



Cyngor Sir
CEREDIGION
County Council



Caru Love
Ceredigion

Action Plan - Welsh in Education Strategic Plan

5 year overview

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Background Notes

Following the recent approval of our Welsh Language Strategic Plan, we have drawn up this document to facilitate the process of implementing the first half of the plan. Some actions are long-term and ongoing and others are time-specific. Below are the early steps that have been established since September 2022. These steps are key to the actions of the action plan.

- Create an overview and action plan per outcome for two years
- Re-establish a forum and appoint a chairman
- Establish sub-committees to discuss the draft action plans
- Create a timetable for the meetings over the first two years.
- Appoint a member of staff for two years to facilitate and co-ordinate the work of the 5 transitional primary schools

Through our forum, we will monitor the actions and plan every term.

Outcome 1: More nursery children/three year olds educated through the medium of Welsh

Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
<p>1.1/1.2/1.3/1.8/1.9/1.10 Improve the skills of individual childminders in Child Care supporting them to attend learning and language improvement courses</p> <p>Child Care – all child care – child minders/day nurseries/wrap-around care to expand Welsh-medium provision – focusing on the Aberystwyth area. Specific plans and resources.</p>				
<p>1.9 Training programme/Language Improvement (Gloywi Iaith)</p> <p>1.10 Immersion</p> <p>1.16 Sufficiency assessment to strengthen and expand the provision</p>	<p>Assess the use and impact of the resource receiving feedback in the form of questionnaires before and after implementation.</p> <p>Refine as necessary.</p> <p>A Programme drawn up and shared with childminders and childcare organisations. Offer training on Immersion methodology as Professional Learning</p> <p>Assess the use and impact of the Resource receiving feedback in the form of questionnaires before and after implementation</p> <p>Refine as necessary.</p>			
<p>1.4/1.11 Establish Further Education Colleges partnership with Mudiad Meithrin to increase the Welsh-medium workforce in the childcare sector. Mudiad Meithrin Apprenticeships.</p>	<p>Ensure that a member of the College and Mudiad Meithrin are executive members of the forum.</p>			
<p>1.5/1.6 Prepare Consultation 1 – Change language medium x 5 schools - Comins Coch, St Padarn's, Cei Newydd, Plasrug and Llwyn yr Eos</p> <p>Consultation 2 – Nursery Classes – x 3 schools - Comins Coch, St Padarn's, Cei Newydd</p> <p>Appoint a Welsh Language Support Teacher to co-ordinate the work.</p>	<p>Undertake a Consultation in October 2023 and plan towards its implementation in accordance with the responses.</p> <p>Request Cabinet approval to go to consultation in May 2023.</p> <p>Consultation 1 – Change language medium x 5 schools - Comins Coch, St Padarn's, Cei Newydd, Plasrug and Llwyn yr Eos</p>	<p>Action following Consultation 1</p> <p>Change language medium x 5 Nursery - September 2024</p> <p>Consultation 2 – Nursery Classes – Comins Coch, St Padarn's, Cei Newydd</p>	<p>Welsh-medium Provision – Reception</p>	<p>Welsh-medium Provision – Year 1</p>

	Consultation 2 – Nursery Classes – Comins Coch, St Padarn’s and Cei Newydd			
1.7 Additional Transitional School Support Officer to work with Dechrau’n Deg – Penparcau and the team to support the work	A Programme drawn up and shared with childminders and childcare organisation. Offer training on Immersion methodology as Professional Learning Assess the use and impact of the resource receiving feedback from Flying Start Penparcau staff and the officer Refine as necessary.			
1.12/1.13 Prepare - Ysgol Dyffryn Aeron – new schools – Welsh-medium - 3 year olds	Prepare - ysgol Dyffryn Aeron – new schools – Welsh-medium - 3 year olds	Ysgol Dyffryn Aeron – new schools – Welsh-medium - 3 year olds	In operation – School’s marketing campaign – collaboration with Mudiad Meithrin/Child Care	
1.14 Pre 2-3 year old children – expand the provision - ‘Set up and Succeed’ and the Child Care team focusing on the Aberystwyth area specifically				
1.15 Cyngor Sir Ceredigion website – the advantages of speaking Welsh – collaboration between the education and child care departments. Share the ‘Byw a Bod: One Life Two Languages’ information booklet with Mudiad Meithrin/Child Care				
1.17/1/18 Internal Processes – Clic and Admissions information	Operational by Easter admissions			
1.19 Play groups provision. Continue to support specific groups – increase provision and share the team’s digital work. Collaboration between Mudiad Meithrin/Cylch Ti a Fi, Family Centres/Dechrau’n Deg particularly in the Aberystwyth area.				

Outcome 2 : More reception class children/five year olds educated through the medium of Welsh
(Target at the end of the 10 years: all foundation learning children receiving Welsh-medium education)

Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5
2.1/2.2/2.3 Support the Consultation (D1) Nursery Classes	Undertake the consultation process To coincide with the Nursery Classes Consultation Undertake a Consultation in October 2023 and plan towards its implementation in accordance with the responses Request Cabinet's approval at the May 2023 meeting to go to Consultation. Consultation 1 – Change language medium x 5 - Comins Coch, St Padarn's, Cei Newydd, Plascrug and Llwyn yr Eos Consultation 2 – Nursery Classes – Comins Coch, St Padarn's and Cei Newydd	Implementation following Consultation 1 Change language medium x 5 - Nurseries - September 2024 Consultation 2 – Nursery Classes – September 2024 Nursery Classes operational Reception Classes Year 1		
2.11 Following a grant allocation towards the extension at Ysgol Gymraeg Aberystwyth – space for 28 additional primary school pupils – teacher and support teacher at the Language Centre	Building timetable Support for teachers teaching through the medium of Welsh for the first time	Following a grant allocation towards the extension at Ysgol Gymraeg Aberystwyth – space for 28 additional primary school pupils – teacher and support teacher at the Language Centre	Admission of Year 2 pupils to the latecomers/language improvement (Gloywi Iaith) classes	

Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
3.7 School categorisation – draw up an action plan to develop the provision over the next 5 years. Appoint a new Welsh Language Support Teacher to facilitate the work over two years.	Implement Primary and Secondary Schools action plans. Monitor the progress of the Action Plans and respond to any challenges Set and monitor practical targets as part of the action plans.			
3.1 - 3.5 - 3.7 Improve progression and numbers studying for qualifications through the medium of Welsh – undertake an audit of the Welsh-medium provision and draw up action plans.	Continue discussions with Governing bodies/support	Take action on discussions with Governing bodies. Consultations in accordance with those.		
3.2 Percentage increase in progression from KS2 to KS3 in the Aberystwyth area	Target years 5 and 6 primary school pupils to transfer to Welsh-medium education and create an accelerated Learning course and provision.	Use bespoke extension building at Ysgol Gymraeg Aberystwyth.	Use bespoke extension building at Ysgol Gymraeg Aberystwyth.	Use bespoke extension building at Ysgol Gymraeg Aberystwyth.
				3.3 Build on the solid foundation laid down in the Foundation Phase so that 7-11 year old pupils continue to develop their language skills.
3.4 Support Mathematics and Science through the medium of Welsh	Support the schools and provide support, training and any resources.			
3.8 Begin support discussions with a Category 1 school	Support by a Welsh Language Support Teacher to draw up the action plan	Monitor the action plan and consult on development across the continuum.		

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

Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
4.1 - 4.2 Continue with the current language progression across the County				
4.3 Transfer from the Primary school to the Secondary school in the Aberystwyth area	Monitor transfer targets for KS2/3			
4.4 Welsh language improvement (Gloywi laith) training for teachers lacking confidence.				
4.5 - 4.6 Support schools with the changes following Curriculum for Wales in the Areas of Learning and Experience in Literacy, Language and Communication. Support at school level with specific support relating to planning provision and pedagogy mainly through the support of a Curriculum for Wales Co-ordinator and the Team of Welsh Support Teachers. Promote School to School work Establish cluster networks to ensure there is an agreed understanding on progression principles Ensure that the action plan following categorisation leads schools along a strong and ambitious language continuum.	Continue to work in Partnership with the network of Heads of Departments of Welsh in Secondary Schools.			
4.7 Following categorisation, offer support to schools to increase the provision of subjects through the medium of Welsh				
	4.8 Collaborate with schools to ensure that Welsh is offered as an Advanced level course in accordance with the findings of the post-16 Consultation.			
4.9 Collaborate with schools to promote the advantages of studying Welsh as a subject amongst pupils and parents/carers. Share and use national resources.				

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

Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
5.1 The Welsh in Education Promotion Officer to lead on the work of the Siarter Iaith and to collaborate with a variety of stakeholders with the specific aim of encouraging the use of Welsh on an informal basis amongst Ceredigion pupils.				
5.2 Confidence Campaign – Welsh in Education Promotion Officer to collaborate with our Secondary schools specifically.	Set up a Working Group to discuss the idea and look at various options. Set a plan	Commence the work	Continue with the work	Review the plan
5.3 Draw up a questionnaire on confidence and perception as a baseline for the above to be completed by the County’s Secondary School pupils.	Prepare - Summer term 2023 Publish September 2023	January – analyse and draw up an action plan	Prepare - Summer term 2025 Publish September 2025	January – analyse and draw up an action plan
	5.4 That the vast majority of after-school clubs offer Welsh language provision mainly over the course of this plan.	Collect data and report on progress		
5.5 Collaborate with Ysgol Henry Richard from September 2022 onwards and use and share evidence from the research project ‘A study of the out-migration and aspirations of young people from Welsh-speaking areas’ to develop positive aspects further.	Request for the research to revisit the Tregaron area to assess whether there has been any change since the last report Share findings			
5.6 Draw up and analyse the Welsh in Education questionnaire every two years in order to collect information and evidence on school needs, linguistic trends, obstacles, details of the Siarter Iaith etc. The questionnaire will offer practical action targets over a period of time. 5.6 a 5.3 Undertake the questionnaires in the same period.	Prepare in the Summer term 2023 Publish in September 2023 Analyse and draw up an action plan, November 2023			
5.7 Establish from scratch a forum for monitoring the implementation of the Welsh in Education Strategic Plan with particular attention to the element of the informal use of Welsh. A sub-committee of children's and young people's partner organisations to be established in October 20/10/22.				
5.8 Collaborate with Welsh-medium providers in order to expand provision where pupils can have access to extra-curricular activities through the medium of Welsh. Combining Work 5.7, 5.8, 5.17	September 2023 - Establish a working group of various organisations to contribute to mapping the provision			

5.10 Within 5 years, we wish to see more pupils studying Physical Education through the medium of Welsh and that the county's leisure services staff are confident to teach/train bilingually	Collect existing data and measure the impact of the Hyder - Sports Residential Course scheme			50% of the County's pupils studying Physical Education do so through the medium of Welsh
5.11 Develop the confidence of certain individuals to support Leisure bilingually.				
Continue with network meetings for the Siarter Iaith leaders to share ideas, frustrations, good practice and joint planning etc.				
Provide activities for specific days to promote the Welsh language such as Shwmae Su'mae Day, Welsh Language Music Day, St David's Day etc.	On-going			
Cardi-Iaith (@Cardiiaith): set up a Facebook page to share information, introduce language skills, language patterns, involvement and support for parents, promote Welsh language opportunities in the county within education and share the activities of other Welsh language organisations/bodies.	Annual impact report to the Communications team			
Music Project	Project underway.			
	Develop a further relationship with the service following a new appointment			
Provide online training that will promote elements of the Welsh language digitally e.g. Podcasts, provide resources etc.				
Collaborate with Welsh language partners locally and nationally to see what is possible in terms of the use of computer games, social media influences and influencers etc through the medium of Welsh. Arrange with Stwnsh/PopT, S4C's youtube page to undertake a promotional and marketing campaign				
Hand in hand with key partners we will continue to amend our provision map annually as a record of what is available to school-age children so that they can use their Welsh skills in the community and socially.				
Combine Work 5.7, 5.8, 5.18				

Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN)

Year 1 2022 - 23	Year 2 2023 - 24	Year 3 2024 - 25	Year 4 2025 - 26	Year 5 2026 -27
6.1 Continue with the current situation in terms of securing Welsh-language provision in our schools and appropriate resources for support				
6.2 Continue to develop the situation in terms of training thus creating more specialist digital/virtual presentations in both languages so that school staff can choose the language they want to use on an individual basis				
6.7 Develop our systems in order to act on the requirements and implications of the Act and the ALN Code in our schools as well as our central provision				
	6.5 Ensure that any new staff that are appointed can speak Welsh and provide input through the Welsh language. Where this is not possible due to the expertise of the professional skills, that the staff undertake to learn Welsh within two years of being appointed.			
	6.8 Continue to collaborate and share good practice with other Local Authorities			
		6.3 Establish Welsh language provision in all cases including input from the advisory teacher for hearing impairment by making reasonable adjustments e.g. securing a partnership with a Welsh Teaching Assistant as a translator and using a language and speech therapist where signing is necessary		
		6.6 Raise the awareness and expectations of the early years workforce in terms of developing Welsh language skills and refer them to professional development that is available free of charge. Include this information in the annual conference.		
			6.10 Collaborate across the Hywel Dda region on the positive impact of the early years strategy and the integration system in the development of Welsh language skills	
				6.9 Collaborate with the Designated Education Clinical Lead Officer (DECLO) and other agencies in terms of the importance of the Welsh language skills of the workforce and provision.

Outcome 7: An increase in the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
7.1 Ensure there is a career path and support for the teachers/deputy headteachers/senior teachers. Create an up-to-date database of who has received what leadership training and revise annually				
7.2 Use the Welsh Government's 'Welsh in Education Workforce' plan document and share it with Human Resources, using annual staff census data as a means of planning the Workforce.	Update as necessary.			
7.3 Collaborate with the Leadership Academy to attract headteachers to Ceredigion - Marketing campaign				
7.4 a 7.5 Support the linguistic skills of transitional schools Additional capacity January 2023				
7.7 – 7.15 Collaborate with Coleg Cymraeg Cenedlaethol and Teacher Training Institutions, Schools and Year 10 - 13 pupils, Further Education Colleges and Mudiad Ysgolion Meithrin to attract more workers to the sector.				
7.16 Create a training plan on bilingual learning methodology.	Consider collaborating with suitable partners to create a package of resources/training for teachers who teach in linguistically mixed classes.			
7.17 Continue with high level training relating to the Welsh language. A series of county level training sessions and collaboration with the Welsh Language Leaders' working group regionally to support Welsh in English schools	Discuss with external providers as well as planning more specific provision.			