

MONMOUTHSHIRE WESP ACTION PLAN 2022/23

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

Outcome Lead: S Hall

KEY ANNUAL DATA

- Total number of Welsh-medium childcare places available in Monmouthshire
- Percentage uptake of Welsh-medium childcare places
- Number of settings offering Welsh-medium Flying Start childcare places
- Number of children accessing Welsh-medium Flying Start childcare places
- Number of children accessing early education in school Meithrin settings
- Percentage take-up of early education in school Meithrin settings
- Number of early years practitioners receiving Welsh language training

Current Position	2023/24target	2024/25 target	2025/26 target	2026/27 target
63 Welsh-medium childcare places	63 places	71 places	79 places	95 places
2 settings offering Welsh-medium Flying Start childcare places	2 settings	3 settings	3 settings	4 settings
61 (68%) children accessed early education in school Meithrin settings	67(75%)	72(80%)	76(85%)	81(90%)
15 Flying Start Welsh-medium childcare	30 Flying Start	30 Flying Start	30 Flying Start	30 Flying Start
Number of early years practitioners receiving Welsh language training (new measure)	TBC	TBC	TBC	TBC

DATA SUMMARY

- The data above is based on the most recent SASS data and any updates as of August 2022.
- There are currently 63 Welsh-medium childcare places in Monmouthshire across three settings, one in Abergavenny, another in Caldicot and the third setting in Monmouth.
- There are two settings offering Welsh-medium Flying Start childcare places, one in Abergavenny and a second in Caldicot was brought on board in 2022/23.
- During summer term 2022, 61 children accessed early education in school Meithrin settings (68% take up) and 15 children accessed Flying Start childcare in Welsh-medium non-maintained settings.
- There is currently no data available relating to the number of childcare settings accessing Welsh language training.

ACTIONS Academic year 2022/23

- Establish a Promotion Working Group to support the development of Welsh-language provision in settings, schools and across local authority services
- Continue to provide financial support to Welsh-medium settings to enable them to expand their provision and to become sustainable.
- Support Cylch Meithrin Trefynwy to become a Flying Start provider.
- Provide funding for Mudiad Meithrin to employ a Cylch To a Fi Officer to stimulate demand for Welshmedium provision amongst families with pre-school aged children.
- Set up a subgroup of the WEF to focus specifically on promotion of the Welsh language and the benefits of being bilingual.
- Continue to use social media, the MCC website and any other channels, including leaflets in public places, to promote Welsh language groups and classes and opportunities for a career in Welsh-medium childcare.
- Work closely with Mudiad Meithrin to establish a fourth Cylch Meithrin setting in Chepstow.
- Provide and fund Welsh language training for early years education practitioners in non-maintained settings.

Completed	Started	Not started

- Establish a childcare apprenticeship scheme to support the expansion of childcare, particularly in Welsh-medium settings.
- Work with Public Health Board (ABHB) to capture current arrangements for providing services through the medium of Welsh and opportunities to promote the benefits of a Welsh language education. Identify meaningful targets to track the expansion and impact of these services.

PROGRESS / UPDATE / PRESSURES (termly evaluation)
January 2023
April 2023
November 2023

Outcome Number 2

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

Outcome Lead: D Graves/C Saunders

KEY ANNUAL DATA

- Total number of Welsh-medium childcare places available in Monmouthshire
- Percentage uptake of Welsh-medium childcare places
- Number of settings offering Welsh-medium Flying Start childcare places
- Number of children accessing Welsh-medium Flying Start childcare places
- Number of children accessing early education in school Meithrin settings
- Percentage take-up of early education in school Meithrin settings
- Number of early years practitioners receiving Welsh language training

Current Position	2023/24target	2024/25 target	2025/26 target	2026/27 target
48 Reception learners	69 Reception learners	85 Reception learners	90 Reception learners	110 Reception learners
• 35 Y Fenni	45 Y Fenni	55 Y Fenni	60 Y Fenni	60 Y Fenni
• 13 Y Ffin	19 Y Ffin	20 Y Ffin	25 Y Ffin	30 Y Ffin
• 0 Monmouth (seedling)	5 Monmouth (seedling)	10 Monmouth (seedling)	15 Monmouth (seedling)	20 Monmouth (seedling)
48 /115 (WG target)	69 /115 (WG target)	85 /115 (WG target)	90/115 (WG target)	110 /115 (WG target)

DATA SUMMARY

- The number of pupils in Ysgol Gymraeg Y Fenni continues the increasing trend of the last three years.
- The local authority has invested significantly in the school to increase the school's capacity by 60 places, from 257 to 317 places to meet the anticipated increase in demand.
- In September 2021, 63 children were admitted into Reception compared to 35 in September 2022.

- The local authority has made a significant investment in Ysgol Y Ffin to extend its capacity to 210 and improve its learning environment in anticipation of higher levels of demand following the establishment of a Welsh language immersion centre within the school.
- Our Welsh Government target is for 110 pupils per cohort by the end of this WESP in 2032.
- School numbers in Y Ffin are well below the published admission number. In September 21 and 22, 14 children started school in Reception.
- Both existing Welsh-medium primary schools have a childcare setting within the grounds, providing valuable Welsh-medium childcare and wraparound provision. As a result, more parents are considering Welsh-medium education for their child.
- In September 2021, we saw a rise of 4.5pp in the overall percentage of Reception learners being educated in a Welsh-medium primary school.
- Monmouthshire successfully applied for a grant to establish immersion provision in Y Ffin in September 2022. This is having a positive impact on parental confidence to select a Welsh-medium education for their child.

ACTIONS Academic year 2022/23

- Consultation on the relocation of Ysgol Gymraeg Y Fenni to a new site that will have the capacity for 420 Welsh-medium learners from Reception to year 6, and a Meithrin with a capacity for 60 places. This will ensure the school has the physical capacity to accommodate cohorts of up to 60 pupils in every year group.
- Complete the refurbishment of Ysgol Gymraeg Y Ffin and increase the capacity of the school to 210 places from Reception to year 6. This will ensure the school has the capacity to accommodate cohorts of 30 pupils in all year groups.
- Work with the Promotion Sub-committee to promote the newly developed childcare facility located on the site of Ysgol Gymraeg Y Ffin to attract and sustain interest in the Welsh language from an early age.
- Work closely with all local Welsh-medium childcare providers to secure a high level of transfer into Welsh-medium schools.
- Open a seedling school, managed as a satellite class for Ysgol Y Ffin, in Monmouth Town from September 2023.

Completed	Started	Not started

- Complete the statutory consultation to establish a Welsh-medium school located in Monmouth town We are hopeful that such action will attract those families interested in Welsh-medium provision who are currently concerned by the travelling distances to the existing options.
- Continue develop and high-quality promotional materials to promote the benefits of Welsh-medium education, to be shared with parents at the key times such as, when applying for Reception places.
- Apply for further funding to build on and promote the developing provision to support latecomers so they feel reassured that Welsh-medium education is a genuine option for their child(ren)
- Review school transport to reduce the time taken to travel to a Welsh-medium school.

PROGRESS / UPDATE / PRESSURES (termly evaluation)
January 2023
April 2023
November 2023

Outcome Number 3

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

Outcome Lead: M Jones/D Graves

KEY ANNUAL DATA

- Total number of children attending Welsh-medium nursery provision
- Percentage of children attending Welsh-medium nursery provision
- Number of children attending Welsh-medium nursery provision and transferring into a Welsh-medium primary school
- Percentage of children attending Welsh-medium nursery provision and transferring into a Welsh-medium primary school
- Number of children transferring from Welsh-medium primary provision to Welsh-medium secondary provision
- Percentage of children transferring from Welsh-medium primary provision to Welsh-medium secondary provision
- x% of pupils making expected progress in Welsh language skills in secondary school (new measure)
- X% of pupils gaining a GCSE in Welsh first language in secondary school (new measure)
- Percentage of pupils gaining a GCSE in Welsh second language in secondary school.

Current Position	2023/24target	2024/25 target	2025/26 target	2026/27 target
40 children attending Welsh-medium nursery provision	40	50	63	63
48 children transferred to a Welsh-medium primary school	69	85	90	110
27 pupils transferred to a Welsh-medium secondary school	41	46	46	30
X pupils making expected progress in Welsh language skills in secondary school (new measure)	TBC	TBC	TBC	TBC

X% pupils gaining a GCSE in Welsh first language in secondary school	TBC	TBC	TBC	TBC
90% pupils gaining a GCSE in Welsh second language in secondary school	91%	92%	93%	94%
30 Welsh-medium secondary school places available for Monmouthshire pupils in YGG	30	30	30 (TBC)	30 (TBC)
30 Welsh-medium secondary school places available for Monmouthshire pupils in YGIC	30	30	30 (TBC)	30 (TBC)

DATA SUMMARY

- Plan a mechanism to monitor the linguistic progression and progress of Monmouthshire learners attending Welsh-medium secondary education in collaboration with other local authorities.
- Collect GCSE achievement in Welsh first language from YGG and YGIC.
- Work with sixth forms and further education colleges to clearly identify progression targets for Welsh-medium learners.
- Engage with Careers Wales to provide advice and support to promote future opportunities available to learners who have a formal Welsh language qualification. Link with the Promotion Sub-Committee to raise the profile of Welsh language in future careers.
- Ensure that schools promote the benefits of a bilingual education in careers sessions and Compass for Life sessions.
- Plan, with others, 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.
- Work with Coleg Gwent as they deliver bilingual units in childcare, health and social care and public service courses. The college plans to develop a digital package to support most full-time vocational learners to achieve at least B3.

ACTIONS Academic year 2022/23

Plan a mechanism to monitor the linguistic progression and progress of Monmouthshire learners attending Welsh-medium secondary education in collaboration with other local authorities.
 Develop a system to collate GCSE achievements for all Monmouthshire pupils including those educated in out of county schools

Work with sixth forms and further education colleges to clearly identify progression targets for Welsh-medium learners.
 Engage with Careers Wales to provide advice and support to promote future opportunities available to learners who have a formal Welsh language qualification. Link with the Promotion Sub-Committee to raise the profile of Welsh language in future careers.
 Ensure that schools promote the benefits of a bilingual education in careers sessions and Compass for Life sessions.
 Plan, with others, 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.
 Work with Coleg Gwent as they deliver bilingual units in childcare, health and social care and public service courses. The college plans to develop a digital package to support most full-time vocational learners to achieve at least B3.

Completed	Started	Not started

PROGRESS / UPDATE / PRESSURES (termly evaluation)

January 2023

April 2023

November 2023

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

Outcome Lead: T Bird

KEY ANNUAL DATA

- Number of students that transfer to Ysgol Gyfun Gwynllyw and/or Ysgol Gyfun Gwent Is Coed.
- Percentage of students that transfer to Ysgol Gyfun Gwynllyw and/or Ysgol Gyfun Gwent Is Coed.
- Number of students remaining in Welsh-medium sixth form to continue their post 16 learning.
- Percentage of students remaining in Welsh-medium sixth form to continue their post 16 learning.
- Percentage of pupils being assessed in GCSE second language Welsh in Monmouthshire secondary schools
- Percentage of students studying AS Welsh language in Monmouthshire schools
- Percentage of students studying A level Welsh in Monmouthshire schools
- Percentage of Monmouthshire students studying AS Welsh language in Welsh-medium schools
- Percentage of Monmouthshire students studying A level Welsh in Welsh-medium schools
- Number of bilingual units available in Coleg Gwent in childcare, health and social care and public services.

Current Position	2023/24target	2024/25 target	2025/26 target	2026/27 target
25 (X%) students transferred to Ysgol Gyfun Gwynllyw or Ysgol Gyfun Gwent Is Coed.	41	46	46	30
20 (X%) students remaining in Welsh-medium sixth form	25	20	25	20

717 (90%) pupils being assessed in GCSE second language Welsh in Monmouthshire secondary schools	91%	92%	93%	94%
8 students studying AS Welsh language in Monmouthshire schools	10	15	20	25
9 students studying A Level Welsh language in Monmouthshire schools	8	10	15	20
X% of Monmouthshire students studying AS Welsh language in Welsh-medium schools (new measure)	TBC	TBC	TBC	TBC
X% of Monmouthshire students studying A Level Welsh language in Welsh-medium schools (new measure)	TBC	TBC	TBC	TBC
X of bilingual units available in Coleg Gwent in childcare, health and social care and public services (updated information required)	TBC	TBC	TBC	TBC

DATA SUMMARY

- GCSE Welsh second language is offered in all four of Monmouthshire's secondary schools, with nearly all pupils being assessed in the subject.
- Uptake of Welsh language at both AS and A Level is exceptionally low in Monmouthshire.
- There are no Welsh-medium secondary schools in Monmouthshire.
- 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 through the medium of Welsh across a range of post 16 subjects.

- Coleg Gwent has had some success in recent years in increasing the number of learners who fall into the B1 and B2 categories. Although the number of students is relatively low, Coleg Gwent is ambitious in its vision to increase these numbers significantly over the life of this WESP.
- New measures introduced in this plan will be updated as mechanisms to collect the data are agreed with partner providers.

ACTIONS Academic year 2022/23

Plan a mechanism to monitor the linguistic progression and progress of Monmouthshire learners attending Welsh-medium secondary education in collaboration with other local authorities.

Work with sixth forms and further education colleges to clearly identify progression targets for Welsh-medium learners.

Engage with Careers Wales to provide advice and support to promote future opportunities available to learners who have a formal Welsh language qualification. Link with the Promotion Sub-Committee to raise the profile of Welsh language in future careers.

Ensure that schools promote the benefits of a bilingual education in careers sessions and Compass for Life sessions.

Plan, with others, 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.

Completed	Started	Not started

Work with Coleg Gwent as they deliver bilingual units in childcare, health and social care and public service courses. The college plans to develop a digital package to support most full-time vocational learners to achieve at least B3

--	--	--

PROGRESS / UPDATE / PRESSURES (termly evaluation)
January 2023
April 2023
November 2023

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

Outcome Lead: S Randall-Smith

KEY ANNUAL DATA

- The number of Monmouthshire primary schools with Urdd membership
- The number of Monmouthshire primary pupils engaging with Urdd activities
- The number of Monmouthshire secondary schools engaging with Urdd activities
- The number of English-medium schools with Silver Cymraeg Campus
- The number of English-medium schools with Gold Cymraeg Campus
- Proportion of Welsh-medium schools achieving Siarter Iaith Gold
- The number of active Welsh-medium youth clubs in Monmouthshire

Current Position	2023/24target	2024/25 target	2025/26 target	2026/27 target
780(15%) of primary pupils in Monmouthshire engaged in Urdd activities	TBC	TBC	TBC	TBC
96(2%) secondary learners in Monmouthshire engaged in Urdd activities	TBC	TBC	TBC	TBC
2(100%) of Welsh-medium primary schools with Siarter Iaith Silver	2 (100%)	-	-	-
0(0%) of Welsh-medium primary schools with Siarter Iaith Gold	1 (50%)	2 (100%)	-	-
24(80%) of EM primary schools achieved Cymraeg Campus Bronze	28 (93%)	30 (100%)	-	-

1(25%) secondary school have achieved Cymraeg Campus Bronze	2 (50%)	4(100%)	-	-
2 (7%) English-medium primary schools have Cymraeg Campus Silver	12 (40%)	24(80%)	-	-
0 (0%) English-medium primary schools have achieved Cymraeg Campus Gold	0 (0%)	2 (7%)	-	-
There is 1 Welsh-medium Youth Club in Monmouthshire	2	TBC	TBC	TBC
Menter Iaith measures and targets	TBC	TBC	TBC	TBC

DATA SUMMARY

- Baseline data used for pupil participation in Urdd activities is based on pre-pandemic outcomes
- The Urdd are commissioned to deliver two Youth Clubs and support transition work through the medium of Welsh through our local authority SLA.
- Both Welsh-medium schools have achieved the Siarter Iaith Silver and are working towards gold status. The timeframe for verification will be confirmed during the autumn term and support visits will take place during the spring term. The new Welsh-medium seedling will be supported to work through Siarter Iaith when it becomes established as a school.
- Many English-medium primary schools achieved Cymraeg Campus Bronze before the pandemic and a number were preparing for assessment. Assessments have re-started so there should be a rapid increase in the number achieving the bronze award.
- The number of English-medium primary schools attaining the Cymraeg Campus Silver Award is very low however, 22 schools are currently engaged in the programme.
- The two English-medium primary schools who have achieved that Cymraeg Campus Silver Award are working towards the Gold Award.
- We have 1 Welsh-medium Youth Club in Monmouthshire currently.
- Due to leadership changes within Menter Iaith we have been unable to confirm actions and targets. However, Menter Iaith will be involved in developing our provision map early in 2023 and we will update our plan accordingly for the January evaluation.

ACTIONS Academic year 2022/23

Carry out a mapping exercise to establish the range of opportunities to learn and speak Welsh across Monmouthshire. Use the information from this exercise to identify gaps and opportunities, set targets and inform actions for the next annual plan.

Utilise the promotion group to ensure opportunities to learn and use Welsh are well advertised across the county.

A new SLA has recently been put in place to increase the delivery of Welsh Language activities in Monmouthshire. This is funded for 3 years through additional funding from WG. This extra funding will mean a dedicated youth officer between Monmouthshire and Blaenau Gwent.

Promote the benefits of engaging with the Urdd for all schools in Monmouthshire to increase opportunities for learners to develop and use Welsh language skills in a wider range of contexts.

Seek out new opportunities for learners to purposefully use Welsh in a variety of contexts in schools to increase engagement in the language and culture, particularly for older pupils.

Regularly spotlight school-based activities focused on the use of Welsh in a range of contexts on social media platforms.

Increase the range of information signposting opportunities for children, young people, and their families to engage in Welsh in a range of contexts with partner organisations and community events.

Engage more secondary schools in the development of Cymraeg Campus as part of their wider school self-evaluation and school development planning.

Coleg Gwent will appoint a new Welsh Activities co-ordinator to facilitate Welsh clubs for students.

Completed	Started	Not started

Update our plan following completion of our mapping exercise in January 2023.

PROGRESS / UPDATE / PRESSURES (termly evaluation)
January 2023
April 2023
November 2023

Outcome Number 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 Lead: J Elias

KEY ANNUAL DATA

- The number of children in Welsh-medium schools/setting with school based IDPs **(data only)**
- The number of children in Welsh-medium schools /settings with LA IDPs **(data only)**
- The number of Welsh speaking ALN staff in the central team.
- The proportion of Additional Learning Provision identified in an IDP, being delivered through the medium of Welsh
- The percentage of pupils with ALN receiving support through the medium of Welsh **(data only)**
- The percentage of ALN information available to schools and settings that is available in Welsh, including on-line.
- The percentage of ALN information available to parent that is available in Welsh, including on-line.

Current Position	2023/24target	2024/25 target	2025/26 target	2026/27 target
There is 1 Welsh speaking member of staff in the ALN central team	1	2	2	2
100% of Additional Learning Provision identified in an IDP is being delivered through the medium of Welsh	100%	100%	100%	100%
100% of ALN information available to schools and settings is available in Welsh, including on-line support.	100%	100%	100%	100%

100% of ALN information for parents is available in Welsh.	100%	100%	100%	100%
--	------	------	------	------

DATA SUMMARY

- The planned activities detailed below will provide baseline data for points 1, 2 and 5 and will be included in the next annual WESP plan.
- Currently, we do not have enough Welsh speaking staff to offer consultations with parents, or provide support, intervention, or advice through the medium of Welsh.
- Many specialist support services are only available to be delivered through the medium of English.
- We have developed information for schools and parents regionally and all of these resources are available in Welsh.

ACTIONS Academic year 2022/23

Undertake an audit of ALN Welsh language needs and provision across Monmouthshire within the first year of the plan.

Audit Welsh-medium schools to establish the level and range of resources, including assessment materials, available to learners with ALN.

Use the information from the Audit to develop 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

Monitor and review the provision in line with emerging need on an annual basis. Use this information, to take necessary actions to secure high-quality provision to meet the needs of Welsh-medium learners with ALN.

Completed	Started	Not started

In consultation, develop Welsh-medium specialist provision for children with significant and complex neurodevelopmental and learning difficulties.

Prioritise specialist training for Welsh speaking staff to build the capacity for Welsh-medium ALN support and intervention at a school-based level.

Build on regional collaboration arrangements to support Welsh medium pupils with ALN including those with complex needs by ensuring that ALN resources are available in Welsh along with translation support as required.

Build on regional collaboration arrangements to provide Welsh speaking Educational Psychology support for Welsh-medium schools and pupils utilising translation services where appropriate.

Ensure all new and revised ALN documentation for use in schools and settings, including online information, is available in Welsh

Provide translation services where parents or pupils request advice, support, or intervention through the medium of Welsh.

Ensure that parents are informed of their right to access Welsh-medium childcare for the child with ALN.

Ensure all ALN documentation for parents/carers, including online information, is available in Welsh

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 ALN provision is appropriately maintained for Welsh-medium learners.

PROGRESS / UPDATE / PRESSURES (termly evaluation)
January 2023
April 2023
November 2023

Outcome Number 7

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

Outcome Lead: N Roberts/ S Randall-Smith

KEY ANNUAL DATA

- Primary school staff Welsh language skills
- Secondary school staff Welsh language skills
- Schools engaged in the Welsh language sabbatical scheme
- Welsh-speaking teachers working in Welsh-medium primary schools
- Welsh speaking support staff working in Welsh-medium schools

Current Position		2023/24target	2024/25 target	2025/26 target	2026/27 target
Welsh language skills in English-medium primary schools					
No skills	1.0%	0%	0%	0%	0%
Entry level skills	24.4%	20%	10%	5%	0%
Foundation Level	55.6%	40%	30%	25%	25%
Intermediate Level	15.1%	35%	45%	55%	60%
Advanced	1.9%	3%	5%	10%	10%
Proficient	1.6%	2%	5%	5%	5%
Welsh language skills in English-medium secondary schools					
No skills	66.1%	40%	20%	10%	0%
Entry level skills	19.0%	30%	30%	20%	10%
Foundation Level	7.1%	15%	20%	30%	20%
Intermediate Level	0.6%	5%	15%	20%	45%
		5%	5%	10%	15%

Advanced Proficient	2.3% 4.8%	5%	5%	5%	10%
11 Monmouthshire schools have engaged in the Welsh language Sabbatical scheme		17 schools	20 schools	24 schools	28 schools
19 Welsh speaking teachers work in Welsh-medium schools in Monmouthshire.		20	24	27	31
22 Welsh speaking support staff work in Welsh-medium schools in Monmouthshire		23	26	29	33
Staff Competency Welsh Language Skills Across LA (Not Including School Staff)					
Beginner 182		188	194	200	206
Advanced Beginner 31		36	41	46	51
Intermediate 46		50	54	58	62
Advanced 5		7	9	11	13
Fluent 44		49	54	59	66
Total 308		330	352	374	398

DATA SUMMARY

- Many English medium schools in Monmouthshire have increased the capacity of staff who can teach Welsh as a second language over the last three years.
- English medium schools need to continue to develop the higher Welsh language skills of staff to meet the requirements of the new curriculum.
- A higher proportion of staff in secondary schools have advanced Welsh language skills compared to primary schools
- Eleven schools and twenty-five teachers have successfully engaged with the Welsh Sabbatical Scheme over the last three years.
- Currently, the number of Welsh speaking staff in our Welsh-medium schools is below the level we need to support a rapid increase in Welsh-medium provision.
- The number of LA staff completing Welsh Language courses has increased from last year. We have a good take up for the Beginner courses, but staff take up of more advanced courses is much lower

ACTIONS Academic year 2022/23

Analyse the Welsh language skills of the local authority workforce to identify training needs and gaps in service areas.

Undertake regular analysis of data sources including staffing lists and pupil projections to understand the trends in demand for Welsh-medium teachers and project future needs as demand increases, particularly when our third Welsh-medium school opens in Monmouth.

Work with the EAS to encourage more school-based and setting staff to participate in training to develop Welsh language skills.

Support more staff to participate in the Cwrs Sabothol.

Continue to 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 techniques

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.

Work with key partners to develop the skills of our school workforce in line with the Welsh Language Competence Framework.

Promote Welsh language courses and support the attendance of central staff.

Completed	Started	Not started

Introduce opportunities for all staff to use Welsh in the workplace, for example having a phrase of the week or pairing Welsh speakers with a Welsh learner, organise coffee mornings or other informal opportunities for learners to hear Welsh and practice their skills in a safe environment.

Consider staff incentives to learn or improve Welsh language skills at all levels to improve the Welsh Language across the organisation.

Promote Welsh language courses at more advanced levels once the Beginner course has been completed to ensure continued learning.

Improve our current mandatory training for all staff regarding Welsh Language so that each member of staff is working towards a curtesy level of Welsh as a minimum.

Engage with careers events in schools and colleges as well as in the community to promote the opportunities in teaching with the Welsh Language.

Utilise systems such as Microsoft Teams so that all Welsh speaking and Welsh learning staff are able to support each other and socialise through the medium of Welsh facilitated through a dedicated Teams channel.

PROGRESS / UPDATE / PRESSURES (termly evaluation)
January 2023
April 2023
November 2023