

# Neath Port Talbot Welsh in Education Strategic Plan

## 5 Year Plan 2022-2027

To deliver NPT's 5 year Welsh in Education Strategic Plan (WESP)

Objective	Action	Working Party /Partners/ responsibilities	Timescales/	Current position On target/ completed Requires further work/ ongoing Not on target/ yet to start
<b>1. More nursery children/ three year olds receive their education through the medium of Welsh</b>				
<b>Collect data and identify gaps</b>	<ul style="list-style-type: none"> <li>Analyse data from 2022 Childcare Sufficiency Assessment and the Early Years Flying Start expansion plan</li> </ul>	Outcome 1 working party/ Early Years Officers/ Mudiad Meithrin	Sep 2023	
	<ul style="list-style-type: none"> <li>Identify geographical gaps in Welsh-medium and bilingual childcare provision including wraparound, 30 hours offer and Flying Start expansion</li> </ul>		Sep 2023	
	<ul style="list-style-type: none"> <li>Ensure that Welsh-medium pre-school provision is available throughout the county</li> </ul>		Sep 2027	
<b>Promotion and Partnership work</b>	<ul style="list-style-type: none"> <li>Promote partnership work with Midwifery and Health Visitors to assist early messages about the Welsh Language and bilingualism</li> </ul>	Outcome 1 working party/ Early Years Officers/ Health, Swansea University/ Academi Hywel Teifi/ Menter Iaith/ RhAG/	Sep 2024	
	<ul style="list-style-type: none"> <li>Create information booklets providing information on the benefits of bilingualism and addressing common fears will be created and used by the partners from initial perinatal communication with parents</li> </ul>		Sep 2023	
	<ul style="list-style-type: none"> <li>Create and launch a Welsh-medium Education platform on the NPT web site to promote, signpost and assist parents and pupils</li> </ul>		Sep 2024-Sep 2025	

	<ul style="list-style-type: none"> <li>Plan and establish effective partnership work with Swansea University/ Academi Hywel Teifi-embed the promotion of bilingualism into the midwifery course currently running at the University.</li> </ul>		Sep 2025	
	<ul style="list-style-type: none"> <li>Map out training from Cefin Campbell on the benefits of the Welsh language and bilingualism- start rolling this out to staff working within EY in NPT, LA and Health (including SALT), childcare sector etc.</li> </ul>		Sep 2024	
	<ul style="list-style-type: none"> <li>Develop a package/ strategy to promote the importance of transferring between Cylchoedd Meithrin and Welsh-medium primary schools and signpost clear progression routes in Welsh-medium education from childcare through to post-16 for all families.</li> </ul>		Sep 2025	
	<ul style="list-style-type: none"> <li>Review and amend the online admissions process in partnership with the admissions team for the process of applications for Nursery and Reception, so that information is strategically placed throughout the online application system to ensure families are able to make informed decisions about the language of provision they want for their child</li> </ul>		Sep 2023-ongoing	
<b>Open new Welsh-medium Primary school and childcare facility within the LA</b>	<ul style="list-style-type: none"> <li>Identify area and site for new WM primary school and childcare facility</li> </ul>	Outcome 1 working party/ LA Officers- SSIP, Education/ Early Years Officers/ Headteacher	Jan 2022	
	<ul style="list-style-type: none"> <li>Consultation process to obtain member approval</li> </ul>		Sep 2022	
	<ul style="list-style-type: none"> <li>Promotion of new school within the area and the wider community</li> </ul>		Sep 2022-ongoing	
	<ul style="list-style-type: none"> <li>Refurbishment work to existing building</li> </ul>		Sep 2022-ongoing	
	<ul style="list-style-type: none"> <li>Tender process and appoint childcare provider for the facility</li> </ul>		Sep 2022	
	<ul style="list-style-type: none"> <li>Appoint staff- Headteacher, teaching staff, TA's, admin, caretaker to be appointed</li> </ul>		Oct 2022	
	<ul style="list-style-type: none"> <li>Open new WM primary school to pupils</li> </ul>		Jan 2023	
	<ul style="list-style-type: none"> <li>Work in partnership with RLDP officers to identify a site for a second WM primary school within the LA</li> </ul>		Sep 2022-ongoing	

Numbers and % of 3-year olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
311	21.4%	331	22.8%	351	24.2%	370	25.5%	389	26.8%

## 2. More reception class children/ five year olds receive their education through the medium of Welsh

<b>Data collection and information gathering</b>	<ul style="list-style-type: none"> <li>Review the demand for provision for Welsh-medium education on an annual basis-historical and projected data and surplus places</li> </ul>	Outcome 2 working party/LA Officers/ PENTAN/ Menter Iaith/ RhAG	Sep 2023-Sep 2027	
	<ul style="list-style-type: none"> <li>Create parental survey to gather information on reasons for choosing WM education, confidence levels etc. Analyse the results (with specific attention given to school within the Swansea Valley with poor transition rates)</li> </ul>		Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Draft appropriate action plans to address and create demand in specific areas and within specific groups, including addressing surplus places in the north of the LA</li> </ul>		Sep 2023-ongoing	
<b>Continuum of staff training for EM schools</b>	<ul style="list-style-type: none"> <li>Identify 4 pilot schools, 2 primary, 2 secondary with the aim of mapping out a continuum of staff training to be able to eventually create a category 2 stream within an English-medium school</li> </ul>	Outcome 2 working party/LA Officers/ Schools involved	Jan 2023	
	<ul style="list-style-type: none"> <li>Agree upon specific quantitative data, targets and timescales for actions with all pilot schools in line with their need and current resources.</li> </ul>		Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Annual cycle of evaluation to include targets and quantitative/ qualitative data</li> </ul>		Sep 2024-ongoing	
<b>Develop immersion provision for latecomers to</b>	<ul style="list-style-type: none"> <li>Appoint staff to research into existing methodologies and good practice across Wales and to form effective networks</li> </ul>	Outcome 2 working party/LA Officers/ immersion staff/ WG/ Hub schools	Jan 2022	
	<ul style="list-style-type: none"> <li>Identify 'hub' schools in the north and south of the LA. Develop and refurbish hubs from WG immersion funding grant</li> </ul>		Jan 2022	

<b>the Welsh language</b>	<ul style="list-style-type: none"> <li>Open the north 16 place provision hub in YGG Pontardawe – to include promotion, transport arrangements, further staff appointments, open days etc.</li> </ul>		Sep 2022	
	<ul style="list-style-type: none"> <li>Open the south 16 place provision hub in YGG Rhosafan – to include promotion, transport arrangements, further staff appointments, open days etc.</li> </ul>		April 2023	
	<ul style="list-style-type: none"> <li>Working group and LA officers to consider the future of an immersion provision post March 2025 (end of WG 3 year funding) i.e. funding, transport and to include provision in long term LA financial plans</li> </ul>		Sep 2023- March 2025	
	<ul style="list-style-type: none"> <li>Annual cycle of evaluation to include targets and quantitative/ qualitative data</li> </ul>		Sep 2022- ongoing	

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

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
288	19.7%	308	21%	327	22.3%	346	23.6%	365	24.9%

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

<b>Data collection and information gathering</b>	<ul style="list-style-type: none"> <li>Monitor the transition rates, analyse past and projected transition data, identify gaps/ weaknesses</li> </ul>	Outcome 3 Working party / LA officers/PENTAN/ YGYBD Cluster Group	Sep 2023	
	<ul style="list-style-type: none"> <li>Gather information and identify parents' concerns during transfer.</li> </ul>		Sep 2023- ongoing	
	<ul style="list-style-type: none"> <li>Draft appropriate action plans/ transition plan to address and create demand in specific areas and within specific groups</li> </ul>		Jan 2024- ongoing	

	<ul style="list-style-type: none"> <li>Annual cycle of evaluation to include targets and quantitative/ qualitative data</li> </ul>		Sep 2024-ongoing	
<b>Welsh language continuum policy</b>	<ul style="list-style-type: none"> <li>Create a policy setting out the Local Authority's expectations of pupils continuing within the Welsh sector</li> </ul>	Outcome 3 Working party / LA officers/PENTAN/ YGYBD Cluster Group	Sep 2024	
	<ul style="list-style-type: none"> <li>Ensure that all schools support and implement the policy when dealing with parents, resulting in a collective responsibility to support parents and encourage confidence.</li> </ul>		Jan 2025	
<b>Curriculum Developments</b>	<ul style="list-style-type: none"> <li>Develop a support package with Local Authority level support for schools to develop the visibility of the new curriculum with the focus on confidence in the Welsh language in both WM and EM schools</li> </ul>	Outcome 3 Working party / LA officers	Sep 2023	
<b>Plan for expansion in secondary WM provision</b>	<ul style="list-style-type: none"> <li>Consider expanding the capacity within Welsh-medium secondary education as a result of increased numbers in outcomes 1 and 2 (planning stage in first 5 years-to be implemented in second half of the WESP cycle)</li> </ul>	Outcome 3 Working party / LA officers/ YGYBD SMT/ RLDP officers	Sep 2024-2027	
	<ul style="list-style-type: none"> <li>Work closely with Replacement Local Development Planning (RLDP) officers and Headteacher in order to identify options and timetables to implement the developments</li> </ul>		Sep 2024-2027	
<b>4. More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh</b>				
<b>Data collection and information gathering</b>	<ul style="list-style-type: none"> <li>Monitor post 16 welsh medium uptake past and projected, analyse data</li> </ul>	Outcome 4 Working party / LA officers/YGYBD/ involved schools/ Colegau Cymru	Sep 2024	
	<ul style="list-style-type: none"> <li>Draft appropriate action plans/ transition plan to address and create demand in specific areas and within specific groups e.g. Early Years workforce</li> </ul>		Jan 2025	
<b>WM Vocational Courses</b>	<ul style="list-style-type: none"> <li>Initial discussions with Colegau Cymru (Neath / Afan College), create baseline of available WM courses and analyse data of current uptake</li> </ul>	Outcome 4 Working party / LA officers/YGYBD/ Colegau Cymru/ WG/ Careers Wales	Jan 2024	
	<ul style="list-style-type: none"> <li>Work with Colegau Cymru and WG to understand available provision and workforce need in order to promote WM vocational courses</li> </ul>		Jan 2024-August 2024	
	<ul style="list-style-type: none"> <li>Draft appropriate action plans/ transition plan to address and create demand in specific areas and within specific groups</li> </ul>		Sep 2024	
	<ul style="list-style-type: none"> <li>Work with Careers Wales and Colegau Cymru to develop a menu of Welsh medium and bilingual apprenticeships for the current pupils in the system,</li> </ul>		Sep 2024-2027	

	Careers Wales to promote Welsh language as essential skills for the future within the Local Authority			
<b>WM Science GCSE/ A Level</b>	<ul style="list-style-type: none"> <li>Transition the default language for Science GCSE in Ysgol Gymraeg Ystalyfera Bro Dur to Welsh.</li> </ul>	Outcome 4 Working party / LA officers/YGYBD	Sep 2025	
	<ul style="list-style-type: none"> <li>Transition the default language for Science A level in Ysgol Gymraeg Ystalyfera Bro Dur to Welsh.</li> </ul>		Sep 2027	
<b>5. More opportunities for learners to use Welsh in different contexts in school</b>				
<b>Siarter iaith/ Cymraeg Campus</b>	<ul style="list-style-type: none"> <li>Re-launch the Siarter iaith/ Cymraeg Campus ensuring that it is embedded in all new curriculum designs</li> </ul>	Outcome 5 Working party /LA officers/ school communities	Sep 2023	
	<ul style="list-style-type: none"> <li>WM and EM schools to reviewed and revisit previous Siarter iaith/ Cymraeg Campus targets and will achieve the pre Covid standards.</li> </ul>		Sep 2023- Sep 2025	
	<ul style="list-style-type: none"> <li>Siarter iaith/ Cymraeg Campus action plans/strategies will be used to ensure regular opportunities for learners, staff and the wider community to engage in activities that increase confidence in the Welsh language and promote Welsh modern culture and history</li> </ul>		Sep 2024- ongoing	
<b>Gig Gymraeg</b>	<ul style="list-style-type: none"> <li>Continue to build on the huge success of our annual 'Gig Gymraeg' within the YGYBD cluster for Y6 and Y7 learners</li> </ul>	Outcome 5 Working party /LA officers/Menter iaith/ PENTAN/ Clwstwr YGYBD/EM schools	Sep 2022- ongoing	
	<ul style="list-style-type: none"> <li>Roll out the 'gig' ensuring that all Y6 pupils in WM and EM schools have access to a contemporary WM music festival on an annual basis, supported by Menter iaith CNPT.</li> </ul>		June 2024	
<b>EM Lead school for curriculum design</b>	<ul style="list-style-type: none"> <li>Identify a leading excellent practice English medium school within the LA</li> </ul>	Outcome 5 Working party /LA officers/ EM schools	Sep 2022	
	<ul style="list-style-type: none"> <li>This school will share resources and ideas and support other schools with their curriculum design, ensuring that Welsh culture, history and appreciation of the local area is embedded in their new curriculum</li> </ul>		Sep 2023	
<b>Cynefin</b>	<ul style="list-style-type: none"> <li>The NPT schools website 'Cynefin', created by learners, to promote modern Welsh culture, history and local area will be launched</li> </ul>	Outcome 5 Working party /LA officers/ WM and EM schools	Sep 2022- ongoing	
	<ul style="list-style-type: none"> <li>'Cynefin' website to added to on a regular basis in all Welsh medium schools</li> </ul>		Sep 2022- ongoing	
	<ul style="list-style-type: none"> <li>'Cynefin' website to be rolled out to all English medium schools</li> </ul>		Sep 2022- ongoing	

<b>LA provision and third sector services</b>	<ul style="list-style-type: none"> <li>Undertake an audit to see what WM provision is available within the LA (both within school and in the community) and geographical gaps will be identified and filled i.e. provision from Urdd, PASS, Youth Service etc.</li> </ul>	Outcome 5 Working party /LA officers/ Academi Hywel Teifi/ Tŷ'r Gwrhyd/ Menter Iaith/ Urdd/ PASS/ Youth Service/ school communities/other third sector services	Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Create a menu of support for WM and EM schools within the LA</li> </ul>		Sep 2024-ongoing	
	<ul style="list-style-type: none"> <li>Third sector services will introduced a baseline and targets that will demonstrate their intention to increase community activities</li> </ul>		Sep 2025	
	<ul style="list-style-type: none"> <li>All schools encouraged to use the Urdd Residential Centres to promote the Welsh language in a fun and relaxed environment</li> </ul>		Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>WM and EM schools encouraged to partake in Urdd Eisteddfod activities with the aim of increasing confidence in the language and increasing awareness of Welsh literature, music and the arts</li> </ul>		Sep 2023-ongoing	
<b>Provision and promotion of learning opportunities for non-Welsh speaking learners</b>	<ul style="list-style-type: none"> <li>Undertake an audit of learning opportunities for non-Welsh speaking learners, parents / carers and grandparents or those who are hesitant in the language</li> </ul>	Outcome 5 Working party /LA officers/ Academi Hywel Teifi/ Tŷ'r Gwrhyd/ Menter Iaith/ Urdd/ RhAG	Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Develop a programme to ensure provision and promotion of learning opportunities for non-Welsh speaking learners, parents / carers and grandparents or those who are hesitant in the language in order to raise their confidence and assist with their children's education</li> </ul>		Jan 2024-ongoing	
<b>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</b>				
<b>Data collection and information gathering</b>	<ul style="list-style-type: none"> <li>Collect detailed data and information to set a baseline for current provision, recognise gaps in provision</li> </ul>	Outcome 6 Working party /LA officers/ WM schools/ ALNCo	April 2023	
	<ul style="list-style-type: none"> <li>Set quantitative targets and time lines for improvement</li> </ul>		Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Undertake a biannual audit of the additional learning needs (ALN) of Welsh medium language learners and review our specialist planned places, in order to inform current and map future emerging need for Welsh medium provision for our most complex children and young people with ALN</li> </ul>		Sep 2024-ongoing	

<b>Information and advice</b>	<ul style="list-style-type: none"> <li>Provide information and advice for children and young people and their families</li> </ul>	Outcome 6 Working party /LA officers/ WM schools/ ALNCo	Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>School and council websites include information about addressing the needs of pupils in Welsh-medium education and about specialist provision</li> </ul>		Sep 2023-ongoing	
<b>DACC (Datblygu Addysg Cynhwysfawr Cymraeg)</b>	<ul style="list-style-type: none"> <li>Set up DACC working group consisting of ALNCO s, LA ALN officers, Headteachers, other LA officers</li> </ul>	Outcome 6 Working party /LA officers/ WM schools/ ALNCo s	Sep 2022	
	<ul style="list-style-type: none"> <li>Hold half termly meetings to discuss and address needs/ pressures on WM ALN, professional development needs and set targets and time lines for improvement</li> </ul>		Sep 2022-ongoing	
<b>WM Provision</b>	<ul style="list-style-type: none"> <li>Develop plans to establish a Welsh-medium learning support centre at YGG Trebannws</li> </ul>	Outcome 6 Working party /LA officers/ WM schools	Sep 2022-ongoing	
	<ul style="list-style-type: none"> <li>Develop plans to establish a Welsh-medium learning support centre at YGG Rhosafan (in line with Sustainable Schools Challenge/ Sustainable Communities for Learning programme)</li> </ul>		Sep 2022-ongoing	
	<ul style="list-style-type: none"> <li>Discussions to develop bilingual specialist playgroup and childcare provision to support the early identification of emerging needs for our youngest children</li> </ul>	Outcome 6 Working party /LA officers/Early Years officers	Sep 2022-ongoing	

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

<b>Data collection and information gathering</b>	<ul style="list-style-type: none"> <li>Complete a biannual audit and detailed analysis of Welsh speakers able to teach through the medium of Welsh in all sectors including include teachers, TA's, youth workers etc.</li> </ul>	Outcome 7 Working party /LA officers	Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Use data to provide workforce planning in order to capture the required number of staff needed for the future and pinpoint schools (WM and EM schools)</li> </ul>		Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Set biannual targets for increasing the proportion of the workforce with language skills at foundation level, and at intermediate level or higher</li> </ul>		Sep 2023-ongoing	
	<ul style="list-style-type: none"> <li>Audit the number and place of work of all Welsh speakers within the Authority in order to ensure Welsh medium non-teaching staff are allocated to Welsh medium schools, thus strengthening provision and communication</li> </ul>		Sep 2023-ongoing	



<b>National Sabbatical Scheme</b>	<ul style="list-style-type: none"> <li>• Devise a system of targeting schools according to greater need to nominate individuals to attend the National Sabbatical Scheme</li> </ul>	Outcome 7 Working party /LA officers/ WG/ EM schools	Sep 2023	
	<ul style="list-style-type: none"> <li>• Implement a system of targeting schools according to greater need to nominate individuals to attend the National Sabbatical Scheme with a view to enabling 3 teachers per year to attend</li> </ul>		Sep 2024	
	<ul style="list-style-type: none"> <li>• Monitor and ensure that the learning and knowledge is cascaded within each school that benefits from the scheme with a view to creating a changed culture, ethos and language practice within the school</li> </ul>		Sep 2025	
<b>Workforce forum</b>	<ul style="list-style-type: none"> <li>• Establish a workforce forum to respond to recruitment gaps and challenges in the authority</li> </ul>	Outcome 7 Working party /LA officers /	Sep 2023	
<b>Staff recruitment</b>	<ul style="list-style-type: none"> <li>• Create clear guidelines for use by schools, governing bodies and HR when recruiting new staff, outlining the expectation in terms of the Welsh language</li> </ul>	Outcome 7 Working party /LA officers	Sep 2024	
	<ul style="list-style-type: none"> <li>• School Governing Bodies will be required to address this ongoing aim as a standing agenda item</li> </ul>		Jan 2025	
<b>Partnerships and promotion</b>	<ul style="list-style-type: none"> <li>• Build on the effective ITE partnership between YGYBD and Swansea University and ensure maximum engagement with the new Primary programme.</li> </ul>	Outcome 7 Working party /LA officers/ ITE providers/ YGYBD/ Swansea University/ Careers Service	Sep 2022-ongoing	
	<ul style="list-style-type: none"> <li>• PGCE students from Swansea University and the Careers Service will hold regular information sessions with staff and pupils from Y10-13 in both Welsh and English medium schools, outlining the benefits of a career in education and the integral role the Welsh language plays in this</li> </ul>		Sep 2023-ongoing	
<b>Academi Hywel Teifi- Welsh Language courses</b>	<ul style="list-style-type: none"> <li>• Develop initial five-year programme of planning and development for teaching staff within the Local Authority to attend Welsh language courses run by Academi Hywel Teifi with focus on staff in English-medium schools with minimal Welsh-language skills, but provision for those wishing to brush up or enhance their skills will also be made available across all schools</li> </ul>	Outcome 7 Working party /LA officers/Academi Hywel Teifi	Sep 2023-2027	
<b>Welsh Government Workforce</b>	<ul style="list-style-type: none"> <li>• Review the Welsh Government Workforce Development Plan</li> </ul>	Outcome 7 Working party /LA officers/ WG/ partners	Sep 2023	

<b>Development Plan</b>	<ul style="list-style-type: none"><li>• Seek to mainstream recommendations at local level to maximize and grow a Welsh teaching and learning workforce using a partnership approach to planning the workforce needs</li></ul>		Jan 2024	
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