

Welsh in education strategic plan

Name of local authority

Bridgend County Borough Council

Period of this plan

2022-2031

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

Signed:

Date:

(This plan needs to be signed by the Chief Education Officer within your local authority)

¹ [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)

¹ [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

Notes to help you

You will need to outline your local authority's Welsh-medium education vision of the next ten years and the main strategic objectives for this period. Demonstrate how you will achieve Outcomes 1 to 7 with reference to the guidelines.

Before completing this template, please refer specifically to Part 2 of the Welsh in Education Strategic Plans Guidance.

<https://gov.wales/welsh-education-strategic-plans>

This part sets out the statutory requirements for what must be included in your Plan (as outlined in the Schedule of the Welsh in Education Strategic Plans (Wales) Regulations 2019). In addition to your overarching ten-year target, some statements in the Schedule require you to set other targets, and if so, please refer to those here.

Our ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in our area

Bridgend County Borough Council's Vision

Bridgend County Borough Council's vision aligns with Cymraeg 2050-A million Welsh speakers (Welsh Government, 2017). As a local authority *we desire that the Welsh language thrives, and that it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales.*

Our vision is to secure favourable circumstances throughout the local authority that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child, an education system that provides Welsh language skills for all, and greater appreciation of Welsh language skills in the workplace. At the same time, we are committed to supporting people to use Welsh socially, at work, and when accessing services.

The Council's vision for provision of Welsh-medium education and support for the teaching of the Welsh language should:

- deliver the key principles of equality, choice and opportunity for all;
- respect, promote and embody the linguistic and cultural diversity of Bridgend and Wales;
- recognise a common Welsh heritage;
- reflect the social, economic and cultural needs of Wales in the 21st century;
- provide opportunity to reflect on and develop personal identity and a sense of place and community;
- be consistent with the national aspirations set out in the Welsh Government's Welsh-medium Education Strategy (WMES);
- take into account Welsh Government's Welsh Language Strategy (2016) to reach a million Welsh speakers by 2050; and
- align with Welsh Government strategies.

In order to make this vision a reality, our aim is to ensure that the Council and its partners within the county borough undertake the following:

- understand their respective roles within the Welsh in Education Strategic Plan (WESP) Forum in relation to formulating and monitoring the progress of the WESP;
- promote the language to create demand;
- ensure that Welsh-medium provision is available to all children of pre-school age and above whose parents/carers wish them to receive their care/education through the medium of Welsh, and this within reasonable travelling distance from children's homes;
- ensure a developing continuum from Welsh-medium primary education through to Welsh-medium secondary education, so that pupils who begin their primary education through the medium of Welsh will transfer to a Welsh-medium secondary school and progress accordingly into further and higher education and training;
- ensure all schools and settings respond proactively and with enthusiasm to new the Curriculum for Wales in relation to the languages, literacy and communication Area of Learning and Experience, so that our learners continue to gain meaningful skills and knowledge in Welsh;

- ensure that children and young people with additional learning needs (ALN) receive linguistic equality of opportunity in terms of Welsh-medium education, in line with the Additional Learning Needs and Education Tribunal Act Wales (2018) and the Code of Practice for Wales;
- work in partnership with all schools in order to improve the standard of Welsh and;
- promote the wider development of pupils' Welsh language skills through specific activities and projects, in association with a wide range of partners.

Our ten-year target

To support Cymraeg 2050: a million Welsh speakers strategy, the Welsh Government has set Bridgend County Borough Council a target to increase the percentage of learners taught through the medium of Welsh from c.8% to between 14% - 18% by 2032 (based on PLASC data of Year 1 learners 2019-2020) . This is in accordance with the Welsh in Education Strategic Plans (Wales) Regulations 2019.

There are currently four Welsh-medium primary schools and one Welsh-medium secondary school in the local authority. Two of the four Welsh-medium primary schools are located in the North of the county borough, one in the West and one in the South. The secondary school is based in the North of the county borough.

The Council aspires to significantly increase Welsh medium provision in Bridgend. The target % increases which have been prescribed by Welsh Government and the local authority's forecast of the pupil population over the next 10 years have been taken into account.

Currently in our Welsh- medium schools there are 162 pupil places available for reception age learners. The local authority has set a target of 300 reception places being available for Welsh-medium learners by the end of the plan period, which is an additional 138 additional pupil places. The 300 reception places equates to 10 forms of entry, and the aim is to ensure those places are filled.

This WESP sets out Bridgend County Borough Council's plan over the next 10 years to increase and improve the planning of Welsh-medium education. It will build on progress made during our previous WESP (2017-2022) and set out the actions we will take to achieve our targets.

These include:

- Increasing Welsh-medium sessional childcare places (creating potential for 176 additional sessional sessions) by establishing four new Welsh-medium childcare hubs through the childcare offer capital grant;
- Continue to invest in our 21Century schools and colleges capital programme to increase the number of Welsh-medium nursery school places by expanding two of our Welsh-medium schools during the first five years of the plan;
- Take forward commitments made in Cabinet to establish a 1 FE Welsh-medium provision in Porthcawl and a dual stream school in Parc Afon Awenni;
- Scope/ explore options to relocate and expand YGG Llangynwyd to a 3-19 school;
- Develop a clear and robust programme for delivering Welsh medium latecomer provision, so that learners entering the Welsh-medium sector at a later stage (key stage 2 or key stage 3) are able to follow a course of intensive immersion learning before continuing on their education journey in a Welsh-medium school;
- Continue to work collaboratively with our Welsh in education planning forum and relevant sub-groups to continually review and improve how we provide our parents and guardians with information about Welsh-medium education and the opportunities it brings to becoming bilingual.

Welsh Language immersion

The local authority will consider collaboration with other local authorities in terms of Language Immersion Unit provision. This work will be strategically planned over a period of time with the aim of increasing the percentage of Welsh taught in English-medium schools, which will be done by targeting participants and providing the necessary support to individual schools.

Outcome 1:

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

Where are we now?

1.1

The Childcare Sufficiency Assessment (CSA) is a working and organic document process. It is vital that the local authority demonstrates its clear knowledge of the early years' sector and gap areas and devises an annual action plan. This clear attention will enable all future developments across both childcare and early years' education to focus on provision that is aimed at increasing provision in both mediums with a particular focus on the numbers of Welsh-medium places to ensure equitable choice is supported.

The CSA will shortly be undertaken, there will be further data around vacancies within provision at this time.



Booklet January
2020 E-W.pdf



Booklet January
2019 E-W.pdf



Booklet January
2018 E-W v2.pdf

1.2

Information contained in the School Admissions Policy for the relevant year and in the annual Starting Schools Booklet highlight the choices available to parents regarding Welsh-medium schools and the criteria for over-subscription in line with the local authority's statutory duty. Schools are categorised as Welsh-medium in the annual admissions policy. Reflected in the Starting Schools Booklet is how Welsh-medium education is provided in all schools.

The online school admissions process is in line with the local authority's legal duty to allow for parental choice. The users journey and the intuitiveness of the system are key, although there is no separate 'journey' in the use of the system for parents/carers choosing a Welsh-medium education as this is not considered necessary or in line with legislation.

In January 2019, during the last plan period, Ysgol Gynradd Gymraeg (YGG) Calon Y Cymoedd (formerly known as Ysgol Gynradd Gymraeg (YGG Cwm Garw) relocated to a new school in an area which is considered a central location to serve the Garw and Ogmere Valleys. The take-up of places by three-year-olds has increased as a result.

The local authority has developed information for parents entitled "Why Choose Welsh". Information is available via the Family Information Service. This information is available electronically. However, it is key to ensure this information is made available at each and every place that parents and expecting parents receive services. The school admissions information is already clear and accessible. The School Admissions Policy is available on the website as is the Starting School

Prospectus, which is an extensive information and guidance document. These documents are revised each year. The documents are all published in Welsh to the Welsh version of the local authority's website at the appropriate time. The School Admissions Policy for 2022-2023 is currently on the website. The Starting School Prospectus for 2022-2023 will be published for the website in September 2021.



school-admissions-policy-2021-to-2022.



2021-2022-starting-school-prospectus.p

1.3

In the case of Welsh-medium education, the local authority offers any pupil who is unable to be accommodated at their local Welsh-medium school, a place in the next nearest Welsh-medium school in Bridgend, if that is requested. This includes the provision of free home-to-school transport where the walking distance from home to school is greater than two miles for primary school children and greater than three miles for secondary school pupils.

1.4

Data shows that the numbers of children transitioning from Welsh-medium early years to Welsh-medium nursery provision has increased from 50% to 66%. Clearly there are matters linked to the impact of the pandemic and the suspension of early years' provision that may have had a negative impact on the data. Data for the current academic year will not be available until September 2021.

Within Bridgend there are:

Providers	Quantity
Day nurseries	21
Sessional childcare providers	9
Flying Start	10
Childminders	53
Cylch Meithrin providers (7 if you include Cylch Meithrin Blaenllynfi which is Dechrau'n Deg only)	6
Out-of-school providers	17

The number of places in each setting differs according to the ages of the children attending on any one day. However, there are approximately 2,372 English-medium childcare places and approximately 160 Welsh-medium childcare places.

Within this sector there are 19 non-maintained nursery education providers three of whom offer this provision via the medium of Welsh. There are factors that impact uptake of places at provision beyond the language of the setting some of these include the community that the provision sits within and the distance to the Welsh-medium primary school.

In summer term 2021 for Flying Start, there were seven children attending in Cylch Meithrin Sger, five in Cylch Meithrin Plant Bach and two in Cylch Meithrin Cynwyd Sant.

The following are the Flying Start budgeted places:

- 16 at Cylch Meithrin y Sger;
- 8 at Cylch Meithrin Cynwyd Sant;
- 12 at Cylch Meithrin Plant Bach;
- 12 places at Dechrau'n Deg Blaenllynfi.

1.5

The local authority uses all opportunities to maximise information available and ensures this information is then easily available to parents and carers. The local authority will continue to monitor use of Welsh Government marketing campaigns. A working group has been designed to identify potential improvements to the admission process. The process is being reviewed in order to ensure that all parents are able to access this process effectively including parents who are seeking Welsh-medium provision. The information developed to support parents includes a section regarding myth busting. There is also a focus to ensure that the information is clear and easy to find. Consideration is being given to those parents whose literacy skills are under developed. Also ensuring that the details of Cylchoedd Meithrin and Ysgolion Cyfrwng Cymraeg are prominent. The development of a video is also being considered.

1.6

Bridgend is fully compliant with the Welsh-language measure, all information available to parents is available in both Welsh and English. The local offer of Welsh-

medium services and provision is promoted widely. The Why Choose Welsh document which was developed by the WESP Forum, offers information on both the immersion model of Welsh- medium provision and also on the benefits of a bi-lingual and multi-lingual approach. The Why Choose Welsh leaflet is widely available. However, a clear focus on the absolute benefits of the immersion approach and the clear benefits that a fully Welsh-medium education and experience can offer are very clear within the document. There are plans underway to build on the Why Choose Welsh information via an animated version this will build and increase the quality and content of information available to parents/carers.

1.7

The Cymraeg i Blant officer runs the following weekly **Parent and baby sessions** in each area:

- Welsh Rhyme, Time and Sign group;
- Baby massage and yoga group;
- Cuppa and Chat Cymraeg (online group);
- Me and my baby sessions explaining in detail the bilingual journey (online group).

The groups are advertised as being open to all, parents do not need to be able speak Welsh. The officer will introduce simple Welsh rhymes and phrases on a weekly basis to help them acquire a basic knowledge as well as helping them to increase their confidence in using Welsh at home. The groups are advertised on local Facebook Cymraeg i Blant pages and Instagram and through the Family Information Service/Dewis Cymru, early years' teams, local community hubs and centres, libraries, Mentrau Iaith, Cwlwm partnership and wider. Cymraeg i Blant also works closely with the local Midwifery and Health Visiting generic and Flying Start teams and provide training and workshops on the advantages of early bilingualism to help them support and signpost parents over to our local groups. They sponsor the All Wales Maternity notes folder, the scan card and the Child Health Record book and all midwifery and Health Visitor students across Wales receive a presentation/workshop on the advantages of early bilingualism and the role of Cymraeg i Blant during the first year of their training. The following information is shared with parents attending the groups:

- how speaking or introducing Welsh can give their child more opportunities;
- how to use sign, baby massage and yoga to communicate with their baby;
- how to access Welsh and bilingual books, e-books and apps;

- how to access local Learn Welsh courses (ie the free, eight-week Clwb Cwtsh beginners course followed by the weekly Cymraeg i Blant Cuppa and Chat practise sessions);
- how to find their local Ti a Fi group after attending our groups, and how to register at the Cylch Meithrin and at their local Welsh medium school.

The following is the [list of promotional material shared with prospective and new parents:](#)

[Local Being bilingual booklet](#)

[Your guide to Welsh medium education](#)

[Bilingual journey leaflet](#)

Further information can be found on [Meithrin.cymru](#)

1.8

There are effective relationships in place with colleagues from Mudiad Meithrin. This effective partnership enables and supports joint targets regarding the development of early years and childcare provision via the medium of Welsh.

The two services have worked very closely around the development of Welsh-medium childcare hubs which we call Cymraeg 2050 hubs.

The local authority has in place a number of grants linked to new development of provision alongside the Mudiad Meithrin support packages. Opportunities for joint development are explored and this is demonstrated by the development of Ti a Fi groups where the local authority, a local school and Mudiad Meithrin have come together to develop this jointly.

1.9

Flying Start provision within Bridgend works closely with existing Welsh-medium provision. This offers sustainability for the cylch meithrin settings. Flying Start places are provided in partnership with Cylch Meithrin at the following areas: Afon y Felin provision in Welsh-medium is available at Cylch Meithrin Y Sger;

- Sarn provision in Welsh-medium is available at Cylch Meithrin Plant Bach Sarn;
- Plasnewydd provision in Welsh-medium is available at Cylch Meithrin Cynwyd Sant;
- Garth provision in Welsh-medium is available at Cylch Meithrin Cynwyd Sant.

Within Caerau, Flying Start has in place stand-alone provision at Dechrau'n Deg Blaenllynfi. Within Brackla, the Flying Start setting will be offering 50% (16 places) of the provision via the medium of Welsh from January 2022. The Cymraeg 2050 developments will also be able to offer Flying Start provision in Lewistown, Blackmill, Bettws and Brackla.

- There are 312 English-medium places available within the Flying Start programme;
- There are 77 Welsh-medium places available within the Flying Start programme;
- 19% of the Flying Start places are available via the medium of Welsh.

This number will increase in January 2022 with the decrease of 16 English-medium places at Flying Start Brackla which will be the increase of Welsh-medium places moving forward. This will bring the percentage of places available via the medium of Welsh to 24%.

1.10

Effective sharing of information regarding services offered by Cymraeg i Blant and Mudiad Meithrin is in place and information is shared widely and enthusiastically. Mudiad Meithrin is currently looking at the local authority websites in the South East to consider how accessible the information is for parents. This information will be available to be shared in autumn term 2021.

Bridgend recognises that information available via the Family Information Service will benefit from review and increase. Information for Welsh learners is shared widely on all Bridgend County Borough Council (BCBC) communication digital platforms including the Early Years Facebook page. Bridgend recognises this area will benefit from review and the ability to ensure that information is innovative and progressive.

1.11

Bridgend worked closely (2019) regarding assessment of childcare practitioner's skills and confidence regarding their use of the Welsh language and offered training to raise standards and skills based on the findings of the assessment tool used.

1.12

Information on the Council's website makes available provision in the Welsh-medium sector and the faith school information. There have been ongoing discussions with regards to the development of clearer more specific Welsh school catchment areas.

1.13

The commitment to the WESP and its ambitions for Bridgend runs across the early years' service. Team members are encouraged to be knowledgeable, to enable parents to receive correct and effective information. The staff who provide this information are informed but also able to seek wider support as required. Staff can always benefit from enhanced information, however the early years' service is confident that parents are able to effectively access correct and timely information. The early years' service has a team member who is able to discuss this matter with parents via the medium of Welsh.

1.14

Family Information Services are delivered via the BCBC Customer Service Team, if this team feels more in depth information regarding Welsh-medium provision the service will signpost parents and carers to the relevant service either within the education school admission team or the Childcare Team. Early years' services regularly seek parent's views and are focussed on ensuring that parents views and concerns are responded to effectively and on an ongoing basis.

1.15

Ysgol Gymraeg Bro Ogwr is approaching a capacity threshold of less than 10% and therefore during the first five years of the plan, the local authority is seeking to increase Welsh-medium primary school places at the school which will serve the Valleys Gateway, Bridgend and Pencoed areas of the county borough by enlarging and relocating Ysgol Gymraeg Bro Ogwr to an alternative nearby site. As a result, there will 90 nursery places available for three-year-olds.

Where do we aim to be within the first five years of this plan and how we propose to get there?

1.16

The ambition to increase this figure to 14-18% is effective.

1.17

At the end of the first five years of the plan, additional provision for three-year-olds will be available at the following schools:

Ysgol Gymraeg Bro Ogwr

- The local authority is seeking to increase Welsh-medium primary school places to serve the Valleys Gateway, Bridgend and Pencoed areas of the county borough by enlarging and relocating Ysgol Gymraeg Bro Ogwr to an alternative nearby site.
- 90 places will be available for three year-olds.
- The proposal will be subject to a consultation process under the School Organisation Code during the school year 2021-2022.
- The school will be funded by Welsh Government's 21st Century Schools and Colleges Programme plus BCBC capital funding.
- The new school, if approved, is scheduled to open in September 2025.

Ysgol Y Ferch O'r Sgêr

- Ysgol y Ferch O'r Sgêr will be enlarged to a two-form-entry school
- 60 places will be available for three year-olds.
- The proposal has already been subject to a consultation process under the School Organisation Code and Cabinet approval has been received.
- Part funded by Welsh Government's revenue Mutual Investment Model funding and BCBC, the enlarged school will serve the west of the county borough.
- The new school is programmed to open in September 2024.

Porthcawl

In addition, there is an aspiration to create a Welsh-medium seedling school to serve the Porthcawl area. Currently, no funding has been allocated for the scheme. However, approval to submit an expression of interest to Welsh Government in respect of the Welsh-medium capital grant funding is being sought from Cabinet. If successful, there would be an additional 30 places for three year-olds.

1.18

The Welsh-medium childcare hubs which we call Cymraeg 2050 hubs are progressing. The project at Betws is scheduled for completion in June 2022, with the Ogmre Valley scheme completing by September 2022. There are a further two Welsh-medium childcare projects planned for the County Borough. The Bridgend Town provision has been aligned with the Bridgend North East project, as part of Band B of the School Modernisation Programme. This Welsh-medium childcare provision will form an integral part of the replacement school for Ysgol Gymraeg (YG) Bro Ogwr. The Bridgend North East project is scheduled for completion by September 2025. In the interim period, there are plans to offer additional Welsh-medium childcare places at the Flying Start Brackla setting. The timeline for the remaining Welsh-medium childcare project planned for Porthcawl will be determined following the feasibility stage of the project.

1.19

The aim of the project is to provide 16 sessional Welsh-medium childcare places, together with 6 places for 0 to 2 provision and wrap-around/out-of-school provision, which would operate for 52 weeks of the year at each of the four settings. This will offer the local authority a potential for an additional 176 Welsh-medium sessional sessions available. Further to the above the Bridgend Childcare Team continues to work with a number of settings regarding the development towards becoming a non-maintained nursery education provider. This will include the new Cymraeg 2050 provisions and those Cylch Meithrin who are not currently registered to this offer (three potential providers).

1.20

Mudiad Meithrin is working with a company called “Flourish” to open a Cylch Meithrin in the middle of Bridgend Town. It is expected to open in January 2022.

1.21

To share information about the bilingual journey with parents as early as possible to create the demand from birth by:

- forming stronger links with the local Health Board – every new parent to receive information about the bilingual journey on leaving the hospital;
- FIS – continue to share info about Cymraeg i Blant free bilingual groups with new mums and dads – making them aware they don't have to speak Welsh to attend;
- sharing vital information on the bilingual journey when registering the birth of the child.

1.22

To share key bilingual messages on Council social media channels/mailshots to coincide with application for nursery/school places. To make the Welsh-medium offer an offer for all parents – ensuring that all early years' staff and local flying start teams are familiar with the #Cymraeg2050 strategy and are confident in sharing local information with all their parenting groups. To promote the Welsh-medium offer alongside other Council events/promotions i.e. childcare offers, fun days at local community centres or hubs.

Where do we expect to be at the end of our ten year Plan?

1.23

There has been much to consider when planning for a period of ten years the early years is still in a period of recovery from the impact of the pandemic. The service develops a CSA for Bridgend and the developments within this WESP document must align carefully with the CSA to ensure that all development within the early years sector must take place via both English and Welsh-medium in equal measure in order for the numbers of places to be equitable in both languages but also that parents are able to consider both mediums when considering provision for their child.

1.24

The four new Cymraeg 2050 settings have been designed to offer opportunities for full day care via the medium of Welsh this is an area that is highlighted within the CSA as a gap and is an integral part of the programme designed.

1.25

In addition to the education provision being delivered during the first five years, the following projects are planned for delivery by the end of the ten-year plan period:

- A dual-stream, two-form-entry entry school at Parc Afon Ewenni (subject to that site being taken forward in the next Local Development Plan) (ie 30 Welsh-medium places for three year-olds)
- A one form entry school at Porthcawl (ie 30 places for three year-olds)

Also, the local authority is undertaking an options appraisal process to create an additional one form entry provision central to the Bridgend area (ie 30 places for three year-olds).

Key Data

The following annual projections have been calculated using the base data provided by Welsh Government (ie 2019-2020) and incrementally increased in line with anticipated uptake in Welsh-medium education and the planned additional pupil places being available during the period of the 10 year plan, as programmed.

The 2031-2032 target of 255 full-time nursery learners aged 3-4 (ie 16.29%) sits between the lower and upper range target (ie 14%-18%). The number of part-time learners aged 2-3 fluctuate annually as the number of places available depends on the take-up of full time places. Therefore those learners have been excluded from the calculation. The 16.29% mid-point target is ambitious. However, it is considered achievable, should all of the deliverables within the plan come to fruition.

Numbers and % of 3-year olds provisioned to receive their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 – 2025		2025 – 2026		2026 - 2027	
150	9.58%	150	9.58%	170	10.86%	180	11.50%	185	11.82%
2027 - 2028		2028 - 2029		2029 – 2030		2030 – 2031		2031 – 2032	
190	12.14%	210	13.42%	230	14.70%	245	15.65%	255	16.29%

Outcome 2

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

Where are we now?

2.1

Currently in our Welsh-medium schools, there are 162 pupil places available for reception age learners. The local authority has set a target of 300 reception places being available for Welsh-medium learners by the end of the plan period. The 300 reception places equates to 10 forms of entry, and the aim is to ensure those places are filled.

Grant funding opportunities from Welsh Government will be maximised in order to support the targeted increase in Welsh-medium primary provision.

The local authority will also continue to explore potential opportunities for delivering certain schemes wholly or partly via section 106, as a contribution for education places to serve new housing development, where applicable.

As at 2020-2021, there were 162 Welsh-medium reception class places which were distributed accordingly:

Welsh-medium schools	Quantity
Ysgol Gymraeg Bro Ogwr	54
Ysgol Cynwyd Sant	45
Ysgol Gynradd Gymraeg (YGG) Calon Y Cymoedd	30
Ysgol Y Ferch O'r Sgêr	33

In January 2019, during the last plan period, YGG Calon Y Cymoedd (formerly known as Ysgol Gynradd Gymraeg (YGG Cwm Garw) relocated to a new school in an area which is considered a central location to serve the Garw and Ogmere Valleys.

While the relocated YGG Calon Y Cymoedd's published admission number (PAN) remained unchanged, the take-up of places at reception increased.

The following table sets out the total number of reception aged learners from January 2018 – 2021:

January 2018	January 2019	January 2020	January 2021
129	121	122	140

On average, over the period of the last plan, 79% of the 162 Welsh-medium reception pupil places available were filled.

Demand for Welsh-medium places has been more prevalent in the south east area of the county borough.

Currently Welsh-medium primary schools and the Welsh-medium secondary school manage their own late comer learners. Each school provides information and guidance for parents and carers upon request.

The local authority will develop an overarching late comers' policy document which will aid schools, parents and carers. The document will detail the opportunities for late comers, provide guidelines, procedures, responsibility and accountability.

The policy document will be drafted and adopted within the first year of the plan period.

Learner travel

In the case of Welsh-medium education, the local authority offers free home-to-school transport where the walking distance from home to school for primary aged children is greater than two miles or more and for secondary pupils three miles or more. If any pupil who is unable to be accommodated at their local Welsh-medium school, a place in the next nearest Welsh-medium school in Bridgend, if that is requested. This includes the provision of free home-to-school transport subject to the aforementioned distance thresholds.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

2.2

Ysgol Gymraeg Bro Ogwr

- During the first five years of the plan, the local authority is seeking to increase Welsh-medium primary school places to serve the Valleys Gateway, Bridgend and Pencoed areas of the county borough by enlarging and relocating Ysgol Gymraeg Bro Ogwr to an alternative nearby site.
- The new PAN will be 75 (ie 2.5 forms of entry).
- The proposal will be subject to a consultation process under the School Organisation Code during the academic year 2021-2022.
- The school will be funded by Welsh Government's 21st Century Schools and Colleges Programme plus BCBC capital funding.
- The new school, if approved, is scheduled to open in September 2025.

Ysgol Y Ferch O'r Sgêr

- Ysgol y Ferch O'r Sgêr will be enlarged from its existing PAN of 30 to 60.
- The proposal has already been subject to a consultation process under the School Organisation Code and Cabinet approval has been received.
- Part funded by Welsh Government's revenue Mutual Investment Model funding and BCBC, the enlarged school will serve the west of the county borough.
- The new school is programmed to open in September 2024.

The above projects will result in the total number of pupil places for Welsh-medium reception learners increasing from 162 pupil places to 210 (ie 7 forms of entry) by the end of the first five years of implementation of the plan.

2.3

In addition, there is an aspiration to create a Welsh-medium seedling school to serve the Porthcawl area.

Currently, no funding has been allocated for the scheme. However, approval to submit an expression of interest to Welsh Government in respect of the Welsh-medium capital grant funding is being sought from Cabinet.

This scheme would inherently connect to a longer-term proposal to create a new one form entry school in Porthcawl.

2.4

Central South Consortium (CSC) will provide professional learning and resources for teachers in Welsh-medium schools on how best to support latecomers. CSC will facilitate the sharing of good practice across the region in this area in collaboration with the current Welsh Immersion Unit in Cardiff and any other emerging provision going forward. Welsh in Education Officers will continue to provide bespoke support to individual or groups of schools.

2.5

A promotion plan will be discussed and developed which considers and addresses:

- the barriers to choosing a Welsh-medium education;
- accessibility; and
- proximity of provision.

The plan will cover two elements. Namely, corporate promotion and the support that the local authority can provide to individual schools at a local level. The promotional plan will demonstrate that Welsh-medium education is for everyone. It will contain a template and resources that can be shared with the local community and also disseminated via social media.

2.6

Information regarding a Welsh-medium education which is detailed on the local authority's website will be reviewed to ensure that parents applying for places can easily navigate to the correct pages and locate relevant information.

2.7

The local authority will work with CSC to support English-medium schools in developing workforce and offering apprenticeships.

2.8

CSC will facilitate the sharing of good practice across the region in this area in collaboration with the current Welsh Immersion Unit in Cardiff and any other emerging provision going forward. Welsh in Education Officers will continue to provide bespoke support to individual or groups of schools.

2.9

The local authority will consider collaboration with other local authorities in terms of Language Immersion Unit provision. This work will be strategically planned over a period of time with the aim of increasing the percentage of Welsh taught in English-medium schools, which will be done by targeting participants and providing the necessary support to individual schools.

2.10

It is recognised that there is a need for developing bilingualism in Bridgend. Consideration will be given as to how other local authorities are transitioning from English to Welsh speaking. There is also a need to ensure the language spoken in the community is of a high-level to sustain the learners outside of school, and currently, this is not available within this geographical area.

Where do we expect to be at the end of our ten year Plan?

2.11

The 300 place target is applicable to each primary year group. This is essential in order to ensure continuity in education. By increasing the number of reception places from 162 to 300, it is reasonable to assume that the vast majority of those learners will transition into Year 1 and therefore, the target for both year groups must correspond.

2.12

As detailed at 2.1, the local authority will continue to seek grant funding opportunities from Welsh Ministers for capital build projects. Business cases will be robust and will clearly demonstrate the need for investment in Welsh-medium education.

2.13

In addition to the seven forms of entry which will be delivered during Band B, as outlined, there is a Cabinet commitment to deliver the following Welsh-medium provision during the next phase of the programme which aligns to the 10 Year Welsh in Education Strategic Plan:

- A one form entry school at Porthcawl (ie 30 PAN)
- A dual-stream two-form-entry school at Parc Afon Ewenni (subject to that site being taken forward in the next Local Development Plan) (ie 30 PAN for Welsh-medium pupils)

Also, the local authority is undertaking an options appraisal process to create an additional one form entry provision central to the Bridgend area (ie. PAN 30).

2.14

Subject to funding and the proposals detailed coming to fruition, at the end of the 10 year plan period there will be 10 forms of entry at primary school level, thereby increasing the number of places for reception age learners from 162 to 300.

2.15

The local authority will have developed an overarching late comers' policy document which will aid schools, parents and carers. The document will detail the opportunities for late comers, provide guidelines, procedures, responsibility and accountability.

2.16

The local authority will ensure that Welsh immersion is available for late comers so that learners can become fluent in Welsh and attend mainstream Welsh-medium schools. Consideration will be given to the requirements of establishing the unit within the period of the plan, and in the short-term, alternative interim measures will be put in place (ie funding schools for additional late comer support and/or collaboration with other authorities where immersion units have already been established).

2.17

Key Data

Numbers and % of 5-year olds receiving their education through the medium of Welsh									
2022 – 2023		2023 - 2024		2024 – 2025		2025 - 2026		2026 - 2027	
140	8.94%	150	9.58%	160	10.22%	170	10.86%	190	12.14%
2027 – 2028		2028 - 2029		2029 – 2030		2030 - 2031		2031 - 2032	
200	12.78%	205	13.10%	235	15.02%	250	15.97%	265	16.93%

2.18

The following annual projections have been calculated using the base data provided by Welsh Government (ie 2019-2020) and incrementally increased in line with anticipated uptake in Welsh-medium education and the planned additional pupil places being available during the period of the ten-year plan, as programmed.

2.19

The 2031-2032 target of 265 reception pupils (ie 16.93%) sits between the lower and upper range target (ie 14%-18%). Should all of the planned 300 pupil places fill, this would result in 19.16% of reception age pupils would be in receipt of a Welsh-medium education. The 16.93% mid-point target is ambitious. However, it is considered achievable, should all of the deliverables within the plan come to fruition.

Outcome 3

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

Where are we now?

The data table below tracks the numbers of pupils transferring from one year in Year 6 into Year 7 the following year. Although it shows a decrease in numbers from Year 6 to Year 7 each year it is encouraging that the 'leakage' has reduced since 2017.

	Welsh Primary Schools Year 6 Pupils	YGG Llangynwyd Year 7 Pupils	Percentage increase/decrease
2016	122		
2017	119	110	-9.84
2018	110	114	-4.2
2019	131	106	-3.64

2020	113	125	-4.58
2021		112	0.88

It is pleasing to note the growth observed in numbers after the opening of the new school YGG Calon y Cymoedd (opened January 2019) (formerly YGG Cwm Garw). Please see table below.

PLASC Data All Pupils YGG Cwm Garw/YGG Calon y Cymoedd (opened January 2019*)

	Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total	
2015	31	13	23	21	17	18	18	13	154	
2016	23	31	15	21	20	17	17	18	162	5%
2017	20	21	29	14	21	17	15	17	154	-5%
2018	31	20	18	26	13	20	16	12	156	1%
2019*	27	28	21	20	28	14	20	15	173	11%
2020	35	23	29	23	21	30	13	20	194	12%
2021	35	30	25	30	28	22	29	14	213	9.7%

Welsh-medium proportion of the whole cohort for Year 3

YEAR 3 PUPILS (age 7-8) *excluding special schools and excluding dual registrations

PLASC Year (January)	YBO	YCG/CYC (**CyC opened in Jan 2019)	YCS	YFOS	TOTAL Welsh-medium year 3 cohort	Year 3 cohort for all schools*	% Year 3 pupils in Welsh-medium education
2016	65	20	37	27	149	1631	9.14%
2017	41	21	37	25	124	1593	7.78%
2018	55	13	41	29	138	1694	8.15%
2019**	64	28 **	41	29	162	1780	9.10%
2020	53	21	38	24	136	1713	7.94%

Given the small numbers involved, any difference year-on-year needs to be interpreted cautiously because a small change can impact on the proportions (eg one family move in/out of the area or a new school opens). The figures above show a similar pattern over the years with little variation. As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotional work designed to encourage more families to consider Welsh-medium education for their child/ren. Given that these are pitched at mothers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 3 in approximately five years' time.

While the actual number has decreased from 2019-2020, this is reflective of the smaller cohort. The proportion of the cohort learning through the medium of Welsh has remained similar to previous years, although 2019 showed a slightly higher figure – potentially related to the opening of Ysgol Gynradd Gymraeg Calon y Cymoedd in January 2019.

3.2

The pandemic offered the opportunity for some more intensive immersion work for latecomers to YGG Llangynwyd. This is an area of further development.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

3.3

As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotional work designed to encourage more families to consider Welsh-medium education for their child/ren. Given that these are pitched at mothers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 3 in approximately five years' time.

3.4

CSC will continue to promote strategies for the effective use of Welsh in formal and informal situations across all sectors and age ranges. They will also continue to promote local, regional and national initiatives aimed at promoting Welsh as a subject and medium of education.

3.5

CSC will work closely with the local authority and targeted schools where transition rates may be a cause of concern and publish resources to support and reassure parents/carers regarding transition between phases.

3.6

CSC will support the local authority providing advice, professional learning and resources to specific English-medium schools identified to increase the percentage of the curriculum taught through the medium of Welsh

3.7

CSC will support local, regional and national programmes for Welsh Language development by providing advice, professional learning and support to practitioners to acquire and improve their Welsh Language skills. This will increase the capacity of staff able to teach Welsh and through the medium of Welsh across all sectors.

3.8

CSC will continue to develop collaboration with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium practitioner shortage in the following ways:

- consider Welsh Language Immersion support across local authorities;
- provide opportunities for Welsh-medium schools to engage in initiatives to monitor linguistic progression eg comparative judgement;
- facilitate collaboration between primary and secondary schools to produce resource that promote linguistic progression to parents/carers;
- CSC will provide advice, professional learning and resources to support schools to implement Welsh across the Curriculum thus increasing the amount of learning provision offered.
- CSC will continue to share good practice across the region in a variety of ways (eg webinars, podcasts, blogs and learning walks).

3.9

Opportunities will be provided for Welsh-medium schools to engage in initiatives to monitor linguistic progression (eg comparative judgement).

3.10

CSC will facilitate collaboration between primary and secondary schools to produce resource that promote linguistic progression to parents/carers.

3.11

CSC will provide advice, professional learning and resources to support schools to implement Welsh Across the Curriculum thus increasing the amount of learning provision offered. The sharing of good practice across the region in a variety of ways (eg webinars, podcasts, blogs and learning walks).

Where do we expect to be at the end of our ten year Plan?

3.12

This WESP sets out Bridgend County Borough Council's plan over the next 10 years to increase and improve the planning of Welsh-medium education. It is our expectation that we would not lose children at critical transition points.

Outcome 4

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

Where are we now?

4.1

The table below shows that the number of 14 to 16 year-old students studying Welsh as a first language (through the medium of Welsh) has remained stable at around 100 pupils per year. These numbers match the cohort size of the only Welsh-medium secondary school in the borough.

We have also included the numbers of students who have been entered for examinations in Welsh as a second language and the impact of the Welsh second language full course becoming compulsory in 2017.

	Welsh 1st Language	Welsh 2nd Language (Full)	Welsh 2nd Language (Short)
2016	98	585	784
2017	99	877	769
2018	77	1185	*
2019	99	1094	*
2020	100	1122	*
2021	99	1189	*

*In September 2017, full course GCSE Welsh second language became compulsory

4.2

The table below shows that the number of 16 to 19 year-old students studying Welsh as a first and second language declined in the year 2020. However, numbers increased again in 2021. Data is from WJEC USA files.

	Welsh 1st Language	Welsh 2nd Language
2016	9	22
2017	10	29
2018	10	14
2019	9	16
2020	2	9
2021	9	19

4.3

YGG Llangynwyd Year 12/13 population figures from PLASC 2016-2021 show there was a decrease in the numbers continuing to study through the medium of Welsh, although this may be attributed in part to the smaller cohort size. The numbers have increased in 2021. We do not have data on numbers studying in college or work-based learning settings.

PLASC figures for YGG Llangynwyd

Jan	Year 12	Year 13
2016	55	55
2017	69	42
2018	65	53
2019	45	49
2020	53	32
2021	66	48

4.4

There is strong collaboration arrangements are already in place between Bridgend and Rhondda Cynon Taf. There is also some collaboration with Bridgend College at post-16. Further education institutes (FEIs) are working to investigate demand for Welsh-medium provision for younger pupils (Year 10 and up) and to look at their capacity to deliver courses through the medium of Welsh.

4.5

Secondary schools are supported to take steps to increase the number of qualifications that learners can study through the medium of Welsh through collaboration. The local authority funds transport costs for collaborative courses offered.

4.6

Welsh language is offered as A-level subject in schools, and schools are supported to maintain smaller class sizes through collaboration between schools to create a viable class size. Transport costs are provided by the local authority.

Where do we aim to be within the first five years of this plan and how we propose to get there?

4.8

Improved retention and transition rates may impact on this outcome during the first five years of this plan.

4.9

There may need to be a greater emphasis on blended/remote learning approaches in the first instance to ensure that pupils are able to access a wider range of courses (where there is not capacity to teach certain specialist subjects through the medium of Welsh at the moment).

4.10

The local authority will continue to work with secondary schools to coordinate the provision of Welsh as a subject in all settings. In Post-16 this is achieved via collaborations as most schools do not have viable numbers for a class. There could be a possibility that there is some virtual collaboration at key stage 4.

4.11

Working in collaboration with CSC the following areas will be addressed:

- ensuring high quality teaching and learning in all Welsh-medium schools;
- increase in the number of pupils transferring from primary to secondary-ensuring high transition rates from all primary feeder schools;
- promote the benefits of Welsh-medium education with parents/carers and how parents/carers can support even if they don't speak Welsh at home;
- consider use of digital technology to increase qualification offer through the medium of Welsh for example explore e-sgol;
- continue to develop collaboration with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium practitioner shortage;
- develop and implement a strategic marketing strategy to promote Welsh as an A-level subject (use of social media, past pupil/parent experiences, promote advantages);
- work with external providers and Welsh Government on any national initiatives to promote Welsh as an A-level subject; and
- consider use of digital technology to increase qualification offer through the medium of Welsh.

Where do we expect to be at the end of our ten year Plan?

4.12

This target will depend on current cohort numbers in the system. This outcome will be impacted by the extensive work that has been undertaken to attract early years

into Welsh-medium provision. This will take time to come to fruition but should have been realised at the end of the ten-year plan.

4.13

There are various pieces of work which would have been embedded such as:

- introduction of immersion for latecomers;
- opening of the new early years' settings should be embedded;
- supporting parents to support their children;
- immersion for latecomers;
- training for education staff to learn Welsh; and
- improve the Welsh language for teaching (eg Welsh Government sabbatical scheme).

Outcome 5

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

Where are we now?

5.1

The Council is committed to inspiring children and young people to use Welsh in all aspects of their lives. There is strong collaboration with CSC and the school to share good practice. Since launching the Siarter Iaith in our Welsh-medium schools and the Siarter Iaith Cymraeg Campus in our English-medium schools, innovative work has been undertaken by the schools to increase the social use of Welsh within the whole school community.

5.2 Siarter Iaith Cymraeg Campus (English-medium)

	Bronze	Silver	Gold
Number of schools	10	3	1

Siarter Iaith (Welsh-medium)

	Bronze	Silver	Gold
Number of schools	4	4	

Bryn Castell Special School and Maesteg School are currently involved in the Cymraeg Campus pilot for secondary schools.

5.3

There are various activities for children and young people to become engaged with to ensure that they can experience Welsh as a living language. They are as follows:

- links with the Urdd (sporting, Eisteddfod, Glan Llyn, Llangrannog;
- visits into schools and regular sessions with post-16, Cymraeg Bob Dydd);
- links with Menter Iaith Bro Ogwr, mostly with post-16;
- school Eisteddfodau;
- Diwrnod Shwmae/Dydd Miwsig Cymru;
- trips – Tafwyl;
- visits/performances from Mr Phormula, Candela, Tudur Cloccio;
- Welsh assemblies;
- encouragement and training for staff to use Welsh in their lessons as much as possible;
- awards given by the pupils to one member of staff per half-term for the most use of Welsh in lessons;
- extra merits for pupils for use of Welsh;
- use of Welsh Swogs who consult with the Welsh department on content of learning and then deliver a section of this to their form classes;
- Criw Cymraeg;
- use of social media to encourage parents to use some Welsh too;
- use of the “Athrawes Fro”

5.4

Chrome books have been issued to children and young people in all Welsh-medium schools.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

5.5

A sub-group of the WESP will be established to drive this area of work. Mapping of what is available from for example Urdd, Menter Iaith and ensure that there is good publicity. Involve youth workers in this area of work and the Youth Council to ensure that we have the voice of children and young people at the core of this development

5.6

Continue to develop an early engagement model of support for non-maintained settings in targeted areas to enhance children's early linguistic experiences.

5.7

High quality Welsh Language, Literacy and Communication professional learning will be evident in schools and bespoke support for individual schools/clusters.

5.8

Professional learning and support for Welsh Language Immersion.

5.9

Resources to support the new curriculum will be developed.

5.10

Language Charter data will be shared with the WESP Forum on a regular basis. Promote the resources which are on the Welsh Government website.

5.11

Provide all schools with a designated CSC lead officer to support Language Charter and Cymraeg Campus progress. Promote, support, challenge and accredit all schools to make progress with the Language Charter and Cymraeg Campus Awards. Evaluate and share best practice.

5.12

Support the language development and engagement with parents. The local authority will continue to work collaboratively with RHaG as members of the WESP Forum.

5.13

Further develop the support that YGG Llangynwyd could provide for English-medium schools. Also consider the peer-to-peer support from the Welsh-medium primary schools, Bore Coffi.

5.14

An analysis to be undertaken of the workers in the Urdd and Menter Iaith.

5.15

Support the development of the digital space for children and young people and an incentive to engage with the language. For example, Minecraft, Roblox

5.16

Continue to align with the Council's Five-Year Welsh Language promotion Strategy 2021-2026. The lead officer is a member of the WESP Forum and also a member of the training and apprenticeship sub-group.

Where do we expect to be at the end of our ten year Plan?

5.17

We would want all schools within Bridgend County Borough Council would have achieved the Gold status of Siarter Iaith and Siarter Iaith Cymraeg Campus.

Outcome 6

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

Where are we now?

6.1

Bridgend County Borough Council (BCBC) has been fully involved and compliant with the preparation for the implementation of the Additional Learning Needs and

Educational Tribunal Act (ALNET) (Wales) 2018 for September 2021. The Council will ensure that all necessary steps are taken to continue to comply with the ALNET Act in providing a bilingual system of ALN provision and support the 0 to 25 age range in line with the ALNET Act.

6.2

The Additional Learning Needs Code for Wales 2021 places a duty upon a local authority to keep additional learning provision under review. The Council will consider the extent to which these arrangements are sufficient to meet the ALN of children and young people for whom we are responsible.

6.3

The Council will give full consideration to the sufficiency of the ALP in Welsh and also the size and capability of the workforce which also involves consideration of the Welsh-medium workforce.

6.4

BCBC has taken a proactive approach to reviewing their current position to respond to changes in demand and to make services fit for purpose in terms of addressing the current and future needs of children and young people with ALN. Following a procurement exercise, Peopletoo were commissioned in March 2020 by BCBC to undertake this Additional Needs Strategic Planning Review.

6.5

The review sought to:

- identify the current ALN needs of the school population and current ALN provision in Bridgend's 59 schools and pupil referral unit (PRU);
- project the likely future ALN need (demand) and future provision to meet those needs (supply);
- identify any gaps in provision;
- explore the need for a BCBC ALN pupil database;
- (if applicable) propose alternative models to meet the likely future ALN demand; and
- identify the required budget for possible options identified from the ALN provision review.

6.6

The review concluded in autumn term 2020 and one of the recommendations from the review was improving the breadth of and responsiveness of provision. In relation to Welsh-medium the recommendation is to review and revise the model of Welsh-medium moderate learning difficulties (MLD) provision to ensure that the approach is equitable to English-medium provision.

6.7

Learning Resource Centres (LRCs) have been opened at YGG Calon Y Cymoedd in 2019 and YGG Llanygynydd in 2018 for pupils with a diagnosis of autistic spectrum disorder (ASD). This means that if a pupil has a diagnosis of ASD and speaks Welsh, then that pupil can continue education through the medium of Welsh.

6.8

There is currently a sensory review being undertaken across CSC to consult upon establishing a regional sensory service.

Where do we aim to be within the first five years of this plan and how we propose to get there?

6.9

Monitor and review ALN provision in line with any emerging needs during the first five years of the WESP.

6.10

Continue to ensure all reasonable steps are taken to ensure all learners with ALN or emerging needs can access support from the Council's mainstream schools, special schools and advisory services through the medium of Welsh to ensure that there is full compliance with the ALNET Act 2018 and a bilingual system for pupils with ALN.

6.11

A strategic overview of workforce linguistic skill across all school will be in place.

6.12

In collaboration with CSC, curriculum provision and resources will be appropriate for any pupil with ALN in both Welsh-medium and English-medium schools.

6.13

Continue working with the Social Service and Wellbeing Directorate and Bridgend College to ensure appropriate provision and essential workforce.

6.14

Ensure that parents and carers are fully engaged.

Where do we expect to be at the end of our ten year Plan?

We would expect any child or young person who speaks Welsh with an additional learning need, to continue their education through the medium of Welsh.

Outcome 7

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

Where are we now?

7.1

Percentage of teachers in Welsh-medium schools.

- The % of teachers in WM schools as a % of all teachers in Bridgend is 8.17%.
- The school staff involved in Welsh language sabbaticals are as follows:

Welsh in a year September 2019 – August 2020.

- Garth Primary School – CH
- St Mary's & St Patrick's Catholic Primary School – CM
- Nottage Primary School – MN

- Nottage Primary School – MD
- Llangynwyd Primary School – NT
-

Welsh in a year September 2020 – August 2021

- Newton Primary School – HJ
- Betws Primary School – JB

Entry – January 2020

- Pencoed Primary School – AD-J
- Pencoed Primary School – LH
- Pencoed Primary School – LP
- Pencoed Primary School – NC
- Penybont Primary School – BS
- St Mary's & St Patrick's Catholic Primary School – KB

Some other schools applied for the intermediate course during summer term 2020 but due to the pandemic, this had to be deferred until Summer 2021.

The intermediate course is new to the sabbatical course package and is aimed at teachers who have already undertaken one of the sabbatical courses in the past, but who may have lost confidence due to lack of opportunity to use their skills

The following schools applied:

Trelales Primary School – IG

Betws Primary School - TF

Pencoed Primary School - – AW

There is no data currently available about school teachers who can teach through the medium of Welsh

7.2

Linking with the Council's Welsh Language Standards Five Year Strategy to maintain the number of Welsh speakers in Bridgend, the Welsh Language Standards Five-

Year Strategy has been reviewed on an annual basis. The latest review shows the range of actions that have been taken to raise awareness and promote the use of Welsh language across the county borough. There is a new five year plan from September 2021.

7.3

Internally, there are a range of learning and development opportunities available to all employees, to improve language skills as well as raise their awareness of the language, including e-learning and courses to improve Welsh language skills. In recruiting to Welsh posts, adverts are also signposted on Menter Bro Ogrwr's website.

7.4

There has been an impact on workforce planning and development because of the pandemic. There was no training was offered during March 2020 – July 2020. The 2020-2021 training programme in August 2020 and the revised delivery model was revised as face-to-face training was unable to be offered. Since August 2020 all training has been delivered remotely.

7.5

In relation to Welsh Language courses, the local authority continues to offer Cwrs Mynediad Year 1 qualification through the University of South Wales and the Welsh Language Meet and Greet courses to all local authority staff twice a year. We have also offered Work Welsh for the first time in 2020-2021 (as an initial pilot) delivered by the National Centre for Learning Welsh. We also continue to support employees to access Welsh courses in the community under the Welsh Language Protocol.

7.6

Therefore take up this year for Welsh Language is very similar to last year's figures in terms of qualifications offered.

Where do we aim to be within the first five years of this plan and how we propose to get there?

7.7

An audit of those school teachers who are able to teach through the medium of Welsh will be undertaken.

7.8

The following activity will be undertaken by the local authority, CSC and partners to identify and support the development of the workforce.

- CSC will continue to provide professional learning opportunities, develop resources, facilitate the sharing of good practice and provide bespoke support to individual or groups of schools across the region;
- Bridgend will continue to work closely with other local authorities in CSC in planning and supporting school staff across all sectors to further improve their Welsh language skills;
- CSC will continue to provide professional learning opportunities, develop resources, facilitate the sharing of good practice and provide bespoke support to individual or groups of schools across the region.
- Bridgend, in conjunction with the CSC, will ensure that the WESP will be taken into account during considerations regarding the Welsh-medium education standards of its schools
- consider school workforce annual census data on an annual basis to support workforce planning;
- use local knowledge and information gathered from CSC's Improvement Partner to supplement census data;
- the local authority will undertake an analysis to understand trends in vacancies and the vacancies that are required;
- consider the training and succession planning of learning support assistants (LSAs);
- ensure that staff from Welsh-medium schools are applying for relevant national leadership programmes and professional learning opportunities;
- ensure that staff from Welsh-medium schools are applying for relevant national leadership development programmes including the Aspiring Headteacher Programme leading to National Professional Qualification Headteachers (NPQH) qualification;
- monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates;
- continue to work closely with initial teacher education (ITE) partnerships to support student teachers;
- CSC will work with ITE partnerships to ensure that Welsh-medium schools are identified as lead, training or placement schools;
- CSC will work with external partners to promote initiatives on routes into teaching and share any relevant information with schools;
- Professional learning and support to newly qualified teachers (NQT) teachers will be provided particularly through the role of regional induction mentors;
- analysis of the Language Framework data as a baseline for improvement required will be undertaken;
- Welsh Language Development professional learning at various levels will be provided by CSC;
- CSC will provide post-sabbatical support for practitioners engaged with sabbatical programmes; and

- through the work of the Welsh in Education Officer, CSC will provide advice, support and guidance to schools on how to accurately reflect the Welsh language skills of staff.

7.9

Once the School Workforce Annual (SWAC) has been completed on an annual basis, an analysis could be undertaken with regards to key categories, such as age etc. so that succession planning for example for retirement can be identified.

7.10

To continue to develop the training and apprenticeship sub-group of WESP.

Where do we expect to be at the end of our ten-year plan?

Additional staff would be required to support all the new school commitments in the ten year plan. This would need to be prepared for in advance.

How we will work with others to achieve our vision

There is an established and effective Welsh in Education Forum in Bridgend.

In order to prepare the WESP ten-year plan, a planning day with WESP Forum members was held in summer term 2021. All WESP Forum members were invited to contribute to the plan and each outcome was led by a WESP Forum member. Templates were provided in order for members and their respective organisations to submit any further comments for the WESP by a given deadline in summer term 2021.

Monitoring will take place termly at each WESP Forum and also in the sub-groups which have been established and those sub-groups which will be established

The membership of the WESP Forum is as follows:

- Corporate Director - Education and Family Support;
- Cabinet Member - Education and Regeneration;
- Group Manager - Learner Support (Chair);

- Senior Welsh Education Planning Officer Welsh Government;
- Principal Advisor Employee Relations BCBC;
- School Programme Manager BCBC;
- Group Manager - Business Support;
- Group Manager - School Support;
- Early Years and Childcare Manager BCBC
- FIS and Childcare Development Officer BCBC;
- Consultation Engagement and Equalities Manager BCBC
- Head of Welsh for Adults Glamorgan;
- Chief Officer Menter Bro Ogwr;
- Regional Manager South East Wales Meithrin Cymru;
- Central South Consortium representative;
- Student Services and Welsh Manager Bridgend College;
- Lead Partnerships Officer Meithrin Cymru;
- Director of Development RhAG;
- Chair of RhAG Bridgend;
- RHaG representatives Bridgend;
- Lead Officer Urdd Gobaith Cymru;
- Swansea University representative;
- Headteacher - Ysgol Gyfun Gymraeg Llangynwyd;
- Headteacher - Calon y Cymoedd;
- Headteacher - Ysgol Y Ferch O'r Sgêr;
- Headteacher - Afon y Felin;
- Headteacher - Pencoed Comprehensive School; and
- Head of Welsh - Brynteg School;