available to market the benefits of Welsh Medium Education to parents and learners.

The Council will work to ensure that the slight decline in the number 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 for this and to work with the relevant schools to help increase pupil numbers and retain pupils in these schools.

To realise the goal of a successful transition between all key stages, it is essential that we acknowledge the importance of encouraging parents to choose Welsh-medium education, ensuring that there is marketing material that uses all the platforms available to market the benefits of Welsh Medium Education to parents and learners. 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. This will be reported regularly as part of the WESP performance/ actions reporting.

### **Issue 28**

**Setting out how English-medium schools will continue to develop the Welsh language skills of pupils transitioning from Welsh-medium primary provision would strengthen the scheme.**

#### **Council's response to the concerns raised**

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 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.

Within 5 years:

- 100% of our schools will have achieved Gwobr efydd / bronze award.
- 50% of our schools will have achieved Gwobr arian / silver award.
- 20% of our schools will have achieved Gwobr aur / gold award.

The Council will ensure:

- That the current provision available to school-age children to use their Welsh language skills outside the classroom and outside school is fully mapped and widely shared.
- 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 are 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 for language development and engagement with parents. The Council will continue to work collaboratively with RhAG as members of the WESP Forum.
- We strengthen our work with partners to target out-of-school-hours activities through the medium of Welsh by identifying key areas through the use of Siarter laith data.
- The number of Youth Workers who have undertaken incidental Welsh training increases and is extended to all members of the service to enhance skills and confidence within the YS around the use of Welsh with young people.
- We continue to develop promotional material that demonstrates the value placed on bilingualism by employers.

### **Issue 29**

**It would be useful to have more information about the intention to look at the level of early intervention and support that younger Year 2-3 pupils and their families receive when considering moving from Welsh-medium primary schools.**

#### **Council's response to the concerns raised**

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 newly established Immersion unit in Barry will provide key support and intervention to schools, pupils and families as its focus will not only be on late entry immersion but also supporting pupils who are struggling with language skills.

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.

### **Issue 30**

**Identifying plans to support the development of Welsh as a second language as well as teaching some subjects through the medium of Welsh in the schools that are predominantly English-speaking would strengthen the scheme.**

#### **Council's response to the concerns raised**

Please see response to issue 28.

### **Issue 31**

**Outcome 4 needs to include more detailed data and analysis of numbers and**

**percentages assessed in Welsh and through the medium of Welsh.**

**Council's response to the concerns raised**

It is acknowledged that data in this area would be helpful. The following information has been included in our final WESP.

**Learner information\***

**Academic year 2021/22**

The number of learners studying GCSE Welsh First Language and Welsh Second Language	Welsh 2nd Language = 1210 Welsh 1st Language = 157
The numbers sitting Welsh Medium qualifications at Key Stage 4.	157 at Ysgol Gymraeg Bro Morgannwg 1364 Welsh GCSE at English Medium schools Total = 1521
The numbers transferring to Welsh Medium sixth form provision in schools.	Numbers on Roll NCY 12 = 89 NCY 13 = 90

\*Source KS4 & KS5 Data uploaded by schools to Dewi December 2021.

By year 5 of the WESP we will increase the number of learners studying GCSE Welsh First Language to 100% of year 11 learners in our Welsh medium school and 80% of year 11 learners in English medium schools (studying Welsh Second Language).

**Issue 32**

**In order to ensure wider contexts, the scheme would benefit from discussing methods of improving the language proficiency of workers within the Youth Support Service to be able to promote the informal use of Welsh.**

**Council's response to the concerns raised**

Youth workers within the Youth Service have undertaken incidental Welsh training previously and the service will extend these CPD opportunities to all members of the service to enhance skills and confidence within the Youth Service around the use of Welsh with young people. 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. This arrangement enables youth workers to work closely with the Urdd to develop and deliver sessions in Welsh and utilise appropriate resources. We work closely with our Welsh medium secondary school to deliver services in this respect and are exploring ways we can enhance our commissioned arrangements with the Urdd to optimise the partnership and further extend the use of Welsh with young people. The Council's Youth Service is currently reviewing its contract to provide youth work opportunities with the Urdd and will work to develop actions and targets by May 2022.

**Issue 33**

## **Information on early years services need to be included.**

### **Council's response to the concerns raised**

The route to support parents and carers concerns around early years services is via the Early Years Development & Childcare Partnership (EYDCP). Liaison with partner 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 carer's concerns. Menter Bro Morgannwg's staff, for example can 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 to promote bilingualism.

Information is available via the Family Information Service (FIS) and Dewi 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 be identified and acted on as part of annual action planning of the WESP Marketing and Promotion Group and wider WESP forum. Opportunities to increase distribution including increased use of our libraries, Vale Learning Centres, schools, and via social media will be fully exploited.

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. 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 and will be monitored via annual action planning reports by the wider WESP forum.

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.

## **Annex B: A summary of comments received in favour of the Vale of Glamorgan Council's draft Welsh in Education Strategic Plan (WESP) 2022-32**

This section provides the key themes raised during the formal consultation period by those in favour of the proposal. The following presents an overview of responses and are not exhaustive or intended to be verbatim.

1. A number of respondents welcomed the opportunity for more children to access Welsh medium education.
2. Some respondents expressed a view that more should be done to teach children Welsh from a very early age. Funding for more Welsh language baby groups / nurseries would allow children to get used to hearing Welsh before starting school. A respondent commented that all nursery children should ideally receive their education in Welsh in Wales.
3. Some respondents expressed a view that the more children who speak Welsh and are comfortable using the language every day, the more the language will flourish. Generation after generation will benefit and the language will grow stronger.
4. Some respondents felt that more funding should be given to Welsh medium schools to employ first language classroom support assistants who can aid with interventions for Welsh speakers/ learners.
5. A respondent commented that it would be helpful if parents were given information about the opportunities to learn Welsh when they choose Welsh school for their child.
6. Some respondents commented that there is a need for more Welsh medium schools (Primary & Secondary).
7. Too many ALN Children are lost to English Medium education because of a lack of provision. This WESP will support these pupils to remain in Welsh medium education.
8. This WESP creates a strategic plan which will support outside agencies to work with schools to promote Welsh in community events. Generally, a number of respondents felt that this strategic plan reflects the County Council's positive vision for the Welsh language in education. They welcomed the actions included and achieving the objectives and targets of this plan will be a significant step in the context of the area's contribution to the national vision of an increasingly bilingual Wales.

## **Annex C: Consultation response from Estyn**

Estyn as a prescribed consultee as directed within Welsh Government's Guidance on Welsh in Education Strategic Plans responded to the consultation:



10.12.21 - Estyn  
response re Vale of G

**English version**



10.12.21 - Estyn  
response re Vale of G

**Welsh version**

## **Annex D: Consultation response from the Welsh Language Commissioner**

The Welsh Language Commissioner as a prescribed consultee as directed within Welsh Government's Guidance on Welsh in Education Strategic Plans responded to the consultation:

### **Welsh Language Commissioner response:**

#### **English version**



WLC-44612 20211122  
S LI Ymateb i CSCA Br

#### **Welsh version**



WLC-20211122 C LI  
Ymateb i CSCA Bro M

## **Annex E: Consultation response from Mudiad Meithrin**

Mudiad Meithrin as a prescribed consultee as directed within Welsh Government's Guidance on Welsh in Education Strategic Plans responded to the consultation:

### **Mudiad Meithrin's response:**

#### **English version**



WESP - A response  
by Mudiad Meithrin tc

#### **Welsh version**



WESP - A response  
by Mudiad Meithrin tc

## **Annex F: Consultation response from RhAG – Parents for Welsh medium Education**

RhAG as a prescribed consultee as directed within Welsh Government's Guidance on Welsh in Education Strategic Plans responded to the consultation:

### **RhAG's response:**

#### **English version**



Sylwadau RhAG ar  
Gynllun Strategol y Gy

#### **Welsh version**



Sylwadau RhAG ar  
Gynllun Strategol y Gy

## **Annex G: Consultation response from Ysgol Sant Baruc**

Ysgol Sant Baruc as a prescribed consultee as directed within Welsh Government's Guidance on Welsh in Education Strategic Plans responded to the consultation:

### **Ysgol Sant Baruc's response:**

#### **English version**



Cynllun Strategol y  
Gymraeg Mewn Addy

#### **Welsh version**



Cynllun Strategol y  
Gymraeg Mewn Addy

## **Annex H: Consultation response from a Parent and Governor who wishes to remain anonymous**

A parent and governor who as a prescribed consultee as directed within Welsh Government's Guidance on Welsh in Education Strategic Plans responded to the consultation:

### **Response:**

#### **English version**



Vale Parent and  
Governor - Consultati

#### **Welsh version**



Vale Parent and  
Governor - Consultati

## **Annex I: Minutes from the 11 November 2021 Learning & Culture Scrutiny Committee meeting**

As part of the consultation, the draft version of the Council's Welsh in Education Strategic Plan (WESP) 2022-32 was considered by the Council's Learning & Culture Scrutiny Committee.

### **English version**



Scrutiny  
Minutes\_11.11.21.pdf

### **Welsh version**



Scrutiny  
Minutes\_11.11.21\_Wel