

# WELSH IN EDUCATION STRATEGIC PLAN

Newport City Council



September 2022 – August 2032

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

**Signed:** ..... **Date:** .....

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

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

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

## Background

Section 84 of *The School Standards and Organisation (Wales) Act 2013* requires a local authority to prepare a Welsh in Education Strategic Plan and outlines that a Plan must contain:

- a. A local authority's proposals on how it will carry out its education functions to:
  - i. Improve the planning of the provision of education through the medium of Welsh in its area;
  - ii. Improve the standards of Welsh-medium education and of the teaching of Welsh in its area;
- b. The local authority's targets for improving the planning of the provision of Welsh-medium education in its area and for improving the standards of that education and of the teaching of Welsh in its area;
- c. Report on the progress made to meet the targets contained in the previous Plan or previous revised Plan.

Section 85 of the 2013 Act requires each local authority to submit its Plan to Welsh Ministers for approval.

## Strategic Context

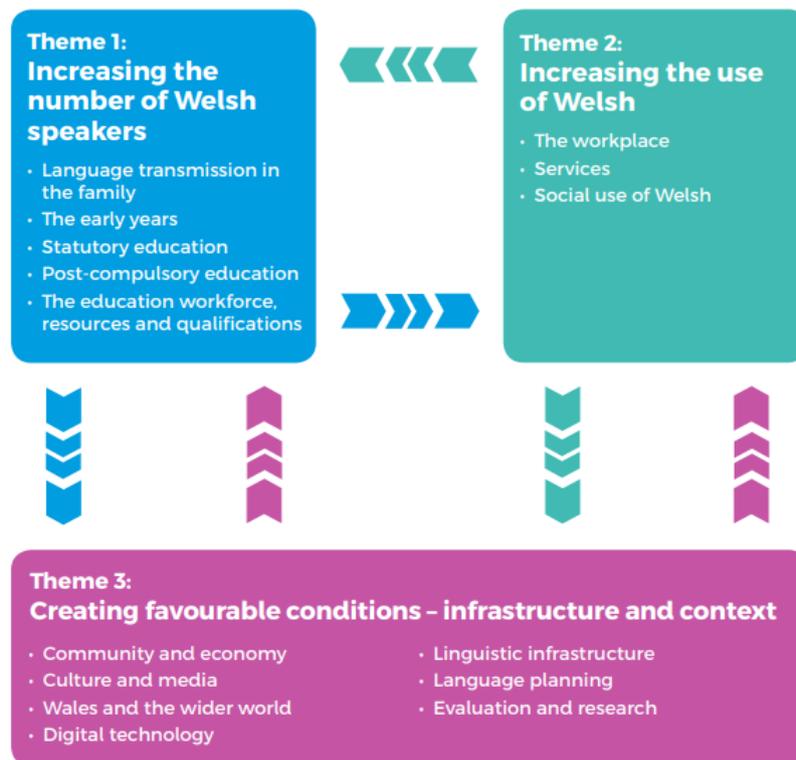
The table below shows how this draft Welsh in Education Strategic Plan is aligned to Welsh Government policies and strategies.

<b>The Well-being of Future Generations (Wales) Act 2015</b> <i>'A Wales of Vibrant Culture and Thriving Welsh Language'</i>	
<b>Prosperity for All: the national strategy and the programme for Government, Taking Wales forward 2016-2021</b> <i>All learners will be able to use the Welsh language when they leave school.</i>	
<b>Welsh Governments' national Welsh language strategy Cymraeg 2050: A million Welsh speakers</b> <i>The ambition for reaching a million Welsh speakers by 2050</i>	
<b>Education in Wales: Our National Mission, Action Plan 2017-21</b> <i>A 'desire for learners to become increasingly bilingual and commitments to encourage teachers with some ability to speak Welsh to further develop their skills</i>	
<b>The Welsh in Education, Action Plan 2017-21</b> <i>Sets the direction for the development of Welsh-medium education</i>	

# Cymraeg 2050

Cymraeg 2050 introduces a long-term vision for a Wales where the Welsh language thrives. The strategy aims to increase:

- the number of Welsh speakers to 1 million by 2050 and,
- ensure that the percentage of the population that speaks Welsh daily, and can speak more than just a few words of Welsh, increases from 10% (in 2013–15) to 20% by 2050.



The trajectory developed for Cymraeg 2050 explains more about the journey towards a million Welsh speakers. For the education system, the proportion of all school year groups that receive their education through the medium of Welsh needs to be increased. School data tells us that in 2018/19, 23% of the 35,800 learners in Year 2 were assessed in Welsh (first language).

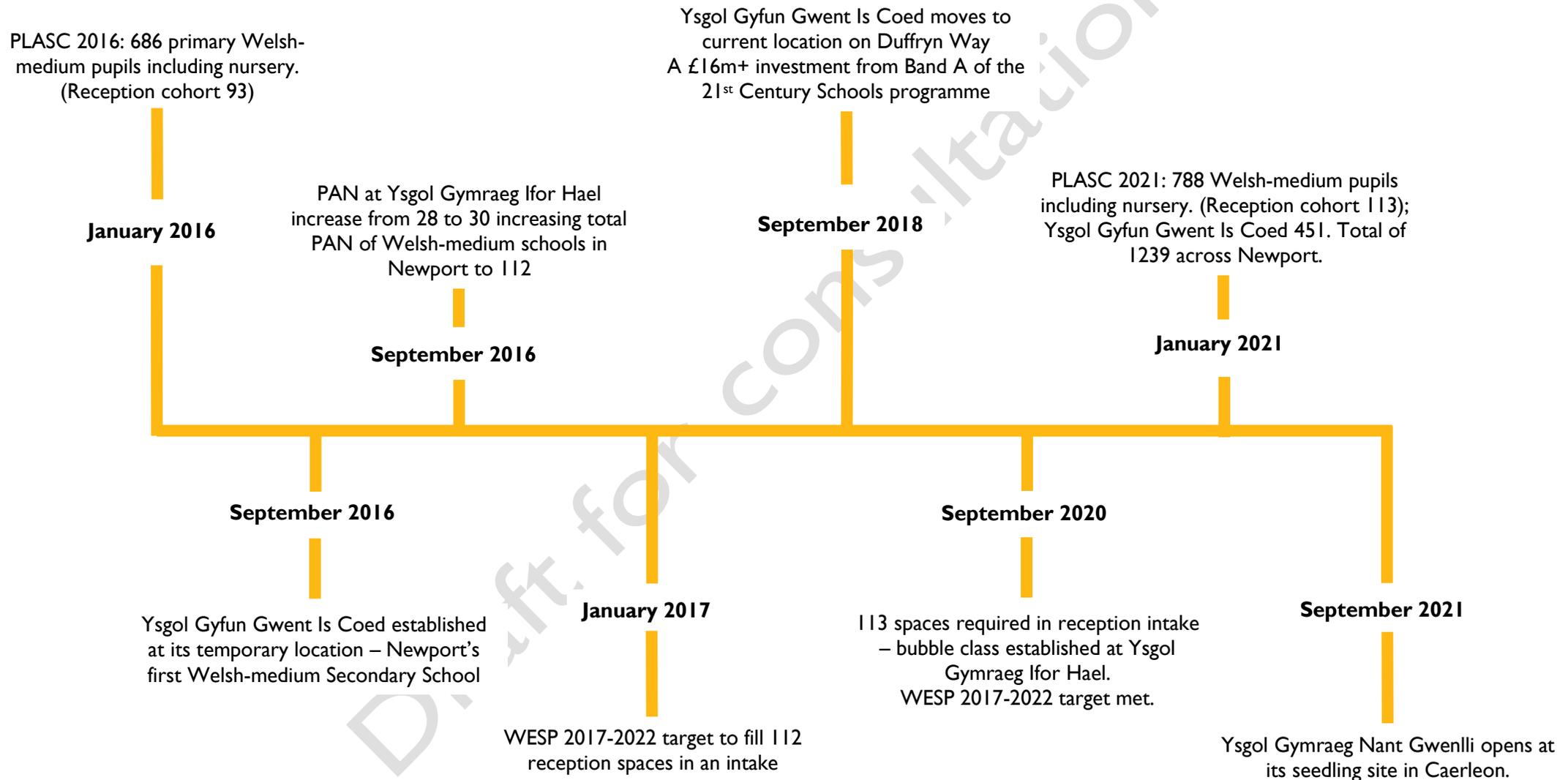
Across Wales, this needs to increase to:

- 24% by 2020/21
- 30% by 2030/31 (approximately 10,500 in each year group)
- 40% by 2050 (approximately 14,000 in each year group).

As well as increasing the proportion of learners being taught through the medium of Welsh, Cymraeg 2050 aims to:

- transform how Welsh is taught to all learners to ensure that at least 70% of those learners report by 2050 that they can speak Welsh by the time they leave school; and
- increase the number of primary teachers who can teach through the medium of Welsh from 2,900 to 3,900 by 2031 and 5,200 by 2050;
- increase the number of secondary teachers who can teach Welsh as a language from 500 to 900 in 2031 and 1,200 by 2050; and
- increase the number of secondary teachers who can teach through the medium of Welsh from 1,800 to 3,200 by 2031 and 4,200 by 2050.

## Development of Welsh-medium Education in Newport 2016-2021



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

The *Welsh in Education Strategic Plans (Wales) Regulations 2019* require Local Authorities to **set a ten-year target** outlining the expected increase in Year 1 children who are taught through the medium of Welsh in the local authority's area during the lifespan of a Plan.

In development of this Welsh in Education Strategic Plan (WESP), every opportunity was made for Newport's Welsh Education Forum (WEF) members to contribute towards the shaping the Council's ongoing commitment to developing Welsh-medium education across Newport, and meeting the targets set out in *Cymraeg 2050*. The WEF is key in ensuring that the ambitious targets outlined in this plan can be achieved, and there is a shared ownership amongst the Local Authority and partners therefore around delivery of this plan.

The table below shows Welsh Government's prescribed targets.

Group	1	2	3	4
Current pupils taught through medium of Welsh	>91%	17%-73%	14%-19%	<13%
Target percentage point increase required	0	10-14+	8-12+	6-10+

Newport City Council has been placed in group 4 and therefore needs a minimum of 6 percentage points increase, outlined in the table below. The 2032 target is based on our current cohort:

PLASC Year	Cohort	Percentage of cohort	Number of Year 1 Pupils
2021 Baseline	1988	5.1	101
2032 Target	1988	11.1	221

As of September 2020, there were 112 Year 1 Welsh-medium places available across Newport. The minimum additionality therefore currently equates to 109 pupil places by 2032.

60 of these additional places will eventually be provided through Ysgol Gymraeg Nant Gwenlli which opens in September 2021 and will increase the number of Welsh-medium primary school places available across the City by 54%. The school will initially open as a one-form entry seedling school from a temporary location in Caerleon, before moving to the current Pillgwenlly Primary School site, at which point it will increase to a two-form entry arrangement and will include a nursery class, an immersion centre and a dedicated learning resource base to support pupils with additional learning needs. Such provision for additional learning needs does not currently exist across Newport's Welsh-medium primary estate.

The Council is currently considering options to bring forward a proposal to create a further 30 Welsh-medium primary school places per year group from September 2026 at the latest in the West of the City. It is envisaged that this could be funded through Welsh Government's second *Welsh-medium Capital Grant*.

It is intended that the shortfall against the minimum target, estimated at a further 30 Year 1 pupil places, will be factored into future discussions regarding new developer-led schools and Band C of the 21<sup>st</sup> Century Schools programme. These details have not been quantified and will likely emerge in the

second half of this WESP period, from 2027 onwards, and will be reflected in the Local Development Plan that will be in place to cover this period.

As a result of this planned expansion in Welsh-medium primary provision by 2032 the Council aims to offer at least 232 Year 1 places across 6 primary school locations, more than doubling the provision that currently exists. This will be supplemented by increased early years and childcare opportunities through the medium of Welsh.

This ambition will also extend into the secondary sector, as the planned significant increase in primary provision will inevitably require a similar increase in secondary provision. This will be considered in the second half of the plan and included within the Council's intention to review all secondary school provision across the City as part of Band C of the 21<sup>st</sup> Century Schools Programme. This programme is likely to commence in 2024.

### **Strategic Planning of School Places and the Local Development Plan (LDP)**

The Newport City Council Planning of School Places (POSP) group meets bi-monthly and provides a forum for Council officers from Education and Planning departments to share information and consider future pressures on school places, and the appropriate responses to these pressures. Approved housing development information and information concerning sites allocated within the Local Development Plan (LDP) is considered together with pupil population forecasts to anticipate the likely impact of population changes at both local and city-wide levels. The demand for, and planned growth of, Welsh-medium education is given due consideration in all of these meetings and is factored into all data analysis.

As such it is anticipated that developer-led school provision will play a key role in the development of Welsh-medium education over the lifecycle of this new WESP.

The current LDP for Newport has been in place since 2015 and although it has been successful in the delivery of its strategy it is time for a review and for a replacement plan to be developed. The current LDP will remain in place until the replacement plan is formally adopted, which is anticipated to be Spring 2025. There are specific site allocations for schools' sites set out in policy CF13 of the current LDP, of which all sites have been secured or delivered. The provision for education through planning obligations will continue as set out in the adopted Planning Obligations Supplementary Planning Guidance.

Work has recently started on the preparation of the replacement LDP (2021-2036) with the formal agreement by Welsh Government of the timetable for delivery (The Delivery Agreement can be viewed at [www.newport.gov.uk/rlpd](http://www.newport.gov.uk/rlpd)). The education needs for the next plan are a key consideration and the level of provision will be affected by the chosen level of growth, the choice of strategy and development site allocations. Through consultation and engagement with key stakeholders throughout the plan preparation, the replacement plan will consider whether site specific education facility allocations will need to be made and what policies may be required to secure education provision, for example, through planning obligations. The replacement LDP will consider the demand for educational land use for all ages, types of facilities and for both Welsh-medium and English-medium language provision.

### **5 Year Welsh Language Promotional Strategy**

A requirement of the Welsh Language Standards for local authorities in Wales is to promote and facilitate the use of the Welsh language increasing its visibility in the community.

The Council must produce and implement a 5 Year Promotional Strategy that outlines how it will support the Welsh Government to reach its targets within Cymraeg 2050, comply with the relevant Welsh Language Standard and meet its statutory obligations and an ambitious target for growth.

The aim of the 5 Year Welsh Language Strategy is to outline and set out how the local authority will work to promote and facilitate the use of Welsh in the city and align its objective across a variety of strategies and plans including the Welsh in Education Strategic Plan.

Whilst the strategy is and remains Newport City Council's responsibility, it will work in conjunction with other stakeholders and the community to deliver a Welsh language vision for Newport, through members of the Welsh Language Forum and the Welsh in Education Forum.

Recent years have seen a significant increase in the growth of Welsh-medium education in the city with an ever-increasing number of our children and young people receiving their education in Welsh.

The Council's Welsh in Education Strategic Plan will play a key role in ensuring the future growth of the language as we aim to increase the number of children – and parents – who have the opportunity to learn and speak Welsh and have opportunities to use the language outside the school gates.

The current Promotional Strategy is set to finish March 2022, with the timeframe around the new Strategy aligned to that of the Welsh in Education Strategic Plan. It is therefore imperative that the two strategies work together and reference several of the same outcomes and targets. Proposed themes for the next updated 5 Year strategy are:

- Community
  - Increasing the visibility and use of Welsh
  - Broaden community partnerships
- Employers & Skills
  - Work with partners to promote Welsh language as a skill
  - Workforce planning and internal usage
  - Council Policy and workforce planning
- Education
  - Correlate plans and targets with WESP
  - Support and promote Welsh education in the community

These will align and support the delivery of several outcomes contained within the Welsh Education Strategic Plan.

Welsh Government's aspiration and aim to reach a million Welsh speakers; "Cymraeg 2050: A million Welsh speakers" is a long-term aim, endorsed and supported by this Strategy and partnership working. Our role is to pull these efforts together so that we have the best possible outcomes for the people of Newport

The long-term aspiration of the Council is to increase the number of Welsh speakers in Newport, raise awareness, increase the visibility, and promote the economic benefits of the Welsh language across the diverse communities in the city. Increasing opportunities for those with all levels of Welsh to practice and speak Welsh in a safe, friendly, and supportive environment, and to engage with those who might have no awareness of the language.

Newport is a Welsh city, with a Welsh identity but with a diverse range of multi-cultural and multilingual communities, and it is important to increase awareness that the Welsh language is one of Wales' treasures. It is something that defines us as a people and is increasingly an integral part of our everyday lives.

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

## Where are we now?

### Maintained Nursery Places

PLASC Year	2017		2018		2019		2020		2021	
Nursery numbers/%	105	5.4%	94	5%	97	5%	109	5.8%	101	4.9%
Places Available	110		112		112		112		112	
Places filled	95.5%		83.9%		86.6%		97.3%		90.2%	

Ysgol Gymraeg Nant Gwenlli is opening on its seedling site with 48 part time nursery places available in September 2021 and therefore for the 2021/22 academic year there are 160 part-time Welsh-medium Nursery places available across Newport, 94 of which have been allocated<sup>3</sup>. This number is expected to increase by PLASC 2022 when Spring Term Rising 3 places will have been filled.

### Non-maintained Nursery Places & Mudiad Meithrin Provisions

Newport has two Mudiad Meithrin provisions, Cylch Meithrin Brynglas and Cylch Meithrin Y Delyn which are registered with Care Inspectorate Wales (CIW) for 19 and 38 children respectively (The total number of CIW registered places and based on 1 child taking up a full-time place). Both are also registered to care for 2-year-olds and those eligible for Childcare Offer for Wales, therefore any of the filled places may include those children.

Cylch Meithrin Y Delyn became Newport's first Welsh-medium non-maintained playgroup and was able to deliver Foundation Phase Nursery education from February 2021. Cylch Meithrin Brynglas will also be registered as a non-maintained provider from September 2021. The contracts are for a period of four years, with the option to extend for an additional year. As with the childcare offer, any non-maintained place filled will be included against the maximum number the setting is registered for.

		November 2020	June 2021
Cylch Meithrin Brynglas	Take up	11	13
	Registered Places	19	19
	Places filled	57.9%	68.4%
Cylch Meithrin Y Delyn	Take up	15	23*
	Places Available	38	38
	Places filled	39.5%	60.5%

\*5 receive a non-maintained funded place

<sup>3</sup> Correct at 28/06/2021

As of June 2021, there have been the following refusals for a rising 3 place at a maintained Welsh-Medium Primary School – these children will have been directed to seek a non-maintained Welsh-medium provision in the interim before taking up their September maintained nursery place.

Refusals	
January Rising 3s	April Rising 3s
12	15

The following table shows the number of children progressing from a Meithrin provision to a Newport Welsh-medium primary school:

September	2019		2020	
Number attending Meithrin	52		49	
Progressed to WM Schools	39	75.0%	29	59.2%

The reduced transition rate was attributed to a variety of factors:

- Location of Welsh-medium primary schools in comparison to Meithrin groups
- Uncertainties in relation to the Covid-19 pandemic
- Lack of Rising 3 places in Welsh-medium primary schools, (two new non-maintained Welsh-medium settings as outlined above should have a positive impact on this)

#### **Flying Start and Childcare Offer**

The following Flying Start and childcare provisions are available through the medium of Welsh in Newport:

Flying Start	2021	Spring Term	Summer Term
Cylch Meithrin Dros Yr Enfys	Take up	14	13
	Places Available	24	24
	Places filled	58.3%	54.2%
Cylch Meithrin Dewin Disglair	Take up	15	13
	Places Available	24	24
	Places filled	62.5%	54.2%

In the summer 2021 term there were 793 children. Therefore 3.3% of Flying Start children were accessing Welsh-medium provision.

The following table shows the language medium that Flying Start leavers chose to move to:

	Term 3 19/20	Term 1 20/21	Term 2 20/21	Term 3 20/21
<b>Total FS leavers</b>	<b>117</b>	<b>234</b>	<b>160</b>	<b>128</b>
Leavers with nursery place	77	220	148	101
% of all leavers	65.80%	94%	92.50%	78.90%
<b>Leavers to WM</b>	<b>7</b>	<b>10</b>	<b>7</b>	<b>9</b>
% of all leavers	6%	4.30%	4.40%	7%
% of leavers with nursery place	9%	4.50%	4.70%	8.90%
<b>FS WM leavers</b>	<b>5</b>	<b>10</b>	<b>12</b>	<b>6</b>
- To WM	1 (20%)	4 (25%)	5 (42%)	3 (50%)
- To EM	4 (80%)	12 (75%)	7 (58%)	3 (50%)

The number of Newport children accessing Welsh-medium or bilingual funded places through the childcare offer are as follows:

Childcare Offer	Welsh Medium	Bilingual
<b>Number Accessing</b>	13	37

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

### Maintained Nursery Places

In September 2021, Ysgol Gymraeg Nant Gwenlli will open. Provision proposed in relation to the second *Welsh-medium Capital Grant* will include a nursery class to be established within the first 5 years of the plan.

Nursery PAN	2022	2023	2024	2025	2026
<b>YGC</b>	52	52	52	52	52
<b>YGBT</b>	30	30	30	30	30
<b>YGIH</b>	30	30	30	30	30
<b>YGNG</b>	48	48	48	48	48
<b>Grant provision</b>	-	-	-	-	30
<b>Total</b>	160	160	160	160	190

### Non-maintained Nursery Places

Discussions will begin across the Early Years and Flying Start teams on how to increase provision across targeted areas. It has been noted that there is a lack of Welsh-medium rising 3 places across settings in the East of the city. The Early Years and Flying Start teams will begin to look at how we can expand provision in this area through use of community centres.

## **Mudiad Meithrin Provisions**

Mudiad Meithrin's 'Set Up and Succeed' (SAS) programme has the ability to establish 40 new Cylchoedd Meithrin with a Cylch Ti a Fi by 2021 in specific areas of Wales where there isn't a Cylch Meithrin at present. As part of this, Mudiad Meithrin is establishing a new meithrin group in Caerleon from September 2021. In recent times, Caerleon is an area that has seen limited demand for Welsh-medium education; however, alongside the establishment of the seedling school it is anticipated that this provision will be well received and that legacy arrangements will continue once the new school moves to its permanent location.

<b>Transition rate from Mudiad Meithrin provision to Maintained Nursery</b>	
<b>Current</b>	59%
<b>National Average</b>	89.9%
<b>5 year target</b>	75%

Cymraeg for kids is a Mudiad Meithrin project which supports prospective and new parents when opting for Welsh medium childcare and education. This includes:

- Welsh rhyme time & sign
- Baby massage and yoga
- Cuppa & Chat Cymraeg (online group)
- Me and my baby sessions explaining in detail the bilingual journey (online group)

The groups are advertised as being open to all, and those attending don't need to be able to speak Welsh. Simple Welsh rhymes and phrases are introduced on a weekly basis to help parents acquire a basic knowledge as well as helping them to increase their confidence in using Welsh at home.

The groups are advertised widely and shared with Health Visiting teams, with training provided to outline the advantages of early bilingualism to help them support and signpost parents to local groups. Maternity records are sponsored by Cymraeg i blant and all Midwifery and Health Visitor students across Wales receive a presentation on the advantages of early bilingualism and the role of Cymraeg i blant in promoting key messages with parents.

The groups aim to give parents the local knowledge, information, advice and support on;

- The way in which speaking or introducing Welsh can give children more opportunities
- Ways in which to use sign, baby massage and yoga to communicate with babies
- Accessing Welsh and bilingual books, e-books and apps
- Accessing local Learn Welsh courses
- Local Ti a Fi, Cylch Meithrin and Welsh-medium schools.

Mudiad Meithrin employ a part time peripatetic Ti a Fi Officer who works across Newport and Torfaen supporting families by providing Ti a Fi Rhithiol De Ddwyrain (online) and opportunities for Ti a Fi am Dro.

Mudiad Meithrin also support Clwb Cwtsh, which is an eight-week taster programme focusing on speaking Welsh with young children aimed at parents to be, parents/carers and extended family members, and Clwb Cylch, a virtual Welsh language activity in the home by providing open sessions for children of nursery age and their parents via digital platforms. Particular emphasis is placed on children from families where Welsh is not spoken at home, and Gwyl Dewin a Doti which is an annual nursery festival which travels around Wales.

## **Flying Start and Childcare**

New Flying Start provisions are already planned for Pillgwenlly, Bettws and Ringland. The Pillgwenlly project is due to open in April 2022 and will likely provide capacity for up to 24 children aged between 2 and 3 years or up to 30 children aged between 3 and 12 years. The Bettws project is due to open in April 2022 and will likely provide capacity for up to 30 children aged between 2 and 3 years or up to 37 children aged between 3 and 12 years. The Ringland project is due to open in April 2022 and will likely provide capacity for up to 40 children aged between 2 and 3 years or up to 48 children aged between 3 and 12 years. These provisions will be registered with CIW, and will form close links with Ysgol Gymraeg Nant Gwenlli, Ysgol Gymraeg Ifor Hael and Ysgol Gymraeg Casnewydd respectively with the aim of increasing the transition of pupils from Welsh-medium pre-school to school settings.

## **How Will We Get There?**

A specific sub-group of the WEF has been established to focus on promotion of Welsh-medium education across Newport. The group is led by Education and includes representation from initial contact points with parents - Headteachers, School Admissions, the Family Information Service and Flying Start – and as a result, there is a commonality around the messages that can be shared with parents and carers around the benefits of Welsh-medium education. Other members of this group include wider partners specifically linked to developing Welsh-medium education and the Welsh language across Newport, such as Mudiad Meithrin, Cymraeg I Blant, Menter Iaith, RhAG and Coleg Gwent. The group meets termly and considers innovative ways in which the Council can appropriately and effectively provide parents / carers with information as to the availability and type of Welsh-medium provision on offer across Newport, including arrangements for latecomers and immersion, and improve transition rates from pre-school settings to primary schools.

As part of this, the information that the Council shares with parents in relation to School Admissions (including the on-line application process), the relevant pages of the Council's website and the Council's Welsh in Education policy, all of which reference the way in which Welsh-medium education is supported and progressed across Newport, is regularly reviewed to ensure that the information being shared is relevant, accurate and appropriately targeted. The Council's Learning Welsh webpage also provides signposts to the websites of our Welsh-medium partner groups and agencies, and to videos which demonstrate the provision available across our Welsh-medium schools. A Benefits of Bilingualism booklet has also been developed and will be reviewed and updated as part of a similar process, with this being shared with a variety of partners, including those in the local health board who have early access to families.

In the infancy of this plan, the WEF Promotion sub-group will use the Pupil Level Annual School Census (PLASC) data to analyse and identify any differences between the pupil cohorts of each individual school against those that apply to the relevant catchment areas as a whole. This will help in identifying any areas of under-representation in our Welsh-medium schools and should assist in targeted promotion activities to close these gaps.

In order to engage with the communities across Newport and to promote the inclusivity of Welsh-medium education, a Welsh Language Promotion Officer will be appointed on a fixed term contract. The remit of the role will include working across a number of themes to support the delivery of the WESP and increase the profile of Welsh-medium education especially within our diverse and ethnic communities. There will also be an expectation that they will support and help develop the WEF and its sub-groups to become self-sufficient with all stakeholders taking ownership for delivery of the outcomes and objectives to make the WESP a success.

The next Childcare Sufficiency Assessment is due in 2022. The results will be reported through the Early Years Development & Childcare Partnership and then to the WEF, with all partners asked to consider how they can best support increased Welsh Language provision across Early Years and

ensure that this is widely represented in the Childcare Sufficiency Assessment and aligns with the targets within this plan. The Council is committed to working with Mudiad Meithrin to identify locations for new provisions, however there is a lack of availability of Council-owned buildings, and therefore there is likely to be a need to explore options through other sectors. We will do this through the WEF Promotion sub-group and the Early Years Development & Childcare Partnership.

The Council's Home to School Transport policy provides free transport to those primary aged pupils who live two miles or more from their catchment or nearest available school, and those secondary aged pupils who live three miles or more from their catchment or nearest available school. This same policy also applies in relation to access to the designated primary immersion unit to support latecomers in accessing Welsh-medium education. A recent data analysis has identified that a proportion of families are actively choosing to send their children to a non-catchment Welsh-medium school. However, what is not clear is whether families are aware of the implications this decision might have on eligibility for and accessibility to home to school transport. Through the WEF Promotion sub-group, a parental survey will be carried out over the Autumn term 2021 to identify the reasons behind these choices, and if appropriate this feedback may inform future changes to Council policies governing School Admissions and Home to School Transport.

The rollout of the fflecsi service is also anticipated to impact favourably on home to school transport arrangements. This is a partnership between Transport for Wales, Newport City Council and Newport Bus and will complement and enhance existing scheduled bus services across the city. These fflecsi buses will give many more people across Newport access to public transport, operating from 6.00am until 11.00pm (Monday – Saturday) enabling residents to make a much wider range of journeys from early morning until late in the evening. The scheme aims to make it easier for residents to get to work and school. Fares are the same as those on scheduled Newport Bus services, but the key difference is that journeys can be booked via an app or over the phone.

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

By the end of this 10-year plan, our aim is to ensure that we have increased Welsh-medium primary provision from its current form to that in the table below:

Nursery PAN	2027	2028	2029	2030	2031
<b>YGC</b>	52	52	52	52	52
<b>YGBT</b>	30	30	30	30	30
<b>YGIH</b>	30	30	30	30	30
<b>YGNG</b>	48	48	48	48	48
<b>Grant provision</b>	30	30	30	30	30
<b>Unknown provision</b>	-	-	-	-	60
<b>Total</b>	190	190	190	190	250

All community maintained primary schools in Newport operate under a 3-1-1 model, and therefore all new capacity will include provision for maintained nursery places.

Newport operates under a mixed economy in terms of nursery provision, and thus the Council is also committed to expanding the availability of non-maintained Welsh-medium nursery provision, and settings will be supported in submitting tenders at the appropriate time.

By the end of this 10-year plan, the Council would like to see at least one successful Cylch Meithrin operating in each of the seven community-maintained cluster areas across the City (Bassaleg, Caerleon, Llanwern, Lliswerry, Newport High, St Julians and The John Frost), thus ensuring equitable access to provisions across the city for all children. As a Council, we are also committed to exploring opportunities to extend Welsh-medium Flying Start provision across each of these cluster areas, so that Welsh-medium pre-school provision is a local and accessible opportunity for every child across Newport.

Transition rate from Mudiad Meithrin provision to Maintained Nursery	
<b>Current</b>	59%
<b>National Average</b>	89.9%
<b>10 year target</b>	89.9%

In addition to the above, the Council would need support to assist businesses to open private childcare settings in the medium of Welsh in addition to providing support for established settings to develop their Welsh-medium provision.

## Key Data

The data below bases the cohort on maintained nursery places of PLASC 2021 added to the January 2021 filled places of the non-maintained cohort. Percentages are spread evenly across the period of this plan. With a bigger percentage increase predicted when Ysgol Gymraeg Nant Gwenlli transfers to its permanent site.

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

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
149	6.1%	161	6.6%	186	7.6%	198	8.1%	210	8.6%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
222	9.1%	234	9.6%	247	10.1%	259	10.6%	271	11.1%

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

### Where are we now?

The Council's current WESP (2017-2022) includes a commitment to stimulate demand for Welsh-medium education by expanding primary provision across the City so that the proportion of seven-year-old pupils (Year 2) taught through the medium of Welsh reaches 5% by 2022/23. The following table shows numbers and percentage of the year 2 cohort receiving their education through the medium of Welsh.

PLASC Year	2017		2018		2019		2020		2021	
Yr. 2 numbers/%	92	4.7%	90	4.6%	107	5.5%	97	4.9%	107	5.4%

This 2022-2032 WESP targets reception children (5-year-olds) rather than Year 2 children, therefore the following table shows numbers and percentage of the reception cohort receiving their education through the medium of Welsh.

PLASC Year	2017		2018		2019		2020		2021	
PAN	112		112		112		112		112	
Reception numbers/%	108	5.6%	96	4.9%	108	5.6%	104	5.2%	113*	5.7%
% Places filled	96.4		85.7		96.4		92.9		100.9%*	

\*A bubble class was created to support higher than anticipated demand in relation to the September 2021 Welsh-medium Reception cohort.

An Immersion Centre will be available at Ysgol Gymraeg Nant Gwenlli when it moves to its permanent location in September 2023. In the meantime, a temporary primary Immersion Unit is operating from Ysgol Gymraeg Bro Teyrnnon on behalf of the primary schools within the Welsh-medium cluster. The school receives specific funding of £73,000 per annum for this purpose. Support for secondary age pupils is available directly through Ysgol Gyfun Gwent Is Coed, with the school receiving additional funding of £30,000 to provide the service. The relevant Headteacher and governing body are responsible for managing these provisions within the available budget.

Information in relation to immersion facilities is available via the information that the Council shares with parents through the School Admissions Policy and Booklet, the relevant pages of the Council's website and the Council's Welsh in Education policy, all of which is regularly reviewed by the WEF Promotion sub-group to ensure that the information being shared is relevant, accurate and appropriately targeted.

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

In September 2021, Ysgol Gymraeg Nant Gwenlli will open providing an additional 30 Reception places. In September 2023, Ysgol Gymraeg Nant Gwenlli will move to its permanent location in Pillgwenlly and be able to increase capacity to a two-form entry arrangement.

The Council is currently considering options to bring forward a proposal to create a further 30 Welsh-medium primary school places per year group from September 2026 at the latest. It is envisaged that this could be funded through Welsh Government's second *Welsh-medium Capital Grant*.

Welsh-medium places available:

PLASC Year	2022	2023	2024	2025	2026	2027
<b>YGC</b>	52	52	52	52	52	52
<b>YGIH</b>	30	30	30	30	30	30
<b>YGBT</b>	30	30	30	30	30	30
<b>YGNG</b>	30	30	60	60	60	60
<b>Grant provision</b>	-	-	-	-	-	30
<b>Total</b>	142	142	172	172	172	202

The permanent location of Ysgol Gymraeg Nant Gwenlli is in the heart of an established Black, Asian and Minority Ethnic community in Newport, and an area where children already have bilingual or multilingual skills. This location will increase the opportunities available for pupils from multi-linguistic backgrounds to enhance these skills through access to local Welsh-medium education.

To support increased opportunities for learners from all linguistic backgrounds to access Welsh-medium education, a new dedicated primary immersion unit will be created at Ysgol Gymraeg Nant Gwenlli from September 2023 when the school moves to its permanent site. Whilst this will initially be a 10-place unit, there will be sufficient space in the school building to extend this – potentially to move to a position where we have two classes, one for Foundation Phase and one for Key Stage 2. This will address some of the issues we have identified with the current arrangements, whereby the immersion needs of a Year 1 learner are very different to the immersion needs of a Year 5 learner. Whilst in its infancy at present, our aim is that the provision currently in place at Ysgol Gyfun Gwent Is Coed is also extended to further stimulate demand for Welsh-medium secondary education.

Currently, education in Newport is delivered through dedicated Welsh-medium or English-medium schools. However, within the first five years of this plan, we are committed to exploring alternative opportunities, not only as a means of increasing Welsh-medium provision, but also to increase opportunities to expand the use of Welsh in English-medium settings. This may be through dual-stream provisions.

Welsh Government define Dual-stream provision according to [Defining schools according to Welsh medium provision](#) as follows:

### **Category 2: Dual Stream Primary School**

**Curriculum** - Two types of provision exist side-by-side in these schools. Parents/pupils opt either for the mainly Welsh-medium or mainly English-medium provision which is usually delivered as in categories 1<sup>4</sup> and 5<sup>5</sup> respectively.

**Language of the School** - Both Welsh and English are used in the day to day business of the school. The language of communication with the pupils is determined by the nature of the curricular provision, but in some schools high priority is given to creating a Welsh-language ethos throughout the school. The school communicates with parents in both languages.

**Outcomes** - for pupils in the Welsh stream, normal expectations are as for category 1. For pupils in the English medium stream, normal expectations are as for category 5.

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

Whilst it is difficult at this stage to confirm with any certainty the way in which further additionality will be created post 2027, the Council is committed to providing at least a further 1-form entry equivalent Welsh-medium arrangement by 2031. This commitment will be factored into future discussions regarding new developer-led schools, Band C of the 21<sup>st</sup> Century Schools programme and the Council's Local Development Plan. The overarching aim is to increase the number of Welsh-medium Reception places available across the City to at least **232** by the end of this 10-year plan in August 2032.

<b>PAN</b>	<b>2031</b>
<b>YGC</b>	52
<b>YGBT</b>	30
<b>YGIH</b>	30
<b>YGNG</b>	60
<b>Proposed Grant provision</b>	30
<b>Unknown provision</b>	30
<b>Total</b>	<b>232</b>

By the end of this 10-year plan, our aim is for successful immersion units to be embedded at Ysgol Gymraeg Nant Gwenlli, which acts as a further stimulus for parents to actively seek Welsh-medium education for their children later in their journeys through statutory school life. The aim is to ensure that specific immersion arrangements are in place, and are well advertised and publicised, to support children who choose to change from one language medium to another at any stage in their school lives.

<sup>4</sup> Welsh-Medium Primary School

<sup>5</sup> English-Medium Primary School

## Key Data

The data below uses PLASC 2021 reception cohort data. Percentages are spread evenly across the period of this plan, with a bigger percentage increase predicted when Ysgol Gymraeg Nant Gwenlli transfers to its permanent site.

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

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
121	6.1%	131	6.6%	151	7.6%	161	8.1%	171	8.6%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
181	9.1%	191	9.6%	200	10.1%	210	10.6%	220	11.1%

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

### Where are we now?

The following table shows the transition rate from progression step 3 to 4 using year 6 cohort data across Newport Welsh-medium primary schools into Ysgol Gyfun Gwent Is Coed.

September	2019	2020	2021
Number of pupils transitioning	97	78	87
Transfer rate	99%	96.2%	96.6%

Transition between our primary and secondary schools is already very high therefore, with close relationships established and embedded between the school communities.

During the 2019/20 academic year, 1 pupil of secondary school age accessed immersion facilities in another local authority area before successfully transitioning to their correct cohort group at Ysgol Gyfun Gwent Is Coed. However, the school has now appointed a dedicated Language Support Teacher for immersion purposes, and over the course of the 2020/21 academic year, 2 pupils have successfully accessed this provision.

Covid-19 has had an impact on Welsh-medium schools and the Welsh language. Whilst this may not be unexpected in an area of Wales where very few parents speak Welsh themselves, primary Headteachers have reported a significant dip in oracy standards – particularly in Early Years – and a lack of confidence from pupils to use the Welsh language with their peers. Blended learning opportunities continue to be developed to support catch-up programmes and some pupils who have previously benefited from immersion have been identified as requiring additional support.

The Council's Home to School Transport Policy provides free home to school transport to primary aged pupils who live 2 miles or more from their catchment school or nearest available school and to secondary aged pupils (up to the end of statutory school age) who live 3 miles or more from their catchment school or nearest available school. This includes Welsh-medium schools. Ysgol Gyfun Gwent Is Coed is the catchment Welsh-medium secondary school for the whole of Newport. However, in accordance with the Learner Travel (Wales) Measure, if a learner lives closer to another Welsh-medium secondary school, they will also be eligible for free home to school transport to that alternative school if the qualifying distance is met. This supports families living on the outskirts of the City who may live closer to a Welsh-medium school in Caerphilly, Cardiff or Torfaen.

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

Whilst the overall target within this plan specifically references additionality in the primary sector, this will have a knock-on effect on the secondary provision available in the city. Currently there is only one Welsh-medium secondary school – Ysgol Gyfun Gwent Is Coed - which has a capped total capacity of 900 pupil places, including a 150-place Post-16 provision. The increase in the availability of Welsh-medium places in the primary sector will impact on the number of Welsh-medium places required in the secondary sector. However, this is unlikely to impact until September 2028 at the earliest. As a result it is anticipated that expansion of Welsh-medium secondary provision will be a key priority within Band C of the Council's 21st Century Schools Programme, the details of which have yet to be quantified.

Within the first 5 years of this plan, the target is for at least 96% of pupils attending Welsh-medium primary schools to consistently continue to transition to a Welsh-medium secondary school. The target is appropriate due to the small cohort sizes and the effect that one pupil may have on the percentage. To support this, cross-sector cluster activities begin in Year 5 so that parents and pupils are fully aware of the opportunities available at Ysgol Gyfun Gwent Is Coed.

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

By 2032, additional Welsh-medium secondary provision will need to be created within the City in order to accommodate the demand from the new primary school that will open in September 2021 and the additional capacity that will also be created in meeting the minimum targets in relation to Year 1 learners outlined in this plan. It is anticipated that additional secondary provision of at least 600 statutory school age learners will be required, plus appropriate post-16 capacity. It is likely therefore that expansion of Welsh-medium secondary provision will be a key priority within Band C of the Council's 21st Century Schools Programme, which will commence in circa 2024. These details have yet to be quantified.

Notwithstanding this, the target is to maintain that at least 96% of pupils attending Welsh-medium primary schools consistently transition to a Welsh-medium secondary school.

Our aim is for a successful immersion unit to be embedded in Ysgol Gyfun Gwent Is Coed, and that the existence of the provisions acts as a further stimulus for parents to actively seek Welsh-medium education for their children later in their journeys through statutory school life. This may be particularly pertinent at the transition from primary to secondary school stage, with the aim being to ensure that specific immersion arrangements are in place, and are well advertised and publicised, to support children who choose to change from one language medium to another at this point in their school lives.

## Key Data

Using a target of maintaining 96% as a transition rate and PLASC 2021 data from Newport's Welsh-Medium primary schools the number targets have been identified.

### Numbers and % of learners continuing to improve their Welsh language skills when transferring from one stage of their statutory education to another

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
82	96%	95	96%	88	96%	102	96%	97	96%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
109	96%	97	96%	-	96%	-	96%	-	96%

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

### Where are we now?

Newport's Welsh-medium secondary school opened under a seedling model in September 2016, and the first cohort of pupils will complete their GCSE courses in the summer of 2021. From September 2021, the school will be able to accommodate learners across the Year 7 to Year 12 groups meaning that Post-16 Welsh-medium education will be delivered in Newport for the very first time. In PLASC 2021, there are 72 learners in Year 10 and 72 learners in Year 11 at Ysgol Gyfun Gwent Is Coed.

Plans for the Post-16 curriculum are underway, with 40 learners expected to return to Post-16 education in September 2021 to study across a range of 16 subjects. In addition to a traditional academic offer, Mudiad Meithrin is supporting the Cam wrth Gam programme, which is a pathway to becoming Teaching Assistants or can act as a Level 3 qualification to progress to study education at university.

GCSE Welsh (2<sup>nd</sup> Language) is offered at all of Newport's English-medium secondary schools across the City, with 1552 pupils being assessed in this subject in 2021.

There is however a significant drop-off at Post-16, with AS and A-level Welsh (2<sup>nd</sup> language) only offered at 2 English-medium secondary schools, although available to learners across the City through the Post-16 collaboration model that is in place. Current learner numbers record that 30 Year 12 learners and 17 Year 13 learners are following this course of study.

Coleg Gwent records the language of learning and assessment for all learners using the following categories in the LA26 dataset of the Lifelong Learning Wales Record (LLWR) field:

- B3: A small amount of Welsh-medium learning
- B2: A significant amount of Welsh-medium learning
- B1: Learning completed in a bilingual context
- C1: Learning completed in a Welsh-medium context

The college has had some success in recent years in increasing the number of learners who fall into the B1 and B2 categories in particular. However, the numbers are still relatively low and the college is ambitious in its vision to increase these numbers over the next 10 years. The latest data (number of learners in 2020-2021) is as follows:

B3	B2	B1	C
276	93	144	0

The table below summarises the proportion of the year group studying for a qualification bilingually or through the medium of Welsh:

GCSE Welsh First Language	GCSE Welsh Second Language	AS/A-Level Welsh First Language	AS/A-Level Welsh Second Language	Coleg Gwent Provision
100%	92.8%	100%	2.8%	5.5%

Newport has strength in its qualifications in Welsh as a first language as 100% of pupils studying the qualification are entered for the exam.

A stream contained within the 5 year Promotional Strategy is to work with employers, partners, and stakeholders to promote the importance and economic benefits of speaking or learning Welsh, and how this can help and support pupils, students, and individuals to gain employment. This promotes the importance of a qualification in Welsh and the ability to use Welsh in the workplace.

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

There are currently 97 pupils in the Year 5 cohort in those schools which form part of the Ysgol Gyfun Gwent Is Coed cluster. These will be Year 11 learners in the 2026/27 academic year, who will therefore sit their GCSE examinations in the summer of 2027. Assuming a 96% transition rate from primary to secondary school, our target for learners being assessed through the medium of Welsh is 93, an increase of 16 when compared with the 77 in 2021.

Post-16 transition rates average at 57% for year 12 and 76% for year 13 across Newport's secondary schools. Assuming this as an indication of transition rates in the Welsh-medium sector, our aim is that at least 104 Post-16 learners (57 Year 12, 47 Year 13) are assessed through the medium of Welsh by 2027. Whilst Post-16 collaboration already exists across Newport, this applies to English-medium schools. A similar regional model will be an option for Welsh-medium provision, although the distance between the schools in Newport, Caerphilly and Torfaen will make this more difficult. A different approach will therefore need to be considered in order to ensure that as broad a curriculum offer as possible can be developed and made available for learners. This will include collaborative distanced and blended learning across schools in the region, and working with E-sgol to consider more opportunities across a wider geographical area.

Within the first 5 years of this plan, the Council is committed to ensuring that number of pupils assessed in GCSE Welsh (2nd Language) is increased from 92.8% to 96%, and that AS and A Level Welsh (2nd Language) is available to study across all three Post-16 collaborations. Alongside this, we will engage with wider partners including Careers Wales to seek ways in which we can promote the future opportunities available to learners who have a formal Welsh language qualification and raise awareness of the economic benefits of learning and being able to use Welsh.

Following the steer of the Coleg Cymraeg Cenedlaethol, the college will continue to focus on embedding full bilingual units into the main qualifications in priority bilingual curriculum areas. In the first 5 years, the focus will be on childcare, health and social care and public services. All Level 3 Childcare learners enrolled at the Newport Campus will complete one full unit of their main qualification bilingually, requiring learners to evidence how they promoted and supported Welsh in an early years setting.

The College will employ new staff (or upskill existing staff) to deliver bilingual units in these three curriculum areas.

The targets for bilingual delivery in the next 5 years are as follows:

B3	B2	B1	C
2000*	400	600	**

\*The college will develop a digital package that will enable most Full-time Vocational learners to achieve at least B3

\*\*The college will focus on embedding Welsh and bilingual units into main programmes as opposed to delivering fully Welsh medium courses

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

There are currently 128 pupils in the Reception cohort in those schools which form part of the Ysgol Gyfun Gwent Is Coed cluster. These will be Year 11 learners in the 2031/32 academic year, who will therefore sit their GCSE examinations in the summer of 2032. Assuming a 96% transition rate from primary to secondary school, our target for learners being assessed through the medium of Welsh is 123, an increase of 46 when compared with the 77 on roll in 2021.

Over the next 5 years, the Council will be able to project and model anticipated Welsh-medium Post-16 transition rates, and therefore will be able to better estimate the number of Post-16 learners expected by the end of this plan. The Post-16 curriculum will continue to be developed therefore in collaboration with other Welsh-medium schools across the South East Wales region and, through Esgol, with other Welsh-medium schools across Wales, and with Coleg Gwent to ensure an appropriate and expansive pathway suitable for the needs of all learners.

By the end of this plan, and in order to support the growth across Newport of Welsh as a second language, the Council is committed to ensuring that the number of pupils assessed in GCSE Welsh (2<sup>nd</sup> Language) is maintained at least at 96%, and that AS and A Level Welsh (2<sup>nd</sup> Language) is available to study across half of all its English-medium secondary schools. The promotional work around the benefits for formal Welsh (2<sup>nd</sup> Language) qualifications will continue to be taken forward and embedded through collaboration with wider partners.

Coleg Gwent will continue to develop bilingual modules across all remaining priority areas (7 curriculum areas in total). This will include developing resources in addition to recruiting new staff.

The targets for bilingual delivery in 10 years' time:

B3	B2	B1	C
3000	500	1000	**

\*\*The college will focus on embedding Welsh and bilingual units into main programmes as opposed to delivering fully Welsh medium courses, unless a new opportunity arises. This will be evaluated on an annual basis

## Key Data

1. Assessed qualifications in subjects through the medium of Welsh (Years 10-13 YGGIC) (by pulling current YGGIC cluster cohorts through to their examination year group.

Assuming:

- 96% transition from progression step 3 to 4
- 54.9% transition rate year 11 to 12
- 81.5% transition rate year 12 to 13)

2. Welsh as a subject (by pulling all cohorts through to their GCSE year, and assuming that 96% of Year 11 pupils in English-medium schools and 100% of Year 11 pupils in Welsh-medium schools are entered for a GCSE in Welsh as a subject within the first five years, and maintaining these levels this through to the end of the plan).
3. Number of Learners studying in the B1 category (Learning completed in a bilingual context) meeting 600 learners by the end of the first five years and 1000 by the end of the plan.

### Numbers and % of learners studying for assessed qualifications in subjects through the medium of Welsh – Years 10-13 at Ysgol Gyfun Gwent Is Coed

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
271	100%	297	100%	312	100%	307	100%	317	100%
2027 – 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
319	100%	326	100%	339	100%	354	100%	342	100%

### Numbers and % of learners studying for assessed qualifications in Welsh (as a subject) at GCSE

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1753	94.3%	1921	94.8%	1879	95.3%	1940	95.7%	1952	96.2%
2027 – 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
1948	96.2%	1975	96.2%	1923	96.2%	1939	96.2%	1941	96.3%

**Numbers of learners studying for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh – Coleg Gwent category B1**

<b>2022 - 2023</b>	<b>2023 - 2024</b>	<b>2024 - 2025</b>	<b>2025 - 2026</b>	<b>2026 - 2027</b>
200	300	400	500	600
<b>2027 – 2028</b>	<b>2028 - 2029</b>	<b>2029 - 2030</b>	<b>2030 - 2031</b>	<b>2031 - 2032</b>
700	800	900	950	1000

Draft for consultation

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

### Where are we now?

The regional consortium has worked extensively with cross-consortia colleagues and education stakeholders (including Estyn and NAEL) to develop a bank of distance and blended learning resources supporting the ongoing development of Welsh literacy skills within each phase of learning. The needs of Welsh-medium pupils who come from non-Welsh speaking homes has been at the forefront of developmental work. National collaboration continues in support of the Welsh language in both Welsh-medium and English-medium schools with ongoing resource development. Ysgol Gyfun Gwent Is Coed has contributed significantly to the developmental work for Key Stages 3 and 4 alongside peers from across Wales. This collaboration across consortia and including schools has worked well to identify needs and to target resource development appropriately. All resources are available through Hwb.

Support for the Siarter laith (in Welsh-medium schools) and Cymraeg Campus (in English-medium schools) is ongoing. The Siarter laith has a central role to play in maintaining language skills, particularly for learners from non-Welsh speaking homes. The approach to date has been on sharing best practice in language recovery methods, and a suite of resources has been developed to support parents. The Urdd's Cymraeg Bob Dydd supports the Siarter laith programme in English-medium secondary schools.

Siarter laith		Cymraeg Campus	
Primary: Silver	Secondary: Step 1 of 5	Working towards Bronze	Bronze Achieved and working towards Silver
100%	100%	22%	78%

The EAS is supporting schools to explore progression from Cymraeg Campus and promoting the values of Siarter laith with English-medium secondary schools. Specific early development work has been undertaken in Caerleon Comprehensive, St Julian's and The John Frost School.

Opportunities to use Welsh in other contexts are supported significantly by partner organisations through a variety of activities.

#### Youth Service

The Youth Service commission a full-time Welsh Language youth worker in partnership with Urdd based at Ysgol Gyfun Gwent Is Coed. The initial focus for this role is to support young people across the City who need Welsh Language 1 to 1 support, with referrals from Families First, I2A and I2W projects.

Prior to the Covid-19 pandemic, the Youth Service was operating a Welsh Language youth group which ran from the University of South Wales Campus in the City Centre. Planning is underway to recommence this provision in the Autumn term 2021.

## **Play**

As we recover from the Covid-19 pandemic, locations are being scoped to deliver Welsh Language play twilight sessions from January 2022.

## **Menter Iaith Casnewydd**

Menter iaith Casnewydd support events for learners and events for families. The following table outlines the provision offered over the past two years:

<b>Year</b>	<b>2018 - 2019</b>	<b>No. of Events</b>	<b>No. of Attendees</b>
2018-2019	Events for children and young people	80	822
	Events for families	22	125 adults 145 children
2019-2020	Events for children and young people	112	1122
	Events for families	17	121 adults 114 children

In addition, Menter Iaith Casnewydd also operate After School Clubs at Ysgol Gymraeg Bro Teyrnion and Ysgol Gymraeg Casnewydd.

## **Urdd Gobaith Cymru**

Urdd Gobaith Cymru is a voluntary national children and young people's organisation that provides various opportunities to use Welsh and gain experiences outside the classroom and in their communities. These opportunities are available across all Local Authorities in Wales and are a range of local, county, regional and National activities.

The organisation works in the following ways:

### **In the Community**

- Officers providing year-round community arts opportunities
- Departments, households and community clubs for children and young people to maximise and use the Welsh language
- Digital provision for all ages

### **Sports**

- Community clubs
- County, regional and national sports competitions
- Regional and National Sports Festivals
- Digital activities
- Provision of physical literacy education for schools

### **Urdd Camps**

- Llangrannog, Glan-llyn, Cardiff and Pentre Ifan
- Residential experiences that offer learning experiences, fun and positive memories of the use of the Welsh language

### **Eisteddfod and the Arts**

- The Cylch and Sir Eisteddfod offer opportunities for schools and pupils to experience the arts, develop self-confidence and learn more about Welsh culture and literature.
- The Urdd National Eisteddfod and being part of a National festival
- Digital arts, music, theatre, art and backstage provision

### Welsh-medium apprenticeships

- Educational progression and employment for young people who want to gain qualifications and experience in Welsh

### International

- Message of Peace and Goodwill - extending a hand of friendship and discussing issues of importance to young people on a global level
- Specific projects with partners in Ireland, America and Japan
- International volunteering and exchange opportunities.

### Resources

- Urdd digital magazines
- A collection of educational resources to support the New Curriculum

Urdd Gobaith Cymru work regionally, therefore many activities available to Newport pupils are held in central location across Gwent. The following table shows the activities that Urdd held across the 2018/19 academic year:

2018 - 2019	No. of children Primary age	No. of children Secondary	Total	Location
Residential trips	460	326	786	Urdd Centres - Llangrannog, Glan-Llyn and Cardiff
Eisteddfod	70	50	120	Ysgol Gyfun Cwm Rhymni- Caerphilly & Ysgol Gyfun Gwynllyw
Mistar Urdd School visits	250		250	
Welsh Lunch Time Club		20	20	Caerleon and St. Julian's
Sporting tournaments	85	25	110	Various location across Gwent
Sport Clubs	20			Football - Gol / Gymnastics - Gwent Is Coed
1:1 youth work		25	25	Ysgol Gyfun Gwent Is Coed
Jambori	53		53	Pontypool
Disney		2	2	
<b>Total</b>	<b>938</b>	<b>448</b>	<b>1366</b>	

## Coleg Gwent

All learners are provided with Welsh language enrichment opportunities. In partnership with the Coleg Cymraeg Cenedlaethol, 5 Welsh Ambassadors are appointed each academic year to promote, encourage and facilitate Welsh language provision across all campuses. This includes working with the college's Welsh partners such as the Coleg Cymraeg Cenedlaethol, Yr Urdd, Menter Iaith and Gwent Police to celebrate national events such as Welsh Language Music Day, St David's Day, Diwrnod Shwmae Su'mae, as well as internal events including an annual Welsh Language Week and Welsh language forum for learners, Llais. Participation and engagement levels vary across campuses and departments but approximately 8 -12 learners engage with each of these Welsh-medium extra-curricular activities. During the 2020-2021 academic year, 142 learners engaged with Welsh / Bilingual activities.

There has been a decrease in both the number of learners engaging with enrichment activities and the units completed in Welsh as a direct result of the Covid-19 pandemic. Between 1<sup>st</sup> September 2019 and 6<sup>th</sup> March 2020, 827 learner engagements took place through the medium of Welsh, compared to 208 for the period from 9<sup>th</sup> March 2020 to 31<sup>st</sup> July 2020. This was a marked decrease particularly when, under usual circumstances, a significant number of events are scheduled to take place over the summer term.

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

Through the regional consortium, schools will receive bespoke support in line with their agreed improvement priorities, Continuity of Learning and the recovery and development of language skills to maintain and raise standards. This will include designing learning resources and development of literacy and language skills. There will also be ongoing support for the Welsh Language Charter in Welsh-medium and English-medium schools through professional learning, school-to-school support, and appropriate verification. Alongside this, professional learning and bespoke support will be key in helping schools implement Curriculum for Wales.

In terms of Siarter Iaith and Cymraeg Campus, the following table outlines the expected targets by 2027:

Siarter Iaith			Cymraeg Campus	
Primary: Silver	Primary: Gold	Secondary: Step 4 of 5	Achieve Silver	Achieve Gold
25%	75%	100%	25%	75%

In order to achieve these targets, the EAS is committed to:

- Professional learning opportunities including a focus on strategic development of Cymraeg Campus in English medium schools for senior leadership, networks for co-ordinators (Welsh and English medium schools) and /or drop-in meetings every half term;
- Bespoke support for schools in line with the Regional School Improvement approach;
- Supporting schools to consider the development of Cymraeg Campus as part of their wider school evaluation as part of the verification process;
- Raising the profile and marketing the Siarter Iaith / Cymraeg Campus through social media;
- Promoting effective cluster work in all clusters and celebrate successes at school and cluster level through social media;
- Ensuring that a seasonal opportunity exists for schools to share good practice, co-plan and support each other;
- Promoting the opportunities available for learners to engage with other agencies such as Urdd Gobaith Cymru and Menter Iaith at networking meetings and increase the attendance of the different organisations at meetings where possible;
- Facilitating arrangements so that all schools can actively plan for the delivery of the Charter based on an analysis of strengths and areas for development identified through bi-annual completion of the Siarter Iaith Questionnaire and monitoring of progress against targets.

There is an intention to align this plan with the Council's 5-year Welsh Language Strategy to ensure a correlation of objectives. This plan is in development, but the education strand will align with this plan and will be reported accordingly. Within the existing strategy, a Community Partnership has been agreed with the Newport Gwent Dragons to raise the profile of the Welsh language in local and diverse communities and through various education streams. The project is aimed at developing opportunities for young people to gain leadership and team working skills whilst using Welsh in the community and is intended to raise awareness of Welsh as a living language outside the field of education and work.

Ysgol Gyfun Gwent Is Coed also has access to a Youth Worker jointly funded by the Urdd and Youth Service, and through this is able to offer a package of activities to meet individual needs. Urdd is also working to develop a Welsh language youth provision in Newport. Alongside this, all English-medium secondary schools will be able to access various activities through the Cymraeg Pob Dydd Programme.

Menter Iaith Casnewydd cooperates with a national network of Mentrau Iaith to create and share resources and opportunities that support the learning and the use of the Welsh Language. This work is in the local community and online in the digital community, providing events and activities for children, parents, and families and additional opportunities and locations for learning and using the Welsh Language. They also provide after school care to Welsh-medium primary school pupils with fun opportunities to socialize, play and build confidence and pride in Welsh beyond the classroom in a safe, exciting and caring environment. The overall aim within the first 5 years of this plan is to ensure that these clubs are available at each of Newport's Welsh-medium primary schools.

Mapping and signposting will be improved across the Council's website. A more innovative and attractive approach across the webpages will be developed.

### **Coleg Gwent**

There are plans to expand and develop Welsh language enrichment provision and establish a vibrant, diverse and inclusive Welsh community. Continuing to adapt to the needs of learners, the expectation is that learner-participation levels for Welsh language activities increase to 70% over the next 5 years.

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

By the end of the 5-year review, Welsh-medium schools who have achieved the gold award have full confidence to robustly self-evaluate their provision for implementing the Siarter Iaith and are responsible for independently sharing their good practice in developing the Charter with others.

All schools established between the 5-year review and the end of the 10-year cycle implement the Siarter Iaith and aim to achieve an award that reflects appropriate progress according to the school's establishment date.

For Cymraeg Campus, to maintain gold award expectations and high standards in schools that have achieved the award including ensuring an effective process to evaluate, monitor and plan for maintaining standards or improving. To ensure this, there should be extensive sharing of best practice between and across schools with schools independently supporting each other with their evaluation of the program's delivery. In addition, the EAS will have ongoing systematic monitoring of progress against bi-annual completion of the Siarter Iaith Questionnaire at school level and ongoing monitoring of progress against targets to ensure that high standards are maintained.

With regards to Coleg Gwent, they have confirmed that over the next 10 years, the objective is to continue to grow and expand Welsh language enrichment provision and strive towards doubling engagement levels by the end of the decade (284 learners / 90% learner engagement).

## Key Data

The data below shows the number/percentage of English-medium schools achieving Gold Level on Cymraeg Campus.

## Increasing opportunities for learners to use Welsh in different contexts in school

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
10	25%	15	37.5%	20	50%	25	62.5%	30	75%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
32	80%	34	85%	36	90%	38	95%	40	100%

## 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?

During the period 2018-2019 and 2020-21 there was a 38% increase of Additional Learning Needs (ALN) pupils at School Action (SA) and a 25% increase in pupils at School Action Plus (SA+) across our Welsh-medium primary and secondary Schools. ALN pupils at SA and SA+ are supported through universal or targeted provision within each school. The Inclusion Enrichment Team have advised each school on how to support individual pupil needs and develop school based ALN provision. A LA Inclusion Advisor has attended the Welsh ALNCo cluster meetings and the LA facilitated Lead ALNCo cluster meetings to ensure ALNCo's develop practices in line with the Additional Learning Needs and Education Tribunal (2018) Act Wales and the Additional Learning Needs Code for Wales 2021.

The table below shows the total number of pupils with Statements of Special Educational Needs (SSEN) in our Welsh medium Schools over a 3 year period which have remained consistent with an average of 15 Statemented pupils across the Primary and Secondary sector.

Financial Year	Total SSEN (Primary)	Total SSEN (Secondary)	Total No of pupils with an SSEN
2019 – 20	5	9	14
2020 - 21	6	11	17
2021-22 (July 2021)	7	9	16

Although Newport does not have a Welsh-medium Learning Resource base, over the last 3 years there have been 3 requests for Learning Resource Base provision for Primary aged pupils due to their additional learning needs. However only one of the requested LRB placements was agreed and actioned in 2020-21, meaning the pupil moved to an English medium LRB.

Financial Year	No. of Requests for LRB's for WM pupils	No. of LRB placements made for WM pupils
2019 – 20	2	0
2020 - 21	1	1
2021-22 (July 2021)	0	0

The 2 requests made for an LRB placement in 2019-20 resulted in the LA offering a LRB placement for a Year 5 pupil which was refused by parents who decided to Electively Home Educate. The other request was deemed not appropriate by the LA SEN Panel and they remained in their Welsh-medium primary school with additional funding; however, the pupil transitioned into an English-medium specialist Moderate Learning Difficulties (MLD) Base for their secondary education at parental and school request. In 2020, a LRB request was made for a Year 2 pupil which was agreed by the LA and a placement at an English-medium primary LRB was offered and accepted by parents. The development of a Welsh-medium LRB is planned for Ysgol Gymraeg Nant Gwenlli within the next 5 years to ensure ALN pupils are appropriately supported with their needs in the medium of Welsh.

A Primary Managed Move Protocol has been developed for all Primary School clusters across Newport, including the Welsh-medium cluster. Alongside this, discussions are ongoing to consider how a regional Welsh-medium Managed Move Protocol can be implemented and embedded to support secondary school age pupils in the Welsh-medium sector. Headteachers from Welsh-medium schools are represented on the Council's ALN Forum.

The Educational Psychologist linked to the Welsh-medium cluster is accessing specific training around the use of Welsh and the Welsh Language, and opportunities are being explored to consider ways in which Welsh speaking staff can work across the region.

Through ALN Transformation work, specific Welsh ALN resources have been identified and purchased for each Welsh-medium cluster across the region. Welsh ALN Early Years resources, including training for Early Years ALN Cos is available on Hwb and a dedicated Youtube channel which is accessible to all Early Years practitioners. Early Years ALN clinics are available on a termly basis for practitioners to access. Newport's ALN provision map and guidance will be available in Welsh in the autumn term 2021. In addition, MIND Wellbeing and Transition booklets have been translated to support both primary and secondary pupils. Specific outreach for ASD undertaken through the medium of Welsh and funding has been allocated to all Schools to purchase a provision mapping system.

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

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Within the first two years of this plan, the aim is to develop outreach and specialist support for both primary and secondary sectors from the Bridge Achievement Centre, Ysgol Bryn Derw, Maes Ebbw and Learning Resource Bases, in order to further develop and refine universal and targeted provision.

To enable the development and refinement of universal and targeted provision, it will be essential to research pedagogy and methodology of language acquisition in order to enhance the professional learning of the staff within our Welsh-medium schools and to embed the regional "Removing Barriers to Learning" matrix tool across all schools.

In terms of recruitment, all stages of the professional learning pathway should include ALN staffing to address the sector wide recruitment issue. This will ensure our Welsh medium Schools have adequate staffing resource to provide universal and targeted provision for pupils with ALN.

There is a national shortage of Welsh speaking specialist ALN services including Educational Psychologists however by the end of the first 5 years of this plan, the aim is to secure cross consortia collaboration to provide specialist ALN support such as Educational Psychology and Teacher Advisors.

There is a commitment to open a Welsh medium Primary Learning Resource Base, ALN data will inform the appropriate time within this period to open the primary specialist LRB Provision at Ysgol Gymraeg Nant Gwenlli.

A parental information leaflet will be developed focussing on the support available within Welsh medium Schools for pupils with additional learning needs, which will be provided to parents via the admissions process.

There will be partnership working with Welsh Government to communicate national resources and assessments such as reading and spelling tests, which will be available to Welsh-medium schools who will need to be fully aware of the plan to support ALN learners.

As Early Years Welsh-medium provisions increase, bespoke support and training will be available.

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

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A second dedicated primary Learning Resource Base (LRB) will be available for learners studying through the medium of Welsh by the end of this 10-year plan and in addition, there will be a review of Welsh-medium ALN provision against demand to ensure sufficiency across the Welsh-medium education offer in Newport.

The development of a primary LRB will impact on secondary provision, therefore consideration will need to be given regarding specialist ALN provision within Ysgol Gyfun Gwent Is Coed for pupils transitioning from the primary sector Learning Resource Base.

The collaboration work with Welsh Government around development of national bilingual assessments and resources will continue over the life of this plan.

## 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?

The Council is in the process of creating a vision and thread between its various Welsh language strategies that will support the delivery of objectives across several areas linked to the Council's 5-year Welsh Language Strategy.

A stream contained within the strategy is to work with employers, partners, and stakeholders to promote the importance and economic benefits of speaking or learning Welsh, and how this can help and support pupils, students, and individuals to gain employment.

Colleagues, partners and stakeholders in Newport are considering a number of Welsh language promoting activities, including promotion of the benefits of speaking Welsh in the workplace and how this can improve employment opportunities. This will include the use of case studies, promoting Welsh as a skill, adopting a clear/simple Welsh policy, and undertaking a skills audit.

The Council is looking at the importance of promoting Welsh internally and has adopted a Welsh Language Skills Policy with several key principles, including:

- Creating a supportive environment by setting out Cymraeg Clir principles;
- Increasing demand and opportunities for staff to develop their Welsh language skills and confidence;
- Investment in the development of internal Welsh learners and speakers;
- Promoting the Council as a workplace which is supportive of the Welsh language and Welsh speakers.

This is all part of a wider strategy and work plan to promote the importance of a qualification in Welsh and the ability to use Welsh in the workplace, with a view to attracting more Welsh speaking staff.

To help with workforce planning and following discussions with WEF and Welsh Language Forum members, Newport City Council commissioned Cwmni Iaith to undertake research relating to the gaps in Welsh medium skills across the early years and education sectors within Newport. The research is focusing on ways in which an appropriately skilled workforce can be developed across the City. This research is aligned with Welsh Government's goal of creating a million Welsh speakers by 2050, and will assist the Council in delivering against this plan. The report makes 6 recommendations that will help the local authority work with other stakeholders and early years and education employers to develop a workforce. Moving forward this will include the good work already referenced, promoting the Welsh language as an employment skill with partner of the Right Skills Board and Public Services Board members, increase the appeal of Welsh-medium careers by working with Careers Wales to highlight the benefits of learning and using Welsh language skills, and working with partners to ensure sufficient training opportunities.

The Council has also worked with Careers Wales to develop a number of vlogs and chats which promote Welsh as a workplace skill that will help people get jobs and gain employment and demonstrate how Welsh is used in the workplace. It is intended that this will support careers events to encourage pupils to look for employment that will develop their language skills.

A specific area of concern noted by the Council, schools and external partners and stakeholders who sit on the WEF is workforce planning. This is not restricted to schools. Ensuring that there are sufficient numbers of appropriate staff available to support the planned expansion in pre-school and statutory school places – particularly in South East Wales where the increase against the baseline will be significant and where there will be competing demand amongst a number of local authority areas – will be key to the overall success of this WESP. A “Play” workforce development strategy is also in progress through Regeneration, Investment and Housing.

Ysgol Gymraeg Casnewydd is a Lead Partnership School with the University of South Wales B(Hons) Primary ITE with QTS course. The Headteacher sits on the USW ITE Partnership Executive Group. Within the partnership there are Communities of Learning with a QA (Quality Assurance) Lead from every Lead Partnership School central to each community. Within the Welsh-medium Community of Learning, all 3 of the current Welsh-medium primaries in Newport collaborate to support the growth of excellent teachers.

However, there are increasing pressures to recruit Welsh-medium secondary teachers. This is a significant concern and needs an urgent regional and national response. Ysgol Gyfun Gwent Is Coed has partnered with Cardiff Metropolitan University to support their teacher training programme, and three students are currently being supported to undertake their PGCE. A separate partnership with the Open University is enabling the employment of an unqualified teacher to study for a PGCE in Science whilst working at the school.

The data held by the Council outlines the following information in relation to how the 182 staff employed currently across Newport’s four Welsh-medium schools describe their Welsh Language Skills:

Advanced in understanding Welsh	Advanced in reading and speaking Welsh	Advanced in writing Welsh
91%	90%	88%

The LA also holds data collected through the School Workforce Annual Census (SWAC) survey in relation to practitioner language skills, and the EAS has collated local, school specific data on staff language and methodology training needs which is being used to target schools and practitioners. The latest data collected outlines the following in relation to Welsh-medium skills:

### **Primary Schools**

No Skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not provided	Total
8	198	390	86	17	23	0	722
1.1%	27.4%	54.0%	11.9%	2.6%	3.2%	0%	100%

### **Secondary Schools**

No Skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Information not provided	Total
340	143	36	17	7	46	73	662
51.4%	21.6%	5.4%	2.6%	1.1%	6.9%	11.0%	100%

In addition, of the 725 primary school teaching staff who completed the census, 25 describe themselves as being able to work or teach through the medium of Welsh even though they currently do not. Of the 688 Secondary school teaching staff who completed the census, 35 describe themselves as being able to work or teach through the medium of Welsh even though they currently do not.

The EAS delivers a range of Professional Learning opportunities for school-based practitioners to develop their Welsh language and methodology skills. The EAS also works with partners to recruit to the Sabbatical Scheme and directs staff to a range of online and local language learning opportunities through Learn Welsh. There are 15 places available across the South East Wales region annually on the Welsh in a Year Sabbatical Scheme. Over the last three years, six Newport teachers have enrolled on this training, with two taking part during this current 2020/21 academic year. All practitioners who have completed this scheme receive additional funding from the EAS to continue their Welsh language journey and develop projects and work streams that will build on linguistic capital. The additional grant is subject to terms and conditions that are monitored by the EAS through dedicated support and guidance visits.

The EAS Professional Learning team works collaboratively with the cross regional Professional Learning group to develop provision for all staff, including provision through the medium of Welsh, along the Professional learning pathway.



The delivery of National Professional Learning programmes to support progression of staff, including Welsh medium provision for Welsh medium schools, along the national professional learning pathway, thus supporting development of a skilled Welsh medium workforce and capacity for leadership. This includes:

- Teaching Assistant Learning Pathway (TALP) - A fully bilingual National professional learning offer for TAS including: Induction for newly appointed TAs, Practising TA programme, Aspiring HLTA programme and HLTA assessment.
- NQT – National induction professional learning offer for NQTs, Induction Mentors and External Verifiers (fully bilingual offer)
- National Leadership Development Pathway – that includes a fully bilingual offer for MLDP (Middle leaders development programmes), Senior Leadership etc , Asping Headteacher development programme- preparation for NPQH , New & Acting Headteachers and Experienced Headteachers development programmes.
- Strategic Initial Teacher Education Partnership working with HEIs to ensure ITE students and NQTs have positive experiences of teaching in local Welsh medium schools to support local recruitment. e.g. EAS partnership for the primary phase with USW.

The EAS has a dedicated regional Welsh language team including who lead on support and professional learning for the Welsh language across both Welsh and English medium schools.:

- Lead for Languages Literacy and Communication
- Curriculum Partner Welsh and Literacy (1st language)
- Curriculum Partner Welsh in English medium and International Languages
- Associate Curriculum Partner, Welsh in English medium (secondary)
- 2.6 Associate Curriculum Partners, Welsh in English medium (primary)

The EAS provides dedicated Welsh-medium Challenge Adviser support to schools and draws Headteachers from within the EAS and across regions to ensure Welsh medium expertise at both primary and secondary level. School to school support for the Welsh medium sector is drawn from best practice within and across regions.

There are individuals within the organisation that have Welsh language skills, including within the regional professional learning team however it is recognised that the wider workforce need to be supported to develop their language skills.

Mudiad Meithrin’s Cam wrth Gam for Schools scheme is currently supporting 1 Newport pupil who is attending Ysgol Gyfun Gwynllyw and will be introduced to Year 12 learners at Ysgol Gyfun Gwent Is Coed from September 2021. Mudiad Meithrin’s Apprenticeship Scheme is also available to give individuals the opportunity to undertake a Childcare qualification although at present has no update within Newport.

The Academi scheme aims to offer a wide range of development and training opportunities for all staff and volunteers that form part of the Mudiad Meithrin community. This training is provided in various formats, combining traditional face-to-face and online contact, enabling learners to study at times convenient to them. Croesi’r Bont also introduces language immersion methodology within Cylchoedd Meithrin and securing linguistic transition from Cylchoedd to Welsh-medium schools.

Clebran provides language support to English-medium provisions to enable them to use occasional Welsh in settings. A new Welsh in the Workplace course has also recently been made available to Childcare workers wishing to improve their Welsh Language skills. Mudiad Meithrin is currently working with Cardiff Metropolitan University to ensure that Cylchoedd Meithrin settings are being offered as placement options for early year’s courses.

Within the existing Cylch Meithrin settings in Newport, 4 staff speak fluent Welsh and 4 staff are learning Welsh.

The Welsh language skills of Coleg Gwent academic staff (as of June 2021) are as follows (this does not include Learn Welsh Gwent staff):

Fluent	Advanced	Intermediate	None
6 (1%)	14 (2%)	23 (4%)	553 (93%)

Coleg Gwent has indicated that the number of staff with Welsh language skills at a level where they can confidentially deliver curriculum in Welsh is far below the levels they need in order to significantly expand their Welsh-medium and bilingual curriculum offer. Historical and continuing issues around the recruitment of Welsh speaking lecturing staff with relevant subject specialism is a real problem in the region. The college has had some success over the last few years in upskilling staff with basic Welsh skills up to intermediate level (via Work Welsh and other Welsh for Adults provision), but this organic approach alone will not have a significant impact on Welsh medium delivery and curriculum offer in the medium to long term.

The University of South Wales reports that during the 2019/20 academic year (the most up-to-date verified data available), 52 members of teaching staff are able to teach through the medium of Welsh, equivalent to 3.1% of the total headcount of academic staff.

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

Within the first five years of this plan, our aim is to ensure that all posts in our Welsh-medium schools are filled with high calibre and appropriately qualified staff. The increasing pressure on recruitment of a Welsh-medium workforce is a significant concern and needs an urgent regional and national response. As such, we are committed to working with our Welsh-medium schools, the regional consortium and Welsh Government through a series of targeted working groups to identify shortfalls in provision and ways in which this can be addressed.

Within the first year of this plan, the Council will establish a working group made up of officers from the Education Service and the Human Resources team in company with Welsh-medium Headteachers and the EAS to conduct a workforce needs analysis for the Welsh-medium education growth model outlined within the 10 year strategic plan.

This work will include an analysis of the SWAC data to forecast staffing needs over future years, looking at trends around vacant posts at all levels and also ensuring that leadership programmes have the capability to successfully bring through the number of Headteachers that will be required in the Welsh-medium sector as we strive to meet the targets included in this plan. In Newport, Welsh-medium schools are established under a seedling model which means that staffing requirements are built up over a number of years, something that should assist in workforce planning. By the 2026/27 academic year, Ysgol Gymraeg Nant Gwenlli will operate as a 2-form entry school across Reception to Year 3, and under a 1-form entry arrangement in Years 4 and 5. In addition, there will be two part-time nursery classes, a Learning Resource Base and an Immersion Unit. If successful, additional provision via the second Welsh-medium Capital Grant will also have been created, although possibly only for Nursery and Reception pupils by this time. Ysgol Gyfun Gwent Is Coed will have grown significantly and could potentially be nearing full capacity.

In terms of mapping career pathways in teaching through Welsh, we will need to link with wider partners in Further Education, Higher Education and Careers Wales to consider innovative ways of addressing and remedying this workforce issue. For instance, there are currently no Welsh-medium secondary routes for secondary initial teacher education across the region. Start-up routes will need to be innovative and will require flexibility from the regulator in order to be feasible. In considering ways in which to expand the workforce, the Council, regional consortia and other partners will:

- Deliver an ongoing regional programme of professional learning in support of language and methodology development linked to need;
- Deliver specialist language training and work with communities of schools via the Learning Network School model to share best practice in teaching and learning;
- Support understanding of and accurate personal assessment against the National Language Competency Framework descriptions ensuring that regional professional learning notes clearly the skills focus/level of each language-training event;
- Work with Welsh Government to tailor and implement future Sabbatical Scheme models and support recruitment;
- Provide follow up support to Sabbatical Scheme attendees, and work with Sabbatical Scheme attendees, in particular Welsh in a Year graduates to build capacity through the regional cluster and LNS model;
- Provide professional learning linked to the LLC language continuum to help schools realise Curriculum for Wales.

As part of this plan therefore, the Council is committed to:

- Identifying the workforce required to provide Welsh-medium education over the lifespan of this plan;
- Working with the local regional consortia to exercise functions around planning and supporting improved Welsh-language skills in staff across all schools;
- Ensuring that achieving the overall target is considered in any planning decisions regarding Welsh-medium educational standards across the local authority area.

Mudiad Meithrin is also committed to:

- Introducing a digital campaign platform to recruit staff to early year's settings
- Supporting more staff to learn Welsh and work in the Cylchoedd Meithrin
- Identifying incentive schemes to support early years settings
- Ensuring that the option to work in the Early Years is represented at Jobs fairs locally

In the first 5 years, Coleg Gwent's targets will be a 50% increase in the number of academic staff with fluent Welsh skills, and 50% increase in the number of academic staff with advanced level Welsh skills. These targets are as follows:

Fluent	Advanced
12	18

This increase will enable the college to expand its current Welsh medium and bilingual provision to other priority Welsh medium curriculum areas (as set by Coleg Cymraeg Cenedlaethol).

The college will focus on the following areas in order to facilitate this increase:

- Continuing to deliver the Work Welsh programme in Coleg Gwent with the primary aim of upskilling Intermediate level staff to Advanced level;
- Participating in the Sgiliaith mentoring scheme in order to support staff with Welsh medium and bilingual delivery;
- Seeking opportunities to incentivise and attract Welsh speaking staff from all over the country;
- Looking at options to relax PGCE requirements in some situations in order to attract more applicants. These individuals will be sponsored to complete our in-house PGCE in their first 2 years of employment.

Over the next 5 years, the EAS will develop and embed professional learning for Welsh (informal and formal as appropriate) as part of the EAS staff's professional learning entitlement.

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

At the end of this 10-year plan, the Council's aim is to ensure that the additional provision created as part of the minimum targets are appropriately staffed, and that the Welsh-medium cluster continues to thrive under excellent workforce development and appropriate succession planning across all sectors and partners of the Education Service.

The timeline of 10 years allows a timeframe to start to see previous Welsh-medium pupils coming back as teachers in Newport Schools.

In terms of Coleg Gwent, there is an aim to achieve a 100% increase in the number of both fluent and advanced Welsh speaking academic staff (from the current levels in June 2021). The 10-year targets are as follows:

Fluent	Advanced
12	28

This increase will enable the college to offer Welsh medium and bilingual modules in all curriculum priority areas as set by the Coleg Cymraeg Cenedlaethol. The priority areas are as follows:

- Childcare
- Health & Social Care
- Public Services
- Sports
- Hospitality and Tourism
- Land based
- Business, IT and Media

The actions identified in order to achieve the college's 5-year targets will be extended into the second phase to support the progress against Coleg Gwent's 10-year targets.

Draft for consultation

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

The WESP also sets out a requirement for each local authority to establish a Welsh Education Forum (WEF). The WEF provides a formal channel of communication between Newport City Council, its maintained schools and other partner organisations that have an interest in Welsh-medium education in Newport on matters relating to the Welsh-medium Education Strategy and the WESP.

In particular, the WEF:

- Acts as a consultative group for the development of the WESP;
- Monitors the implementation of the WESP;
- Monitors the provision of Welsh-medium education and act as a consultative group for further developments, and;
- Contributes to the annual report to the Welsh Government describing progress in terms of implementing the WESPs targets against the approved timetable.

Newport's WEF is chaired by the Chief Education Officer with membership including:

- Newport City Council officers
- Headteachers from Newport's Welsh-medium and English-medium primary and secondary schools
- Mudiad Meithrin
- Rhieni Dros Addysg Gymraeg (RhAG)
- Urdd Gobaith Cymru
- Menter Iaith Casnewydd
- Education Achievement Service for South East Wales
- Coleg Gwent
- University of South Wales
- Welsh Government

A sub-group of the WEF was developed to assist in promotion of Welsh-medium education. The sub-group meets termly and develops strategies to promote Welsh-medium education within Newport. An action plan was developed and is making progress against actions that are regularly monitored. In particular, the sub-group:

- Raises awareness of Welsh-medium education by developing an annual calendar of events;
- Works with key stakeholders to ensure that appropriately qualified staff can be appointed, and;
- Makes improvements to relevant websites and continues to develop a library of promotional material.