



CSGA

Neath Port Talbot County Borough Council

Welsh in Education Strategic Plan 2017-2020

Section 1.

Please state your local authority's vision, goal and objectives for Welsh-medium education over the next three years

Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot. We believe that all children should benefit from the opportunity to learn, appreciate and understand their lives through the medium of Welsh. The authority underpins this principle by ensuring universal access to this provision. Neath Port Talbot County Borough Council recognises that language and culture are critical parts of an individual's identity and is committed to promoting and celebrating Welsh language learning across all phases and sectors. Our Welsh in Education Strategic Plan (WESP) 2017-2020 details how we plan to support and further develop Welsh language education in schools and in the wider communities and how we plan for future growth. The WESP details how we will secure further development within the period January 2017 – December 2020 and aligns itself to national policy and guidance in order to contribute to the Welsh Government's aim of achieving a million Welsh speakers by 2050.

Objectives:

- To set out a clear strategy for increasing Welsh-medium education in NPT
- To ensure that the NPT WESP contributes to the key Welsh Government priorities in relation to Welsh medium education.
- To ensure a successful continuum from Welsh-medium primary schools to Welsh-medium secondary schools by ensuring a greater rate of transfer from KS2 to KS3.
- To increase the number of pupils achieving A*-C at GCSE in Welsh second-language.
- Ensure that the post 16 curriculum offered and or facilitated through the medium of Welsh is broad and meets the aspirations of all students.
- To maintain appropriate arrangements for the availability of transport in line with the approved council travel policy.
- To ensure that all schools are supported to teach Welsh effectively in accordance with National Curriculum requirements and that all pupils in English-medium schools are given the opportunity to sit an accredited examination in Welsh at the end of Key Stage 4.
- Ensure that children and young people with ALN receive linguistic equality of opportunity in terms of Welsh-medium education and support.
- Ensure that access, locally or regionally, to professional training to support the development of effective Welsh teaching and learning responds to the identified needs of those working in both the English and Welsh-medium sectors.
- To recognise Welsh as being desirable in person specifications when recruiting staff.
- To ensure that the WESP Forum has clear objectives to enable it to deliver the

outcomes effectively.

Statement:

This plan will be submitted to Cabinet for approval on 24th of January 2017

- The NPT WESP Forum meets termly to monitor progress. It comprises Headteacher representatives from Welsh-medium and English-medium primary and secondary schools, officers of the local authority and other stakeholders from our community.
- The WESP forms part of the Challenge Advisers Service Report Card, which in turn contributes to the Education Development Service (EDS) Plan within the Education Directorate. The priorities also contribute to the over-arching Directorate planning document, 'Y Cynllun'.
- The Authority's Strategic School Improvement Programme (SSIP) team and the pre-school provision including 'Flying Start' contribute to the plan and forum.
- In Neath Port Talbot we work together with Welsh Government in order to align our priorities with the key policies so that we can achieve our aims and embed them in all that we do.
- In order to meet the challenges of the 'Successful Futures' (2015) review and 'Future Generations' (2015) Act the place of the Welsh language in the curriculum needs to be strengthened. The importance attached to the Welsh language is reflected in the proposals of the policy that all children and young people should continue to learn the Welsh language to the age of 16.
- We propose greater focus on children and young people's ability to communicate confidently in everyday settings in the Welsh language, with an emphasis on its increasing role in workplace settings.
- We propose to support all teachers to become effective teachers of Welsh, dependent on context and needs of their pupils.
- In order to meet the challenges outlined in the Welsh Government document 'Re-writing the future' (2015) we plan to mitigate the impact of deprivation in the early years so that learners are 'school ready' and have well-developed early language skills. We will continue to better equip the school workforce to understand and overcome the challenges faced by learners from deprived backgrounds. Throughout the local authority we will engender high aspirations amongst learners from deprived backgrounds and raise expectations for learners from deprived backgrounds and ensure they meet those expectations.
- The main objectives of our WESP forum are to provide advice and guidance regarding the development of the NPT WESP. To influence the implementation of the WESP and monitor and evaluate outcomes. Finally to receive reports and advice as required, prior to meeting with Welsh Government officials.

2. Local authorities have a statutory duty under Section 10 of the Learner Travel Measure (Wales) 2008 to promote access to education and training through the medium of Welsh. Please provide a statement regarding the accessibility of Welsh-medium provision in your local authority in relation to home to school transport. Please highlight any challenges and/or areas of good practice through collaboration.

Access to Welsh-medium education is met through existing primary and secondary school provision, mainly within the local authority and in a small number of cases in neighbouring authorities.

We also facilitate access to secondary phase Welsh-medium education for out of county pupils, mainly from Powys, at Ysgol Gyfun Ystalyfera. Recognising parental demand for more readily accessible secondary phase Welsh medium education, the local authority is establishing a second 11-16 campus in the south of the County Borough.

The Local Authority fully complies with the statutory duties of the Learner Travel Measure (Wales) 2008 and currently the Council's policy is to provide free transport to Welsh medium provision under discretionary powers, subject to specified distance criteria. Where the nearest suitable Welsh-medium school is deemed to be out of authority, transport is provided in accordance with the Council's policy.

There is no requirement to provide school or college transport free of charge to any learner who is above compulsory school age and currently charges are levied for transport to post-16 provision.

In order that a broader curriculum offer is secured at post-16, Ysgol Gyfun Ystalyfera co-operates with neighbouring schools to enhance provision.

All provision of discretionary transport is under review.

Outcome 1: More seven-year-old children being taught through the medium of Welsh

Please provide your current position relating to the number of seven year olds taught through the medium of Welsh and your targets for the next three years.

Current Position	2017/2018	2018/2019	2019/2020
18.3% (282 out of 1542)	18.6%	19%	20%

List your four main objectives to achieving this outcome (please list your objectives in bullet point format).

- Monitor demand and identify trends for Welsh-medium education and use this

information to plan for future provision.

- Ensure that proposals for 21st Century Schools include full consideration of Welsh-medium education.
- To increase the capacity of Welsh-medium pre-school provision and to provide information for parents/carers that promotes the benefits of a bilingual education, seeking advice of best practice in other authorities.
- To improve the support for parents/pupils and schools to move along the linguistic continuum.

Supporting Statement:

To review the demand for provision for Welsh-medium education on an annual basis. To analyse the results of our parental surveys and draft appropriate action plans to address unmet demand by July 2017.

In Neath Port Talbot there are 11 Welsh-medium schools, 10 out of 54 primary schools and one out of eight secondary schools. There is also one 3-16 English-medium school and two English-medium Special Schools.

Band A of the Council's 21st Century Schools Capital Funding Programme comprises 7 schemes, 2 of these relate to improving Welsh-medium education by providing for new build premises on the YG Ystalyfera site that transform secondary phase education and establish primary phase education in an 'all-through' Welsh-medium provision for pupils aged 3 -18. This scheme secures secondary phase Welsh-medium education in the north of the County Borough, including provision for pupils from a neighbouring authority, Powys. The north campus development is complemented by a further new build that establishes secondary phase education (11-16) in the south of the County Borough. This development addresses significant concerns of parents over long travel times to YG Ystalyfera, concerns that influence parental decisions when considering opting for primary phase Welsh-medium provision.

The establishment of a new Welsh-medium school replacing YG Ystalyfera and YGG Y Wern, under a holding name of Ysgol Newydd Gymunedol Gymraeg will provide Welsh-medium education for pupils aged 3 -18 in the north of the County Borough and will see the establishment of secondary phase (11-16) Welsh-medium education in the south of the County Borough. This has been supported by a 21st Century Schools Capital Funding Programme investment comprising c.£17.5m at the north campus and c.£17m at the south campus.

In addition, over the past 4 years there has been significant capital funding for major refurbishment projects in 8 existing Welsh-medium schools. The investment, which secures the future of these schools, ranges from boundary wall and toilet/changing facility refurbishment schemes to a new build kitchen block, boiler replacement and re-roofing.

106 agreements relating to education provision are language category neutral. Identified need for a development with particular linguistic character will determine

the nature of the scheme to be supported by section 106 agreement and resultant developer contribution.

The Council has a strategic programme for managing the organisation of its schools; a programme driven by four key principles, namely: educational standards the need for places and the accessibility of schools the quality and suitability of school accommodation effective financial management.

All the Council's schools are regularly reviewed against this criteria, and the need for sufficient places at Welsh-medium schools features in the reviewing process, the outcomes of which have included rationalisation of Welsh-medium schools, where appropriate, to maximise the available accommodation and improve teaching and learning opportunities. Similarly, a new secondary Welsh-medium provision is being developed in the south of the County Borough to meet existing and anticipated demand for places. The need for Welsh-medium schools is addressed by a strategic approach to service planning and delivery.

The most recent completed childcare sufficiency assessment was conducted in 2013/14. The assessment findings and recommendation informed the development and delivery of a 3 year child care action plan. A revised assessment is currently being undertaken.

A survey of parental demand for Welsh-medium education was carried out 2013. The survey format reflected the information gathering requirements of the Welsh Government.

No significant survey collaboration has been conducted with other LAs.

There are no Welsh-medium federations in Neath Port Talbot at this time.

Cymraeg for kids is a new Welsh Government project. Mudiad Meithrin: the Welsh Early Years Specialists' manage the project on behalf of the Welsh Government. Cymraeg for kids is a key part of Mudiad Meithrin's core service in providing local Welsh medium education and childcare provision from birth right through to school.

Cymraeg for kids' main aim is to increase the number of nursery age children that are able to speak Welsh. This will be achieved through sharing information and giving advice and support to parents on the benefits of Welsh medium education/childcare, the benefits of being bilingual and the importance of introducing Welsh to children as early as possible.

Cymraeg for kids will therefore contribute towards the Welsh Government's target of achieving a million Welsh speakers by 2050

Neath Port Talbot Family Information Service provides information to children, families and professionals who work with families on types of childcare provision and services available. Information regarding Welsh-medium provision, at all stages, is to be included in a bilingual 'Information to Parents' booklet/video which will be made available on the Council's website. Information and promotions

encouraging parents to send their children to Welsh-medium schools will be promoted online (Websites, Facebook, Twitter and Youtube).

Following consultation with Welsh-medium schools, there is currently no provision within the Authority for children and young people who are latecomers to Welsh-medium education to access a Welsh language immersion centre.

Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school.

Please provide your current position and targets for the next three years relating to the number of year nine learners who are assessed in Welsh (First Language)

Current Position	2017/2018	2018/2019	2019/2020
13% (192 pupils in Ystalyfera out of 1454 in NPT)	11.1%	13.6%	13.8%

List your four main objectives to achieving this outcome (please list your objectives in bullet point format).

- To increase the number of pupils transferring from Welsh-medium primary to Welsh-medium secondary by ensuring that pupils and parents / carers realise the benefits of continuing within the sector; also by seeking advice from best practice across Wales.
- To plan effective bridging and transition programmes to ensure that pupils continue secondary Welsh-medium provision, including cross sector 'Ystalyfera'n Cyfri' programme.
- Ensure promotion of the new YG Ystalyfera south campus.
- Ensure development of the Welsh Charter 'Tanio'r Ddraig' targets in the secondary sector.

Supporting Statement:

Is there a significant difference between children assessed in Welsh as a first language in year 6 and then in year 9, outline:

There is currently one Welsh-medium secondary school in the Authority and 10 Welsh-medium primary schools. There is approximately a -20% difference between the number of children assessed in Welsh as a first language in year 6 and then in year 9. The reason for this is mostly due to parental choice with regard to the geographical proximity of the nearest Welsh-medium secondary school, with a minority of parents choosing to send their child to a nearer English-medium school. The strategy to deal with this is twofold. Firstly the development of the Ystalyfera

south campus will go some way to addressing issues of travelling distance in the south of the county. Secondly YG Ystalyfera works closely on a range of initiatives with all Welsh-medium primary schools to attract and promote pupils to remain in the Welsh-medium sector. Primary school pupils have recently experienced a wide range of extra-curricular activities at Ysgol Gyfun Ystalyfera as part of their transition programme. Once in Ystalyfera nearly all pupils remain until year 11.

Outcome 3: More learners aged 14-16 studying for qualifications through the medium of Welsh

Outcome 4: More learners aged 16-19 studying subjects through the medium of Welsh

Please provide your current position and targets relating to the percentage of learners entered for GCSE Welsh (first language) entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh.

Current Position	2017-2018	2018-2019	2019-2020
97%	99%	99%	99%

Currently in YG Ystalyfera the Key Stage 3 curriculum is delivered through the medium of Welsh. At Key Stage 4 the main language of teaching and learning in all subjects is Welsh, with the exception of Science. This department caters for separate English/Welsh-medium teaching groups at both Y10 and Y 11. At key Stage 5 the main language of teaching and learning in all subjects is Welsh, with the exception of Science, Psychology and Computing The Welsh Government’s target of 84% of learners entered for GCSE Welsh (first language) and also entered for at least 2 further Level 2 qualifications through the medium of Welsh by 2015 is already being met. The percentage of learners entered for GCSE Welsh [first language] and also entered for at least five further Level 1/2 qualifications through the medium of Welsh is at least 99% and exceeds the Welsh Government’s targets of 62% by 2015 and 68% by 2020.

Outcome 5: More students with advanced skills in Welsh

	Current Position
% of pupils expected level at Foundation Phase in Welsh first language	92%
% of pupils expected level at Key Stage 2 in Welsh first language	93%

% of pupils expected level at Key Stage 2 in Welsh second language	74%
% of pupils expected level at Key Stage 3 in Welsh first language	92%
% of pupils expected level at Key Stage 3 in Welsh second language	77%
% of pupils Achieving A*-C at GCSE in Welsh first language	68%
% of pupils Achieving A*-C at GCSE in Welsh second language	28%
% of pupils Achieving A*-C at AS level in Welsh	60% (3/5)
% of pupils Achieving A*-C at A2 level in Welsh	67% (6/9)

List your four main objectives to achieving this outcome (please list your objectives in bullet point format and refer to annex 1 for the data you need to include for this outcome).

- Increase L2 attainment levels of Welsh First Language at end of KS4 (current 97/142 = 68%).
- Increase L2 attainment levels of Welsh Second Language at end of KS4 (current 409/1479 = 28%). Significantly lower than NPT L2+ threshold performance.
- Analyse percentage of pupils in English-medium schools taking short course rather than long course Welsh.
- Increase opportunities for learners of all ages to practise their Welsh outside the classroom at both Welsh medium and English medium facilities.
- Increase AS and A2 attainment levels of Welsh First Language at KS5

Supporting Statement:

Welsh literacy standards will be improved by employing a part-time Advisory Teacher for Welsh First language to provide support and training for all Welsh-medium primary schools and to develop transition with Ysgol Gyfun Ystalyfera. Performance targets will continue to be agreed annually with ERW officers (via the regional Menu of Support) and a structured programme of support for Welsh literacy is agreed with PENTAN – the NPT association of Welsh-medium head teachers. All Welsh-medium schools will continue to attend an annual residential Welsh course at Llangrannog. The Teacher Development Officer will continue to produce an annual report on this activity. Many pupils continue to attend residential courses at Tanybwllch, Margam and the Millenium Centre, Cardiff. In-house opportunities to use Welsh language skills will be provided in all Welsh-medium primary schools by providing a range of clubs. Menter Iaith and Ty'r Gwrhyd will be used as a very effective resource to promote extra-curricular Welsh medium activities. Current good practice initiatives include 'Stafell Stwnsh' based at Ysgol Gyfun Ystalyfera and the PLC's based on Dyfal Donc' and 'Cynllun Clebran' will be maintained.

Every Welsh-medium primary school is going to follow the silver award targets for the Welsh Charter. 2 English-medium pilot schools are currently engaged in the Welsh Charter scheme at the moment. Athrawon Bro to inform more English Medium schools about the 'Cymraeg Campus' Welsh Charter scheme and encourage more schools/clusters to get involved.

Outcome 6: Welsh-medium provision for learners with additional learning needs (ALN)

List your four main objectives to achieving this outcome (please list your objectives in bullet point format).

Further improve early identification and effective intervention for Welsh medium pupils with ALN to ensure needs are addressed at the earliest opportunity in order to secure best possible outcomes.

Further develop capacity building with Welsh medium schools to ensure a sustainable model for providing for pupils with ALN

Develop closer working relationship between teams within the Inclusion Service and the TDO and TA for Welsh first language, in order to develop greater capacity for providing a training programme through the medium of Welsh.

To introduce an 'ALN Planning Tool', working with Welsh medium head-teachers and ALNCos to develop a robust planning system across all areas of ALN.

Supporting Statement:

Via its Inclusion Strategy, the authority is committed to securing greater cluster based capacity to address the needs of pupils with ALN. In keeping with this principle, collaborative work between Ysgol Gyfun Ystalyfera and its partner primary schools on Rocket Phonics and early assessment of pupils has already been completed and embedded. The ALN department has developed the MIST (Middle Infant Screening Test) to provide diagnostic assessments and training in the primary sector through the medium of Welsh. All schools were provided with assessment packs, resources and training. Welsh-medium professional support is provided for staff and all Special Education Needs Coordinators (SENCOs) across all areas of need. Whole school training regarding ALN issues has been provided for all Ysgol Gyfun Ystalyfera staff. This has resulted in a more informed and confident staff – impacting on retention of current Welsh speaking staff.

Current assessment of need does not lead us to believe that there is sufficient demand for a specialist provision such as a dedicated Learning Support Centre and that pupils' needs can be catered for within mainstream.

Some specialist assessment through the medium of Welsh is available in the Educational Psychologist Service, the Support for Learning Service and from EDS (Education Development Service).

Centrally based Welsh speaking specialist teachers provide assessment and support in the areas of:

- Learning Difficulty (Specific and General)
- Speech and language and communication
- Hearing Impairment
- Vision Impairment
- Autistic Spectrum Disorder (ASD)
- Wellbeing and Behaviour

All areas, with the exception of ASD, can provide a Welsh language service.

Collaborative work between Ysgol Gyfun Ystalyfera and its partner primary schools on Rocket Phonics and early assessment of pupils has been completed and embedded. The ALN department has developed the MIST (Middle Infant Screening Test) and Phonic Rocket to provide diagnostic assessments and training in both the primary and secondary sectors through the medium of Welsh. All schools were provided with assessment packs, resources and training.

The department has worked with an IT officer to develop recording data on SIMS. There was a lot of work done in this area, and a grant was secured to second teachers from the Welsh sector. Welsh Government came to look at the work and representatives were asked to present at a seminar in Cardiff.

As a result of the Inclusion Review meeting 3/02/15 an LA officer has been asked to collate information on the numbers of pupils transferring from Welsh 1st Language provision to a Local Authority Unit Provision. Contact has been made with ALNST and the Admission Officer regarding this data but feel that it would be beneficial to gather information from the schools. A collection table has been sent to all schools.

An LSA has been appointed to work with these children. She has been given specific training by ALNST and will work closely with them to ensure that these children are given the appropriate provision. Noted cluster concerns regarding provision of support for WM ALN.

Welsh-medium professional support and training is provided for all Special Education Needs Coordinator (SENCOs) and whole school training regarding ALN issues has been provided for all Ysgol Gyfun Ystalyfera staff. This has resulted in a more informed and confident staff – impacting on retention of current Welsh speaking staff.

Outcome 7: Workforce planning and continuing professional development.

List your four main objectives to achieving this outcome (please list your objectives in bullet point format).

Objectives:

- To ensure that schools continue to plan strategically for staff development and produce robust spending plans based on systematic analysis of need.
- To support a systematic take-up of the Welsh Government's Welsh-language Sabbatical Scheme courses (all levels).
- To develop the leadership of middle leaders and aspiring head teachers in Welsh-medium schools.
- Contribute to the regional consortium's wider role in improving educational standards and ensure that regional focus is placed on professional development aimed at improving teachers' abilities to become confident and effective teachers of Welsh.

Supporting Statement:

All schools in Neath Port Talbot have access the regional professional development menu provided by ERW, this ensures that there is wider offer of Welsh medium support and development.

The local authority has also employed a Teacher Development Officer to support Welsh language learning and is continuing to redesign the role of Athrawon Bro to ensure that they focus on the development of effective and consistent classroom practice in language learning.

All Governing Bodies have a contact person from the LA who liaises with Human Resources and other relevant personnel re all recruitment and retention of staff matters. A linguistic skills audit of all primary Welsh second language staff is carried out every 2 years. This data gives us a detailed overview of each school's capacity to deliver the statutory requirements of the National Curriculum for Welsh and inform our future CPD programmes. The audit also forms the basis for Welsh 2nd language differentiated support programme for all schools.

Welsh in Education Grant funds are delegated to all clusters to cover costs of Welsh Second language training and development. Training needs for the Welsh first language sector are identified by PENTAN in tandem with the advisory Teacher for Welsh. Information re all training and development are available across ERW. All training and development is evaluated – with an emphasis on the impact of the training on classroom practice and improved pupil outcomes - in particular, pupils' standards in communication and literacy. Teaching assistants' attendance at the authority's Welsh-language courses is voluntary. ERW has produced resources for teaching assistants supporting Welsh Second Language. All teaching Assistants in the Welsh-medium sector (100+) receive 1 day Inset per year.

Signed:Date:

(This needs to be signed by the Chief Education Officer within a local authority)