

monmouthshire  
sir fynwy

Monmouthshire County Council  
Five Year Welsh Language Strategy  
2022 - 2027

Consultation Version (December 2021)

# Version Control

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This strategy has been prepared in accordance with and prepared under the Welsh Language (Wales) Measure 2011

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

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## Foreword

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As you cross the border into Wales and Monmouthshire you know that you have arrived somewhere different. The change in geography may be subtle at first and long before you spot the first castle, you'll probably see examples of the Welsh language. It is not just on the road signs and in tourist brochures, it's also an important part of the culture and heritage of our place and importantly it's also a growing language.

You may not hear Welsh being spoken as much on the streets as you would in Ceredigion, Gwynedd or even Cardiff but 16.4% or 14,800 of us speak the language. Just 30 years ago that figure was just 2.3% or 1,844 people. There are no signs that the growth is slowing as more people choose Welsh medium education for their children, studying at evening classes or download an app to their smartphone.

The Council's ambitious decision to host the 2016 Eisteddfod Genedlaethol in Abergavenny had a big impact on the language and has certainly left a lasting legacy. The proximity of our County with excellent transport links to the cities of Cardiff and Bristol has attracted Welsh speakers and their extended families from all corners of Wales. We have excellent Welsh medium schools and are fortunate to have partners like: Menter Iaith and Mudiad Meithrin, and Rhieni Dros Addysg Gymraeg that also work so hard to grow the language in the County.

This strategy describes our aspirations for the next five years. We believe that if we couple the great work carried out by these above groups with the enthusiasm of the people of Monmouthshire towards the language it will benefit current and future residents and visitors to this special corner of Wales.



Cllr Richard John  
Leader of the Council



Cllr Lisa Dymock  
Cabinet Member for Community Well-  
being and Social Justice



# Policy Context

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The Welsh Language (Wales) Measure 2011 established a legal framework to place a duty on public bodies to comply with standards in relation to the Welsh language. March 2016 saw the introduction of new Welsh language standards. There are 176 standards applying to Monmouthshire County Council and these can be found in the [compliance notice](#) published on our bilingual website. The Standards aim to ensure that:

- the people of Wales have a legal right to use the Welsh language.
- the Welsh language is not treated less favourably than the English language.
- the use of the language is promoted and facilitated in all aspects of the Council's work and service delivery.

Two of these Standards specify the requirement to produce and monitor a 5 Year Welsh Language Strategy.

Standard 145 requires us to produce a 5 Year strategy which shows how we will promote, facilitate and grow the use of Welsh in the County including a target for the number of Welsh speakers and a statement about how we intend to reach that target.

Standard 146 requires us to produce a monitoring report at the end of the strategy period showing the progress that we have made.

In addition to this requirement there are other pieces of legislation and policies that guide our work:

- The Well-being of Future Generations Act has a clear goal for public bodies to work towards a Wales of thriving culture and vibrant Welsh language and culture.
- Cymraeg 2050: A million Welsh speakers by 2050 articulates the ambition of Welsh Government to see an increase in numbers of Welsh speakers to safeguard our language and make Wales a truly bilingual country.
- The Mwy Na Geiriau/ More than Words Strategy promotes the “active offer” of language choice in the social care sector.
- Our Corporate Plan describes the aspirations for our county and our core purpose of building sustainable and resilient communities which recognises the important role the Welsh language plays.
- The Welsh in Education Strategic Plan (WESP) is prepared under Section 84 of The School Standard and Organisation (Wales) Act 2013 and complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019. The Council

is currently preparing a revised 10-year WESP for 2022-2032 and this plays a very important part in this 5 Year Strategy.

## Progress 2017-22

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Below are a few of the key examples of the progress made in the county over the period 2017 – 2022. The full list can be found on page 16 Appendix 2.

- Launched the first Welsh language chatbot for local authority services (Monty) and a fully bilingual self-service app (My Monmouthshire) for people to access Council services.
- We have worked closely with Mudiad Meithrin to establish two new Welsh medium playgroups since 2017; Cylch Meithrin Cil-y-Coed opened in October 2017 and Cylch Meithrin Trefynwy opened in April 2019.
- We have also worked in partnership with Cymraeg i Blant to arrange and hold numerous sessions for parents and children in our hubs across the county. These have been held in Usk, Chepstow, Monmouth, Gilwern and Raglan and these sessions have included: Baby Yoga, Baby Massage and Stori a Chân.
- We have applied for and been granted capital funding from Welsh Government to build a childcare provision on the site of Ysgol Y Ffin to provide wrap around childcare for the school Meithrin and this work should be completed before the end of financial year 2021 - 2022.
- A Language Immersion provision and additional classrooms have also been agreed at Ysgol Gymraeg Y Ffin. It will increase the capacity from a 180 to a 210 pupil capacity school. The Immersion Unit began in September 2021.
- New classrooms have been provided at Ysgol Gymraeg Y Fenni to increase capacity.
- A proposal has been made as a part of Band C to relocate Ysgol Gymraeg Y Fenni from its current site to Deri View Primary School. This will increase capacity of the school from 310 to 420.
- Funding has been secured from Welsh Government to provide a new primary school in the Monmouth area.
- Talks have also been held between Monmouthshire, Blaenau Gwent and Powys in respect of a joint venture to provide a Welsh medium secondary School to meet the needs of the three adjoining Counties.
- We had a service level agreement funded under the Youth Support Grant in place with the Urdd from 2017 – 2019 and this was re-started in 2019 and is ongoing. The agreement is to provide support to Welsh medium students in Monmouthshire through the running of a youth club in Abergavenny and Caldicot. From the beginning of the pandemic the Urdd have been running a digital on-line club and are hoping to move shortly to re-starting the youth club in Caldicot and start another one in the north of the county.
- We also fund a Ti a Fi Officer with Mudiad Meithrin to both support existing and establish new Ti a Fi groups and have held Playmaker sessions with Ysgol Gymraeg Y Fenni and Y Ffin for year 5's every year of the previous plan.

# Local Profile of the Language

We have seen a significant increase in the profile of the Welsh language in the 30 years since the 1991 Census when just 2.3% or 1,844 people in Monmouthshire spoke Welsh. At the time of the last Census in 2011 this had risen to 9.9% with the latest data from the Welsh population Survey showing a rise to 16.4% or 14,800 of the population.<sup>1</sup>

## Number of Welsh speakers in Monmouthshire

Monmouthshire population (aged 3 and over):	88,609
Number of people who speak Welsh (aged 3 and over):	8,780
Percentage of people who speak Welsh (aged 3 and over):	9.9%

(Source: Census 2011)

## Age profile of speakers

3 to 15 years of age	5.9%	5,222
16 to 64 years of age	3.4%	3,046
65 + years of age	0.6%	512

(Source: Census 2011)

It is acknowledged that the data from the Census is more accurate than the population survey. However, while we await publication of the 2021 data, the results from the annual population survey do as least allow us to see an overall picture of the positive progress that has been made over the last 5 years of the strategy. The data from 2016 source does not give the age breakdown as required by the Welsh Language (Wales) Measure 2011 and we will add that as soon as it becomes available.

A comparison of the most recent Annual Population Survey data reveals the following increases over the 5 Year period of the strategy:

Measure	30/06/2016		30/06/2021		Change	
	number	percentage	number	percentage	percentage	number
Speak Welsh	14,300	16.1%	14,800	16.4%	+ 500	+ 3.49%
Read Welsh	12,600	14.2%	13,600	15.1%	+ 1,000	+ 7.93%
Write Welsh	10,300	11.6%	11,900	13.3%	+ 1,600	+ 15.53%
Understand Welsh	16,700	18.8%	17,000	18.9%	+ 300	+ 1.79%

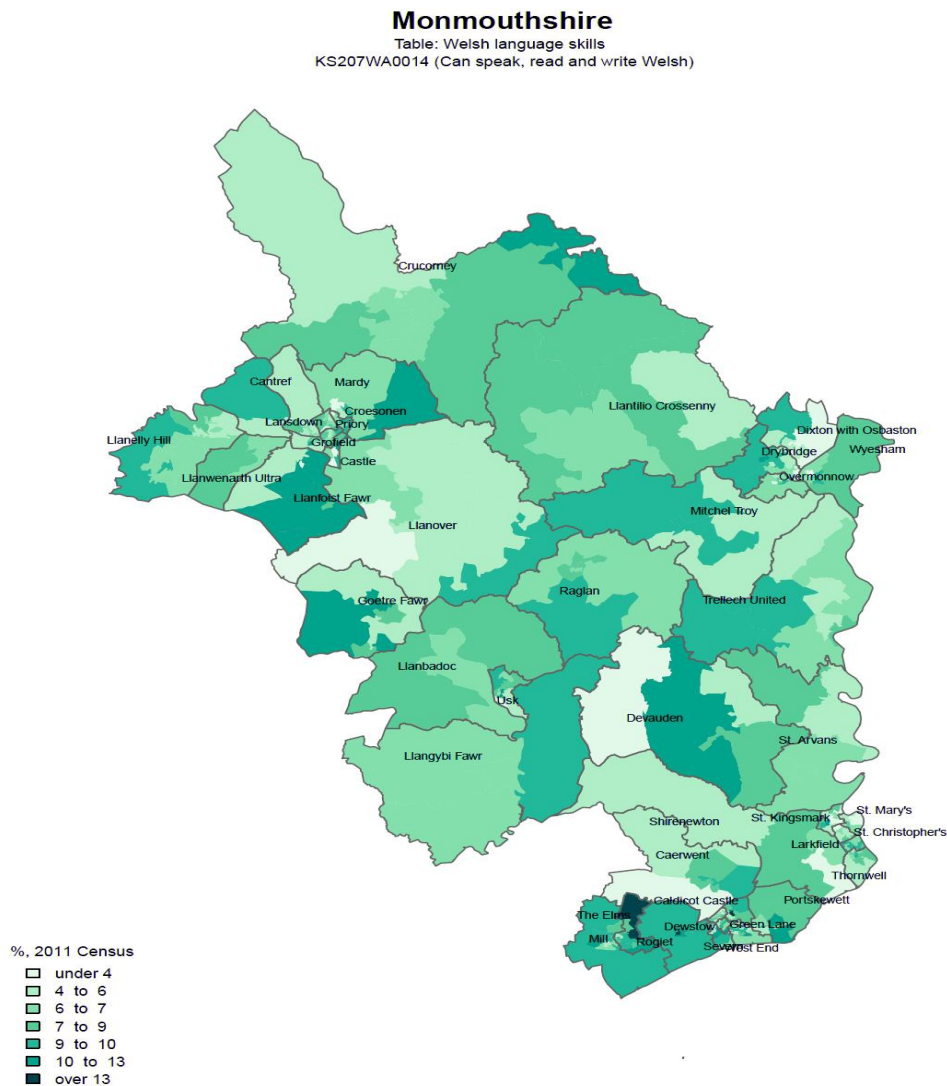
The above figures present a positive picture as all of the categories have shown an increase. The increase in the numbers of Welsh speakers does not match the

<sup>1</sup> Welsh Government Annual Population Survey 2016. This uses a different methodology to the Census and figures may need to be revised when census data is published in 2022.



much higher levels of increase in writing and reading skills. It could be that respondents lack the confidence in their ability to speak Welsh coupled with the less opportunities to socialise and hear the language on the street in this particular part of Wales.

The concentration of Welsh speakers across the county varies by ward, ranging from 6.8% in St Mary's to 15.6% in Rogiet.



The maps show percentages within Census 2011 output areas, within electoral divisions

Map created by Hywel Jones. Variables KS208WA0022-27 corrected

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This map shows percentages within Census 2011 output areas within electoral divisions. Map created by Hywel Jones. Contains National Statistics data @ Crown copyright and database right. Contains Ordnance Survey data @ Crown Copyright and database right 2013

# What We Want to Achieve: Our Objectives 2022-27

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We aim to achieve an increase in the number of Welsh speakers in Monmouthshire from 14,800 (30/06/2021) to 16,200 (30/06/2027) by the end of this 5 Year Strategy, an increase of 10%. With the ever-increasing popularity of Welsh medium Education in Monmouthshire and Wales as a whole, the internationally recognised benefits of a bilingual education, and the continued drive and support of this Council, we would anticipate that these figures are achievable.

It is our aim to promote and protect the Welsh language, culture and heritage enabling people to live, work and enjoy leisure activities bilingually throughout the county.

This is an aspiration for the county, not only for our organisation. It will require the contribution of public sector partners, business and education sectors and the people and communities of Monmouthshire.

To support the delivery of this aspiration, we have set 4 objectives. Below are a sample of the actions and a more detailed Action Plan is included in the next section:

Objective 1: Increase the number of children who are educated through the medium of Welsh;	
What we will do	<ul style="list-style-type: none"> <li>• Increase the number of nursery children who are educated through the medium of Welsh</li> <li>• Increase the number of teaching staff able to teach through the medium of Welsh</li> <li>• Ensure that more learners study for assessed qualifications through the medium of Welsh</li> <li>• Increase in the provision of Welsh-medium education for pupils with additional learning needs</li> <li>• Consider appointing a Welsh Medium Education Promotion Officer</li> </ul>

Objective 2: Provide more opportunities for adults to learn and use the language	
What we will do	<ul style="list-style-type: none"> <li>• Run a marketing campaign to increase take up of Welsh adult learner classes</li> <li>• Increase the awareness of Welsh language courses and material for parents who send their children to Welsh-medium schools</li> <li>• Promote the use of apps and other online resources as a way to learn Welsh</li> </ul>

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Objective 3: Increase the number of opportunities for the public to interact with public services delivered through the medium of Welsh;

What we will do

- Increase the number of staff who are learning Welsh in the workplace
- Increase the number of Welsh speaking staff in the council from 44 – 66 (an increase of 50%)
- Improve recruitment processes to increase the number of Welsh speakers applying for public sector jobs
- Ensure that Artificial Intelligence generated responses on the Council’s digital channels is of equal quality in Welsh and English

Objective 4: Work with partners to create of more social opportunities for people to use the language in everyday life.

What we will do

- Create more social opportunities for people to engage with and use language in community hubs and libraries
- Increase the stock of Welsh language books in local libraries
- Make available grant funding for community groups to hold events which support and promote use of the language
- Develop a monthly newsletter featuring Welsh language job, volunteering and training opportunities

## Action Plan

Objective	Action	Measure or Milestone	Timescale	Responsible Officer or Partner
Increase the number of children who are educated through the medium of Welsh	Appoint a Welsh Education Promotion Officer to increase the number of children attending Welsh medium	Increased number and percentage of children attending Welsh Medium schools	September 2022	Children and Young People Directorate
	Increase the rate of Welsh language transmission from parents to children	Analysis of parental data	January 2023	Welsh Education Promotion Officer
	Promote the value of bilingual education in the job market	Increased number and percentage of children attending Welsh Medium schools	2022 - 2027	Welsh Education Promotion Officer
	Increase the number of teaching staff able to teach through the medium of Welsh	Analysis of data annually	Annually	Head of Service, Achievement and Extended
	Ensure that more learners study for assessed qualifications through the medium of Welsh	Analysis of data annually	Annually	Head of Service, Achievement and Extended
	Increase in the provision of Welsh-medium education for pupils with additional learning needs	Analysis of data annually	March 2027	Head of Service, Achievement and Extended

Provide more opportunities for adults to learn and use the language	Organise Welsh language training for council, school-based staff and members of the public through using the many available learning options: (Cymraeg yn y Gweithle in partnership with Coleg Gwent) Mynediad, Sylfaen, Canolradd, Uwch, Gloywi, Cyrsiau Penwythnos, Say Something in Welsh (6 minutes a day fast track option) and the Monmouthshire Community Education Welsh Language provision, Duo-Lingo and Say Something in Welsh	Increased number of adults taking Welsh courses year on year	Annually	Welsh Language Officer
	Deliver a marketing campaign to promote Welsh classes for adults	Increase the number of adults accessing Welsh classes	2022 - 2027	Communications and Marketing Manager
Increase the number of opportunities for the public to interact with public services through the medium of Welsh	Increase the number of staff who speak Welsh in the workplace from <b>44 – 66 (an increase of 50%)</b>	Audit figures from HR on a quarterly basis and audit annually as a part of the annual monitoring report process	March 2027	Welsh Language Officer
	Two Welsh speakers are employed in key front facing services to enable Welsh speaking residents to access council services through their language of choice	Audit figures from HR on a quarterly basis and audit annually as a part of the annual monitoring report process	March 2027	Welsh Language Officer



		Monitor council vacancies on a weekly basis		Welsh Language Officer
	Ensure that all advertised vacancies reference the need for Welsh language skills in the person specification in order to allow it to become a part of the shortlisting scoring process	Increased numbers of Welsh speakers shortlisted and subsequently appointed	Annually	Welsh Language Officer
	Ensure that Artificial Intelligence generated responses on the council's digital channels is of equal quality in English and Welsh	Increased uptake in the use of the council's digital channels through the medium of Welsh	Ongoing	Head of Policy, Performance and Scrutiny
	Work in partnership with the following organisations to provide services and social opportunities through the medium of Welsh: Cymraeg yn y Gweithle (Coleg Gwent), Cymraeg i Blant, Mudiad Ysgolion Meithrin, Menter Iaith BGTM and the Urdd	Increased number of opportunities available	Ongoing	Welsh Language Officer
Work with partners to create of more opportunities for people to use the language in everyday life	Funding is made available by the Council for applications to be made by Welsh Language organisations to assist in arranging and holding Welsh language events	Budget allocated on an annual basis	Annually	Welsh Language Officer
	Continue to work closely with our partner organisations to publicise Welsh	E-mails sent to Welsh Language contacts as	Ongoing	Welsh Language Officer

	Language events and services and to advertise all Welsh Language vacancies	and when they are received		
	Create more opportunities for people to engage with and use the Welsh language in community hubs and libraries	A programme of events arranged	Ongoing	Community Hub Managers
	Increase the stock of Welsh language books in local libraries	Increase in numbers when audited annually	September 2022	Community Hub Managers
	Develop a monthly newsletter featuring Welsh language job, volunteering and training opportunities	First newsletter produced	January 2023	Welsh Language Officer
	Promote the services that we as a Council can provide through the medium of Welsh	6 monthly promotional campaign arranged	Ongoing on a 6 monthly basis	Welsh Language Officer + Communications Manager

# Welsh in Education Strategic Plan

## Outcomes 2022 – 2032 - Appendix 1.

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To ensure the continued increase in numbers of people speaking Welsh in the County we are investing significant physical and financial resources on educating children through the medium of Welsh. The Welsh in Education Strategic Plan (WESP) 2022 – 2032 and its hopes and aspirations will be a key element in the success of this 5 Year Strategy. The WESP has a total of 7 outcomes and they are detailed below and to view the complete document please click on the following link: <https://www.monmouthshire.gov.uk/wesp/>

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

#### **Outcome 1:**

More nursery children / 3 years old 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 and teach through the medium of Welsh

## Achievements – Appendix 2

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The following activities were arranged or funded by the Council during the period 2017-22 to promote and increase the use of the Welsh language:

- Organised Welsh language training for Council officers, school-based staff and members of the public through using the many available learning options: Cymraeg yn y Gweithle (in partnership with Coleg Gwent) Mynediad, Sylfaen, Canolradd, Uwch, Gloywi, Cyrsiau Penwythnos, Say Something in Welsh (6 minutes a day fast track option) and the Monmouthshire Community Education Welsh Language provision.
- Provided support to Welsh medium students in Monmouthshire through running a youth club and supporting students who are moving from primary to secondary education delivered in partnership with the Urdd.
- Promotion and celebration of Welsh Language or cultural events on the bilingual Council website, e-mail, Facebook, Twitter and YouTube to publicise and show Council support to the Welsh language: St David's Day; Diwrnod Shwmae; Y Pethau Bychan; the 6 Nations rugby tournament.
- Launched the first Welsh language chatbot for local authority services and a fully bilingual self-service app for people to access Council services
- Held the Eisteddfod Genedlaethol in Castle Meadows Abergavenny prior to the development stage and immediately before the publication of our first strategy. This world-famous Welsh Language event which was attended by in excess of 150,000 people is widely regarded as one of the most successful and popular Eisteddfod's of modern times such was the level of commitment and quality of organisation from the Council. It has also left a fantastic legacy with the re-invigoration of the language in the county.
- Worked in partnership with Cymraeg i Blant to arrange and hold numerous sessions for parents and children in our hubs across the County and they have been extremely successful. We have held these in Usk, Chepstow, Monmouth, Gilwern and Raglan and these sessions have included: baby yoga, baby massage, Stori a Chân. During the pandemic they have been facilitating the above courses on-line and have included two more courses – a 4 week Me and My Baby course for new mothers and fathers, and a Cwrs Cuppa & Chat Cymraeg for parents to practice their Welsh in an informal way with refreshments.
- We have had a service level agreement funded under the Youth Support Grant in place with the Urdd from 2017 – 2019 and this was re-started in 2019 and is ongoing. The agreement was to provide support to Welsh medium students in Monmouthshire through running a youth club in Abergavenny and Caldicot. From the beginning of the pandemic the Urdd have been running a digital on-line club and are hoping to move shortly to re-starting the youth club in Caldicot and start another one in the north of the county.

- In 2019 we appointed a Welsh speaking youth development officer who ran lunchtime and after school youth clubs (Clwb Clecs) in Caldicot and Monmouth.
- We have worked closely with Mudiad Meithrin to establish two new Welsh medium playgroups since 2017; Cylch Meithrin Cil-y-Coed opened in October 2017 and Cylch Meithrin Trefynwy opened in April 2019.
- We also fund a Ti a Fi Officer with Mudiad Meithrin to both support existing and establish new Ti a Fi groups.
- We have applied for and been granted capital funding from Welsh Government to build a childcare provision on the site of Ysgol Y Ffin to provide wrap around childcare for the school Meithrin and this work should be completed before the end of financial year 2021 - 2022.
- In September 2021 Ysgol Gymraeg Y Ffin became the site of a Welsh Language Immersion Unit, the first in Monmouthshire. Money was secured
- We have a Welsh language page on the Family Information Service (FIS) website and regularly post on Facebook the benefits of being bilingual. We also share posts from Mudiad Meithrin and promote all the Cymraeg I Blant groups that are running in Monmouthshire.
- Mudiad Meithrin sit on the CYP Early Years Development & Childcare Partnership (EYDCP) and are involved in discussions on future developments and supporting specific requirements.
- Youth Development have held Playmaker sessions with Ysgol Gymraeg Y Fenni and Y Ffin for year 5 every year of the previous plan.
- Bilingual sport sessions were held in 2019 pre-Covid.



## Action Plan 2017 – 2022 – Did we achieve our targets? (Appendix 3)

	What	How	Progress made
1	Appoint additional Welsh speaking staff to key posts	Departmental workforce planning Assess each vacancy on its merits	<ul style="list-style-type: none"> <li>As of January 2022 we have 44 members of staff who are fluent Welsh speakers. The target set was 40</li> </ul>
2	Provide greater opportunities for children to learn the language in the County.	Promote Welsh Medium education at an early age	<ul style="list-style-type: none"> <li>Information on the benefits of Welsh Medium education have been published on the Children and Young People (CYP) area of the Council website.</li> <li>New classrooms have been provided at Ysgol Gymraeg Y Fenni to increase capacity</li> <li>A proposal has been made to relocate Ysgol Gymraeg Y Fenni from its current site to Deri View Primary School. This will see an increase in the capacity of the school from 310 to 420</li> <li>A Cylch Meithrin has been agreed for Ysgol Gymraeg Y Ffin.</li> <li>An Immersion provision and additional classrooms have also been agreed at Ysgol Gymraeg Y Ffin. It will increase the capacity from a 180 to a 210 pupil capacity school</li> <li>Funding has been secured from Welsh Government to provide a new primary school in the Monmouth area. Despite the</li> </ul>

			<p>considerable efforts of the Council this particular project has not been without its issues. The project has struggled to find suitable candidate sites in Monmouth Town and the surrounding area due to flooding and other concerns. Work is ongoing to identify and establish a seedling provision in the locality followed by earmarking a site that can be developed in the near future</p> <ul style="list-style-type: none"> <li>• Monmouthshire, Blaenau Gwent and Powys are in discussion in respect of a joint venture to provide a Welsh medium Secondary School to meet the needs of the three adjoining Counties</li> </ul>
3	<p>Provide staff the opportunity to attend Welsh Language awareness sessions and then move on to Welsh classes to learn the language</p> <p>Increase the numbers of Council staff learning Welsh from 14 to 28 by the end of this strategy – an increase of 100%</p>	<p>Arrange a programme of classes for learners</p>	<ul style="list-style-type: none"> <li>• Over the period of the last strategy we have had a total of 210 members of staff attending a comprehensive range of Welsh Language classes that are available to all our members of staff. Therefore on average we have had 42 students per year which is above the target number of 28. The following courses are offered:</li> <li>• Welsh Language awareness course, Mynediad 1 + 2, Sylfaen 1 + 2. Canolradd 1 + 2 (including a week long residential at Nant Gwrtheyrn), Cyrsiau Penwythnos, Work Welsh, Clwb Clonc. A “Say something in Welsh” 6 month fast track Pilot is to be arranged after the Covid Pandemic eases which hopes to achieve the same aim as the Clwb Clonc</li> <li>• All of these courses are fully funded and the courses can be accessed either during work time or after work as preferred by the officer</li> </ul> <p>The Covid pandemic has reduced the number of officers attending the courses. The two most common reasons are 1) staff being redeployed undertaking different roles in different</p>

			departments, 2) some officers preferring face to face learning rather than online through Zoom or Teams
4	Actively encourage staff to learn Welsh through Cwrs Mynediad or on-line with both “Say Something in Welsh” (SSIW) or “Duo Lingo”	Advertise courses on intranet and e mail.	<ul style="list-style-type: none"> <li>E-mails are sent out every July to all officers and schools making them aware of the provision on offer. These are then also advertised on our intranet site.</li> </ul>
5	Work closely with partners, to normalise and give opportunities to both learn and use the language, both in work and socially	Work in partnership with colleagues to make sure that Monmouthshire County Council have the opportunity to be involved in every partnership initiative that is organised	<ul style="list-style-type: none"> <li>Meetings are held regularly with partner organisations through the Fforwm Addysg Gymraeg, the Fforwm Cymraeg (arranged by the Menter Iaith), and through Grŵp Deddf (Welsh Language Officer Regional Forum) to keep abreast of any new developments. We hold a comprehensive data base compiled of contacts from the Eisteddfod in 2016 through which there is a two way flow of information regarding events, meetings, Welsh Language training, Welsh Language vacancies and consultation on matters in relation to the language</li> </ul>
6	Give the public greater opportunity to access services and courses through the medium of Welsh	Find out what services the public want through the medium of Welsh	<ul style="list-style-type: none"> <li>The target for the number of fluent Welsh speaking Council staff was to increase from 28 to 40 by 2022. We have achieved and overtaken that target with 44 currently employed by the Council (this is not including School based staff)</li> </ul>

		<p>Look to appoint Welsh Speakers or work in partnership to provide the service/activity</p>	<ul style="list-style-type: none"> <li>• All vacancies have been advertised as default Welsh Language desirable for the last three years</li> <li>• All desirable posts must include Welsh skills in the person specification to allow those skills to be an integral element of the shortlist scoring system thereby increasing the possibility of appointing Welsh speakers</li> <li>• Welsh Language essential vacancies are advertised extensively using specialist Welsh Language recruitment sites, LinkedIn, videos for You tube, twitter and facebook and the database of Welsh speakers mentioned earlier in this document</li> </ul>
<ul style="list-style-type: none"> <li>•</li> </ul>	<p>Harness the energy and goodwill of the local fundraising committees to raise the use of the language</p>	<p>Work with the Eisteddfod fundraising committees to develop an appropriate “Legacy” for the Eisteddfod</p>	<ul style="list-style-type: none"> <li>• Those fundraising groups have now gone but some members attend existing Welsh Language groups (such as the Monmouth, Caldicot and Chepstow Welsh Language societies) and these are very well attended. The WLO regularly receives information from these groups and disseminates via his database</li> <li>• Cymreigyddion Y Fenni which was created by Lady Llanofor in the late 1880’s increased their membership as a result of the Eisteddfod</li> <li>• The Welsh Language Centre in Chepstow which sells Welsh Language book, goods and holds Welsh classes was created as a result of the drive and determination of the Cymdeithas Gymraeg Cas-gwent</li> <li>• Such was the success of the Eisteddfod in Abergavenny in 2016 that there remains a shortage of Welsh Language tutors to cater for the massive demand for Welsh classes in Monmouthshire</li> </ul>

8.	Ensure that our WESP is a strategic priority for Monmouthshire	Work with partners to ensure that policy is developed to meet the needs of the people of Monmouthshire.	<ul style="list-style-type: none"> <li>• The WESP is monitored by Fforwm Cymraeg Sir Fynwy which consists of officers, headteachers and Welsh Language partner organisations- Urdd Gobaith Cymru, Menter Iaith Blaenau Gwent Torfaen Mynwy, Welsh Government, Mudiad Meithrin, Cymraeg I Blant, Rhieni Dros Addysg Gymraeg (RHAG), Coleg Gwent, Gwasanaeth Cyflawni Addysg.</li> <li>• The finalised document was presented to Cabinet for approval on the 5th January 2022 and then for Welsh Government approval at the end of January 2022.</li> </ul>
9.	Introduce more effective ways to promote the advantages of Welsh-medium education to pupils and parents to stimulate greater demand in our primary schools through the provision of better information and easier access to schools and services using the medium of Welsh	Promote the benefits of bilingual Education for children to parents	<ul style="list-style-type: none"> <li>• Information on the benefits of Welsh Medium education has been published on the CYP area of the Council's website. This was done in conjunction with our partners on the Fforwm Addysg Gymraeg (FfAG)</li> </ul>
10.	To ensure that our 21 <sup>st</sup> Century Schools Band B programme aligns with our WESP to facilitate the anticipated growth in demand by 2020 and	Project the increased future demand and then secure the funding to allow the projects to be developed	<ul style="list-style-type: none"> <li>• New classrooms were provided at Ysgol Gymraeg Y Fenni in 2020 to increase capacity</li> <li>• A proposal has been made to relocate Ysgol Gymraeg Y Fenni from its current site to Deri View Primary School. This will see an increase in the capacity of the school from 310 to 420</li> <li>• A Cylch Meithrin has been agreed for Ysgol Gymraeg Y Ffin</li> </ul>



	<p>supports the future demand identified during the life of this plan</p>		<ul style="list-style-type: none"> <li>• An Immersion provision and additional classrooms has also been agreed at Ysgol Gymraeg Y Ffin. It will increase the capacity from a 180 to a 210 pupil capacity school</li> <li>• Funding has been secured from Welsh Government to provide a new primary school in the Monmouth area. Work continues apace to identify and establish a seedling provision in the locality followed by earmarking a site that can be developed in the near future</li> <li>• Talks have also been held between Monmouthshire, Blaenau Gwent and Powys in respect of a joint venture to provide a Welsh medium secondary School to meet the needs of the three adjoining Counties</li> </ul>																
11.	<p>Increase the percentage of children and young people educated through the medium of Welsh in Monmouthshire from 577 students to 663 students, an increase of 15% by 2022</p>	<p>Promote the value of a bilingual education</p>	<ul style="list-style-type: none"> <li>• The below table are the figures as of September 2021 and the figures will rise with the January and April 2022 intake</li> <li>• Unfortunately it seems very unlikely that we have achieved our aim to increase numbers.</li> </ul> <table border="1" data-bbox="1115 882 1617 1335"> <thead> <tr> <th>School Name</th> <th>NOR</th> </tr> </thead> <tbody> <tr> <td>Ysgol Gymraeg Y Fenni (including Meithrin)</td> <td>276</td> </tr> <tr> <td>Ysgol Gymraeg Y Ffin (including Meithrin)</td> <td>103</td> </tr> <tr> <td>Total Primary</td> <td>379</td> </tr> <tr> <td>Ysgol Gyfun Gwynllyw</td> <td>76</td> </tr> <tr> <td>Ysgol Gyfun Gwent Is Coed</td> <td>65</td> </tr> <tr> <td>Total Secondary</td> <td>141</td> </tr> <tr> <td>Total combined</td> <td>520</td> </tr> </tbody> </table>	School Name	NOR	Ysgol Gymraeg Y Fenni (including Meithrin)	276	Ysgol Gymraeg Y Ffin (including Meithrin)	103	Total Primary	379	Ysgol Gyfun Gwynllyw	76	Ysgol Gyfun Gwent Is Coed	65	Total Secondary	141	Total combined	520
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12	Increase the rate of transition from Key Stage 2 to 3 to 95% by 2022. (2016 - 2017 Ysgol Gymraeg Y Ffin 93.3% or 14 out of 15) Ysgol Gymraeg Y Fenni 2016 – 2017 78.6% or 22 out of 28 / Total 83.7% or 36 out of 43)	Promote the value of Welsh Language skills in the job market in Wales	<ul style="list-style-type: none"> <li>• Ysgol Gymraeg Y Ffin had 12 out of 14 or 85.714% transition to Ysgol Gyfun Is-Coed</li> <li>• Ysgol Gymraeg Y Fenni had 10 out of 33 or 30.30% transition to Ysgol Gyfun Gwynllyw. The WESP has identified a couple of reasons for the disappointing transition rates</li> <li>• Students from the north east and South east of the County have to travel much further and for longer if they want to attend a Welsh medium School rather than English medium</li> <li>• In addition over the last three years we have completely rebuilt two English medium secondary schools in Monmouth and Caldicot.</li> </ul>
13	Increase the percentage of young people in Monmouthshire leaving school with bilingual skills (Welsh and English) that can be used in the workplace from 577 to 1,106 by 2022	Promote the value of Welsh Language skills in the job market in Wales	<ul style="list-style-type: none"> <li>• Across our 4 comprehensive schools we had a cohort of 781 pupils of which 718 or 91.9% took GCSE Welsh. Details of short course Welsh were not available</li> <li>• Of a cohort of 354 pupils studying A Level from 2017 - 2022, 21 studied Welsh at Monmouth Comprehensive and 35 at Caldicot Comprehensive. King Henry VIII and Chepstow did not have any pupils studying A level Welsh. Chepstow have though announced that they are going to recommence teaching A Level Welsh from September 2022</li> </ul>
14	Increase the capacity of Welsh-medium places in recognition of the rise in demand for places overall. Our plans for Band B 21 <sup>st</sup> Century Schools investment (2019-2023) programme will support this through the	Project the increased future demand and then secure the funding to allow the projects to be developed.	<ul style="list-style-type: none"> <li>• This project has been amended. There was an objection from our Fforwm Gymraeg to the proposal of a secondary Welsh stream, with the reason being that immersion was felt to be the best way to ensure pupils becoming fluent Welsh Language speakers. The proposal has therefore been amended with the 3 – 19 school being through English medium only, which also incorporates pupils from Deri View Primary School. The next</li> </ul>

<p>proposed development of a new dual language 3 – 19 years school in Abergavenny to enable Monmouthshire pupils to continue their secondary education through the medium of Welsh within the county. In addition, the proposal includes the relocation of Ysgol Y Fenni onto the current site of Deri View to increase the number of Welsh medium primary places in line with projected demand</p>		<p>stage of the 20<sup>th</sup> Century Schools programme (Band C) will remain the same with the relocation of Ysgol Gymraeg Y Fenni to the Deri View site thereby increasing capacity from 317 to 420 pupils</p>
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