



Welsh in Education Strategic Plan 2022 - 2032

Name of Local Authority

Monmouthshire County Council

Period of this Plan

1st September 2022 – 31st August 2032

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

Signed: Will McLean Date:

Chief Education Officer Monmouthshire County Council

(The plan needs to be signed by the Chief Education Officer within your Local authority)

- The Welsh in Education Strategic Plans (Wales) Regulations 2019
- The Welsh in Education Strategic Plans (Wales) (Amendment) (Coronavirus) Regulations 2020

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Welsh in Education Strategic Plan 2022 - 2032

1. Vision

Wales is a bilingual nation with a clear ambition to increase the use of Welsh across the country. We fully support and are committed to the Welsh Government's national strategy for the Welsh Language Cymraeg 2050: a million Welsh speakers. Welsh-medium education in Monmouthshire has been growing over the last twenty years. This growth played a key part in increasing the number of people regularly using Welsh across the county with the 2011 census showing that 8,780 Monmouthshire residents are fluent Welsh speakers and many thousands more have some level of Welsh language skill.

Having recognised the appetite for Welsh-medium primary education in the north and south of the county, we are pleased with the progress we have seen during the life of the last Welsh in Education Plan. Over the last three years we have increased Welsh-medium provision in the north east of the county in Ysgol Y Fenni to a capacity of 317. This means that the school can continue its expansion towards becoming a full two form entry school within the next seven years. More recently, we have started the refurbishment and expansion of Ysgol Y Ffin to ensure it has the capacity to become a full 210 single form entry school, with a Cylch Meithrin within the grounds of the school. These developments will enable Monmouthshire to achieve its target of 120 Reception learners in our Welsh-medium schools during the life of the next WESP, exceeding the upper target of 115 learners set by Welsh Government.

Furthermore, we have increased the total number of Welsh-medium childcare places across the county from 26 in March 2017, to 63 in July 2021 and we aim to increase this to at least 125 places during the life of this WESP. We have worked with Mudiad Meithrin to open a new Cylch Meithrin in Monmouth with a view to market Welsh-medium childcare and ultimately attract more parents towards a Welsh-medium education in the town.

Whilst these are important developments, we acknowledge that the north east of Monmouthshire is currently without Welsh-medium primary provision and this WESP needs to address this as soon as possible. As a result, we plan to open a seedling Welsh-medium school in Monmouth in September 2023. Over the last three years, significant work has been carried out to identify a suitable location for a new Welsh-medium school within the Monmouth area. However, despite our efforts, we have not been able to secure a suitable site within the town because of a lack of available land and any that is available is on a flood plain. Although we have looked further afield, any prospective sites were judged to be unsuitable and/or the distance to travel was too great. We are in the process of considering other options within Monmouth to ensure that more parents have a genuine choice when making a preference for their children's education. As this will potentially involve expanding

into predominately English-speaking areas, we will need to carry out a full consultation process with all key stakeholders. The time required to complete this process means that we will not be able to open the school until September 2023.

We fully recognise the fact that we are a border county with significant cross-border migration into the eastern side of the county. This brings additional challenges around Welsh-medium provision, parental choices and supporting latecomers to the language. That said, a proportion of the families moving into Monmouthshire will want their children to be educated bilingually due to the benefits it brings. The late immersion provision based at Ysgol Gymraeg Y Ffin will be ground-breaking in terms of enabling this and it will also allow families already educating their children in English medium schools to change to Welsh-medium. We know that this will be a key area to address in our this WESP.

The development of Welsh-medium education has been a central priority for Monmouthshire in all three of the last WESPs. Whilst we have made progress, this WESP will focus more sharply on the promotion of the benefits of learning through the medium of Welsh for all learners, and the development of bilingualism as a key skill for our learners and a strategy to support expansion.

We also accept that we need to create more sustainable opportunities for all our learners to become bilingual and confident in Welsh and English, both in school and within the wider community. Looking further into the future, the ability to speak Welsh will ensure that our learners will have all the skills necessary to gain employment in Wales, as employers move increasingly towards a bilingual workforce as a result of the Welsh Language (Wales) Measure 2011.

Starting from a low level of Welsh-language service provision, Monmouthshire has made positive advances in developing the scope and quality of its information available in Welsh over the last five years. At the same time, the number of staff accessing Welsh Language training within the local authority and in schools has increased significantly since the start of the last WESP. However, the number of Welsh speaking staff at more advanced levels remains low. We recognise that we will need to increase the number of new Welsh speakers across our education workforce to support the growth in Welsh-medium education over the next ten years, as well as across wider support services in the local authority such as, Early Years and Additional Learning Needs. We know that this will be a fundamental building block if we are to support and sustain our anticipated growth in Welsh-medium education successfully and as such this will need to be addressed in this WESP.

We will continue to work in collaboration with our strategic partners in the Welsh in Education Forum, and through our five-year Welsh Language Strategy, to increase the opportunities available to learners at all levels in Monmouthshire, to engage and use the Welsh language with confidence.

The vision for our county is to build sustainable and resilient bilingual communities across the county. We will do this by ensuring that we work towards achieving the following overarching aims within our current Welsh Language Strategy:

1. Ensuring that the Welsh Language is alive, dynamic and valued across the county
2. Providing the infrastructure so that people can interact with the Council through the medium of Welsh
3. Ensuring people have more opportunities to engage in activities and receive services through the medium of Welsh
4. Educating more of our children and young people through the medium of Welsh
5. Providing wider opportunities to learn and use the Welsh language with confidence and as a normal part of everyday life.

In order to deliver on our responsibilities in relation to the WESP, we will need to ensure that our next 5-year Welsh Language Strategy prioritises the promotion of the Welsh language and increased opportunities to use the language across the county. In addition, we have a duty to ensure that future policies and strategies consider and assist the development of the Welsh language across all aspects of the Council's corporate and strategic work.

2. Consultation Arrangements

2.1 Consultees

This consultation Document will be published on the Monmouthshire County Council website and made available to the following organisations:	
The Governing Bodies and Headteachers of all schools maintained by Monmouthshire County Council	
The Management Committees and Owners of all non-maintained settings registered with Monmouthshire County Council	
Torfaen County Council	Blaenau Gwent County Council
Newport County Council	Estyn
Coleg Gwent	Diocese of Monmouth
The Welsh Language Commissioner	Childcare Providers in Monmouthshire
Relevant Trades Unions	
Education Workforce Training Providers	
External organisations providing services to children and young people in Monmouthshire	
Mudiad Meithrin	Yr Urdd
Aneurin Bevan Health Board (ABHB)	School Transport Unit
SNAP Cymru	Cymraeg i Blant
Other key groups and organisations	
Rhieni dros Addysg Gymraeg (RhAG)	Menter Iaith Blaenau Gwent, Torfaen Mynwy
Welsh in Education Forum/ Fforwm Addysg Gymraeg	Monmouthshire Youth Council

2.2 The consultation period

The consultation period will commence on the 11th of October 2021 and conclude on the 6th of December 2021. During this period you can provide your views on the draft plan by emailing strategicreview@monmouthshire.gov.uk or completing the online response form on the Monmouthshire website at [Welsh in Education Strategic Plan \(WESP\) - Monmouthshire](#).

Please note that all correspondence should be received by no later than the 6th of December 2021.

2.3 Your Questions

This document should provide you with the answers to any questions that will arise however if there is a question that has not be answered please contact a member of the team on the following email address: strategicreview@monmouthshire.gov.uk

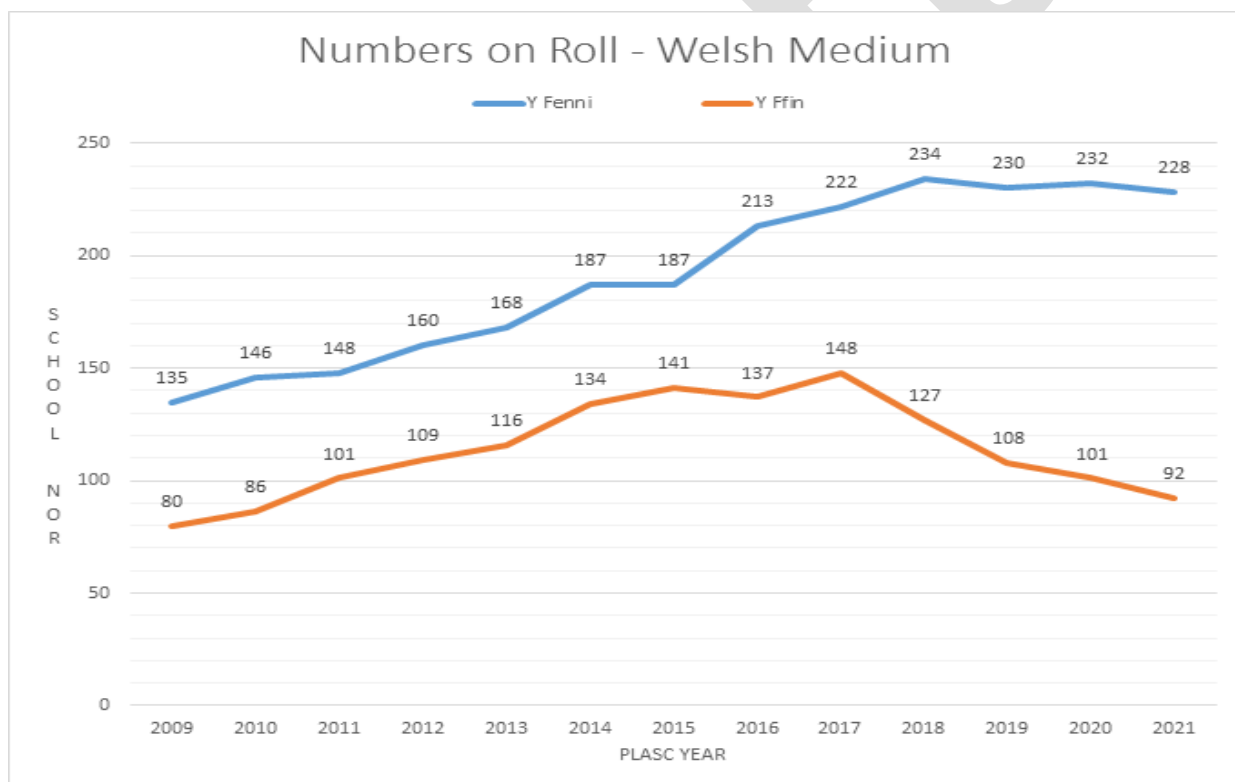
3. Population and Linguistic Characteristics

3.1 Pupil Population Trends and Forecasts

In January 2021, there were 11,586 pupils on roll in Monmouthshire schools, these include:

- 6701 in all primary schools
- 4885 in Secondary Schools
- Including 118 in our Special Needs Resource Bases (79 in secondary provision and 39 in primary provision)

Out of the 6701 pupils in primary schools in Monmouthshire there are 320 of statutory school age in Welsh-medium education. The table below shows the PLASC numbers on roll for Ysgol Y Fenni and Ysgol Y Ffin over the past 12 years.



Source: <https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/Schools-Census/Pupil-Level-Annual-School-Census/Pupils/pupil-by-localauthorityregion-typeofschool>

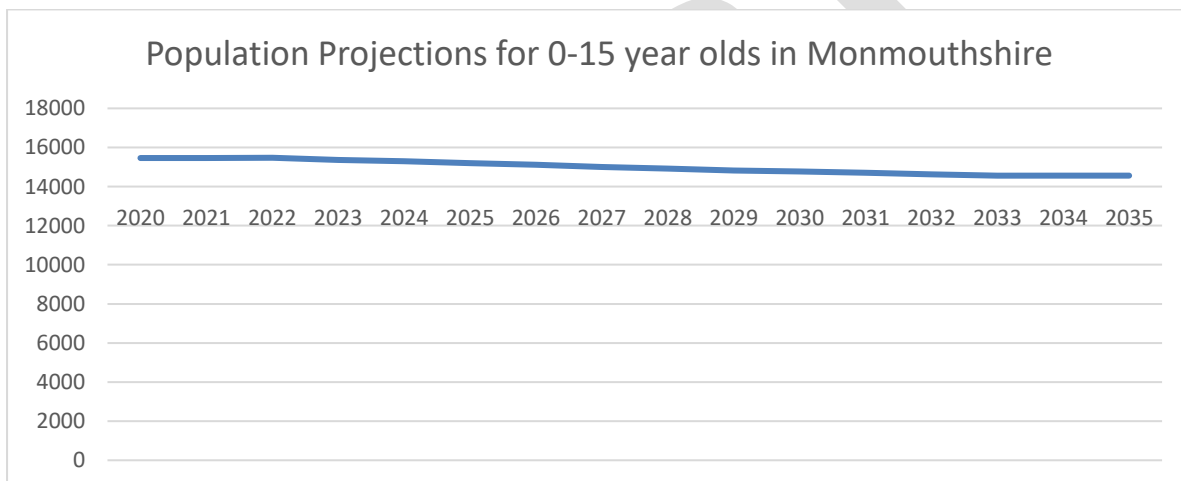
The total pupil population has shown an overall 1.4% reduction in the last 10 years.

An analysis of the pupil population across Monmouthshire shows that there is an 13.7% reduction in pupil numbers in 2020/21, compared to 2003/4. However, during this time, pupil numbers have fluctuated with 2018/19 being the lowest at 11,491.

Overall pupil numbers in Monmouthshire primary schools show an increasing trend. However, this trend is not continued as learners' transition into secondary education. This is evident in Chepstow, where a high number of pupils choose out of county secondary schools in Gloucestershire, or Ysgol Gyfun Gwent Is Coed in Newport, which is the official transition school for Welsh-medium learners in the south of the county.

A similar proportion of pupils transfer into out of county secondary schools in the Abergavenny area. The total includes the number of pupils attending Ysgol Y Fenni who choose to continue their education through the medium of Welsh and make the transition into Welsh-medium secondary provision in Torfaen at Ysgol Gyfun Gwynllyw and those who choose to transfer to Crickhowell in Powys.

Based on the information currently available, the 0 – 15 years pupil projections in the table below indicates a continuing decline in the pupil population of 5.8% by 2035. This means that if nothing changes, the total number of pupils across the county will be lower overall and we will need to reflect the impact of this reduction in cohort sizes when planning for this WESP.



Source: <https://statswales.gov.wales/Catalogue/PopulationandMigration/Population/Projections/Local-Authority/2018-based/populationprojections-by-localauthority-year>

3.2 Effects of Housing Policy and Trends

As part of the Well-being of Future Generations (Wales) Act 2015, local Planning Authorities must have regard for wellbeing when preparing a Local Development Plan (LDP); one of the well-being goals being '**A Wales of vibrant culture and thriving Welsh language**'. As part of the contextual work in preparation for the Council's revised Local Development Plan we are forecasting an overall declining trend in relation to the school-aged population which is likely to have a significant impact on pupil numbers in Welsh and English medium schools.

Our new LDP is currently being developed but inevitably has been delayed due to the COVID-19 pandemic. We have completed a review of the current Local Development Plan (RLDP) in light of the pandemic. This indicates that high house

prices and associated affordability are likely to remain significant issues in Monmouthshire and could be exacerbated further by the impacts of COVID-19 (e.g., increase in unemployment, homelessness resulting in increased demand for affordable housing solutions). House prices in Monmouthshire remain well above the Wales average and are increasingly disproportionate to the incomes of those who work within the County. The likely increase in home/agile working and increased importance of quality of life/environment will influence decisions on where to live making Monmouthshire an even more attractive proposition.

The level of growth identified in the RLDP Preferred Strategy seeks to address our demographic challenges by enabling a more balanced demographic in the County. Whilst there continues to be growth in the over 60 age groups, there is also significant growth in the established households age-groups, 35-44 age group and the under 19 age groups over the Plan period. In addition, there is a levelling out of the age profile with growth coming from a broader cross section of the demographic.

The RLDP growth levels will deliver positive demographic change over the period of the plan and it will be essential to support and enable the provision of balanced communities throughout the County. This means that there is a potential opportunity to provide more affordable housing and in doing so attract younger people and families into Monmouthshire.

The potential impact of our RLDP across Monmouthshire in relation to our WESP can be divided into the following broad opportunities and threats as follows:

Opportunities

- Subject to availability and affordability of housing, more young people staying locally to work from home and raise family
- Subject to appropriate interventions for latecomers to the language, inward migration may assist in sustaining some local schools.
- Greater promotion of Welsh-medium childcare and education opportunities for residents within Monmouthshire
- Consider the language categorisation of new primary schools when looking at new provision

Threats

- Properties being purchased by older people with no school-age children.
- Inward migration of families who choose English medium education may have an adverse impact on local Welsh-medium schools.

We know that any demographic change will result in positive opportunities on which we can build on to strengthen our ambitions in this WESP. However, we also recognise that there will some challenges which we will need to overcome and plan for in this WESP.

3.3 Ability to Speak Welsh

The latest data release of the Annual Population Survey from June 2021 showed that 16.4% of Monmouthshire residents said they can speak Welsh. This is the lowest percentage in Wales, with the Welsh average being 29.2%. In terms of actual numbers Monmouthshire have 14,800 residents saying they can speak Welsh, this being 20th out of 22 local authority areas in Wales. However, compared to census figures in 1991, approximately 1,800 or 2.3 % of people in Monmouthshire could speak Welsh, so the increase has been exceptional over the last 30 years. Across the Gwent region, 4 of the local authorities are in the lowest 8 percentages across all 22 local authorities in Wales.

Compared to the same points in previous releases, Monmouthshire has seen a decline in the percentages, by 1.0 percentage points (pp) compared to 2019

In other categories the survey:

15.1% or 13,600 people in Monmouthshire can read Welsh, 0.2pp lower than in 2020

13.3% or 11,900 people can write Welsh, down 0.6pp from 2020.

18.9% or 17,000 people can understand spoken Welsh, higher than the 18.7% recorded in 2020.

Source: <https://statswales.gov.wales/Catalogue/Welsh-Language/Annual-Population-SurveyWelshLanguage/annualpopulationsurveyestimatesofpersonsaged3andoverwhoSaytheycanSpeakWelsh-by-localauthority-measure>

4. Current Welsh Provision

4.1 Early Years settings

Early Years education has many benefits that help shape a child's confidence and love of learning. When children are young, every experience and encounter present a learning opportunity, particularly when developing language skills. Immersing young children in the Welsh language at the earliest point is the most effective way to ensure a child becomes bilingual, whilst experiencing two different cultures and enriching his/her Welsh identity.

We recognise that the expansion of Welsh-medium childcare and early years education is key to increasing the number of children continuing their statutory education through the medium of Welsh.

The Local Authority use its Childcare Sufficiency Assessment to measure the demand for early years childcare. At the time of the last review in March 2017, none of the parents responding to the questionnaire requested additional Welsh-medium childcare. However, the overall opinion amongst respondents was that the range of Welsh-medium / bilingual childcare provision was poor or satisfactory at best. As a result, the following areas for improvement were identified:

- We did not have enough Welsh-medium childcare provision across the county
- There were no Welsh-medium childminders or full day care settings
- We only had one sessional care provider offering 26 places for children aged 2-4 years, as well as lunch club and wrap around for school nursery. There were 39 children accessing childcare at this setting at that time

We are in the process of updating our Childcare Sufficiency Assessment. We will reflect areas for improvement related to Welsh-medium provision in our WESP.

Currently there are 26 approved Early Education providers in Monmouthshire all of which are English medium. We have two Welsh-medium nurseries offering a total of 90 part time places and both of have wraparound provision on site. Currently in Monmouthshire we have a Cylch Meithrin Y Fenni, which is open five full days a week and registered for 28 places, Cylch Meithrin Cil y Coed which opens for 4 sessions a week and is registered for 19 places, and Cylch Meithrin Trefynwy which has been opened as part of 'Set up and Succeed' scheme to support the development of a Welsh-medium school in Monmouth. The setting is registered for 16 places and is open for two sessions a week currently. However, we expect numbers to increase as we prepare to open a seedling Welsh-medium school, with a nursery, in Monmouth in September 2023.

We also have four Cylch Ti a Fi groups situated across Monmouthshire, along with links to a variety of organisations providing Welsh-medium support and activities, including Mudiad Meithrin and Cymraeg i Blant.

We regularly review the outcomes of joint Estyn and CIW inspections and findings from our internal monitoring to identify setting requiring specific and targeted support. Since the introduction of joint Estyn/CIW inspections, 8 English medium settings have been inspected with only 1 having a recommendation to improve standards of Welsh language. In this case we have provided additional training and support for practitioners.

We work closely with Mudiad Meithrin and the SAS Officer to support existing Welsh-medium childcare provision and to identify possible areas to develop additional Cylch Meithrin. We also fund a Ti a Fi Officer employed by Mudiad Meithrin to promote bilingualism and to encourage more families to consider Welsh-medium education.

4.2 Schools: Locations and Language Categories

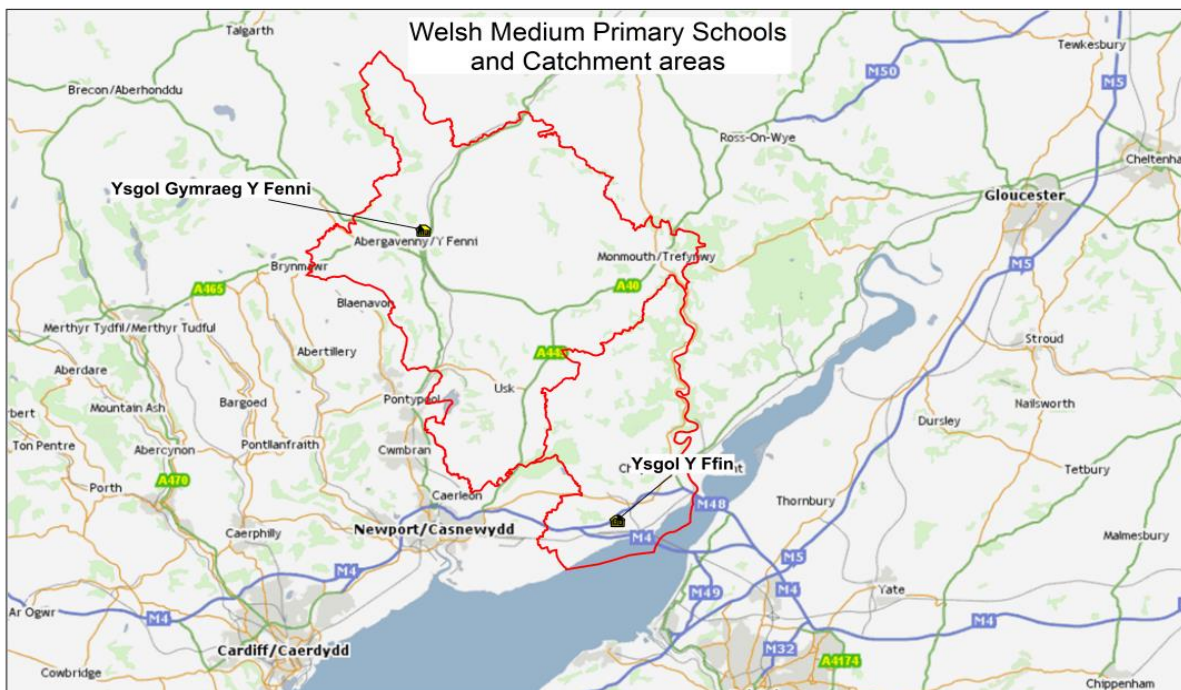
There are currently 34 primary and secondary schools in Monmouthshire of which 2 schools (6%) provide first language Welsh-medium provision.

All schools and local authorities in Wales have a duty to tell parents and the Welsh Government in what language they intend to teach. This can be through either English or Welsh, or through a combination of both languages.

A full list of schools within Monmouthshire with their current language category is provided below:

School Number	School name	Language Category
3327	Archbishop Rowan Williams CIW VA Primary School	EM
2319	Cantref Primary School	EM
2322	Castle Park Primary School	EM
2305	Cross Ash Primary School	EM
2320	Deri view Primary School	EM
2324	Dewstow Primary School	EM
2261	Durand Primary School	EM
2057	Gilwern Primary School	EM
2134	Goytre Fawr Primary School	EM
2321	Kymin View Primary	EM
2263	Llandogo Primary School	EM
2323	Llanfoist Fawr Primary School	EM
3004	Llantilio Pertholey VC Primary School	EM
2243	Llanvihangel Crucorney Primary School	EM
3310	Magor V.A. CIW Primary School	EM
3032	Osbaston CIW Primary School	EM
3317	Our Lady & St Michael's RC Primary School	EM
2304	Overmonnow Primary School	EM
2228	Pembroke Primary School	EM
3031	Raglan CIW V.C. Primary School	EM

2164	Rogiet Primary School	EM
2299	Shirenewton Primary School	EM
3326	St Mary's R.C. Primary School	EM
2303	The Dell Primary School	EM
2246	Thornwell Primary School	EM
2301	Trellech Primary School	EM
2163	Undy Primary School	EM
3022	Usk CIW C.V. Primary School	EM
2317	Ysgol Gymraeg Y Fenni	WM
2318	Ysgol Gymraeg Y Ffin	WM
4066	Caldicot School	EM
4065	Chepstow Comprehensive School	EM
4064	King Henry VIII Comprehensive School	EM
4060	Monmouth Comprehensive School	EM



4.3 Capacity, Number on Roll and Surplus Places in Welsh-medium Schools in Monmouthshire

School capacity is determined using the Welsh Government guidance “Measuring the capacity of school in Wales” it is intended to provide a robust and consistent method of assessing the maximum capacity of a school and the number of pupils that can be accommodated. The capacity then determines the admission number, which is used when awarding or refusing school places. In addition, when the

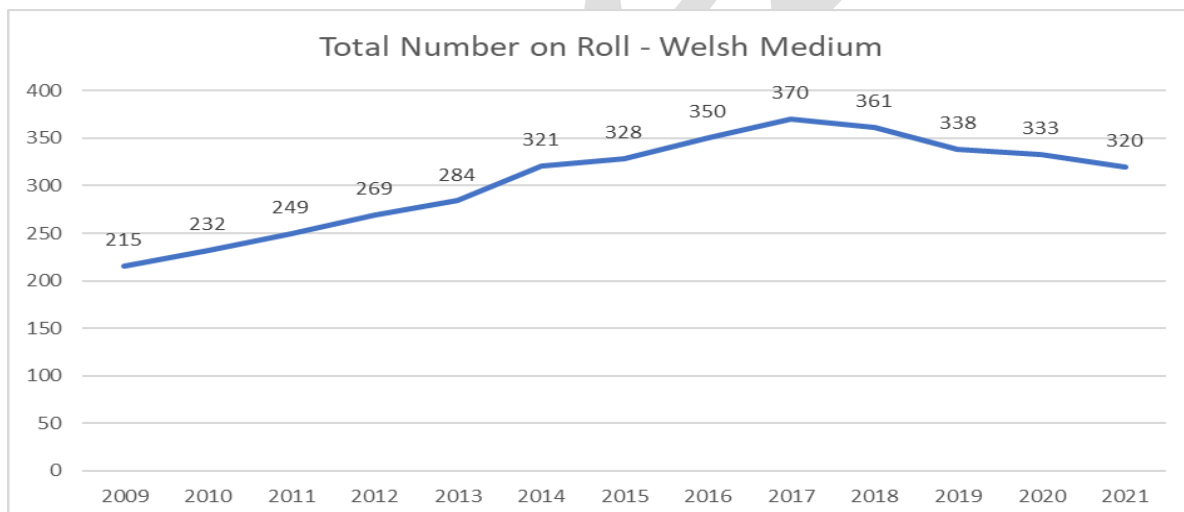
capacity is compared with the number on roll it indicates the number of surplus places or the number of additional places, which may be needed in a school. The table below shows the numbers on roll (reception to year 6), capacity and surplus places in both of our Welsh-medium schools.

January 2021				
School	NOR	Capacity	Surplus Places	% Surplus
Ysgol Gymraeg Y Fenni *	228	317	89	28.1%
Ysgol Gymraeg Y Ffin	92	180	88	48.9%
Total	320	497	177	35.6%

*Additional temporary accommodation has been located on the site to address the recent increase in demand.

4.4 Demand for school places

The number of pupils of statutory school age attending Welsh-medium education has increased from 215 in January 2009 to 320 in January 2021, an increase of 33%. The capacity across the county is currently 497 due to a significant Local Authority investment to increase the capacity of Ysgol Y Fenni.



Based on the current school admission trends the greatest demand for school places within the Welsh-medium sector is in the north of the county in Abergavenny.

4.5 Secondary Welsh-medium Provision

Pupils in Monmouthshire access Welsh-medium secondary provision in neighbouring authorities. Pupils on roll at Ysgol Gymraeg Y Fenni transition to Ysgol Gyfun Gwynllyw in Torfaen and pupils on roll at Ysgol Gymraeg Y Ffin transition to Ysgol Gyfun Gwent Is Coed in Newport.

4.6 Post-16 Welsh-medium Provision

Almost all Monmouthshire pupils wishing to continue to study post-16 courses through the medium of Welsh either remain in Ysgol Gwynllyw or Ysgol Gyfun Gwent Is Coed or transfer to Coleg Gwent depending on the courses they wish to study.

4.7 Welsh in English Medium Schools

All learners in English medium schools and settings learn Welsh as a second language. Overall, learners make good progress in developing Welsh language skills during their time in school. One student in Monmouthshire, with co-operation from Gwynllyw, has successfully achieved a first language Welsh GCSE.

Before the pandemic, the proportion of learners taking full course GCSE continued to rise and appeared to be producing better results for the increased number of pupils studying Welsh as a compulsory element. However, it is too early to determine the impact of the pandemic on pupil progress and outcomes.

We regularly review the recommendations from Estyn inspections for our internal monitoring to identify setting requiring specific and targeted support. Since the introduction of the new framework and up until the suspension of inspections in February 2019, 11 Monmouthshire schools had been inspected with 3 having a recommendation to improve standards in an aspect of Welsh language development. We ensure that these schools access additional training and support from the EAS to secure the necessary improvements.

4.8 Welsh in the New Curriculum

The Curriculum for Wales sets out a clear statement of what is important to ensure that all children and young people have access to the experiences, knowledge and skills they will need for employment, lifelong learning and active citizenship in Wales.

A curriculum is everything a learner experiences and it is not just what we teach, but how we teach it and most importantly; the reason why we teach it. This is particularly important when supporting our children and young people to become ambitious and capable learners who can communicate effectively in both Welsh and English.

The opportunity to experience learning opportunities through both Welsh and English from an early age will provide learners with a firm foundation from which to nurture a lifelong interest in the languages of Wales and across the world. Wider opportunities to use Welsh within and beyond the classroom will support learners to build confidence in using the language and to access Wales's rich history and culture.

We will ensure that our schools receive effective support from the EAS to develop Welsh language skills as set out in the Curriculum for Wales, irrespective of their linguistic category.

5. School Transport

5.1 General Policy

Learners residing in Monmouthshire (up to the age of 16 years) are entitled to apply for free Home to School Transport if they meet one of the following criteria:

1. They live in Monmouthshire
2. Are of compulsory school age (5-16 years old)
3. They attend their catchment or nearest available school
4. Primary learners live 1.5 miles* or more from the school
5. Secondary learners live 2 miles* or more from the school.

*Distances are measured electronically, using the shortest, safest walking distance between the home and main entrance to the school.

Free transport is not provided for:

- learners attending private schools,
- learners in pre and after school activities or children in nursery education
- learners/students aged 16 and over.

5.2 Access to Welsh-medium Education Provision

Free home to school transport is available to learners of statutory school age attending Welsh-medium provision who meet the criteria as above and outlined in our general policy.

6. Late Immersion Provision for Latecomers to Welsh

Schools providing Welsh-medium education use Welsh to deliver the curriculum. Learners in these schools come from a variety of linguistic backgrounds, some from homes where Welsh is spoken, and others where Welsh is not spoken.

When learners start a Welsh-medium school in Reception, they are taught fully in Welsh for the first three years up to and including the year in which they turn 7. After that, Welsh remains the predominant language of the classroom and English is introduced as a subject, and to varying degrees as a medium of instruction. All learners in Welsh-medium education are taught in the same classroom, whether they speak Welsh at home or not.

Historically, the proportion of people speaking Welsh in Monmouthshire has been low in comparison with other areas in Wales. However, the last census data (2011) indicates a four-fold increase in the number of Monmouthshire residents who are fluent Welsh speakers and those having some level of language skill.

As a border county, we have a high proportion of migration from England. Since the removal of the bridge toll in 2020, migration from England has increased significantly, most notably in the south east of the county, this is having an impact on the proportion of families speaking Welsh at home. As a result most learners receiving their education through the medium of Welsh in Monmouthshire do not come from Welsh speaking homes with many migrating into the county after the age of 8 have difficulty accessing Welsh-medium education.

The late immersion model described above is consistent across Wales for children who start school in Reception and at any time during the Foundation Phase. However, this model is not applicable for learners wishing to join a Welsh-medium school from year 3 and upwards. As demand for this kind of provision is growing, different models of immersion to support older learners new to Welsh are evolving.

Currently there is a lack of provision for learners in Monmouthshire who wish to transfer into a Welsh-medium school in Key Stage 2. From September 2021, Monmouthshire established a three-year pilot scheme for late immersion provision based at Ysgol Gymraeg Y Ffin. As well as opening up opportunities for learners to access Welsh-medium education at any time in the primary age range, the pilot will also inform the most appropriate model for immersion provision to meet the needs of learners in Monmouthshire over the life of this WESP. The LA will meet regularly with staff to support the development of the provision and monitor progress.

Following a successful bid for late immersion funding to Welsh Government, we have been able to increase staffing so that this support is available in the north and south of the county. We have made a start on developing a specific plan to promote the opportunities for late immersion provision and plan to accelerate this work from the beginning of 2022. This work will feed into our overall promotion plan.

7. Welsh-medium provision for Pupils with Additional Learning Needs (ALN)

Changes in relation to the statutory provision required to meet the needs of learners with ALN will come into force from September 2021. Within the new ALN system and the Additional Learning Needs and Education Tribunal (ALNET) Act 2018, there is a statutory requirement for the Local Authority to take reasonable steps to create a Welsh-medium and bilingual system of support for learners with SEN or ALN.

In the first year, changes planned to the statutory provision will be sequenced from the start of the autumn term. This means, children who are or are newly identified as having additional learning needs, (that is, those without already identified special educational needs (SEN), or are not awaiting or undergoing an SEN assessment), will move to the new ALN system from 1 September 2021. However, for those children who attend a maintained school (including a PRU) and who have already

identified SEN via school action or school action plus, the new system will apply from 1 January 2022, instead of 1 September 2021.

Learners with additional learning needs in Welsh-medium primary schools in Monmouthshire currently have their needs met within mainstream settings. Learners with additional learning needs in secondary Welsh-medium education are supported in Ysgol Gyfun Gwynllyw in Torfaen, or Ysgol Gyfun Is Coed in Newport, as there is no secondary Welsh-medium provision in Monmouthshire. Monmouthshire provides additional funding to these schools to support individual pupils where appropriate.

There are a range of specialist provisions in Monmouthshire which include:

- three primary Special Needs Resource Bases (SNRB)
- two secondary SNRBs
- a secondary Pupil Referral Service.

The Local Authority ALN and Inclusion Panels agree all placements within these specialist provisions.

Currently, there is no Social, Emotional and Behavioural Difficulties (SEBD) primary provision or discreet specialist provision for Welsh-medium learners with significant ALN or SEN within Monmouthshire. No Monmouthshire pupils are accessing independent specialist provision at present.

At present, we do not have an up-to-date detailed analysis to fully understand the complexity of ALN need in Welsh-medium schools or early years settings and this means that our perception of the number of learners with SEN or ALN in Welsh-medium schools may be underrepresented.

We have worked closely with regional partners to develop and fund the distribution of Welsh-medium resource packs suitable for ALN learners. Similarly, we provide all training and resources to support the ALNET Act in Welsh and have located them on Hwb for easy access. All learners have access to SpLD advice and support through the medium of Welsh and we utilise regional arrangements to access expertise across a range of specialists through the medium of Welsh as required.

8. The School Workforce

8.1 Age profile of Headteachers

An understanding of the age profile of the school workforce, in particular school leadership, is fundamental to effective planning to ensure we have the workforce capacity to achieve the targets in our next WESP.

The following table shows an analysis of the age profile of Headteachers in post on 1st September 2021 across all schools in Monmouthshire.

Age Groups	Number of Headteachers	
	All Schools	Welsh Schools
35 - 39	2	1
40 - 44	6	
45 - 49	7	1
50 - 54	10	
55 - 59	6	
60+	1	
Total	33	2

The groups highlighted in red and amber indicate the number of Headteachers who are currently in post, and who could potentially retire, during the course of the next WESP. This equates to 78% of all Headteachers.

Headteachers in the red highlighted groups will reach retirement age during the next 10 years and therefore are potentially more likely to retire. This equates to over half of the current Headteacher group, and whilst this is a challenge in the context of Headteacher recruitment, it also presents an opportunity in relation to increasing the proportion of Welsh speaking Headteachers.

8.2 Welsh Ability of All School Staff

At present we do not have a clear enough understanding of the Welsh language ability of our staff. This is because although we ask for this information on the application form for new posts, it is not a compulsory element and therefore we rely on the applicant providing the information.

We have begun to analyse data available to us through the SWAC survey. Going forward, this will support us to establish a baseline and identify current and potential gaps in Welsh language skills to inform planning for professional learning with partners.

9.WESP Targets

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

The methodology to calculate the target is consistent with the milestones in Cymraeg 2050 which relate to the increase in the number of learners in Welsh-medium education required to meet the target of a million Welsh speakers by 2050. The target is based on the number of Year 1 learners (5/6-year-olds), taken from the Pupil Level Annual School Census (PLASC) data

Local authorities are grouped into different categories to reflect the differences (and recognising similar elements) between them. Welsh Government have set a specific target range for each authority based on the percentage of learners taught in Welsh in the area; the models of Welsh-medium education provision adopted to date and the linguistic nature of your area. The lower target is based on a national target of 30% of Year 1 learners being taught through the medium of Welsh by 2030/31. Local authorities are encouraged to exceed the upper range target where possible.

Monmouthshire is in Group 4 which means that:

1. 13% or fewer Year 1 children in Monmouthshire were being taught through the medium of Welsh in 2019/20.
2. There is a choice between Welsh-medium education and English-medium education in these local authorities.

The other authorities in our group are Bridgend, Blaenau Gwent, Torfaen and Newport.

The table below shows the number of learners in Monmouthshire being taught through the medium of Welsh in 2019/20 and a comparison to the lower and upper targets for 2030/31.

2019/20		2030/31 Target Range for Monmouthshire			
	Actual	Lower	Difference	Upper	Difference
Pupils	32	80	+48	115	+83
Year 1 Cohort	842	800	-42	800	-42
%	3.8%	10%		14%	

In 2019/20 (PLASC 2020), 32 Year 1 learners were taught through the medium of Welsh, representing 3.8% of the cohort. By 2031/32, the expectation from Welsh Government is that between 10% and 14% of the cohort will be taught through the medium of Welsh. Whilst this appears to be a modest increase, it comes at a time when cohort sizes are declining overall.

Through our WESP we aspire to have 120 pupils in Year 1 in Welsh-medium education by 2031/32. This is above the WG target set for Monmouthshire and recognises our ambition to extend one of our existing schools to become a 420-primary school, one to a 210 primary school and establish a third 210 primary school in Monmouth during the life of this WESP.

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10. WESP Outcomes

The Welsh Government requires each Local Authority to plan their WESP around the following seven outcomes. These outcomes reflect a learner's journey and are consistent with the Welsh Government policy area of Cymraeg 2050 and Education in Wales: Our National Mission.

- **Outcome 1:** More nursery children/ three-year-olds receive their education through the medium of Welsh
- **Outcome 2:** More reception class children/ five-year-olds receive their education through the medium of Welsh
- **Outcome 3:** More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- **Outcome 4:** More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- **Outcome 5:** More opportunities for learners to use Welsh in different contexts in school
- **Outcome 6:** An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- **Outcome 7:** Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

It is a requirement that the local authority must plan for each outcome, according to statutory requirements. Each outcome is presented in detail on the following pages and includes a summary of the current position and our proposals for the duration of the plan.

11. Outcome 1

Outcome 1:

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

Where are we now?

Our most recently published Child Sufficiency Audit, March 2017, highlighted the following areas to address:

1. We did not have enough Welsh-medium childcare provision available in the Monmouth and Caldicot areas.
2. There were no Welsh-medium childminders or full day care settings
3. We had one sessional Welsh-medium care provider offering 26 places for children aged 2-4 years, as well as lunch club and wrap around for school nursery. There were 39 children accessing Welsh-medium childcare in this setting at that time

Although none of the parents who responded to the consultation requested additional Welsh-medium childcare; the overall opinion amongst respondents was that the range of Welsh-medium / bilingual childcare provision was poor or satisfactory at best, particularly in the north of the county.

By July 2021, the number of Welsh-medium childcare settings has increased to three. There are 19 places available in south of the county, located on the site of Ysgol Y Ffin, 16 places in the Monmouth area and 28 places located on the site of Ysgol Y Fenni. This means that we currently have 63 Welsh-medium childcare places across Monmouthshire.

Currently Cylch Meithrin Y Fenni offers Flying Start places in Abergavenny in the north of the county. However, this provision is currently not available in the south of the county.

Many children in Monmouthshire live in predominately English-speaking homes. As a result, many parents and prospective parents are reluctant to consider Welsh education as a realistic option for their children, and this is particularly evident in the south of the county. We recognise that most prospective parents are apprehensive about their child starting school. However, a lack of access to good quality information about the benefits of a bilingual education and clear signposts to support for parents choosing a Welsh-medium option were having a negative impact on Welsh-medium school applications in the south of the county. Over the last three years and with the support of RhAG and regional partners, we have improved the quality and accessibility of information. As a result, the Early Years and Childcare section on the MCC website includes a page on Welsh language provision and support, with links to Welsh-medium childcare settings, Ti a Fi groups, and links to organisations such as Mudiad Meithrin and Cymraeg i Blant. There is also a 'Becoming Bilingual' leaflet to download on our website which promotes Welsh-medium education and explains the wider benefits of becoming bilingual.

Free school transport is provided to all eligible primary and secondary learners in Monmouthshire, including learners attending Welsh-medium primary schools within Monmouthshire and secondary Welsh-medium schools in Torfaen and Newport.

Where do we expect to be within the first five years of our WESP plan?

We aim to achieve the following in relation to Outcome 1 in the first five years:

- Establish a new Cylch Methrin in Chepstow so that Welsh-medium childcare is available in four of the five main settlements within Monmouthshire.
- Establish Welsh-medium Flying Start childcare places in the south and north east of the county.
- Welsh-medium childcare in Monmouthshire is secure and sustainable.
- The demand and uptake of Welsh-medium childcare places is at least 100 across the county.
- More than 60% of practitioners within childcare have received training in the Welsh language and feel confident in communicating with children through the medium of Welsh within the setting.
- Establish an apprenticeship scheme to support the expansion of childcare across the county, including in Welsh-medium settings.
- On-line school admissions actively promote the full range of options for Welsh-medium education.

What do we plan to do to get there?

1. Increase pre-school Welsh-medium provision

- Continue to support existing Welsh-medium childcare providers, certainly in the short term, to ensure they are sustainable financially, with a high level of uptake.
- Establish a Cylch Methrin in Chepstow within the first five years and another in Usk early in the second half of the plan so that every town in Monmouthshire has a Welsh-medium pre-school option. In doing so, we will continue to support increased demand for Welsh-medium primary places.
- Extend access to Welsh-medium Flying Start childcare places in Cylch Meithrin Cil Y Coed in the south of the county so that children of all backgrounds have access to high quality Welsh-medium childcare. We will work to build the capacity to provide as many Flying Start services as possible through the medium of Welsh for example, Baby yoga and access to a Welsh speaking Health Visitor.
- Continue to work closely with Mudiad Meithrin to provide support for existing Welsh-medium childcare providers and to stimulate demand for Welsh-medium provision.
- Continue providing funding to Mudiad Meithrin towards the cost of a Cylch Ti a Fi Officer and to promote the Cymraeg i Blant activities that take place within Monmouthshire.

- Provide all childcare settings with training to build the Welsh-medium capacity of staff such as Cwlwm's 'Camau' Course, Mudiad Meithrin's 'Clebran' support for English medium settings and 'Croesi'r Bont' for WM Cylchoedd Meithrin.
- Monitor the number of practitioners attending Welsh language training annually and survey the number who feel confident to use the language in the setting.
- Develop an in-house apprenticeship scheme to encourage more Welsh speakers to train to work in childcare within the county.

2. Provision of information to parents

- Set up a specific sub-group of the WEF to focus on the promotion of Welsh-medium childcare and education. The purpose of this group will be to consider how to ensure that the benefits of a bilingual education are presented in a credible way, for example, utilising Welsh speakers and learners who can demonstrate the positive impact the Welsh language has on their lives and in their employment. As part of this work we will survey parents who have not chose a Welsh-medium education so that we can better understand the reasons behind this and identify ways to overcome their concerns.
- Continue to develop the quality and range of information for parents to promote the benefits of bilingualism.
- Regularly review the information in our 'Starting School' booklet to ensure that arrangements for applications to Welsh-medium schools is clear, comprehensive and located within the booklet before arrangements for English medium schools.
- Review our on-line application process for schools to include opportunities to provide options about Welsh-medium provision.
- Work in partnership with the WEF sub-group to develop high-quality Welsh-medium resources to support parents to build confidence to choose a Welsh-medium education.
- Utilise local authority settings such as, libraries, leisure centres and hubs, to display and distribute information and resources for parents, to promote Welsh-medium education.
- Ensure that we include links to Welsh-medium schools and Welsh Government promotional information in the Early Years section of our website.
- Extend our work with RhAG to facilitate Welsh-medium parent forums and provide information sessions, particularly in the Caldicot and Monmouth areas of the county.
- Promote Welsh starter classes such as 'Clwb Cwtsh', an eight-week free course.
- Review information provided to Flying Start parents regarding benefits of bilingualism.
- Introduce a scheme to match Welsh speaking families with non-Welsh speaking families considering sending their children to a Welsh-medium nursery as a means of supporting them through the transition process.

3. Access to Welsh-medium provision - School Transport

- Review our school transport policy to ensure that all learners have a genuine opportunity to receive their education through the medium of Welsh. This will include a review of travel times and accessibility, early years and post-16 transport.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of our WESP in relation to Outcome 1

- Monmouthshire has the capacity for at least 125 children to attend a Welsh-medium childcare setting.
- Monmouthshire has the capacity for at least 125 children to attend a Welsh-medium early education setting.
- There will be a new Cylch Meithrin in Usk so that there is a Welsh-medium childcare setting in Monmouthshire, one in each of the five main settlements.
- All childcare practitioners will have attended a suitable Welsh language course by 2025.
- At least 95% of practitioners report they are confident in using the Welsh language in the setting.
- There are sufficient, well qualified Welsh-medium childcare practitioners working in Monmouthshire to ensure high quality, sustainable provision across the county.

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12. Outcome 2

Outcome 2:

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

Where are we now?

1. Reception Learners

Nearly all learners attend a Cylch Meithrin or a school-based Welsh-medium nursery before they start school in Reception and the majority continue their education through the medium of Welsh until the end of key stage 2. In January 2020, there were 32 learners in Year 1 in Monmouthshire being taught in our Welsh-medium schools. This is lower than in previous years because of a decline in the birth rate for that cohort group.

The demand for places in Ysgol Fenni shows an increasing trend, with 64 learners starting Reception in 2021. However, numbers in Ysgol Ffin have not yet reached the standard admission number with 14 starting Reception in September 2021 and this has an impact on overall numbers in the school. Overall, this means that in September 2021, 9.2% of Reception learners are attending a Welsh-medium primary school in Monmouthshire compared to 4.7% the previous year.

2. Welsh-medium Provision

There has been significant local authority investment in Ysgol Y Fenni over the last three years and this has enabled the school to expand its capacity to meet an increasing demand for places. Further expansion of the school is planned as part of our 21st Century School Programme in Abergavenny. This will see the relocation of English medium primary provision onto the site of the new all-through school enabling Ysgol Y Fenni to relocate onto this site. The move to the new site will give Ysgol Y Fenni the capacity to accommodate 420 learners, along with a nursery and a Cylch Meithryn. Additional temporary accommodation has been located on the site to address the recent increase in demand and until the school relocates.

The local authority successfully obtained Welsh Government Grant funding through the Welsh in Education Capital Grant and Early Years Capital Grant programmes to extend and refurbish the site at Ysgol Y Ffin so that it has capacity to accommodate 210 learners. We have recently established new Welsh-medium childcare setting within the school grounds to encourage greater uptake of Welsh-medium education in the area.

The following table shows the number of pupils on role in each of our schools based on PLASC 2021.

January 2021				
School	NOR	Capacity	Surplus Places	% Surplus
Ysgol Gymraeg Y Fenni *	228	317	89	28.1%
Ysgol Gymraeg Y Ffin	92	180	88	48.9%
Total	320	497	177	35.6%

Currently, Welsh-medium learners living in Monmouth travel long distances to access Welsh-medium primary education, because there is no Welsh-medium school in the area. We plan to utilise the Welsh in Education Capital Grant to build a new 210 school in the Monmouth area during the life of this WESP which will significantly increase the capacity of the Welsh-medium sector within Monmouthshire and enable us to fulfil our WESP target of 120 learners in Year 1 in Welsh-medium education by 2030/31. We will open a seedling school for reception and year 1 learners in Monmouth in September 2023 with a Welsh medium nursery on site.

As a result of creating additional capacity for Welsh medium education, and based on increasing demand, we expect to see around 600 learners in Welsh-medium education at the mid-point of this WESP and 850 learners by 2031/32.

3. Provision for Latecomers

At present, there is limited provision for latecomers to Welsh-medium education in the county. This means that families moving into the area with children in different age groups are less likely to consider Welsh-medium education as a genuine option for all of their children. However, since the start of the autumn term 2021, the local authority is investing in a three-year pilot, in partnership with Ysgol Y Ffin, to develop a model for immersion provision to meet the needs of Monmouthshire learners who are latecomers to the Welsh language and currently we have two learners attending the provision. We will apply for additional Welsh Government Immersion Grant funding to develop and expand immersion provision and upskill staff in Welsh-medium schools on immersion techniques.

Where do we expect to be within the first five years of our WESP plan?

We plan to achieve the following in relation to Outcome 2 in the first five years of our WESP.

- Increase the rate of transfer from Welsh-medium childcare providers and nursery provision into Welsh-medium primary provision to 95% and above.
- Y Fenni is established as a 420 school and relocated on the new site to enable the school to fulfil the increase in the standard admission number.
- Ysgol Y Ffin is approaching its capacity of 210 learners and Reception intake is 30.
- High quality immersion provision in Monmouthshire, is effectively supporting primary latecomers to Welsh.

- The demand for immersion provision across the county is at least 25 learners per year, for learners in Years 2 to 6.
- A seedling Welsh-medium school is established in the Monmouth area of the county.
- We aim to have at least 500 Welsh-medium learners in primary schools in Monmouthshire.

What do we plan to do to get there?

1. Reception Pupils

- Set an ambitious target of 120 Reception Learners in Welsh education by the end of the WESP is 120. This means that we will increase the number of learners by 88 during the lifetime of the WESP.
- Continue to develop high quality promotional materials for parents, including the benefits of a Welsh-medium education.
- Work with Mudiad Meithrin and Welsh-medium childcare providers to ensure a high level of transfer from Welsh-medium settings into Welsh-medium schools.
- Introduce a scheme to match Welsh speaking families with non-Welsh speaking families considering sending their children to a Welsh-medium school as a means of supporting them through the transition process.
- Establish a sustainable provision for latecomers to Welsh education to ensure families new to the area so that Welsh-medium education is a genuine option.

2. Welsh-medium Provision

- Continue to maximise the opportunity for grant funding to increase Welsh-medium provision within Monmouthshire.

3. Provision for Latecomers

- Develop an effective immersion model to provide intensive support for primary aged pupils in Monmouthshire.
- Ensure our model supports immersion provision at key stage 3 in feeder secondary schools
- Secure additional funding from Welsh Government to support the development of our immersion provision.
- Promote the purpose and benefits of our immersion provision at key points in the school application process, working with key partners, through our website, Family information service, social media and in local authority buildings across the county.
- Review school transport to ensure learners are transported to a site where they can access immersion provision regardless of where they live or regularly attend school.
- Provide Welsh-medium schools with professional learning on the language acquisition process underpinning effective immersion, the steps in the process, the learner characteristics and teaching pedagogy that supports immersion.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of this WESP in relation to Outcome 2:

- Transfers from Welsh-medium childcare providers and nursery provision into Reception is 95% or above.
- At least 120 Reception learners will be in Welsh-medium education.
- At least 120 Year 1 learners will be in Welsh-medium education.
- There will be three Welsh-medium primary schools in Monmouthshire with the capacity for 120 learners per cohort.
- The number of learners in Welsh-medium primary education will be at least 95% of the full capacity of 840.
- Effective immersion provision will be embedded and effective in supporting primary latecomers to Welsh education.

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13. Outcome 3

Outcome 3:

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

Where are we now?

- Retention of Learners

There is a high retention of learners in both Welsh-medium primary schools in Monmouthshire. However, the rate of transition into Welsh-medium secondary education is not as consistent as learners move into key stage 3. This is partly because Welsh-medium secondary provision for Monmouthshire learners is delivered through partnership agreements with Torfaen and Newport. This means that most secondary aged learners need to travel much further, and for longer, to attend secondary Welsh-medium provision compared to when they attended a Welsh-medium primary school. This is particularly true for learners living in the north east of the county.

Over the last three years, Monmouthshire opened two new secondary schools, one in Monmouth and the other in Caldicot. Inevitably this has had an impact on levels of transition to Welsh-medium schools with more parents exercising their preference for an English medium secondary school, particularly in the south of the county. In doing so, this has reduced the number continuing their education through the medium of Welsh. Transition rates from our Welsh-medium primary schools into secondary Welsh-medium secondary schools has been an average of 64.3% over the last three years.

Partnerships between Monmouthshire Welsh-medium primary schools and feeder Welsh-medium secondary schools in other Local Authorities are strong. As a result, they work appropriately to promote linguistic progression to parents/carers.

Welsh-medium and English-medium primary and secondary schools in Monmouthshire provide education either wholly through the medium of Welsh or wholly through the medium of English. Currently, we have no transitional schools or secondary schools with significant use of Welsh status within the county.

All Year 6 learners in Monmouthshire have the opportunity to engage in a range of workshops delivered by the Youth Service that focus on aiding the young people's transition from primary school to secondary school. This includes team building and communication skills, smoking, peer-pressure, equality and diversity, managing responsibility, healthy relationships, online safety, positive mental health and bullying. This programme is currently delivered through the medium of English and we recognise the need to offer this through the medium of Welsh and strengthen partnerships with both Welsh-medium secondary schools to enhance Year 6 to Year 7 transition for learners in Welsh-medium primary schools.

- Collaboration with other Local Authorities

Monmouthshire has established appropriate partnerships with neighbouring Local Authorities to ensure that secondary aged learners can continue their secondary

education through the medium of Welsh. As a result, Welsh-medium learners in the north of the county generally attend Ysgol Gyfun Gwynllyw (YGG) in Torfaen and those in the south attend Ysgol Gyfun Gwent Is Coed (YGGIC).

Learner projections for the next ten years indicate that the arrangements we have in place with Newport and Torfaen will be sufficient to meet the demand from Monmouthshire until 2028/29. Monmouthshire, Blaenau Gwent and Powys have agreed to work collaboratively to deliver a new secondary provision in Band C of the 21st Century Schools Programme. Directors have commissioned the regional Planning School Places group to review the demand for the school and this will lead to a strategic outline plan being concluded in 2024 with a progression into the full business planning process aligned to the Welsh Government programme. The programme will aim to open in 2028/29 recognising the potential pressures within existing settings.

Further work is needed to improve transition rates from primary into secondary Welsh-medium provision, and to improve our understanding of linguistic progression and outcomes for Monmouthshire learners in Welsh-medium secondary schools in other Local Authorities.

To ensure the plan is complete we accept that we need to strengthen progression routes to sixth forms / FE colleges and subsequently, where relevant, to universities and the world of work. This means that we need to take full account of the contribution of sixth forms, further education colleges and apprenticeship providers to support us in achieving higher progress rates.

Where do we expect to be within the first five years of our WESP plan?

We plan to achieve the following in relation to Outcome 3 in the first five years of our WESP.

- Transition rates from Welsh-medium pre-school provision and Welsh-medium primary schools is 90% or above.
- Capacity for Welsh-medium primary provision in Monmouthshire is 90 learners per cohort and transition to a Welsh-medium secondary school is 95%.
- We have a sound understanding of the linguistic progression of Monmouthshire learners in key stages 3, 4 and 5.
- Our 21st Century Schools Band C programme plan, in collaboration with other local authorities, to co-create a new Welsh medium secondary school in the north east is at an advanced stage and on schedule to open by 2028/9.
- Processes to categorise new primary schools in Monmouthshire are in place and support the expansion of Welsh-medium provision.
- Our school transport review is complete, appropriate actions implemented and parents and learners feel that arrangements support transition into Welsh-medium secondary education appropriately.
- Progression rates into Welsh-medium further and higher education increase.

What do we plan to do to get there?

- Establish Welsh-medium Partnership Boards with existing partners, Torfaen and Newport, to develop a common understanding of provision to plan for Welsh-medium secondary education in the future.
- Establish a Welsh-medium Partnership Board with other local authorities who wish to co-create new secondary Welsh-medium provision from 2028 and beyond to establish a common understanding to effectively plan for the new school.
- Survey parents and learners to identify and understand the key challenges that prevent learners transferring to secondary Welsh-medium education.
- Review our transport policy to identify ways to reduce travel times for secondary learners to encourage more to continue their education in Welsh.
- Develop a mechanism to monitor the linguistic progression of Monmouthshire learners attending Welsh-medium secondary education in collaboration with other local authorities.
- Work with sixth forms, further education colleges and apprenticeship providers to clearly identify progression targets for Welsh-medium learners.
- Secure staffing to deliver the Youth Service Year 6 transition programme in Welsh to learners in Welsh-medium primary schools.
- Through our commissioned service, continue to provide advice and support to schools to increase the amount of Welsh language learning provision on offer.
- Continue to maximise the opportunity to secure additional grant funding to increase Welsh-medium provision within Monmouthshire.
- Review our processes to categorise the language of new primary schools to support further increases in the number of schools able to provide a Welsh-medium education within Monmouthshire.
- Continue to work in partnership with other Local Authorities and colleges to secure greater continuity in Welsh-language provision into key stages 3, 4 and 5.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of this WESP in relation to Outcome 3:

- Transition rates from our Welsh-medium primary schools into a Welsh-medium secondary school is 95%.
- All Year 6 learners in Welsh-medium primary schools have the opportunity to engage in the Youth Service transition programme through the medium of Welsh on an annual basis.
- A Welsh-medium secondary school is established through the 21st Century Band C programme in partnership with Powys and Blaenau Gwent.
- School transport will ensure learners have a realistic opportunity to continue their education through the medium of Welsh.

14. Outcome 4

Outcome 4:

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

Where are we now?

- Pupils studying through the medium of Welsh

There are no Welsh-medium secondary schools in Monmouthshire. However, Monmouthshire learners attending Ysgol Gyfun Gwynllyw (YGG) or Ysgol Gyfun Gwent Is Coed (YGGIC) will have the opportunity to study all subjects through the medium of Welsh at GCSE level.

All sixth form students studying academic subjects at YGG can study their chosen subject through the medium of Welsh. From 2021, students will be able to remain in YGGIC for sixth form so that they can continue their learning across a range of 16 subjects through the medium of Welsh.

- Pupils studying Welsh as a subject

GCSE Welsh is offered in all four of Monmouthshire's secondary schools, with 718 learners (91.9%) being assessed in the subject in 2021. However, these numbers do not translate into a similar uptake at either AS or A2 level. Due to difficulties in employing Welsh language specialists, A level Welsh second language is only offered in two of our secondary schools, Monmouth and Caldicot. Current numbers show 11 learners in Year 12 and 11 in Year 13 (3.1%) are following this course in 2021. We recognise that there is a need to identify how pupils' interest in the subject can be developed and maintained and work with schools to consider how Welsh is presented as a subject when planning A level options. We plan to work with Coleg Cymraeg Cenedlaethol and other partners as part of a national plan to promote Welsh as a subject to all learners.

Coleg Gwent will continue to focus on embedding full bilingual units into their main courses and qualifications in priority bilingual curriculum areas.

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

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

The college has had some success in recent years in increasing the number of learners who fall into the B1 and B2 categories in particular. However, the numbers are still relatively low, and the college is ambitious in its vision to increase

these numbers over the next 10 years. The latest data (number of learners in 2020-2021) is as follows:

B3	B2	B1	C1
276	93	144	0

The table below summarises the proportion of learners studying for a qualification through the medium of Welsh or bilingually.

GCSE Welsh Second Language	AS/A Level Welsh Second Language	Coleg Gwent Provision
91.9%	3.1%	6.0%

Where do we expect to be within the first five years of our WESP plan?

We plan to achieve the following in relation to Outcome 4 in the first five years of our WESP.

- Increase the proportion of learners assessed in GCSE Welsh to 94%.
- Increase the proportion of Post 16 learners assessed at AS and A2 to 6%
- Bilingual units will be available in childcare, health and social care and public service courses in Coleg Gwent.
- Welsh bilingual units will be embedded into main programmes delivered by Coleg Gwent
- The bilingual delivery for each language category in programmes delivered by Coleg Gwent will be:

B3	B2	B1
2000	400	600

What do we plan to do to get there?

- Engage with Careers Wales to provide advice and support to promote future opportunities available to learners who have a formal Welsh language qualification.
- Ensure that schools promote the benefits of a bilingual education in careers sessions and Compass for Life sessions.
- Provide more opportunities for work experience and local authority apprenticeships for young people from Welsh-medium secondary schools, particularly in shortage areas such as early years and childcare.
- Ensure that all four secondary schools in Monmouthshire offer an A level course in Welsh as part of a wider collaboration model. This may include the sharing of staff with expertise in Welsh language, utilising distance and blended learning strategies developed during the pandemic and the e-sgol project as appropriate.
- We plan to work with Coleg Cymraeg Cenedlaethol and other partners as part of a national plan to promote Welsh as a subject to all learners.

- Coleg Gwent will employ new staff to deliver bilingual units in childcare, health and social care and public service courses to increase the number of bilingual practitioners in the workforce in their key areas.
- The college also plan to develop a digital package to support most full-time vocational learners to achieve at least B3
- All Level 3 Childcare learners enrolled at the Newport Campus will complete one full unit of their main qualification bilingually, requiring learners to evidence how they promote and support Welsh in an Early Years setting.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of this WESP in relation to Outcome 4:

- The number of learners assessed at GCSE in Welsh second language is 96%.
- The proportion of Post 16 learners assessed at AS and A2 will be at least 10%
- A bilingual model will be available for all learners attending courses in Coleg Gwent in the seven priority curriculum areas.
- An increase in the number of bilingual Level 3 Early Years practitioners qualified to support the increase in demand in Early Years settings and schools.
- The bilingual delivery for each language category in programmes delivered by Coleg Gwent will be as outlined in the table below:

B3	B2	B1
3000	500	1000

15. Outcome 5

Outcome 5:

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

Where are we now?

Most learners in Monmouthshire come from English speaking homes. Historical teacher assessment data indicates that standards of Welsh overall, is generally good in both our Welsh-medium and English medium schools. However, our Welsh-medium schools have identified a decline in oracy skills and confidence in speaking the Welsh language after a long period of absence from school during the pandemic.

The regional consortia developed a bank of distance and blended learning resources to support the on-going development of Welsh language skills within each phase of learning, with a focus on those learners who come from non-Welsh speaking homes. Support for Siarter Iaith has a central role in maintaining language skills for these learners in our Welsh-medium schools.

Support for Cymraeg Campus is on-going in our English medium primary schools and the Urdd's Cymraeg Bob Dydd supports the Siarter Iaith programme in secondary schools.

Siarter Iaith	Cymraeg Campus	
Primary: Silver	Working towards Bronze	Bronze achieved and working towards Silver
100%	18%	82%

The regional consortia are supporting schools to explore progression from Cymraeg Campus and promoting the values of Siarter Iaith with our English medium secondary schools. Specific early development work has been undertaken with all four of our secondary schools.

Since launching the Siarter Iaith programme in schools, we have seen an increase in the use of Welsh in the day-to-day life of schools.

Opportunities to use Welsh in other contexts are supported by other partners organisations and services within the Local Authority.

Coleg Gwent

Coleg Gwent provides its learners with Welsh language enrichment opportunities. In partnership with the Coleg Cymraeg Cenedlaethol, 5 Welsh Ambassadors are appointed each academic year to promote, encourage and facilitate Welsh language provision across all campuses. This includes working with the college's Welsh partners such as the Coleg Cymraeg Cenedlaethol, Yr Urdd, Menter Iaith

and Gwent Police to celebrate national events such as Welsh Language Music Day, St David's Day, Diwrnod Shwmae Su'mae, as well as internal events including our annual Welsh Language Week and our Welsh language forum for learners, Llais.

Participation and engagement levels vary across campuses and departments but approximately 8 -12 learners engage with each of our Welsh-medium extracurricular activity.

During the 2020/21 academic year, 142 learners engaged with Welsh / Bilingual activities (45% of all learners who are consider themselves as Welsh speakers).

Youth Service

The Youth Service recently commissioned two Welsh Language Youth workers, in partnership with the Urdd, to staff a weekly Welsh Youth Club in the south of the county, with a view to opening a second in the north.

Monmouthshire established digital on-line youth service for all young people, including those preferring to engage through the medium of Welsh, to provide support and advice during long periods of lockdown.

Currently, there is no Welsh language support available for young people engaging in our Inspire to Achieve (I2A) + Inspire to Work (I2W) projects. We have identified this as an area to be addressed as soon as possible.

Menter Iaith

Menter iaith supports and promotes the use of the Welsh language, supporting families and raising awareness of the benefits of being bilingual. During lockdown, 92 children from Monmouthshire signed up for one of the 55 Menter iaith's online Welsh language events. Currently, 16 children attend Menter BGTM's After School Club at Ysgol y Fenni on a daily basis.

Urdd Gobaith Cymru

Urdd Gobaith Cymru is a voluntary national children and young people's organisation that provides various opportunities to use Welsh and gain experiences outside the classroom and in their communities.

All these opportunities are available in all Local Authorities in Wales and are a range of local, county, regional and National activities.

The organisation works in the following ways:

In the community

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

Sports

- Community clubs
- Sports, county, regional and national competitions
- Regional and National Sports Festivals

- Digital activities
- Provision of physical literacy education to schools

Urdd Camps

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

Eisteddfod and the Arts

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

Welsh-medium apprenticeships

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

International

- Message of Peace and Goodwill - extends a hand of friendship and discusses important points for young people at a global level
- Specific projects with partners in Ireland, America and Japan
- International volunteering and exchange opportunities.

Resources

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

The Urdd work regionally, therefore many activities available to Monmouthshire children and young people are held in a central location across Gwent.

The following table shows the engagement of Monmouthshire learners in Urdd activities before the pandemic.

Monmouthshire 2018 - 2019	No. of children Primary age	No. of children Secondary	Total	Location
Residentials trips	200	70	270	Urdd Centres - Llangrannog, Glan-llyn and Cardiff
Eisteddfod	30		30	Ysgol Gyfun Cwm Rhymini-Caerffili + Ysgol Gyfun Gwynllyw
Mistar Urdd School visits	150		150	
Sporting tournaments	25	25	50	Various location across Gwent
1:1 youth work		1	1	Ysgol Gyfun Gwent Is Coed
Jambori	375		375	Pontypool
	780	96	876	

Whilst it is good to see that learners in Monmouthshire are engaging in Urdd activities, we aim to increase the number significantly during the life of this WESP

Where do we expect to be within the first five years of our WESP plan?

We plan to achieve the following in relation to Outcome 5 in the first five years of our WESP.

- 67% of Welsh-medium primary schools will be Gold in terms of Siarter Iaith
- 100% of English medium schools will be Bronze in terms of Siarter Iaith
- 75% of English medium schools will be Silver in terms of Siarter Iaith
- 20% of English medium schools will be Gold in terms of Siarter Iaith.
- A second Welsh-medium Youth Club is established in the north of the county.
- Two thirds (20) primary schools regularly participate in Urdd activities.
- Coleg Gwent learner-participation levels for Welsh language activities to increase to 70%.
- There is a full time Welsh Language Youth Worker in Monmouthshire.

What do we plan to do to get there?

- Ensure that our next 5-year Welsh Language Strategy actively supports the promotion of the Welsh language and the wider use of the Welsh Language across the county.
- Provide professional learning opportunities for Senior Leadership, including a focus on strategic development of Cymraeg Campus in English medium school.
- Facilitate networks for Siarter and Welsh co-ordinators
- Provide bespoke support for schools in line with the Regional School Improvement approach
- Engage schools in the development of Cymraeg Campus as part of their wider school self-evaluation and school development planning.
- Raise the profile and market the Siarter Iaith / Cymraeg Campus through social media.
- Promote effective cluster working through Cluster Professional Learning leads for Welsh
- Promote the opportunities available for learners to engage with wider agencies such as Urdd Gobaith Cymru and Menter Iaith.
- Work with Menter Iaith to establish weekly clubs in both Welsh-medium primary schools to create more opportunities to use Welsh outside lessons, offer 10 activities during the school holiday period for 50 children to provide opportunities to use Welsh socially with children from different schools and use Welsh outside the classroom and hold a regional 'Cwis Dim Clem' competition for Year 6 children to promote the use of Welsh to all learners.
- Increase the number of Urdd activities on offer within Monmouthshire for learners in Welsh and English medium schools so that they have the opportunity to participate and engage in the Welsh language in an out of school context.

- Ensure that English-medium schools provide the opportunity for all learners to experience, learn and regularly use the Welsh language from an early age, and in a range of authentic contexts.
- Work with Menter Iaith BGTm to expand opportunities for after school clubs and holiday provision for all learners in the county.
- Coleg Gwent will continue to expand and develop Welsh language enrichment provision and establish a vibrant, diverse and inclusive Welsh community.
- Continue to work in partnership with the Urdd to develop our Welsh-medium Youth offer across the Local Authority.
- Review our SLA with the Urdd to increase Welsh language Youth worker time in Monmouthshire as soon as possible.
- Actively promote the benefits of engaging with the Urdd and opportunities for learners to develop and use Welsh language skills through engagement in Urdd activities to all schools in Monmouthshire
- Actively promote the Cam wrth Gam school scheme as an option for pupils to follow to obtain a qualification in childcare.
- Ensure that the benefits of a bilingual education, the support available to families and opportunities to learn and use the Welsh language with confidence as a normal part of everyday life, is a key feature in the promotion of new housing developments identified in our Local Develop Plan.
- Introduce a scheme to match Welsh language learners in secondary schools with Welsh speakers to develop their skills in the language and possibly encourage more to take external qualifications in Welsh.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of this WESP in relation to Outcome 5:

- 100% of Welsh-medium primary schools will be Gold in terms of Siarter Iaith
- 80% of English medium schools will be Bronze in terms of Siarter Iaith
- 40% of English medium schools will be Silver in terms of Siarter Iaith
- 5% of English medium schools will be Gold in terms of Siarter Iaith.
- A third Welsh-medium Youth Club is established in the centre of the county.
- All schools in Monmouthshire regularly participate in Urdd activities.
- Engagement in out of school activities provided by the Urdd is 80% across all schools in the county.
- Engagement in Welsh language enrichment provision provided by Coleg Gwent will double by the end of this WESP (284 learners / 90% learner engagement).

16. Outcome 6

Outcome 6:

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

Where are we now?

In preparation for the implementation of the Additional Learning Needs and Education Tribunal (Wales) (ALNET) Act 2018, we have reviewed our ALN provision across all schools, settings, and other providers. As a result, we have identified the following areas in relation to ALN provision for learners in Welsh-medium education.

Monmouthshire does not have a specialist resource base for children with complex ALN as the perceived demand is very low. However, we believe that this is because parents/ carers of children with more complex ALN are more likely to opt to send their children to an English medium primary school due to a current lack of specialist Welsh-medium provision within the local authority and across the region. Consequently, it is highly likely that the perceived number of learners with SEN or ALN in Welsh-medium schools may be underrepresented. There has not been a recent, detailed analysis of ALN children in the Welsh-medium sector to fully understand the level and complexity of ALN need in Welsh-medium schools or early years setting.

There is a shortage of Welsh speaking Educational Psychologists (EP) across the SEWC region as a whole. Currently one local authority has three Welsh speaking EPs, whilst Monmouthshire has none. Monmouthshire has been more successful in recruiting Educational Psychologists to the service, compared other local authorities. However, due partly to Monmouthshire's border location, many applicants apply from neighbouring English LAs. Although recruitment material indicates Welsh as desirable in the job specification; the service has received any applications from Welsh speaking suitably qualified and experienced EPs. Overall, there is a lack of Welsh-medium specialist support across ALN and Inclusion services within the county and across the region.

Over the last three years we have worked regionally to ensure that all training and resources to support the implementation of the ALNET Act is available through the medium of Welsh and is easily located on Hwb.

The SEWC ALN transformation lead has distributed additional funding for Welsh-medium support packs across the region. Specialist advice and training for practitioners supporting learners with challenging behaviour is not available through the medium of Welsh in Monmouthshire.

Correspondence relating to ALN procedures and processes are available in Welsh for parent/carers on request. However, there are no Welsh speakers within the

ALN Statutory or Inclusion Team and this can limit access to advice and support for Welsh speaking parents/carers.

Where do we expect to be within the first five years of our WESP plan?

We plan to achieve the following in relation to Outcome 6 in the first five years of our WESP.

- We have an accurate understanding of ALN needs within Welsh-medium schools in Monmouthshire to inform the on-going review and planning of specialist provision within the county.
- An annual cycle of audit and analysis of Welsh-medium ALN provision is embedded in local authority processes.
- Transition arrangements for SEN or ALN learners from Welsh-medium schools are well established and effective.
- At least one member of the statutory team will be able to work through the medium Welsh to support learners and engage with parents and schools.
- We will increase the number of Welsh speaking staff who can work through the medium of Welsh to deliver the full range of ALN and Inclusion services we offer within the local authority and those delivered in conjunction with ABHB.
- Learners with SEN or ALN will be able to access advice and support through the medium of Welsh from the local authority and key partners, in line with the requirements of the ALNET Act 2018.

What do we plan to do to get there?

- Undertake a baseline audit of the ALN of Welsh-medium learners to inform the level of need for specialist Welsh-medium provision as a matter of urgency.
- Take appropriate action to address shortcomings identified in the audit of the ALN for Welsh-medium learners, including undertaking any necessary consultation processes if there is a need to develop a specialist provision.
- Conduct an annual audit of Welsh-medium ALN to ensure that the information is as contemporaneous as possible so that it informs future planning effectively and enables the local authority to accurately monitor progress and identify areas for improvement.
- Continue to monitor and review the provision in line with emerging need during the first five years of the WESP. Based on this information, take necessary actions to secure high-quality provision to meet the needs of Welsh-medium learners with ALN.
- Continue to take all reasonable steps to ensure learners with SEN or ALN with emerging needs can access support from the local authority's mainstream schools, specialist settings and central support services (e.g., EPS, SpLD) through the medium of Welsh to ensure we comply with the ALNET Act 2018.
- Audit Welsh-medium schools to establish the level and range of resources, including assessment materials, available to learners with ALN.
- Analyse the outcome of the resources audit to identify gaps in provision. Work with regional /national ALN services to identify /develop and source appropriate materials to close this gap for schools and learners with ALN.

- Ensure that parents are informed of their right to access Welsh-medium childcare for the child with ALN.
- Increase capacity, through training and direct recruitment, of the ALN, Inclusion and Educational Psychology Services to ensure parents/carers and learners with ALN or emerging needs can access services through the medium of Welsh to comply with the ALNET Act 2018.
- Develop robust transition arrangements between primary and secondary phases in other local authorities to ensure that Welsh-medium SEN or ALN provision is appropriately maintained for Welsh-medium learners.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of this WESP in relation to Outcome 6:

- SEN or ALN provision in the Welsh-medium sector matches emerging need effectively.
- The number of Welsh speaking staff who can work through the medium of Welsh will be sufficient to meet the demand for support and intervention from Welsh-medium learners.
- Provision and resources to support Welsh-medium SEN or ALN learners is appropriate and equivalent to provision for other mainstream learners, including services provided by the local authority and ABHB.
- Requests for advice, support and correspondence through the medium of Welsh will be met in a timely manner.
- All learners with SEN or ALN make a positive transition from Welsh-medium primary schools in Monmouthshire to Welsh-medium secondary schools in other local authorities.

17. Outcome 7

Outcome 7:

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

Where are we now?

Alongside the requirement to produce an updated WESP to cover the period 2022 – 2032, the Welsh Language (Wales) Measure 2011 requires us, Monmouthshire County Council to produce a revised five-year Welsh Language Strategy 2022 to 2027.

A key element within the five-year strategy will be the revised WESP as the measures, targets and aspirations contained within it will create a critical mass of new Welsh speakers within the county. As the largest employer within Monmouthshire, the council will support these aspirations by creating increased opportunities to both learn and use the language.

We are very aware that given the proximity of Monmouthshire as a border county the number of Welsh language speakers in the county is far lower than in other parts of the country. As a result, we often struggle to secure Welsh speaking staff to work in our schools. Over the life of next WESP, the Local Authority will look to provide increased apprenticeship and employment opportunities for those that have learned the language both as residents of the county or from other areas of Wales. In support the Local Authority will maximise the opportunity to access funding available through the existing Mudiad Meithrin Apprenticeship Scheme in conjunction with the Urdd. This will be particularly important as we look to increase the number of Welsh speakers in our schools and settings to meet the increase in demand for Welsh language education within the county.

At present, nearly all Monmouthshire schools are English medium. Staff with the highest levels of proficiency generally work in one of our two Welsh-medium primary schools or teach Welsh in a secondary school.

Language Skills: English Medium Primary Schools Monmouthshire and SEWC Region

Ability in Welsh	Monmouthshire	SEWC Region
No Skills	1.0%	0.8%
Entry Level	24.4%	29.6%
Foundation Level	55.6%	50.5%
Intermediate Level	15.1%	13.3%
Advanced Level	1.9%	2.1%
Proficient Level	1.6%	2.3%
The information was not obtained	0.3%	1.6%

Language Skills: English Medium Secondary Schools Monmouthshire and SEWC Region

Ability in Welsh	Monmouthshire	SEWC Region
No Skills	66.1%	61.4%
Entry Level	19.0%	18.2%
Foundation Level	7.1%	5.2%
Intermediate Level	0.6%	2.2%
Advanced Level	2.3%	1.7%
Proficient Level	4.8%	5.9%
The information was not obtained	0.0%	5.4%

Many of our English medium schools have improved the capacity of staff who teacher Welsh as a second language during the life of the last WESP and this compares well with the position across the SEWC region in our primary schools but not as favourably in our secondary schools. However, we recognise that our English medium schools need to continue to develop the higher Welsh language skills of staff to meet the requirements of the new curriculum and contribute to support the targets in the WESP. As a result, very few staff working in Monmouthshire English medium primary or secondary schools could transfer to teach through the medium of Welsh at present.

Eleven schools, and twenty-five teachers engaged with the Welsh Sabbatical Scheme over the last three years. Staff attending Welsh in a Year courses are supported by the EAS to develop their language and methodology skills in readiness for supporting the delivery of Curriculum for Wales in English medium schools. Staff who have completed the sabbatical scheme teach within their own school and play a central role in developing Welsh language teaching across their clusters. This includes demonstrating and sharing a range of second language teaching techniques, delivering training, and providing advice and support to other teachers. We have recognised the need to ensure that these members of staff need on-going support to maintain their Welsh language skills and will work with our Welsh-medium schools to provide opportunities to practice these skills with other Welsh speakers.

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

The EAS deliver National Professional Learning programmes to schools to support progression of staff along the national professional learning pathway, including Welsh-medium provision for Welsh-medium schools. These programmes support the development of a skilled Welsh-medium workforce and capacity for leadership.

Despite significant energies being deployed in partnership with the regional consortia, Welsh-medium recruitment is a significant concern. The number of Welsh speaking staff currently in our Welsh-medium schools is below the level needed to significantly expand our Welsh-medium and bilingual curriculum offer.

At present across both Welsh-medium primary schools we have 19 qualified teachers, 2 unqualified teachers, 2 HLTAs and 18 teaching assistants. At the point when all three of our Welsh-medium schools are full, we will need at least 12 additional teachers, 2 more HLTAs and up to 8 more teaching assistants. These numbers, along with the increased number of teachers completing the sabbatical scheme, align appropriately with our targeted increase in Welsh speaking staff.

Where do we expect to be within the first five years of our WESP plan?

We plan to achieve the following in relation to Outcome 7 in the first five years of our WESP

- Every department or front facing service in the Local Authority has at least one Welsh speaker.
- All Welsh Language events and Welsh Language vacancies are well publicised to give Welsh speakers and learners living in the county every opportunity to use the Welsh language either online or in social settings and to apply for vacancies.
- Increase the number of Welsh speaking teachers and support staff with the skills to work in Welsh-medium schools in Monmouthshire to be in line with the current SEWC average of 3.9% in primary schools and 4.7% in secondary schools.
- 15 schools and 30 existing teachers will have completed Cwrs Sabathol (an immersive Welsh speaking course).
- All English-medium schools are engaged in professional learning to build Welsh language skills.
- Careers seminars in the county provide information on the potential a career in teaching at a Welsh-medium school can offer.
- All teaching posts are advertised on bespoke teaching and Welsh language recruitment sites Wales wide.
- Increase the number of academic staff in Coleg Gwent with fluent Welsh skills to 9 and advanced level Welsh skills to 21.

What do we plan to do to get there?

- In collaboration with the regional consortium, continue to analyse and collate workforce data to inform local and school specific staff language and pedagogical training and recruitment needs.
- Work with key partners to develop the skills of our school workforce in line with the Welsh Language Competence Framework
- Work with school leaders and professional learning leads to identify and support training needs at school and cluster level.
- Offer the “Say Something in Welsh” fast track courses to existing teachers who are interested in moving into the Welsh-medium sector.
- Establish a series of opportunities to use and retain the Welsh language skills of staff who have completed the sabbatical course in collaboration with other Welsh-medium schools in Monmouthshire.

- Introduce a scheme to match Welsh adult learners with Welsh adult speakers to give them opportunities to practice their Welsh skills and increase the use of the language in Monmouthshire.
- Review recruitment processes to strengthen the requirement for Welsh language skills in the person specification to allow it to become a part of the shortlisting scoring process.
- Make learners aware, at the earliest possible stage that organisations are actively looking for people who can speak Welsh to work for them.
- Work with school leaders, cluster Professional Learning leads for Welsh and Welsh language coordinators to support accurate assessment of Welsh language needs and to identify cluster and school level training needs.
- Direct schools to a range of regional, online and Welsh for Adults training options in support of the development of the Welsh language
- Support teachers attending Welsh in a year course to develop their language and methodology skills in readiness for supporting the delivery of Curriculum for Wales in English medium schools.
- Continue to recruit to the Sabbatical Scheme utilising SWAC data to support schools / cluster to identify needs and practitioners that would benefit from the programmes and lead on Welsh following their secondments.
- Deliver language training, particularly to the English medium sector to support their ability to deliver of Welsh along the Welsh language continuum.
- Provide professional learning on the pedagogical and methodological approaches to teaching Welsh to support language acquisition and immersion.
- Work in partnership with schools to develop and share resources and planning in support of the delivery of Welsh
- Provide networking opportunities to support delivery of key messaging and to enable the sharing of best practice in the delivery and development of Welsh.
- Further develop opportunities through joint working between Initial Teacher Training and Education (ITET) providers, the regional consortia and other work-based learning providers to recruit suitably experienced and qualified staff.
- Access to the Welsh language sabbatical scheme will be targeted at priority areas across the local authority including working with WG and EAS to tailor and implement future Sabbatical Scheme models and support recruitment-need to expand current regional cap of 14.
- Continue to deliver the Work Welsh programme in Coleg Gwent with the primary aim of upskilling Intermediate level staff to Advanced level
- Participate in the Sgiliaith mentoring scheme in order to support staff with Welsh-medium and bilingual delivery
- Seek opportunities to incentivise and attract Welsh speaking staff from all over the country, particularly to fill leadership posts, including Headteachers.
- Look at options to relax PGCE requirements in some situations in further education in order to attract more applicants. These individuals will be sponsored to complete our in-house PGCE in their first 2 years of employment.

What impact do we expect to see at the end of our ten-year WESP?

We expect our actions to have the following impact by the end of this WESP in relation to Outcome 7:

- Every department or front facing service in the Local Authority has at least two Welsh speakers.
- Welsh Language will be a scored element of the recruitment process for all Monmouthshire employees, including school-based staff.
- All English medium primary schools will have at least one member of staff who has completed the Sabbatical scheme.
- We will have sufficient Welsh speaking teachers and support staff to meet increasing demand for Welsh-medium education during the life of this WESP.
- Increase the number of academic staff in Coleg Gwent with fluent Welsh skills to 12 and advanced level Welsh skills to 28.

18. How we work with others

How will we work with others to achieve our vision

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

In Monmouthshire the WEF:

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

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