

Monmouthshire WESP Action Plan 2017 – 2020 Monitoring Plan (December 2020 Update)

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

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
The percentage of seven-year-old children currently taught through the medium of Welsh is 5.6% and 50 pupils based on Jan 18 PLASC	5.5% (55 pupils) Actual (January 18 PLASC): 5.6% (50 pupils)	6.8% (61 pupils) Actual (current numbers) 5.6% (52 pupils)	6.8% (60 pupils) Actual (current year 1 numbers) 5.3% (48 pupils)	3.9% (33 pupils) Actual (current Y1 numbers Sept 2020) 3.9% (33 pupils)

Action	Start Date	End Date	Lead	Progress	Progress/Impact
1. Undertake annual Welsh-medium survey with parents (Regional)	11/18	01/2019	Access MJ	✓	<ul style="list-style-type: none"> Survey sent out 19/11/18 – 03/06/19 - Completed response rate was only 12.5%, not high enough to inform future WM education planning.
2. Undertake Welsh medium survey with parents in targeted areas (Local)	02/19	04/2019	Access MJ		<ul style="list-style-type: none"> Proposed to send out January 2010 03/06/19 - unlikely that this will be actioned in light of WG proposal to remove it. A marketing campaign will be more appropriate alongside the consultation process for a new school. 10/12/2019 – Marketing campaign to be developed alongside consultation for new school. 26/11/20 – No further progress will be made on point above until consultation has commenced.
3. Improve information for parents/carers on the benefits of Welsh-medium education (Starting Schools Booklet/MCC website)	09/2019	09/2020	Access		<ul style="list-style-type: none"> Application process is open at present and information has been shared as part of the process Promotional material circulated as part of the WM survey and uploaded to MCC website & FIS website 03/06/19 - Promotion of the benefits of Welsh medium education is ongoing and will be boosted through social media to coincide with application dates for school admissions 03/06/19 - In the process of updating webpages. Creating a video to put on there and case studies from past pupils. 10/12/19 - Webpage up-dated. Video is almost complete. A few further amendments are being made before publishing on-line. 26/11/20 – No further progress, However, looking at progressing this with communication meeting planned for 15/12/20.
4. Increase the marketing and promotion of Welsh-medium education (MonFis/MCC website)	11/2018	09/2020	Access DM	✓	<ul style="list-style-type: none"> Sub-group established 03/06/19 - Group has met three times. Terms of Reference agreed. Action plan has been developed and working towards targets. 10/12/19 – Website has been revamped, submitted grant bid to produce leaflets to be handed out to registrars, on-line admission form amended to inform parents about WM schools, event held at Monmouth Leisure Centre, FIS website up-dated and Social Media posts sent promoting WM. 26/11/20 – The FIS website no longer exists but information has been transferred to the Family Information tab on the MCC website

					and there is a specific section entitled Welsh Language Provision and Support. Social media is also used to promote Welsh-medium education and activities.
5. Increase the number of Welsh-medium childcare places (Childcare offer and Child Sufficiency Assessment)	09/2019	09/2020	Early Years SH	✓	<ul style="list-style-type: none"> • Childcare offer submitted awaiting final confirmation • 03/06/19 - Capital bid approved, awaiting planning permission before commencing work at Ysgol Y Ffin • 03/06/19 - Cylch Meithrin Cil Y Coed still not registered due to staff qualifications • 03/06/19 - Cylch Meithrin Trefynwy opened after Easter 2019, awaiting CIW registration • 10/12/19 - Cylch Meithrin Trefynwy is registered with CIW and offering funded hours through the Childcare Offer. There are 4 pupils attending. • 10/12/19 - Cylch Meithrin Cil Y Coed has applied for CIW registration • 26/11/19 – Numbers attending Cylch Meithrin Trefynwy have increased from 4 to 8 this year. • 26/11/19 – Cylch Meithrin Cil Y Coed is now registered with CIW and able to provide funded hours through the Childcare Offer to wrap around the school FPN provision. Capital work on the childcare provision is due to commence in February 2021.
6. Increase the number of Welsh-medium nursery education settings (Band B and WG grant)	09/2019	09/2020	Early Years SH		<ul style="list-style-type: none"> • Childcare offer submitted awaiting final confirmation • 03/06/19 - Capital bid approved, location of Welsh medium primary school and nursery still to be decided • 10/12/19 - Location of Welsh medium school and nursery still to be determined. High level options appraisal underway at the time of review. • 26/11/20 – Still awaiting final decision in relation to location of Welsh medium school and nursery.
7. Increase the capacity for primary Welsh-medium education across the county (Band B)	09/2020	09/2021	Access MJ		<ul style="list-style-type: none"> • The capacity for nursery provision in Y Fenni increased from January 2019. • Adaptations at Y Fenni to create additional space for nursery pupils have been completed • 03/06/19 - The LA is currently out for planning consultation on the installation of two additional classrooms. If approved, the capacity of the school would increase. • 03/06/19 - Through the Welsh Government's WM capital grant, the LA are seeking to increase the capacity of Ysgol Gymraeg Y Ffin from 180 to 210. • 03/06/19 The LA are also looking to bring forward consultation during the autumn term to establish a Welsh medium primary provision in the Monmouth area. • 10/12/19 - Planning has been agreed, property services working with school on the delivery of the project. • 10/12/19 – Scheme has been agreed and ready for planning submission • 10/12/19 - Location of Welsh medium school and nursery still to be determined. High level options appraisal being undertaken. • 26/11/20 - This action is linked to Band B proposals. Consultation to commence in March 2021

					<ul style="list-style-type: none"> The capacity of Ysgol Y Fenni has been increased by two classes to ensure that it continue to meet demand until Band B proposals take effect.
8. Increase the number of seven year old children being taught through the medium of Welsh	09/2018	09/2020	DMT/ MJ		<ul style="list-style-type: none"> The actions above will increase the number of pupils into WM education for Reception 2019. As a result, there will be an increase in the number of pupils taught through the medium of Welsh by September 2021. 03/06/19 - The WM sub group has met to consider options for promoting our WM provision. Our school admission forms have been adapted to promote WM education. 10/12/19 - 5.39% of seven year olds taught through the medium of Welsh as at 27th September 2019. 26/11/20 - 3.9% of seven year olds taught through the medium of Welsh as at 18th September 2020.
More seven year old children being taught through the medium of Welsh	09/2017	09/2020	WEF		<p>Progress is satisfactory because:</p> <ul style="list-style-type: none"> There is a decline in the number of seven year olds learning through the medium of Welsh in 2020. However, this appears to be an exceptionally low year. Early projections for 2021 and 2022 indicate that numbers will return to 2017/18 levels. Good progress has been made in strengthening the promotion of WM education on-line and in increasing the number of WM childcare places across the county. Accommodation in Ysgol Y Fenni has increased over the last academic year. This means that the school will have the capacity to meet demand for places until Band B processes take effect.

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

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
The current percentage of learners in Year 9 who are assessed in Welsh (first language) is 4.5% (37 pupils)	100% (42 pupils)	100% (35 pupils)	100% (43 pupils)	100% (38 pupils)
	September 2013 year 6 cohort	September 2014 year 6 cohort	September 2015 year 6 cohort	September 2016 year 6 cohort
Year 6 comparison with the percentage of learners assessed in Welsh (First Language) three years earlier is 4.6% (42 pupils)	85.7% (36/42 pupils)	74.2% (26/35 pupils)	83.7% (36/43 pupils)	76.3% (29/38 pupils)
	September 2014 WM intake	September 2015 WM intake	September 2016 WM intake	September 2017 WM intake

Action	Start Date	End Date	Lead	Progress	Progress/Impact
1. Increase the demand for Welsh medium provision in the south of the county	09/2019	On-going	CYP		<ul style="list-style-type: none"> Promotional material circulated as part of the WM survey and uploaded to website 03/06/19 - Promotional subgroup are also looking at this 10/12/19 – promotional campaign to be established once consultation on new school undertaken. This is expected in spring/early summer 2020. 26/11/20 - Meeting has not been arranged for some time and delayed even further due to COVID. Meeting will be arranged and Action Plan revised in due course.
2. Develop a seedling Welsh-medium school in the Monmouth area	09/2020	09/2022	CYP		<ul style="list-style-type: none"> Funding in principle agreed by WG 03/06/19 - Processes to review site, planning and feasibility underway. Update on progress autumn 2019. 10/12/19 - Location of Welsh medium school and nursery still to be determined. High level options appraisal being undertaken. 26/11/20 – Further work being undertaken to gather further information to inform option appraisal.
3. Establish a Welsh-medium Early Years and childcare provision at Y Ffin and in the Monmouth area	09/2019	09/2020	CYP		<ul style="list-style-type: none"> Childcare offer submitted awaiting final confirmation 03/06/19 - Welsh medium childcare provision on site at Ysgol Y Ffin to wrap around LA nursery provision 03/06/19 - Location of Welsh medium provision in Monmouth still to be decided 10/12/19 - Cylch Meithrin Trefynwy established in the Monmouth area and registered with CIW 26/11/20 – Cylch Meithrin Cil Y Coed located at Ysgol Y Ffin is now registered with CIW.
4. Welsh-medium primary schools to further increase transition opportunities from Early Years settings and with secondary schools for pupils in years 5 and 6	09/2018	On-going	Schools		<ul style="list-style-type: none"> Schools to report progress in relation to this action in February 2019 Information to promote the benefits of WM education sent with WM surveys and included in the parents application on the school admission section on the MCC website. This ensures access to all parents and settings. 03/06/19 - Update autumn 2019 based on actual pupil numbers 10/12/19 - 75% of pupils transferred to WM primary from Welsh Medium EY in September 2019. 72.5% of pupils on roll at WM primary school transferred to WM secondary in September 2019. 16/22 transferred from Y Fenni to YGG and 13/18 transferred from Y Ffin to YIs Coed 26/11/20 - Nov 2020 - 100% of pupils transferred to WM primary from Welsh Medium EY in September 2020.

					<ul style="list-style-type: none"> Nov 2020 - 74.1 % on roll at WM primary school transferred to WM secondary in September 2020. 23/32 transferred from Y Fenni to YGG and 17/22 transferred from Y Ffin to Yls Coed.
5. Develop, with regional partners, suitable provision for pupils joining Welsh-medium education in KS2 and 3.	01/2019	09/2021	Regional WM forum		<ul style="list-style-type: none"> This action is to be addressed regionally. No further progress made to date. 03/06/19 - Regional forum has been disbanded so POSP forum are looking at this at their next meeting. 10/12/19 – Meeting planned for 21st January 2020 where this will be discussed at a regional level. 26/11/20 – due to COVID meeting has been postponed until December 2020.
6. Review the School Transport Policy	01/2019	09/2020	PTU/ RC		<ul style="list-style-type: none"> PTU to meet with Headteachers in January to discuss issues arising from current policy. PTU to meet with Parent members of WEF in March/April to share solutions for improving service for 2019/20. 10/12/19 – Meeting arranged in spring term with Headteachers. Meeting has not taken place due to COVID-19. Plans to convene a meeting in the spring term remain a priority.
More learners will continue to develop their language skills on transfer to secondary school	09/2018	09/2026	WEF		<p>Overall progress in this area is satisfactory because:</p> <ul style="list-style-type: none"> The impact of COVID has prevented the Local Authority in progressing a number of key actions such as, the establishment of a new WM primary school and the review of the transport policy. The rates of transition from Early Years settings into WM education has increased over the life of the plan. The new Early Years and childcare setting in Ysgol Y Ffin is established and registered with CIW. Most learners attending a WM primary school in Monmouthshire continue learning through the medium of Welsh in secondary school.

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

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
All Monmouthshire pupils in Welsh-medium education (100%) attend Ysgol Gyfun Gwynllyw or Ysgol Gyfun Gwent Is Coed	100%	100%	100%	100%

Action	Start Date	End Date	Lead	Progress	Progress/Impact
1. Comply with the learning skills measure 2009	09/2017	09/2020	Schools/SRS	✓	<ul style="list-style-type: none"> MCC to write to Newport and Torfaen in December to confirm that both WM secondary schools attended by Monmouthshire pupils, will comply with the learning skills measure. 10/12/19 - Torfaen and Newport have confirmed that both WM attended by MCC pupils comply with the learning measure. 30/11/20 there has been no change to the delivery of the learning skills measure in Torfaen or Newport since the last update.
2. Secure sustainable secondary provision for all Monmouthshire pupils transferring into Welsh-medium secondary schools	09/2018	09/2020	CYP		<ul style="list-style-type: none"> The 21st Century Schools programme for MCC. Following feedback from WEF the bid has been amended to revisit secondary provision. This work is ongoing at present. 03/06/19 - No change to previous position 12/12/19- No change to previous position – 21st Century Schools SOP to be submitted early 2020 outlining options for WM secondary provision within Band B 26/11/20 - A joint SOC/OBC is being prepared ready for submission to WG for approval in Spring 2021
More students aged 14-16 studying for qualifications through the medium of Welsh	09/2017	09/2020	WEF		<p>Progress for this outcome is satisfactory because:</p> <ul style="list-style-type: none"> Both secondary schools providing WM education MCC pupils continue to comply with the learning skills measure. However, this has been more challenging during the pandemic. The development of WM provision, though the 21st Century Schools Band B programme, has not progressed as expected. This is due in part to the impact of COVID-19.

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

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
All Monmouthshire pupils in Welsh-medium education (100%) attend Ysgol Gyfun Gwynllyw or Ysgol Gyfun Gwent Is Coed	100%	100%	100%	100%

Action	Start Date	End Date	Lead	Progress	Progress/Impact
1. Maintain 14-19 provision at the level of 14-19 grant provision activities	09/2017	09/2020	Schools/ EAS/ SRS		<ul style="list-style-type: none"> 26/11/20 - Access to WM Post 16 continues to be maintained for Monmouthshire pupils,
2. Work through 14-19 Networks and 14-19 Regional Forums to sustain and improve Welsh-medium provision	09/2017	09/2020	Schools/ EAS/ SRS		<ul style="list-style-type: none"> Continue current 14-19 arrangements to share good practice across WM schools. On-going action – impact due autumn 2019 10/12/19 - Schools to provide an update on this target prior to the meeting. 26/11/20 – schools have been unable to provide an update during this term. However, an updated will be provided in the spring term 2021.
More students aged 14-19 study subjects through the medium of Welsh	09/2017	09/2020	WEF		<p>Progress in this outcome is satisfactory because:</p> <ul style="list-style-type: none"> COVID-19 has had an impact on provision for all pupils in this age group. Whilst schools are working well to provide learners with access to a broad and balanced curriculum, this is more challenging than in previous years. Similarly, 14-19 networks and Regional Forums have not continued in the same way since the beginning of the pandemic.

Outcome 5: More students with advanced skills in Welsh

Current Position	2017/18 target	2018/19 target	2019/20 target
<p>The percentage of learners attending Welsh-medium education achieving the expected level in Welsh first language at the end of each key stage in Monmouthshire is:</p> <p>Foundation Phase Outcome 5+ 98.1% Key Stage 2 Level 4+ 86.8% Key Stage 3 Level 5+ NA Key Stage 4 A*-C NA</p> <p>The percentage of learners attending English-medium education achieving the expected level in Welsh second language at the end of each key stage in Monmouthshire is:</p> <p>Key Stage 2 level 4+ 88.4% Key Stage 3 Level 5+ 88.7% Key Stage 4 A* - C Full course 48% Key Stage 4 A – C Short Course 54.8%</p>	<p>Actual</p> <p>93.8% 94% NA NA</p> <p>96.1% 93% 63%</p>	<p>It Welsh Government's expectation that school targets should only be used to support self-evaluation and should not be aggregated up to a local authority or regional measure of performance</p>	

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
<p>The percentage of Monmouthshire pupils in English-medium schools studying GCSE Welsh Second Language Full course in 2016 is: 49.6%</p>	76% Actual – 52.2%	85%* Actual 85.8%	94%* Actual 92.4%	94%
<p>The percentage of Monmouthshire pupils in English-medium schools studying Key Stage 5 AS Welsh Second Language in 2016 is: 3.7%</p>	5% Actual - 6.75%	7%* Actual – 2.2%	15%* NA	NA
<p>The percentage of Monmouthshire pupils in English-medium schools studying Key Stage 5 A Level Welsh Second Language in 2016 is: 6.1%</p>	3.5% Actual - 8.3%	4%* Actual -3.9%	10%* Actual - 2.8%	NA

- Targets are provisional and not based on current pupil level data

Action	Start Date	End Date	Lead	Progress	Progress/Impact
1. Secure a higher rate of transfer from Welsh-medium primary schools at the end of KS2 into KS3 Welsh-medium secondary schools	09/2018	09/2020	MJ/ schools		<ul style="list-style-type: none"> • Support the PTU to improve transport arrangements to WM provision • Support the Transport Policy review to support access to WM secondary provision • Carry out a parent survey with WM parents to determine why they make the choice to leave WM education in Year 7. Use this information to inform further actions to improve transfer rates. • 10/12/19 – Meeting planned for spring term with Headteachers. • 26/11/20 – Meetings to be held during the spring term 2021
2. Encourage all four English-medium schools to enter nearly all pupils for the Welsh full course from 2018 when the short course is withdrawn	09/2018	09/2020	SRS/EAS		<ul style="list-style-type: none"> • LA to meet with all four secondary schools to discuss and agree entry levels for Welsh full course • 10/12/19 - the uptake for full course entry in 2019 is between 74% and 83% in three out of four of our schools. • Data indicates that the teaching of the Full Course is producing better results for increased numbers of pupils now studying the Full Course as a compulsory element. (Outcomes 2019) • 26/11/20 – the proportion of pupils studying GCSE Welsh second language shows an improving three-

					year trend. Data for AS and A Level is not available at the time of this update.
3. Encourage English-medium schools to increase formal and informal provision for Welsh Second Language at KS3 and KS4 to increase GCSE Full Course uptake	09/2018	09/2020	SRS/EAS		<ul style="list-style-type: none"> LA to meet with all four secondary schools to review and agree provision and timetabling for Welsh second language teaching at KS3 and KS4 10/12/19 - Two English medium secondary schools in Monmouthshire have adopted the objectives of the Siarter Iaith framework and have been trialling aspects of the framework in English medium schools in order to increase the use of Welsh in both formal and informal situations. (Caldicot and King Henry). This work to be undertaken before wide scale adoption and development of the framework in line with Curriculum for Wales. The EAS will aim to engage schools beyond the project schools in early adoption of the framework this year. 26/11/20 – Meetings postponed until spring 2021
4. Ensure that all four secondary schools support greater collaboration to increase the total AS/A Welsh Second Language entries as a proportion of all entries.	09/2017	09/2020	SRS/EAS		<ul style="list-style-type: none"> Meet with secondary schools to agree a strategy and where appropriate, collaborative arrangements to increase second language entries. 10/12/19 - Discussions are underway with two schools to develop WM collaboration and increase the number of entries post-16 in the Caldicot area. 26/11/20 – Meetings postponed until spring 2021
5. Continue to improve outcomes in Welsh second language at the end of KS2 and KS3	09/2017	09/2020	SRS/EAS		<ul style="list-style-type: none"> Carry out a full review of the regional Welsh second language programme in spring 2019 Amend the programme to address any areas of concern for roll out in September 2019 All English medium primary schools have now begun their journey towards the Cymraeg Campus Charter framework. 19 schools have achieved Bronze award status (including 7 who achieved the award, summer 2019). These schools are now working towards the objectives of the Silver award. 9 schools will be offered Bronze award verification during 2019-20. 26/11/20 – a further 3 schools have achieved the Cymraeg Campus Bronze Award (December 2019). There are now 21 Monmouthshire schools working towards the silver award. All verification for the Cymraeg Campus award paused since spring 2020 due to COVID-19.
More students with advanced skills in Welsh	09/2017	09/2020	WEF		<p>Progress is satisfactory for this outcome because:</p> <ul style="list-style-type: none"> Limited progress has been made since the last update due to the impact of COVID -19 in a few key areas such as transition between KS2 and 3 and the development of provision in KS3 and 4. There is an improving trend in the proportion of pupils achieving a qualification in Welsh second language. However, it is too early to determine what, if any, impact COVID-19 will have going forward.

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

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
Targets will be aligned with outcomes from the regional review of provision.	Under development	ALN Training is provided for all WM settings and schools in relation to the ALN Act	ALN advice, guidance, and resources for implement the ALN Act is available in Welsh.	Develop a regional approach to provide services through the medium of Welsh.

Action	Start Date	End Date	Lead	Progress	Progress/Impact
1. Provide Welsh-medium ALN training for school staff in Welsh-medium settings, particularly in relation to the ALN Act and new Code of Practice	09/2018	09/2020	WG ALN TP		<ul style="list-style-type: none"> Transformational Leads for ALN will be addressing this through the WG ALN training programme commencing in January 2019 03/06/19 - Welsh medium primary schools in Monmouth are strategically linked to Welsh Medium Cluster groups in Newport and Torfaen. Training relevant to the ALN Act and Code has taken place over the academic year 2018-19. The training programme for 2019-20 has already been planned and dates circulated 26/11/20 – Targeted training has been organised and delivered by the ALN Transformation Lead and resources in Welsh available on Hwb.
2. Ensure that all pupils with ALN educated through the medium of Welsh are suitably provided for in mainstream settings where appropriate	09/2018	09/2020	ALN		<ul style="list-style-type: none"> Work with regional partners continues to provide support, assessment and guidance through the medium of Welsh. This is at an early stage of development 03/06/19 - ALN pupils educated through the medium of Welsh are suitably provided for within mainstream settings. Where appropriate pupils will be allocated additional support and Welsh speaking Teaching Assistants recruited to support their needs. 10/12/19 - There are challenges in recruiting Welsh speaking teaching assistants with the skills to meet the full range of needs across the local authority. This is common across the region but more acute in Monmouthshire due to the location. 26/11/20 – Challenges with recruitment remain but Welsh medium schools in MCC are using an 'apprenticeship' model to train Welsh speaking adults who want to work as Teaching Assistants. These adults work alongside experienced members of staff.
3. Build on regional collaboration arrangements to support Welsh medium pupils with ALN including those with complex needs	09/2018	09/2020	SEWC/ TP		<ul style="list-style-type: none"> Work with regional partners continues to provide support, assessment and guidance through the medium of Welsh. This is at an early stage of development 03/06/19 - Discussions on regional collaboration for support for Welsh medium pupils ALN is part of the SEWC ALN work. Work is ongoing to strengthen informal arrangements/ discussions around support for Welsh medium pupils. 10/12/19 - The postponement of the implementation of the ALN Act to 2021 has afforded the region more time to develop arrangements to support WM pupils with complex needs. 26/11/20 – SEWC ALN have a regional lead for WESP (Katy Rees, Newport

					LA). All SEWC LAs are committed to building regional collaboration particularly with regard to Welsh speaking EPs.
4. Ensure that as many ALN Welsh-medium resources as possible are available in Welsh and English	09/2018	09/2020	ALN		<ul style="list-style-type: none"> • Most resources for SpLD are available in Welsh and training is regularly delivered bilingually. • Work has begun to extend this provision across the range of ALN • 03/06/19 - In addition to current resources, the ALN Service is exploring Welsh Medium on line resources being developed by Bangor University. • 10/12/19 - Work in this area is developing and is targeted for completion in time for the implementation of the new ALN Act in 2021 • 26/11/20 – All Welsh medium schools across SEWC will be provided with a Welsh medium ALN resource pack. Issues remain with regard to the translation of assessment material due to issues around standardisation
5. Ensure that all new and revised ALN documentation for use in schools and settings is available in Welsh and English	09/2018	09/2020	ALN		<ul style="list-style-type: none"> • All revised paperwork and documentation for the new Act and Code of practice will be available in Welsh. • 03/06/19 - All documentation will be available in English and Welsh • 10/12/19 - All documentation will be in place in time for the implementation of the ALN Act in 2021. • 26/11/20 – All revised ALN documentation relating to the ALNET Act is available in Welsh.
6. Complete the review of ALN and development of ALN provision to support all learners	09/2018	09/2020	CYP		<ul style="list-style-type: none"> • The ALN review is progressing in line with timescales for the majority of proposals. • Where this is not the case a range of proposals are being reconsidered before beginning the political process. • 03/06/19 - The ALN review is progressing as reported. Where this is not the case a range of proposals are being reconsidered before beginning the political process • 10/12/19 - The ALN review is in the last stages of the statutory processes. The final outcomes will be shared after the release of the Code anticipated February /March 2020 • 26/11/20 – The formal ALN review has been completed. ALN provision to support pupils in Welsh medium settings will continue to be developed in MCC through the SNRB professional Network group.
Welsh medium provision for learners with additional learning	09/2017	09/2020	WEF		<p>Progress in this area is satisfactory because:</p> <ul style="list-style-type: none"> • Limited progress has been made since the last update due to the impact of COVID -19 in a few key areas. This includes the challenge of recruiting staff to deliver provision and the development of collaborative WM professional advice, which is at an early stage of development. • There is good progress in the development of training for WM schools and the provision of WM resources to support school delivery of the ALN Act. • All revised ALN documentation relating to the ALNET Act is available in Welsh • The SEWC region now has a regional lead for WESP to develop regional WM ALN provision.

Outcome 7: Workforce planning and continuing professional development.

Current Position	2017/18 target	2018/19 target	2019/20 target	2020/21 target
No data available	<p>(Actual) 1 member of staff participated in the WG sabbatical scheme</p> <p>153 practitioners attended Welsh second language training session in 2017/18 academic year</p>	<p>(Actual) 4 members of staff (One member of staff for each cluster participates in the WG Sabbatical Scheme – Welsh in a year initiative)</p> <p>(Actual) Two WM primary schools have achieved the Charter Silver Award</p> <p>(Actual) 11 EM primary schools have achieved the Charter Bronze Award</p>	<p>(Actual) 4 members of staff (One member of staff for each cluster participates in the WG Sabbatical Scheme – Welsh in a year initiative) Two WM primary schools achieve the Charter Gold Award</p> <p>11 EM primary schools achieve the Charter Silver Award</p> <p>25 EM primary schools achieve the Charter Bronze award</p>	<p>(Update) Schools continue to work on Gold/Silver and Bronze award targets however Covid has proved challenging.</p> <p>EAS verification of progress towards the language Charter awards paused due to Covid -19. EAS Support continues via half termly coordinator network meetings and Welsh medium cluster Charter meetings.</p>

Action	Start Date	End Date	Lead	Progress	Impact
1. Audit Education practitioners' Welsh language skills annually in all schools and settings to assess training needs	12/2018	On-going	Performance AB		<ul style="list-style-type: none"> Regional primary school language and methodology audit needs analysis audit completed autumn 2018 LA Welsh Language Skills Audit to be circulated to all schools and settings in January 2019 03/12/19 LA audit completed and to be issued to schools at the end of September to capture most up to date workforce picture 10/12/19 School Audit to be circulated January 2020. Ongoing professional learning programme led by EAS to support staff language and methodology skills. Undy Primary is an EAS Welsh Learning network modelling and sharing best practice. EAS support provided for all Welsh language coordinators to improve understanding of the Welsh Language Skills Competency Framework (in support of National / LA skills audit-SWAC) EAS schemes of learning inclusive of language progression route from FP-Y6 with staff training linked with map. Professional Learning Playlist for staff shared by EAS during summer 2020. This includes a link to Welsh for Adults online taster session opportunities including the Workforce Welsh sessions co-constructed by the regional consortia and Welsh for Adults. All English medium schools engaged with professional learning (language/methodology) 2018-19. EAS PL programme has been run virtually since March 2020 with a suite of PL offered to all schools. These events can also be accessed asynchronously through the EAS Hwb/Thinqi platform. Welsh PL offers summer and autumn 2020.

					<ul style="list-style-type: none"> 23 primary schools engaged with synchronous virtual training in summer 2020.
2. Agree a systematic plan with schools and clusters to release staff to participate in the WG Sabbatical Scheme	12/2018	04/2019	Standards /EAS/SRS		<ul style="list-style-type: none"> Discuss outcomes of the Needs analysis and School Welsh Language Audit with schools/clusters to agree the release of staff to engage in the WG Sabbatical Scheme 2019/20 10/12/2019 Three out of four clusters have at least one member of staff trained 26/11/20 All clusters have had at least one member of staff released for Sabbatical Scheme training (Welsh in a Year). A further 2 staff from Monmouthshire completed the course in 2019-20 with another enrolled on the 2020-21 Welsh in a Year course. Ysgol y Ffin and Ysgol Y Fenni have supported practitioners to develop their language skills through placements during Sabbatical training. All Sabbatical graduates have been commissioned by the EAS to provide cluster support (to support TAs with Welsh language development)
3. Schools identify the systematic release of staff to participate in the WG Sabbatical Scheme within annual training plans	05/2019	09/2020	Schools/EAS		<ul style="list-style-type: none"> School annual training plans 2019/20 identify the steps the school will take to improve practitioners' Welsh linguistic skills including the release of staff to participate in the WG Sabbatical Scheme. 10/12/2019 Three out of four clusters have at least one member of staff trained. Applications for 2020/21 currently open. 2 teachers have successfully completed the Sabbatical scheme. They have returned to school and supported by EAS to build the capacity to deliver Welsh across the curriculum. Two teachers enrolled on the Sabbatical scheme for 2019-2020. 26/11/20 - Two teachers graduated at the end of 2019-20. One member of staff enrolled on the 2020-21 Welsh in a year course. One past attendee has been appointed a Sabbatical Champion for the EAS. All past attendees are part of a Sabbatical Network and have been commissioned to support their clusters (TA language training) in 2020-21, and are working to trial the delivery of Welsh across the curriculum in line with CfW. One past attendee is working to support CfW development within the school. The school has been appointed a lead multi-lingual school for the EAS due to enhanced language skills.
4. School improvement plans identify improving practitioners' Welsh linguistic skills and working with the Welsh Advisory team as a priority.	05/2019	09/2020	Schools/EAS		<ul style="list-style-type: none"> All school plans identify improving practitioners' Welsh linguistic skills and working with the Welsh Advisory team as a priority 2019/20 Review of SDPs to be completed in autumn 2019 Most schools identify Welsh as a key priority in SDPs. 26/11/20 - Advisory support provided through professional learning, resourcing and community support via LNS sharing best practice events (available to all schools) Bespoke support to schools, as commissioned by CAs is on going.

5. Improve practitioners' methodological skills through designated school to school cluster initiatives	09/2018	09/2020	EAS		<ul style="list-style-type: none"> • Leading Network schools have provided school to school support to develop regional initiatives including: Welsh Language Charter, Welsh as a second language, development of resources for the new GCSE and Cymraeg Campus • Three Monmouthshire primary schools and two secondary schools are LNS schools • Review of impact of LNS work in individual school to be completed in autumn 2019 • 10/12/2019 All primary schools engaged with Professional Learning led by EAS or in partnership with Learning Network Schools (LNS) • Staff from the Caldicot and Chepstow clusters are part of the Undy LNS community of schools with 9 of 11 schools engaging with locally delivered PL in support of language and methodology development • All secondary schools now engage with the professional learning offer for Heads of department. All have access to the HwB resource network for secondary schools. • 9 primary schools working towards verification for the silver award in spring 2020. • 10 primary schools have commenced work on the silver award. • 19 schools have achieved the bronze award with a further 9 offered verification in December 2019. • 26/11/20 - LNS work reviewed – strong progress overall. • Undy Primary school continue to be a Welsh LNS school within Monmouthshire. • A further 3 schools achieved the Cymraeg Campus bronze award (December 2019) with a total of 21 schools now working on the silver award. • Cymraeg Campus verification paused in spring 2020 due to COVID 19.
6. Ensure that all new posts include the ability to speak Welsh as a desirable skill	09/2017	09/2020	People Services	✓	<ul style="list-style-type: none"> • All new posts include Welsh as a desirable skill. • Welsh remains a desirable skill for all new posts in MCC.
Workforce planning and continuing professional development	09/2018	09/2020	WEF		<p>Progress for this outcome is good because:</p> <ul style="list-style-type: none"> • There is a significant increase in the number of schools working towards the silver Cymraeg Campus award. However, the suspension of the verification process due to COVID-19 means that the number achieving the award remains the same as in the previous year. • Many actions continue to have a positive impact on workforce professional learning despite the challenges of COVID-19. • Teachers continue to participate in the WG sabbatical. These staff are effectively sharing their expertise across other schools to support the development WM skills in EM schools. • Welsh is identified as a desirable skill for all new appointments to MCC.