

Meeting of:	<b>Cabinet</b>
Date of Meeting:	<b>Thursday, 08 September 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 feedback from Welsh Government on the draft WESP and approve the final submission to Welsh Government.
Report Owner:	Cabinet Member for Education, Arts and the Welsh Language
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 this had to be presented to Welsh Ministers for approval no later than 31st January, 2022.
- The Council produced a [draft ten-year WESP](#) vision and strategy which was subject to consultation from Friday 15th October, 2021 to Friday 10th December, 2021 and approved by Cabinet on 15th March, 2022.
- 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.
- Following feedback from Welsh Government seeking clarification on a few points, several amendments were made in order to strengthen the Welsh in Education Strategic Plan which was submitted to Welsh Government on 24th June in order to meet statutory deadlines. This revised plan (attached at Appendix A) was submitted subject to approval or amendment by Cabinet. Confirmation was received from Jeremy Miles, Minister for

Education and Welsh Language on 20 July 2022 that our amendments had been approved.

- 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).

## Recommendations

1. That Cabinet considers and approves the revised ten-year Plan submitted to Welsh Government on 24th June, 2022. The plan was 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.

## Reasons for Recommendations

1. To meet Welsh Government's requirement for the Welsh in Education Strategic Plan which was submitted by 24th June, 2022 to be approved by Cabinet retrospectively.

### 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 WESPs 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).

- 1.7** Following submission of the draft plan, which was approved by Cabinet on 15th March 2022, the Vale of Glamorgan along with all other Welsh Authorities received feedback asking for clarification on several issues. The purpose of this feedback was to be constructive and offer the Council the opportunity to strengthen elements of our WESP rather than change our vision to meet our 10-year targets. The issues raised are summarised below and the amendments were highlighted in the revised plan (Appendix A) submitted on 24th June, 2022 and approved on 20th July, 2022, subject to approval by Cabinet.

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

- 2.1** The first ten-year WESP Plan will commence on 1st September, 2022 and expire on 31st August, 2032.
- 2.2** 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.
- 2.3** 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.
- 2.4** 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 (attached at Appendix B).
- 2.5** Welsh Government have provided all authorities in Wales with feedback on their plan. The feedback received by the Vale of Glamorgan which is outlined below, was relatively minor and the following changes were included in the draft plan submitted on 24th June. These can also be viewed as tracked changes to the revised document.

### **Vision**

**WG comment – I hope that the steps that you have already taken to recruit a Welsh language communications officer, and possibly also a Welsh-medium education planning officer, in due course, is a sign that you have understood this important change to a more proactive approach to creating demand for Welsh Medium Education**

### **Council response:**

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 has recruited 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 education officer to focus on key aspects of our ambitions for Welsh medium education are currently being pursued.

The Council now employs a number of Welsh speaking officers in its Communications team. These officers will be working closely with the Learning and Skills team in the future to develop a new iteration of the longstanding Being Bilingual campaign, which is designed to offer reassurance to those parents and pupils who may have concerns about learning through a second language. It is envisaged that this multi-channel campaign will build on the success of previous work and provide Welsh medium schools and nurseries with a digital toolkit of resources to help education professionals promote the benefits of Welsh medium education at the earliest stage. Our Being Bilingual campaign will blend with the national Cymraeg I Plant campaign to ensure our offer in Wales sits in line with the wider national campaign to promote learning in Welsh.

<https://meithrin.cymru/cymraeg-i-blant/>

<https://meithrin.cymru/ymuno-a-chylch/?lang=en>

### **Outcome 1**

**I'm pleased to hear that your joint working with Mudiad Meithrin has led to the co-location of Cylchoedd Meithrin on school sites as well as discussions about the appointment of a peripatetic Ti a Fi officer. You will be expected to include details of how you have incorporated plans for delivering a phased expansion of Welsh medium early years provision, to include all 2 year olds, via the Flying Start programme within the WESP.**

### **Council response:**

The Meithrin relocated and opened its doors to children in February 2022. The Meithrin have 54 registered with an average of 35 children attending daily. The

provision is open between 09am – 17:00 term time providing wraparound to and from Ysgol Gymraeg Dewi Sant.

Vale of Glamorgan Council officers continue to work in partnership with Mudiad Meithrin to support the continued development of Welsh medium childcare. Discussions have taken place regarding the introduction of a peripatetic Ti a Fi officer and with funding through the Child Development Fund, funding has been secured for a year currently. This Ti a Fi officer will work in partnership with Council Officers and Mudiad Meithrin's Regional Manager to support existing Ti a Fi settings to reconvene following the challenges of the pandemic, provide advice and support to Ti a Fi in areas that face recruiting challenges and promote the advantages of bilingualism to partners and representatives.

Phase one of the Flying Start expansion commences in September 2022 supporting an additional 84 children aged 0-4 years. LSOA data provided by Welsh Government has informed the new areas, targeting new LSOA areas with Welsh Language provision being a key priority. The new expansion areas for Flying Start in the Vale will cover targeted areas of St Athan 1, Llantwit Major 6, Court 1 and Buttrills 3. Discussions have taken place with the Regional Manager and Development Officer for Mudiad Meithrin who agree the new areas have Welsh Medium provision already established and can support the Flying Start expansion. Data provided from Health shows 24 children across the expansion areas will be eligible for funded childcare from September 2022.

Future roll out of funded childcare will be informed by Welsh Government from Autumn 2022, but stronger liaison with Education and the Early Years team is essential to ensure new education provision takes into consideration funded 2 years old childcare within site plans, where childcare is limited in ward areas.

## **Outcome 2**

**WG comment - You will have heard by now that further funding has been secured for the next 3 years with the new round opening shortly. Is there an opportunity here to set out your vision to further develop your late immersion provision?**

### **Council response:**

The Vale's [Welsh Language Centre](#) opened during the Spring term of 2022 and the promotional activity to date has been focused on establishing an identity for the centre within the Vale. A branding exercise has been completed to provide the school with a design identity, including a logo, colour palate, and general look and feel. Work is now underway to promote the centre using the achievements of the first cohort of pupils to have graduated. This will focus on the significant improvements in Welsh language skills as well as the pupils' positive experience of the centre. The campaign is being timed to coincide with the end of the summer term in order to target a point at which some parents and pupils may be considering a school transfer.

The Council will be submitting a bid for funding in order to build on the success of the Welsh Language Centre which opened to pupils in February. The bid will outline our ambitions to extend this provision to other areas of the Vale,

providing additional immersion centres at other locations, supporting both primary and secondary pupils. Opportunities to extend immersion services to adults will also be clarified within year one of the new WESP cycle.

### **Outcome 3**

**WG comment - I will be interested to hear about your marketing campaigns in these two areas as they progress and expect that any action plan will offer specific actions and timetable to mitigate any long-term impacts.**

#### **Council response:**

These will be documented in our annual action planning. Please also see reference to marketing planned for the summer term under the Council response to Outcome 2 above.

This work is complemented by the Council's rolling campaign of celebrating success in its schools, which frequently highlights the achievements of Welsh medium pupils in the local media as well as via its own channels, as well as its increasing use of incidental Welsh in all external communications.

The Council now employs a number of Welsh speaking officers in its Communications team. These officers will be working closely with the Learning and Skills team in the future to develop a new iteration of the longstanding Being Bilingual campaign, which is designed to offer reassurance to those parents and pupils who may have concerns about learning through a second language. It is envisaged that this multi-channel campaign will build on the success of previous work and provide Welsh medium schools and nurseries with a digital toolkit of resources to help education professionals promote the benefits of Welsh medium education at the earliest stage.

Our Being Bilingual campaign will blend with the national Cymraeg i Plant campaign to ensure our offer in Wales sits in line with the wider national campaign to promote learning in Welsh.

<https://meithrin.cymru/cymraeg-i-blant/>

<https://meithrin.cymru/ymuno-a-chylch/?lang=en>

### **Outcome 4**

**WG comment - How does the data for learners studying for GCSE 1st and 2nd languages compare with previous years? Do you have data for the number/% of learners who studied Welsh at A level? Are there any learners in your English-medium schools studying Welsh as a 1st language?**

#### **Council response:**

Welsh Government have released additional information to Councils which includes data to support WESP plans although here is no data currently available on outcomes for 2020-21. The Vale's data team will provide baseline data to support actions in the first year of the new WESP cycle.

In terms of Welsh 1<sup>st</sup> language learners, the position is comparable to entries in 2019/20 and 2018/19 but an increase on entry numbers for 2016-17 and 2017-18.

In the case of Welsh 2<sup>nd</sup> language qualifications, there is an increase on previous figures and in addition, St Cyres will be entering pupils for the first time for the GCSE Welsh 2<sup>nd</sup> language this summer.

		2016/17	2017/18	2018/19	2019/20
<b>Welsh (first language)</b>	<b>N</b>	121	117	156	152
	<b>%</b>	9%	8%	10%	10%
<b>Welsh (second language)</b>	<b>N</b>	682	706	978	989
	<b>%</b>	49%	51%	66%	68%
<b>Not registered for a Welsh GCSE</b>	<b>N</b>	601	573	356	319
	<b>%</b>	43%	41%	24%	22%

Historical information for AS / A level registrations in Welsh first and second language.

<b>Registrations</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>
Number	24	25	16
%	1.4%	1.7%	1.1%

CSC have promoted information about e-ysgol with all Welsh medium secondary schools across the region as part of the 'Gyda'n Gilydd' partnership work.

#### **Outcome 5**

**WG comment - Have you considered offering Cymraeg Campus in your secondary schools? A commitment to ensure Siarter iaith and Cymraeg Campus activities are included in School Development Plans would be a good starting point.**

#### **Council response:**

Cymraeg Campus is currently being piloted in the following Vale secondary schools - St Cyres, Llantwit Major and St Richard Gwyn. The Siarter iaith officer has also approached Stanwell to engage in the pilot following their recent Estyn inspection.

Improvement Partners receive regular updates about the Welsh in Education Team and the work that they undertake in schools, and this has included information about the Siarter iaith and Cymraeg Campus. Identification of SDP

priorities are discussed between Improvement Partners and school leaders. Where appropriate, there is a reference to Siarter Iaith and Cymraeg Campus as a school development plan priority. This work would be supported by the CSC Welsh in Education Team and progress in relation to these priorities monitored on a termly basis. 19 schools across the Vale currently have aspects relating to Welsh as part of their SDP – this includes the Cymraeg Campus / Siarter Iaith award, improving aspects of standards in Welsh and promoting bilingualism across the school. CSC and the LA are also mindful that schools are not set predetermined common priorities – taking account of key messages in the draft WG School Improvement Guidance ‘Framework for evaluation, improvement and accountability’. Siarter Iaith/Cymraeg Campus will be a line of enquiry for Improvement Partners to discuss with schools next academic year.

### **Outcome 6**

**WG Comment - The findings of the regional plan, led by the Consortia, have provided you with a good starting point to focus your support at the start of the WESP. I expect details to be included in your action plan about how you intend to act on these findings. Do you intend to offer further opportunities, through secondments or otherwise for Welsh-medium ALN co-ordinators to learn from specialist teachers at Ysgol y Deri?**

#### **Council response:**

Currently the numbers of children and young people in Welsh mainstream schools displaying the complexity of need that would require access to specialist provision is very low and does not warrant the development of local specialist provision. In a small number of cases where specialist provision is required places are commissioned from neighbouring local authorities. The need to develop local provision will be kept under continual review. Details of the review will be provided as part of our annual action planning once the review is completed. We are already working with Ysgol Bro Morganwg to establish a class for learners with autism. This will be in place by September 22. We will be building on the work already undertaken by utilising the expertise at Ysgol Y Deri and our Resource Base at Whitmore High to train more Welsh speaking staff. As part of establishing the class for ASD at Ysgol Bro Morganwg, two members of staff will be receiving extensive training and support.

### **Outcome 7**

**WG Comment - is it possible to offer a baseline for the linguistic skills of teachers in the English-medium and Welsh-medium sector separately? The same comment applies to your target to get 40% more secondary teachers to learn through the medium of Welsh. I would also like you to include numbers participating in the sabbatical scheme.**

#### **Council response:**

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 subjects through the medium of Welsh.

Analysis should involve a wide range of different stakeholders and the Council will engage with others to support this process once the data is available. We will engage with a range of partners to support the development of the workforce e.g. CSC, Coleg Cymraeg, Dysgu Cymraeg.

Discussions with Colleagues within our Equalities and Human Resources teams have already taken place to begin planning to update data currently held within the Council about the linguistic skills of our teaching staff. This is a key action for year one of the new WESP cycle.

**Sabbatical scheme:**

2022-23 – one teacher from the Vale will be involved in the Welsh in a Year Sabbatical programme. 7 places have been offered across the CSC.

Historical information:

Year	Number from Vale
2017-18	3
2018-19	6
2019-20	3
2020-21	3
2021-22	2

**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. Climate Change and Nature Implications**

**4.1** There are no Climate Change and Nature implications arising from this report.

## **5. Resources and Legal Considerations**

### **Financial**

- 5.1** 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**

- 5.2** None.

### **Legal (Including Equalities)**

- 5.3** 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.
- 5.4** 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.
- 5.5** The *Welsh in Education Strategic Plans (Wales) Regulations 2019*, were laid on 5 December 2019 and came into force on 1 January 2020.
- 5.6** *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.

**5.7** 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.

## **6. Background Papers**

None.

THE VALE OF GLAMORGAN COUNCIL

# WELSH IN EDUCATION STRATEGIC PLAN 2022-2032



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# Vale of Glamorgan Council

## Welsh in Education Strategic Plan (WESP) 2022 to 2032

This Welsh in Education Strategic Plan is made under Section 84 of The School Standards and Organisation (Wales) Act 2013 and the content complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019<sup>1-2</sup>. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Paula Ham  
Director of Learning and Skills

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

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

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## Our Vision

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

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

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. Creating demand for Welsh medium education via the promotion of the benefits of a bilingual education alongside investment in our education estate will also support our ambition. 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.

### **Increasing capacity**

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

Future schemes to facilitate Welsh medium provision have already been identified, such as the proposed future Welsh medium primary expansion in Cowbridge. This would be subject to consultation and funding. Increasing Welsh medium provision to support the Council's WESP will be a key 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.

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

The Council has identified that based on the evidence to-date 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.

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. 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.

## **Local context**

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



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

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

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

This WESP has been developed in consultation with numerous local and regional partners because although it is the Council that has the strategic lead and statutory responsibility for the WESP, the actions cannot be achieved by one organisation alone and so partnership working is vital for the strategy's success. This partnership approach is also shown in the Council's current Corporate Plan "Working together for a brighter future".

The Corporate Plan “has a particularly strong emphasis on collaboration and working in partnership. This partnership working is wide ranging, including working with families, children and young people, our partners in health, the Police and the Fire service as well as other public sector bodies, the third sector, Town and Community Councils and our communities.”

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 this document and will be further developed as part of the annual action planning and target setting for our WESP.

The WESP is also 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, opportunities to recruit a specialist education officer to focus on key aspects of our ambitions for Welsh medium education are being pursued.

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

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

- The population of the Vale of Glamorgan continues to grow with 132,165 people now estimated to live here.
- There are estimated to be 56,435 households in the Vale of Glamorgan.
- By 2039 it is estimated that 17% of the population will be aged between 0-15, a 3% fall from today's population.
- It is estimated that 3% of the total population of the Vale is from a non-white ethnic background.
- Year-end population figures from 2021 (financial year ending March 2021) show that the numbers of those aged 3 or over who are recorded as being able to speak Welsh stands at 24,400 (or 19.4%).

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

### **Key achievements over the past 10 years:**

- More than £35m invested in Welsh medium education as part of Band A and B of the Council's 21<sup>st</sup> Century Schools Programme (which has evolved into the Sustainable Communities for Learning 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.

### **Supporting research**

To support initial actions for our WESP the following activities are planned for early 2022:

- Desk research into the provision of mid and late immersion education at an all-Wales level considering the effectiveness of the various models.
- Analysis of current immersion provision within the Vale of Glamorgan and development of plans to expand the provision for latecomers to the secondary sector.
- Discussions with stakeholders about the strengths and weaknesses of existing systems.
- Consideration of the actions identified within the draft WESP with particular emphasis on the development of provision for latecomers to Welsh medium education.
- Presentation of a report to the Councils Senior Leadership team on all the above to influence WESP action planning.
- An update of our various provision mapping to ensure we are aware of all available provision post pandemic and any identified gaps.

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

### Where are we now?

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

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

Places available in a nursery cater for the rising 3's and 4's with around 62% of places expected to be taken up by children progressing to the reception class in the following year, rising 4's.

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

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.

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

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

Welsh medium Childminders	Area	Places available
8 childminders	Vale wide	50

### Cylch Meithrin Progression data into Welsh medium Education 2019/2020

Cylchoedd Meithrin	Number of children attending	Number transferring to WM	Number transferring to EM	% transferring to WM
Cylch Meithrin Llanilltud Fawr	29	27	2	93.10%
Cylch Meithrin Dechrau Dysgu	27	26	1	96.30%
Cylch Meithrin Bethel	19	16	3	84.21%
Cylch Meithrin Bethesda	20	17	3	85%
Cylch Meithrin Dinas Powys	16	12	4	75%
Cylch Meithrin Y Bontfaen	30	17	13	56.67%
Cylch Meithrin Pili Pala	42	36	6	85.71%

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

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

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

\*Increase in places

For 2020/21, 251 (15.91%) reception age children of the total reception cohort were admitted to Welsh medium primary schools. There has been an increase overall in the number of pupils attending school nursery units over the past 3 years. The Council will work to ensure that this continues in line with the Council's future vision for Welsh medium education provision. In 2020/21, the number of learners attending Welsh medium nursery provision represented a 7% growth from the 2018/19 number on roll. By September 2023 the Council will introduce an additional 48 nursery places at Ysgol St Baruc when it expands and relocates to a new school building on the Barry Waterfront development.

The Meithrin relocated and opened its doors to children in February 2022. The Meithrin have 54 registered with an average of 35 children attending daily. The provision is open between 09am – 17:00 term time providing wraparound to and from Ysgol Gymraeg Dewi Sant. An open day took place on 9 June 2022 attended by a number of dignitaries from Welsh Government.

Vale of Glamorgan Council officers continue to work in partnership with Mudiad Meithrin to support the continued development of Welsh medium childcare. Discussions have taken place regarding the introduction of a peripatetic Ti a Fi officer and with funding through the Child Development Fund, funding has been secured for a year currently. This Ti a Fi officer will work in partnership with Council Officers and Mudiad Meithrin Regional Manager to support existing Ti a Fi settings to reconvene following the challenges of the pandemic, provide advice and support to Ti a Fi in areas that face recruiting challenges and promote the advantages of bilingualism to partners and representatives.

Phase one of the Flying Start expansion commences in September 2022 supporting an additional 84 children aged 0-4 years. LSOA data provided by Welsh Government as informed the new areas, targeting new LSOA areas with Welsh Language provision being a key priority. The new expansion areas for Flying Start in the Vale will cover targeted areas of St Athan 1, Llantwit Major 6, Court 1 and Buttrills 3. Discussions have taken place with the Regional Manager and Development Officer for Mudiad Meithrin who agree the new areas have Welsh Medium provision already established and can support the Flying Start expansion. Data provided from Health show 24 children across the expansion areas will be eligible for funded childcare from September 2022.

Future roll out of funded childcare will be informed by Welsh Government from Autumn 2022, but stronger liaison with Education and the Early Years team is essential to ensure new Education provision takes into consideration funded 2 years old childcare within site plans, where childcare is limited in ward areas.

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

As part of the Council's Sustainable Learning Communities Programme (formerly band B of the 21st Century Schools Programme), the Council has already planned to increase Welsh medium nursery provision. A new 2-form entry primary school building is being constructed on the new Barry Waterfront Development. Ysgol Sant Baruc will transfer to the new school building upon completion, doubling the number of nursery places available with an additional 48 part time places.

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

Increasing Welsh medium provision to support the Council’s WESP will be a key element of the development of the Council’s Strategic Outline Programme for future tranches of the Sustainable Communities for Learning Programme.

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.

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

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

### **Key Data**

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

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

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

The Council expects around 62% of children in a nursery to progress to the reception class of a school the following year, known as the rising 4's.

### **Childcare Sufficiency Assessment (CSA)**

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

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

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

Information is available via the Family Information Service (FIS) and 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> -<br>Primary - <a href="#">English version</a> -    | Cefnogi eich plentyn i ddefnyddio'r Gymraeg gartref<br>Supporting your child to use the Welsh language at home                                |
| Uwchradd - <a href="#">Fersiwn Cymraeg</a> -<br>Secondary - <a href="#">English version</a> - | Cefnogaeth i rieni a gofalwyr dysgwyr mewn ysgolion uwchradd<br>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.

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

Opportunities to promote the benefits that bilingualism and multilingualism will be 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.

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. Recently, the Council has been increasing Welsh medium provision within new communities by approving the construction of new school buildings within major housing developments. During construction, the Council and the school will continue to engage with the community to promote the benefits of Welsh medium education. This will include delivering copies of the '[Being Bilingual](#)' booklet and other materials identified as part of our action planning.

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.

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

are taken into consideration to improve future service provision and to address any concerns made.

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

Working with our external partners is also important when addressing parental and carers concern. Menter Bro Morgannwg's staff, for example 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 promote bilingualism.

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

The Vale's new Immersion unit opened during the Spring term of 2022 and the promotional activity to date has been focused on establishing an identity for the centre within the Vale. A branding exercise has been completed to provide the school with a design identity, including a logo, colour palate, and general look and feel. Work is now underway to promote the centre using the achievements of the first cohort of pupils to have graduated. This will focus on the significant improvements in Welsh language skills as well as the pupils' positive experience of the centre. The campaign is being timed to coincide with the end of the summer term in order to target a point at which some parents and pupils may be considering a school transfer.

This work is complemented by the Council's rolling campaign of celebrating success in its schools, which frequently highlights the achievements of Welsh medium pupils in the local media as well as via its own channels, as well as its increasing use of incidental Welsh in all external communications.

The Council now employs a number of Welsh speaking officers in its Communications team. These officers will be working closely with the Learning and Skills team in the future to develop a new iteration of the longstanding Being Bilingual campaign, which is designed to offer reassurance to those parents and pupils who may have concerns about learning through a second language. It is envisaged that this multi-channel campaign will build on the success of previous work and provide Welsh medium schools and nurseries with a digital toolkit of resources to help education professionals promote the benefits of Welsh medium education at the earliest stage.

Our Being Bilingual campaign will blend with the national Cymraeg i Plant campaign to ensure our offer in Wales sits in line with the wider national campaign to promote learning in Welsh.

<https://meithrin.cymru/cymraeg-i-blant/>  
<https://meithrin.cymru/ymuno-a-chylch/?lang=en>

## **School Admissions team, application process and school categorisation**

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

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

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

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

## **Welsh medium provision and the Sustainable Communities for Learning Programme in the Vale of Glamorgan**

The Council is increasing Welsh medium provision as part of its Strategic Outline Programme (SOP) for Band B of the 21<sup>st</sup> Century Schools Programme. The Council has invested £21.5m at Ysgol Gymraeg Bro Morgannwg to provide an additional 299 secondary places, as well as improving the existing facilities. The Council has also allocated £8.5m to construct a new 420 place primary school building on the Barry Waterfront housing development. This will also include capacity for 96 part-time nursery places. When complete, Ysgol Sant Baruc will transfer to the new building, providing an additional 210 primary and 48 part time nursery places. The Council was also awarded an £800k grant to construct a new facility in Llantwit Major to provide Welsh Government's Childcare Offer. This has been constructed on the Ysgol Gymraeg Dewi Sant site and now accommodates the [Cylch Meithrin Llanilltud Fawr](#).

Future schemes to facilitate Welsh medium provision have already been identified, such as the proposed future Welsh medium expansion in Cowbridge. Initial feasibility suggests the site

could accommodate a 420 place primary school with 48 part time nursery places to meet future demand. This would be subject to consultation and funding.

The Council is currently developing its new Learning & Skills Investment Strategy alongside the WESP to ensure the targets and commitments inform future investment. This will be monitored as part of our WESP annual action planning.

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

An Early Years Development & Childcare Partnership (EYDCP) is a partnership that has been in existence for 15+ years and brings together organisations and partners including Health, third sector voluntary services (including Mudiad Meithrin), Local Authority staff including Flying Start partners, Early Years etc. The partnership promotes and develops good quality early years and childcare services, supports the provision of a suite of financial support to assist new childcare places along with sustaining existing provision and support diversity of provision and parental choice along with advice and assistance available to parents on what Welsh medium provision is available.

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

### **Flying Start**

The Council currently offers 44 places via Flying Start childcare through the medium of Welsh, for children aged 2-3 years. This service supports children either living in the Flying Start areas defined by the levels of deprivation, or who have been referred to our 'outreach' service. The Council does not currently have capacity issues within our Welsh medium settings, and all families are offered Welsh and English medium as an equal choice. Parents first choice is supported whether this is Welsh or English provision. Flying Start offers outreach support for all other elements of Flying Start – childcare is limited but available in Barry should this be required.

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

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

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

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

### **Family Information Service (FIS)**

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

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

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

The EYDCP has a good working relationship with CWLWM partners (Early Years Wales, PACEY association, National Day Nursery Association (NDNA), Mudiad Meithrin and Clybiau Plant Cymru Kids' clubs) all of whom promote raising children bilingually through their different organisations. Opportunities to strengthen these relationships and identify challenging targets to support our WESP ambitions will be reflected in our annual action planning and performance reviews.

### **Adult Community Learning (ACL) and learning Welsh**

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

Learn Welsh the Vale works with schools to promote learning opportunities for parents and offers subsidised (free) access to courses to all school staff, in Welsh medium and English

medium schools. This offer, which is made in partnership with the Council's Equalities department, also subsidises places on Learn Welsh the Vale courses for all Council staff.

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

The Council will also aim to deliver an immersion unit within the Authority with adult provision. Provisionally, an immersion unit is being proposed as part of the project for a Welsh Medium School in Cowbridge. This unit 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, particularly those living within the adjoining residential area to the proposed school site. The delivery of this aspect of the proposal would be subject to the relevant consultation and available funding.

### **Learner Travel (Wales) Measure 2008**

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

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

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

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

- Ysgol Dewi Sant – 36
- Ysgol Iolo Morgannwg – 96
- Ysgol Pen Y Garth – 36
- Ysgol St Curig – 11
  
- Ysgol Bro Morgannwg - 499

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

### **Staff training**

Training on how to discuss Welsh medium education options with parents and carers, as well as common questions and concerns for customer facing staff and Health colleagues is planned and will be reported on in our annual WESP performance reporting. It is acknowledged that this training is required to ensure accurate information and to build the confidence of those individuals who discuss with the public.

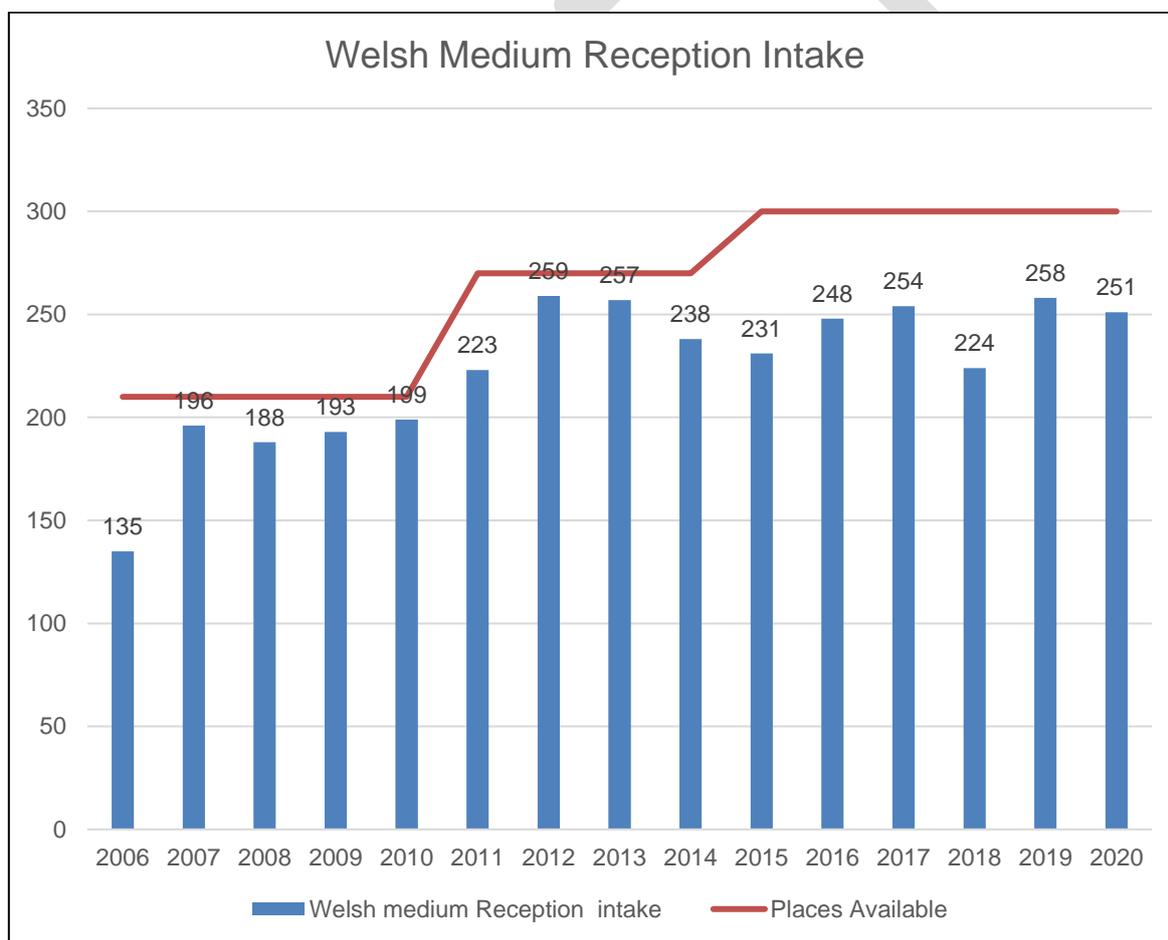
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**Outcome 2:** More reception class children / five-year olds receive their education through the medium of Welsh

**Where are we now?**

There are 300 reception class places available in Welsh medium primary schools for September 2021 which will increase to 330 through the expansion of Ysgol St Baruc and relocation to its new site. For 2020/21, 251 (15.91%) reception age children of the total reception cohort were admitted to Welsh medium primary schools. In the Barry area 100% of available reception places were allocated for September 2020 whereas in the western Vale it was 90% and in the Penarth area 70%. The Penarth area has the largest catchment population with a lower percentage of children attending Welsh medium provision. The reasons for this will be fully explored, documented, and addressed as part of the annual WESP performance reporting. Specific measures will be identified to engage parents in the Penarth area.

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



The Council established two new Welsh medium Primary schools in September 2011 to facilitate increased demand for Welsh medium education. Demand has remained steady to September 2020 with some fluctuations in pupil numbers. The Council actively promotes Welsh medium education to parents and ways of improving on current practice will be implemented during the early part of this WESP cycle. A Pupil Number Focus Group has been established as

a subgroup of the Vale WESP forum to actively engage and support Welsh medium growth in future years. It is however acknowledged in this Plan that it is no longer sufficient to meet demand, demand must be created.

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

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

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

#### **1. Investment**

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

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

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

Increasing Welsh medium provision to support the Council’s WESP will be a key consideration as part of the development of the Council’s Strategic Outline Programme for future tranches of the Sustainable Communities for Learning Programme to further increase the number of Welsh medium primary places available across the Vale of Glamorgan. As part of the SOP, 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.

**2. Parental preference**

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

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

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

**Key Data**

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

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

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

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

The Council recognises that to contribute effectively to the Welsh Government's target of 1 million Welsh speakers by 2050, significant investment in provision is required within education to both generate and facilitate demand for Welsh language education. This has been referenced in Our Vision and Outcome 1 (pages 3 & 8).

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

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

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

### **Immersion Unit**

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.

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.

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

The Council will be submitting a bid for funding in order to build on the success of the Welsh Language Centre which opened to pupils in February. The bid will outline our ambitions to

extend this provision to other areas of the Vale, providing additional immersion centres at other locations, supporting both primary and secondary pupils. Opportunities to expected immersion services to adults will also be clarified within year one of the new WESP cycle,

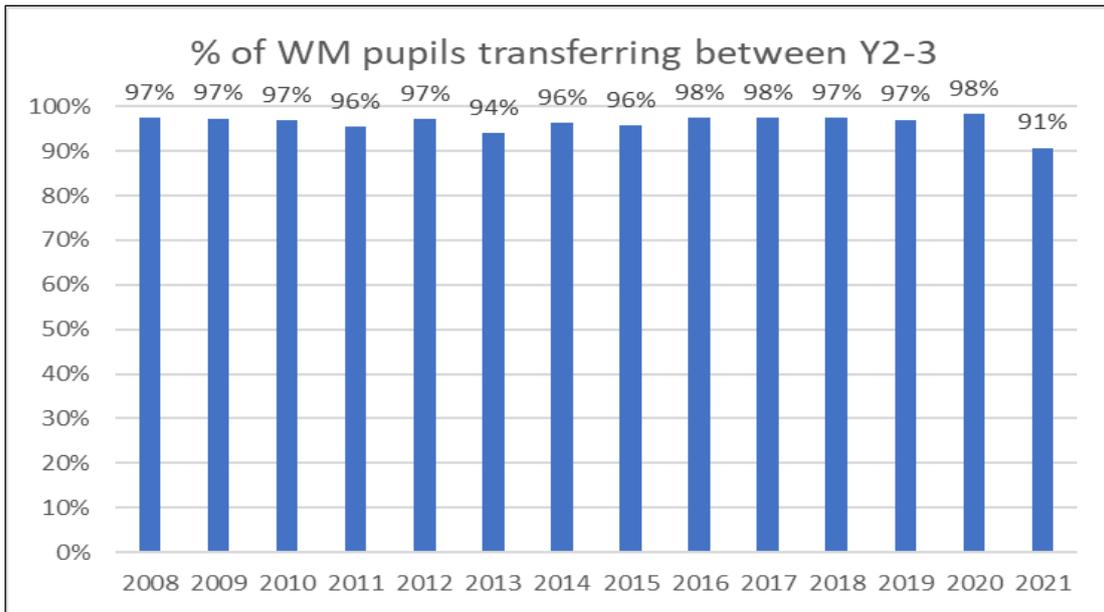
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**Outcome 3:** More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

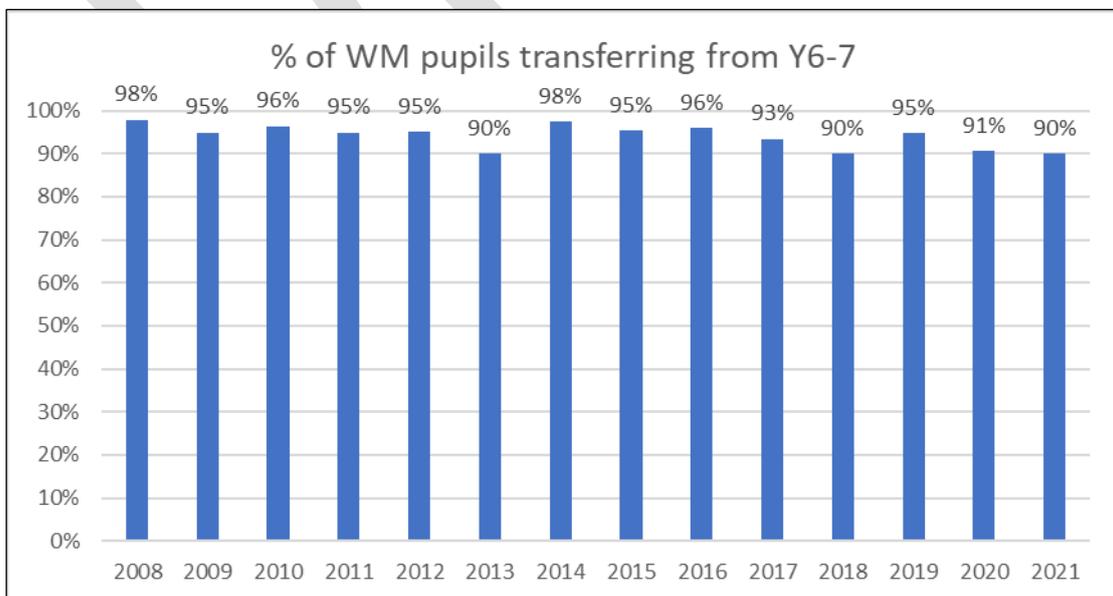
**Where are we now?**

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

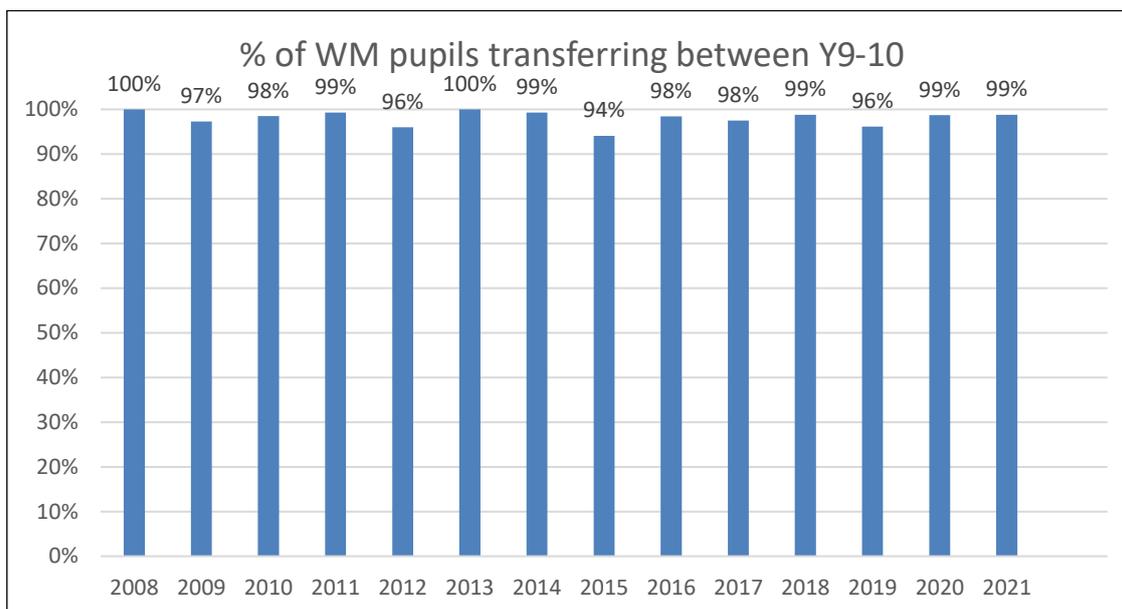
**% of pupils transferring from Welsh Medium School Foundation Phase (Y2) and Key Stage 2 (Y3) in the Vale of Glamorgan.**



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



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



The transition rates within Welsh medium schools in the Vale of Glamorgan are generally high, however it has been noted that the number of pupils continuing their education through the medium of Welsh has declined slightly compared to previous years. 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.

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

We have increased Welsh medium secondary capacity to meet projected demand and will now take action to support creating additional demand. The focus during the first 5 years of the plan will be increasing primary provision to support the target of 24% year one Welsh medium learners by 2031/32. However, noting that this will have a subsequent impact on secondary capacity as learners progress through the school, this will need to be considered as part of the Council's investment programme. Our planning processes in relation to this aspect of our WESP are outlined at page 3 of this document. In addition, targets around retention from primary to secondary over the plan period will be developed and monitored annually.

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

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

To create demand for Welsh medium education from birth, the Council has recognised that the development of Welsh medium childcare settings in close proximity to Welsh medium primary schools will create demand and support our ambition to increase the number of Welsh learners in year one to 24%. By investing in Welsh medium childcare, the Council will support parents to access Welsh medium education for their children, supporting linguistic progression from a young age. The success of the new Welsh medium childcare facility at Ysgol Dewi Sant in

Llantwit Major in 2021 will be closely monitored with a view to replicating this facility near other Welsh medium schools.

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

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

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

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

At the end of this WESP cycle, additional school and childcare capacity will have been introduced by ensuring that full advantage is taken of funding available from the Sustainable Communities for Learning programme, the Childcare Offer Capital Grant, Welsh Medium Capital Grant Scheme, and other internal sources. It is anticipated that this will include our aspiration to build a second Welsh Medium Secondary School

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

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

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

The Vale of Glamorgan has recently established its own 12 place Primary Immersion Unit in Barry. As demand continues to be created and grow, opportunities to set up a satellite immersion class elsewhere in the Vale will be considered. 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. It is the Council's ambition that local immersion facilities will be available for pupils to access as close to home as possible during this next WESP cycle.

The numbers of children and young people with Additional Learning Needs (ALN) of the complexity that would require access to specialist provision has been low and has not warranted the development of local specialist provision. In most cases these children and young people have been provided with additional support in their mainstream settings which has supported their inclusion and successfully met need. In a small number of cases where specialist provision has been required, places are commissioned from neighbouring local authorities in line with the pupils' presenting needs. It is highly likely that as numbers in Welsh medium settings grow that more specialist provision will be required. This need will be monitored closely, and the development of Welsh medium specialist provision will be progressed at the appropriate time.

The CSC will continue to facilitate collaboration between primary and secondary schools to produce resources that promote linguistic progression to parents/carers. In addition, they provide opportunities for Welsh medium schools to engage in initiatives to monitor linguistic progression e.g., comparative judgement. Support is also being provided with the establishment of the new Immersion Unit.

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

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

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

### Where are we now?

There is currently one Welsh medium school teaching secondary age pupils in the Vale of Glamorgan, Ysgol Gymraeg Bro Morgannwg. The school teaches 3-19 year olds and all learners attending the school study through the medium of Welsh.

Ysgol Gymraeg Bro Morgannwg has been expanded from 1361 places to 1660 places to meet the increased demand for places which became operational in September 2020 under the 21<sup>st</sup> Century Schools programme (Band B funding tranche). A further review of the demand for secondary Welsh medium places will be undertaken to *identify the number of places required and develop proposals for expanding Welsh Medium secondary school places in the Cowbridge or Penarth areas*. The capacity of all schools in the Vale of Glamorgan are regularly reviewed by the School Investment Strategy Group which supports the direction of travel for school organisational developments. Changes to catchment areas, admissions policy and school organisation proposals support our ambition for Welsh medium education. Moving forward into the new WESP cycle, the WESP target to increase the percentage of Welsh Medium year one learners to 24% will be a key element of the Investment strategy.

Based on the funding implications of delivering expanded Welsh medium secondary provision it is considered this should form part of the Sustainable Communities for Learning programme to be delivered under the next tranche of funding.

### 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.

Welsh Government have released additional information to Councils which includes data to support WESP plans although here is no data currently available on outcomes for 2020-21. The Vale's data time will provide baseline data to support actions in the first year of the new WESP cycle.

In terms of Welsh 1<sup>st</sup> language learners, the position is comparable to entries in 2019/20 and 2018/19 but an increase on entry numbers for 2016-17 and 2017-18.

IN the case of Welsh 2<sup>nd</sup> language qualifications, there is an increase on previous figures and in addition, St Cyres will be entering pupils for the first time for the GCSE Welsh 2<sup>nd</sup> language this summer.

		2016/17	2017/18	2018/19	2019/20
<b>Welsh (first language)</b>	<b>N</b>	121	117	156	152
	<b>%</b>	9%	8%	10%	10%
<b>Welsh (second language)</b>	<b>N</b>	682	706	978	989
	<b>%</b>	49%	51%	66%	68%
<b>Not registered for a Welsh GCSE</b>	<b>N</b>	601	573	356	319
	<b>%</b>	43%	41%	24%	22%

Historical information for AS / A level registrations in Welsh first and second language.

Registrations	2016/17	2017/18	2018/19
Number	24	25	16
%	1.4%	1.7%	1.1%

CSC have promoted information about e-ysgol with all Welsh medium secondary schools across the region as part of the 'Gyda'n Gilydd' partnership work.

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

### **Reflect current year group growth**

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).

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

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

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

#### Central South Consortium (CSC)

- Agree measurable targets which will be formalised in the first year of the WESP which will also specify the Council's aim of investing adequately to ensure that there are more learners studying for assessed qualifications in Welsh, as a subject, and subjects through the medium of Welsh.
- Ensuring high quality teaching and learning in all Welsh medium schools.
- Increase in the number of pupils transferring from primary to secondary - ensuring high transition rates from all primary feeder schools.
- Promote the benefits of Welsh medium education with parents / carers and how parents / carers can support even if they don't speak Welsh at home.
- Vale Council and CSC to work with appropriate awarding bodies including WJEC, WJES, Pearson's, Agored Cymru and Qualifications Wales to ensure that all qualifications (including Vocational Qualifications) available through the medium of English are also available through the medium of Welsh.
- CSC is currently investing funding to allow collaboration between Welsh medium secondary practitioners and WJEC in order to produce Welsh medium Level 3 qualifications made in Wales with the intention of extending this further in the future. CSC to facilitate Welsh medium secondary practitioners to further develop Welsh medium qualifications in collaboration with awarding bodies.
- Vale Council and CSC to work with Welsh Government to remove barriers to entry into the teaching profession e.g., the need for a GCSE grade B in Mathematics and Welsh/ English
- Vale Council and CSC to work with Teacher Training Universities to attract high quality Welsh speaking people into the teaching profession.
- Vale Council and CSC to work with Welsh Government to ensure that the profession is valued by the Welsh government and the public in general (e.g., ensure that teacher pay and conditions maintain pace with other professions and ensure that schools are funded appropriately) to make the profession more attractive.
- Vale Council to work with Welsh Government to provide additional post-16 funding to Ysgol Gymraeg Bro Morgannwg to enable the school to provide Level 2 and Level 3 courses to small groups of learners.

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

Examples of this:

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

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

At the end of this WESP cycle, additional school and childcare capacity will have been introduced by ensuring that full advantage is taken of funding available from the Sustainable Communities for Learning programme, the Childcare Offer Capital Grant, Welsh Medium Capital Grant Scheme, and other opportunities. We will have identified and initiated development of primary and secondary provision in Penarth, Cowbridge and Barry.

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

The Council will continue to work with the Central South Consortium (CSC) to support professional learning opportunities, regional network meetings and sharing of best practice in

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

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

In addition:

- The Council will work with Welsh Government to provide additional post-16 funding to Ysgol Gymraeg Bro Morgannwg to enable the school to provide Level 2 and Level 3 courses to small groups of learners.
- The Council and CSC will work with awarding bodies and Qualifications Wales to ensure that all qualifications (including Vocational Qualifications) are available through the medium of both Welsh and English.
- The Council will work with schools to ensure that the Welsh language is offered as A-level subject in schools, and support schools to maintain smaller class sizes if required to secure the subject. We will achieve this by working with CSC to:
- Develop and implement a strategic marketing strategy to promote Welsh as an A-level subject.
- Work with external providers and WG on any national initiatives to promote Welsh as an A-level subject.
- Consider using the e-sgol system to support GCSE subjects and enhance the e-sgol menu in terms of Welsh medium A Level subjects.
- Work with external providers and WG on any national initiatives to promote Welsh as a subject.
- Consider opportunities for additional post-16 funding to enable the school to run smaller classes.
- Ensure that pupils studying a first language qualification, who also study the Welsh Baccalaureate, are to be assessed through the medium of Welsh.
- CSC to support those teachers who lack linguistic confidence to attend the sabbatical course and provide improvement sessions (gloywi iaith) for them within the region.
- Share Welsh Government videos - <https://www.youtube.com/cymraeg> during options evenings as well as to promote them amongst parents.
- The creation of case study videos tracing the careers to date of pupils who studied Welsh as an A Level subject.
- Collaborate with Coleg Cymraeg and Menter Bro Morgannwg to continue to attend secondary school open evenings and promote studying through the medium of Welsh and speaking Welsh.
- Establish a close relationship and plan with Careers Wales to share positive messages.
- Hold Careers/Jobs Fairs - share the importance of bilingualism - series of short films portraying real life experience as well as through the Hyder (Confidence) Campaign.
- Support schools with the Curriculum for Wales - look at the 4 purposes' subtitle - "All our children and young people will be supported to develop into ambitious, capable learners

who... can communicate effectively in different forms and settings, using both Welsh and English.” Use the Coleg Cymraeg’s ‘Turning the Tide in Thirty Years’ unit as a module with all pupils.

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

### **Where are we now?**

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

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

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

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

Cymraeg Campus is currently being piloted in the following Vale secondary schools - St Cyres, Llantwit Major and St Richard Gwyn. The Siarter Iaith officer has also approached Stanwell to engage in the pilot following their recent Estyn inspection.

Improvement Partners receive regular updates about the Welsh in Education Team and the work that they undertake in schools, and this has included information about the Siarter Iaith and Cymraeg Campus. Identification of SDP priorities are discussed between Improvement Partners and school leaders. Where appropriate, there is a reference to Siarter Iaith and Cymraeg Campus as a school development plan priority.

This work would be supported by the CSC Welsh in Education Team and progress in relation to these priorities monitored on a termly basis. 19 schools across the Vale currently have aspects relating to Welsh as part of their SDP – this includes the Cymraeg Campus / Siarter Iaith award, improving aspects of standards in Welsh and promoting bilingualism across the school. CSC and the LA are also mindful that schools are not set predetermined common priorities – taking account of key messages in the draft WG School Improvement Guidance ‘Framework for evaluation, improvement and accountability’. Siarter Iaith /Cymraeg Campus will be a line of enquiry for Improvement Partners to discuss with schools next academic year.

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

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

The Urdd will build on its existing provision and continue to seek views. Provision will be monitored and challenged at the regular WESP forum and action planning and reporting. Free play sessions during school holidays (Bwrlwm) are extremely important and popular with consideration to possibly extend the sessions in future to make them available during all school holidays (except Christmas). Urdd weekly clubs also continue to offer valuable social opportunities for children and young people along with various activities and workshops during school holidays. We also are working with schools to prioritise Welsh language provision as part of the Vale Schools Food and Fun offer.

In English medium schools, we aim to differentiate for all pupils according to their linguistic ability to ensure that they make appropriate progress and are challenged in relation to their Welsh language skills. Differentiated and targeted provision is provided through designated Welsh lessons to ensure that those transitioning from Welsh medium primary provision to English medium schools continue to develop their Welsh language skills. This involves the Welsh language teacher speaking more fluently with those pupils who have transitioned from Welsh medium schools and pupils facilitating as 'an assistant' in the classroom with second-language pupils. In addition, English medium secondary schools ensure that pupils are entered for the appropriate Welsh qualification based on pupils' linguistic skills. A broad range of Welsh enrichment opportunities continue to be provided as all schools implement and further embed the Welsh Language Charter framework.

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

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

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

The Council will ensure 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 Iaith 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.

The Vale WESP Forum will, during the next WESP cycle, map out existing out-of-school provision jointly with other providers and stakeholders and ensure an up-to-date picture, identifying the gaps and discussing joint working to increase/expand provision to meet and stimulate further demand. Asking the views of the children/young people is also an important step to better understand what appeals to them so that we can work towards developing the right provision.

The Council with the CSC plan to develop the work of the 'Siarter Iaith' (primary and secondary) and to co-operate with WESP stakeholders with the specific aim of encouraging the informal use of Welsh amongst Vale pupils. This will require continuing and developing 'Siarter Iaith'

network meetings in order for the leads to share ideas, good practice, and to collaborate and plan together.

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

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

The Council 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:

<ul style="list-style-type: none"> <li>○ Provide opportunities for children and parents to learn and practice Welsh together</li> </ul>	<ul style="list-style-type: none"> <li>○ 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</li> </ul>
<ul style="list-style-type: none"> <li>○ Provide support for parents with children in Welsh-medium schools to alleviate concerns about helping with homework</li> </ul>	<ul style="list-style-type: none"> <li>○ Establish Homework Clubs in Welsh-medium schools or Community Centres to support parents who are non- Welsh speaking</li> </ul>
<ul style="list-style-type: none"> <li>○ 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</li> </ul>	<ul style="list-style-type: none"> <li>○ 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.</li> </ul>
<ul style="list-style-type: none"> <li>○ Support current Welsh-medium youth clubs</li> </ul>	<ul style="list-style-type: none"> <li>○ Support current clubs and investigate the possibility of setting up similar provision elsewhere</li> </ul>

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.

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

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

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

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

### **Where are we now?**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Currently the numbers of children and young people in Welsh mainstream schools displaying the complexity of need that would require access to specialist provision is very low and does not warrant the development of local specialist provision. In a small number of cases where specialist provision is required places are commissioned from neighbouring local authorities. The need to develop local provision will be kept under continual review. Details of the review will be provided as part of our annual action planning once the review is completed. We are already working with Ysgol Bro Morganwg to establish a class for learners with autism. This will be in place by September 22. We will be building on the work already undertaken by utilising the expertise at Ysgol Y Deri and our Resource Base at Whitmore High to train more Welsh speaking staff. As part of establishing the class for ASD at Ysgol Bro Morganwg, two members of staff will be receiving extensive training and support.

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

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

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

Over the next 5 years the Council will utilise a wide range of quantitative and qualitative data to keep all ALN provision under constant review in order to:

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

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

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.

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

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

- Welsh-medium advice, guidance and support is provided for Welsh-medium settings and Welsh-medium learners with ALN.

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

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

**Where are we now?**

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

(Stats Wales revision – August 2021)

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

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

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

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

Total 2020/21 (Middle – Welsh and English medium)*								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
-	-	-	-	-	75	-	-	75

\*Ysgol Gymraeg Bro Morgannwg is classed as a middle school for the purpose of the SWAC

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

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

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

## Welsh language ability of Support Staff in the Vale of Glamorgan

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

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

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

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

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

### Statistical quality

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

### Revision's information

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

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

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

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

Early indications by Welsh Government suggest that Wales is heading in the right direction in terms of primary teachers, but that there needs to be a specific focus on increasing the number of secondary teachers who can teach Welsh or other 30 subjects through the medium of Welsh.

Analysis should involve a wide range of different stakeholders and the Council will engage with others to support this process once the data is available. We will engage with a range of partners to support the development of the workforce e.g. CSC, Coleg Cymraeg, Dysgu Cymraeg.

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.

They 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.

Discussions with Colleagues within our Equalities and HR teams have already taken place to begin planning to update data currently held within the Council with relation to the linguistic skills of our teaching staff. This is a key action for year one of the new WESP cycle.

#### **Sabbatical scheme:**

2022-23 – one teacher from the Vale will be involved in the Welsh in a Year Sabbatical programme. 7 places offered across CSC.

Historical information:

<b>Year</b>	<b>Number from Vale</b>
2017-18	3
2018-19	6
2019-20	3
2020-21	3
2021-22	2

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

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

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

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.

The statutory data used to support this action is held at school level and falls into the following areas:

- Basic employee details including name, gender, date of birth, National Insurance number, ethnicity, national identity and physical or mental impairment, FTE, Long-term Absence Status, and 3rd Party Staff. Teacher number and teaching status
- Welsh Language Skills (proficiency and ability to teach/work through the medium of Welsh)
- SWAC roles (i.e., Headteacher, qualified teacher, midday supervisor etc)
- Curriculum, e.g., year group and subject taught (secondary)

Schools are required to collect and record this data for all new employees. The Council also requires schools to update this information for all members of staff for SWAC each year so that this data is as up to date and accurate as it can be.

In terms of recruitment and retention, schools provide the following for the Pupil Level Annual School Census (PLASC):

Recruitment (every teaching vacancy in the school) – subject, key stage, if Welsh medium, number of applications received, person appointed, or how it was covered if not filled.

Retention (every teacher leaving the teaching profession) – key stage, teaching experience in years, destination after leaving.

This data is not held in our school management information system, (SIMS), only provided as an aggregate once a year for PLASC.

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

- Iaith Athrawon Yfory incentive - targets secondary PGCE student teachers training to teach all subjects through the medium of Welsh or bilingually.
- Working with the Education Workforce Council (EWC) and Initial Teacher Education (ITE) providers to complement and support recruitment and the implementation of a digital media campaign marketing to specific groups of potential teachers, including Welsh-medium graduates.
- development of alternative routes into teaching via part-time and in-service routes.
- Pilot transition courses for teachers with qualified teacher status (QTS) who teach in the primary sector to receive additional training and support in order to switch and teach in the secondary sector.
- Working with Initial Teacher Education (ITE) partnerships to deliver accredited ITE Programmes. Programmes include a requirement to include a minimum of 25 hours Welsh language training.
- A programme of activities aimed at increasing the number of learners studying Welsh at A Level and promoting a pathway into teaching Welsh as a subject. In partnership with the Coleg Cymraeg Cenedlaethol,
- Distribute specific funding to the regional consortia from the Raising Standards in Schools budget to support the delivery of Welsh-medium learning and professional development.
- Continue to improve practitioners' Welsh language skills through the Welsh language Sabbatical Scheme.

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.

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

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

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

The Council's Governor Support Unit (GSU) will continue to support governors including staff and teacher governors so that they can fulfil their role effectively. The GSU also support and advise schools with recruitment on senior appointments such as Headteacher and Deputy Headteacher appointments working closely with the Improvement Partner from the Central South Consortium.

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

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

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

## How we will work with others to achieve our vision

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

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

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

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

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

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

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

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

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

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

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

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

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THE VALE OF GLAMORGAN COUNCIL

# WELSH IN EDUCATION STRATEGIC PLAN 2022-2032



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# Vale of Glamorgan Council

## Welsh in Education Strategic Plan (WESP) 2022 to 2032

This Welsh in Education Strategic Plan is made under Section 84 of The School Standards and Organisation (Wales) Act 2013 and the content complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019<sup>1-2</sup>. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Paula Ham  
Director of Learning and Skills

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

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

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## Our Vision

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

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

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. Creating demand for Welsh medium education via the promotion of the benefits of a bilingual education alongside investment in our education estate will also support our ambition. 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.

### **Increasing capacity**

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

Future schemes to facilitate Welsh medium provision have already been identified, such as the proposed future Welsh medium primary expansion in Cowbridge. This would be subject to consultation and funding. Increasing Welsh medium provision to support the Council's WESP will be a key 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.

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

The Council has identified that based on the evidence to-date 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.

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. 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.

### **Local context**

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



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

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

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

This WESP has been developed in consultation with numerous local and regional partners because although it is the Council that has the strategic lead and statutory responsibility for the WESP, the actions cannot be achieved by one organisation alone and so partnership working is vital for the strategy's success. This partnership approach is also shown in the Council's current Corporate Plan "Working together for a brighter future".

The Corporate Plan “has a particularly strong emphasis on collaboration and working in partnership. This partnership working is wide ranging, including working with families, children and young people, our partners in health, the Police and the Fire service as well as other public sector bodies, the third sector, Town and Community Councils and our communities.”

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 this document and will be further developed as part of the annual action planning and target setting for our WESP.

The WESP is also 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, opportunities to recruit a specialist education officer to focus on key aspects of our ambitions for Welsh medium education are being pursued.

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

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

- The population of the Vale of Glamorgan continues to grow with 132,165 people now estimated to live here.
- There are estimated to be 56,435 households in the Vale of Glamorgan.
- By 2039 it is estimated that 17% of the population will be aged between 0-15, a 3% fall from today's population.
- It is estimated that 3% of the total population of the Vale is from a non-white ethnic background.
- Year-end population figures from 2021 (financial year ending March 2021) show that the numbers of those aged 3 or over who are recorded as being able to speak Welsh stands at 24,400 (or 19.4%).

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

### **Key achievements over the past 10 years:**

- More than £35m invested in Welsh medium education as part of Band A and B of the Council's 21<sup>st</sup> Century Schools Programme (which has evolved into the Sustainable Communities for Learning 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.

### **Supporting research**

To support initial actions for our WESP the following activities are planned for early 2022:

- Desk research into the provision of mid and late immersion education at an all-Wales level considering the effectiveness of the various models.
- Analysis of current immersion provision within the Vale of Glamorgan and development of plans to expand the provision for latecomers to the secondary sector.
- Discussions with stakeholders about the strengths and weaknesses of existing systems.
- Consideration of the actions identified within the draft WESP with particular emphasis on the development of provision for latecomers to Welsh medium education.
- Presentation of a report to the Councils Senior Leadership team on all the above to influence WESP action planning.
- An update of our various provision mapping to ensure we are aware of all available provision post pandemic and any identified gaps.

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

### Where are we now?

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

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

Places available in a nursery cater for the rising 3's and 4's with around 62% of places expected to be taken up by children progressing to the reception class in the following year, rising 4's.

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

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.

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

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

Welsh medium Childminders	Area	Places available
8 childminders	Vale wide	50

### Cylch Meithrin Progression data into Welsh medium Education 2019/2020

Cylchoedd Meithrin	Number of children attending	Number transferring to WM	Number transferring to EM	% transferring to WM
Cylch Meithrin Llanilltud Fawr	29	27	2	93.10%
Cylch Meithrin Dechrau Dysgu	27	26	1	96.30%
Cylch Meithrin Bethel	19	16	3	84.21%
Cylch Meithrin Bethesda	20	17	3	85%
Cylch Meithrin Dinas Powys	16	12	4	75%
Cylch Meithrin Y Bontfaen	30	17	13	56.67%
Cylch Meithrin Pili Pala	42	36	6	85.71%

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

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

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

\*Increase in places

For 2020/21, 251 (15.91%) reception age children of the total reception cohort were admitted to Welsh medium primary schools. There has been an increase overall in the number of pupils attending school nursery units over the past 3 years. The Council will work to ensure that this continues in line with the Council's future vision for Welsh medium education provision. In 2020/21, the number of learners attending Welsh medium nursery provision represented a 7% growth from the 2018/19 number on roll. By September 2023 the Council will introduce an additional 48 nursery places at Ysgol St Baruc when it expands and relocates to a new school building on the Barry Waterfront development.

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

As part of the Council's Sustainable Learning Communities Programme (formerly band B of the 21st Century Schools Programme), the Council has already planned to increase Welsh medium nursery provision. A new 2-form entry primary school building is being constructed on the new Barry Waterfront Development. Ysgol Sant Baruc will transfer to the new school building upon completion, doubling the number of nursery places available with an additional 48 part time places.

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

Increasing Welsh medium provision to support the Council's WESP will be a key element of the development of the Council's Strategic Outline Programme for future tranches of the Sustainable Communities for Learning Programme.

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.

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

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

### Key Data

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

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

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

The Council expects around 62% of children in a nursery to progress to the reception class of a school the following year, known as the rising 4's.

#### Childcare Sufficiency Assessment (CSA)

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

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

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

Information is available via the Family Information Service (FIS) and 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.

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

Opportunities to promote the benefits that bilingualism and multilingualism will be 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. 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. Recently, the Council has been increasing Welsh medium provision within new communities by approving the construction of new school buildings within major housing developments. During construction, the Council and the school will continue to engage with the community to promote the benefits of Welsh medium education. This will include delivering copies of the '[Being Bilingual](#)' booklet and other materials identified as part of our action planning.

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.

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

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

Working with our external partners is also important when addressing parental and carers concern. Menter Bro Morgannwg's staff, for example 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 promote bilingualism.

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

### **School Admissions team, application process and school categorisation**

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

Promotion subgroup of the WESP forum and will ensure that all marketing and policy documentation reflects the discussions and actions of the group.

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

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

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

### **Welsh medium provision and the Sustainable Communities for Learning Programme in the Vale of Glamorgan**

The Council is increasing Welsh medium provision as part of its Strategic Outline Programme (SOP) for Band B of the 21<sup>st</sup> Century Schools Programme. The Council has invested £21.5m at Ysgol Gymraeg Bro Morgannwg to provide an additional 299 secondary places, as well as improving the existing facilities. The Council has also allocated £8.5m to construct a new 420 place primary school building on the Barry Waterfront housing development. This will also include capacity for 96 part-time nursery places. When complete, Ysgol Sant Baruc will transfer to the new building, providing an additional 210 primary and 48 part time nursery places. The Council was also awarded an £800k grant to construct a new facility in Llantwit Major to provide Welsh Government's Childcare Offer. This has been constructed on the Ysgol Gymraeg Dewi Sant site and now accommodates the [Cylch Meithrin Llanilltud Fawr](#).

Future schemes to facilitate Welsh medium provision have already been identified, such as the proposed future Welsh medium expansion in Cowbridge. Initial feasibility suggests the site could accommodate a 420 place primary school with 48 part time nursery places to meet future demand. This would be subject to consultation and funding.

The Council is currently developing its new Learning & Skills Investment Strategy alongside the WESP to ensure the targets and commitments inform future investment. This will be monitored as part of our WESP annual action planning.

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

An Early Years Development & Childcare Partnership (EYDCP) is a partnership that has been in existence for 15+ years and brings together organisations and partners including Health, third sector voluntary services (including Mudiad Meithrin), Local Authority staff including Flying Start partners, Early Years etc. The partnership promotes and develops good quality early years and childcare services, supports the provision of a suite of financial support to assist new childcare places along with sustaining existing provision and support diversity of provision and parental choice along with advice and assistance available to parents on what Welsh medium provision is available.

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

### **Flying Start**

The Council currently offers 44 places via Flying Start childcare through the medium of Welsh, for children aged 2-3 years. This service supports children either living in the Flying Start areas defined by the levels of deprivation, or who have been referred to our 'outreach' service. The Council does not currently have capacity issues within our Welsh medium settings, and all families are offered Welsh and English medium as an equal choice. Parents first choice is supported whether this is Welsh or English provision. Flying Start offers outreach support for all other elements of Flying Start – childcare is limited but available in Barry should this be required.

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

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

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

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

### **Family Information Service (FIS)**

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

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

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

The EYDCP has a good working relationship with CWLWM partners (Early Years Wales, PACEY association, National Day Nursery Association (NDNA), Mudiad Meithrin and Clybiau Plant Cymru Kids' clubs) all of whom promote raising children bilingually through their different organisations. Opportunities to strengthen these relationships and identify challenging targets to support our WESP ambitions will be reflected in our annual action planning and performance reviews.

### **Adult Community Learning (ACL) and learning Welsh**

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

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

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

The Council will also aim to deliver an immersion unit within the Authority with adult provision. Provisionally, an immersion unit is being proposed as part of the project for a Welsh Medium School in Cowbridge. This unit 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, particularly those living within the adjoining residential area to the proposed school site. The delivery of this aspect of the proposal would be subject to the relevant consultation and available funding.

### **Learner Travel (Wales) Measure 2008**

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

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

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

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

- Ysgol Dewi Sant – 36
- Ysgol Iolo Morgannwg – 96
- Ysgol Pen Y Garth – 36
- Ysgol St Curig – 11
  
- Ysgol Bro Morgannwg - 499

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

### **Staff training**

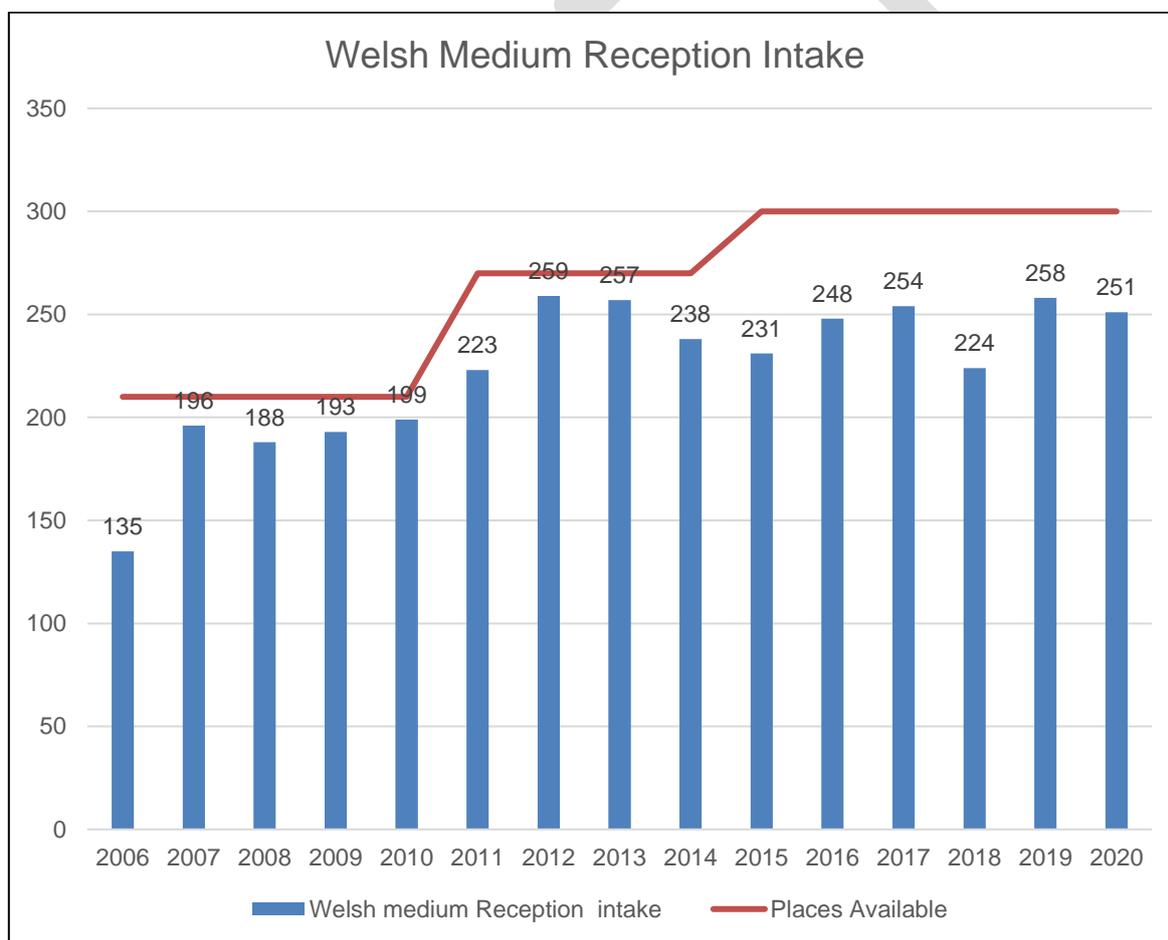
Training on how to discuss Welsh medium education options with parents and carers, as well as common questions and concerns for customer facing staff and Health colleagues is planned and will be reported on in our annual WESP performance reporting. It is acknowledged that this training is required to ensure accurate information and to build the confidence of those individuals who discuss with the public.

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

**Where are we now?**

There are 300 reception class places available in Welsh medium primary schools for September 2021 which will increase to 330 through the expansion of Ysgol St Baruc and relocation to its new site. For 2020/21, 251 (15.91%) reception age children of the total reception cohort were admitted to Welsh medium primary schools. In the Barry area 100% of available reception places were allocated for September 2020 whereas in the western Vale it was 90% and in the Penarth area 70%. The Penarth area has the largest catchment population with a lower percentage of children attending Welsh medium provision. The reasons for this will be fully explored, documented, and addressed as part of the annual WESP performance reporting. Specific measures will be identified to engage parents in the Penarth area.

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



The Council established two new Welsh medium Primary schools in September 2011 to facilitate increased demand for Welsh medium education. Demand has remained steady to September 2020 with some fluctuations in pupil numbers. The Council actively promotes Welsh medium education to parents and ways of improving on current practice will be implemented during the early part of this WESP cycle. A Pupil Number Focus Group has been established as

a subgroup of the Vale WESP forum to actively engage and support Welsh medium growth in future years. It is however acknowledged in this Plan that it is no longer sufficient to meet demand, demand must be created.

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

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

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

#### **1. Investment**

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

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

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

Increasing Welsh medium provision to support the Council’s WESP will be a key consideration as part of the development of the Council’s Strategic Outline Programme for future tranches of the Sustainable Communities for Learning Programme to further increase the number of Welsh medium primary places available across the Vale of Glamorgan. As part of the SOP, 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.

**2. Parental preference**

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

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

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

**Key Data**

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

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

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

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

The Council recognises that to contribute effectively to the Welsh Government's target of 1 million Welsh speakers by 2050, significant investment in provision is required within education to both generate and facilitate demand for Welsh language education. This has been referenced in Our Vision and Outcome 1 (pages 3 & 8).

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

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

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

### **Immersion Unit**

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.

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.

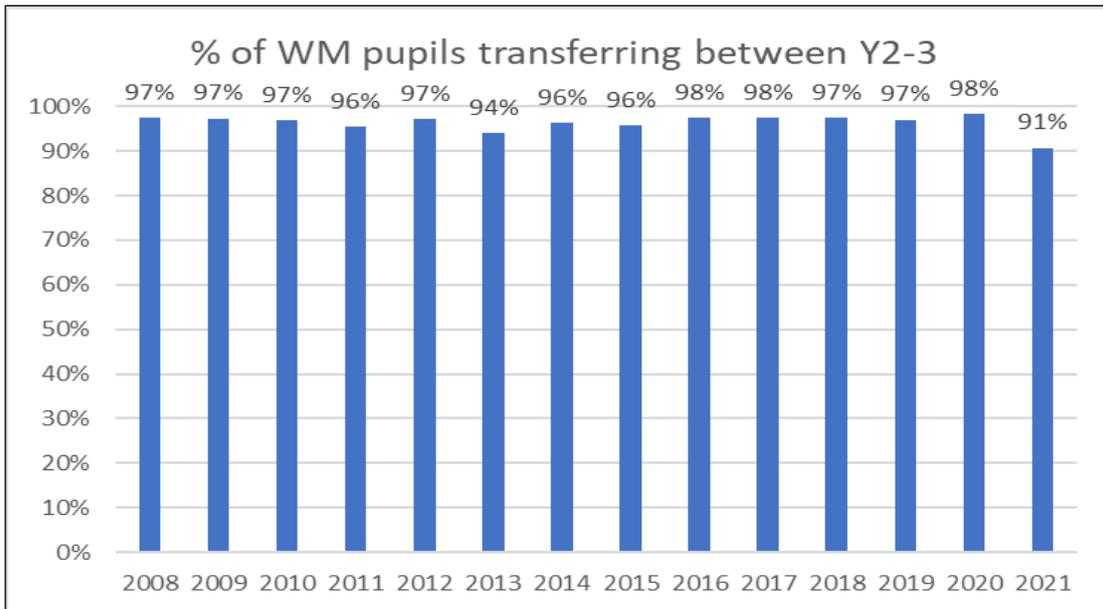
The Vale of Glamorgan only has Welsh medium and English medium schools, and we are not considering any plans currently to change the category of any English-medium primary or secondary school.

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

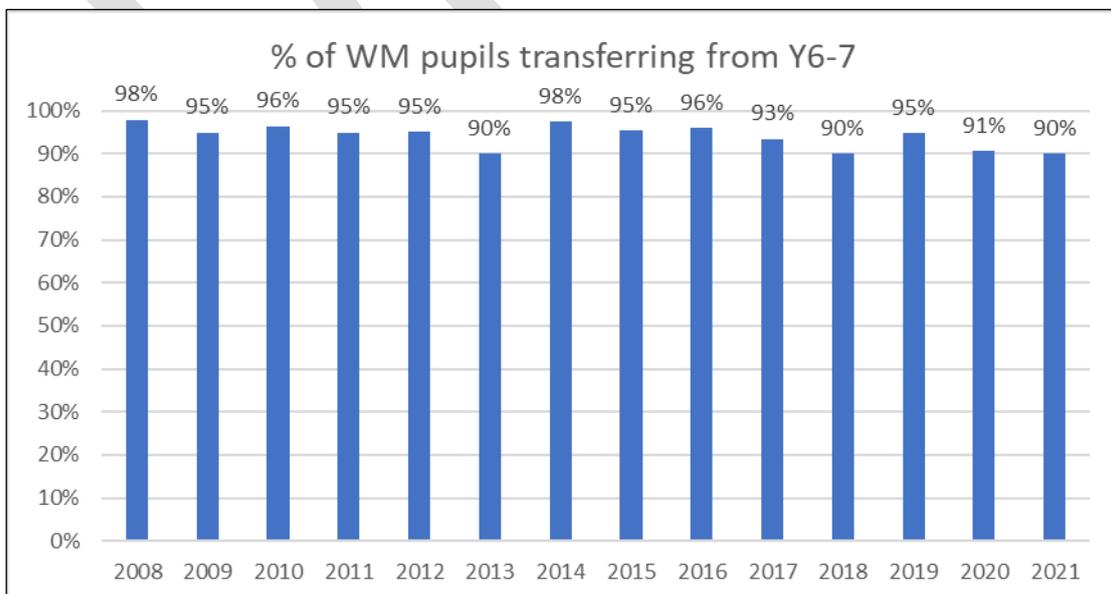
**Where are we now?**

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

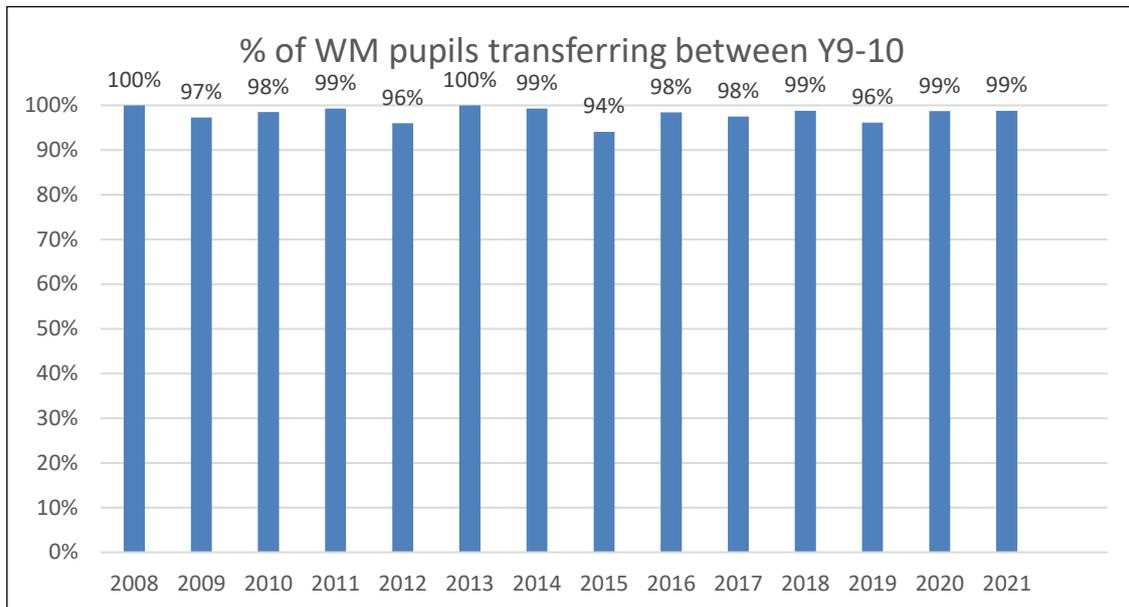
**% of pupils transferring from Welsh Medium School Foundation Phase (Y2) and Key Stage 2 (Y3) in the Vale of Glamorgan.**



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



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



The transition rates within Welsh medium schools in the Vale of Glamorgan are generally high, however it has been noted that the number of pupils continuing their education through the medium of Welsh has declined slightly compared to previous years. 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.

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

We have increased Welsh medium secondary capacity to meet projected demand and will now take action to support creating additional demand. The focus during the first 5 years of the plan will be increasing primary provision to support the target of 24% year one Welsh medium learners by 2031/32. However, noting that this will have a subsequent impact on secondary capacity as learners progress through the school, this will need to be considered as part of the Council's investment programme. Our planning processes in relation to this aspect of our WESP are outlined at page 3 of this document. In addition, targets around retention from primary to secondary over the plan period will be developed and monitored annually.

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

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

To create demand for Welsh medium education from birth, the Council has recognised that the development of Welsh medium childcare settings in close proximity to Welsh medium primary schools will create demand and support our ambition to increase the number of Welsh learners in year one to 24%. By investing in Welsh medium childcare, the Council will support parents to access Welsh medium education for their children, supporting linguistic progression from a young age. The success of the new Welsh medium childcare facility at Ysgol Dewi Sant in

Llantwit Major in 2021 will be closely monitored with a view to replicating this facility near other Welsh medium schools.

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

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

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

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

At the end of this WESP cycle, additional school and childcare capacity will have been introduced by ensuring that full advantage is taken of funding available from the Sustainable Communities for Learning programme, the Childcare Offer Capital Grant, Welsh Medium Capital Grant Scheme, and other internal sources. It is anticipated that this will include our aspiration to build a second Welsh Medium Secondary School

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

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

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

The Vale of Glamorgan has recently established its own 12 place Primary Immersion Unit in Barry. As demand continues to be created and grow, opportunities to set up a satellite immersion class elsewhere in the Vale will be considered. 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. It is the Council's ambition that local immersion facilities will be available for pupils to access as close to home as possible during this next WESP cycle.

The numbers of children and young people with Additional Learning Needs (ALN) of the complexity that would require access to specialist provision has been low and has not warranted the development of local specialist provision. In most cases these children and young people have been provided with additional support in their mainstream settings which has supported their inclusion and successfully met need. In a small number of cases where specialist provision has been required, places are commissioned from neighbouring local authorities in line with the pupils' presenting needs. It is highly likely that as numbers in Welsh medium settings grow that more specialist provision will be required. This need will be monitored closely, and the development of Welsh medium specialist provision will be progressed at the appropriate time.

The CSC will continue to facilitate collaboration between primary and secondary schools to produce resources that promote linguistic progression to parents/carers. In addition, they provide opportunities for Welsh medium schools to engage in initiatives to monitor linguistic progression e.g., comparative judgement. Support is also being provided with the establishment of the new Immersion Unit.

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

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

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

**Where are we now?**

There is currently one Welsh medium school teaching secondary age pupils in the Vale of Glamorgan, Ysgol Gymraeg Bro Morgannwg. The school teaches 3-19 year olds and all learners attending the school study through the medium of Welsh.

Ysgol Gymraeg Bro Morgannwg has been expanded from 1361 places to 1660 places to meet the increased demand for places which became operational in September 2020 under the 21<sup>st</sup> Century Schools programme (Band B funding tranche). A further review of the demand for secondary Welsh medium places will be undertaken to *identify the number of places required and develop proposals for expanding Welsh Medium secondary school places in the Cowbridge or Penarth areas*. The capacity of all schools in the Vale of Glamorgan are regularly reviewed by the School Investment Strategy Group which supports the direction of travel for school organisational developments. Changes to catchment areas, admissions policy and school organisation proposals support our ambition for Welsh medium education. Moving forward into the new WESP cycle, the WESP target to increase the percentage of Welsh Medium year one learners to 24% will be a key element of the Investment strategy.

Based on the funding implications of delivering expanded Welsh medium secondary provision it is considered this should form part of the Sustainable Communities for Learning programme to be delivered under the next tranche of funding.

**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.

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

**Reflect current year group growth**

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).

As outlined in previous outcomes, the key to achieving our target of 24% Welsh medium year 1 learners by 2021/32 is by creating demand, building capacity, ensuring that Welsh medium education is attractive and retaining pupils across all key stages. Developing our public

relations, promoting, and marketing of Welsh medium education and our Welsh medium schools will be a key action for the early years of the WESP, to ensure that parents and prospective parents are aware of and fully understand the life-long advantages of being bilingual and being able to speak Welsh in Wales.

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

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

#### Central South Consortium (CSC)

- Agree measurable targets which will be formalised in the first year of the WESP which will also specify the Council's aim of investing adequately to ensure that there are more learners studying for assessed qualifications in Welsh, as a subject, and subjects through the medium of Welsh.
- Ensuring high quality teaching and learning in all Welsh medium schools.
- Increase in the number of pupils transferring from primary to secondary - ensuring high transition rates from all primary feeder schools.
- Promote the benefits of Welsh medium education with parents / carers and how parents / carers can support even if they don't speak Welsh at home.
- Vale Council and CSC to work with appropriate awarding bodies including WJEC, WJES, Pearson's, Agored Cymru and Qualifications Wales to ensure that all qualifications (including Vocational Qualifications) available through the medium of English are also available through the medium of Welsh.
- CSC is currently investing funding to allow collaboration between Welsh medium secondary practitioners and WJEC in order to produce Welsh medium Level 3 qualifications made in Wales with the intention of extending this further in the future. CSC to facilitate Welsh medium secondary practitioners to further develop Welsh medium qualifications in collaboration with awarding bodies.
- Vale Council and CSC to work with Welsh Government to remove barriers to entry into the teaching profession e.g., the need for a GCSE grade B in Mathematics and Welsh/ English
- Vale Council and CSC to work with Teacher Training Universities to attract high quality Welsh speaking people into the teaching profession.
- Vale Council and CSC to work with Welsh Government to ensure that the profession is valued by the Welsh government and the public in general (e.g., ensure that teacher pay and conditions maintain pace with other professions and ensure that schools are funded appropriately) to make the profession more attractive.

- Vale Council to work with Welsh Government to provide additional post-16 funding to Ysgol Gymraeg Bro Morgannwg to enable the school to provide Level 2 and Level 3 courses to small groups of learners.

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

Examples of this:

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

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

At the end of this WESP cycle, additional school and childcare capacity will have been introduced by ensuring that full advantage is taken of funding available from the Sustainable Communities for Learning programme, the Childcare Offer Capital Grant, Welsh Medium Capital Grant Scheme, and other opportunities. We will have identified and initiated development of primary and secondary provision in Penarth, Cowbridge and Barry.

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

and external stakeholders and by supporting parents and the wider community to understand more about the advantages of Welsh medium education.

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

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

In addition:

- The Council will work with Welsh Government to provide additional post-16 funding to Ysgol Gymraeg Bro Morgannwg to enable the school to provide Level 2 and Level 3 courses to small groups of learners.
- The Council and CSC will work with awarding bodies and Qualifications Wales to ensure that all qualifications (including Vocational Qualifications) are available through the medium of both Welsh and English.
- The Council will work with schools to ensure that the Welsh language is offered as A-level subject in schools, and support schools to maintain smaller class sizes if required to secure the subject. We will achieve this by working with CSC to:
- Develop and implement a strategic marketing strategy to promote Welsh as an A-level subject.
- Work with external providers and WG on any national initiatives to promote Welsh as an A-level subject.
- Consider using the e-sgol system to support GCSE subjects and enhance the e-sgol menu in terms of Welsh medium A Level subjects.
- Work with external providers and WG on any national initiatives to promote Welsh as a subject.
- Consider opportunities for additional post-16 funding to enable the school to run smaller classes.
- Ensure that pupils studying a first language qualification, who also study the Welsh Baccalaureate, are to be assessed through the medium of Welsh.
- CSC to support those teachers who lack linguistic confidence to attend the sabbatical course and provide improvement sessions (gloywi iaith) for them within the region.
- Share Welsh Government videos - <https://www.youtube.com/cymraeg> during options evenings as well as to promote them amongst parents.
- The creation of case study videos tracing the careers to date of pupils who studied Welsh as an A Level subject.
- Collaborate with Coleg Cymraeg and Menter Bro Morgannwg to continue to attend secondary school open evenings and promote studying through the medium of Welsh and speaking Welsh.

- Establish a close relationship and plan with Careers Wales to share positive messages.
- Hold Careers/Jobs Fairs - share the importance of bilingualism - series of short films portraying real life experience as well as through the Hyder (Confidence) Campaign.
- Support schools with the Curriculum for Wales - look at the 4 purposes' subtitle - "All our children and young people will be supported to develop into ambitious, capable learners who... can communicate effectively in different forms and settings, using both Welsh and English." Use the Coleg Cymraeg's 'Turning the Tide in Thirty Years' unit as a module with all pupils.

DRAFT

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

### **Where are we now?**

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

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

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

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

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

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

The Urdd will build on its existing provision and continue to seek views. Provision will be monitored and challenged at the regular WESP forum and action planning and reporting. Free play sessions during school holidays (Bwrlwm) are extremely important and popular with consideration to possibly extend the sessions in future to make them available during all school

holidays (except Christmas). Urdd weekly clubs also continue to offer valuable social opportunities for children and young people along with various activities and workshops during school holidays. We also are working with schools to prioritise Welsh language provision as part of the Vale Schools Food and Fun offer.

In English medium schools, we aim to differentiate for all pupils according to their linguistic ability to ensure that they make appropriate progress and are challenged in relation to their Welsh language skills. Differentiated and targeted provision is provided through designated Welsh lessons to ensure that those transitioning from Welsh medium primary provision to English medium schools continue to develop their Welsh language skills. This involves the Welsh language teacher speaking more fluently with those pupils who have transitioned from Welsh medium schools and pupils facilitating as 'an assistant' in the classroom with second-language pupils. In addition, English medium secondary schools ensure that pupils are entered for the appropriate Welsh qualification based on pupils' linguistic skills. A broad range of Welsh enrichment opportunities continue to be provided as all schools implement and further embed the Welsh Language Charter framework.

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

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

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

The Council will ensure 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.

The Vale WESP Forum will, during the next WESP cycle, map out existing out-of-school provision jointly with other providers and stakeholders and ensure an up-to-date picture, identifying the gaps and discussing joint working to increase/expand provision to meet and stimulate further demand. Asking the views of the children/young people is also an important step to better understand what appeals to them so that we can work towards developing the right provision.

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

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

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

The Council 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.

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

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

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

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

### **Where are we now?**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Over the next 5 years the Council will utilise a wide range of quantitative and qualitative data to keep all ALN provision under constant review in order to:

- Identify the numbers of learners with ALN in Welsh medium educational settings.

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

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

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.

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

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

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

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

## Where are we now?

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

(Stats Wales revision – August 2021)

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

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

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

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

Total 2020/21 (Middle – Welsh and English medium)*								Total
No skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not obtained	Unknown	
-	-	-	-	-	75	-	-	75

\*Ysgol Gymraeg Bro Morgannwg is classed as a middle school for the purpose of the SWAC

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

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

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

## Welsh language ability of Support Staff in the Vale of Glamorgan

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

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

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

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

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

### Statistical quality

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

### Revision's information

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

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

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

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

Early indications by Welsh Government suggest that Wales is heading in the right direction in terms of primary teachers, but that there needs to be a specific focus on increasing the number of secondary teachers who can teach Welsh or other 30 subjects through the medium of Welsh.

The Welsh Language Standards Regulations introduced on 1st April 2016 helped incentivise the Council's drive to improve the Welsh linguistic skills of our workforce and thus improve the services we provide to our residents. The default position is that all posts in all areas of school life are advertised as 'Welsh language skills desirable' and a programme of training will continue to be promoted.

The Council will 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.

They 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.

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

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

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

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.

The statutory data used to support this action is held at school level and falls into the following areas:

- Basic employee details including name, gender, date of birth, National Insurance number, ethnicity, national identity and physical or mental impairment, FTE, Long-term Absence Status, and 3rd Party Staff. Teacher number and teaching status
- Welsh Language Skills (proficiency and ability to teach/work through the medium of Welsh)
- SWAC roles (i.e., Headteacher, qualified teacher, midday supervisor etc)
- Curriculum, e.g., year group and subject taught (secondary)

Schools are required to collect and record this data for all new employees. The Council also requires schools to update this information for all members of staff for SWAC each year so that this data is as up to date and accurate as it can be.

In terms of recruitment and retention, schools provide the following for the Pupil Level Annual School Census (PLASC):

Recruitment (every teaching vacancy in the school) – subject, key stage, if Welsh medium, number of applications received, person appointed, or how it was covered if not filled.

Retention (every teacher leaving the teaching profession) – key stage, teaching experience in years, destination after leaving.

This data is not held in our school management information system, (SIMS), only provided as an aggregate once a year for PLASC.

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

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

- Distribute specific funding to the regional consortia from the Raising Standards in Schools budget to support the delivery of Welsh-medium learning and professional development.
- Continue to improve practitioners' Welsh language skills through the Welsh language Sabbatical Scheme.

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.

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

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

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

The Council's Governor Support Unit (GSU) will continue to support governors including staff and teacher governors so that they can fulfil their role effectively. The GSU also support and advise schools with recruitment on senior appointments such as Headteacher and Deputy

Headteacher appointments working closely with the Improvement Partner from the Central South Consortium.

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

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

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

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## How we will work with others to achieve our vision

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

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

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

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

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

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

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

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

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

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

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

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

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