

# Welsh in Education Strategic Development Plan

2023-2024

Objective	Action	Working Party /Partners/ responsibilities	Timescales/	Current position <span style="background-color: #90EE90;">On target/ completed</span> <span style="background-color: #FFFF00;">Requires further work/ ongoing</span> <span style="background-color: #FF0000;">Not on target/ yet to start</span>
<b>Welsh in Education Strategic Development Plan</b>				
<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/ Health, Swansea University/ Academi Hywel Teifi/ Menter Iaith/ RhAG	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>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>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-</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-	Jan 2022	

<b>medium Primary school and childcare facility within the LA</b>	<ul style="list-style-type: none"> <li>• Consultation process to obtain member approval</li> </ul>	SSIP, Education/ Early Years Officers/ Headteacher	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	
<b>2. More reception class children/ five year olds receive their education through the medium of Welsh</b>				
<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	
<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	
<b>3. More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another</b>				
<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	
<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>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>Start the process of monitoring post 16 Welsh medium uptake past and projected, analyse data</li> </ul>	Outcome 4 Working party / LA officers/YGYBD/ involved schools/ Colegau Cymru	Sep 2023	

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

<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	
<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	Sep 2022-ongoing	
<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>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	
<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	
<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	Sep 2022-ongoing	

		officers/Early Years officers		
<b>7. Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh</b>				
<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	
<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>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 Development Plan</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	
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