

Carmarthenshire's Welsh in Education Strategic Plan

2022-2032



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Our Vision:

- In following the aim of a bilingual Carmarthenshire, we want to ensure Carmarthenshire as a stronghold for the Welsh language in south-west Wales – a County where the Welsh language is a living, prosperous and vibrant language within bilingual, strong and sustainable communities.
- We wish to ensure significant growth in Welsh-medium education and training in order to increase the number of people of all ages who become fluent in Welsh and English and who have the ability to use their languages confidently with their families, neighbours and in the workplace.
- In doing so, ensure that the County will make a significant contribution to achieving the National goal of a million Welsh speakers by 2050
- Carmarthenshire County Council is fully committed to this key strategy.
- We believe that the role of the education system is indispensable in realising these aspirations. To support this, we will build on and extend a number of principles from the 2017-22 scheme:



Principles:

- All pupils to be bilingually confident by the age of 11, to the best of our schools' ability, as achieved by the current and proposed arrangement of linguistic designations of our schools, whilst factoring in their journey along the language continuum as individual institutions.
- Deliver this aim in primary school by incorporating the principles of immersion education in the early years as a preferred and recommended option. This can ensure that pupils are already bilingual by the age of 7, with the introduction of elements of a third global language by the end of the Foundation Phase - in pursuit of dual and triple literacy, especially with respect to oracy
- After the immersion period, ensure that these early benefits for children are maintained by ensuring appropriate aspirational linguistic progression in subsequent years
- All pupils to be bestowed 'two first languages' by the end of the primary schooling, with purposeful arrangements for progression to the secondary sector in order to develop and augment the benefits of being in possession of more than one language
- A directive to all school leaders and governing bodies that ensures compliance with the County's immersion education objectives and other provisions in this strategy

- Promote and develop multilingualism, introducing a third language during the Foundation Phase so that learners can have 'two languages and more'
- Promote oracy, listening, reading and writing in a way that is consistent with the new curriculum for Wales, aiming to ensure the dual and triple literacy of our pupils
- Establish a system of high expectations and raising the bar in treating Welsh as one linguistic continuum from now on
- Move **all** schools along the language continuum, with the level of challenge appropriate to their initial context, but at a rate of development that is both purposeful and decisive
- Incorporate a proactive approach to the school linguistic re-designation regime, migrating schools at the start of the new system to a designation that will be appropriately challenging for them all as the County moves towards realising the educational vision outlined (see below)
- Arrange for Welsh-medium education to be available to all learners within reasonable travelling distance of their homes and ultimately within their own catchments
- Work with other corporate services and key stakeholders to promote and further develop bilingualism and multilingualism in Carmarthenshire.
- Ensure that learners with additional learning needs have linguistic opportunities equal to their mainstream peers.

Objectives

- Ensure that all pupils are able to speak, read and write the language fluently to the best of their ability by the end of Key Stage 2 in accordance with their expected stage of development.
- Ensure a seamless and clear progression from Welsh-medium pre-school provision to primary and secondary education Welsh-medium and bilingual education, through to the world of work, further and higher education
- Provide services that will ensure good quality learning opportunities for all children, young people and adults in Carmarthenshire, thereby enabling them to realise their full potential as lifelong learners in the context of the County's unique bilingual nature.
- To promote the development of learners' bilingual skills at every opportunity within formal, semi-formal and informal situations so that the Welsh language is used naturally to communicate.

- Promoting the cognitive, economic, social, educational, health and community benefits of bilingualism
- Promote opportunities for parents and the wider family to develop their Welsh language skills so that they can support their children's language development
- Work in partnership with all providers to improve the standard of Welsh within the learning environment
- Develop and promote training programmes that will enable the school workforce to gain the competence and confidence to teach through the medium of Welsh.
- Ensure that latecomers are fully supported to ensure that they can integrate naturally into their school and local community through the use of the County's Language Centres

Links with Welsh Government Policies:

Re-designation of Schools

- *At time of writing, the proposed new national school linguistic categories have not been finalised. In anticipation, the categories adopted for various schools in Carmarthenshire will be reflective of the WESP strategy and reasonable expectations to move each school along the language continuum.*
- At the appropriate time, we will migrate our schools from their current designations to the new categorisation system:
 - On the basis of **no detriment** to existing bilingual provision
 - In such a way as to provide schools with a suitably challenging and developmental journey along the language continuum
 - Carmarthenshire County Council will discuss and agree the new assigned category with every school, prior to ratification by each Governing Body



The new curriculum for Wales - The role of the Welsh language in the new curriculum for Wales is clearly and frequently stated in the vision set out in Successful Futures. We are committed, by advocating a curriculum for Carmarthenshire, to promoting Welsh as a subject, as a medium of instruction, as a competence and as the language for informal communication in our schools and communities across Carmarthenshire.

The 2021 Curriculum Bill received Royal Assent in April 2021

Mandating Languages - Welsh is mandated from age 3, whereas English is mandated from 7 years' age. This ensures that:

- Well-established Welsh immersion education can continue unhindered
- Current English medium schools are still able to introduce English from age 3
- Schools who do not deploy Welsh immersion pedagogy or Welsh in early years will have an onus to introduce Welsh from age 3 onwards

Well-being of Future Generations (Wales) Act 2015 - We are committed to ensuring Carmarthenshire as a society that promotes and protects culture, heritage and the Welsh language, and encourages participation in the arts, sport and recreation.

Welsh Government Draft Strategy- a million Welsh speakers by 2050- We are committed to achieving a significant increase in the number of children and young people receiving Welsh-medium education and skills in Welsh, as it will only be possible to realise the ambition to have a million Welsh speakers across Wales by enabling more people to learn Welsh. We will focus our longer-term strategy on the early years, because the earlier a child has contact with the language, the more opportunity the child has to become fluent.

21st Century Schools and the Modernising Education Programme-

The Modernising Education Programme and the WESP will be aligned. Investment in new schools and buildings will fully consider the strategic aims of the WESP over the next decade.

Capital investment is routinely deployed, which has been invested for instance in establishing a Canolfan Iaith in the Drefach area, scheduled to open in 2021 as a resource in support of the new WESP

Additional Learning Needs and Education Tribunal (Wales) Act

Priority: To meet the requirements of ALNET and the ALN Code in respect of the Welsh Language

Targets:

The Welsh Government has placed Carmarthenshire in the most challenging category in order to ensure an increase of 10-14%+ year 1 children being taught through the medium of Welsh during the lifetime of the strategy.

Based on an average cohort of 1964 pupils, a 10%-14% increase from year 1 in Welsh-medium education means between 196-275 additional pupils.

We trust that our vision for immersion education and the re-designation of schools will ensure that we comfortably meet, and exceed, these absolute percentages and numbers.

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

Where are we now:

Percentage and number of nursery class children / 3-year-olds receive their education through the medium of Welsh. (2020)

57.4% - 1114 2019-20

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

A strong commitment to Welsh immersion education is a key building block of this strategy. The national proposal to mandate Welsh from 3 years old and mandate English at 7 years is integral to supporting this approach.

The current position relating to the number of 3-year-olds taught through the medium of Welsh is as follows:



In Carmarthenshire, pre-school education is provided by schools and non-maintained settings. We will work with partners on increasing Welsh-medium provision targeting areas where

there is currently no provision available. We will provide support and guidance via our Early Years team and we will continue to share materials with parents/carers/guardians in relation to the value of bilingualism in order that they have a better understanding and are able to make informed decisions at all transitional stages. The aim is to increase transition between the nursery groups and Welsh medium Foundation Phase.

In order to increase the number of Welsh medium places available, we will reconfigure the current provision by developing more childcare/pre-school provision through the medium of Welsh.

- We will continue to work with early years providers including Mudiad Meithrin to strengthen and expand Welsh medium childcare provision. We will continue to strengthen our work with Flying Start and with the Dysgu Cymraeg Sir Gaerfyrddin team. Strategic planning has already begun through working with these agencies to ensure simple, educated understanding of Welsh medium provision through the sharing of leaflets and posters etc. We will utilise these partnerships in order to signpost individuals to Welsh literature and publications and to share information on opportunities for adult learning. Working with our Welsh for Adults team Dysgu Sir Gâr and the National Centre for Learning, allows us to reach out into the community not only through information sharing but also through community working.
- We will work with the admissions team to ensure that clear and comprehensive and up to date information is included in the Information for Parents booklet which is

available to parents of children of all ages. This information is also easily accessible on the County Council website.

- Officers who deal with enquiries will be given in-house training annually to ensure that they are best placed to answer any questions. Also, a good understanding is vital in order that they can discuss the implications of Welsh medium options. This can also be the important point at which detailed questions may be asked. It is therefore important for the admissions team to be in contact with the Welsh in Education Manager when needs be.

Whilst reviewing the online school admission process, we will consider the users' journey. This needs to be very visible and easy to use so that parents and carers are able to consider and better understand Welsh medium education from the onset. With our vision to move all schools along the Language Continuum the need for correct up to date information regarding individual schools' provision will become highlighted through the admissions team initially.

All catchment areas in Carmarthenshire have access to Welsh medium education. Post codes generate a list of all schools in that area with availability, and parents are directed towards contacting schools before a decision is made.

We will also promote the Welsh Government's suite of web content about Welsh medium education which aims to provide guidance on how to create a positive narrative around the Welsh Language.

We will increase the use of social media to ensure that parents and carers can make informed decisions on choosing a school for their children.

The Athrawon Datblygu'r Gymraeg have created film clips about Welsh medium Education with extracts from pupils within Welsh medium education from a mixture of linguistic backgrounds as well as from parents. These clips give an insight into real families who have questioned Welsh medium education from the onset but who are very eloquent in conveying how their lack of understanding of bilingualism was simply that. These are very powerful and helpful clips as they convey many issues that arise with parents and carers who may have some reservations about Welsh medium Education. Information from Welsh Government regarding the clips on the WG website will be shared along with the use of the suite of web content which also provides guidance on how to create a positive narrative around bilingualism.

Marketing campaigns will be undertaken such as referring to Welsh social media channels for children which include resources for parents and children such as songs, film clips and information.

www.gov.wales/cymraeg-for-kids

www.youtube.com/cymraeg

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

Early Years Education in Carmarthenshire is currently delivered through a mix of local authority-maintained settings, and non-maintained settings delivered by private or not-for-profit organisations. The authority supports 31 non-maintained settings.

There are about 100 other non-maintained settings in the County that offer childcare, but these are not approved to provide education. Carmarthenshire's Family Information Service offers an information service to all childcare providers as well as parents.

The Local Authority works with pre-school and childcare providers to increase the number of learners who choose Welsh medium education, by promoting the benefits of bilingualism. Through the 'Information to Parents' booklet, parents are informed which schools and settings offer Foundation Phase Welsh medium provision. Also, county created pamphlets such as *Welsh with your Kids – give it a go!* are helpful, as well as *Welsh Homework – no problem*, whilst also referring parents and carers to the authority's film clips and Welsh Government online resources.

In order to increase the number of Welsh Medium places available the current provision will be reconfigured to-

- Develop more childcare/pre-school provision through the medium of Welsh
- Support current dual stream and transitional schools to become Welsh medium schools
- Invest in establishing new Welsh medium/dual stream schools utilising available space.
- Consider the age range of specific schools and potentially creating a space for providing Welsh medium very early years' provision
- Continue to monitor the demand in urban areas
- The re designation of all schools will be very advantageous in the improvement of the numbers in pre-school and childcare provisions.

To ensure a choice for parents, and offer equal opportunities, places are funded within the provisions of voluntary and private organisations, such as Mudiad Meithrin, Cylch Ti a Fi or Wales Pre-school Providers Association, in line with Local Authority guidelines.

It is our aim that all pre-school and childcare provision is delivered bilingually or through the medium of Welsh within the 10-year plan

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

Where are we now:

Percentage and number of reception class children/ five-year olds receive their education through the medium of Welsh. (2019/2020), 61.8%, 1188

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

The Welsh Government has placed Carmarthenshire in the most challenging category in order to ensure an increase of 10-14%+ year 1 children taught through the medium of Welsh during the lifetime of the strategy. We trust that our vision for immersion education and the re-designation of schools will ensure that we exceed these absolute percentages and numbers. In order to increase the number of Welsh medium places available we will reconfigure the current provision by:

- Developing more childcare/pre-school provision through the medium of Welsh.
- Supporting our current dual stream and transitional schools to become Welsh medium schools in the short term.
- The County Council's Modernising Schools Programme will aim to ensure increases in Welsh medium places
- Particular consideration will be given to schools which are within 10% of their capacity. (*Note: Capacity refers to spare school places. Schools close to or exceeding capacity require careful consideration when planning additional Welsh medium places*).
- Supporting English medium schools to develop Welsh Foundation Phase provision. Extending the age range of specific schools and creating a space for providing Welsh medium early years' provision.
- We will continually monitor with partners the demand in our urban areas and promote and expand provision as required.
- The spare capacity in Carmarthenshire Schools is monitored on a regular basis and plans are put in place to address any issues.
- We will consider housing and economic developments and impact on school places and expand provision as required.
- We will provide support and guidance to schools via our Athrawon Datblygu'r Gymraeg team in how to respond to parental enquiries. We will share materials with parents/carers/guardians in relation to the value of bilingualism in order that they have a better understanding and are able to make informed decisions at all transitional stages. The aim is to increase transition between the nursery groups and Welsh medium Foundation Phase. We will ensure that parents, through our Information to Parents booklet, know which schools offer Foundation Phase and Key Stages 2-5 Welsh medium provision. The information about the linguistic nature of each school, in accordance with the Welsh Government's new school designations December 2020, will also be available on the County Council's website.

Carmarthenshire's vision to move all schools along the language continuum and embedding an Immersion/Trochi approach in Foundation Phases over time will increase opportunities for all learners across the county from all linguistic backgrounds to gain access to Welsh medium education. Proposed changes to school designations according to their Welsh language provision will have a very positive affect upon Welsh language provision and bilingualism in the county. Working within the time proposal of 7-10 years will ensure that no school

stands still. This also however highlights the huge need for intensive language training for all staff across all key stages as well as subject language skills training in the secondary sector especially.

Officers have begun implementing training within both the Primary and Secondary sector and a strategic plan is in place regarding targeting specific schools in moving along the Language continuum – five of which have been successful in doing so during 2019/2020.

We will be setting out applications for grant funding from the Welsh Minister in respect of meeting and superseding our set targets to increase the number of Year 1 children taught through the medium of Welsh during the lifespan of the plan primarily for Language training.

Latecomers' provision is paramount in reaching these goals. We have invested in a new Language Centre which will provide lessons for latecomers from both the Primary and Secondary sector. This will be a purpose-built building where pupils of all ages can learn Welsh in a modern high-tech innovative environment.

The aim of the Language Centre development project is to build on previous experience and positive feedback received to date in this area of service delivery.

It has five main objectives:

1. Ensure that all pupils who are latecomers to Carmarthenshire become bilingual by providing immersion education – at primary and secondary level
2. Offer language refresher (improving/polishing language) to Latecomers and native learners at essential transition points such as the end of the Foundation Phase and at the Key Stage 2/3 interface.
3. To deliver catch up programmes for pupils in Year 6/7 where language skills need to be improved to ensure a smooth transition into Welsh medium secondary education.
4. Provide professional development to improve the skills of teachers and supporting school staff to enable them to teach bilingually in and outside the classroom. Also, to improve the Welsh language skills of staff, particularly those on the language continuum journey. This will build upon the Llanelli area's innovative pilot project where staff from primary and secondary English-medium schools have taken part in a two-pronged approach to Welsh language support.
5. Ensure positive experiences of language learning for parents and guardians to enable them to support their children in learning Welsh at school and to assist in consolidating their learning at home.

Therefore, the language centre will have several purposes.

In addition, the centre also aims to be instrumental in developing a pedagogy for the introduction of Welsh as one continuum.

We work closely with the Welsh for adults' team on training and guidance on Welsh-medium learning, pedagogy and classroom use. Both the Athrawon Datblygu'r Gymraeg and the Welsh for Adult tutors have worked together to create a learning continuum for teaching staff based on relevant classroom language.

With such a vast geography within the county the use of Microsoft Teams/Zoom and Google classrooms will also be implemented in order to reach all pupils. This will be a continuation of the work planned and executed during Covid 19 -2020/2021.

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

The above strategies will enable us to be in a position whereby continued change in mindset across the county will be encouraged. Training is paramount and we will endeavour to work with all outside agencies and primarily with Welsh Government to ensure long term funding.

We will ensure that parents and carers have a good understanding of Welsh medium education through good communication links and continuous information sharing through school websites and social media.

We aim to integrate parents and carers into daily school life through offering 'Language learning side by side' courses which are based on the Cymraeg i'r Teulu (CiT) courses, where parents and carers are taught songs, rhymes and day to day classroom vocabulary and sentences as well as Cymraeg yn y Cartref course. The aim here is that parents /carers instigate simple conversations in the home as well as being able to sing along with their children. Parents are also encouraged to maintain their learning by joining Welsh for Adult mainstream courses.

This, in conjunction with the new school designation policy, will allow us to accelerate Welsh medium provision in Carmarthenshire. Immersion principles within all Foundation Phase settings will make the language journey much more feasible.

We are already working with schools and going through the consultation process in order to begin the journey of language immersion within all schools regardless of category or designation.

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:

Percentage and number of pupils transferring from KS2 (PLASC 2019) to KS3 (PLASC 2020) Welsh medium (2020), 81.8%, 931

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

Our Strategy

Carmarthenshire County Council will work with our schools to place them in an appropriately challenging linguistic designation, as guided by the new national arrangements (see above). This will be operative from 2022. From 2026, intra-phase transition from currently defined key stages will begin to take fuller effect i.e.

- Primary: Pre-school to Foundation Phase; Foundation Phase to KS2
- Secondary: KS3 to KS4; KS4 to KS5 (11-16 schools; 11-18 schools and the FE sector)

Transition matters will be guided by a combination of:

- the local WESP guideline as described herein in Outcome 3
- an appropriate placement consistent with the learner's aptitude and ability, which will be:
 - Suitably challenging for the purposes of linguistic progression
 - Applied on a linguistic **no detriment** basis

Working with the new linguistic designations, parents will be advised of a broad framework of transition. This will be conditioned by suitable transfer of pupils between schools in the new transition framework, so that statutory linguistic transition is achieved.

The transition process will be supported by:

- Early immersion (FPh)
- Later immersion (KS2), as deemed necessary
- Gloywi (Yr. 7), as deemed necessary
- Hwyrddyfodiaid / Latecomers – immersion support on entry to Carmarthenshire, as provided by our language centres

It is the vision of Carmarthenshire's Education Authority that all pupils continue to improve their language skills when transferring from one stage of their statutory education to another.

In order to achieve this, we will continue to:

- Promote the benefits of bilingualism
- Promote linguistic progression from early years sector to KS2 and to the secondary sector.
- Increase the subject provision of Welsh medium and bilingual education in the secondary sector in accordance with the new school designations.

- Adhere to the clear progression protocol to increase the number of pupils who continue to study through the medium of Welsh at each key stage and ensure that this is communicated clearly to all stakeholders.

We will ensure that all pupils are able to speak, read and write the language fluently by the end of Key Stage 2 to their expected levels. We will adhere to the protocol which outlines our expectations that learners who have followed the Welsh 1st language programme (i.e. up until the introduction of one Welsh language continuum) in the primary school will continue with this programme when transferring to the secondary phase. It will also articulate our expectation that all learners who have attended primary schools defined as bilingual will study at least 3 (initially), curricular areas through the medium of Welsh at Key Stage 3 in order to embed and further develop their linguistic competency. This will be achieved by targeting training and support for staff who teach KS3 in the schools in question.

Schools will need to work in partnership to promote linguistic progression through transition projects and good communication between the primary and secondary sector. This will not be left until years 6 and 7 but will happen further down the primary school to ensure good understanding of Welsh medium education from the onset. Any reservations can be then be addressed before the transition stages.

We will look at the methods of monitoring linguistic progression and ensure that all stakeholders have a good understanding of our protocol. Where there is linguistic choice, we will continue to maintain our vision by ensuring a better understanding of the importance of maintaining a bilingual education throughout. We will continue to listen to and react to parental comments such as 'We cannot help with homework', especially in KS3 and 4, by creating guidelines, or in this case a pamphlet, which gives clear answers. Film clips of parents describing their children's journey through Welsh medium education are very valuable and we will create more film clips to help parents grasp a better understanding of bilingual education. These will not only encompass the merits of bilingualism, but also help address any doubts and misconceptions which arise when addressing difficulties pupils may encounter in certain subject areas. It is important to ensure that Welsh and bilingual medium education does not become an automatic causal default and that the whole background picture is always taken into consideration.

Regarding progression between nursery and the Foundation Phase, the transition is not so much of a concern as we will be setting challenging targets for all schools in the levels of Welsh/bilingual medium education taught in all schools. With a national mind set change this will be of benefit to us moving forward. However, we will ensure that primary and secondary schools can work much more closely in partnership in order to promote linguistic progression to parents and carers. Again, the multifaceted work done on promoting bilingual awareness both locally and national, comes into play here.

The present and future plans under the 21st Century Schools and Education Programme fully reflect the targets set out in the WESP.

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

Carmarthenshire will hope to exceed the 2031/32 target for Year 1 pupils of 10%, reaching the upper end of the 14+ percentage point increase range within the 10-year plan.

This will be achieved through the impact of moving all schools along the language continuum.

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

Where are we now: 39.9% 724 - Based on Year 11 cohort of 1843

We will continue to:

- Support the development of Partneriaeth Addysg Gymraeg (PAG). PAG has evolved as a potent partnership, primarily between our post-16 category 1 and 2A schools. The partnership offers around a dozen courses (2020) via an innovative collaboration model, predicated on blended learning delivery. We plan to support an increase in the range of courses offered, whilst also incorporating the two 2B schools as partners. Opportunities for linking in with similar initiatives such as E-sgol are also being pursued. (*E-sgol uses technology in an innovative way that makes a real difference to students in rural areas by increasing the subjects available to them and broadening their career options after school*).
- Work with employers and higher education to promote bilingualism as a key skill for further education and the world of work
- Promote improved skills for the lifelong use of the Welsh language (research into and develop a Professional Welsh module for post-16 students e.g. through Welsh Bac)
- We intend discussing ways of recruiting more young people to A Level/AS Level Welsh, especially boys. Changes in the exam papers need to be fully addressed to aid change
- We also wish to consider working cooperatively in order to develop a higher course in Professional Welsh. This course to be offered as an A/AS level course in its own right via free-standing modular elements that students can aim for, irrespective of whether they are studying Welsh to A Level e.g. Welsh in the workplace and translation
- Post 16 certificate/accreditation in Welsh for Scientists. This can entail investigating further possibilities within the Welsh Bac by encouraging students who are not on academic Welsh routes to hone their skills e.g. towards proficiency regarding our skills framework.

Towards the medium term and beyond, we aim to offer positive input whilst developing Welsh as one continuum, including options in the medium term to dual register pupils at GCSE level in the relevant schools. Additionally, we wish to:

- develop and promote the contribution older students in 11-18 schools can make as role models and mentors
- extend the proficiency of the Youth Support Service, especially based in schools in order to promote informal use of Welsh and develop promotional material which shows the value placed on bilingualism by employers.

We will support the Welsh Government campaign to encourage young people to consider Welsh at A Level by referring students to the You Tube channel www.youtube.com/cymraeg as well as through the Cymraeg social media channels. Carmarthenshire is working alongside Ceredigion and Powys in offering the E-sgol project.

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

Our Strategy

Moving all schools along the language continuum will be delivered by:

- Curriculum development affording opportunities for more learners to have access to Welsh medium and bilingual teaching
- Adopting a strategic approach to the subject offer
- Increasing the volume of learners pursuing Welsh medium and bilingual options and, ultimately, more progressing to take qualifications at 16 years age

This will ensure that more learners will study for, and complete, assessed qualifications at statutory school leaving age and beyond, whilst also being assessed internally by schools at key points in their learning journey (such as ages 5,7,11 and 14).

The strategy to realise this outcome, can be pursued via the following framework:

Curriculum Development – a strategic approach to increasing the proportion of Welsh medium subject delivery offered by all our schools.

Secondary School Model: - increasing the number of subjects available through the medium of Welsh, resulting in an increasing percentage of the curriculum offer available through Welsh, whilst also increasing the proportion of learners who opt for Welsh medium or bilingual subject tuition.

In the primary sector, increasing the quanta of Welsh medium delivery can be similarly modelled.

A Strategic Approach to the increasing the Welsh medium Subject Offer

Increasing the number of subjects available through the medium of Welsh can be achieved:

- In an opportunistic manner – i.e., can be developed due to opportunities which exist within the present staffing cohort, such as a teacher already being able to deliver subject content through the medium of Welsh
- In a planned approach, by:
 - Mapping out how more staff can be encouraged to teach through the medium of Welsh by supporting them with bespoke professional development. *(Note: Every member of staff will be afforded opportunities to develop their bilingualism, if required, and it is our duty under this policy to offer that support)*
 - Making staff appointments which assist with moving the school along the language continuum
 - In a strategic manner, with deference to how different subject areas can support schools at different stages of their linguistic journey

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

By the end of the plan we would hope to be able to have increased the numbers of learners who study for assessed qualifications in Welsh as a subject and be able to offer all subjects through the medium of Welsh within our Welsh medium and bilingual schools. We will also strive to ensure linguistic choice within our English schools, which supports progress with pupils' bilingualism

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

Where are we now:

*All primary schools are on the Starter laith / Language charter journey.
We have piloted the Language Charter in 2 secondary schools*

Number of schools working towards the Silver award – 38 (2021)

Number of schools working towards the Gold award – 21 (2021)

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

The Local Authority is committed to providing a bilingual service to Carmarthenshire's learners. Our vision is as follows- 'We will work with our partners to ensure that every child and young person has the opportunity to fulfil their potential in a bilingual environment which respects and values all cultures and traditions'.

- We will extend the language proficiency of workers within the Youth Support Service, especially based in schools, in order to promote informal use of Welsh and continue to develop promotional material which shows the value placed on bilingualism by employers
- We will support schools and work with partners to develop opportunities for using Welsh outside the classroom
- We will continue to support a range of Welsh medium extra-curricular activities which provide opportunities for learners to socialise through the medium of Welsh.
- Extend the Secondary Schools' Language Charter to all secondary schools. The Language Charter emphasises the advantages of bolstering acquisition of Welsh by using and practicing the language in social situations.
- We will work with Further Education colleges to ensure that Welsh language provision across all learning areas is a given including apprenticeships.
- We will continue to work with employers and higher education to promote bilingualism as a key skill for further education and the world of work.

- Further develop opportunities to use Welsh in informal activities (e.g., volunteering, Duke of Edinburgh, Youth Clubs).
- Promote improved skills for the lifelong use of the Welsh language.
- Working with Youth Support Service, the Urdd, Mentrau Iaith and YFC we will map out the current opportunities available for school age children to use their Welsh Language skills outside the classroom.
- Market specific language days e.g., Diwrnod Shwmae? along with drawing attention to outside providers who offer a spectrum of different ideas e.g., Authors, Cynllun Beirdd Plant and the AM Platform.
- Encourage schools to use Cymraeg Bob Dydd / Everyday Welsh. This is a programme that offers opportunities for pupils in English-medium/Bilingual secondary schools to extend their use of Welsh. The Urdd operates the programme and organises activities in order to build pupils' confidence in the Welsh language, increase their use of the language, and encourage them to continue to study Welsh as a subject at AS and A level.

The Welsh Language Charters have been running in Carmarthenshire since the launch of 'Codi Caerau' in 2016 both as Welsh 1st and 2nd Language in all Primary schools. We have piloted some secondary schools and it is our intention to roll this out across all Secondary Schools.

We work in collaboration with our Partnership colleagues to plan and share resources. Full reports are given as schools work towards gaining their Bronze, Silver and Gold awards.

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

The Siarter Iaith will become embedded in all primary schools enhancing the Welsh ethos throughout all schools. Secondary schools will increase the use of incidental Welsh to ensure that Welsh is used outside the classroom.

More subjects will be offered through the medium of Welsh. Better understanding of local and Welsh history and Welsh culture will become apparent through the new curriculum.

We aim to raise the status of the Welsh language and to make pupils proud to have their own language and therefore identity in the world.

Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

Where are we now:

Primary school population with ALN = 21.9%
Secondary school population with ALN = 18.8%



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

Our vision is as follows- 'We will work with our partners to ensure that every child and young person has the opportunity to fulfil their potential in a bilingual environment which respects and values all cultures and traditions.'

- As a high proportion of our schools are bilingual, we are able to meet requests for mainstream education provision in a timely fashion.
- All support services and statutory processes are available bilingually and we provide training and support to ALNCos in order that they can meet each learner's needs.
- All interventions are available bilingually and we commit to ensuring that all resources developed within Carmarthenshire are available in both Welsh and English.
- We will continue to monitor requests for specialist support and work with school leaders, ALNCos and inclusion officers to identify areas to develop and incorporate these developments in our school modernisation scheme.
- We will reflect the new way of working and supporting learners with ALN (Child-centred, Individual Development Plan, and Voice of the Child) ensuring that the approach is available bilingually.
- We provide both Welsh and English medium specialist provision via specialist units attached to mainstream schools to ensure the language requirements of complex ALN learners are met.

It is the Inclusion Department's intention is to continue to provide high quality services and provisions bilingually to meet the needs of families and young people i.e. if the preference is for services and provisions to be delivered through the medium of Welsh the department has the capacity to achieve this to a high standard. This meets section 63 of the ALN Act 2018 but also meets the expectations of ALNET.

A map and gap activity recently completed on the level of bilingualism across the service was a positive exercise overall. We would see the requirement of a range of a Welsh language standardised assessments as a priority to effectively establish a baseline. We have teacher-based assessments CHATT which is used to support and scaffold Welsh language development for all children.

It also showed that the department has recently increased its Welsh language-capacity.

- The increased Welsh language workforce is to be able to provide advice, support and wider services through the medium of Welsh. The minimum levels of Welsh within the department have been aligned with supporting our Welsh medium schools.
- Parents can have as much or as little input through the medium of Welsh. The provision, service and support are available in both Welsh and English.

Where specific language support needs are identified support is required in the mother tongue to address the need and support the future development of the additional language.

Strategic Goals:

- To ensure that there is equity of provision for all learners with ALN in all settings and services.
- To ensure, via effective partnership arrangements, that the learner need for Welsh medium provision at both a regional and a local level is met.
- To ensure that all learners with ALN can access provision in the language of their choice, whilst supporting their journey towards bilingualism
- Continue to develop a bilingual system to respond to the ALN reform agenda
- Work with our Special Schools/Units and Behavioural Support Team to further develop bilingual provision.
- Further develop the skills of our Additional Learning Needs Coordinators to support learners.

We will work alongside our Welsh Language Development Manager to implement aspects of the WESP in line with the ALN Transformation strategic plan. Bilingualism is no longer a separate workstream within the strategic plan. Rather an overarching theme that is expected across the whole plan. This will be monitored through the WESP.

All ALN settings are involved in working towards the Siarter Iaith Language Targets with support from the Athrawon Datblygu'r Gymraeg Team.

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

In advance of our 10-year plan end date we will be in a position to be able to provide parity of Welsh provision and a truly bilingual service to all pupils in Carmarthenshire. We will provide training to ALENCO's and Alternative Needs officers to ensure a greater understanding of the language. We will continue research into the effects on bilingual education for pupils from non-Welsh speaking homes with learning needs. We will continue to ensure that bilingual staffing levels are sufficient to support the expected growth in Welsh medium education.

Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Language audit. *We undertake a language audit questionnaire across all school staff annually to ensure a good understanding of the linguistic needs within all*

schools. This ensures that we can approach language training in a more strategic manner.

Numbers of staff who have responded to the 2020 questionnaire –

528 – Secondary staff members

770 - Primary staff members

Within the first 5 years of this plan we aim to be on target.

To achieve this outcome, we will:

- Continue to use language skills questionnaires to identify the Welsh skill levels of all staff.
- A programme of Continuing Professional Development will be available to cater flexibly for identified training needs, in support of the WESP's implementation.
- We will work with partners (Consortia, National Centre for Learning Welsh, Dysgu Cymraeg, Trinity St David's University Sabbatical Courses) to deliver training programmes with a specific focus on teaching through the medium of Welsh.
- Continue to work with partners on the future recruitment, development and training of the schools' workforce in order to be able to deliver this Plan and the Welsh Government's 'A million Welsh speakers by 2050' aspiration.
- Continue to support and provide advice to Governors and school leaders on staff appointments and development.

All providers will biannually undertake a school workforce Welsh Language Skills audit. Analysis of the data will identify current provision and areas for further development which will be reflected in the school's self-evaluation and school development documentation. Schools will be required to use their resources to provide opportunities for staff to access developmental opportunities.

Recruiting Welsh speaking education staff to work in our schools can be challenging and we will consider a range of ways of dealing with this challenge, including linguistic support to school leaders. However, challenges persist in recruiting Welsh speaking school leaders, We plan to instigate and formalise school federations to assist with the situation We will provide guidance and training and support this new leadership role by facilitating school to school support. We will also be providing bespoke linguistic and leadership training for school leaders.

Further analysis by the Local Authority of the workforce data will inform us of gaps in provision and future training needs/content of training programmes. As the plan includes references to enhancing bilingual provision, we will work with partners e.g., Consortia/Welsh Government, National Academy of Educational Leadership and Welsh for Adults service, on ensuring that we have a suitably skilled school workforce. This will include implementing the new Professional Standards for Teachers, increasing the number of teachers who can teach Welsh as a subject and work effectively in bilingual settings, take advantage of alternative routes into teaching, access national workforce planning systems and the Wales-wide approach to small and rural schools.

We will offer staff training to improve reading, writing and speaking in Welsh, and to refine the Welsh skills of those who already have a command of the language. We will use the County Council's Language Skills Framework, as a basis for this work. In addition, we intend developing the skills and confidence of teachers to teach through the medium of Welsh and upskill support staff to lend assistance to pupils through the medium of Welsh. Furthermore, we will upskill staff to ensure that appropriate pedagogy is adopted, in order to ensure that standards will be maintained and raised whilst teaching through the medium of Welsh.

This can be supported by Leaders of Learning and Professional Learning Communities in order to ensure practical support for practitioners teaching increasingly through the medium of Welsh especially with respect to classroom resources. This can then lead into working with publishers of educational materials (e.g.CAA, Peniarth, Telegop, Theatre in Education and outside agencies) to develop teaching resources, apps etc. and work with WG in order to secure financial resources to develop this aspect.

The Local Authority will provide support and challenge to Governors and school leaders on appointing suitably qualified staff in order that they can address the requirements of this Plan and continue to improve educational standards. We will ensure that The Athrawon Gwella'r Gymraeg Service is maintained as they work tirelessly in delivering all aspects of support for Welsh medium education.

We will work with the Welsh for Adults team, Dysgu Cymraeg and Consortia colleagues on school workforce training and leadership development as well as with FE colleges.

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

Through strategic planning we will offer training to all staff across both the primary and secondary sector at all linguistic levels. This is paramount in achieving our goals. We will work hand in hand with Trinity St David's in the delivery of the Sabbatical courses feeding into and offering linguistic after care. Welsh for Adults service will continue deliver language courses at all levels and the Athrawon Gwella'r Gymraeg service will continue to create resources to enhance teaching in both the primary and secondary sector.

How we will work with others to achieve our vision

We have established a Welsh in Education Forum consisting of representatives from Mudiad Meithrin, Urdd, Menter Iaith. County Councillors with responsibility for education and the Welsh language, Primary and Secondary school leaders, Welsh language Policy officer, Further Ed. colleges as well as the Director of Education and senior education officers with the responsibility for Bilingualism and the head of the Athrawon Datblygu'r Gymraeg Service.



The Forum meets on a regular basis where all matters aligned to the WESP document are discussed.

In preparation of the plan, we will consult with our statutory partners and other stakeholders.

Officers across the education department are briefed with the objectives of the WESP. We work closely with officers in the delivery of the new curriculum to synergise the WESP with the ideals of the Successful Futures agenda.

Consultation and workshop sessions with Head teachers and Governors across all schools.

A robust in-house corporate consultation process will ensure that the strategy is informed through the democratic process. In addition, the multi-agency County Welsh language forum are also due to be involved in supporting the delivery of this strategy.

