



STRONG HERITAGE | STRONG FUTURE  
**RHONDDA CYNON TAF**  
TREFTADAETH GADARN | DYFODOL SICR

# **WELSH IN EDUCATION STRATEGIC PLAN**

## **2017 – 2020**

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## Section 1: Our vision and aim for Welsh medium education

**1. Please state your local authority's vision, goal and objectives for Welsh medium education over the next three years. Please refer to section 19 in the guidance for what you need to include in this section.**

### **Vision:**

In 'The Way Ahead: Rhondda Cynon Taf County Borough Council's Corporate Plan (2016-20)', the Chief Executive and Leader have set out the ambition that:

*"Rhondda Cynon Taf's schools will be the amongst the best in the country, and with all children achieving the best they can."*

This ambition applies to all schools in the County Borough, with a target that by 2020, every school will be amongst the best in the country and the attainment of children will continue to exceed Welsh Government benchmarks, with the progress of disadvantaged pupils accelerated.

In line with Professor Donaldson's review of curriculum and assessment, the Council believes in the educational value of individuals being proficient in both English and Welsh and that the ability to use Welsh as well as English language skills can be a significant advantage for young people seeking work. In practice, this means that the Council seeks to ensure that Welsh language provision is of the highest quality and seeks to maintain the consistent focus on raising standards in learning Welsh language skills.

Welsh Government have set a target of one million Welsh speakers in Wales by 2050, an increase of around 438,000 people on the 2011 Census figures. Cymraeg: 2050:Welsh Language Strategy identifies how vital the education system is in achieving this target..

Currently, there are 27,779 Welsh speakers in Rhondda Cynon Taf; 12.3% of the population (2011 Census). With particular focus on working towards the national target of one million Welsh speakers by 2050, Rhondda Cynon Taf Council is ensuring that the Welsh language is promoted and grown in the County. The Council has set a target in this respect of increasing the percentage of Welsh speakers in Rhondda Cynon Taf by 3.7% over the next five years – this will raise the percentage from 12.3% (2011 Census) to 15% (2021 Census). Based on 2011 population figures, this is an increase of 6,054 Welsh speakers.

### **Objectives:**

The WESP has been co-ordinated by Local Authority officers but contributed to by a range of partners and stakeholders. The objectives contained within the WESP 2017-2020 reflect a collaborative vision for growing the number of Welsh speakers in Rhondda Cynon Taf for the long-term future, using the data and contextual information of the Local Authority, the headteachers and partners on the WESP Strategic Group and those that attend the 'Fforwm Iaith'. As such, many objectives are also included in the draft Welsh Language Promotion Strategy 2016-2021. The Council has a role to play in facilitating the delivery of these objectives but it cannot be done without the support of schools, partner organisations and community members.

The Council is focused on continuing to invest in improving school buildings and facilities, to ensure that the County Borough's pupils have the learning environment fit for the 21<sup>st</sup> century; continue to work in partnership with all schools and the Central South Consortium to raise standards, in particular in literacy and numeracy; and close the achievement gap between

disadvantaged pupils and their peers. The focus for the Council will be on improving the quality of leadership and teaching through effective school to school support. There are several other objectives within the WESP that the Council will need to collaborate on, but will need to be led by Menter Iaith, Coleg y Cymoedd, yr Urdd, Flying Start and early years' providers etc. to be successful.

The objectives required are provided under each of the seven outcomes in the WESP 2017-2020, with reference made to the data, targets and context to each related issue. Supplementary data is provided in Appendix I.

#### **The role of the 'Fforwm Iaith' Rhondda Cynon Taf:**

Fforwm Iaith Rhondda Cynon Taf is run by Menter Iaith. The Fforwm has been engaged in the production of this WESP. The Fforwm's aim is as follows:

*"To be a voice of conscience and justice for the language within the County. Our shared and united voice will respond to linguistic matters which arise and remind public bodies and those funded through public funding of their commitment to the language. We will inform, advise and promote the advantages of bilingualism and the Welsh language with businesses, individuals and organisations. Through our actions we will strive to ensure fairness and equal rights for the Welsh language within Rhondda Cynon Taf."*

The Fforwm has an ongoing role in working collaboratively with the local authority to challenge and support development of opportunities to grow the linguistic abilities of children and young people. This includes the informal experiences at home, within pre-school education, community settings, youth activities, which are vital alongside formal education to promote the Welsh language.

#### **Approval of the WESP:**

Following consultation with a range of stakeholders, Rhondda Cynon Taf Senior Leadership Team will consider the WESP before it is put before the Cabinet on the 15<sup>th</sup> December 2016.

**2. Local authorities have a statutory duty under Section 10 of the Learner Travel Measure (Wales) 2008 to promote access to education and training through the medium of Welsh. Please provide a statement regarding the accessibility of Welsh-medium provision in your local authority in relation to home to school transport. Please highlight any challenges and/or areas of good practice through collaboration.**

#### **Statutory duty:**

There is a statutory duty placed upon the local authority (LA) to provide learners with free transport to their nearest suitable school if they reside beyond safe "walking distance" to that school. The term suitable school applies to the catchment area English, Welsh or dual language mainstream school or special school/class as appropriate. The law relating to safe "walking distance" is defined as two miles for learners of compulsory school age receiving primary education and three miles for learners of compulsory school age receiving secondary education.

#### **Discretionary powers:**

Rhondda Cynon Taf County Borough Council has exercised the discretionary powers afforded to it under the provisions of the Measure to make a more generous provision to learners as set out below:

- The eligibility criterion for walking distance for learners receiving compulsory primary education at their nearest suitable school has been set at 1½ miles, instead of 2 miles as required by the Measure.
- Free transport to their nearest suitable school, where places are available, is provided to children who meet the 1½ mile eligibility criterion from the start of the Foundation Phase (the start of the school term after their third birthday), rather than from the start of

compulsory education (the start of the school term after their fifth birthday) as required by the Measure.

- The eligibility criterion for walking distance for learners receiving compulsory secondary education at their nearest suitable school has been set at 2 miles instead of 3 miles as required by the Measure.
- Free transport is provided to post 16 learners who meet the 2 mile eligibility criterion for two years after the end of compulsory education, rather than until the end of compulsory education (the last Friday in June of the school year in which a learner reaches the age of 16) as required by the Measure. This provision applies to full time attendance at the nearest school or college to the learner's home at which the approved course of study that they wish to pursue is offered.
- Free transport to their nearest suitable school is provided to learners (as set out above) in accordance with their preferred religious denomination.

The term suitable school applies to the catchment area English, Welsh, dual language or voluntary aided (faith) mainstream school or special school/class as appropriate.

### **Welsh language provision:**

Rhondda Cynon Taf LA's current policy is that learners attending the nearest Welsh medium or dual language school receive free transport in accordance with the LA's agreed policy on walking distance and safe routes (as set out above).

The discretionary elements of the Council's policy are subject to review and may be discontinued but there is an appreciation that a change to discretionary provision could have an adverse effect on Welsh medium education. Any proposed changes will be subject to consultation with learners and parents and, if agreed, will usually apply from the start of a school year and will have regard to the Learner Travel Statutory Provision and Operational Guidance - June 2014.

Rhondda Cynon Taf collaborate with Merthyr Tydfil Council to place pupils wishing to attend Welsh-medium education.

### **Post 16 learners:**

There is no statutory requirement to provide transport for post 16 learners. Rhondda Cynon Taf LA's current policy is that learners who meet the 2-mile distance eligibility criterion in respect of secondary learners of statutory school age, and who enrol for approved study courses within the appropriate 14-19 area timetabled provision, will be eligible for free transport.

Learners within the 2-mile distance are expected to make their own travel arrangements. Transport provision may be made for learners pursuing approved full time educational programmes at Bridgend, Merthyr Tydfil, Neath Port Talbot and Coleg Y Cymoedd (Ystrad Mynach).

The Council's extensive discretionary provision is, therefore, good practice but also a challenge in times of financial austerity.

### **Governance and accountability**

The WESP is co-ordinated centrally but its ownership remains with a number of stakeholders, service areas and partners. Consequently, as it is they who are responsible for its implementation and success in meeting its aims, a WESP group has been specifically established to ensure progress.

Also, In 2014 the Council established a Welsh Language Cabinet Steering Group as a sub-

committee of the Council’s Cabinet. It is a cross-party group with community representation. The Welsh Language Cabinet Steering Group oversees strategic developments, considers reports from relevant departments on Welsh language issues, makes recommendations to the Council’s Cabinet and monitors Council-wide developments. It has responsibility for assessing the Welsh Language Promotion Strategy Action Plan, monitoring the Council’s progress as it seeks to meet the Welsh Language Standards, and the objectives as set out the Welsh in Education Strategic Plan (WESP) and the Corporate Plan 2016-2020.

## Section 2: How we intend to meet the seven national outcomes

Please demonstrate how you will achieve Outcomes 1-7 referring to section 19 for what you need to include. You will be expected to submit data (a list of which is available at annex 1) to support your targets, please list as appendices. Ensure you cross reference your data to the Outcomes.

### Outcome 1: More seven-year-old children being taught through the medium of Welsh

Please provide your current position relating to the number of seven year olds taught through the medium of Welsh and your targets for the next three years.

| Current Position  | 2016/17    | 2017/2018  | 2018/2019  | 2019/2020  |
|---|------------|------------|------------|------------|
| Academic year<br>2015/16:<br><br>19.18%<br>(n=545;<br>d=2841) | 21%<br>550 | 23%<br>560 | 25%<br>580 | 26%<br>630 |

#### Target rationale:

The targets for 2017/18 and 2018/19 are modelled on current pupil numbers in younger age groups. The target for 2018/19 and 2019/20 are modelled on the possibility that the three dual language schools become Welsh medium provision, therefore, increasing capacity. 26% would also meet the national targets set out in the Welsh Medium Education Strategy (2010).

**List your four main objectives to achieving this outcome (please list your objectives in bullet point format).**

#### OBJECTIVES:

1. *Plan strategically for creating and responding to demand for Welsh medium education, through:*
  - *regularly assessing, evaluating and reviewing the demand for Welsh medium provision and ensure there are timely and effective strategic planning processes in place that seek to create demand for Welsh medium education.*
  - *giving due consideration to Welsh Medium provision when assessing additional school provision that may be required due to initiatives such as the 21<sup>st</sup> Century Schools Programme, or when new housing development is proposed, for example.*
  - *investigating and seeking implementation of a change of status for current dual language schools to being Welsh medium schools, therefore raising capacity.*

2. *Increase the number of parents choosing Welsh medium provision for their children, through:*
  - *Working with the 'Mudiad Meithrin' 'Cymraeg I Blant' programme with the aim of increasing language transmission rates between parents and children;*
  - *launching a marketing campaign, building on the 'Being Bilingual' booklet, to promote the advantages of Welsh-medium education and the benefits of bilingualism;*
  - *provide annual training to frontline staff, including Health Visitors, Flying Start, 'Mudiad Meithrin' and others, on the benefits of being bilingual and positive messaging for parents.*
  
3. *Increase the opportunities for parents to choose Welsh medium education for their children, through:*
  - *increasing the number of 'Cylchoedd Ti a Fi' and 'Cylchoedd Meithrin';*
  - *increasing the number of Flying Start Welsh medium places;*
  - *piloting the introduction of Welsh as the main medium of teaching in the Foundation Phase in a few English medium primary schools over the next 5 years.*
  
4. *Support Welsh-speaking and non-Welsh speaking parents, through:*
  - *Working with Communities First staff and other community-based staff to encourage parents to see the advantages of bilingualism and support them with concerns or queries;*
  - *Working with schools and the University of South Wales 'Welsh for Adults Centre' to provide short, specific Welsh courses for parents on common phrases used in a variety of subjects so that parents can support school work and homework.*

#### **Supporting Statement:**

**Please describe Welsh-medium education in the local authority – the number and type of schools as well as any recent examples of capital investment. If there are new economic/housing developments within the authority, how will you ensure that Welsh-medium education will be given full consideration as part of the developments including any 106 agreements that may be used for Welsh-medium provision;**

In Rhondda Cynon Taf, Welsh-medium pre-school and some early years' provision is provided mainly by Mudiad Meithrin, who currently run 13 'Cylchoedd Ti a Fi' (parent and toddler groups) and 25 Cylchoedd Meithrin (nursery groups). Some Cylchoedd Meithrin work in partnership with the Local Authority Flying Start provision, providing Welsh-medium and bilingual childcare provision in Rhondda (Cylch Meithrin Ynyshir & Wattstown); Cynon (Penrhiwceiber) and Taf (Rhydyfelin, Glyncoch, Church Village, Llanhari). Flying Start supports 96 Welsh language places out of a total of 716 places.

The current provision of Welsh-medium education in Rhondda Cynon Taf comprises of:

- 3 Secondary Schools for 11–19 year olds: Ysgolion Uwchradd Cymraeg Rhydywaun; Y Cymer and Garth Olwg;
- 1 all through School for 3–19 year olds: Ysgol Llanhari;
- 13 Primary Schools; and
- 3 dual language Primary Schools: Dolau, Heolycelyn and Penderyn Primary Schools.

Currently, there are no bilingual schools in Rhondda Cynon Taf or Welsh medium federations. Consideration of federation has been previously explored in two Primary Schools, namely YGG Pont Siôn Norton and YGG Abercynon but was not proceeded with due to some opposition from one of the governing bodies. Although this was not carried forward, officers from the Education Directorate will explore this in future.

There has been investment to increase capacity and/or construct new school buildings in recent years. Since 2003, the Council has delivered the following:

- Ysgol Gynradd Gymraeg (YGG) Aberdar was a new school built in 2003 with 90 additional places (over the previous school);
- YGG Garth Olwg was a new school built in 2005, with 120 additional places (increasing capacity by 50%). An additional 30 places were added in 2011 as a result of utilising room in the Secondary School;
- Ysgol Gynradd Gymunedol Gymraeg (YGGG) Llantrisant was a new school built in 2005 with 120 additional places (increase in capacity of 50%);
- YGG Ynyswen, new extension built in 2003 to accommodate 150 extra places;
- YGG Castellau benefited from a new extension built in 2011 for 60 extra places;
- YGG Abercynon benefited from a new Early Years building constructed in 2003 for 60 extra places;
- Penderyn Primary (a dual language school) was completely re-built in 2007;
- Ysgol Llanhari Primary phase opened in 2012, which will comprise of 240 additional places when all year groups are present, with room for further expansion if there is a recognised demand;
- Dolau Primary (dual language) benefited from an extension built in 2009, with 120 extra places in total;
- Ysgol Gyfun (YG) Garth Olwg was a new school built in 2006 (with the same capacity as the former YG Rhydfelen that it replaced).

Officers from the Education Directorate work closely with the Development Control section of the Council in order to anticipate and plan any likely need for additional school places in respect of new housing developments being planned. This involves preparing the necessary business cases, where there is clear evidence, to request consideration of Section 106 monies to provide for additional school places (now replaced by the Community Infrastructure Levy in certain areas of the County Borough). Education colleagues calculate the anticipated impact of housing development on all school sectors, including Welsh Medium, and make the required adjustments to school capacity that are deemed necessary to meet the needs and demands of the new development.

*RCT Council undertakes a full assessment of education requirements once we know that a development has received planning permission and when the developer has indicated a start date on site. This assessment includes a calculation of the estimated number of children that may reside on the development and what language medium they may require, using the percentage split of 80% English medium and 20% Welsh Medium; this is the current split of demand for places across all of our schools and is also the figure that has arisen from our Language Sufficiency Surveys in recent years. Although there are several large scale developments being proposed and included in our Local Development Plan, at the present time construction of these homes has not yet commenced and we do not have definitive start dates for them, so consideration of additional school provision cannot be confirmed at the present time.*

**If there are any Welsh-medium schools within a 10% capacity threshold or nearing their capacity, please set out your plans to ensure a sufficiency of school places;**

The capacities of all school provision is kept under regular, annual review by Education Directorate using data obtained from Pupil Level Annual School Census (PLASC), school forecasts, annual admission requests, live birth information from the University Health Board and the three-yearly Language Preference Survey. Any increase in pupil populations, particularly within Welsh medium provision, is closely monitored and, if the increase is sustained and clear within the catchment area of a particular school, consideration is given to making the required increase in capacity, by whatever means is most appropriate and most suited to that particular school (e.g. extension, internal

remodelling, adjustment to catchment areas). *The current schools within the 10% threshold in terms of capacity are: YGG Aberdâr, YGG Garth Olwg, YGG Llwynceilyn and YGG Pontsionnorton, also YG Rhydywaun. Two of our dual language schools also fall into this category, namely Dolau and Penderyn, but this is data for the whole school, not the Welsh department alone.*

**How will the vision for increasing capacity within the Welsh-medium sector be implemented through your 21st Century Schools and Education programme;**

The 21<sup>st</sup> Century Schools and Education programme include published and agreed proposals to increase the capacity of two Welsh Medium Primary Schools as part of the reorganisation of schools in the Rhondda and Tonyrefail areas of RCT. Firstly, the relocation of Ysgol Gynradd Gymraeg Tonyrefail in to the building formerly occupied by Tonyrefail Primary School, which will give 100 additional places to Welsh medium; and the incorporation of Llwynceilyn Infants School in to the site of the adjacent Ysgol Gynradd Gymraeg Llwynceilyn, which will increase the capacity of this school, again by 100 places. Further consideration will be given to increasing capacity and improving school buildings under Band B of the 21<sup>st</sup> Century Schools Programme, for which we are awaiting qualifying criteria (expected to launch in 2020).

RCT's SOP has been submitted to WG in an anonymised format as RCT cannot release school names until RCT Council's Cabinet have fully considered proposals we may put forward. The extension to the Primary school as detailed in the SOP will provide an additional 108 statutory age places, plus 15 Nursery places. One of the extensions to the Secondary schools being proposed will add 162 places to that school; the second proposal is not an extension as such but a replacement block for the school, additional capacity is not required as the school has 300 surplus places at the current time. The new build schools are replacements for existing schools with appropriate capacity to meet current and forecasted demand in the catchment areas of those schools. A full review of catchment areas will also be undertaken, to address the issue of the 550 surplus places that currently exist in our WM Primary schools and 1140 places that exist in our WM Secondary schools.

Again, specific details of the schools included in our SOP cannot be provided at this time, but RCT can confirm that proposals to increase capacity at Rhydywaun is one of the schemes RCT is putting forward for consideration.

**Do you have plans to conduct an assessment of the need for more childcare/Welsh-medium education. Do you work with other local authorities to assess the need; When did you last conduct a Welsh-medium education assessment in accordance with the 2013 Regulations. How are its findings reflected in your Plan;**

The Language Preference Survey undertaken every three years in Rhondda Cynon Taf meets requirements for Assessing Demand for Welsh Medium Education (Wales) Regulations 2013. This was last undertaken in 2015/16 to ascertain parent / carer preference for language provision with the sample data obtained from the University Health Board, using birth data across RCT and in this instance, for the period of 1<sup>st</sup> September 2012 to 31<sup>st</sup> August 2015. These children will form the cohort for entry into reception for the three academic years of 2017/18, 2018/19 and 2019/20. In all, 8,165 addresses were sent the survey and 1,444 responded (a response rate of 18%). The following table shows the response rate to the 2015/16 by area of the County Borough:

**Table 1 – Response rate by area (2015/16) Language Preference Survey**

| Area    | Number Distributed | Number of Responses | Response Rate |
|---------|--------------------|---------------------|---------------|
| Rhondda | 2348               | 332                 | 14%           |
| Cynon   | 2228               | 342                 | 15%           |

|                 |             |             |            |
|-----------------|-------------|-------------|------------|
| <b>Taff Ely</b> | 3589        | 770         | 21%        |
| <b>Total</b>    | <b>8165</b> | <b>1444</b> | <b>18%</b> |

When asked their preferred language for pre-school provision 53% of survey respondents indicated English and 20% Welsh with 23% opting for mixed, 4% were unsure. In response to the question 'What would be your preferred language of school aged education for your child', 67% indicated a preference for English and 27% Welsh, 6% were unsure. The survey is used by the Local Education Authority in understanding language preference and the reasons parents may choose to send their child through Welsh or English medium education.

The Childcare Sufficiency Assessment was updated in 2016 to assess the needs for childcare and ensuring parents have access to Welsh medium provision continues to be a priority. The actions include Mudiad Meithrin, Menter Iaith and the Early Years' Education department of RCT CBC working together to explore wraparound childcare demand amongst Welsh medium schools. Menter Iaith have also been supported to register their out of school clubs with Care and Social Services Inspectorate Wales (CSSIW). The Flying Start Approved Supplier List (introduced in 2015) is also being actively promoted to Welsh medium childcare providers to help meet the demand for Welsh Flying Start provision.

Parents who register for Flying Start childcare provision are given a choice of English-medium, bilingual or Welsh-medium provision. For those parents who choose bilingual or Welsh-medium childcare, the Flying Start team assign places for them in the nearest appropriate setting. During recent research undertaken by Menter Iaith, it was reported that the supply of Welsh language childcare places through Flying Start has, to date, been sufficient to meet parental demand but a change of emphasis to creating demand gives a different picture.

**How do you support the parents/carers of non-statutory nursery age children in Welsh-medium settings transfer to statutory Welsh language education; and how do you intend to provide parents with information on the benefits of Welsh-medium education in your local authority;**

Through the Forum, Early Years' Education in RCT Council and Menter Iaith have developed a 'Being Bilingual' booklet, funded by Cronfa Glyndwr and published in March 2016. The booklet is designed to give information on the benefits of being bilingual, outline the path to Welsh medium education and answers frequently asked questions on choosing Welsh medium education. The booklet is currently being distributed via Health Visitors, Flying Start provision, nursery nurses and through the community in GP surgeries, libraries, dental surgeries and hospitals.

The most recent RCT Council 'Starting School' booklet (2016-17) is also available to parents, providing a range of information including advice on choosing a school, provision of home to school transport and a directory of schools.

In order to ensure there's consistency in approach, the Council's Starting Schools booklet will be reviewed in 2017-2018 with the aim of incorporating the key messages from the Being Bilingual promotional booklet so parent are positively presented with further opportunities to make an informed choice regarding Welsh medium education. As part of the review, the Council will aim to ensure that any on-line provision in this regard will be fully visible.

The local Cymraeg i Blant officer runs weekly bilingual baby massage, baby yoga and Welsh rhymetime sessions for parents and young children across the County working alongside the local Midwifery and Health Visiting teams to ensure that parents receive these key early messages during the ante-natal and post-natal period and are made aware of the bilingual

pathway available for their child.

The campaign should build on the successes of the recently developed 'Being Bilingual' booklet and ensure a wider distribution of materials to the above services and others, including Registered Social Landlords and estate agents to ensure families moving into the area are aware of the options available. The 'pack' provided should also give information about home to school transport and registration forms.

**How do you ensure that there are opportunities for children and young people to access Welsh language immersion provision. Please set out your arrangements for latecomers to Welsh-medium education;**

At present, Welsh medium schools are provided with funding directly to ensure that any 'latecomers' to Welsh medium education are provided with the necessary support and skills to thrive within their school. This is considered to be working very effectively, but given that many Education Authorities are considering different models of immersion, it has been suggested that a conversation at Consortium level would be beneficial in understanding what opportunities for joint working could be had and the best models to ensure children and young people are sufficiently supported.

The marketing campaign mentioned above should also contain information for parents on current arrangements for immersion provision, in order to allay any concerns that children will struggle moving from English medium to Welsh medium provision.

**How you will support or lead schools within your county to move along the linguistic continuum.**

The Council intends to explore the possibility of implanting a change of status for current dual language schools in Rhondda Cynon Taf over the next three years. Further consideration will also be given to assisting other schools to move along the linguistic continuum through the 21<sup>st</sup> Century Schools programme.

Service specific targets include the following:

| <b>Outcome 1: More seven-year-old learners being taught through the medium of Welsh</b>   |   |  |   |
|---|---|--|---|
| <b>Success Criteria</b>   | <b>Milestones/Sub Actions</b> that will help to achieve Outcome 1   | <b>Delivery Date</b><br><i>(Month/Year)</i>                                  | <b>Accountable Officer</b><br><i>(For achieving action)</i> |
| Achieve target of 21% (550) in 2016/2017 & achieve target of 23% (560) in 2017/2018 (modelled on current pupil numbers in younger age groups) | New and improved school buildings with appropriate capacity levels to fully meet forecasted demand for WM provision in their catchment areas  | By March 2024 (end of the Band B 21 <sup>st</sup> Century Schools Programme) | Andrea Richards/Julie Hadley                                |
|   | Extended school buildings to meet forecasted demand for WM provision in their catchment area  | By March 2024 (end of the Band B 21 <sup>st</sup> Century Schools Programme) | Andrea Richards/Julie Hadley                                |
|   | Revisions to catchment areas of some WM Primary schools, to better align supply and demand for WM school places (to utilise spare capacity that currently exists). As at January 2017, there were a total of 550 spare places across the WM Primary schools in RCT and 1146 spare places in the WM Secondary schools. WG guidance states that we must first utilise spare capacity that exists within a reasonable distance before any new provision can be made. | By March 2024, to complement proposals contained within Band B as above.     | Andrea Richards/Julie Hadley                                |

|  |  |   |                               |
|--|--|---|-------------------------------|
|  | Consideration of making dual language Primary schools in to full WM schools  | By March 2024, to complement proposals contained within Band B as above. Also to be considered should planning applications for large housing developments be received. | Andrea Richards/Julie Hadley  |
|  | Relocation of pre-school provision, such as Cylch Meithrin to school sites whenever opportunities arise. This has recently been successfully achieved at Tonyrefail, with the relocation of a Meithrin from a community centre to YGG Tonyrefail. Co-location of this kind of provision on school sites will greatly assist the process of transition into statutory school. | On-going, this model will also be considered as part of our Band B proposals with regard to co-location of community facilities on school sites.                        | Andrea Richards/ Julie Hadley |
|  | Appropriate business cases prepared with evidence to support bids for monies to provide additional school capacity from housing developers where opportunities arise   | On-going, as and when larger scale planning applications are submitted (or advance information received from Development Control)                                       | Andrea Richards/Julie Hadley  |

|  |   |   |                                     |
|--|---|---|-------------------------------------|
|  | <p>Ensure that our WM Secondary Schools have sufficient capacity to meet recognised demand for places, to ensure a seamless transition from KS2 to KS3/4/5. This is to be achieved using the same sub actions/milestones outlined for Primary schools, as detailed above.</p> | <p>By March 2024 (end of the Band B 21<sup>st</sup> Century Schools Programme) and on – going in respect of additional places that may be needed to meet the demand caused by new housing development (see above)</p> | <p>Andrea Richards/Julie Hadley</p> |
|--|---|---|-------------------------------------|

|  |   |  |   |
|--|---|--|---|
|  | <ul style="list-style-type: none"> <li>• <b><i>Provide annual training for front-line staff on the benefits of being bilingual and positive messaging for parents.</i></b></li> <li>• <b><i>Build on the 'Being Bilingual' booklet, to promote the advantages of Welsh-medium education and the benefits of bilingualism</i></b></li> <li>• Increase usage of Welsh language within service delivery: <ul style="list-style-type: none"> <li>• <b>Flying Start General</b> <ul style="list-style-type: none"> <li>▪ Include 'Being Bilingual' booklet in Flying Start birth registration packs</li> </ul> </li> <li>• <b>Childcare:</b> <ul style="list-style-type: none"> <li>• Increase childcare practitioner use and promotion of the Welsh Language within all FS commissioned childcare setting through providing training sessions and bespoke packages to individual providers.</li> <li>• Use the FS Childcare Observational Assessment monitoring tool to gain a baseline of Welsh Medium provision. Providers are scoring an average of 71% on the scale in the use and promotion of the Welsh Language we would aim for an increase on 10% each year.</li> </ul> </li> </ul> </li> <li>• <b>Parent and Family Support</b> <ul style="list-style-type: none"> <li>• Include welsh language awareness and taster sessions as part of Parenting Workshops</li> </ul> </li> </ul> | <p>April 2018</p> <p>March 2018</p> <p>July 2018</p> <p>January 2018</p> | <p>Service Manager, Early Years and Family Support</p> <p>Childcare and Play Manager</p> <p>Childcare and Play Manager</p> <p>Parent and Family Support Manager</p> |
|--|---|--|---|

| <b>Risks to be managed/highlighted</b><br><i>These are the things that will/could impact on the service area's / partner organisation's ability to achieve the Outcome above</i> |   | <b>Actions to mitigate risk (if not included above)</b><br><i>Note: You must have actions to manage the identified risks. These can be cross referenced to existing actions/milestones above.</i>  |
|--|---|--|
| 1  | If WG do not agree our Band B Proposals, or partly agree only   | Will need to consider alternative ways of funding the capital expenditure required   |
| 2  | If proposals face opposition when consultation begins   | Ensure that consultation is thorough, open and completely transparent. Ensure all consultees receive full details of the proposals and provide all additional information that may be required and answer all questions in a timely manner |
| 3  | If any of our proposals are legally challenged by judicial review   | Ensure that the consultation is conducted strictly in accordance with the relevant legislation and constantly check and review to ensure that the law is being adhered to at all times.  |
| 4  | Difficulty in obtaining agreement with housing developers re contributions  | Ensure that the information and business case is thorough, with all relevant data and details included to support the request. Liaise closely with colleagues in Development Control and Legal Services in this regard.                    |
| 5  | If there is a lack of Welsh speaking staff to meet demand, then services may experience a delay in identifying alternative providers or translators to provide simultaneous translation during service delivery | Support all staff who have a range of abilities in the Welsh language, to have confidence to use their language within service delivery. Also, support staff to access Welsh language learner and intermediate groups                      |
| 6  | If insufficient Welsh medium childcare providers tender for the delivery of Flying Start childcare then the target of FS childcare places will not be achieved  | Ensure Menter Iaith and Mudiad Meithrin support childcare settings to tender for FS childcare  |

**Support required – Please indicate what, if any, support you need from any other service, e.g. Corporate or Partners**

| <b>Service Area / Partner Organisation</b> | <b>*Support Required and Responsible Officer</b>  |
|--|---|
| Welsh Government                           | Timely and appropriate responses to applications for funding under Band B 21 <sup>st</sup> Century Schools – Jo Larner  |
| Corporate Estates                          | Assistance with the calculation of the costs of capital works outlined in Band B. Project management of construction programmes.  |
| Development Control/ Legal Services        | Advance notification and pre planning consultation on new housing development. Assistance in the preparation of appropriate business cases for planning gain or CIL monies. Regular dialogue and information sharing. |
| Welsh Translation                          | Capacity to deliver simultaneous translation to deliver services to children and families, if Welsh speaking staff are unavailable  |

**Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school.**

Please provide your current position and targets for the next three years relating to the number of year nine learners who are assessed in Welsh (First Language)

| <b>Current Position</b>                            | <b>2016/2017</b> | <b>2017/2018</b> | <b>2018/2019</b> | <b>2019/2020</b> |
|--|------------------|------------------|------------------|------------------|
| Academic year<br>2015/16:<br><br>17.69%<br>(n=442) | 450              | 460              | 478              | 520              |

**Target rationale:**

It is anticipated that the objectives in Outcome 1 will take some time to impact on year nine learners, so the target for 2019/20 is based on current pupil numbers in the Foundation Phase, year 6 and year 7 groups. The national target included in the Welsh Medium Education Strategy (2010) is 23% by 2020.

**List your four main objectives to achieving this outcome (please list your objectives in bullet point format).**

**OBJECTIVES:**

1. *Seek to improve language progression from Cylchoedd Meithrin and Flying Start settings to Welsh medium primary education to 90% by 2021, through:*
  - *the objectives mentioned in Outcome 1;*
  - *supporting Cylchoedd Meithrin, childcare providers and Flying Start provision to work more closely together with the nearest Welsh primary school.*
2. *Pilot the introduction of Welsh as the main medium of teaching in the Foundation Phase in a few English medium primary schools over the next 5 years (as stated in Outcome 1).*
3. *Ensure that the few pupils that do not transfer from Welsh medium primary school to secondary schools continue to study Welsh as a first language by working collaboratively with the English medium secondary schools to enable provision.*
4. *Explore opportunities for joint working and models of immersion schemes with the Consortia, seeking to establish collaborative arrangements by 2018.*

**Supporting Statement:**

**This outcome is about improving numbers transferring from;**

- **Funded non-maintained nursery education to funded nursery education;**
- **The foundation phase to the second key stage;**
- **The second key stage to the third key stage; and**
- **The third key stage to the fourth key stage**

**These stages are critical especially so at KS2 to KS3 as this is where the number of pupils attending Welsh-medium schools and assessed in Welsh as a first language seem to dip in some local authorities. We need to know where this occurs so we may see the county, regional and national trend. Regard will also need to be paid to the other stages in the transition process too so we may see if there is a trend during the transfer from**

one key stage to the next.

**If there is a significant difference between the children assessed in Welsh as a first language in year 6 and then in year 9, outline:**

- **the likely reasons;**
- **your strategy for addressing the discontinuity;**
- **what work is carried out by Welsh-medium secondary schools to promote their offer to primary schools;**
- **in the transfer from KS2 to KS3 how does your authority ensure that pupils who were taught wholly or mainly through the medium of Welsh in primary school enter the Welsh-medium stream in bilingual secondary schools (as defined in “Defining Schools according to Welsh-medium Provision”); and**
- **your plans for increasing the proportion of teaching through the medium of Welsh in individual schools and/or specific stages of education within a school.**

In reviewing the data and understanding the context around language progression, the transition of pupils between key stages does not seem to be a significant problem in Rhondda Cynon Taf after children and young people enter Foundation Phase and primary school. For instance, the transition rates for pupils moving from the Foundation Phase into Key Stage 2 (97.73%); from Key Stages 2 to 3 (97.91%) and from Key Stages 3 to 4 (99.60%); are high in Rhondda Cynon Taf.

For example, there were 439 pupils assessed in Welsh First Language in 2012/13 in year 6 (18.32% of the total pupils). The same cohort can be followed to year 9 in 2015/16, when 442 pupils were assessed in Welsh First Language (17.69% of the total pupils) – see Appendix 1 for detailed data

The data relating to children moving from nursery settings to Welsh medium primary schools will need to improve if the number of pupils overall in Welsh medium education is to be grown. The average percentage of total pupils that progressed from ‘Cylch Meithrin’ (Mudiad Meithrin) to Welsh medium primary education is 59.93% in 2015/16. This ranges from 100% of pupils in areas such as Pontypridd to none in Glyncoch. There are multiple reasons for this but in some cases, the English medium school is simply closer to the ‘Cylch’ provision. Likewise, the numbers of children moving from Registered Education Providers to Welsh medium primary schools are low, and exploration into the reasons for this is advised.

Menter Iaith research found that parental decisions about accessing childcare are often driven less by language choice than by convenience, location and, specifically, proximity to their homes. This underlines that in order to promote wider access to Welsh-medium provision and, therefore, there is a need to ensure that provision is geographically dispersed and takes into account local area data on Welsh speakers.

Flying Start settings experience challenges in sustaining and further developing Welsh language provision. The availability of appropriately qualified Welsh speaking staff is a continuing problem and it was noted that a number of settings experience difficulties in recruiting and retaining staff to be able to deliver bilingual or Welsh language sessions. This highlights the need to develop young people’s skills and career choices, the recruitment of Welsh speaking staff and to work with the ‘Cylchoedd’ to expand the provision in other geographical areas, in partnership with Welsh medium primary schools.

More generally, there are several good initiatives that take place in Rhondda Cynon Taf around

supporting pupils to progress from primary to secondary education. This includes year 6 pupils spending time in their new secondary school prior to starting term; teachers from secondary schools attending primary schools to provide fun activity sessions and build a relationship with the new pupils and projects within the community, through Menter Iaith and the Youth Engagement and Participation Service, that encourages pupils to consider their future in line with Welsh language career opportunities.

Currently, Urdd Gobaith Cymru (the Urdd) assist primary schools in organising residential trips to Llangrannog in their secondary school clusters to help bridge the transition into secondary school. The Urdd have suggested that a similar process could be undertaken English medium primary schools, which may encourage better skills in Welsh and provide the option for English medium pupils to transfer to Welsh medium secondary schools.

The objectives of this outcome also link to the importance of language transmission in the home and related objectives in Outcome 5, as well as actions in the Welsh Language Promotion Strategy 2016-2021.

**Outcome 3: More students aged 14-16 studying for qualifications through the medium of Welsh.**

**Outcome 4: More students aged 14-19 in study subjects through the medium of Welsh, in schools, colleges and work-based learning.**

Please provide your current position and targets relating to the percentage of learners entered for GCSE Welsh (first language) entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh.

| Current Position   | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 |
|--|-----------|-----------|-----------|-----------|
| Academic year<br>2015/16<br><br>91.49%<br>(n=441; d=482) | 95%       | 99%       | 100%      | 100%      |

*Data Source: Provisional Key Stage 4 Data Supply (2016) – Central South Consortium*

Please provide your current position and targets relating to the percentage of learners entered for GCSE Welsh (first language) being entered for at least five further level 1 or level 2 qualifications through the medium of Welsh.

| Current Position   | 2016/17 | 2017/2018 | 2018/2019 | 2019/2020 |
|--|---------|-----------|-----------|-----------|
| Academic year<br>2015/16<br><br>65.77%<br>(n=317; d=482) | 69%     | 73%       | 73.5%     | 74%       |

*Data Source: Provisional Key Stage 4 Data Supply (2016) – Central South Consortium*

**Points to note for the above two measures (3a & 3b):**

1. Entries Welsh First Language (WFL) is the number of pupils entered for Welsh First Language qualification - Leap code 5510.
2. The Welsh Indicator flag provided in Data Supply used to identify WM qualifications.
3. As per WESP guidance Welsh Language (Leap code 5510) and Welsh Literature (Leap code 5530) qualifications excluded from calculations.

### **Target Rationale**

The national targets for Welsh Medium Education Strategy (2010) is 88% for the percentage of learners entered for GCSE Welsh (first language) entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh and 68% for the percentage of learners entered for GCSE Welsh (first language) being entered for at least five further level 1 or level 2 qualifications through the medium of Welsh.

**List your four main objectives for achieving each outcome (please list your objectives in bullet point format).**

### **OBJECTIVES – OUTCOMES 3 and 4:**

Much of the objectives for meeting targets within these outcomes are dependent on meeting objectives in Outcomes 1 and 2 to increase the number of pupils in Welsh medium education and retain these pupils throughout key stages. These also link closely to objectives in Outcome 5. In addition to this:

1. *Work with Coleg y Cymoedd and other Further Education providers in the vicinity of Rhondda Cyon Taf to increase the Welsh-medium offer for young people in further education, through:*
  - *Building on links between Welsh medium secondary schools and Coleg y Cymoedd, exploring the possibilities of collaborating on provision including GCSE courses.*
  - *Increasing Welsh medium provision in Coleg y Cymoedd by developing 'Iaith ar Waith' units across other learning areas.*
  - *Developing bilingual provision in a few mainstream courses within Coleg y Cymoedd e.g. Business, Childcare, Health and Social Care.*
2. *Develop partnerships with the Coleg Cymraeg Cenedlaethol (representing colleges in Wales) to forge a path for pupils to progress to Further Education studies.*
3. *Raise awareness of the opportunities and benefits available to bilingual young people through:*
  - *Researching and creating an information tool for young people stating the benefits and options of Welsh medium further education and employment.*
  - *Creating and implementing information-giving activities and sessions as bespoke language awareness for young people.*
  - *Providing social opportunities for college learners and sixth formers to meet and use the Welsh language.*

#### **Supporting Statement:**

**Particular consideration should be given to any school to school working as well as regional cooperation. Your partnership working between Further Education colleges and work-based learning providers should be detailed here too.**

**Please include the following in your response:**

- **How do you ensure that more students aged 14-16 studying for GCSE subjects through the medium of Welsh;**
- **How will you increase the percentage of pupils who are in the final year of KS3;**
- **How are you going to ensure an increase in the availability of Welsh-medium GCSE courses across your local authority;**

RCT has four Welsh medium comprehensives that are throughout the county to ease access - three Secondary Schools for 11–19 year olds: Ysgolion Uwchradd Cymraeg Rhydywaun; Y Cymer and Garth Olwg; and one all through school for 3–19 year olds: Ysgol Llanhari. Pupils in Merthyr Tydfil also currently access Ysgol Uwchradd Cymraeg Rhydywaun. All learners who attend these schools study their courses through the medium of Welsh. With regards to Treorchy Comprehensive School, the numbers of pupils in the Welsh medium stream has decreased year-on-year. There isn't any Welsh first language provision this year, in all probability due to the improving standards at Ysgol Cwm Rhondda

Currently, 19% of the total cohort of 14-16 year olds study through the medium of Welsh which is the same percentage as 2010. There has been some fluctuation in the percentage with the authority taking a dip in 2013 down to 17% (representing around 120 learners) but there has been a steady recovery since. The reason for this dip was the opening of a new Welsh medium school in Bridgend, Ysgol Gyfun Gymraeg Llangynwyd, which then attracted learners that formerly would have gone to Llanhari.

Welsh medium post 16 provision has also experienced greater competition since the opening of a further education facility that has attracted a number of learners. The lack of opportunity to study some pathways through the medium of Welsh in higher education has influenced some learners to make the transition to English medium earlier at 16 years old.

There has been improvement in schools working together to share good practice and to share resources so that efficiencies may be made but there is still more to be done. The work between YG Llanhari (in RCT) and YG Llangynwyd (in Bridgend) is of particular note as the two schools could have entered into competition.

**Indicate how you will maintain and increase the range of Welsh-medium provision for pupils aged 14-19; and**

All schools meet the Learning and Skills Measure (2009) and there is some sharing of courses at key stage 4. There is significantly more occurring in key stage 5 with sharing of courses, involving the colleges in Bridgend, Coleg y Cymoedd and Merthyr Tydfil for vocational courses such as construction, work based learning partners and outside providers who provide courses in Law, Dance and CACHE.

Coleg y Cymoedd is increasingly seeking to work jointly with schools in Rhondda Cynon Taf to increase the availability of Welsh medium qualifications for students in further education. This is seen as a real positive and should be built upon through joint working with other Further Education providers regionally.

Coleg y Cymoedd's targets for 2017-2018 include:

- To offer Welsh-medium Maths GCSE re-sit class (subject to viable numbers)
- Plan and prepare 2 bilingual units within the mainstream School of Business courses so as to offer a choice to our Welsh speaking students.
- To launch an innovative collaboration between Coleg y Cymoedd and the Welsh-medium schools of RCT and Caerphilly in a cross-sectoral, cross-border partnership to deliver both Welsh-medium Health and Social Care and Childcare at Levels 2 and 3 by 2018-19. The partnership has applied for project funding from Coleg Cymraeg Cenedlaethol to support elements of this work. Please see below for Action points and timeframe;

Project timetable

**Commencing** : September 2017

**Step 1** – Subject specialists from the College to identify possible units which can/cannot be offered as part of these courses by mid-September

**Step 2** – Progress meeting to discuss the findings at end of September/beginning of October

**Step 3** – Agree a timetable of Professional Learning Communities' meetings to discuss developing resources every half term (with the first meeting to take place before the end of October)

**Step 4** – Marketing campaign – in the College, the schools and the local communities to make the learners aware of the new provision which will be available from September 2018 (January/February)

**Step 5** – Meeting to discuss locating the current staff/recruiting if any deficits identified in March

**Step 6** – Meeting to agree the membership of the Quality Circle to ensure that there are sufficient appropriate assessors and internal verifiers available (March)

**Step 7** – Discuss and agree the content of a series of Language Improvement sessions (April)

**Step 8** - Hold meetings to ensure that the staff and the resources are ready to commence delivery in September and that there are opportunities to offer work placements to the learners (through the medium of Welsh if possible) May/June

**Step 9** – Agree on a timetable of monitoring points during the year to ensure continuous improvement (June)

**Step 10** – Commence delivery of Welsh-medium Health and Social Care/Childcare at the

College (September 2018)

**Step 11** – Publish a timetable of dates for completion of work/assessments (September 2018)

**Step 12** - Evaluate the project by considering the data on learners' progress alongside direct feedback from the learners themselves in order to ensure improvement (August 2019)

18.5% of the year 13 population study 2 or more subjects through the medium of Welsh. There is currently no bilingual provision at post 16 in our schools.

2.6% of the GCSE Welsh first language entries from 2014 were entered for A-level Welsh first language in 2016.

4.2% of the GCSE Welsh second language full course entries from 2014 were entered for A-level Welsh second language in 2016.

The Council is proactive in assisting learners to attend alternative further education colleges where there is a particular course they wish to study. This provision is monitored through the consortium and Careers Wales; and there is more work to be done to work regionally with Further Education providers to encourage Welsh language provision to be available for these qualifications. Partnerships with the Coleg Cymraeg Cenedlaethol (National Welsh College) will further this work and help to forge a clear path for pupils seeking to continue their study through the medium of Welsh.

The Urdd is also working in partnership with the Coleg Cymraeg Cenedlaethol to create a project with young people over the age of 14 years old in Rhondda Cynon Taf, with the aim of encouraging study through the medium of Welsh at degree level.

### **How will you use the results of school data to improve the provision of Welsh-medium education.**

RCT Council is an active partner in the Welsh-medium network and uses the consortium as a panel to improve the delivery of Welsh-medium education. Schools, colleges and third party providers are linked using the Authority as a conduit. This network is, in turn, linked directly by membership to the regional forum and so is able to inform and be informed directly. Officers from the Authority ensure good communication channels between partners and encourage good practice and compliance with local, regional and national policy.

RCT Council will continue to build upon existing provision where learners will be consulted to ensure that curricula offered will meet their requirements. Existing provision will be reviewed and quality assured. Particular attention will be given to the impact of changes at Llanhari and the effect of the provision changes in Merthyr Tydfil (Merthyr Learning Quarter) and Nantgarw and to continue the links with the regional group and explore new providers.

Information on pupil choice and need is collated by schools using questionnaires and information from careers surveys and learner voice. This information is matched to the existing provision in schools by the consortium group and agreed with the authority in November and March, in line with the Welsh Government planning policy. Any new provision required is considered within the consortium, alongside Labour Market Intelligence (LMI) and destination information, and where appropriate partnerships are established with Coleg y Cymoedd, Bridgend College, Merthyr College and Work Based Learning Partners (WBLP). Service level agreements (SLAs) are put in place to ensure quality and monitored by schools. The system is in a state of change at the moment with Careers Wales changing their role and Welsh Government improving LMI systems. Information sharing protocols and the reliability of LMI pose some challenges.

Some discussions have taken place between the college and headteachers in RCT considering collaboration in a number of areas, including sharing staff resources and working together on courses such as Maths and Childcare for those young people that need to resit their GCSEs.

Some Welsh medium secondary schools have taken advantage of day courses offered by Coleg y Cymoedd during 2015/16, but this funding has been cut and, therefore, it is difficult to plan without resources. Conversations are ongoing with the schools that benefitted to see if this can continue.

As part of the process of reviewing and revising post-14 curriculum, the consortium group will centrally collate data including: attainment, analysis of value added, retention and completion rates of students. This information is provided by officers of the Authority who are present at the consortium planning meetings. These agreed statistics form part of the planned data processing calendar of the Authority and are fed into quality assessments. In turn, this is used to guide planning at school level.

Service specific targets include the following

|   |  |                      |  |
|---|--|----------------------|--|
| Raise awareness of the opportunities and benefits available to bilingual young people   | Researching and create an information tool for young people stating the benefits and options of Welsh medium further education and employment. This will need to be created with young people. | December 2017        | Menter Iaitth                          |
|   | Complete a summary report evidencing the research findings highlighting the appropriate tool to use to share this information to young people.   | March 2018           | Menter Iaitth – 16+<br>Urdd – Under 16 |
|   | Promote the information tool to young people through schools/colleges/clubs/websites/career days and community events  | April 2018           | Menter Iaitth<br>Urdd<br>YEPS          |
| Identify partners/organisations that could deliver bespoke language awareness sessions for young people highlighting the value of having Welsh language as a skill. | Identify partners/organisations that could deliver bespoke language awareness sessions for young people highlighting the value of having Welsh language as a skill.                            | December 2017        | Menter Iaitth & Urdd                   |
|   | Coordinate and monitor the delivery of these sessions in schools/colleges and community settings   | January – March 2018 | Urdd                                   |
|   | Evaluate the effectiveness of these sessions through questionnaires/surveys and collate a report.  | January - March 2018 | Urdd                                   |

|  |   |                      |  |
|--|---|----------------------|--|
|  | <p>Coordinate a timetable of events to target sixth formers and college students to meet and use the Welsh language by providing social opportunities for them.</p>                               | December 2017        | The Welsh language working group/Schools/colleges/Youth Forums – YEPs, Menter Iaith & Urdd |
|  | <p>Promote the events</p>   | January 2018         | Youth Forums –YEPs, Menter Iaith & Urdd  |
|  | <p>Record the number of young people attending and evaluate through questionnaires and surveys.</p>   | January 2018 onwards | Youth Forums –YEPs, Menter Iaith & Urdd  |
|  | <p>Deliver ‘Cymraeg Bob Dydd’ (Welsh Every Day) to encourage young people studying Welsh as a second language to take on further study to encourage the use of the language outside of school</p> | March 2018           | The Urdd   |
|  | <p>Record the number of young people attending and evaluate through questionnaires and surveys.</p>   | March 2018           | The Urdd   |
|  | <p>Deliver social Welsh language events and activities for young people including residential opportunities, eisteddfodau, sport and accreditation</p>  |                      |  |

| <b>Risks to be managed/highlighted</b>   |   | <b>Actions to mitigate risk (if not included above)</b>  |
|--|---|--|
| <i>These are the things that will/could impact on the service area's / partner organisation's ability to achieve the Outcome above</i> |   | <i>Note: You must have actions to manage the identified risks. These can be cross referenced to existing actions/milestones above.</i> |
| 1  | Funding   | This will be addressed annually  |
| 2  | Management Information – recording of information if needed | Look at accessing management information tools within the LA to record engagement  |

## Outcome 5: More students with advanced skills in Welsh

Please provide your current position and targets relating to the percentage of learners at the end of Key Stage 4 who achieve grades A\*-C in GCSE Welsh first language.

| Current Position  | 2016/17 | 2017/2018 | 2018/2019 | 2019/2020 |
|---|---------|-----------|-----------|-----------|
| PROVISIONAL<br>DATA Academic<br>Year 2015/16:<br><br>74.27%<br>(n=358; d=484) | 380     | 404       | 430       | 500       |

### Target Rationale:

The targets are set according to current pupil numbers in younger year groups, but being aspirational about the levels of achievement and retention.

List your four main objectives to achieving this outcome (please list your objectives in bullet point format and refer to appendix 1 for the data you need to include for this outcome).

### OBJECTIVES:

1. *Ensure that the WESP and the Council's Welsh Language Promotion Strategy 2016-21 work together strategically in order to develop the language within and outside school settings.*
2. *Work across schools, further education providers and higher education institutions to inform children and young people about the benefits of being bilingual in the context of career progression; encourage young people to undertake vocational courses through the medium of Welsh and assist in creating apprenticeship opportunities for young people to use their Welsh language skills in the workplace.*
3. *Increase the number of social activities available through the medium of Welsh by, for example, establishing a network of community clubs that provide sports and leisure activities in Welsh.*
4. *The Youth Engagement and Participation Service, Menter Iaith, the Urdd and other children and young people's groups are to develop a joint strategy by April 2017 that enables Welsh to become the language of social and leisure activities, creating opportunities for children and young people to use Welsh outside of school and strengthen the link between the language of education and the community.*
5. *Seek to increase the Welsh-medium/bilingual delivery at Coleg y Cymoedd, in line with the guidance from Welsh Government ('Post 16 Planning and Reporting Arrangements for Further Education Institutions').*
6. *Working in partnership, research and develop a resource that will assist in providing information on opportunities for young people in terms of apprenticeships and employment opportunities that require Welsh language skills.*

### Supporting Statement:

Please consider how learners are prepared for the workplace and any implications resulting from economic and community development and the impacts that could have both on workforce planning and skills. These developments include for example the proposed new nuclear plant on Anglesey, Wylfa Newydd, the new prison in Wrexham and

**the Tidal Lagoon project in Swansea for example.**

**Please outline the opportunities for learners to use and practise their Welsh language skills in formal and non-formal settings in partnership with Youth Services and other community-based stakeholders. The Forum has a significant role in this area but refer to other sub groups or joint working with the Urdd, Young Farmers, Menter Iaith and other community partners.**

In understanding the context around this outcome, it was recognised that services could be more integrated and collaborative as there are opportunities to achieve more in partnership.

It has been recognised by the WESP Strategic Group in Rhondda Cynon Taf that it is a priority to work with schools, further education providers and higher education institutions to inform children and young people about the benefits of being bilingual in the context of career progression; encourage young people to undertake vocational courses through the medium of Welsh and assist in creating apprenticeship opportunities for young people to use their Welsh language skills in the workplace.

In particular, there are ongoing challenges with recruiting and retaining staff in early years' provision (including Flying Start); in primary and secondary education and in general customer / community-facing roles. If organisations in the County Borough are seeking to plan for the long-term, a consistent model for year 8, 9 and 10 pupils, providing information on learning and job opportunities using their Welsh language skills, would be beneficial. Some organisations are seeking to remedy this; for example, Mudiad Meithrin will shortly be speaking to secondary school staff on supporting pupils who are considering childcare courses to do so through the medium of Welsh. Coleg y Cymoedd also recently provided an event for students to meet employers who were seeking to recruit people with Welsh language skills. A more co-ordinated approach to this model would enable further opportunities to be realised and a resource should be researched that would enable young people to easily access this information.

Welsh Government have recently announced funding to support employers to send their employees on Welsh Language courses through 'Cymraeg I Oedolion' (Welsh for Adults). This could also be used to engage private sector business in encouraging Welsh to be spoken by their employees and customers, thereby increasing the call for young people with Welsh language skills to enter that organisation and increasing Welsh as the language of the community.

With regards to current provision, Coleg y Cymoedd is currently following the Development Plan for 2014-17, therefore, opportunities for long-term planning are limited. One of the current priorities of the Further Education college is to increase the reach and content of the Welsh medium Customer Service courses 'Yr Iaith ar Waith' (The language at work). The work is now in its third phase, including courses on Childcare, Health & Social Care, Catering, Business and Tourism, the Creative Industries and Mechanics / Construction. During 2015/16, 355 learners took these courses and 341 were successful (96%). The College has started initial discussions with some Welsh-medium schools to discuss the potential of joint delivery of other Welsh medium and bilingual courses; planning meetings will take place in the Spring.

As well as this, there are units across the core course programme that are becoming bilingual e.g. Business in 2016/17, to give a true choice to Welsh speakers that may wish to pursue their studies through Welsh.

Every learner must undertake an induction session when arriving at Coleg y Cymoedd and the Welsh department ensure the following information is given:

- Learners have a right to submit written work in Welsh, even if their tutor is not a Welsh-speaker (this does depend on the examining body's regulations).

- Learners can ask for notes and assessments in Welsh.
  - Bilingual booklets are available which give a glossary and translation of terms (e.g. Mathematical terms).
  - There are opportunities for them to improve their language skills informally during different activities e.g. coffee mornings; going on trips to see Welsh language programmes filmed; Urdd activities and things that go on during Welsh week.
- **How you will improve Welsh language literacy standards;**
- As well as school-specific activity, the Youth Engagement & Participation Service, Youth Engagement Officers, deliver Agored Cymru units in all four Welsh secondary schools – Level 2 equivalent to 2 GCSE's (A-C grade):
    - Ysgol Gyfun Garth Olwg: Work Related education (level 2) 2015 & 2016;
    - Y Cymer: PSE (level 2) 2015 & 2016;
    - Ysgol Gyfun Rhydywaun: Personal and Social Education (Level 2) 2016;
    - Ysgol Gyfun Llanhari: Standalone units for Personal and Social Education – Confidence building 2016.

The Youth Engagement Officers offer mentoring support for under achieving YP at all four Welsh Secondary school, to ensure they reach their expected targets and the Youth Engagement and Progression Officers offer mentoring support for young people Educated Other Than At School (EOTAS) with a focus on supporting them with standalone Agored Cymru Units and any other wellbeing issues/concerns.

- **What specific actions, developments and/or initiatives are being implemented or are planned to enable the authority to meet these targets;**

All Welsh secondary schools have Welsh speaking Youth Engagement Officers and 5x60 Officers based in them providing sport and physical activities through the medium of Welsh, therefore, normalising the language and encouraging use outside of the classroom. The posts were advertised as 'Welsh essential' and, as such, all candidates were interviewed through the medium of Welsh.

There is also work ongoing with Leisure Services to provide Welsh language delivery of leisure activities, such as swimming.

- **What are your strategies to continue to improve the quality of all Welsh language provision; and**
- **How you will increase opportunities for children and young people to use the language in formal and non-formal settings in line with the Welsh Government's national framework (to be shared with local authorities September 2016). This should include mapping the needs of children and young people in collaboration with the youth services and key stakeholders.**

Although census results show that Rhondda Cynon Taf has seen a considerable increase in the number of children and young people able to speak Welsh over the last thirty years, these figures need to be treated with caution, as it appears that about half of these are second language learners who are unlikely to retain their language skills into young adulthood. Recent Census data also shows a lack of consistency in the figures between 2001 and 2011, suggesting that children and young people in 2001 who noted they had Welsh language skills had lost these by 2011.

In addition to second language learners, the challenge of maintaining language skills is also true for those educated through the medium of Welsh who have left school with a good level of fluency. The reality is that for many Welsh-speaking children from homes without Welsh-

speaking parents/carers, school provides them with one of the few opportunities to use the language. As a result, evidence shows that lack of opportunities to use the language leads to a lack of confidence and erosion of language skills and school also creates a formalisation of the language.

It is obvious therefore that the school setting alone is not enough; the child or young person needs to be supported at home (if possible) and encouraged to participate in wider social and cultural activities through the medium of Welsh to retain fluency in the language. There is also evidence that suggests that the language of interaction with friends is closely linked to the language the child or young person speaks, and that this also influences their attitudes towards either or both languages.

A number of organisations in Rhondda Cynon Taf have worked together to provide opportunities for children and young people to use the language more informally in community settings and social domains, such as:

- The Urdd includes 4,000 children and young people members across the area and over 15 community activities. The opportunities provided for camping, taking part in Eisteddfods and competitions develop confidence and skills in Welsh.
- The Urdd work with 58% of schools and would be happy to work with the Education Directorate to increase this figure.
- The Youth Engagement and Participation Service (YEPS) offers 'positive activities' 5 days per week, 3.00pm – 5.00pm delivered through the medium of Welsh. Some activities will provide an opportunity to develop young people's Welsh literacy such as homework club and Information Technology sessions.
- The YEPS offers 'extended provision' 2 evenings a week through the medium of Welsh. Extended provision covers the four domains:
  - Domain 1: Education, employment and training
  - Domain 2: Advice and guidance
  - Domain 3: Participation and consultation
  - Domain 4: Leisure, sporting and cultural opportunities
- The service has an SLA with Menter Iaith, with the understanding that Menter Iaith will lead on the development Welsh youth forums that have a focus around information, advice and guidance.

Recent research undertaken by Menter Iaith into the Local Authority 'Tackling Poverty' programmes found an appetite within all three of the programmes (Flying Start, Families First and Communities First) to support the Welsh language and comply with the Welsh Language Standards. However, some recognised the low baseline they were starting from in respect of bilingual service delivery and identified varying levels of Welsh language skills among staff.

In order to build on services available in the community for children, young people and their families, there is a need to continue an audit of Welsh-language skills among staff and concentrate activity on those areas with high levels of Welsh speakers.

Communities First have already developed an action plan to aid in taking forward the recommendations in the recent report commissioned from Menter Iaith. To support promotion of the language, all staff members in Communities First have now undertaken receptionist training and of the eight clusters in RCT, six have at least one Welsh speaking staff member or have a team member who is undertaking Welsh in the Workplace classes.

An Adult Community Learning Communities First group is chaired by a Communities First Cluster Manager and the Welsh for Adults Coordinator from the University of South Wales is a key contributor to the group. Representation includes Coleg y Cymoedd and the voluntary sector. In addition to community based Welsh Language classes across clusters, Communities

First are committed to working with our colleagues in education to further promote the language. Fern Partnership (a voluntary sector partner of Communities First) has recently been commissioned to run a series of coffee morning events as a pilot project in the Rhondda Fach to promote the use of the language in an informal setting in our communities. To measure the impact of the project, Communities First will be using an outcome measure to report the effects the pilot has had on improving access to the Welsh Language provision across the cluster: LC5 – Improving Adult Life Skills. RCT.PM 2.0 Number of people supported to progress onto FE, HE or training.

Some libraries in Rhondda Cynon Taf are also facilitating Welsh reading groups and coffee mornings, as well as Welsh language and Welsh medium classes.

In line with the objectives of this outcome, there are already further development actions in place led by the Council Youth Engagement and Participation Service, such as:

- A working group is being developed by the YEPS to map the Welsh language provision during extra-curricular times and ensure that gaps/needs are addressed where possible. Both the Urdd and Menter iaith will be part of the working group. E.g. Sport Coaching qualifications/CSCS (construction and building trade) cards delivered through the medium of Welsh.
- The development of another Welsh speaking 'extended provision' session delivered through the medium of Welsh in the Taf Elai area. The service is working closely with the Urdd and Menter iaith to develop this. Following this, the service can explore the possibility of further extended provision in the Rhondda and Cynon valleys.
- The hope is that all YEP Service provision delivered in the Welsh schools will be delivered through the medium of Welsh by Jan 2017. The service is currently working with the procurement team to towards using a Dynamic Purchasing System (instead of a Framework) which will allow the service to add new providers to the system as and when needed. There will be a focus on inviting Welsh speaking providers to tender for this.
- Link in with the Urdd to deliver sport coaching qualification through the medium of Welsh; monitor and track the young people who complete these courses through their volunteering hours and offer casual coaching hours through YEPS/Sport RCT to increase the number of Welsh speaking coaches.
- Use the Welsh language in provision that is delivered in those schools that are not Welsh speaking in order to promote the use of the language and support young people to develop confidence with this.

### **Implementation of the national programme (Welsh Language Charter and Supporting Young People's Practices project) within your schools.**

Most schools in RCT have engaged with the Welsh language charter and are working towards the Bronze Award. Schools have successfully launched their work by inviting celebrities to provide workshops to pupils but also by making sure that parents are involved in the process and are aware of what is available to support pupils at home.

All WM secondary have engaged in the Young Peoples Practices Project. Their projects involve supporting younger pupils in using the language, celebrating the language and by researching the psychology of language.

Service specific targets include the following

|  |  |                |  |
|--|--|----------------|--|
| Increase the number of social activities available through the medium of Welsh | Establish a Welsh language working group that will develop a joint strategy by September 2017, that enables Welsh to become the language of social and leisure activities. | September 2017 | Claire Hutcheon (the welsh language Outcome 5 working group)       |
|  | Welsh Language working group meetings to take place quarterly, with set agenda and minutes.  | Quarterly      | Claire Hutcheon (the welsh language O5 working group)              |
|  | Complete an action plan alongside the strategy to be updated quarterly in line with the strategy   | December 2017  | Claire Hutcheon (the welsh language O5 working group)              |
|  | Map out the current provision offered by local authorities and community organisations through the welsh language, identifying gaps and highlight areas of need.           | January 2018   | Claire Hutcheon (the welsh language O5 working group and partners) |
|  | Ensure that the provision that is offered is advertised on Dewis   | March 2018     | Claire Hutcheon (the welsh language O5 working group)              |

|  |  |  |  |
|--|--|--|--|
|  | <p>RCT Graduate Officers (Kathryn Herbert) to complete the welsh language standards report which is an audit of the welsh language skills of the council's commissioned partners.</p> <p>Develop an 'information pack' to distribute to each organisation/ community club that has been commissioned by the council. The will compliment other resources that may have been or due to be developed.</p> <p>Distribute and promote the information pack both internally and externally to the LA</p> <p>Evaluate the effectiveness of the information pack through feedback from partners</p> | <p>October 2017</p> <p>December 2017</p> <p>March 2018</p> <p>March 2018</p> | <p>Kathryn Herbert (RCT Graduate Officer)</p>                |
|  | <p>Create a timetable of community based social events targeting 16+ and promote.</p>  | <p>Quarterly</p>   | <p>Menteriaith</p>   |
|  | <p>Establish links with the RCT County Youth Forum and other youth forums regarding the promotion of welsh language provision.</p>   | <p>January 2018</p>  | <p>Claire Hutcheon/ Einir Sion</p>                           |
|  | <p>Work in partnership to coordinate and deliver holiday programmes through the welsh language.</p>  | <p>January 2018</p>  | <p>Claire Hutcheon (The welsh language O5 working group)</p> |
|  | <p>Promote activities delivered through the welsh language through websites and social media platforms.</p>  | <p>January 2018</p>  | <p>Claire Hutcheon (The welsh language O5 working group)</p> |
|  | <p>Research and develop a resource that will assist in providing information on opportunities for young people in terms of apprenticeships and employment opportunities that require Welsh language skills.</p>  | <p>March 2018</p>  | <p>Sian Woolson (The welsh language O5 working group)</p>    |
|  |  |  |  |

|  |  |            |  |
|--|--|------------|--|
|  | Identify champions (both young people and adults) that can attend community events to engage with the public and promote activities on offer through the welsh language in RCT | March 2018 | Claire Hutcheon (The welsh language working group) |
|  | Promote and support young people to attend the Eisteddfod as a way to increase opportunities for them to socialise through he welsh language                                   | Annually   | All partners                                       |

## **Outcome 6: Welsh medium provision for learners with additional learning needs (ALN)**

**List your four main objectives to achieving this outcome (please list your objectives in bullet point format).**

### **OBJECTIVES**

*In partnership with others, the Council's Access & Inclusion Service will:*

- 1. Undertake an annual data analysis to establish the demand for specialist Welsh medium support for learners with Additional Learning Needs (ALN) and to identify gaps in provision.*
- 2. Undertake an annual data analysis of pupil outcomes to ensure that learners with Additional Learning Needs in Welsh medium settings make comparable progress to learners in English medium settings.*
- 3. Provide effective challenge and support to Welsh medium schools to ensure high quality provision to learners with ALN through a rolling programme of school based ALN Reviews undertaken jointly between Access and Inclusion Services and consortium based Challenge Advisors.*
- 4. Explore opportunities for collaboration across the consortium via the Central South Consortium Inclusion Leads Group in relation to workforce planning, the potential to address identified gaps in specialist Welsh medium provision.*
- 5. In line with objectives in Outcomes 1, provide annual training to frontline staff, including colleagues in the University Health Board, Health Visitors, Flying Start, 'Mudiad Meithrin' and others, on the options for pupils with Additional Learning Needs regarding Welsh medium education, the benefits of being bilingual and positive messaging for parents.*

### **Supporting Statement:**

**The focus here is on extending capacity to provide appropriate additional learning needs provision through the medium of Welsh during all stages of education. In particular, you are asked to note how you measure and meet demand and work with parents seeking Welsh-medium ALN provision. How you work collaboratively with other local authorities to provide Welsh-medium ALN provision. We are aware from our discussions with you that there are opportunities to collaborate better to provide ALN provision.**

**Please consider the following in your response:**

- in the light of your most recent annual audit of the additional needs of pupils in Welsh-medium education, support for what type of need is the authority unable to provide through the medium of Welsh;**
- how does the authority propose to bridge the gap between identified needs and the support available; and**
- provide an estimate of how many pupils are unable to access Welsh-medium education because the authority cannot provide the appropriate support through the medium of Welsh.**

Currently there are Welsh speaking staff in all of the Access and Inclusion services (Educational Psychology Service, Behaviour Support Service and Learner Support Service). The demand for specialist Welsh medium provision was most recently audited in August 2016. All Welsh medium learners with significant additional learning needs (ALN) who require specialist support from central Access and Inclusion services are able to access support through the medium of Welsh.

A recent audit (August 2016) of Welsh medium pupils receiving support from the Access and Inclusion Service for severe and complex learning difficulties, together with those receiving a high level (15+ hours) of special needs support assistant (SNSA) input via Additional Needs Funding (ANF) has shown that there is currently insufficient evidence to support the need to establish a Welsh medium specialist Learning Support Class. Audit outcomes show that only 25 pupils with a range of SEN/ALN across RCT from Foundation Phase to KS3 would meet the criteria for placement in specialist Learning Support Classes of various designations. A further 3 pupils ranging from KS2 to KS4 would meet the criteria for placement in a Pupil Referral Unit and only 6 pupils would meet the criteria for placement in a special school setting.

Enhanced SEN /ALN support for pupils in Welsh medium schools is provided by the centrally funded Welsh medium Severe and Complex Difficulties team which currently provides additional specialist support to 9 pupils with severe and complex needs, ranging from Foundation Phase to KS3. The capacity of the team is currently able to meet identified need. For those Welsh medium pupils who would meet criteria for specialist placement in other designations of Learning Support Class (e.g. Autistic Spectrum Disorder, Social, Emotional and Behavioural Difficulties), schools are able to access Welsh medium specialist support and advice from central Access and Inclusion teams. Opportunities to explore the potential scope for establishing Welsh medium specialist placements, such as Welsh medium Learning Support Classes, will be undertaken collaboratively with Access and Inclusion Services across the Central South Consortium (CSC) via the recently established CSC Inclusion Leads Group workplan. There is also an explicit action within the CSC Business Plan for 2017-18 relating to considering the case for expansion of provision for ALN for the Welsh medium sector across CSC (Improvement Priority One; Objective 1.6). This work is in the early stages of development.

The Access and Inclusion Service within RCT Council currently collates and interrogates data on pupil outcomes. The Data Analysis Report for Speech and Language Development 2015/16 shows that 76% of Welsh medium pupils receiving support for Speech and Language Development and 93% of pupils receiving support for Speech and Language Difficulties from the Learning Support Service achieved their agreed targets. Progress is in line with comparable cohorts from English medium schools.

Specialist assessment data outcomes for learners accessing support from the Welsh Severe and Complex Difficulties Team is analysed annually and progress is comparable to that of pupils supported in English medium Learning Support Classes for Complex Learning Difficulties.

The Local Authority delegates £2.7 million Additional Needs Funding (ANF) to schools to provide enhanced support to pupils with significant ALN in mainstream, which is delegated annually. During the academic year 2015-16, 165 pupils in Welsh medium schools with a range of ALN accessed additional support via ANF. Access and Inclusion will evaluate the impact of ANF on pupil progress through an individual school-based evaluative provision map to ensure that learners make progress in line with their English medium peers.

Schools can access Welsh medium training from the Access and Inclusion Service, the Central South Consortium and other providers. Further opportunities for training for schools, together with Continuous Professional Development activities in relation to future workforce planning will be explored on a consortium basis through the workplan of the CSC Inclusion Leads Group.

The LA has facilitated focus groups to obtain parental views about the Access and Inclusion Service. Further work needs to be undertaken to obtain parental views specifically on the quality and availability of Welsh medium ALN provision made by the LA. This may entail developing parental online questionnaires and/or facilitating focus groups for parents of learners with ALN in Welsh medium schools.

## Outcome 7: Workforce planning and continuing professional development.

List your four main objectives to achieving this outcome (please list your objectives in bullet point format).

### OBJECTIVES:

1. *Work with schools to understand why there is a low take up locally of the Welsh Government / Cardiff University Sabbatical Scheme.*
2. *Encourage teaching assistants to take advantage of the developmental opportunities the Sabbatical Scheme can provide.*
3. *Work with Cardiff University to recruit more English medium teachers on to the Welsh language sabbatical schemes.*
4. *Consider the introduction of intensive training courses for teachers that are willing to transfer to Welsh medium education.*
5. *Target those Council staff that have some Welsh language skills for confidence-building courses to encourage usage in the workplace and with customers.*

### Supporting Statement:

Responses should set out the role of school development plans and Welsh language skill audits or other similar processes to identify the development needs of the workforce in this area. An explanation of how these needs will be prioritised and met should be provided. This may include the support and development offered by the regional consortia or other sources, but must make specific reference to how the Welsh-language Sabbatical Scheme will be used strategically to meet the needs of schools.

### Please consider the following in your response:

- **What is your strategy for ensuring that you have sufficient number of teachers to deliver Welsh-medium education in your schools;**
- **What is your strategy for recruiting Welsh speaking head teachers and teachers;**
- **What is your strategy for increasing the number of teaching assistants for the Welsh-medium sector; and**
- **How will the local authority ensure that the Plan will contribute to the County and Consortia's wider strategies for improving education standards.**

Currently, the Council employs 13,441 people of which 7,433 (55%) are school-based staff. The below data on the number of staff that identify themselves as fluent or fairly fluent in Welsh was correct as at June 2016:

| No. of employees with Welsh Language skills |                         | Fluent | %    | Fairly fluent | %    | Total        | %    |
|---|-------------------------|--------|------|---------------|------|--------------|------|
| 13,441                                      | All staff               | 897    | 6%   | 431           | 3%   | <b>1,328</b> | 9.9% |
| 7,433                                       | Schools based staff     | 603    | 7.9% | 347           | 4.5% | <b>950</b>   | 12%  |
| 6,008                                       | Non-schools based staff | 294    | 5%   | 84            | 1.6% | <b>378</b>   | 6.7% |

This identifies that 950 school based staff have Welsh Language skills, yet only a small proportion have taken up the opportunity provided by the Welsh Government Sabbatical Scheme, provided through Cardiff University, to improve Welsh language skills for classroom assistants and teachers. Since 2013/14, 0.12% of classroom assistants have taken up this offer and 0.04% of teachers in RCT. Further work is required to understand the story behind the low take up figures.

The Central South Consortium provides courses supporting the need for developing Welsh language skills. They provide training for both Beginners Welsh and those with a basic knowledge of the language looking to improve their skills. During this academic year, they will be held on:

28/9/17  
9/11/17  
12/11/17  
18/1/18  
15/3/18

The Welsh in Education Officers now work closely with Cardiff University in order to provide support for the members of staff when they return to school. A member of staff from Glyncoch is participating in the new sabbatical pilot which takes place over the year. The WIEO's also broker the support of the University to Schools.

Coleg y Cymoedd has a **Linguistic Skills Strategy** comprised of two elements.

The first is the **Staff Linguistic Skills Survey** held every two years. The latest took place in January 2017 with 723 staff (100%) responding to a questionnaire asking them to self-assess their Welsh speaking, understanding, writing and reading skills. The results of the survey identify Welsh speaking staff and their level of skills and these results identify which staff would benefit from targeted training opportunities e.g. Sgiliaith methodology sessions, the Welsh Language Sabbatical Scheme, internal Welsh in the Workplace courses, etc.

The second element of the Linguistic Skills Strategy is a **Skills Audit** of each role in the College where Managers are asked to evaluate each role when recruiting new members of staff in order to determine whether Welsh is essential or desirable for that particular role.

Mudiad Meithrin's sub-company, 'Cam wrth Gam', provides training courses for secondary school pupils in early years education / childcare and are working to the Welsh Government 'Progress for Success' plan through training people in the field of childcare to gain a Level 3 diploma in Childcare and Child Development.

As set out in Outcome 5, Welsh Government have also recently announced support for businesses to send their employees on Welsh language training through 'Cymraeg I Oedolion' – Welsh for Adults. This could further incentivise others to learn the language and improve their skills, thereby increasing Welsh as the language of the community.

Signed: ..... Date: .....  
(This needs to be signed by the Chief Education Officer within a local authority)