

WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

Neath Port Talbot

Period of this Plan

2022-2032

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*¹⁻². We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: **Date:**

(This Plan needs to be signed by the Chief Education officer within your local authority)

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

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

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Foreword

I am pleased to publish Neath Port Talbot's Welsh in Education Strategic Plan 2022-2032. This exciting Plan sets the direction of strategic planning for the growth of Welsh medium education in the County over the next decade.

This plan reflects our vision for promoting and ensuring meaningful access to Welsh language learning for pupils and staff across all phases and sectors and places the needs of our learners at the heart of our provision. We believe that all children should benefit from the opportunity to learn, appreciate and shape their lives through the medium of Welsh. As a result, we are committed to ensuring high quality provision and support that will enable all learners to benefit from universal access to Welsh-medium education and experiences.

We firmly believe that education is the vehicle that will produce Welsh speakers of the future, and we have a responsibility to stimulate and promote growth in the sector. This is at the heart of this plan, with the aim of ensuring that the Welsh language is not restricted to the classroom.

As an Authority, we are committed to achieving all of the ambitious aims within our Welsh in Education Strategic Plan and will ensure that the Plan responds in a co-ordinated, proactive and ambitious way towards the achievement of the Welsh national targets for 2050 and the aim of having one million Welsh speakers.

Councillor Peter Rees

Cabinet Member for Education, Skills and Culture

January 2022

Our ten year vision for increasing and improving the planning of the provision of Welsh-medium education in our area

The Vision

Neath Port Talbot Local Authority Borough Council recognises that language and culture are critical parts of an individual's identity and is committed to promoting and ensuring meaningful access to Welsh language learning for pupils across all phases and sectors.

Our vision for improving the planning and thus increasing the provision of Welsh medium education in Neath Port Talbot will facilitate the national vision for the Welsh language, to secure 1 million Welsh speakers by 2050. We share the Welsh Government's vision:

...to secure favourable circumstances throughout the country that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child, an education system that provides Welsh language skills for all

Cymraeg 2050 – A million Welsh speakers (Welsh Government, 2017)

In Neath Port Talbot we will enable all learners, families and carers to develop their Welsh language skills and to use the language confidently in everyday life. 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 shape their lives through the medium of Welsh. The authority underpins this principle by committing to enabling all learners to benefit from its universal access to this provision.

Our Welsh in Education Strategic Plan (WESP) 2022-32, will be the cornerstone for this vision and will detail 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 plan details how we will secure further development over the next 10 years, January 2022 - January 2032. It aligns itself to:

- The Well-being of Future Generations (Wales) Act 2015
- 'A Wales of Vibrant Culture and Thriving Welsh Language'
- Prosperity for All: the national strategy and the programme for Government, Taking Wales forward 2016-2021
- Welsh Government's national Welsh language strategy 'Cymraeg 2050: A million Welsh speakers by 2050'
- Education in Wales: Our National Mission, Action Plan 2017-21- A desire for learners to become increasingly bilingual and commitments to

encourage teachers with some ability to speak Welsh to further develop their skills

- The Welsh in Education, Action Plan 2017-21
Sets the direction for the development of Welsh-medium education
- Neath Port Talbot Welsh Language Promotion Strategy

Our statutory education system has a vital role to play in increasing the number of Welsh speakers and, as highlighted by Welsh Government's Cymraeg 2050 Strategy, "post-compulsory education and training providers have a key role to play in sustaining learners' Welsh language skills to meet the growing need for a bilingual workforce". In order to achieve our goals, we must significantly increase the number of school learners who have the opportunity to develop Welsh-language skills in all settings and thus use it in their everyday lives.

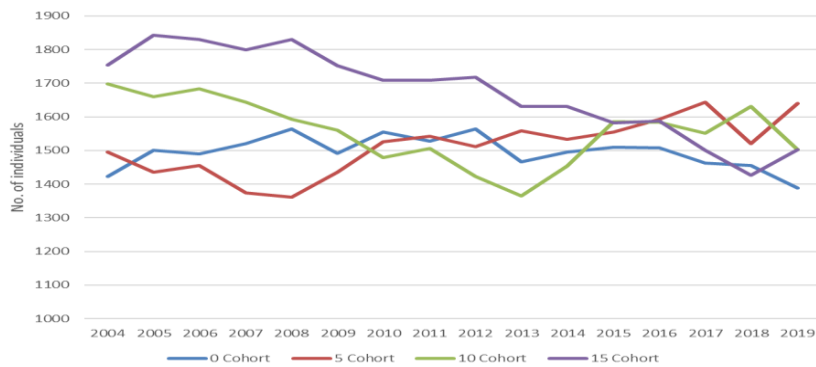
Welsh Government have set a target for Neath Port Talbot to increase the number of learners accessing Welsh-medium education of between 17% and 27% over a 10 year period. This target is based on increasing the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032. Our ambitious plan is to exceed the upper range of the target set by Welsh Government.

Current trends and projected forecasts

The overarching 10 year target is set as a result of a geographic and demographic assessment. The analysis tells us:

- The number of children within the zero age cohort gradually increased in the early 2000s but this process has now flattened out and returned to the lower levels previously seen at the beginning of the period.
- The three year average number of individuals within this cohort in 2017-19 is 1,436, which is 5.9% down on the level seen a decade earlier when the three year average for 2007-09 was 1,526 (90 individual per year higher).
- The age five cohort has displayed considerable growth over the last decade with the three year average 15.2% higher for this age group during 2017-19 than compared to 2007-09 (up from 1390 to 1601). This is in contrast with older age cohorts with the number of 15 year olds present within the County Borough seeing a sustained fall over the last 15 years, with the number in this age group now 17.7% lower than a decade earlier.

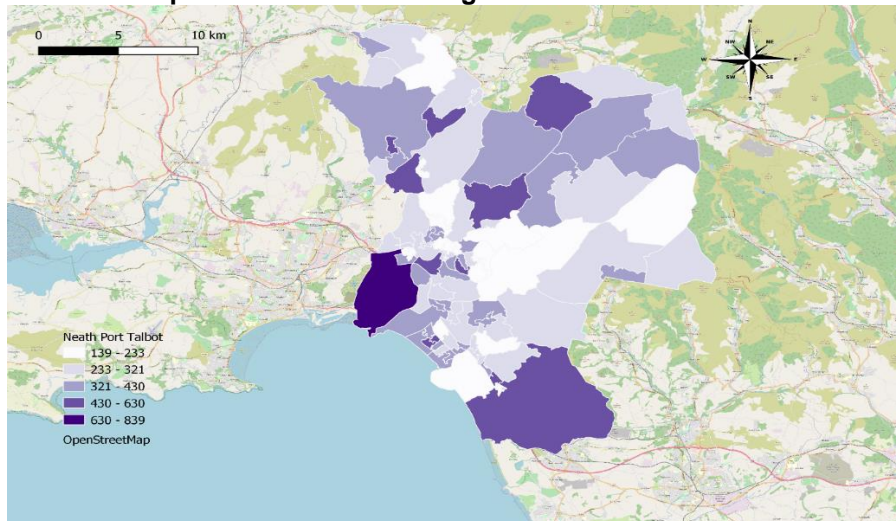
County level population chart



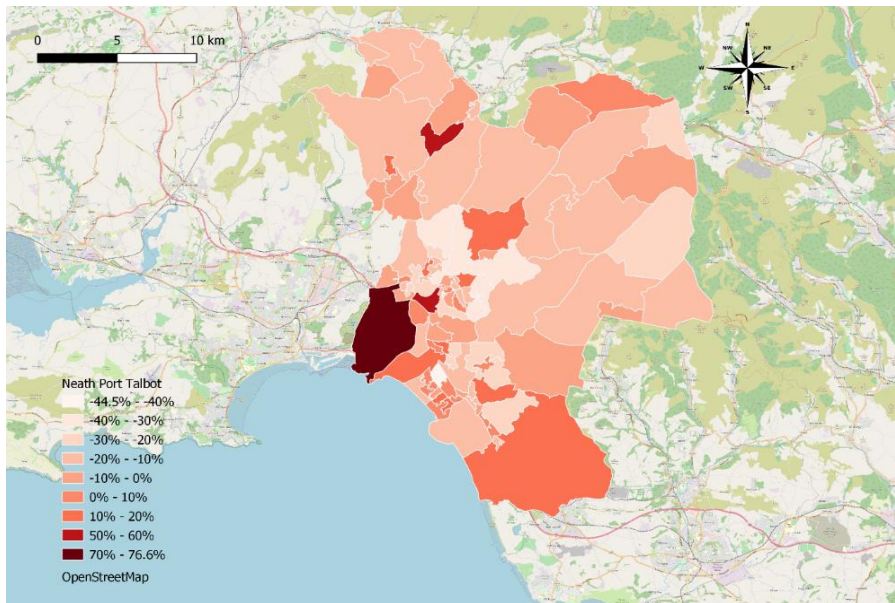
The above data shows a decrease in zero age population, however, an analysis of factors which will impact on the future of Welsh medium education has showed a projected plateauing in the school age population and a potential to substantially increase the number of Welsh medium learners within the next 10 years. The factors taken into consideration when conducting the assessment included population change, population density, population composition, existing Welsh language skills, current Welsh-medium learners and potential additional demand for Welsh-medium education.

The data from the assessment shows that some areas within the Local Authority are showing significant population growth in the under 19 category with one showing a population increase of 76.6% from a three year average of 475 in 2002-04 to 839 in 2017-19. The three year average for this area of 839 makes this the largest in terms of absolute population for this age group.

Under 19 Population 2017-19 Average



Under 19 % Population Change 2002-4 Average to 2017-19 Average



Analysis of the data shows that the strategic plan will require a proactive and reactive approach to include:

- establishing new Welsh-medium schools in areas where the demand for Welsh-medium education is identified
- creating a demand for Welsh-medium education in new geographical areas

Strategic Planning and links with the Local Development Plan

A termly meeting is held to share information and consider future pressures on school places, including those brought about by approved housing developments, and to develop the appropriate responses to these pressures. Information on approved housing developments and information on sites allocated within the Local Development Plan (LDP) will be considered along with pupil population forecasts to predict the likely impact of population changes at a local and authority-wide level. Due consideration will be given to the demand for Welsh-medium education, and its planned growth. Work has recently begun on the preparation of the new LDP (2021-2036). Through consultation and engagement with key stakeholders throughout the plan's preparation process, the new plan will consider whether site-specific education facility allocations will need to be made and what policies may be needed to secure education provision, for example, through planning obligations. The new LDP will consider the demand for educational land use for all ages, types of facilities and for Welsh-medium and English-medium provision. The WESP co-ordinator along with the Strategic School Improvement programme team have been included in developing the new LDP.

Achieving the Vision

In order to deliver the WESP our main objectives are:

- to bring forward a proposal to create a further 3 Welsh medium primary schools within the ten year plan
- to increase the transfer rates between pre-school and Welsh-medium school-based provision by 80% during the lifetime of the plan: we will deliver an action plan in conjunction with providers such as Mudiad Meithrin
- to ensure increased transition rates from Welsh-medium primary schools to Welsh-medium secondary schools with the aim of securing 100% transition rate per year
- to establish later entry point linguistic support for pupils wishing access to Welsh Medium Education through latecomer immersion provision for both primary and secondary learners as outlined in Outcome 2
- to ensure that Welsh language provision across all Welsh and English medium settings provides pupils with the skills and ability to become confident and sustained speakers of Welsh
- to ensure that post 16 provision through the medium of Welsh is strengthened and thus meets the needs and aspirations of all students
- to maintain the availability of transport in line with the approved council travel policy in order to promote access to Welsh-medium provision
- to ensure that children and young people with ALN receive linguistic equality of opportunity in terms of Welsh-medium education and support in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018.
- to ensure that access, locally or regionally, to professional training to support the development of effective Welsh teaching and learning which responds to the identified needs of those working in both the English and Welsh-medium sectors
- to recognise Welsh as being essential in role specifications when recruiting all school-based staff; we will clearly outline our expectations in terms of skill-level requirement (from Level 0 to 3) and provide in-house training to support staff development
- to ensure that the WESP Forum has clear objectives to enable it to deliver the outcomes effectively

These main objectives are discussed in detail on the following pages, with a brief summary of the current position and our proposals for the duration of the WESP.

Current provision

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 Local Authority pupils, mainly from Powys, at Ysgol Gymraeg Ystalyfera Bro Dur. Recognising parental demand for more readily accessible secondary phase Welsh medium education, the local authority has recently established a second 11-16 campus in the south of the Local Authority

Borough. Transport has been provided in accordance with the authority's Home to School Travel Policy 2017.

The Local Authority complies with the statutory duties of the Learner Travel Measure (Wales) 2008 and currently the Council's policy is to provide discretionary free home to school travel assistance to those pupils attending their nearest suitable Welsh-medium education provision or the designated Welsh-medium education provision for the home address. Discretionary assistance for free home to school travel to Welsh-medium schools is subject to the specified distance criteria being met. Currently there is no requirement to provide free home to school travel assistance to pupils of non-compulsory school age, including those attending Welsh-medium Post-16 provision.

Swansea Valley – an area of linguistic sensitivity

The term 'linguistic sensitivity' is used to define those areas in Wales which require targeted and additional support where the language is deemed to be in a weakened state and where the number of speakers are in serious decline, and where the linguistic community may face challenges around the daily use of their language.

According to the 2011 Census, around 15.3% of the county borough's population could speak Welsh, which equates to 20,698 individuals. The vast majority of these speakers lived in the top of the Swansea and Amman Valleys with some communities such as Gwaun Cae Gurwen, Cwmllynfell and Lower Brynamman amongst the highest percentage of Welsh speaking areas in Wales. However, these are the areas that saw the greatest decline in terms of percentage and numbers of Welsh speakers between 2001 and 2011.

The Neath Port Talbot Welsh Language Promotion strategy highlights the importance of the area between Trebanos to Cwmllynfell and Rhos to Gwaun Cae Gurwen as possibly the *'most important in the county borough in terms of its linguistic significance as it contains the highest numbers and percentages of Welsh speakers.'*

The table below shows a significant drop in the number of Welsh speakers in these communities over 10 years. In 2011 the Welsh Language Board established a specific language promotion scheme for the Aman Tawe area in an effort to halt the decline of the Welsh language in this area.

| Community | Number of Welsh speakers (2001) | Number of Welsh speakers (2011) | Change | % Comparable change |
|------------------|---------------------------------|---------------------------------|--------|---------------------|
| Cwmllynfell | 741 | 669 | -72 | -9.72 |
| Lower Brynamman | 861 | 776 | -85 | -9.87 |
| Gwaun Cae Gurwen | 1,860 | 1,572 | -288 | -15.48 |
| Ystalyfera | 1,614 | 1,339 | -275 | -17.04 |
| Trebanos | 580 | 459 | -121 | -20.86 |
| Godre'r Graig | 580 | 473 | -107 | -18.45 |
| Pontardawe | 1,826 | 1,624 | -202 | -11.06 |
| Alltwen | 800 | 664 | -136 | -17.0 |
| Rhos | 692 | 588 | -104 | -15.03 |

2001 and 2011 census

Factors that contribute to linguistic erosion include:

- Lack of language transmission at home
- Out-migration / Immigration
- Negative perception of the inherent value of the language
- Lack of awareness of the advantages of bilingualism
- Lack of confidence in Welsh speakers
- The spread of English into traditional Welsh languages
- Mixed language marriages
- The power of Anglo-American influence on the interests of children and young people
- More deaths than births among Welsh-speaking families

A range of actions have been identified within this WESP which are aimed to support and develop the Welsh language within this area and other areas within the Local Authority which require additional support to ensure that numbers do not significantly decline further.

As not to hold back on realising the ambitious targets in this strategic plan, the current WESP does not include actions with regards to the Swansea Valley proposal. We commit to working close with Welsh Government to address the actions and consider the advice in the Impact Assessment. This further work will be annexed to the current WESP once a decision process has been completed.

Welsh-medium Childcare Provision within Neath Port Talbot

| Name of provision | Location |
|------------------------------|---------------|
| Cylch Mwy Blaendulais | Seven Sisters |
| Tiddlywinks Childcare Centre | Ystalyfera |
| Cylch Aberafan | Aberavon |
| Cylch Brynhyfryd | Brynhyfryd |
| Lots of Tots | Tairgwaith |
| Meithrinfa Ddydd Ser Bach | Neath |

| | |
|----------------------------------|------------------|
| Cylch Chwarae Castell-nedd | Neath |
| Meithrinfa Ddydd y Waun | Gwaun-Cae-Gurwen |
| Georgie Porgie's Cylch Tir Morfa | Sandfields |
| Cylch Chwarae Pontardawe | Pontardawe |
| Cylch Meithrin Cwmnedd | Glynneath |

Welsh-medium schools within Neath Port Talbot

| Primary | Middle (3-19) |
|--|----------------------------------|
| Ysgol Gynradd Gymraeg Blaendulais | Ysgol Gymraeg Ystalyfera Bro Dur |
| Ysgol Gynradd Gymraeg Castell-nedd | |
| Ysgol Gynradd Gymraeg Cwmnedd | |
| Ysgol Gynradd Gymraeg Cwmllynfell | |
| Ysgol Gynradd Gymraeg Gwaun Cae Gurwen | |
| Ysgol Gynradd Gymraeg Pontardawe | |
| Ysgol Gynradd Gymraeg Rhosafan | |
| Ysgol Gynradd Gymraeg Trebannws | |
| Ysgol Gynradd Gymraeg Tyle'r Ynn | |

Post 16 provision within Neath Port Talbot

| Name of Provider |
|----------------------------------|
| Ysgol Gymraeg Ystalyfera Bro Dur |
| Coleg Afan Nedd |
| St Joseph's Sixth Form Centre |

Outcome 1:

More nursery children/ three year olds receive their education through the medium of Welsh

Where are we now?

Our early years ambition for the Welsh Language in Neath Port Talbot, involves us generating a culture where high quality Welsh Language services for families are not just easily accessible and available, but in demand; we need to create that demand. We feel, the key here is promoting and communicating the benefits of the Welsh Language and bilingualism as early as possible during a child's journey through education and services.

We recognise that parents decisions about their child's ultimate destination school, regardless of language, is often considered very early on in a child's life, or even during gestation. Identifying both universal and targeted provision contact points with families, and working in partnership is essential in fulfilling these targets.

In terms of our existing strategies and plans, it is essential for us to dovetail the many cross-cutting outcomes throughout the Early Years services we run, both as a Local Authority, and collaboratively with partners. These include:

- CCG: Childcare and Play- Supporting Families (3 focus areas, one of which is to support and assist families wishing to access provision through the medium of Welsh)
- Welsh Language Strategy – Childcare element within Priority 1
- Childcare Sufficiency Assessment – Priority: Improve access to Welsh medium and bilingual provision
- Play Sufficiency Assessment
- Flying Start Childcare
- Childcare Offer for Wales

Childcare Sufficiency Assessment

The Childcare Act 2006 requires Neath Port Talbot Council, and other Local Authorities to shape and support the development of childcare in the local area to make it flexible, sustainable and responsive to the needs of the community. This is to ensure that parents, carers and families are able to access the childcare they need locally. Local Authorities are therefore required to assess the local childcare market to develop a realistic and robust picture of parents' current and future need for childcare. Having sufficient childcare in Neath Port Talbot means that families are able to find childcare that meets their children's needs and empowers parents and carers to make choices about work and training.

The Childcare Sufficiency Assessment data was not required by WG to be refreshed as initially planned during 2020, due to the pandemic. The last full CSA was 2017. This was reliant on SASS data that was not fully complete by the NPT CC sector at the time, so the data and information is not an accurate measure of the WM sector at the time.

3% of the 68 registered childminders in NPT class their main operating language as Welsh and English (2 childminders classified as Welsh/English, 66 class themselves as English only).

The new Childcare Sufficiency Assessment will be published in 2022 and this information will be included in the annual action plans that will accompany this WESP.

Distribution of Childcare Places

Based on data from June 2020, there were 9 wards within the Local Authority with no registered childcare provision (Welsh and English). Of these 9 wards, 3 were in the catchment area of existing Welsh-medium schools- Trebanos, Godre'r Graig and Coedffranc Central. It is therefore essential to address these areas within the first half of the WESP plan, with the aim of addressing the remaining areas in the second half of the plan.

Welsh-medium Childcare Data

From a snap shot taken 30th August 2021 from the NPT CIW childcare data shown below, 10.5% of the total 2199 available registered childcare spaces were Welsh Medium spaces:

| Service URN | Service Name | Provider Address Town/City | Service Type | Service Sub Type | Maximum Capacity | Date Of Registration | Temporarily Closed |
|-------------------|---|----------------------------|--------------------|---------------------|------------------|----------------------|--------------------|
| SIN-00004620 | Cylch Meithrin Mwy Blaendulais | Blaendulais | Childrens Day Care | Sessional Day Care | 12 | 37347 | Open |
| SIN-00004621 | Tiddlywinks Childcare Centre, Yst | Ystalyfera | Childrens Day Care | Full Day Care | 43 | 37347 | Open |
| SIN-00005342 | Cylch Aberafan, Aberavon Integrated Children's Centre | Aberavon | Childrens Day Care | Sessional Day Care | 12 | 38951 | Open |
| SIN-00005645 | Cylch Brynhyfryd Flying Start Playgroup | Brynhyfryd | Childrens Day Care | Full Day Care | ? | 40206 | Open |
| SIN-00005723 | Lots of Tots (Canolfan Maerdy) | Tairgwaith | Childrens Day Care | Full Day Care | 52 | 39926 | Open |
| SIN-00005753 | Meithrinfa Ddydd Ser Bach / Little Stars Day Nursery | Neath | Childrens Day Care | Full Day Care | 19 | 39917 | Open |
| SIN-00006233 | Cylch Chwarae Castell-Nedd | Neath | Childrens Day Care | Sessional Day Care | 28 | 41346 | Open |
| SIN-00006241 | Meithrinfa Ddydd y Waun | GCG | Childrens Day Care | Full Day Care | 19 | 41380 | Open |
| SIN-00006588 | Georgie Porgie's Cylch Tir Morfa | Sandfields | Childrens Day Care | Full Day Care | 12 | 42009 | Open |
| SIN-00007321 | Cylch Chwarae Pontardawe | Pontardawe | Childrens Day Care | Full Day Care | 14 | 42571 | Open |
| SIN-00008668-SPWH | Cylch Meithrin Cwmnedd | Cwmnedd | Childrens Day Care | Full Day Care | 20 | 43325 | Open |
| | | | | Total Spaces | 231 | | |
| | | | | | | | |
| | | | | | | | |
| Service URN | Service Name | Provider Address Town/City | Service Type | Service Sub Type | Maximum Capacity | Date Of Registration | Temporarily Closed |
| SIN-00010201-SWQB | Clwb Plant Tiddlywinks, Yst | Ystalyfera | Childrens Day Care | Out of School Care | 32 | 43517 | Closed |

In the short term, one 32 place WM setting is closed and is being supported to reopen, along with our current SSIP (Strategic School Improvement)/ WMG (Welsh Medium Grant)/ CCO (Child Care Offer) capital developments due to be completed, creating an additional 58 Welsh Medium spaces to be available before 2022. This increases the overall WM percentage to 14.6% by 2021/2022.

Flying Start

The number of children accessing Welsh language in Flying Start, accumulative, is as follows:

2017/18 - 104

2018/19 – 135

2019/20 -130

2020-21 (during Covid) – 77

There will potentially be 34 more places available as part of the WM capital developments in YGG Pontardawe and YGG Tyle'r Ynn in 2021-2022.

Based on 2020/21 data, there were 452 Flying Start childcare places per annum across our settings of which 65 were category 3 (Welsh language) and category 2 (English/Welsh language) childcare settings equating to a total of 14.4%. The following table shows the transition rate from WM Flying Start places to Nursery education in WM primary schools:

| Flying Start Setting | Transition rate | | Destination Schools | Notes |
|------------------------------|----------------------|------------------------|---|---|
| | Welsh Medium Nursery | English Medium Nursery | | |
| Cylch Brynhyfryd | 66.6% | 33.3% | YGG Tyle'r Ynn, Carreg Hir | |
| Cylch Aberafan | | 100% | Sandfields Primary | Setting on school site |
| Cylch Cwmnedd | 50% | 50% | YGG Cwmnedd, Blaendulais, Cwmnedd English | Setting on YGG school site |
| Cylch Castell Nedd | 50% | 50% | YGG CN, Gnoll, Alderman Davies | |
| Meithrinfa Dydd Y Waun (GCG) | 100% | | YGG GCG | Setting on school site |
| Cylch Pontardawe | 100% | | YGG Pontardawe | Setting on school site |
| Cylch Tir Morfa | 100% | | YGG Rhosafan | Setting immediately next to school site |
| Tiddlywinks Ystalyfera | 100% | | YGG Ystalyfera Bro Dur | |
| Lots of Tots Canolfan Maerdy | 100% | | YGG Ystalyfera Bro Dur, YGG Brynamman | |

We recognise the need to increase the percentage of children accessing WM FS childcare entering WM Nursery Education. The current overall transition rate from WM FS Childcare to MW Nursery Education is 74%. 44 children (11 of which accessed English Medium FS Childcare) transitioned into WM Nursery during 2020/2021.

Flying Start Expansion- Phase One

Building on on-going works, in line with our WESP aims, at least 4 additional Welsh or bilingual settings are due to open near to, or in FS areas during 2022/23. These new settings will be used to offer and encourage Welsh language childcare to FS families. While we are committed to the increase and development of Welsh language childcare provision, we also recognise that childcare providers are enthusiastic about offering more Welsh language opportunities in their setting. We have staff that are passionate about the Welsh Language, working with the English Medium settings to improve the Welsh they offer through an awards based Welsh Language quality assurance scheme which includes support, access to training and drop-in Welsh language acquisition sessions. The change in categories will mean a move from category 1 English language settings to category 2 English / Welsh language settings over time.

Additional care will be taken when placing outreach placements, with amendments to outreach policies to include ensuring Bilingual/Welsh childcare is offered, along with benefits of bilingualism messages.

Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as “communities of interest”, so that those who need the support, are still able to

access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this. We hope this offer will have an initial offer of Welsh language provision as a first offer.

Additional Welsh speaking staff are being recruited into the FS parenting team, and our Welsh Language Dev Officer has developed a Welsh Award for Childcare settings to promote and improve the use of Welsh within settings

Once the Flying Start Phase One draft plan has been approved by NPTCBC AND SBUHB, quantitative targets will be set in the annual action plan for outcome 1.

Developing bilingual settings

While we are committed to the increase and development of Welsh language childcare provision, we also recognise that childcare providers are enthusiastic about offering more Welsh language opportunities in their setting. We have staff that are passionate about the Welsh Language, working with the English Medium settings to improve the Welsh they offer through and awards based Welsh Language quality assurance scheme which includes support, access to training and drop-in Welsh language acquisition sessions. The change in categories may mean over time a move from category 1 English language settings to category 2 English / Welsh language settings.

Capital Projects

There are a number of pre-school capital projects that will impact Welsh Medium Provision within the Local Authority outlined below which will significantly increase the WM places available:

| Capital project | Brief outline of works | Estimated completion date | Additional WM Places |
|-----------------|---|---------------------------|----------------------|
| YGG Cwmllynfell | Increased classrooms and new childcare room | Sept 2021 | 24 |
| YGG Tyle'r Ynn | Increased classrooms, new childcare room, new community space | Sept 2021 | 24 |
| YGG Pontardawe | Increased classrooms, larger childcare space | December 2021 | +10 |
| Neath Central | New childcare setting | May 2022 | 24 |
| | | | 82 |

Family Information Service

Our Family Information Service is a pivotal part of Early Years information and support for families within NPT. During COVID its importance has been in the spotlight, with even greater reliance on seeking correct and up to date information on line for families.

The Early Years Team, is working closely with FIS, to develop its information for parents looking for WM groups, childcare and schools, and aims to highlight the benefits of bilingualism and the Welsh Language to parents in a fun and interesting way, including online presence, access to Welsh stories and rhymes, signposting to Welsh lessons for

parents etc. Work has already taken place to improve the WM schools landing page, but we acknowledge that there is work to be done to streamline the links between the FIS site and the NPT schools pages to ensure clear, easy to navigate information.

Mudiad Meithrin

As we move out of the restrictions of coronavirus, community groups will reignite, and we will work with Mudiad Meithrin officers to develop Cymraeg i Blant, Ti a Fi, and to offer early Welsh language opportunities for very young children and families. Cymraeg i Blant will 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 i Blant will therefore contribute towards the Welsh Government’s target of achieving a million Welsh speakers by 2050.

Mudiad Meithrin officers will continue to work with the Early Years team to develop and expand Cylchoedd Meithrin across the borough especially through their Set up And Succeed programme (Cwmllynfell and Tyle’r Ynn). We will continue to encourage all new and existing Cylchoedd to tender to deliver on our early years’ contracts including Flying Start, Early Years Education, Assisted and Supported Places as well as the Childcare Offer.

Nursery places

Pupils within the Local Authority start Nursery education at the age of 3 years old. The percentage choosing Welsh medium education at this stage is gradually increasing. N1 numbers (youngest Nursery cohort) increased in 2021 as a result of PLASC being later than usual due to the pandemic but the percentage fell from previous years. PLASC 2022 will provide more accurate figures for this cohort.

The percentage of pupils in N2 (oldest Nursery cohort) Welsh-medium schools in 2021 was the highest since 2011, with numbers increasing by almost 4% since 2017. Three year N2 cohort averages at all Welsh-medium primary schools in the south of the Local Authority are on the increase, this coincides with the availability of more accessible secondary Welsh-medium education with the opening of the YG Ystalyfera Bro Dur south campus in September 2017.

| Plasc Pupil Numbers and Percentages in Welsh Medium Schools | | | | | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Year Group | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| Nursery 1 - Numbers | 94 | 111 | 90 | 89 | 103 | 108 | 87 | 110 | 92 | 81 | 85 | 104 | 109 | 112 | 155 |
| Nursery 1 - Percentages | 20.5% | 21.9% | 19.0% | 19.2% | 20.2% | 22.0% | 18.0% | 20.5% | 18.6% | 17.7% | 18.4% | 21.1% | 22.7% | 23.7% | 20.3% |
| Nursery 2 - Numbers | 245 | 268 | 304 | 280 | 310 | 306 | 285 | 266 | 272 | 270 | 243 | 256 | 270 | 292 | 290 |
| Nursery 2 - Percentages | 18.6% | 18.7% | 19.8% | 18.8% | 21.2% | 20.2% | 18.6% | 17.7% | 17.3% | 18.0% | 17.1% | 18.0% | 18.7% | 19.8% | 21.0% |

| | | Plasc Actuals - Welsh Medium Year Nursery 2 | | | | | | | | | | | | | | | |
|------|-----------------------------|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----|
| No. | School | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | |
| 2213 | YGG Y Wern | 16 | 18 | 22 | 15 | 13 | 32 | 18 | 23 | 23 | 11 | 17 | | | | | |
| 2202 | YGG Blaendulais | 14 | 18 | 17 | 12 | 11 | 13 | 16 | 12 | 17 | 7 | 18 | 10 | 12 | 13 | 16 | |
| 2168 | YGG Castell-nedd | 39 | 38 | 48 | 34 | 49 | 58 | 54 | 43 | 46 | 60 | 43 | 48 | 53 | 58 | 59 | |
| 2205 | YGG Cwm Nedd | 25 | 25 | 31 | 28 | 44 | 19 | 27 | 23 | 23 | 15 | 11 | 9 | 9 | 27 | 21 | |
| 2149 | YGG Gwaun Cae Gurwen | 13 | 14 | 22 | 19 | 13 | 13 | 23 | 18 | 17 | 26 | 25 | 24 | 26 | 24 | 25 | |
| 2218 | YGG Pontardawe | 31 | 38 | 37 | 47 | 49 | 59 | 38 | 35 | 36 | 56 | 37 | 50 | 45 | 32 | 47 | |
| 2158 | YGG Rhosafan | 35 | 48 | 53 | 57 | 56 | 47 | 48 | 42 | 45 | 43 | 41 | 50 | 62 | 56 | 51 | |
| 2231 | YGG Tyle'r Ynn | 21 | 27 | 30 | 28 | 35 | 26 | 22 | 33 | 30 | 27 | 31 | 26 | 23 | 45 | 30 | |
| 2125 | YGG Cwmgors | 10 | 7 | 4 | 6 | 4 | 8 | 7 | 6 | 7 | | | | | | | |
| 2128 | YGG Cwmllynfell | 12 | 10 | 11 | 7 | 9 | 14 | 16 | 14 | 19 | 9 | 9 | 8 | 5 | 8 | 9 | |
| 2198 | YGG Rhiwfawr | 3 | 2 | 7 | 5 | 9 | | | | | | | | | | | |
| 2208 | YGG Trebannws | 20 | 16 | 18 | 19 | 14 | 17 | 16 | 17 | 9 | 16 | 11 | 10 | 15 | 10 | 11 | |
| 2139 | YGG Y Glyn | 6 | 7 | 4 | 3 | 4 | | | | | | | | | | | |
| 5501 | YG Ystalyfera - Bro Dur | | | | | | | | | | | | | 21 | 20 | 19 | 21 |
| | Total - Welsh Medium | 245 | 268 | 304 | 280 | 310 | 306 | 285 | 266 | 272 | 270 | 243 | 256 | 270 | 292 | 290 | |
| | Total - NPT | 1317 | 1434 | 1536 | 1489 | 1459 | 1512 | 1530 | 1505 | 1575 | 1497 | 1425 | 1420 | 1447 | 1472 | 1382 | |
| | % - Welsh Medium | 18.6% | 18.7% | 19.8% | 18.8% | 21.2% | 20.2% | 18.6% | 17.7% | 17.3% | 18.0% | 17.1% | 18.0% | 18.7% | 19.8% | 21.0% | |

We recognise that we will need to expand our Welsh language registered childcare places, including Flying Start childcare places, with a focus on any further school expansion to enable continuity for families as well as areas where there is currently no Welsh language childcare provision. The expansion of childcare provision will require a focus on capital developments submitted to Welsh Government, as well as workforce development to ensure sufficient staff to run high quality Welsh language childcare. This in turn will lead to an increase in demand for Welsh-medium Nursery places and will lead to an increase of 3 year olds/ nursery children accessing Welsh-medium education.

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

Our aim is to increase the number of Nursery children receiving Welsh-medium education in order to reach our target of an increase of 208 pupils by the end of the 10 year plan. This will be achieved by implementing the following actions.

- The Council commits to creating a baseline and an operational plan that identifies further geographical gaps in provision in order to ensure that pre-school provision is available throughout the county by 2024. This will be in line with the 2022 Childcare Sufficiency Assessment and the Early Years Flying Start expansion plan-Phase One.
- Promote partnership work with Midwifery and Health Visitors to assist early messages about the Welsh Language and bilingualism, to be shared though the perinatal and postnatal period. 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.

- Partnership work with Swansea University/ Academi Hywel Teifi will embed the promotion of bilingualism into the midwifery course currently running at the University.
- Revisit the training run by Cefin Campbell with all staff working within EY in NPT, LA and Health (including SALT), childcare sector etc. It is important to regain some of the momentum lost during COVID, revisiting some of the good work that had started to impact how our own team members and our partners used and promoted Welsh and Bilingualism.
- Promote the importance of transferring between Cylchoedd Meithrin and Welsh-medium primary schools. This transfer is essential to ensure that progression from one to the other increases and reaches 100% by the end of the 10 year plan.
- Work with parents and carers to understand what information they need to inform their choices of language provision for education, including resources, web presence, activities etc. will be developed. They will focus on alleviating common worries and barriers. Partnership work with Menter Iaith and RhAG will be essential in the success of this campaign.
- Work with parents to ensure that a clear progression route in Welsh-medium education from childcare through to post-16 is identified for all families.
- The Local Authority will explore the possibility of using a promotional consultant employed specifically to promote the benefits of Welsh-medium education and to produce a promotional campaign i.e. website, leaflets, social media, posters, videos, to strengthen communication. A NPT website will be created outlining the journey of Welsh medium education for learners within the Local Authority. Menter Iaith and RhAG will play a pivotal role in promotion.
- Develop Welsh-medium wraparound childcare options to address gaps in existing provision and to support parents including parents accessing the 30 hour offer and Flying Start expansion in conjunction with our partners including Mudiad Meithrin through establishing new Cylch Meithrin settings for YGG Tyle'r Ynn, YGG Cwmllynfell, YGG Trebannws, YGYBD Primary sector as well as within the 3 new Welsh-medium primary schools which will open within the 10 year plan.
- Develop further Welsh-medium wraparound childcare options to support parents accessing the 30 hour offer and Flying Start expansion in conjunction with our partners including Mudiad Meithrin through expanding existing settings i.e. YGG Pontardawe, YGG Gwaun-Cae-Gurwen.
- Increase the number of Welsh-medium groups running within settings and schools i.e. Babi a Fi, Ti a Fi, baby massage, parenting classes to follow the YGG Tyle'r Ynn model (Ti a Fi alone increased Nursery numbers by 24 places).
- Regularly review the 'Neath Port Talbot Childcare Sufficiency Assessment Action Plan' with an emphasis on improving access to Welsh medium and bilingual provision by identifying and filling gaps in provision.
- Based on 2020/21 data, there were 452 Flying Start childcare places per annum across our settings of which 65 were category 3 Welsh language and category 2 English/Welsh language childcare settings equating to a total of 14.4%. We have a target in Flying Start to increase this percentage to 20% within the next 5 years, 25% by end of the 10 year plan by expanding provisions/ establishing new provisions.
- The Early Years team will continue to work with Mudiad Meithrin officers to develop and expand Cylchoedd Meithrin across the borough especially through their Set up And Succeed programme (Cwmllynfell and Tyle'r Ynn). We will continue to

encourage all new and existing Cylchoedd to tender to deliver on our early years' contracts including Flying Start, Early Years Education, Assisted and Supported Places as well as the Childcare Offer

- The Local Authority will support the Welsh Language Awards within English language childcare settings to progress through the continuum towards an increase in category 2 Welsh language childcare provision.
- Use the PSA (Play Strategy Assessment) to develop and encourage out of school activities in Welsh.
- The Local Authority will 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.
- A programme of professional development will be created to ensure that partners are updated regarding what is available, increase confidence for those who speak Welsh already, provide opportunities to learn Welsh and ensuring Welsh is part of job vacancies moving forward.
- All partners will collaborate and support private childcare settings to ensure an increase in Welsh medium provision with the emphasis of promoting the advantages of bilingualism.
- Ensure sufficient provision for Nursery/ 3 year old provision at primary school level is easily available throughout the Local Authority. We will establish a new single form entry starter school in Skewen/ Neath Abbey area with the possibility of expanding/ transferring to a new purpose built WM primary school in Coed Darcy subject to member approval and compliance with the extant criteria of the Schools' Organisation Code.
- To bring forward a proposal to create a further 2 Welsh medium primary schools within the 10 year plan. Funding will be sought from the appropriate Sustainable Communities for Learning programme grant funding streams. The initial plan for opening the second school in the south east of the Local Authority will be in place by 2024. The location of the third School will be confirmed in the second half of the scheme.

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

By the end of the 10 year plan, all pupils in all areas of the Local Authority will have easy access to Welsh medium education and Welsh pre-school education. Information regarding Welsh medium education and the benefits of bilingualism will be provided by all partners to parents throughout the educational continuum, from pre-birth to post 18 in order to provide clear, concise and cohesive information. Parents will be supported throughout their child's education.

Key Data

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% |
| 2027 - 2028 | | 2028- 2029 | | 2029 - 2030 | | 2030 - 2031 | | 2031 - 2032 | |
| 408 | 28.1% | 427 | 29.5% | 446 | 30.8 | 465 | 32.% | 484 | 33.4% |

Outcome 2

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

Where are we now?

In Neath Port Talbot there are 10 Welsh-medium schools, 9 out of 55 primary schools and 1 Welsh-medium middle school providing for ages 3 -18yrs. There are also 7 English-medium secondary schools and 2 English-medium Special Schools.

Although showing a variation over the years, the numbers at reception age show an increase. Both the number and percentage of reception pupils in Welsh-medium schools increased for the third year in a row with the percentage higher than it has been since 2013.

| Plasc Pupil Numbers and Percentages in Welsh Medium Schools | | | | | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Year Group | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| Reception - Numbers | 272 | 247 | 263 | 303 | 282 | 296 | 296 | 276 | 265 | 266 | 273 | 234 | 252 | 268 | 283 |
| Reception - Percentages | 20.1% | 18.4% | 18.3% | 19.3% | 18.5% | 20.0% | 19.3% | 17.9% | 17.2% | 16.7% | 17.8% | 16.1% | 17.2% | 18.0% | 18.7% |

| Plasc Actuals - Welsh Medium Year Reception | | | | | | | | | | | | | | | | |
|---|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| No. | School | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| 2213 | YGG Y Wern | 23 | 14 | 18 | 18 | 15 | 13 | 29 | 19 | 22 | 23 | 13 | | | | |
| 2202 | YGG Blaendulais | 14 | 15 | 20 | 17 | 13 | 13 | 12 | 14 | 12 | 16 | 7 | 18 | 10 | 11 | 15 |
| 2168 | YGG Castell-nedd | 49 | 40 | 38 | 48 | 37 | 48 | 57 | 49 | 45 | 49 | 61 | 38 | 46 | 52 | 54 |
| 2205 | YGG Cwm Nedd | 21 | 24 | 24 | 33 | 27 | 42 | 15 | 24 | 23 | 21 | 15 | 13 | 10 | 9 | 27 |
| 2149 | YGG Gwaun Cae Gurwen | 22 | 14 | 12 | 23 | 17 | 15 | 14 | 21 | 17 | 22 | 26 | 22 | 23 | 24 | 23 |
| 2218 | YGG Pontardawe | 36 | 34 | 37 | 38 | 49 | 46 | 58 | 41 | 35 | 35 | 55 | 35 | 48 | 46 | 32 |
| 2158 | YGG Rhosafan | 43 | 35 | 47 | 51 | 54 | 57 | 46 | 47 | 41 | 43 | 44 | 40 | 47 | 63 | 54 |
| 2231 | YGG Tyle'r Ynn | 21 | 22 | 27 | 27 | 31 | 35 | 27 | 20 | 34 | 30 | 28 | 30 | 26 | 25 | 43 |
| 2125 | YGG Cwmgors | 4 | 10 | 8 | 3 | 6 | 5 | 7 | 7 | 6 | | | | | | |
| 2128 | YGG Cwmllynfell | 10 | 12 | 9 | 13 | 5 | 13 | 15 | 18 | 14 | 19 | 8 | 9 | 10 | 5 | 8 |
| 2198 | YGG Rhiwfawr | 9 | 3 | 2 | 8 | 7 | | | | | | | | | | |
| 2208 | YGG Trebannws | 19 | 19 | 15 | 21 | 20 | 9 | 16 | 16 | 16 | 8 | 16 | 11 | 11 | 14 | 10 |
| 2139 | YGG Y Glyn | 1 | 5 | 6 | 3 | 1 | | | | | | | | | | |
| 5501 | YG Ystalyfera - Bro Dur | | | | | | | | | | | | 18 | 21 | 19 | 17 |
| | Total - Welsh Medium | 272 | 247 | 263 | 303 | 282 | 296 | 296 | 276 | 265 | 266 | 273 | 234 | 252 | 268 | 283 |
| | Total - NPT | 1355 | 1341 | 1437 | 1572 | 1521 | 1479 | 1533 | 1542 | 1543 | 1596 | 1532 | 1457 | 1461 | 1487 | 1511 |
| | % - Welsh Medium | 20.1% | 18.4% | 18.3% | 19.3% | 18.5% | 20.0% | 19.3% | 17.9% | 17.2% | 16.7% | 17.8% | 16.1% | 17.2% | 18.0% | 18.7% |

At present, the following is being implemented within the Local Authority:

- We currently monitor demand and identify trends for Welsh-medium education and use this information to plan for future provision.
- We ensure that proposals for appropriate Sustainable Communities for Learning include full consideration of Welsh-medium education.
- Targets are set 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. In terms of Welsh language pre-school provision, a snap shot taken 30th August 2021 from the NPT CIW childcare data shows that 10.5% of the total 2199 available registered childcare spaces were Welsh Medium spaces.

- The current SSIP/WMG/CCO capital developments will create an additional 58 Welsh Medium spaces to be available before 2022. This increases the overall WM percentage to 14.6% by 2021/2022.
- We work closely with Mudiad Meithrin to ensure expansion of pre-school provision across the authority and support the sector to recruit suitably skilled Welsh language care workers.
- Targets are set within the NPT Language Promotion Strategy plan to improve the support for parents/pupils and schools to move along the linguistic continuum through collaboration with Menter Iaith and RhAG.
- The authority has opened a second WM secondary campus in the south-east in September 2018 with a capacity for 650 11-16 pupils. It has stimulate interest and growth in WM primary provision in the areas of Port Talbot, Neath, Llandarcy, Briton Ferry and the Cwmafan area in subsequent years.
- All the Council's schools are regularly reviewed against specific 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. The need for Welsh-medium schools is addressed by a strategic approach to service planning and delivery.
- The below projects have recently been completed or are nearing completion. In total these projects will increase the number of Foundation Phase places available within primary schools by 150 F/T pupil places.

The projects are:

1. Ysgol Gynradd Gymraeg Pontardawe,

This project initially involved creating 3 extra classroom and childcare provision at Ysgol Gynradd Gymraeg Pontardawe. This project was awarded £1.6m grant funding.

Following more detailed discussion with the school the scheme was amended. At the schools request the current childcare provision and nursery/reception classes were relocated within the school to allow for work to take place without interruption, which necessitated remodelling 2 classrooms, providing extra toilet facilities and outdoor play area, converting the staffroom and office to provide childcare facilities and converting a reception area for storage.

The completed scheme will provide remodeled and extended childcare and nursery facilities along with 2 new build FP classrooms, a new entrance way, staffroom, meeting room and office and additional play areas, fencing and pathways, along with medium refurbishment of the hall.

As well as providing increased capacity the scheme also sought to relocate the main entrance and reception to the front of the school creating a new and more visible front of school which can be clearly seen by the road and nearby housing estate. With careful landscaping and signage of the school site it is hoped that the school will appear more attractive to parents who may be considering a WM education in their local area.

2. Ysgol Gynradd Gymraeg Cwmllynfell

At Ysgol Gynradd Gymraeg Cwmllynfell £640k was awarded to provide 1 extra classroom space and a childcare setting, with the aim of increasing the capacity of the school, improve Foundation Phase provision and provide space to develop pre-school Welsh-medium provision.

The scheme aimed to prevent drift to other schools in neighbouring authorities, strengthening the development of Welsh language in the area and impacting positively on the Council's Band B proposal at YG Ystalyfera Bro Dur (north campus) by increasing the number of children from the area choosing secondary education through the medium of Welsh.

The project has been successfully completed and both the new classroom and childcare provision are ready for use.

3. Ysgol Gynradd Gymraeg Tyle'r Ynn

The aim of this project was to create a more attractive and stimulating learning environment with high quality Welsh -medium childcare on site. In the longer term it was anticipated that this would ease accommodation pressures in the area, with demand for Welsh medium pupil places increasing year on year. £1.14m of funding was awarded which enabled the provision of 2 extra classroom spaces and a new Welsh medium childcare provision.

The project has been successfully completed and is a very welcome and timely addition to the school. Pupil numbers have already shown an increase with both nursery and reception classes full in September 2021.

4. Additional Projects

In addition, over the past 4 years there has been significant capital funding for major refurbishment projects in eight 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. A new build 4 block extension at YGG Rhosafan and a new 60 place Foundation Phase classroom provision at YGG Castell nedd has also been provided as part of the Reducing Infant Class Size grant.

Ensuring sustainable growth of Welsh-medium places and achieving an increase in demand will require detailed and informed planning to ensure that we create the demand across all outcomes. We recognise that more pupils accessing their statutory education through the medium of Welsh is key not just for the WESP but the NPT Welsh Promotion Strategy and the national Cymraeg 2050 strategy.

The actions laid out in this outcome will work towards the desired increase in pupils entering Reception at Welsh-medium schools by proactively planning to increase demand and also fill the 26.7% (632 places) of surplus capacity that currently exist in

our Welsh-medium primary schools. Annual detailed action plans will outline how the demand will be created in specific areas within the Local Authority.

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

Our target is to increase the number of Year 1 children receiving WM education by 208 pupils by the end of the 10 year plan (this will mirror the number of children in Reception class as they commence full time education). We will ensure that an increase is also reflected in the transition rates within Outcome 3 and 4.

- We will review the demand for provision for Welsh-medium education on an annual basis, analyse the results of our parental surveys and draft appropriate action plans to address and create demand in specific areas and within specific groups.
- In order to create and stimulate demand we will appoint a consultant to promote the benefits of WM education and produce a marketing campaign i.e. website, leaflets, social media, and to liaise with and strengthen communication between different stakeholders etc. Specific emphasis will be given to reducing surplus places in the North of the Local Authority.
- In order to create and stimulate demand we will work closely with Mudiad Meithrin, Menter Iaith, Tŷ'r Gwrhyd and RhAG to inform parents/ carers of the benefits of Welsh medium education and bilingualism in order to ensure retention of pupils from Nursery to full time education. Welsh-medium primary schools in the north of the Local Authority have 459 surplus places (out of a total of 632). Specific emphasis will be given to reducing surplus places in the North of the Local Authority.
- Cylchoedd Meithrin will work closely with their local WM schools/ Family Information Service, Flying Start to ensure that a high percentage of children transfer to WM schools. Specific emphasis will be given to reducing surplus places in the North of the Local Authority.
- We will establish a new single form entry starter school in Skewen/ Neath Abbey. The current need for a Welsh medium school in this area is clear. The seedling school will have 210 places (one form entry) plus a 45 place Nursery. If the demand for Welsh medium education in the area continues to grow as expected, there is a possibility that the Welsh-medium seedling school will remain in Skewen and an additional Welsh medium school will be built in Coed Darcy to accommodate the increasing numbers. Alternatively, the starter school could transfer to a new building in Coed Darcy in line with capacity and pupil numbers. In depth demographic and geographic assessments will be completed in order to assess the situation when the developer achieves the required number of new build homes needed to trigger the construction of a new school as specified in the S106 Planning agreement. This will be subject to member approval and compliance with the extant criteria of the Schools' Organisation Code. Informal conversations have taken place with the head teachers of both YGG Tyle'r Ynn and YGG Castell-nedd around this proposal, and further more detailed discussions are expected to take place during the latter months of 2021, as it is recognised that it will be essential to gain the support and goodwill of these

schools to ensure that the proposed new school is promoted in the local area. Formal consultation has taken place and a final decision is expected in September 2022.

- Subject to member approval we will establish a new Welsh medium school in the east of the county borough. Early work on potential pupil numbers have identified that an increasing number of pupils currently travel from areas including Cwmafan, Taibach and Port Talbot town to YGG Rhosafan, which is continuing to also attract growing numbers of pupil from Sandfields, Aberafan and lower Baglan areas. We would also seek to create the demand for Welsh-medium education in this area in order to attract greater numbers of pupils from the lower Afan Valley and Margam areas which currently have low numbers of pupils accessing Welsh-medium provision. It is expected that funding for this new school would be sought from the appropriate Welsh Government capital grant funding stream available at the time. The initial plan for opening the second school in the south east of the Local Authority will be in place by 2024. We are currently working closely with Replacement Local Development Planning (RLDP) officers in order to identify possible sites and timetables to implement the build. Annual action plans for this outcome will further detail this development.
- To bring forward a proposal to create a third Welsh medium primary school within the 10 year plan. Funding will be sought from the appropriate Sustainable Communities for Learning programme grant funding streams. The location of the third School will be confirmed in the second half of the plan. We are currently working closely with Replacement Local Development Planning (RLDP) officers in order to identify possible sites and timetables to implement the build. Annual action plans will further detail this development.
- We will investigate using **pilot schools** 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, starting at nursery and working through to Year 6 over a number of years. Early discussions have identified areas suitable for developing a scheme of this kind within the Swansea Valley and the Neath/ Baglan area. Information regarding the schools, specific quantitative data and timescales will be set and evaluated in our annual action plans.
- As a result of Welsh Government funding, we will develop immersion provision for latecomers to the Welsh language. The immersion provision will enable more learners to access Welsh-medium education at primary. The model will depend on need with the aim of having provision accessible to all areas of the Local Authority by the end of the plan.

Long term aim (Post March 2022-Local Authority funded) - The long term aim of the following model is to establish effective immersion hubs in both the north and the south of the Local Authority (in line with WESP targets). We will establish an immersion centre in YGG Pontardawe. This 16 place hub will open in September 2022 to stimulate a demand for Welsh-medium education in the north of the county. This location will also assist in developing the language in a linguistically sensitive area as well as potentially improving confidence and the transition rates to Welsh-medium secondary. The second hub in the south of the county will be located in YGG Rhosafan. This will also be a 16 place hub. We will look to establish provision for the secondary sector in the second half of the WESP with the aim of ensuring provision for late comers to Welsh medium education and pupils who are now in the system but need intensive linguistic support.

Short term aim (December 2021-August2022 WG grant funded)- The short term aim of the grant funding is to research into existing methodologies and good practice across Wales and to form effective networks that will assist in creating effective provision that will address learners' needs and support their progression both in the short and long term. An area within YGG Pontardawe will be identified and developed/ refurbished during the Summer term with the aim of officially opening a 16 place provision in September 2022. Resources for both hubs will be sourced and acquired during this period.

Quantitative targets will be identified and evaluated in the annual action plans and evaluation reports in order to ensure that enough demand is created and that outcomes are effective.

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

All children in all areas of Neath Port Talbot will have easy access to WM education as they progress from one stage to the next. Additional provisions set out above and an increase in WM settings/ schools will allow this and will lead to the projected increase of 208 pupils.

Key Data

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% |
| 2027 - 2028 | | 2028- 2029 | | 2029 - 2030 | | 2030 - 2031 | | 2031 - 2032 | |
| 384 | 26.2% | 403 | 27.5 | 422 | 28.8 | 441 | 30.% | 460 | 31.4% |

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?

All proposed projects mentioned above in Outcome 1 and 2 are aimed at increasing Welsh-medium provision and addressing key WESP priorities such as improved transition between Early Years, Foundation Phase, Key Stages 2 and 3 in specific geographical areas.

At present, the percentage who commit to YGYBD secondary phase is higher than it has been for many years (86% WM primary to secondary transition). Those who do not transfer are highest in Pontardawe, Gwaun Cae Gurwen, Trebannws and Ystalyfera. Although this remains a concern, the transfer percentages have improved significantly (+ 6%).

| Plasc Pupil Numbers and Percentages in Welsh Medium Schools | | | | | | | | | | | | | | | |
|---|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Year Group | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| Year 7 - Numbers | 160 | 152 | 171 | 183 | 163 | 165 | 178 | 195 | 165 | 188 | 212 | 213 | 249 | 257 | 248 |
| Year 7 - Percentages | 9.4% | 8.9% | 10.4 % | 10.9 % | 10.6 % | 11.1 % | 11.9 % | 13.2 % | 11.1 % | 12.1 % | 12.7 % | 13.1 % | 15.2 % | 15.2 % | 14.9 % |

| Year 6 School | Year 7 School | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------|-----------------------------|--------|------------|--------------|----------|--------------|------------|-------------|-----------------------------|-------------|------------|-------------|-------------|---------------|--------|------------|-----------------------------|----------|--------------|-------------|-----------|-------------|------------------|------------------|-------------|-------------|-----|---------------|--------|--|--|---|----|----|----|
| | May 2018 Y6 vs Sept 2018 Y7 | | | | | | | | May 2019 Y6 vs Sept 2019 Y7 | | | | | | | | May 2020 Y6 vs Sept 2020 Y7 | | | | | | | | | | | | | | | | | | |
| | Out of County | Cohort | Bae Baglan | Cefn Saision | Cwmtrawe | Cwm Brombili | Cymer Alan | Dwr y Felin | Llangatwg | St Joseph's | Ystalyfera | Hendrefelin | Maes y Goed | Out of County | Cohort | Bae Baglan | Cefn Saision | Cwmtrawe | Cwm Brombili | Dwr y Felin | Llangatwg | St Joseph's | Ystalyfera North | Ystalyfera South | Hendrefelin | Maes y Goed | EHE | Out of County | Cohort | | | | | | |
| #### YGG Blaendulais | 30 | | | | | | | | | | | | | | 10 | | | | | | | | | | | | | | | | | 1 | 13 | | |
| #### YGG Castell-nedd | 31 | | | | | | | | | | | | | | 1 | | | | | | | | | | | | | | | | | | 1 | 48 | |
| #### YGG Cwmillynfell | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 13 | |
| #### YGG Cwmnedd | 5 | 18 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 20 | |
| #### YGG GCG | 3 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 3 | 24 |
| #### YGG Pontardawe | 3 | 46 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 36 | |
| #### YGG Rhosafan | 49 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 38 | |
| #### YGG Trebannws | 1 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 15 | |
| #### YGG Tyle'r Ynn | 28 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 21 | |
| #### YG Ystalyfera - Bro Dur | 1 | 16 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 18 | |

The following is being implemented (along with a menu of other various transition activities) in the Ysgol Gymraeg Ystalyfera Bro Dur cluster to maintain pupils in the sector:

- Ystalyfera'n cyfri- teachers from YGYBD attend cluster schools for 1 hour weekly to deliver a specific series of lessons
- Hawl i Holi-pupils and staff from YGYBD attend cluster schools and primary pupils have an opportunity to ask questions or voice any transition concerns/ anxieties
- Transition website for pupils transferring to YGYBD
- Additional transition days for pupils with ALN or anxiety
- Open days for pupils and open evenings for families
- Gwyl Haf- 3 day summer camp for Year 5 pupils based on a specific theme and followed by a presentation to parents

- Proms- vocal and instrumental. Y5 and Y6 pupils from cluster schools attend YGYBD and are taught by staff and pupils for the day. It is followed by an orchestral performance in the evening (instrumental) or a performance by the YGYBD Cluster Choir (half time Ospreys rugby in Liberty)
- Gig Tanio'r Ddraig- Y5, 6, 7 pupils attend a music festival in YGYBD playing fields annually with the best of current Welsh bands and talent performing
- Cluster sports day for KS2 pupils from feeder primaries on YGYBD playing fields

However, there is a fall in numbers and percentage of learners choosing Welsh-medium education in the post-16 period. The numbers below show the percentage within Welsh-medium schools but there is also a small cohort in St Joseph's studying Welsh A level/ AS level 2nd language Welsh, and a small cohort of students studying A level and AS second language Welsh in NPTC Group of Colleges (see outcome 4 for details).

| Plasc Pupil Numbers and Percentages in Welsh Medium Schools | | | | | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Year Group | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| Year 12 - Numbers | 106 | 110 | 85 | 88 | 97 | 95 | 90 | 110 | 99 | 84 | 109 | 120 | 108 | 92 | 95 |
| Year 12 - Percentages | 49.5% | 53.1% | 44.0% | 48.1% | 45.8% | 42.4% | 44.8% | 49.3% | 45.8% | 42.4% | 46.8% | 53.6% | 48.2% | 41.8% | 40.1% |
| Year 13 - Numbers | 78 | 89 | 98 | 91 | 72 | 93 | 81 | 67 | 93 | 99 | 65 | 87 | 100 | 95 | 82 |
| Year 13 - Percentages | 43.3% | 48.1% | 51.0% | 47.4% | 42.4% | 42.5% | 41.8% | 37.9% | 46.3% | 49.7% | 40.1% | 48.1% | 54.9% | 50.0% | 40.8% |

Authority staff are working with Ysgol Gymraeg Ystalyfera Bro Dur to consider how post-16 education can be provided in the most effective and efficient way considering what options are available for online provision or blended learning will enable us to implement the highest quality post-16 provision in a way that is compatible with the technology and techniques developed in recent months. This is a discussion but may offer or be part of a short term solution and possibly reduce travel requirements.

Consideration needs to be given to the post-16 provision at the Bro Dur site. This is outlined further in Outcome 4.

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

Our target is to increase the number of pupils receiving WM education by 208 pupils and to retain a higher percentage of these pupils within the system by the end of the 10 year plan. We aim to do this by implementing the following targets.

- The WESP forum will monitor the transition rates and to adapt and amend the Strategic Plan in line with the results of the data
- The Local Authority, along with the WESP working parties, will create a policy setting out the Local Authority's expectations of pupils continuing within the Welsh sector. All schools will support and implement the policy when dealing with

parents, resulting in a collective responsibility to support parents and encourage confidence.

- There will be central messages from the authority through our new Policy to ensure that pupils are encouraged to remain in Welsh-medium education when transferring from one key stage to the next.
- The Local Authority and the WESP forum will support and strengthen the work of the cluster and parents' confidence in the Welsh language. They will encourage early support and preparation within the Primary sector to communicate expected pathways to pupils and parents through the promotional strategies outlined in Outcome 1.
- Stakeholders i.e. schools, Menter Iaith, RhAG, Tŷ'r Gwrhyd will gather information and identify parents' concerns during transfer.
- The Local Authority will provide guidance in order to support parents and alleviate concerns. Services including the Family Information Service and admissions will play a key role in this support.
- The Local Authority will explore using a Promotional Consultant to implement the 'Choice Architecture Model' for organising the context in which parents decide on secondary education for their children.
- A Local Authority Policy will ensure that every school implements the Welsh Language Charter and sets targets aimed at improving Welsh language skills.
- There will be a Local Authority led programme of enrichment activities for schools (all sectors) to encourage development of Welsh language skills. Working in partnership with third sector providers i.e. Urdd, PASS, Tŷ'r Gwrhyd.
- There will be a Local Authority led programme of support for schools to ensure that Welsh is high on the agenda and is being promoted as a valuable and essential skill in line with Y Gymraeg 2050. This will be led by our Education Support Officers.
- The Local Authority will develop a support package for schools to monitor progress. This will be discussed and developed further during core visits from Education Support Officers. This support will include information on developing staff and pupils through various courses, signposting good practice and projects i.e. Cynefin (web based local Welsh history and culture platform for schools to develop).
- As a result of Curriculum Developments for Wales, there will be Local Authority level support for schools to develop the visibility of the new curriculum with the focus on confidence in the Welsh language.
- Case studies to market good practice and raise status (work in partnership with Menter Iaith) will be publicised via a promotional campaigns, social media and websites.
- Rich marketing programmes will raise the profile of the Welsh language and give Welsh-medium education a high status – A Brighter Future (working in partnership with Menter Iaith).
- There will be provision to provide an enhanced workforce skilling programme to meet the needs of outcome 3 in improving pupils' skills across all sectors.
- We will invest in immersion provision for latecomers to the Welsh language. The immersion provision will enable more learners to access WM education at primary and secondary level. The model will depend on need with the aim of having provision accessible to all areas of the Local Authority by the end of the plan. See outcome 2 for details.

- By the second half of the WESP, with growth at key stage 2, the Bro Dur site will reach a full capacity of 650, an increase of 150. As a result of this growth, we will need to consider expanding the capacity within Welsh-medium secondary education. We are currently working closely with Replacement Local Development Planning (RLDP) officers and Headteacher in order to identify options and timetables to implement the developments. Annual action plans will further detail this development.
- We will ensure that the whole educational journey from nursery to post-16 is clear to families in order to further develop confidence in choosing Welsh-medium. In order to ensure this continuum, we will need to develop and provide accessible Welsh-medium education, including post-16 provision at vocational and A level within the Local Authority. Development details and quantitative targets will be identified and evaluated in the annual action plans and evaluation reports.

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

By the end of the 10 year plan we will see a significant increase in the number of learners transferring from WM primary to YGYBD as well as an increase in the number of learners remaining in WM education from KS3 to KS4 (see Outcome 4). It is intended to see an increase in the number latecomers changing to WM education as a result of successful immersion, as parents become more informed and confident with WM education.

Outcome 4

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

Where are we now?

As outlined in Outcome 3, pupils who have attended Welsh-medium primary education are strongly encouraged to follow the same continuum through the key stages.

Pupils at Ysgol Gymraeg Ystalyfera Bro Dur secondary phase are able to study all subjects at GCSE level through the medium of Welsh. Science is optional with learners choosing either to be taught through the medium of Welsh or English on the Ystalyfera site. At present YGYBD secondary phase offer in excess of 36 KS3 courses through the medium of Welsh at GCSE, BTEC, Welsh Baccaulaureate, Agored Cymru Tystysgrif Lefel 2 and vocational CBAC level.

All sixth form pupils at Ysgol Gymraeg Ystalyfera Bro Dur secondary phase can study their chosen subjects through the medium of Welsh, with the exception of Science. At present, 28 pupils study A level Biology, 18 study A level Chemistry and 15 study A level Physics through the medium of English. These subjects are currently not available through the medium of Welsh.

The Local Authority recognises the need to cater for vocational courses through the medium of Welsh at KS4.

The data for assessed qualification in Welsh as a subject at GCSE, A level and AS level is as follows:

Numbers and % of pupils studying the first and second language Welsh specification at GCSE level

| Year | 11 Cohort | 1st Language GCSE | 2nd Language GCSE | 2nd Lang (SC GCSE) | Total | Total % of cohort | % cohort 1st Language GCSE | % cohort 2nd Language GCSE | % cohort 2nd Lang SC GCSE |
|------|-----------|-------------------|-------------------|--------------------|-------|-------------------|----------------------------|----------------------------|---------------------------|
| 2018 | 1486 | 190 | 917 | 40 | 1147 | 77% | 13% | 62% | 3% |
| 2019 | 1456 | 166 | 1038 | 0 | 1204 | 83% | 11% | 71% | |
| 2020 | 1513 | 171 | 984 | 0 | 1155 | 76% | 11% | 65% | |
| 2021 | 1619 | 196 | 1061 | 0 | 1257 | 78% | 12% | 66% | |

| | AS Welsh 2nd Language | AS Welsh 1st Language | A Level 2nd Language | A Level 1st Language |
|------|-----------------------|-----------------------|----------------------|----------------------|
| 2019 | 5 | 4 | 3 | 5 |
| 2020 | 1 | 5 | 2 | 5 |
| 2021 | 2 | 1 | 1 | 4 |

Numbers of pupils studying the first and second language Welsh specification at A and AS level (YGYBD secondary phase and St. Joseph's)

| | Year 12 St Joseph's | Year 13 St Joseph's | Year 12 Ystalyfera | Year 13 Ystalyfera | Total year 12 | Total year 13 | Overall Total |
|------|---------------------|---------------------|--------------------|--------------------|---------------|---------------|---------------|
| 2019 | 110 | 76 | 109 | 100 | 219 | 176 | 395 |
| 2020 | 121 | 99 | 92 | 88 | 213 | 187 | 400 |
| 2021 | 133 | 94 | 96 | 81 | 229 | 175 | 404 |

The NPTC Group of Colleges offers AS and A Level first and second Welsh language courses. Figures from the past three years can be seen below:

| | AS Welsh 2 nd Language | AS Welsh 1 st Language | A Level Welsh 2 nd Language | A Level Welsh 1 st Language |
|------|-----------------------------------|-----------------------------------|--|--|
| 2019 | 21 | 0 | 13 | 0 |
| 2020 | 8 | 0 | 11 | 0 |
| 2021 | 7 | 0 | 3 | 0 |

Also, to date units from the following courses at NPT Group of Colleges have been translated / delivered in Welsh or bilingually:

- Mathematics
- Construction
- Agriculture
- Sport
- Public Services
- Childcare
- Hairdressing

The Urdd also offers apprenticeships through the medium of Welsh within the Local Authority. The apprenticeships offer new opportunities to learn, develop and increase confidence in the workplace. From sports, outdoor activities and youth work apprenticeships to qualifications and accreditations, the Urdd offer a range of opportunities for all ages and abilities.

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

Our target is to increase the number of pupils receiving WM education by 208 pupils and to retain a higher percentage of pupils studying for assessed qualifications through the medium of Welsh and Welsh as a subject by the end of the 10 year plan. We aim to do this by implementing the following targets.

- Raise the status of the Welsh language as a medium of study and work across all education system partnerships.
- Develop a language and learning continuum across all progression steps. Promoting learner confidence and parental reassurance.
- Research and seek local knowledge on parents' attitudes in all schools where there is a lack of transition.
- Monitor post 16 welsh medium uptake. WESP to be adapted in line with data.
- At present, there is no vocational provision in the Local Authority outside YGYBD. The role of Colegau Cymru (Neath / Afan College) Vocational Courses – skills workforce, will need to develop to include Welsh medium and bilingual courses.
- Establish Bro Dur as a Post-16 Welsh Medium Vocational Qualification centre, providing pathways for ALL pupils in line with Scandinavian model where national qualification programmes are divided into two categories: preparatory and vocational. Preparatory programmes satisfy the requirements needed to study university courses in specific subject areas. Vocational education provides learning which builds on secondary education and prepares students for the labour market. It is developed and run in close cooperation with employers and industries.
- Provide courses that ensure an increase in the Early Years workforce in order to fulfil the increased demand for Welsh-medium education within the 10 year plan.
- Work with Careers Wales and Colegau Cymru to develop a menu of Welsh medium and bilingual apprenticeships for the current pupils in the system.
- Include the Urdd in future post 16 qualification discussions with the aim of increasing the number of students completing apprenticeships with the Urdd through the medium of Welsh.
- Increase numbers who choose Science GCSE through medium of Welsh in YGYBD (currently Welsh/ English optional). By 2025, the default language for Science GCSE will be Welsh. Pupils will be encouraged to choose Science through the medium of Welsh and will have to apply to opt out of the Welsh language course. By the end of the 10 year plan, 100% of pupils will complete their Science GCSE through the medium of Welsh. This target will be monitored closely in our annual plans and further mid-term targets will be set accordingly.
- Work towards transitioning A level science to Welsh medium (currently all English). By 2027 (to ensure progression from Welsh-medium GCSE), the default language for Science A level will be Welsh. Students will be encouraged to choose Science through the medium of Welsh and will have to apply to opt out of the Welsh language course. By the end of the 10 year plan, 100% of pupils will complete their

Science A level through the medium of Welsh. This target will be monitored closely in our annual plans and further mid-term targets will be set accordingly.

- English medium schools to provide and deliver high quality Welsh language Teaching and Learning in line with new curriculum and one equal qualification (no second language Welsh GCSE)
- Promote Welsh across the curriculum (and not Welsh in isolation) in all schools, with the expectation that all teachers will be able to promote, enrich and encourage the process of developing Welsh as a language.
- Provide a menu of language support and training for staff of all levels and identify gaps in provision.
- Employ a Welsh in Education Promotion Officer to support / lead the 'need for Welsh', with the aim of changing mindsets. Co-ordinate the provision across the Local Authority. Embed the new vision for Welsh medium and Welsh education across all providers.
- Provide support for Bro Dur as KS4 pupils transfer to KS5. Ensure suitable routes and transport for these pupils.

Careers Wales to promote Welsh language as essential skills for the future within the Local Authority, emphasising the requirement for Welsh language skills in all jobs by 2030.

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

By the end of the 10 year plan, we aim to see a significant increase in the percentage of qualifications studied through the medium of Welsh as learners and parents become more confident in choosing Welsh medium education.

There will also be a wider variety of vocational qualifications taught through the medium of Welsh available within the Local Authority in order to allow full access of the Welsh language to all learners.

Outcome 5

More opportunities for learners to use Welsh in different contexts in school

Where are we now?

The targets for this outcome have been developed alongside the targets set out in the Neath Port Talbot Welsh Language Promotion Strategy (alongside Priority 1) with emphasis on promoting and facilitating the use of the Welsh language and increase its use in everyday life within schools and the wider community.

It also aims to promote the Curriculum for Wales Framework by ensuring that All learners should have appropriate pathways for learning Welsh and English to enable them to develop the confidence to use both languages in everyday life. It aims to support learners to use Welsh confidently and appreciate its usefulness to communication in a bilingual Wales.

The Authority recognises that having varied opportunities to use the Welsh language in different contexts within the school environment is key to promoting confidence. Learners, parents and carers will need to be supported and encouraged to participate in a variety of experiences and opportunities through the medium of Welsh in order to improve their confidence in the language.

The Siarter Iaith was an integral part of most schools pre Covid with most Welsh schools and many English medium schools increasing the social use of Welsh within school and the wider community in a variety of creative and successful ways. To date, the following data demonstrates the success of the Siarter Iaith and Cymraeg Campus pre Covid:

- 9 Welsh medium primary schools have achieved the Siarter Iaith silver award,
- 1 Welsh medium primary school has achieved the Siarter Iaith gold award,
- 45 English medium schools are currently engaged in the Welsh Charter scheme 'Cymraeg Campus' at the moment,
- 17 English medium schools have achieved the Cymraeg Campus bronze award

Covid and long periods away from school sites has had a negative impact on this progress and the Authority recognises the need to promote and develop the Siarter Iaith in order to regain the confidence lost during lockdown periods.

The Authority also recognises the need to work with organisations such as Academi Hywel Teifi, Tŷ'r Gwrhyd, Menter Iaith, Mudiad Meithrin and Urdd Gobaith Cymru to provide 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. This will be key to the success of our strategy.

Menter Iaith

Menter Iaith currently provide a wide range of opportunities for children and young people with the Local Authority:

- arrange staff training sessions for the Childcare sector
- arrange family activity sessions/ days e.g. fun days, singing sessions
- create and distribute language awareness packs with the aim of providing parents with the information needed to make informed choices about their child's education/ promote the benefits of Welsh medium education
- attend open days within schools and the community with the aim of providing information and promoting the Welsh language
- work closely with schools i.e. Gig Tanio'r Ddraig (Welsh music festival, Cwis Dim clem (quiz), language awareness sessions with staff, pupils and parents, information evenings with parents to promote transition to Welsh medium secondary education etc.
- arrange social events for primary age learners (outside of school hours) e.g. cooking sessions, parties, treasure hunts
- arrange social events and activities for secondary age learners e.g. surfing, youth clubs, fun days
- jointly employ a youth worker (with Ysgol Gymraeg Ystalyfera Bro Dur) with a specific role of promoting activities through the medium of Welsh
- produce and share (via website) a wide range of Welsh medium resources
- produce and distribute 'Cymraeg Campus' newsletter to all English medium schools with resources, 'top tips' and ideas on how to raise the profile of Welsh in their local area
- Facebook group to support parents and teaching staff

Urdd

The Urdd provides a wide range of opportunities for learners and the wider community to participate in various activities to promote a sense of belonging and the Welsh language. These include:

- Eisteddfod: Pupils from the Local Authority have the opportunity to take part in over 400 competitions, from singing to cooking, dancing to designing websites, and writing stories to starring on stage
- sporting activities: provides opportunities across the Local Authority for every child and young person to embrace sport, through clubs, competitions, training, and regional and national sports festivals.
- residential centres: pupils from the Local Authority visit centres in Glan-llyn, Llangrannog, Cardiff and Pentre Ifan. This supports learning outside of the classroom and provides an excellent context for the use of the Welsh language in a fun environment.
- community and youth work: The Urdd Community Department focuses on providing arts opportunities to members within the Local Authority. They arrange activities to encourage and enable children and young people to socialise through the medium of Welsh outside the classroom. The Urdd also develop the Urdd's 'adrannau' and 'aelwydydd' (junior and youth clubs) and provide a range of Welsh-medium resources.

Ty'r Gwrhyd

Ty'r Gwrhyd is a Canolfan Gymraeg in Pontardawe, jointly established by Neath Port Talbot Council and Academi Hywel Teifi at Swansea University in 2016. Ty'r Gwrhyd houses a Welsh-language bookstore, and rents office space to Menter Iaith CNPT, Urdd Gobaith Cymru officers and Dysgu Cymraeg Ardal Bae Abertawe tutors. Welsh language educational courses are delivered at the centre, as are Welsh language lessons for adults. Community groups, including Merched y Wawr, Cylch Darllen Cwm Tawe and papur bro *Llais*, make regular use of the facilities at the centre. The centre hosts regular book launches, small art exhibitions, cultural and literary events and creative activities for children and young people. Ty'r Gwrhyd is also home to Cylch Ti a Fi Pontardawe and a reading club for primary age children which attracts pupils from throughout the Swansea Valley from Cwmllynfell to Clydach.

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, learners' needs are catered for within individual schools. This target is addressed in Outcome 2.

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

Our aim is to create and provide opportunities and experiences for all learners and the wider community to use Welsh and be part of Welsh life in order to increase confidence in the Welsh language and to feel a sense of belonging. We will do this by implementing the following targets.

- Designated staff will re-launch the Siarter Iaith ensuring that it is embedded in all new curriculum designs. Schools will progress on the Siarter continuum and will be supported along the journey with guidance and resources.
- By September 2022, all Welsh and English medium schools will have reviewed and revisited previous Siarter Iaith/ Cymraeg Campus targets and will achieve the pre Covid standards.
- By September 2024, the Siarter Iaith/ Cymraeg Campus will be an integral part of planning for the Curriculum for Wales within all schools, with an emphasis on a whole school progression approach (supported by our Welsh in Education officer and Curriculum Development Officer (Welsh in English medium)). This will increase learner and staff confidence in using the Welsh language and impact positively on the ethos of all schools.
- By September 2024, 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. This will lead to an increased awareness of the relevance/ importance of Welsh in their everyday lives. This will be monitored and supported by our Welsh in Education officer and Curriculum Development Officer (Welsh in English medium).
- We will continue to build on the huge success of our annual 'Gig Gymraeg' within the YGYBD cluster for Y6 and Y7 learners. We will aim to roll this out

across the LA, ensuring that all Y6 pupils in WM and EM schools have access to a contemporary WM music festival on an annual basis. This will be supported by Menter Iaith CNPT.

- We will aim to roll out the 'Gig Gymraeg' to all Y8 and Y9 pupils along with Y12 pupils at a large central venue i.e. Margam in order to provide an opportunity to speak Welsh and enjoy Welsh contemporary culture outside of school.
- A leading excellent practice English medium school has been identified and 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.
- The NPT schools website, created by learners, to promote modern Welsh culture, history and local area will be launched and added to on a regular basis in all Welsh medium schools and rolled out to all English medium schools.
- An audit will be undertaken 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. Following the audit, a menu of support will be created for all schools within the LA.
- By September 2022, the Local Authority's agencies and third sector services will have introduced a baseline and targets that will demonstrate their intention to increase community activities.
- We will track and evaluate the targets annually using quantitative and qualitative data.
- All schools will be encouraged to use the Urdd Residential Centres to promote the Welsh language in a fun and relaxed environment.
- All schools will be 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.
- We will work closely with partners including Academi Hywel Teifi, Tŷ'r Gwrhyd, Menter Iaith, Urdd 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. This will be in conjunction with the NPT Welsh Language Promotion Strategy, Priority 1.
- We will listen to our learners across all sectors and ages to obtain views and ideas on promoting the Welsh language, contemporary culture, history and a feeling of belonging. Pupil voice will be essential in reviewing and setting our annual action plan.
- As a result of Welsh Government funding, we will develop immersion provision for latecomers to the Welsh language. The immersion provision will enable more learners to access Welsh-medium education at primary. The model will depend on need with the aim of having provision accessible to all areas of the Local Authority by the end of the plan.

Long term aim (Post March 2022-Local Authority funded) - The long term aim of the following model is to establish effective immersion hubs in both the north and the south of the Local Authority (in line with WESP targets). We will establish an immersion centre in YGG Pontardawe. This 16 place hub will open in September 2022 to stimulate a demand for Welsh-medium education in the north of the county. This location will also assist in developing the language in a

linguistically sensitive area as well as potentially improving confidence and the transition rates to Welsh-medium secondary. The second hub in the south of the county will be located in YGG Rhosafan. This will also be a 16 place hub. We will look to establish provision for the secondary sector in the second half of the WESP with the aim of ensuring provision for late comers to Welsh medium education and pupils who are now in the system but need intensive linguistic support.

Short term aim (December 2021-August 2022 WG grant funded)- The short term aim of the grant funding is to research into existing methodologies and good practice across Wales and to form effective networks that will assist in creating effective provision that will address learners' needs and support their progression both in the short and long term. An area within YGG Pontardawe will be identified and developed/ refurbished during the Summer term with the aim of officially opening a 16 place provision in September 2022. Resources for both hubs will be sourced and acquired during this period.

Quantitative targets will be identified and evaluated in the annual action plans and evaluation reports in order to ensure that enough demand is created and that outcomes are effective.

- We will develop via a locally based task and finish group, a holistic plan which looks in detail at all aspects of the vitality of the Welsh language in areas of linguistic sensitivity and establish working groups to consider thematic issues such as the use of the language by the private sector, by voluntary groups and by young people in general. Areas for possible collaborative working:
 - Preschool Provision and location
 - Marketing Welsh-medium education
 - Provision and take up of Welsh for adults
 - Language confidence building events
 - Promoting the use of Welsh by private and voluntary organisations
 - Activities and entertainment for young people and young adults
 - Employment and economic development

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

All schools within the Local Authority will be fully engaged with Curriculum for Wales in conjunction with the Siarter Iaith. The Welsh language, contemporary culture and history will be integral to curriculum design. We will see an increase in learner and staff confidence and pride towards being Welsh and the Welsh language. The Welsh language and the associated extra-curricular activities will be inclusive and will radiate into the wider community, allowing all to have access and to develop their Welsh-language skills.

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?

As a result of the Additional Learning Needs and Educational Tribunal Act (Wales) 2018, significant changes are underway in relation to the statutory provision required to meet the needs of all learners with ALN. All services within the local authority will be required to consider whether the child or young person needs ALP (Additional Learning Provision) in Welsh.

At present, for learners with significant ALN who cannot access mainstream education within primary and secondary schools, specialist provision is provided which include:

| Primary LSCs | |
|--------------|---------|
| Abbey | EYAC |
| Blaenbaglan | SpLg |
| Cilffriw | SpLg |
| Gnoll | ASD |
| Maesmarchog | ASD |
| Waunceirch | ASD |
| Blaendulais | MLD |
| Blaenhonddan | MLD |
| Croeserw | MLD |
| Trebannws | MLD |
| Tywyn | MLD |
| Tywyn | SLD |
| Tywyn | PMLD |
| Catwg | Sensory |
| Crynallt | SEBD |
| Awel y Mor | SEBD |

| Secondary LSCs | |
|-------------------------|--------------------|
| Ysgol Bae Baglan E Band | MLD and SpLg |
| Ysgol Bae Baglan F Band | ASD, HI, SLD, PMLD |
| Dwr y Felin | ASD |
| Cwmtawe | ASD |
| Cwmtawe | SpLD |
| Cefn Saeson | SENC |

| Special Schools |
|-------------------|
| Ysgol Hendrefelin |
| Ysgol Maes Y Coed |

Currently the data provided from Welsh medium schools is not evidence enough for the requirement for specialist provision in a specific area of need. However, it is difficult to currently predict the level of need for specialist provision in the future. The authority will work to ensure *'all reasonable steps are taken to deliver ALP in Welsh for children and young people who require support through the medium of Welsh, with scope for increasing the delivery of ALP in Welsh over time'* (The ALN Code for Wales 2021, 3.2.(e)).

It is recognised that Welsh-medium schools need further support from the LA to build their capacity to meet the needs of learners with ALN. The authority continues to monitor this situation and continues to engage with the Welsh medium sector on demand and need.

Specialist services are able to provide almost all services through the medium of Welsh and best endeavours are made to recruit specialist staff who are able to work through the medium of Welsh.

The local authority has worked closely with schools over the past three years to prepare for the implementation of ALN reform. This has included training, workshops and cluster planning events. WM schools have contributed to and received bilingual tools to follow new decision making processes. A comprehensive bank of bilingual resources have been provided to our Welsh medium schools and the Inclusion Service will continue to work in partnership with Welsh medium schools to further develop robust Inclusive Learning Provision(ILP) and Additional Learning Provision (ALP) offers, to meet the range of needs of pupils with ALN.

NPT Inclusion Service has developed a regional Early Resolution and Dispute Prevention training package, to further develop parent partnership and training and bilingual materials have been provided to our WM schools.

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

- Continue to collect detailed data and information to set a baseline for current provision, to recognise gaps in provision and to set quantitative targets and time lines for improvement over the 10 year plan.
- We will provide information and advice for children and young people and their families, ensuring school and council websites include information about addressing the needs of pupils in Welsh-medium education and about specialist provision.
- The Local Authority commits to develop plans to establish a Welsh-medium learning support centre at YGG Trebannws, ensuring that this is a gradual, steady process transitioning from predominantly English-medium provision that exists, to a bilingual provision and eventually to a fully Welsh-medium provision.
- We will include the provision of a 16 place Welsh-medium learning support centre in the plans to build a replacement YGG Rhosafan, as part of NPT's appropriate Sustainable Communities for Learning Programme Band C proposals.
- Continue to develop a comprehensive professional development training menu and support for teachers within our Welsh medium mainstream schools and for our Early Years and Childcare Sector. This will enhance the Inclusive Learning Provision (ILP) and Additional learning Needs Provision (ALP) offer within our Welsh Medium schools and Early Years settings, as set out in the new ALN Code for Wales 2021. This training and support offer, including a review of resources and appropriate assessment material, will be reviewed annually and

will be informed by any changing need within our WM mainstream schools and Early Years and Childcare Sector.

- 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.
- Support and enable the development of a variety of specialist preschool provision to facilitate the early identification of emerging needs for our youngest children, where Welsh is first language or there is a parental preference for Welsh medium provision.
- Invest in bilingual specialist playgroup and childcare provision to support the early identification of emerging needs for our youngest children, where Welsh is first language or there is a parental preference for Welsh medium provision.
- Invest in a bilingual specialist provision and specialist staff within the local authority or with regional partners, to secure the capacity to deliver a Welsh medium specialist provision for children and young people with more complex additional learning needs.

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

All pupils with ALN within the local authority will have access to provision at all levels through the medium of Welsh. Collaboration with regional partners will provide a comprehensive range of resources, training opportunities and networking to ensure that Welsh medium provision will be of a high standard and complies with the Additional Learning Needs and Educational Tribunal Act (Wales) 2018. Early Years and pre-school WM ALN support, assessments and provision will provide increased confidence in parents when choosing Welsh medium education for their children.

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?

Current data and targets can only be based on reported data reflecting the self-assessment of fluency by individual members of staff.

The most recent data about the education workforce in NPT shows a plateau in the percentage of school teaching staff able to speak Welsh and teach through the medium of Welsh.

Recent Workforce Data

At 31.3.2022, 843 employees self-reported that they are fairly fluent/fluent in speaking and writing Welsh. Of these, 514 were schools' employees. The total employee headcount on this date was 6385.

Previous data relating to school staff is outlined below:

| SWAC - Teacher Welsh Language Ability | | | | | | | | | | | | | | | | |
|---------------------------------------|--|------------------|-----------------------|-------------------------|---------------------|-----------------------|-------------------|----------------------|-------|--|-----------------------|-------------------------|---------------------|-----------------------|-------------------|--|
| SWAC Year | School Teaching Staff - Welsh Language Ability (Numbers) | | | | | | | | Total | School Teaching Staff - Welsh Language Ability (%) | | | | | | |
| | W1 - No Welsh Skills | W2 - Entry Level | W3 - Foundation Level | W4 - Intermediate Level | W5 - Advanced Level | W6 - Proficient Level | W7 - Not Obtained | W1 - No Welsh Skills | | W2 - Entry Level | W3 - Foundation Level | W4 - Intermediate Level | W5 - Advanced Level | W6 - Proficient Level | W7 - Not Obtained | |
| 2019 | 252 | 269 | 270 | 92 | 57 | 234 | 8 | 1182 | 21.3% | 22.8% | 22.8% | 7.8% | 4.8% | 19.8% | 0.7% | |
| 2020 | 254 | 275 | 276 | 99 | 58 | 249 | 1 | 1212 | 21.0% | 22.7% | 22.8% | 8.2% | 4.8% | 20.5% | 0.1% | |
| 2021 | | | | | | | | | | | | | | | | |

| SWAC - Teaching Through the Medium of Welsh | | | | | | | | | | | | |
|---|--|---|--------------------------------------|---------------------------------------|-----------|--|-------|---|--------------------------------------|---------------------------------------|-----------|------|
| SWAC Year | Teaching Through Medium of Welsh (Numbers) | | | | | | Total | Teaching Through Medium of Welsh (%) | | | | |
| | T1 - Teach/work in Welsh in current post | T2 - Able to teach/work in Welsh but not doing so in current post | T3 - Not able to teach/work in Welsh | T4 - Teaching Welsh as a subject only | No Answer | T1 - Teach/work in Welsh in current post | | T2 - Able to teach/work in Welsh but not doing so in current post | T3 - Not able to teach/work in Welsh | T4 - Teaching Welsh as a subject only | No Answer | |
| 2019 | 205 | | 81 | 442 | 447 | 7 | 1182 | 17.3% | 6.9% | 37.4% | 37.8% | 0.6% |
| 2020 | 218 | | 77 | 448 | 468 | 1 | 1212 | 18.0% | 6.4% | 37.0% | 38.6% | 0.1% |
| 2021 | | | | | | | | | | | | |

A significant growth of the workforce able to teach Welsh and through the medium of Welsh is critical in order for Neath Port Talbot to succeed in delivering the growth of Welsh-medium education and Welsh speakers in our schools. We recognise that as well as recruiting a sufficient high quality workforce for our new Welsh-medium schools, we will need to upskill staff and the learning workforce in English-medium schools in order to ensure that a greater amount of teaching and learning is done through the Welsh language.

At present, the Welsh Sabbatical course is offered to all schools within the Local Authority. The numbers of staff who have attended the course is as follows:

| Welsh Sabbatical Course- Numbers of NPT staff attending | | | | |
|---|------|------|------|------|
| 2017 | 2018 | 2019 | 2020 | 2021 |
| 1 | 4 | 5 | 3 | 3 |

We recognise that there is a need to heavily endorse and promote this course in order to strategically increase the numbers of Welsh-speaking staff within our English-medium schools and succeed in our aim to provide bilingual education throughout the Local Authority.

To achieve a greater awareness and level of ability in the Welsh language within our English-medium schools, teaching staff within the Local Authority have been encouraged to attend Welsh language courses run by Academi Hywel Teifi (courses tailored to suit all abilities from entry level to higher level). The Local Authority monitors the number of staff attending and promotes the provision when needed.

At present, YGYBD are working closely with PGCE students from Swansea University's School of Education ITE programme and Academi Hywel Teifi to train and promote teachers in Welsh-medium education. Thirteen students were placed in WM settings (YGYBD secondary phase sites) through this partnership in 2020-21 and 14 students in 2021-22, with a focus on subject needs within the workforce i.e. Welsh, English, biology, chemistry, physics, MFL, mathematics, DT and computer science. Furthermore, all student-teachers on the PGCE programme receive mandatory 30 hours of Welsh-language learning/enhancement as part of their course (the provision is tailored to where the individual is on their language continuum and ranges from ensuring basic conversational Welsh to enhancing fluency). All are offered further Welsh language learning opportunities once they've achieved their qualification; all graduate with a good level of language awareness and understanding of the bilingual educational context of Wales.

From September 2021, the Swansea University Schools' Partnership (SUSP) will also deliver a unique one year full-time Postgraduate Certificate in Education (PGCE) Primary with Qualified Teacher Status (QTS). After experiencing teaching placements across the primary age phase, the student teacher can choose to specialise in Foundation Phase, Key Stage 2 or All- Age contexts. The programme is heavily promoted in south Wales with a view to securing student-teachers that will enter the workforce in their home localities. By placing these student-teachers within our NPT schools as they train, we envisage forging links with potential new staff and securing a workforce that's well-equipped to address the changing face of education in a bilingual Wales.

Developments are also afoot in the NPTC Group of Colleges which has received further funding from Colleges Wales / The National Centre for Learning Welsh to recruit a Work Welsh tutor that solely delivers Learn Welsh courses to NPTC Group of Colleges staff. The Work Welsh target is to provide 120 hours of Welsh to increase bilingual and Welsh-medium delivery in post-16 education, therefore concentrating on academic staff. There are currently 26 staff on the scheme. The 'Welcome' course (Cwrs 'Croeso') has also given NPTC Group of Colleges staff an opportunity to learn and develop their Welsh language skills in the workplace. Due to the success of the course, Work Welsh have used NPTC Group of Colleges as an example in their past case studies for good practice. They were also awarded Work Welsh Employer of the year 2020. Online Work Welsh courses have been built into the College induction scheme for all new staff and are also offered as CPD targets to all staff, therefore

ensuring that staff at NPTC Group of Colleges continue to develop their Welsh language skills. The College has also developed a strategic approach (HR Linguistic Skills Strategy) to recruiting and training staff to close the skills gap between current capacity and the requirements identified in the new Welsh Language Standards and Towards Cymraeg 2050, by introducing a benchmarking exercise.

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

We aim to increase the number of teaching staff able to teach through the medium of Welsh in all sectors by the end of the 10 year plan. We aim to achieve this by implementing the following targets.

- We will devise and implement a system of targeting schools according to greater need to nominate individuals to attend the National Sabbatical Scheme with a view to enabling at least 3 teachers per year to attend. The Local Authority will also 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.
- The Local Authority will complete a biannual audit and detailed analysis of Welsh speakers able to teach through the medium of Welsh in all sectors. This will include teachers, TA's, youth workers etc. This data, along with projected pupil numbers and workforce planning data involving projected retirements, will be used to capture the required number of staff needed for the future and pinpoint schools, in order to drive the Local Authority's recruitment plans and Welsh-language learning initiatives for staff.
- Based on the data analysis of the biannual Welsh speakers' audit, we will set biannual targets for increasing the proportion of the workforce with language skills at foundation level, and at intermediate level or higher and will report on these as part of the annual monitoring.
- We will undertake regular analysis of all data sources to understand trends in the demand for Welsh-medium teachers. This will include projecting annual transition rates of learners from primary to secondary education and looking at trends in terms of numbers of teachers moving into leadership roles, moving schools or leaving/ retiring from the profession.
- We will undertake a regular analysis of how many staff have Welsh language skills in English-medium schools in order to identify gaps and target schools/ staff for further Welsh language training and immersion.
- By 2023, the authority aims to ensure that at least one member of staff has been identified in every English-medium Primary School who will have the linguistic skills to lead the Welsh language within the organization. English-medium schools will be required to identify a community of staff with Welsh-language skills that will drive their school's engagement with the language and the WESPs targets. Our aim here is to ensure whole school involvement in this agenda thus avoiding the risk of leaving isolated individuals to deliver on school and county-wide targets.
- The Local Authority will ensure that a teaching member of staff's ability to learn /improve their Welsh language skills is factored into that individual's

worktime and workload and that recognition of their progress and effort will be documented in their annual personal development record.

- The HR department will 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.
- We will establish a workforce forum by September 2023 to respond to recruitment gaps and challenges in the authority. The information gathered will form part of the national workforce strategy.
- The Local Authority commits to ensuring a professional support service that can speak Welsh by appointing and upskilling employees currently in the system.
- We will access schemes through Mudiad Meithrin to provide language immersion methods and training for staff across the county.
- The authority recognises its proactive role in promoting opportunities to engage with the workforce across the whole range of Local Authority services. One of the main responsibilities of the promotion Officer will be to facilitate this work - commence September 2022.
- The Local Authority will set out clear guidelines for use by schools, governing bodies and HR when recruiting new staff, outlining the expectation in terms of the Welsh language. School Governing Bodies will be required to address this ongoing aim as a standing agenda item.
- We will provide an efficient translation service within the Local Authority to ensure that Welsh and English correspondence have equal status.
- We will continue to build on the effective ITE partnership between YGYBD and Swansea University and ensure maximum engagement with the new Primary programme.
- 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.
- We recognise the need to increase the early years workforce and practitioners who can speak the Welsh language in education and early years. We will work with partners to ensure and promote opportunities for practitioners to access Welsh-medium childcare courses. We will identify these gaps in our annual action plan for this outcome and will set targets accordingly.
- The Local Authority will seek to benefit from Welsh Government's pilot project to incentivise Welsh speakers that return from universities to help teach Welsh in schools.
- Teaching staff within the Local Authority will be further encouraged to attend Welsh language courses run by Academi Hywel Teifi with an initial five-year programme of planning and development identified for this area. The focus will be in the large 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.
- The Local Authority will identify/ recruit potential leaders and support them when completing the 'Aspiring Leaders' course with the intention of continuing to complete the NPQH.

- Increasing the number of staff attending the Welsh Language Sabbatical scheme will be a target. We will investigate using **pilot schools** 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, starting at nursery and working through to Year 6 over a number of years. Early discussions have identified areas suitable for a scheme of this kind within the Swansea Valley, along with 3 other pilots in the Neath/Baglan area (2 primary and 2 secondary schools). Information regarding the schools will be detailed in our mid-term plan and specific quantitative data and timescales will be set and evaluated in our annual action plans.
- Welsh language awareness training will be made available for all non-teaching staff in the Local Authority's schools.
- To fulfill the aspiration of opening three schools over the 10 year period we will need to ensure at least 3 headteachers, a senior team for each school, class teachers and assistants during the establishment and development of each school. As plans develop in line with member approval and the RLDP, we will calculate the data on the exact staffing numbers needed for the new Welsh-medium schools in line with the proposals. These will be included in the annual action plans.
- We will review the Welsh Government Workforce Development Plan and seek to mainstream recommendations at local level to maximize and grow a Welsh teaching and learning workforce.
- In order to achieve the targets for increasing the number of learners in Welsh-medium education, we will need a partnership approach to planning the workforce needs. We will look to work with relevant stakeholders and Welsh Government in order to achieve these ambitious targets. Annual action plans will reflect these collaborative actions and quantitative short term targets will be agreed upon by all relevant stakeholders.

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

An increased number of the NPT education staff will be able to teach through the medium of Welsh and Welsh as a subject. There will be an increase in Welsh medium staff able to teach specific subjects at secondary level. There will be an increase in the number, ability and confidence of staff in English-medium schools able to converse and teach Welsh, therefore increasing the amount of learners with access to Welsh-medium education at all levels throughout the Local Authority. NPT will attract and recruit excellent, bilingual leaders for our schools. All NPT schools will form communities that promote the Welsh language as a medium for education and community life.

How we will work with others to achieve our vision

The WESP sets out a requirement for each local authority to establish a Welsh Education Forum (WEF). The NPT WESP Forum comprises of headteacher representatives from Welsh-medium and English-medium primary and secondary schools, officers of the local authority and other stakeholders from our community including Menter Iaith, RhAG, Health, Mudiad Meithrin, Swansea University's Academi Hywel Teifi, Tŷ'r Gwrhyd and the Urdd.

The NPT WESP Forum met to offer its views during the initial planning of the document in July 2021. Following the initial meeting, working groups for each outcome, comprising of members of the forum, were formed. The working groups will meet termly to form and evaluate an action plan for their specific outcome. These action plans will be focused on achieving the overarching aims set out in the WESP document. Progress will be reported back to the full WESP forum on a termly basis.