

# WELSH IN EDUCATION STRATEGIC PLAN

## Name of Local Authority

Torfaen County Borough Council

## Period of this Plan

1 September 2022-31 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: Dermot McChrystal

Date: 29 July 2022

<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](#)

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

### Forward

As a county council, Torfaen in collaboration with its stakeholders, including our learners and young people, has established a clear vision for education based on the following three key principles:

*Torfaen as a Council cares passionately about the future of our children and young people and are committed to supporting them through a relentless focus on raising standards of achievement, health, and wellbeing for all in a safe, respectful, inclusive, and caring environment*

*To support and challenge all education settings through strong partnerships, to provide high quality learning experiences to enable all learners to be the best they can be*

*To inspire all children and young people, irrespective of ability, to learn throughout their lives and broaden their experiences; develop their language, knowledge and skills including technology to enable them to become confident, ambitious citizens able to take a full part in life in the borough, Wales, and the world*

A fundamental aspect in ensuring the successful delivery of our vision is the realisation of an ambitious Welsh in Education Strategic Plan for 2022-32. We want to ensure our learners develop and build on their language skills and their confidence in its use to become bilingual citizens. In doing so we will deliver the challenging overall target of:

**205 (19%) Year 1 learners in Welsh Medium education by 2032.**

2019/20 Y1 Learner Baseline Data	Lower percentage point increase, +6	Higher percentage point increase, +10	Torfaen target Y1 Learners 2032
139/13%	19%	23%	205/19%

Torfaen's vision for Welsh medium provision for the duration of the new WESP and beyond linked to our three key principles above is:

*All pupils are able to access high quality Welsh medium education that provides learning experiences that support the successful development of their language, knowledge and skills to enable them to be the best they can be.*

Consequently, our plan builds upon the successes and progress made by the Council in relation to Welsh medium provision during the lifetime of its current WESP and sets out a clear vision and list of actions that reflect our goals in recognising every child's right to learn through the medium of Welsh and the need for high quality learning experiences and support through the medium of Welsh.

The plan was constructed in full cognisance of the Council's Welsh Language Strategy 2017-2022 document as many areas overlap with its content and ambition. The plan itself is due for review and updating and this will take place in the full knowledge of the targets and actions contained in the WESP.

The Council is committed to ongoing review of Welsh medium provision in respect of future Local Development Plans (LDPs).

### **Vision for Wales & Torfaen**

*The year 2050: The Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales...Our vision is to secure favourable circumstances throughout the country that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child, an education system that provides Welsh language skills for all...*

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

### **Key enablers:**

- Recognising every child's right to learn through the medium of Welsh and ensuring capacity meets our WESP target of % learners in Welsh medium education.
- Recognising every child's right to the highest standard of Welsh medium education including non-maintained settings.
- Effectively create the demand through innovative and engaging communication with parents and learners around a clear continuum of high quality learning provision including non-maintained settings.
- Ensure the successful completion of the expansion of 3-19 Welsh medium provision in education at Ysgol Gyfun Gwynllyw to meet current and future demand.
- Explore options to further expand current provision to meet the target.
- Ensure the successful completion of the planned expansion of our Welsh medium Meithrin provision at Greenmeadow Primary and develop further provision following detailed analysis of the Childcare Sufficiency data and current provision/parental comments in collaboration with Early Year's providers, schools, and external agencies including Mudiad Miethrin and Menter Iaith through Torfaen's tendering process.
- Establish a Welsh-medium immersion provision to support those learners wanting to transfer into the Welsh medium sector.
- Develop a dedicated Welsh medium SNRB provision for ASD learners and provide enhanced levels of support in the interim through the effective use of the Immersion Grant.
- Increase the percentage of parents opting to educate their children through Welsh medium childcare and primary provision through highly effective, engaging methods of communication involving all settings, including non-maintained.
- Ensure effective arrangements to improve transition rates into the secondary sector and beyond.

- Review existing practice in partnership with our Welsh in Education forum promotion sub-group to ensure highly effective promotion of Welsh medium opportunities for all learners and the benefits of bilingualism.

## Outcome 1:

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

#### Where are we now?

The most recent Childcare Sufficiency Assessment identifies that there is sufficient capacity in the Welsh medium childcare provision in Torfaen to meet current parental demand for places however, there is a developing increasing demand in the last three years.

Number of current Welsh medium childcare providers:

	Number of settings	Number of available places	Number of Welsh medium places currently taken up	Comment/offer
Flying Start funded childcare places at Welsh medium childcare settings,	2	63	30 (2021/22)	There was a 7% increase in demand to 16% of families in the last financial year and the LA are currently reviewing capacity and location within the Flying Start legislation.  1 setting in the South and 1 setting in the Mid of Torfaen:  Meithrinfa Pontnewydd – Pontnewydd 3 not located near Welsh medium school, nearest Ysgol Gymraeg and Ysgol Panteg  Cylch Meithrin Abersychan
Welsh medium childcare provider delivering Foundation Phase Nursery	1	36	20	Strong transition arrangements in place with local WM primary school.
Cylch Meithrin in Torfaen for 2- 5year olds	4	68	21	Range of breakfast club and morning & afternoon sessions
1 Welsh Medium Day Nursery 0-8 years	1	62	n/a	Full day care, sessional & education
Bilingual Childminders	1	10	n/a	Full day, 0-12 years old

Three-year breakdown based on numbers of language preference in childcare settings:

**2020/21**

<b>Language preference in childcare setting</b>	01 Apr 2020-31 Aug 2020	01 Sep 2020-31 Dec 2020	01 Jan 2021-31 Mar 2021	Year-to-date
Number of newly eligible children specifically requesting childcare in Welsh medium	7	27	4	38
Number of newly eligible children specifically requesting childcare in English medium	51	78	77	206
Total number of language provisions requests made	58	105	81	244

**2019/20**

<b>Language preference in childcare setting</b>	01 Apr 2019-31 Aug 2019	01 Sep 2019-31 Dec 2019	01 Jan 2020-31 Mar 2020	Year-to-date
Number of newly eligible children specifically requesting childcare in Welsh medium	13	9	11	33
Number of newly eligible children specifically requesting childcare in English medium	71	131	119	321
Total number of language provisions requests made	84	140	130	354

**2018/19**

<b>Language preference in childcare setting</b>	01 Apr 2018-31 Aug 2018	01 Sep 2018-31 Dec 2018	01 Jan 2019-31 Mar 2019	Year-to-date
Number of newly eligible children specifically requesting childcare in Welsh medium	6	3	5	14
Number of newly eligible children specifically requesting childcare in English medium	98	134	103	335
Total number of language provisions requests made	104	137	108	349

<b>Cylch</b>	<b>Capacity (according to CIW registration)</b>	<b>Capacit y'real'</b>	<b>School/s the Cylch feeds</b>	<b>No. of children 2 yrs old (age on 31.08.20)</b>	<b>No. of children 2 yrs old (age on 31.08.20)</b>	<b>No. attended Ti a Fi</b>	<b>No. of Flying Start</b>
Abersychan	20	15	Bryn Onnen	17	13	5	20
Cwmbran	13	8	YGG Cwmbran, YGG Panteg	1	1	1	
Pontnewydd	24	16	Cwmbran	25	3	6	20
Pontypwl	19	24	Panteg, Bryn Onnen	11	13	9	

Cylch	2020-21			
	Total no. of children transferring to school	No. transferring to Welsh medium school	No. transferring to English medium school	% transferring to Welsh medium school
Abersychan	13	9	4	69.23%
Cwmbran	2	1	1	50.00%
Pontnewydd	6	1	5	16.67%
Pontypwl	11	10	1	90.91%
Dolwerdd	0	0	0	-

School year	No. of locations	No. of Cylchoedd Meithrin	No. that have attended a Cylch Meithrin	No. that have transferred from the Cylch to school	Welsh School	%
2015-16	2	2	59	27	24	88.89%
2016-17	2	2	67	35	30	85.71%
2017-18	3	3	117	55	49	89.09%
2018-19	3	3	108	34	20	58.82%
2019-2020*	4	7	101	48	30	62.50%
2020-2021	5	8	126	32	21	65.63%

Torfaen has secured a range of WG capital funded grants to further develop its provision of Welsh medium childcare across the borough through a broad range of settings including Ysgol Panteg, via the Childcare Offer Capital funding, at Ysgol Gyfun Gwynllyw as part of the planned 3-19 expansion which will be completed ready for the 2022-23 academic year and Cylch Meithrin Dolwerdd based on Greenmeadow Primary school site.

We are currently working with all maintained and non-maintained partners through our new tendering process to review all levels of provision through the medium of both Welsh and English including Flying Start, childcare and nursey. Throughout this process we have closely involved representatives from Mudiad Meithrin.

As part of the tendering process we are about to announce the outcomes and it does include additional provision through Welsh medium, but we are currently unable to provide more detail as the outcomes have not been communicated to the settings concerned. This information will be included in our action plan.

The successful completion of the Ysgol Gyfun Gwynllyw 3-19 development and its associated nursery provision in addition to ensuring the capacity at other settings is maximised, will provide additional capacity for the authority to move closer to its stated targets within the lifetime of the new Torfaen WESP. Our aim by the end of this plan is to ensure that 205 children attend Welsh medium nursery provision and ensure that they transition to Welsh medium education.

The main challenge for all settings remains the recruitment of appropriately qualified Welsh language staff.

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

Torfaen's overall aim within the first five years of our plan is to see the successful realisation of the developments at Ysgol Gwynllyw, Ysgol Panteg and Greenmeadow and the demand for Welsh medium provision in the non-maintained sector continuing to flourish with enhanced transition rates to formal education routes through the medium of Welsh. Consequently, we will see greater numbers of learners successfully transition on to the next phase of their statutory education and beyond through the medium of Welsh. Our target for the first 5 years of the plan is to ensure 142 children within Welsh medium early years provision. In order to achieve this target which is based on the following actions.

### **Actions to achieve the targets:**

- Ensure highly effective parental communication and marketing materials are shared in a timely fashion by Early Years and healthcare staff with all parents and learners including enhanced take up of schemes such as Cymraeg i blant/Cymraeg for kids <https://www.meithrin.cymru/cymraeg-for-kids/> and Clwb Cwtsh [Clwb Cwtsh \(meithrin.cymru\)](https://www.meithrin.cymru/clwb-cwtsh/)
- In light of the analysis undertaken as part of this WESP preparation, challenges around the numbers accessing Welsh medium nursery provision and thereafter transferring into and remaining in Welsh medium education have been identified. A rapid review will be undertaken of all Welsh medium maintained and non-maintained nursery provision within the first six months of the plan and recommendations implemented thereafter.
- In the first year of this plan, establish an Early Years sub-group to the WEF in order to plan and oversee actions within this outcome. This sub-group will include representation from the TCBC early years team, Mudiad Meithrin, representation from various settings and Welsh medium schools.

Based on the recommendations of the rapid review;

- Within Welsh medium settings where numbers are low, we will put in place robust marketing plans and support to ensure those available places are filled.
- In settings identified with a low transition rate to Welsh medium education, we will put specific plans in place within those settings developed and overseen by the early years sub-group.
- Work with the 3 / 4 Welsh medium primary schools to keep under review the transition rate between nursery and reception, and where this is below 100% develop robust plans to improve the transition rate.
- We will continuously assess the need to develop new provision in areas where there is currently no provision.
- We will continuously assess the need to expand current provision in order to respond to the target number of learners in Welsh medium education.
- Continue the effective use of updated data from the 2022 Childcare Sufficiency Assessment allied to the use of ongoing needs analysis through our admissions processes to update and inform Corporate planning decisions around provision.
- Ensure effective consultation via parental surveys to inform future planning of capacity and quality of provision by a Welsh medium Early Years sub-group established to take this work forward.

- Ensure the successful opening and subsequent growth of nursery provision at the new 3-19 Ysgol Gyfun Gwynllyw site.
- As part of our review of capital investment needs post Band B/2024 (formerly the 21st Century Schools Programme but now called the Sustainable Communities for Learning Programme), and the emergence of the Revised Local Development Plan running in parallel, we will continue to assess the need for further growth in the Early Years sector to ensure it keeps pace with the growth in school places. Staffing requirements will be an integral part of that analysis also.
- Further develop the relationship with Mudiad Meithrin and the Early Years Team to enhance current Welsh medium pre-school provision and to ensure high quality and capacity to meet parental preferences..This will be a key part of the early years sub-group that we will establish.
- Review the Flying Start provision to enhance existing Welsh medium provision with the aim of increasing the places available through the medium of Welsh for 2-3 year olds
- Review and update where necessary our well-established bilingual application process/admission arrangements to ensure comprehensive provision of information to parents (including key dates) outlining the arrangements and benefits in applying for Welsh medium education in Torfaen. This includes updating the 'Welsh Language' booklet which is updated annually and information contained on the council's website [http://www.torfaen.gov.uk/en/Educationlearning/SchoolsColleges/SchoolAdmissions/Educatonthroughthe MediumofWelsh.aspx](http://www.torfaen.gov.uk/en/Educationlearning/SchoolsColleges/SchoolAdmissions/EducatonthroughtheMediumofWelsh.aspx).
- Ensure all Early Years staff receive suitable professional development opportunities regarding the effective communication of the benefits of the Welsh language offer to parents.
- Review the work programme of the Torfaen Welsh in Education Forum to ensure it supports the council in the discharge of its statutory duties and policies in meeting its development priorities around the WESP including enhanced transition rates into WM education. The programme to include:
  - A full review of current promotional materials and communication based on the EAST principles (is it Easy, Attractive, Social and Timely). Purpose is to ensure marketing effectively employs all available platforms and up to date resource materials to market the benefits of Welsh Medium Education to parents and learners.
  - A grant funded Torfaen cluster approach to support the strategic planning of the 3-19 expansion at Gwynllyw. To include curriculum development aligned to the Curriculum for Wales's developments and pedagogical approaches in the primary phase that compliment progression across the borough and beyond. (This will be an important aspect of the marketing strategy with parents regarding progression)

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

Without exception, having created additional demand for WM education through innovative and engaging communication, all requests by parents/carers for their child to be educated through the medium of Welsh will be met, and all will receive an appropriate continuum of learning from 3-19 that will enable them to be the best they can be. Our aim is to ensure 205/19% of children within Welsh medium childcare settings by the end of the plan.

**Key Data**



Numbers and % of 3-year-olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
	8-10%		8-10%		10-12%		10-12%		14-16%
2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028	
	14-16%		16-18%		16-18%		18-20%		18-20%

## Outcome 2

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

#### Where are we now?

Current data for nursery and reception classes in our three Welsh medium primary schools is:

Nursery admissions data			
Setting	Nursery Places (P/T Equiv.)	Jan' 2021 figure (head count)	Jan' 2022 figure (head count)
Ysgol Bryn Onnen	20 (40)	36	23
Ysgol Gymraeg Cwmbran	56 (112)	49	41
Ysgol Panteg	42 (84)	54	48
Ysgol Gyfun Gwynllyw	29 (58) (From Sept'22)	n/a	n/a

Reception admissions data			
Setting	Admission number	Jan' 2021 figure (actual)	Jan' 2022 figure (actual)
Ysgol Bryn Onnen	30	23	28
Ysgol Gymraeg Cwmbran	47	38	40
Ysgol Panteg	60	57	51
Ysgol Gyfun Gwynllyw	30(45)	n/a	n/a
Total Places/Numbers	167 (182)	118	119

In January 2021 there were 118 or 11.40% of pupils in reception classes across the three primary Welsh medium settings, with numbers remaining stable in January 2022 (11.35%).

Numbers in nursery equate to 13.23% of young children in 2021 (includes January "Rising 3's") falling slightly to 12.32% in January 2022. Trends over three years are variable with a slight decline from around 14.02% in both January 2019 and January 2020.

Torfaen has ensured through current/proposed future planning under the Sustainable Communities for Learning Programme that capacity across the borough will grow through the expansion of Ysgol Gyfun Gwynllyw to a 3-19 Welsh medium provision including nursery. The plan provides for an additional 30 year 1 learner places primary places with additional space available in the future, subject to the additional capital funding being available, to increase

capacity to 45 places. However we know that this development alone will not ensure that we meet our target, and in addition to this development we will implement a number of actions to stimulate demand across the whole county.

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

Our current position indicates a growing demand for Welsh medium in Torfaen which we need to build on during the lifetime of this WESP. Our main priority under this outcome will be to explore options to increase school places within our existing Welsh medium provision as well as implement alongside our Welsh in Education forum a robust plan to support the opening of the Ysgol Gwynllyw primary phase provision. We will also continue to work with our WEF promotion sub-group to understand parents/carers preferences and wishes in terms of Welsh medium education, and where there are barriers or reasons identified around why they are not able to access Welsh medium education – put in place measurable targets to address this issues within the first year of the plan.

The successful completion of the Welsh Government grant funded Ysgol Gyfun Gwynllyw 3-19 development with its additional primary provision will provide additional capacity of 30 places to contribute towards increasing the number of children in reception taught through the medium of Welsh within five years of the new Torfaen WESP. There is also potential to add further places, subject to the availability of a relatively small amount of capital funding, because although it will open as a 210 place school, it was designed using a 315 place footprint so can be easily increased by adding some additional classroom space only.

An increase from current (Jan' 22) figures of 119 (11.35% of total cohort) five-year old children in Welsh medium primary (reception) provision to 167 (16.3%\*\* in 2026/27) children can be achieved with this new setting. (\*\*Assumption is total projected primary aged pupils in 2026/27 is 7155 / 7-year groups = 1022 per year group/167 = 16.3%)

With the option to extend the provision further to 315 places in line with the maximum footprint of the new building, and, assuming all 4 Welsh Medium Primary settings fully reach their respective admission numbers (see second table at start of Outcome 2 for details), 182 places would be available. There would remain a small shortfall (23 places) to achieve the 205 target but how this can be achieved is explained below.

#### **Actions to achieve the targets:**

- Ensure highly effective parental communication and marketing materials are shared in a timely fashion with parents and learners during transition and open evenings.
- Ensure the successful completion and subsequent growth of the seedling primary provision at the new 3-19 Ysgol Gyfun Gwynllyw site, and review catchment areas of Welsh medium primary schools, to address capacity pressures on Ysgol Panteg.
- Review of Welsh medium provision in respect of future Local Development Plans (LDPs) using the opportunity to meet any increasing demand that exceeds current planned capacity, including considering new Welsh medium provision or redesignating English medium provision where there is significant spare capacity. This work will be closely aligned with the work of identifying expansion of provision in current Welsh medium schools.

we will continue to ensure that provision is appropriately spread across the borough and that journey times are not excessive.

- Ensure a close, collaborative, and effective working partnership across all stakeholders.
- Review the forward work programme of the Torfaen Welsh in Education Forum to ensure it supports the council in the discharge of its statutory duties and policies in meeting its development priorities around the WESP. The programme to include:
  - Continue the work of the WEF sub-group to review promotional materials and communication based on the EAST principles (is it Easy, Attractive, Social and Timely). Purpose is to ensure marketing effectively employs all available platforms and up to date resource materials to market the benefits of Welsh Medium Education to parents and learners.
  - A grant funded Torfaen cluster approach to support the strategic planning concerning the 3-19 expansion at Gwynllyw. To include curriculum development aligned to the Curriculum for Wales's developments and pedagogical approaches in the primary phase that compliment progression across the borough and beyond. (This will be an important aspect of the marketing strategy with parents regarding progression.)
  - LA in collaboration with WG to fund additional leadership capacity at Ysgol Gyfun Gwynllyw through the appointment of a seconded experienced primary headteacher to accelerate and ensure development of the primary phase.
- Implement as part of the roll out of the Gwynllyw development, the provision of:
  - Over the course of the first 2-3 years of the plan, scope and secure funding for dedicated Welsh medium SNRB provision for ASD learners. learners (This will be an important aspect of the marketing strategy with parents of learners with identified additional learning needs.)
  - Determine the scope of immersion provision at Ysgol Gyfun Gwynllyw in 2022/2023, with a view to securing approval and funding in 2023/2024 and then implementing the proposal. In the interim, explore provision through collaborative arrangements with neighbouring Local Authority provision.

In addition, the LA has through the WG Immersion Grant provided significant funding for:

- procurement of additional teaching/teaching assistant support based on a cluster of three primary schools to provide intensive language skill immersion or release of existing skilled teachers/HLTAs/LSAs to deliver the planned immersion/intervention. (Two full time teachers and one full time teaching assistant across the three schools)
- procurement of significant additional resources such as language games, numeracy, language drilling and patterns to support pupils' language skills development
- upskilling staff through provision of professional learning around immersion methodology. To date we have all support staff across the three primary schools trained by Eirian Jones in the use of Tric a Chlic and all foundation phase staff along with four from the secondary school.
- Essential to enable successful transfer in the early primary phase into Welsh medium provision.
- Ensure effective use of consultation via parental surveys to inform future planning of capacity and quality of provision in partnership with the WEF promotion sub-group.

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

All children in Torfaen wishing to follow an education pathway through the medium of Welsh will have full access to Welsh medium education from early years (aged 3) up to aged 7 with the ability to successfully transition through the medium of Welsh onto the next phase of their education and social life up to the age of 11 and beyond.

## Key Data

Current data for September 2021, along with forecasts for the subsequent 5 years to 2026 are as follows:

NAME OF SCHOOL:	YSGOL BRYN ONNEN - SEPT 2021							
	R	1	2	3	4	5	6	TOTAL
ACTUAL NOR SEPTEMBER 2021	30	25	26	29	25	24	26	185
PROJECT NOR SEPTEMBER 2022	30	30	25	26	29	25	24	189
PROJECT NOR SEPTEMBER 2023	30	30	30	25	26	29	25	195
PROJECT NOR SEPTEMBER 2024	30	30	30	30	25	26	29	200
PROJECT NOR SEPTEMBER 2025	30	30	30	30	30	25	26	201
PROJECT NOR SEPTEMBER 2026	30	30	30	30	30	30	25	205

NAME OF SCHOOL:	YSGOL GYMRAEG CWMBRAN - SEPT 2021							
	R	1	2	3	4	5	6	TOTAL
ACTUAL NOR SEPTEMBER 2021	40	38	37	45	44	45	40	289
PROJECT NOR SEPTEMBER 2022	47	40	38	37	45	44	45	296
PROJECT NOR SEPTEMBER 2023	47	47	40	38	37	45	44	298
PROJECT NOR SEPTEMBER 2024	47	47	47	40	38	37	45	301
PROJECT NOR SEPTEMBER 2025	47	47	47	47	40	38	37	303
PROJECT NOR SEPTEMBER 2026	47	47	47	47	47	40	38	313

NAME OF SCHOOL:	YSGOL PANTEG - SEPT 2021							
	R	1	2	3	4	5	6	TOTAL
ACTUAL NOR SEPTEMBER 2021	48	56	67	53	48	48	35	355
PROJECT NOR SEPTEMBER 2022	60	48	56	67	53	48	48	380
PROJECT NOR SEPTEMBER 2023	60	60	48	56	67	53	48	392
PROJECT NOR SEPTEMBER 2024	60	60	60	48	56	67	53	404
PROJECT NOR SEPTEMBER 2025	60	60	60	60	48	56	67	411
PROJECT NOR SEPTEMBER 2026	60	60	60	60	60	48	56	404

New primary provision at Gwynllyw will provide an additional 210 places in total with an admission number of 30 per year, with the capacity to increase to 315 places and a resultant AN of 45. Total Welsh Medium Primary places available will then be 1200 (1305), although YGG will open as a “seedling” school and grow year on year. Primary School capacities are as follows:

Ysgol Bryn Onnen	- 210
Ysgol Gymraeg Cwmbran	- 360
Ysgol Panteg	- 420
Ysgol Gyfun Gwynllyw	- <u>210 (315)</u>
TOTAL	- <u>1200 (1305)</u>

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

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
119	11.7%	131	12.9%	144	14.1%	156	15.3%	167	16.3%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
167	16.3%	167	16.3%	167	16.3%	205	19%	205	19%

The above figures are based on the following: - 167 in 2026/27 above is an assumption based on equal increments from current (119) to PAN figure based on YGG 210 expansion figure (total AN = 167). The final increase to a 315 footprint (i.e. increase of AN from 30 to 45 per year group) would give a total AN of 182.

Given the target of 205 exceeds the total number of places currently anticipated, and although we will continually monitor what we need to do to continue to increase our WM provision and stimulate demand for Welsh Medium provision, we will develop a plan within 2022/23 to assess further what the LA needs to do to achieve this 2031/32 19% target and implement accordingly over the lifetime of this plan. This will allow sufficient time to plan and implement developments to ensure there are adequate places (205) available to meet the target set for 2032 and beyond.

## 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?

Torfaen acknowledges that one of the key aspects to ensuring a successful Welsh medium provision is the retention of pupils across the key transition points in a learner's statutory education.

In September 2020, 101 pupils transferred from Torfaen's three Welsh-medium primary schools to Ysgol Gyfun Gwynllyw, representing 96.3% of the pupils in the cohort. This compares with 94.2% of pupils who transitioned from the Welsh-medium primary schools to the secondary school in September 2019.

The Local Authority has a good collaborative relationship with two of its neighbouring Local Authorities where their Welsh medium primary schools form part of the Ysgol Gyfun Gwynllyw cluster. Significant efforts are made to liaise and retain pupils within both Local Authorities. However, retention rates from Welsh medium primary settings to Welsh medium secondary provision is variable in one of the authorities with a significant decline in the numbers transitioning for September 2021.

<b>Number/percentage of KS2 pupils assessed through the medium of Welsh as factor of all KS2 pupils</b>			
<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
9.7%	11.3%	10.4%	n/a COVID
103/1058	121/1065	112/1073	

<b>Number/percentage of KS3 pupils assessed in first language Welsh as factor of all KS3 pupils</b>			
<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
15.7%	11.6%	10.3%	n/a COVID
168/1068	129/1113	114/1105	

There is a developing issue in transfer rates regarding parental requests to transfer their children from Welsh to English medium settings because of the pandemic. The numbers of reception applications for admission to Welsh medium primary schools for September 2021 is also down on previous years. The authority is working in collaboration with its schools and regional partners to reassure parents and learners and stem the level of requests.

<b><u>Primary Provision</u></b>				
<b>School</b>	<b>September '20 NOR (excl. Nursery pupils)</b>	<b>Autumn Term '20 transfers out (* for highlighted reasons below)</b>	<b>Spring Term '21 transfers out (* for highlighted reasons below)</b>	<b>Summer Term '21 transfers out (* for highlighted reasons below)</b>
Ysgol Panteg	387	10 (4)	13 (7)	6 (4)
Ysgol Bryn Onnen	180	6 (2)	1 (1)	2 (0)
Ysgol Gymraeg Cwmbran	303	3 (1)	0 (0)	0 (0)
<b>Totals</b>	<b>870</b>	<b>19 (7)</b>	<b>14 (8)</b>	<b>8 (4)</b>
<b><u>Secondary Provision</u></b>				
	<b>September '20 NOR</b>	<b>Autumn Term '20 transfers out (* for highlighted reasons below)</b>	<b>Spring Term '21 transfers out (* for highlighted reasons below)</b>	<b>Summer Term '21 transfers out (* for highlighted reasons below)</b>
Ysgol Gyfun Gwynllyw	762	6(1)	2(1)	7(1)
<b><u>Combined</u></b>				
<b>All Schools</b>	<b>September '20 NOR</b>	<b>Autumn Term '20 transfers out (* for highlighted reasons below)</b>	<b>Spring Term '21 transfers out (* for highlighted reasons below)</b>	<b>Summer Term '21 transfers out (* for highlighted reasons below)</b>
	1632	25(8)	16(9)	15(5)
<b><u>Notes</u></b>				
<p>1. *The bracketed numbers/%'s above are for the following specific reasons for transfer:          -Difficulty learning with Welsh language; Struggling with Welsh Language; unhappy learning Welsh; No longer want to learn Welsh.</p> <p>2. Other reasons for transfer have been given but are not limited to (the reasons which have been given can also be found for transfer out of English Medium Schools):-          House move/move out of area; Alleged bullying; Ease of access with childcare; unhappy at school; Best interest; "other".</p>				
<b>Where do we aim to be within the first 5 years of this Plan and how we propose to get there?</b>				
Torfaen as a Local Authority is committed to sustaining the positive progress made pre-pandemic in the number of pupils learning through the medium of Welsh and going onto improve their Welsh language skills by successfully transitioning to the next phase of their				

compulsory education. Our ultimate ambition is to see all learners who start their statutory education through the medium of Welsh continue through to the end of their statutory education. We are starting from a strong base as highlighted above with 96.3% transitioning in 2020 however, there are significant challenges ahead to secure the increase in overall numbers of learners studying through the medium of Welsh. We remain determined to achieve our ambitious targets through continuing to work in close collaboration with our neighbouring Local Authorities, our own Welsh medium providers and parents and learners.

**Actions to achieve the targets:**

- Annually review retention across the transition points.
- Provision of significant resource investment through the Local Authority and the Regional Consortia to support Ysgol Gyfun Gwynllyw in addressing the issues identified in standards and provision in the most recent Estyn Inspection report to ensure the necessary improvements are achieved.
- Review regional/Local Authority cluster arrangements, partnership agreements (including transport arrangements) and marketing/transition strategies.
- Continue to work in partnership with schools and the regional consortia to develop materials in support of distance/blended learning for parents to reduce the numbers of transfer requests.
- Review the forward work programme of the Torfaen Welsh in Education Forum to ensure it supports the council in the discharge of its statutory duties and policies in meeting its development priorities around the WESP. The programme to include:
  - Review of current promotional materials and communication based on the EAST principles (is it Easy, Attractive, Social and Timely) to ensure marketing effectively employs all available platforms and up to date resource materials to market the benefits of Welsh Medium Education to all parents and learners including early years.
  - A grant funded cluster approach to ensure development and delivery of a 3-19 continuum of learning Welsh through the new curriculum for Wales across all Welsh medium settings/phases.
- Ensure all Local Authority staff receive suitable professional development opportunities regarding the effective communication of the benefits of the Welsh language offer to parents.
- Implement as part of the roll out of the Gwynllyw development, the provision of:
  - Over the course of the first 2-3 years of the plan, scope and secure funding for dedicated Welsh medium SNRB provision for ASD learners. learners (This will be an important aspect of the marketing strategy with parents of learners with identified additional learning needs.)
  - Determine the scope of immersion provision at Ysgol Gyfun Gwynllyw in 2022/2023, with a view to securing approval and funding in 2023/2024 and then implementing the proposal. In the interim, explore provision through collaborative arrangements with neighbouring Local Authority provision.

In addition, the LA has through the WG Immersion Grant provided significant funding for:

- procurement of additional teaching/teaching assistant support based on a cluster of three primary schools to provide intensive language skill



immersion or release of existing skilled teachers/HLTAs/LSAs to deliver the planned immersion/intervention. (Two full time teachers and one full time teaching assistant across the three schools)

- procurement of significant additional resources such as language games, numeracy, language drilling and patterns to support pupils' language skills development
  - upskilling staff through provision of professional learning around immersion methodology. To date we have all support staff across the three primary schools trained by Eirian Jones in the use of Tric a Chlic and all foundation phase staff along with four from the secondary school.
- Ensure highly effective marketing through parental communication and resources in a timely fashion with parents and learners prior to key transition points.

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

Over the lifespan of this plan, we expect to see the additional capacity across the borough in both pre-school and primary Welsh medium education places being fully allocated to provide the required growth in numbers of learners improving their Welsh language skills on transfer to the next phase of their statutory education.

### Key Data

NAME OF SCHOOL: YSGOL GYFUN GWYNLLYW										
FEEDER SCHOOLS	2021	2022	2023	2024	2025	2026		% YEAR 6 PUPILS		
YSGOL BRYN ONNEN (TOR)	20	27	25	23	30	28		100%		
YSGOL GYMRAEG BRO HELYG (B G)	27	24	17	19	19	24		68%		
YSGOL GYMRAEG CWMBRAN (TOR)	40	36	41	42	39	32		87%		
YSGOL GYMRAEG IFOR HAEL (NPT)*	0	1	1	1	1	1		AVERAGE = 1		
YSGOL PANTEG (TOR)	44	37	50	51	58	71		98%		
YSGOL GYMRAEG Y FENNI (MON)	10	20	22	21	17	28		66%		
OUT OF COUNTY/OTHERS	0	4	4	4	4	4		AVERAGE = 4		
<b>TOTAL</b>	<b>141</b>	<b>149</b>	<b>160</b>	<b>161</b>	<b>168</b>	<b>188</b>				
			YR7	YR8	YR9	YR10	YR11	A	6TH FORM	TOTAL
ACTUAL NOR SEPTEMBER 2018		145	124	129	164	165	0	0	133	860
ACTUAL NOR SEPTEMBER 2019		160	139	114	115	161	0	0	130	819
ACTUAL NOR SEPTEMBER 2020		137	150	131	113	115	0	0	116	762
PROJECTED NOR SEPTEMBER 2021		141	137(130)	150(136)	131(130)	113(111)	0	0	81	778(729)
PROJECTED NOR SEPTEMBER 2022		149	166	137	150	131	0	0	87	820
PROJECTED NOR SEPTEMBER 2023		160	149	166	137	150	0	0	100	862
PROJECTED NOR SEPTEMBER 2024		161	160	149	166	137	0	0	102	875
PROJECTED NOR SEPTEMBER 2025		168	161	160	149	166	0	0	108	912

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	
123	100%	123	100%	134	100%	137	100%	119	100%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
115	96.3%	137	100%	137	100%	167	100%	167	100%

## Outcome 4

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

#### Where are we now?

The curriculum provision is currently compliant with WG measures however, we are awaiting further responses and confirmation from WG and Qualifications Wales at a national level as to future qualifications before we can move towards definitive planning.

Ysgol Gyfun Gwynllyw's KS4 cohort profile is currently:

KS4 Year Group 2019-2021	Actual number on role		
	2019	2020	2021
Year 10 cohort	115↓	113↓	130
Year 11 cohort	161	115↓	111↓

KS4 Year cohort 2022-2025	Projected number on role			
	2022	2023	2024	2025
Year 10	150	137	166	149
Year 11 Cohort	131	150	137	166

Trends in admission figures demonstrate a decline in school roll and the number of 14-16-year-old students studying for qualifications through the medium of Welsh. Two main factors underpin this namely the school being placed into the statutory category of special measures following its most recent Estyn Inspection and the 'new' Welsh medium seedling secondary school in Newport (Gwent Is Coed) now providing a KS4 curriculum provision.

Ysgol Gyfun Gwynllyw is benefitting from significant capital investment under the Council's 21<sup>st</sup> Century Schools programme with the planned provision of a 3-19 all through school and nursery provision. Works have commenced on site and is due for completion in the spring of 2022.

Ysgol Gyfun Gwynllyw 6 <sup>th</sup> Form	Actual number on role		
	2019	2020	2021
	130↓	116↓	69↓

There is a declining trend in the number of 16-19-year-old students studying through the medium of Welsh reflecting the decline in student numbers at KS4.

### **Pupils studying Welsh as a subject**

Torfaen's language policy has resulted in strong progression from Welsh medium primary provision into secondary provision at Gwynllyw to study Welsh at examination level. Torfaen's partnership agreement with Blaenau Gwent and Monmouthshire has seen increasingly variable transition rates with a declining trend from Ysgol y Fenni in Abergavenny.

### **Number and percentage of pupils studying the first language specification in 2020/2021**

KS4 - In Summer 2021, 9.3% studied for a first language GCSE qualification (101 pupils)  
KS5 - In Summer 2021, 6 pupils or 5.9% (who had previously studied Welsh as a first language) studied Welsh as an A Level subject.

### **Number and percentage of pupils studying the second language specification in 2020/2021**

KS4 - In Summer 2021, 81.7% studied for a second language GCSE qualification (893 pupils).

### **Subjects through the medium of Welsh**

KS4 – In Summer 2021, 9.3% of Torfaen pupils had succeeded in studying a broad range of 5 or more GCSE qualifications through the medium of Welsh.

KS5 – In Summer 2021, Torfaen pupils acquired 369 qualifications taught through the medium of Welsh including 132 Welsh Baccalaureate qualifications.

### **Torfaen's new post-16 provision in collaboration with Coleg Gwent provision at Torfaen Learning Zone (TLZ).**

Coleg Gwent records the language of learning and assessment for all learners using the following categories:

- 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: 276
- B2: 93
- B1: 144
- C1: 0

Total number of learners (English, Welsh and Bilingual) is 9303, making Welsh medium and bilingual learning 6% of total learner cohort.

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

Torfaen Council is fully committed to increasing the % of learners aged 15 and above studying for qualifications through the medium of Welsh. The medium to long-term aim will be to build upon the immediate changes to capacity/provision at primary level through the addition of the primary phase at Ysgol Gyfun Gwynllyw to significantly increase the number of learners transitioning to study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh at both KS4 and subsequently KS5. In addition, in the short term the council continues to provide significant support to address the recommendations in Ysgol Gyfun Gwynllyw's inspection report to ensure the required progress and reassure parents and learners to improve rates of retention.

The Council is committed to supporting the school to ensure that the number of GCSE courses available to learners through the medium of Welsh is increased, and it will actively broker partnership working between the school, Coleg Gwent and other Welsh medium secondary schools in the region to develop Welsh medium vocational courses for pupils.

### **Actions to achieve the targets:**

The local authority will continue to support the work of Ysgol Gyfun Gwynllyw and the TLZ to coordinate the provision of Welsh from Year 10 by:

- Further developing professional networks in collaboration with regional leads for Welsh to embed good quality support and guidance
- Over the first 2 years of the new plan, review in collaboration with Ysgol Gyfun Gwynllyw and other Welsh medium providers in the consortium, a regional approach to Welsh medium post 16 provision (YGCRh, Y Gwyndy, Ysgol Gyfun Gwynllyw (Torfaen) and Ysgol Gyfun Gwent Is Coed (Newport) in developing, promoting effective Welsh medium 14-19 learning pathways to increase transition numbers.
  - The review to consider the curriculum offer and include development of enhanced, joint provision through blended learning approaches. In addition, following the Council's move to a tertiary-based post 16 provision as of September 2020, explore the feasibility of joint/additional provision with YGG through the medium of Welsh across both establishments.
  - Extend the curriculum offer to include greater variety in vocational Level 2 and 3 qualifications (dependent upon availability through the medium of Welsh)
  - Explore the use the e-sgol system to support GCSE subjects and enhance the e-sgol menu in terms of Welsh medium A Level subjects.
- Over the first 2 years of the new plan, review with schools the current support arrangements for Welsh taught in English Medium schools, including vocational subjects, and devise a plan to support further development.
- Utilising resources, key staff from within the local authority and promotional materials from Welsh Government to encourage a language and learning continuum across all progression steps to promote learner confidence and parental reassurance.
- Provision of significant resource investment through the Local Authority and the Regional Consortia to support the school in addressing issues identified around standards and

provision in the most recent Estyn Inspection report and delivering the necessary improvements against priorities contained in the Post Inspection Action Plan.

- Ensure that provision for 14-16-year-old learners at Ysgol Gyfun Gwynllyw complies with the new Curriculum for Wales for example the removal of the distinction between Welsh second language and Welsh first language GCSE.
- Ensure all English medium settings comply with statutory regulations around provision for Welsh second language.
- Ensure support for those teachers who lack linguistic confidence to attend the sabbatical course and attend relevant professional learning opportunities through the regional consortia.
- Ensure that the county's apprenticeships and jobs note the importance/need for Welsh.
- Re-establish and strengthen the heads of department network.
- Ensure highly effective parental communication and marketing materials are shared in a timely fashion with parents and learners for example share Welsh Government videos - <https://www.youtube.com/cymraeg> during options evenings.

### **Post -16 Torfaen Learning Zone**

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. 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: 2000 (the college will develop a digital package that will enable most FT Vocational learners to achieve at least B3)

B2: 400

B1: 600

C1: (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?**

We expect to see the percentage of qualifications studied through the medium of Welsh to increase year on year until we meet or exceed our target. In doing so we will also see a significant increase in the percentage of use of incidental Welsh and the ability to communicate effectively in Welsh within the 5–19-year-old population.

The college 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 as per Objective 7.

The targets for bilingual delivery in 10 years' time:

B3: 3000

B2: 500

B1: 1000

C1: (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

In calculating these projections for KS4 learners, we have applied transition rates from Y6 into Y7 over time regarding each individual cluster primary school, irrespective of Local Authority. The assumption is made that as of 2030 transition figures will move towards 100% of individual cohorts.

Numbers and % of learners studying for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
131	12.0%	150	13.3%	137	12.3%	166	14.8%	149	13.3%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
168	15.0%	175	15.6%	180	16%	186	16.8%	186	16.8%

## Outcome 5

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

#### Where are we now?

##### **Siarter Iaith Primary:**

Torfaen: 100% of schools have achieved the Siarter Silver award

##### **Siarter Iaith Secondary:**

Torfaen: Ysgol Gyfun Gwynllyw are Implementing the Siarter framework (Step 1 of 5: EAS Siarter evaluation framework for secondary schools)

##### **Cymraeg Campus Cynradd:**

Torfaen: 86% of schools have achieved Bronze award status and working towards Silver  
14% are working towards Bronze

##### **Torfaen: Bilingualism Secondary**

The Urdd's Cymraeg Bob Dydd is the programme formally supporting the Siarter Iaith programme in our five English medium secondary schools.

**Current activity:**

- Dedicated Siarter Iaith co-ordinator networks including cluster networks involving community partners, including the Urdd and Mentrau Iaith
- Welsh language (English Medium) coordinator network meetings including focus on Cymraeg Campus
- Bespoke support for schools in line with the Regional School Improvement approach
- School-to-school support opportunities and sharing of best practice
- Professional learning opportunities for English medium schools around the expectations of the Bronze and Silver awards and practical approaches of delivery (synchronous and asynchronous).
- Resources to support both Welsh medium and English medium schools available on EAS Thingi and both regional and national Hwb networks for the Siarter Iaith/Cymraeg Campus
- A pause in progress due to Covid, particularly in English medium schools. Opportunities for bespoke support provided to schools at the beginning of their Cymraeg Campus journey offered, Summer 2021. Opportunities for all schools to consider verification also offered Summer 2021.

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

- During the lifespan of the ten year plan, aligned to the successful implementation of the Curriculum for Wales and elements of the four purposes (all our children and young people will be ambitious, capable learners who can communicate effectively in different forms and settings, using both Welsh and English as well as being ethical, informed citizens who are knowledgeable about their culture, community, society and the world, now and in the past), we expect to see increased confidence and pride amongst pupils in their ability to communicate in Welsh and English and in multilingualism in general.
- At 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 ten-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, 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.
- Extensive sharing of best practice between and across schools with schools independently supporting each other with their evaluation of the program's delivery
- Well established successful collaboration across both Welsh and English medium schools

**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?**

There is a wide range of ALN provision available in all of our Welsh Medium schools. All schools have a clear understanding of the support systems in place from the LA and the range of “universal” support for learners. Effective support for the new ALN Act is in place and school have access to a range of bespoke Welsh language resources.

The LA continues to seek to employ specialist staff who are Welsh speakers in all our of teams. We continue to face significant challenges in sourcing staff who are Welsh speakers in specialist roles.

We currently have no Welsh medium resource bases for ALN. Current provision includes a special school, a PRU and several special needs resource bases each attached to English medium schools. Currently learners identified as in need of additional support and intervention are receiving it through the medium of English. The Local Authority recognises this creates issues particularly in areas like Dyslexia.

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



### **Actions to achieve the targets:**

The resulting increase in the numbers of learners accessing their education through the medium of Welsh because of the actions contained in this plan allied to the duty placed on the Local Authority by the ALNET Act of 2018, will require Torfaen to review how the authority delivers its support for children and young people with additional learning needs including provision for Welsh medium learners to ensure sufficient capacity and alignment with the new code.

We will:

- Undertake a biannual audit of need regarding ALN Welsh medium learners
- Ensure sufficiency and quality of provision to meet the identified need
- The LA will undertake a strategic review of all ALN provision within the borough in 2022-23. This work will be supported both by the existing Headteacher ALN Strategy Group and Welsh Medium Heads group. This review will identify current and future needs and is anticipated to lead to:
  - the need to establish specific Welsh medium ALN provision
  - the scale, staffing requirements and best location for the new provision
  - the timeline for delivery - no later than the first five years of the plan, but this will be subject to funding and staffing requirements in addition to the required local and statutory consultations.
- Work in collaboration with Council HR services to prioritise recruitment where appropriate, of suitably qualified applicants with the prerequisite Welsh language skills to increase the number of staff in support of pupils from 3 to 19 (including those in Health & Social Care).
- Ensure effective Welsh medium ALN provision is maintained as pupils' transition between all phases including non-maintained settings
- Ensure Welsh medium curriculum resources cater effectively for persons with ALN including provision of specific Welsh ALN resources identified through cluster work across the region regarding ALN transformation and translation of assessments were unavailable in the medium of Welsh.
- Work in collaboration with neighbouring Local Authorities services through partnership agreements to develop bilingual support systems.
- Ensure provision is available for correspondence, appeals, meetings etc to be conducted through the medium of Welsh if requested. Consideration should be given to ensuring membership of all ALN related panels and the capacity to engage with parents through the medium of Welsh.
- Ensure all parents of children with ALN considering Welsh medium education receive high quality bilingual information in support of their application including provision and progression steps

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

By the end of the 10-year plan:

- The number of appropriately qualified and experienced teachers and Local Authority staff is able to successfully meet the demands for bilingual support and intervention to all identified learners.

- The breadth and quality of ALN support through the medium of Welsh is comparable to that of learners in English medium settings.
- A successful dedicated Welsh medium SNRB provision is established within the borough

## 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?

It is essential to recognise that provision of appropriately qualified staff (including, teachers, support staff and Local Authority employees) with the requisite Welsh language skills is a national and particular local barrier to progress and as with all other Local Authorities, Torfaen continues to press for change at a national level through ADEW to address the necessary changes.

#### Torfaen staff language profile

Welsh Speakers (SWAC 2021):

#### Secondary Phase:

	Number of teachers	Number of staff
No Welsh language skills	191	336
Entry Level	55	39
Foundation Level	17	10
Intermediate Level	8	6
Advanced Level	11	3
Proficient Level	67	94
Information not yet obtained	1	4
<b>Total</b>	<b>350</b>	<b>492</b>

#### Primary Phase:

	Number of teachers	Number of staff
No Welsh language skills	2	152
Entry Level	90	320
Foundation Level	153	260
Intermediate Level	70	90
Advanced Level	37	68
Proficient Level	23	30

Information not yet obtained	20	64
<b>Total</b>	<b>395</b>	<b>984</b>

**Special/PRU:**

	<b>Number of teachers</b>	<b>Number of staff</b>
No Welsh language skills	10	53
Entry Level	6	28
Foundation Level	6	13
Intermediate Level	1	1
Advanced Level	1	2
Proficient Level	0	0
Information not yet obtained	2	20
<b>Total</b>	<b>26</b>	<b>117</b>

In summary, in Torfaen only 218 (28.3%) of teachers have Welsh language skills at intermediate level or above and only 139 (18%) have Welsh language skills at advanced level or above.

**Coleg Gwent Post 16:**

	<b>Academic staff</b>
No Welsh language skills	553
Entry Level	0
Foundation Level	0
Intermediate Level	23
Advanced Level	14
Proficient Level	6
Information not yet obtained	0
<b>Total</b>	<b>596</b>

**Ability to teach through the medium of Welsh but not currently doing so:**

<b>Primary Sector</b>	<b>Number of teachers</b>	<b>Number of staff</b>
Teaching/working through the medium of Welsh in current post	53	109
Able to teach/work through the medium of Welsh but not currently doing so	6	46
Not able to teach/work through the medium of Welsh	24	434
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only)	313	394
<b>Total</b>	<b>396</b>	<b>983</b>

<b>Secondary Sector</b>	<b>Number of teachers</b>	<b>Number of staff</b>
Teaching/working through the medium of Welsh in current post	72	99
Able to teach/work through the medium of Welsh but not currently doing so	15	18
Not able to teach/work through the medium of Welsh	263	470
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only)	0	0
<b>Total</b>	<b>350</b>	<b>587</b>

<b>Special/PRU</b>	<b>Number of teachers</b>	<b>Number of staff</b>
Teaching/working through the medium of Welsh in current post	0	0
Able to teach/work through the medium of Welsh but not currently doing so	1	2
Not able to teach/work through the medium of Welsh	20	110
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only)	5	5
<b>Total</b>	<b>26</b>	<b>117</b>

In summary, in Torfaen only 125 (16.2%) of teachers are teaching/working through the medium of Welsh in their current post.

### **Sabbatical scheme**

Sabbatical Scheme: Welsh in a Year Programme (14 places available to each region annually). In Torfaen, we have continued to have a few participants in the sabbatical scheme.

Year	Type of course	School
2018-19	Welsh in a Year	St. David's RC Primary
2019-20	Entry Level	George Street Primary
2019-20	Entry Level	Woodlands Primary
2019-20	Entry Level	Our Lady of the Angels Primary
2019-20	Entry Level	Llantarnam Primary
2019-20	Entry Level	George Street Primary
2020-21	Welsh in a Year	Coed Eva Primary

Currently the EAS support Welsh in a Year graduates to implement school and cluster level projects, including development of exemplification materials and approaches to the delivery of CfW, enabling practitioners to maintain their language skills and develop their expertise.

Despite significant energies being deployed in partnership with the regional consortia, recruitment is a significant ongoing concern, particularly in the secondary sector where the

current number of staff with Welsh language skills at a level where they can confidentially deliver the curriculum in Welsh is far below the levels needed to significantly expand our Welsh medium and bilingual curriculum offer.

Currently in the Welsh medium primary sector staffing levels indicate no vacancies with all advertised posts being filled, but often following multiple advertisements. However, in the secondary sector the school has had to resort to the use of licensed teachers and those qualified in other settings to fill six posts currently and despite three attempts to recruit a suitably qualified and experienced headteacher the LA has had to put in place an acting headteacher/support headteacher arrangement. Next step is for the LA to consider a possible Executive Headteacher arrangement if the situation persists..

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

#### **Actions to achieve the targets:**

- In collaboration with the regional consortium, we will continue to analyse and collate workforce data to inform local and school specific staff language and pedagogical training and recruitment needs. This will include an analysis during the first year of the plan to determine the workforce required to respond to the expansion of Welsh medium education during the lifespan of the plan.
- We will systematically develop the skills and confidence of our school workforce by working with partners to deliver training programmes with a specific focus on teaching through the medium of Welsh. This will include:
  - Work with school leaders, cluster Professional Learning leads for Welsh and Welsh language coordinators to support accurate assessment of Welsh language needs in line with the Welsh Language Competence Framework and to identify cluster and school level training needs.
  - Direct schools to a range of regional, online and Welsh for Adults training options in support of the development of the Welsh language
  - Collaborate with Welsh Government to identify Sabbatical training needs. Recruit to the scheme, work with HEIs to support practitioners during their studies and provide follow up support and networking opportunities.
  - Deliver language training, particularly to the English medium sector to support their ability to deliver of Welsh along the Welsh language continuum.
  - Provide professional learning on the pedagogical and methodological approaches to teaching Welsh to support Welsh language acquisition and immersion.
  - Work in partnership with schools to develop and share resources and planning in support of the delivery of Welsh
  - Provide networking opportunities to support delivery of key messaging and to enable the sharing of best practice in the delivery and development of Welsh. Current networks include:
    - Rhwydwaith cydlynwyr llythrennedd y Gymraeg (Welsh and Literacy) (ysgolion cyfrwng Cymraeg)
    - Rhwydwaith Siarter Iaith Network (ysgolion cyfrwng Cymraeg)
    - Welsh language and Cymraeg Campus network (primary English medium)

- Welsh Sabbatical network
- Penaethiaid adran y Gymraeg (cyfrwng)
- Rhwydwaith Siarter Iaith (ysgolion uwchradd cyfrwng Cymraeg)
- Heads of Welsh (English medium) network
- Bilingualism in the secondary phase network
- Further develop opportunities through joint working between Initial Teacher Training and Education (ITET) providers, the regional consortia and other work-based learning providers to recruit suitably experienced and qualified staff.
- Collaborate with ‘Y Coleg Cymraeg Cenedlaethol’ and Teacher Training Institutes to encourage pupils to consider and pursue a career in education (to teach in the bilingual sector and to teach Welsh as a subject
- We will use the seminar programme for governors to raise awareness of the content and implications of the WESP on their individual school regarding the need for a focus on bilingual development and staff professional development around the use of Welsh language.
- Access to the Welsh language sabbatical scheme will be targeted at priority areas across the local authority including working with WG and EAS to tailor and implement future Sabbatical Scheme models and support recruitment-need to expand current regional cap of 14.
- Provide follow up support to Sabbatical Scheme attendees, and work with Sabbatical Scheme attendees including Welsh in a Year graduates to build capacity through the regional cluster and LNS model.
- Collaborate with Coleg Gwent to increase the number of academic staff by 50% who are proficient or advanced in their Welsh language skills and to expand its current Welsh medium and bilingual provision to other priority Welsh medium curriculum areas (as set by Coleg Cymraeg Cenedlaethol). This will include participation in the Sgiliaith mentoring scheme in order to support staff with Welsh medium and bilingual delivery, seek opportunities to incentivise and attract Welsh speaking staff from all over the country and look 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.
- Successfully implement Torfaen’s Gap Year project in partnership with Coleg Gwent to recruit and train additional WM staff, including progression routes and qualifications leading to national accreditation for teachers. Work in partnership with Welsh Government in the early phase of the new WESP period to improve the capture and analysis of data on teaching staff across Wales, and use local data in particular to target increases in the proportion of our workforce with language skills at foundation level, and at intermediate level or higher.

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

By the end of the 10-year plan:

- Recruitment issues have been addressed. The capacity of Torfaen’s education workforce meets demand and all schools have appropriately qualified and experienced teachers and support staff to successfully deliver the curriculum and bilingual experience

to give pupils the confidence to speak and use Welsh not only academically (oral, reading and writing) but also socially.

- The capacity and Welsh language skills of Torfaen's workforce in support of education settings meets the demand generated in Welsh medium settings.
- Targets specific to Coleg Gwent will aim to further increase in the number of both proficient and advanced Welsh speaking academic staff (from the current levels in June 2021) to enable the college to offer Welsh medium and bilingual modules in all curriculum priority areas of

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

as set by the Coleg Cymraeg Cenedlaethol.

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

The Welsh in Education Forum, WEF, met on a regular basis throughout 2021 including a full virtual planning day on the 9<sup>th</sup> of July to collaboratively develop the draft plan.

Following approval of the plan by Welsh Government, the forum will then monitor the implementation of the plan through termly meetings and evaluate progress against the actions and targets.

The forum has representatives from all stakeholders across the relevant educational settings including primary and secondary headteachers, Coleg Gwent, RhAG, Mudiad Meithrin, the regional consortia EAS, Head of Learning, Education Service, Welsh Language Officer, Menter Iaith BGTM and Welsh Government (Welsh Language Division).

We are also committed to working with Welsh Government in relation to improved data on teaching staff across Wales.