

WELSH IN EDUCATION STRATEGIC PLAN 2022-32



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*^{1,2}. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: _____

Jenny Williams

Date: 20.09.2021

Strategic Director Social Care and Education

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

² [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

Foreword

Conwy County Borough Council has a vision to ensure that all pupils in the county have fluent and confident linguistic skills in Welsh and English. We want to ensure that the county's children and young people have every opportunity to be full members of the bilingual / multilingual society of which they are a part so that they wish to use the language within the family, in the communities and in the workplace.

As an authority, we are committed to the aspirations of the Welsh Government to create a million Welsh speakers by 2050. We will contribute to this vision by increasing the numbers receiving Welsh-medium education as well as inspiring and encouraging the pride of the county's children and young people in the Welsh language, its heritage and culture.

In support of the vision set out in the Welsh in Education Strategic Plan, Conwy Council will continue to promote the implementation of the Language Charter in each of the county's Welsh-medium primary schools in order to influence children's social use of Welsh.

All bilingual and English medium primary schools in the county will continue to implement the requirements of a Language Charter (Cymraeg Campus). This will promote a strong Welsh ethos and set a clear framework to promote and increase the use of Welsh by children within a whole school context.

Conwy Council will also support the Primary and Secondary Immersion Schemes, which enable pupils who have pursued English-medium education to make a successful transition to Welsh-medium education.

Introduction

In accordance with the School Standards and Organisation Act Wales (2013), Local Authorities have a statutory duty to prepare and submit the Welsh in Education Strategic Plan to the Welsh Government. These plans will run for a period of 10 years from September 2022. These plans outline how Local Authorities intend to achieve the Welsh Government's aims and targets set out in the Welsh-medium Education Strategy.

A number of key Welsh in Education policy documents have been published by the Welsh Government:

**The Well-being of Future Generations (Wales) Act 2015,
Prosperity for All: The National Strategy, Taking Wales Forward 2016-2021**

Public bodies and services across Wales are required to ensure that they work towards achieving the goal of creating a 'Wales with a vibrant culture where the Welsh language thrives'.

One of the priorities is to ensure that all learners are able to use Welsh when they leave school.

Cymraeg 2050

The Welsh Government's long-term strategy and vision for the Welsh language is to create a million speakers, along with increasing the use of the Welsh language. It is noted that Welsh-medium / bilingual education is one of the main methods for ensuring that children can develop their Welsh language skills as well as create new Welsh speakers. The Welsh in Education Strategic Plan is key to supporting the vision of creating a million speakers by 2050 as well as embodying the aims and values of the previously identified documents.

A Curriculum for Wales 2022

In line with the Welsh Government's timetable, the county will ensure that we help children and young people become ambitious and capable learners, enterprising and creative, as principled and informed citizens and healthy and confident. All schools will produce a curriculum that incorporates the above through the six Areas of Learning and Experience to create a single continuum of learning Welsh.

Conwy Welsh Language Promotion Plan 2017-21

In accordance with section 44 of the Welsh Language (Wales) Measure 2011, it is an expectation of the Council to produce a 5-year promotional strategy that will show how we intend to promote the Welsh language and facilitate the use of the Welsh language across the county.

Implementation of the plan will be in tandem with this strategy, working in partnership with other organisations, schools and individuals.

Guidance on school categories according to Welsh- medium provision

In accordance with Welsh Government guidelines, all schools and local authorities in Wales must state in which language they intend to teach. In Wales, this can be either through the medium of Welsh or English, or a combination of both.

The strategy reflects Welsh Government policy documents and Conwy Welsh in Education Language Policy. In achieving the aims of the strategy, we trust that there will be a positive development not only for the county's Welsh-medium and Welsh-medium education, but for the overall education of Conwy County's pupils.

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

Conwy's Vision and Aim

We want to see the Welsh language thrive. Our aspiration is to halt the decline and increase the number of Welsh speakers. We will continue to promote the opportunities to receive Welsh medium education for all children who wish to do so, as well as develop and strengthen bilingual skills across all sectors.

Our target is to increase Welsh-medium provision in Conwy by 14% + over the next ten years in order to reach the Welsh Government's goal of 30% by 2031.

A range of progress is determined based on the number of Year 1 children taught through the medium of Welsh. All authorities in Wales placed into 4 groups based on different factors. Conwy County falls into Group 2 based on the authority's linguistic demographics.

2019/20		Target 2030/31			
Number	%	Minimum No.	Minimum %	Maximum No.	Maximum %
283	25.8%	395	36%	435	40%

Conwy County Demography

The County has a very diverse demographic with increasing numbers of older ages, declining births and a combination of coastal, rural and urban areas.

Conwy County Borough Council has 44 pre-school establishments under the county's Education supervision scheme, 52 primary schools, 7 secondary schools, 1 Special School and 4 Pupil Referral Education Centres. The varied linguistic nature of the County together with diversity in the areas where demand for Welsh-medium education has occurred has meant that Conwy has schools in each of the language categories in accordance with the *Guidance on school categories according to Welsh-medium provision (2021)*. In order to increase provision and reach our target we will support our schools in moving along the linguistic continuum.

Key principles of the plan

- Provide a solid start to the Welsh-medium journey in collaboration with all stakeholders.
- Ensure continuity in Welsh and the medium of learning throughout Conwy's children and young people's education journey in accordance with the *Guidance on school categories according to Welsh-medium provision (2021)*
- Offer appropriate linguistic immersion opportunities to Conwy pupils as required.
- Promote the use of Welsh as the social language of children and young people in Conwy.
- Promote the Welsh ethos by supporting and guiding our Childcare settings / schools to move along the linguistic continuum.
- Ensure that pupils with additional learning needs receive equal linguistic opportunities.
- Offer opportunities for teaching staff to develop their language skills and ability to become more confident in teaching through the medium of Welsh.

Objectives

- Ensure that Conwy's children and young people have the necessary skills to prepare them to be bilingual / multilingual citizens of the future.
- Promote the benefits of multilingualism by raising pupils' awareness and understanding of the economic, cognitive, social, linguistic and cultural benefits of Wales.
- Develop learners' bilingual skills in formal and informal situations to be able to use Welsh naturally to communicate.
- Promote the benefits of Welsh and multilingualism to parents by holding a series of campaigns and community events for families in partnership with a range of relevant stakeholders.
- Ensure that the provision of services provided offers the highest quality learning and teaching opportunities for the children and young people of Conwy County wherever they are along the language continuum.
- Increase Welsh Medium Secondary provision.
- Ensure that the principles of Curriculum for Wales 2022 enable the children and young people of Conwy County to realize their educational potential and to be confidently bilingual and multilingual.
- Develop and promote county, regional and national training programs that offer opportunities to upskill the Childcare setting / school workforce to teach confidently through the medium of Welsh.
- Promote and support intensive language immersion opportunities to primary pupils through Canolfan Iaith Conwy and support the county's mid / late Immersion schemes.
- Consider expanding the intensive language immersion provision in the county depending on issues such as finance, staffing and location.
- Review the ALN's Welsh-medium provision in the county depending on issues such as funding, staffing and location.

Learner Travel (Wales) Measure 2008

Local authorities have a statutory duty under section 10 of the Learner Travel (Wales) Measure 2008 to promote access to education and training through the medium of Welsh.

The Council's Home to School Transport Policy commits the Council to providing free home to school transport for pupils of compulsory school age who meet the statutory distance criteria for the nearest Welsh-medium school.

Pupils who attend the Language Centre will receive free home to school transport if they meet the statutory distance criteria.

If the nearest Welsh Medium provision is outside the County of Conwy, then the County will follow the same policy and provide free transport to the nearest Welsh Medium school, if they meet the statutory distance criteria. However, the County's transport policy may have to be reconsidered in terms of transporting children across the border, due to the loss to Conwy's Welsh schools. (County Legal and Finance Department currently looking at this as there are very high cost implications in the transition period)

Conwy County Council has a duty to comply with parental wishes when a school admission number has not been reached.

Outcome 1:

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

Where are we now?

One of our key targets is to provide a solid start to the Welsh-medium journey by working with Childcare organisations and the support of external organisations.

A Childcare Sufficiency Assessment 2022 - 2027 completed and is in the process of being approved by the Welsh Government. A more detailed analysis of the information reviewed and included within the first year of the action plan.

Conwy County's current Welsh-medium and bilingual childcare provision is set out as follows:

- Family Support Areas
- Care Inspectorate Wales provision and locations
- Pre-school 3 year old Education Provision
- Nursery 3-4 year old Education Provision
- Flying Start 2-3 year old Provision

As part of the development of Family Support throughout the County, the Local Authority is divided into 5 areas as listed below:

Area 1 West Conwy Communities	Area 2 North Conwy Communities	Area 3 Central Conwy Communities	Area 4 East Conwy Communities	Area 5 South Conwy Communities
Conwy Deganwy Glan Conwy Henryd Llandudno Jct Llanfairfechan Penmaenmawr	Llandudno Craig y Don Gogarth Mostyn Tudno Penrhyn Bay Penrhyn	Llandrillo yn Rhos Mochdre Colwyn Bay Old Colwyn Llysfaen Betws yn Rhos	Abergele Kinmel Bay Llanddulas Llanfairtalhaiarn Llanefydd Llansannan Pensarn Towyn	Betws y Coed Bro Garmon Bro Machno Caerhun Capel Curig Cerrigydrudion Dolgarrog Dolwyddelan Eglwysbach Llanddoged & Maenan Llanfihangel Glyn Myfyr Llangernyw Llangwm Llanrwst Pentrefoelas Trefriw

Childcare Provision

Number of settings registered with Care Inspectorate Wales (March 2021)

Breakdown by type Mah 2021:		
Full Daycare	44	22 of these are Day Nurseries while the remainder are primarily providers of wrap around care. 1 is used specifically by one group of people who are not CCBC new mothers
Out of School Club	19	Many day nurseries and childminders also deliver after school childcare within their settings.
Sessional	25	
Childminders	59	
TOTAL	147	

Geographical Breakdown by Wellbeing Area March 2021						
Number of Settings by Type	Central	East	North	South	West	Total
OOSC	6	1	4	2	6	19
Full Daycare - Day Nursery	5	4	6	3	5	23
Full Daycare - wrap around	8	3	6	2	2	21
Sessional	6	3	3	6	7	25
Childminders	21	17	5	6	10	59
TOTAL	46	28	24	19	30	147

Breakdown by Type and Registered places March 2021	
OOSC	796
Full Daycare - Day Nursery	972
Full Daycare - wrap around	690
Sessional	627
Childminders	481
TOTAL	3566

DEWIS Cymru data

- Dewis is an all Wales data platform, which all childcare providers complete and update every six months.
- The website used by parents to inform them of the type of childcare available.
- The below information is the childcare provider's opinion of which language category they deliver the childcare within their settings.
(* Please note the below data is not comparable with the registered places Care Inspectorate Wales data as some Cylchoedd Meithrin and Playgroups were traditionally sessional but are now registered with Care Inspectorate Wales (CIW) as full day care.)

		Language Medium							
		English and Welsh		English medium only		English with use of bilingual elements		Welsh medium only	
		number of providers	% of total	number of providers	% of total	number of providers	% of total	number of providers	% of total
Type of provision	Play groups	1	2.5	1	2.5	20	50	18	45
	Childminders	14	25	18	32.14	21	37.5	3	5.36
	Day Nurseries	8	36.36	2	9.09	11	50	1	4.55
	Out of School Clubs	10	35.71	3	10.71	13	46.43	2	7.14

5 x Playgroups noted on Dewis that they were English and Welsh medium, as they are representing Mudiad Meithrin and sign to their Welsh language policy they are Welsh medium – therefore the above figures have been amended to reflect this.

4 x out of school provision are not registered with Care Inspectorate Wales and are operating under two hours (1 x Welsh only, 3 x English and Welsh medium)

Number of places in the settings.

		Language Medium			
		English and Welsh	English medium only	English with use of bilingual elements	Welsh medium only
Type of provision	Play groups	23	30	513	426
	Childminders	121	129	188	22
	Day Nurseries	411	164	523	30
	Out of School Clubs	309 (*44)	138 (*64)	591 (*231)	39

*also included in another setting either as full day care or joint registration.

The above data from Dewis is further broken down by the number of places at the locations.

5 x Playgroups noted on Dewis that they were English and Welsh medium, as they are representing Mudiad Meithrin and sign to their Welsh language policy they are Welsh medium – therefore the above figures have been amended to reflect this.

There are also three unregistered out of school clubs attached to schools in rural areas.

CWLWM

Cwlwm brings a multi-agency integrated and bilingual approach to development, support, advice and training. This co-ordinated strategic approach ensures consistency in quality and efficiencies in support, guidance and delivers innovative solutions to local needs.

Welsh medium childcare provision

- 20 Welsh language settings (18 cylch and 2 day nurseries) and 27 English language settings (22 Playgroups and 5 day nurseries) which fall under the umbrella of Mudiad Meithrin, Early Years Wales, National Day Nurseries Association (NDNA). These settings provide Early Years Education.
- Continue to support the education element of provision in the cylchoedd led by County Officers and the Early Years Education Advisory Teacher Team.

Name of Welsh medium settings	
Cylch Abergele	Cylch Ffrindiau Bach Llanrwst
Cylch Awel y Mynydd	Cylch Llanddoged
Cylch Bae Cinmel*	Cylch Llangelynnin
Cylch Bae Colwyn	Cylch Llansannan
Cylch Bae Penrhyn**	Cylch Morfa Rhianedd
Cylch Betws yn Rhos	Cylch Penmaenmawr
Cylch Bro Cernyw	Cylch Pentrefoelas
Cylch Cerrigydrudion	Cylch Talhaiarn**
Cylch Dolgarrog	Meithrinfa Gymraeg Derwen Deg
Cylch Eglwysbach	Meithrinfa Twt Lol

*not on School site

** On the site of category 4 schools with significant use of Welsh

- Need to engage with key stakeholders to recruit and retain Welsh speaking and bilingual staff.
- There is a need for more provision and Welsh speakers in all areas of Childcare across the county.

Mudiad Meithrin Progression Data into Welsh Medium Education (2019/20):

- The vast majority of children attending Cylch Meithrin transfer to Welsh medium education.
- Cylch Meithrin Kinmel Bay is a new Induction and Movement (SAS) group and there is no custom of traveling to a Welsh medium education however, 21.43% have transferred to Welsh medium education.
- Cylch Meithrin Penrhyn Bay in the catchment area of Ysgol Glanwydden, which is a school defined as predominantly English-medium primary school but with significant use of Welsh.
- Old Colwyn Circle 1 and 2 closed during 2018-19 and merged with the Colwyn Bay District, which will be on the new Ysgol Bod Alaw site.

Schools providing education for 3 year olds (pre-school)

- 7 small rural Welsh medium schools in the county providing education for 3 year olds (pre-school) as there is no local provision - Ysgol Llanefydd, Ysgol Ysbyty Ifan, Ysgol Penmachno, Ysgol Dolwyddelan, Ysgol Capel Garmon, Ysgol Betws y Coed, Ysgol Pentrefoelas

Nursery data transferring to Welsh medium education Schools providing education for 3 year olds (pre-school)

			Blynyddoedd Academaidd							
			2017-2018		2018-2019		2019-2020		2020-2021 cyfredol	
			nifer disgyblion	% o'r cyfanswm	nifer disgyblion	% o'r cyfanswm	nifer disgyblion	% o'r cyfanswm	nifer disgyblion	% o'r cyfanswm
Cyfrwng iaith ysgol	Cyfrwng Cymraeg	Cylch	373	81.6	412	84.6	302	90.4	192	88.8

Schools providing education for 4 year olds (nursery class)

- 21 Welsh medium schools in the county providing education for 4 year olds (Nursery class)

Data dosbarthiadau Meithrin (3-4 oed) Ysgolion Conwy

			Blynyddoedd Academaidd							
			2017-2018		2018-2019		2019-2020		2020-2021 cyfredol	
			nifer disgyblion	% o'r cyfanswm	nifer disgyblion	% o'r cyfanswm	nifer disgyblion	% o'r cyfanswm	nifer disgyblion	% o'r cyfanswm
Ysgolion	Cyfrwng Cymraeg	Meithrin	301	29	312	30	281	27.5	258	25.9
	Categori 4	Meithrin	335	31.0	332	31.8	357	34.8	303	30.4
	Categori 5	Meithrin	395	37.6	399	38.2	405	37.7	435	43.8

Conwy has recently completed the Childcare Sufficiency Assessment 2022 – 2027, which is currently out for consultation, based on the Self Assessment of Service Statements (SASS) data collected by Care Inspectorate Wales June 2021. The full report presented to the Welsh Government at the end of June 2022 together with the action plan.

A more detailed analysis will identify plans for childcare as part of a medium term action plan and monitored annually in the form of a review report.

Pre-school to Nursery Education Immersion Scheme

- Linguistic transition takes place between the cylchoedd meithrin and the school's nursery class through the Croesi'r Bont Immersion scheme

Number of cylchoedd and pupils who have followed the Croesi'r Bont Scheme

2017-18		2018-19		2019-20		Current 2020-21	
7	113	7	110	6	96	11	151

Sustainable Learning Communities Program:

- Awel y Mynydd - extra class on site for Cylch Meithrin in place
- Llanfairtalhaiarn - purpose built extension to school site for Cylch Meithrin planning in place
- Cylch Colwyn - amalgamation of Cylchoedd Meithrin Hen Colwyn and Colwyn Bay into a purpose built building on the Ysgol Bod Alaw site.
- Planning bids for new 2021 Welsh Capital Funding

Additional Support Programs**Flying Start**

- Flying Start provides free sessional childcare for all 2 - 3 year olds living in the geographical areas of Flying Start within approved childcare settings.
- Majority of childcare providers registered to provide Welsh Government Childcare Offer for Wales for 3-4 year olds in Conwy.

Language <i>(*as stated on Dewis database by the providers)</i>	Number of providers
English and Welsh medium	31
English only	20
English with use of bilingual elements	59
Welsh only	18
Total	128

Conwy has recently submitted a draft plan to the Welsh Government detailing phase 1 of the expansion of Flying Start, consulted with internal Education Department colleagues and external organisations to ensure that we fully engage with Welsh language provision in our areas of expansion existing and proposed.

Implementation information and timetable will form part of a medium term action plan and monitored annually in the form of a review report.

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

- Consult to plan to increase Welsh medium pre-school provision during the lifetime of this plan, facilitating linguistic progression across the Foundation Phase through capital programs.
- Through the Childcare Sufficiency Assessment identify and plan measures
 - to strengthen and expand Welsh-medium childcare provision to ensure a seamless pathway towards Welsh-medium education
 - to strengthen and improve bilingual childcare provision to ensure progression along the language continuum
- We will target at least 5 settings within two areas to increase the provision of Welsh medium childcare and nursery education in accordance with the timetable of shifting the linguistic category of schools.
- An agreed timetable between key stakeholders will ensure consistent monitoring is in place over the period of developments and beyond.
- Work with the Family Information Service to inform parents of opportunities to access Welsh-medium / bilingual activities and routes through the DEWIS Cymru website, FIS and Mudiad Meithrin website.
- Work with the Family Information Service to inform parents of opportunities to access Welsh-medium early education / bilingual activities

- September 2022 onwards non-maintained settings to follow a bespoke Curriculum for the sector under the guidance and support of county Officers and the Early Years Education Advisory Teacher Team.
- Continue to support the linguistic transition through the Croesi'r Bont Immersion Program with School Nursery classes.
- New parents of school-aged children referred to the Admissions Officer who will distribute information identifying language provision for pupils within the authority's early years to 7-year-old establishments. It will also identify the benefits of bilingualism and living in a bilingual / multilingual society of the future.

Marketing & Communication

- Promote the benefits of the Welsh language and multilingualism to everyone whatever their linguistic background by working with local / national stakeholders and through the county's digital and social platforms.
- Collaborate with partners in the further education colleges to promote the benefits of the Welsh language in the workplace and the need for Welsh speaking childminders / workforce in the future.
- Promote Welsh language activities in all childcare settings across the county in line with national events / programs (Eisteddfod / Urdd / Welsh for Children)
- Continue to campaign and encourage more Welsh-speaking individuals to join the profession.

Training and Recruitment

- Engage with key stakeholders to recruit and retain Welsh speaking and bilingual staff
- Work with partner agencies to raise the profile and encourage childcare as a career option
- Ensure close partnership with Conwy secondary schools and further education colleges, Mudiad Meithrin, Y Ganolfan Dysgu Cymraeg schemes and apprenticeships to ensure that there is a sufficient Welsh medium workforce in the childcare sector.
- Invest in training opportunities to provide continuing professional development in the early years / childcare sector
- Design a supportive program of professional learning about effective language immersion methods in the early years.
- Promote national language training programs for the current (and future) childcare workforce.
- Review and plan pre-school provision in line with school reorganization timetable in line with guidelines and timetable Categorization of Schools by Welsh Provision to promote and support schools along the language continuum.

External Institutions and organisations which support

Collaborate with Mudiad Meithrin / Early Years Wales (which supports settings) / NDNA / Clybiau Plant Cymru Kids' Clubs / Pacey Cymru and relevant Management Committees:

- to improve parents' understanding of Welsh-medium education and the benefits of starting the education journey early
- improve understanding and logic in transition to 3 year old Welsh-medium Nursery provision in local schools
- continue to work with Mudiad Meithrin, Welsh for Children, Ti a Fi Groups, Family Information Service, Family Centres and Flying Start to support parents and children to begin the Welsh medium education journey through the immersion method

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

- With regular in-migration and out-migration being a factor and population projections suggesting a fall in the number of school-age children over the next few years, it is essential that we plan:

- to protect our current Welsh language provision
- to expand Welsh-medium capacity
- to move our existing schools along the linguistic continuum.
- In partnership with Forum stakeholders developing ways to support and collaborate with childcare providers:
 - to maintain the numbers of children in Welsh-medium nursery classes
 - to maintain and build upon the number of cylchoedd meithrin across the county in order to feed the schools nursery classes.

Key Data

The percentage of Conwy's Welsh-medium 3-year-old (pre-school) children is noted. In 2020/21 that percentage is around 26%. By the end of this plan it is trusted that we will increase the percentage to around 45%. Analysis and actions will form part of a medium term action plan and monitored annually in the form of a review report.

Numbers and % of 3-year olds receiving their education through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
	26%		28%		30%		32%		34%
2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028	
	36%		38%		40%		42%		45%

Outcome 2

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

Where are we now?

The strategy reflects the Welsh Government's *Cymraeg 2050 vision, Conwy's Welsh in Education Policy and the Guidance on school categories according to Welsh-medium provision (2021)*. In achieving the aims of the strategy, our key target is to increase the numbers /% of 5 year olds in Welsh-medium education by moving schools along the language continuum. In order to achieve this, schools will need to follow the appropriate guidelines for changing linguistic category. This will be a process over the period of this strategy and beyond.

Numbers / percentage of all 5 year olds in Conwy schools are noted:

- **Category 3 – Welsh-medium education**
- **Category 2T - transitional to category 2 Dual language**
- **Category 1 - English medium**

		Academic Year								
		2017 – 2018		2018-2019		2019-2020		2020-2021 current		
		No. of pupils	% of total	No. of pupils	% of total	No. of pupils	% of total	No. of pupils	% of total	
Schools	Category 3	Nursery	320	30.5	312	30	281	27.5	258	25.9
		Reception	294	25.6	278	25.3	279	25.7	288	26.9
		Yr.1	274	22	279	23.4	296	25.5	283	25.6
	Category 2T	Nursery	335	31.0	332	31.8	357	34.8	303	30.4
		Reception	364	31.7	348	31.7	358	32.9	347	33
		Yr.1	384	32.4	364	31.7	348	31.7	358	32.9
	Category 1	Nursery	395	37.6	399	38.2	405	37.7	435	43.8
		Reception	491	42.7	472	43	449	41.3	436	40.7
		Yr.1	516	43.5	491	42.7	472	43	449	41.3

Guidance on school categories according to Welsh-medium provision

A mapping exercise undertaken to identify schools or areas with the potential to change language category and establish a baseline. The following actions were followed:

- discussions and collation of information through the county's strategic procedures
- an explanation of the changes from September 2022 to school categories according to Welsh-medium provision, Conwy WESP and Curriculum for Wales for Head teachers and governing bodies
- a questionnaire for all head teachers to complete with the Chair of Governors asking them to identify their current category and consideration of a new category / Key challenges / Identified support that schools need / Support and / or Resources that can be offered

A more detailed analysis will identify schools / areas and timetable as part of a medium term action plan and monitored annually in the form of a review report.

As part of the developments of the *Local Development Plan, the Sustainable Learning Communities Program, Conwy's Welsh in Education Strategic Plan and Guidance on school categories according to Welsh-medium provision* we intend to undertake a Language Impact Assessment on target areas within the county to inform our decision making processes when investing in new schools. A

Language Impact Assessment carried out by BURUM Company in the Abergele area. This arrangement used as a structure for other areas in due course.
More detailed findings and analysis will form part of a medium term action plan and monitored annually in the form of a review report.

School Support

- Conwy Welsh in Education Advisory Team working with schools to support and promote Welsh language development.
- Support 52 County Infant / Primary schools to move along the continuum.
- Undertake a series of bespoke training:
 - on the introduction of Welsh in the Foundation Phase
 - on language teaching methodology
 - to promote and input into the Sabbatical Scheme and subsequent support within schools to upskill staff
 - to continue to develop plans to support pupils' education to ensure they have the skills to move along the continuum

Foundation Phase Immersion Scheme

- Guidance pack for practitioners in Welsh-medium primary schools:
 - to plan for restoring the language skills of their learners
 - a possible model of support that takes into account the linguistic situation of the schools
 - to further support learners, parents and carers where Welsh is not spoken at home

Canolfan Iaith Conwy

- An intensive immersion scheme for pupils aged 7-11 who are latecomers to the authority's Welsh-medium schools.
- The main aim of the plan is to ensure that pupils fully integrate into the life of the school and the community in which they are a part.
- A carefully structured course to ensure oral fluency as well as developing reading and writing skills for a term.
- 12 pupils with a full time teacher and assistant
- A permanent location in the county on the site of Ysgol Dyffryn yr Enfys that is tailored to intensive immersion needs.
- Promote opportunities for primary pupils to attend Canolfan Iaith Conwy for a term.
- Include pre and post care support as needed face to face or virtually.
- Offer further Language Improvement sessions as required face to face or virtually.

Numbers of latecomer KS2 pupils (aged 7-11) who have attended Canolfan Iaith Conwy and are in Welsh-medium education in Conwy schools.

One term Intensive Course	2017-18		2018-19		2019-20 *		2020-21	
	Autumn Term	20	2 classes	12		6		12
Spring Term	12		11		6*		12*	
Summer Term	10	Language improvement		Aftercare Support in schools	*		12	

***Virtual course / support via Hwb / Google Classroom / Teams**

Pre-Centre Support and Aftercare

- Sessions offered according to need and staff capacity.
- Virtually hosted sessions via Hwb / Google Classroom / Teams since March 2020.

Trochi Creuddyn Immersion Scheme

- Support the Creuddyn Immersion Scheme by working with the school to further market and promote the scheme to parents of prospective students.

Number of pupils attending Cwrs Trochi Hwyr Creuddyn (Late Immersion Course)

2017-18	2018-19	2019-20	2020-21
30	35	32*	27*

Planning Late Immersion provision

1. Ysgol Dyffryn Conwy -

a late immersion program for learners in Years 7 and 8 of the school who need:

- linguistic support in order to receive full access to Welsh-medium education
- provision for learners who have little Welsh and who have moved into to the area
- learners who have come to the school from non-Welsh speaking primary schools

The school provides sessions for catchment primary schools to prepare year 6 learners for a successful transition to the secondary school.

2. Ysgol Y Creuddyn

- support Year 3 pupils in Welsh-medium schools across the coast in challenging linguistic areas affected by the pandemic and use of the language by training new staff in Canolfan Iaith Conwy immersion methods
- support Year 6 pupils in Welsh-medium schools in challenging linguistic areas along the coast that feed Ysgol y Creuddyn in Year 7 to ensure language acquisition due to the impact of the pandemic

A more detailed analysis will identify plans for the immersion grant over the next 3 years as part of a medium term action plan and monitored annually in the form of a review report.

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

It is clearly stated in Cymraeg 2050 that Welsh-medium immersion - where the medium of teaching and learning is delivered wholly or mainly through the medium of Welsh - is the most reliable model for creating Welsh speakers with the skills and confidence to use the language comfortably in their daily lives.

Guidance on school categories according to Welsh-medium provision

- Consult and collaborate with head teachers, governing bodies and key stakeholders of all Conwy schools in accordance with the school reorganisation timetable.
- Promote and support schools along the language continuum.
- Consult on the creation of Welsh medium nursery and foundation phase provision in line with the agreed timetable and link with the expansion of Welsh-medium pre-school provision in Outcome 1.
- Undertake a consultation process with schools that have identified transitional schools or are looking to move to transition.
- An agreed timetable between key stakeholders will ensure consistent monitoring is in place over the period of developments and beyond.

- There will be clear criteria for identifying schools such as the linguistic skills of the workforce, the current linguistic nature of teaching and the demand for Welsh-medium education amongst parents and pupils.
- Consider any WG budgets / grants to ensure support for the vision
- Consider the target to increase the number of Year 1 children taught through the medium of Welsh.
- Ensure that pupils continue to follow the Welsh-medium pathway when transferring from primary to secondary
- Conwy will work closely with Denbighshire County Council and Gwynedd County, to ensure that pupils continue to follow a Welsh-medium route when attending cross-border schools such as Ysgol Glan Clwyd, Ysgol Bryn Hyfryd, Ysgol Tryfan and Ysgol Godre'r Berwyn.

County Plans

- We will target at least 5 schools within two areas to increase the provision of Welsh-medium education in accordance with the timetable for shifting the linguistic category of schools. This will form part of a medium term action plan and monitored annually in the form of a review report.

To support schools along this journey we will discuss various funding options to build capacity internally within the first year of the scheme.

Immersion Education

- Lead, promote and support early school Immersion through the Conwy Primary Immersion Scheme.
- Monitor the capacity of the Canolfan Iaith Conwy provision.
- Consider expanding the intensive language immersion provision in the county's hinterland depending on issues such as finance, staffing and location e.g. satellite centre
- Immersion of Latecomers to Welsh medium secondary education - expanding the capacity of the Conwy Welsh in Education Advisory Team by appointing a permanent teacher:
 - to build on existing provision to support intensive language immersion schemes for primary / secondary latecomers
 - to support latecomers to Secondary education

Through the continuation of significant financial investment and the firm support of Conwy County Council, immersion provision will continue.

- Collaborate with Canolfannau Iaith Gwynedd, Anglesey and Denbighshire.

Marketing & Communication

- Continue to market Canolfan Iaith Conwy and the county's immersion provision.
- Continue to campaign immersion provision, for everyone whatever their linguistic background, through the county's digital and social platforms.

Training and Recruitment

- Invest in training opportunities to provide continuing professional development across all sectors.
- Design a supportive program of professional learning to upskill the workforce for effective language immersion methods across all sectors.
- Design a supportive program of professional learning to upskill the workforce
 - effective language immersion methods across all sectors
 - support the language development of the workforce based on annual SWAC results

External Institutions and Organisations that support

- Continue to work with key stakeholders such as WG / Bangor University / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN:
 - to improve parents' understanding of Welsh medium education and the benefits to pupils and the journey of education across all sectors
 - to improve understanding and logic of Welsh medium provision

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

- With regular in-migration and out-migration being a factor and population projections suggesting a fall in the number of school-age children over the next few years, it is essential that we plan:
 - to protect our current Welsh language provision
 - to expand Welsh-medium capacity
 - to move our existing schools along the linguistic continuum
- In partnership with Forum stakeholders developing ways to support and collaborate with childcare providers:
 - to increase the numbers of children in Welsh medium classes across all sectors

Key Data

The percentage of 5-year-olds in Welsh-medium education noted in Conwy's Welsh-medium schools.

In 2020 / 21 percentage is around 24%. By the end of this plan, it is hoped that we will increase the percentage to around 40%.

Numbers and % of 5-year olds receiving their education through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
283	24%		26%		28%		30%	360	32%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
360	32%		34%	390	36%		38%	435	40%

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?

Conwy County's current Welsh-medium and bilingual provision is as follows:

There are 52 primary schools. In accordance with the *Guidelines on School categories according to Welsh-medium provision (2021)*, they are categorised according to their linguistic provision.

Category 3 Welsh-medium

20 primary schools and one primary Welsh-medium stream.

Category 2T (transitional to dual language school)

1 Infant school only, 1 Junior school only, 10 Primary schools and one primary English-medium stream.

Category 1 English medium

4 infant schools only, 4 Junior schools only, 11 primary schools

There are 7 secondary schools. In accordance with the *Guidelines on School categories according to Welsh-medium provision (2021)*, they are linguistically categorised as a whole institution.

Category 3P 1 high school

Category 3 1 secondary school

Category 1 5 secondary schools

In order to increase continuity to 31% by 2031 we have undertaken a mapping exercise to identify primary schools and / or areas with the potential to change linguistic category and establish a baseline. We are in further discussions with key stakeholders regarding the production of guidance outlining the stages of changing a language category.

We will complete a linguistic continuity mapping exercise from primary to secondary within the first year of the scheme because of the changes along the linguistic continuum. The findings used as a baseline to set targets over the plan period.

A more detailed analysis will identify the schools / areas and timetable as part of a medium term action plan and monitored annually in the form of a review report.

25.6% of Year 1 pupils in Conwy are following the Welsh-medium education in 2020/21.

KS1 data

Number / % assessed through the medium of Welsh since 2017/18 as a total and percentage of all Foundation Phase pupils:

2017-18		2018-19		2019-20 *		2020-21 **	
287	24.2%	294	25.3%	296	25.8%	275	24.9%

Number /% Welsh Language Development in English medium schools since 2017/18 as a total and percentage of all KS1 pupils:

2017-18		2018-19		2019-20 *		2020-21 **	
899	75.8%	867	74.7%	850	74.2%	828	75.1%

KS2 data

Number / % assessed through the medium of Welsh since 2017/18 as a total and percentage of all KS2 pupils:

2017-18		2018-19		2019-20 *		2020-21	
263	23.8%	291	25.5%	243	21.8%	277	23.1%

* unofficial because of Covid *

Number /% assessed in Welsh as a second language since 2017/18 as a total and percentage of all KS2 pupils:

2017-18		2018-19		2019-20 *		2020-21	
841	76.2%	848	74.5%	871	78.2%	920	76.9%

KS3 data

The number and total number of pupils being assessed in Welsh as a 1st Language subject in year 9 are as follows since 2017/18:

2017-18		2018-19		2019-20 *		2020-21	
203	18.8%	210	19.1%	194	17.5%	194	18.0%

* unofficial because of Covid-19 *

Year 9: Second Language Assessment

2017-18		2018-19		2019-20 *		2020-21	
875	81.2%	888	80.9%	916	82.5%	885	82%

* unofficial because of Covid-19 *

Ysgol Y Creuddyn

Ysgol Y Creuddyn have 7 Welsh-medium primary feeder schools. All learners who transfer to the school receive Welsh-medium education.

The day-to-day administration and running of the school including staff and governors meetings conducted through the medium of Welsh.

There is an intensive Immersion Scheme for learners who have followed the path of Welsh as a second language and wish to transfer to Welsh-medium secondary education. There are two phases to the scheme: the Intensive Phase and the Immersion Phase.

Intensive Phase - This phase of the scheme takes place during the spring / summer term of Year 6.

Immersion Phase - Learners will receive immersion education in years 7 and 8 before transferring completely to mainstream in year 9.

Ysgol Dyffryn Conwy

Thirteen Welsh-medium primary schools and one category 2T school (Ysgol Glan Conwy) feed Ysgol Dyffryn Conwy (as well as some learners from one other Welsh-medium primary school on the catchment boundary). As a result, all learners who transfer to school other than those from Ysgol Glan Conwy receive primary education through the medium of Welsh except for very few learners who move to the area or join late and receive immersion education at Canolfan Iaith Conwy.

The day-to-day administration and running of the school including staff and governors meetings conducted through the medium of Welsh.

Since September 2021, an immersion scheme is in place to support learners who need support with Welsh in year 6 and who wish to transfer to Ysgol Dyffryn Conwy.

At Key Stage 3, approximately 90% of learners receive Welsh-medium education with approximately 10% receiving bilingual education. In this class, there will be learners who need extra help or latecomers. Numbers vary from year to year.

Key Stage 3

Year	Number	Receiving education through the medium of Welsh	Receiving bilingual education
Year 7 – 2021 - 2022	107	97 (91%)	10 (9%)
Year 8 – 2021 - 2022	93	84 (90%)	9 (10%)
Year 9 – 2021 - 2022	108	96 (89%)	12 (11%)

This is the current picture of numbers taking Welsh as a first and second language qualification at Key Stage 4.

Years 10 + 11 Welsh first language and Welsh second language

Year	Number	Welsh first language	Welsh second language
Year 10 – 2021 - 2022	101	89 (88%)	12 (12%)
Year 11 – 2021 - 2022	81	73 (90%)	8 (10%)

This is the picture at present about 100% of the average year studying Welsh Second Language with 90% studying Welsh First Language.

When latecomers arrive in years 7/8, the school will support pupils to develop their Welsh language skills to ensure that they integrate into Welsh society as well as safeguard the medium of the classroom. Since September 2021, we are offering weekly language immersion sessions for these learners.

Ysgol Aberconwy

6 English-medium primary schools with significant use of Welsh and one stream of a dual stream school feeds Ysgol Aberconwy. All learners who transfer to school receive English-medium education and follow a Welsh second language course up to Year 11. There is an option to study Welsh as a first language. The school aims to help students continue their bilingual development. They offer A Level Welsh Second Language.

Ysgol Eirias

5 English medium primary schools feeds Ysgol Eirias. All learners who transfer to school receive English-medium education and follow a Welsh as a second language course up to Year 11 with the option for students that are more able and those from Welsh-medium primary schools to study an accelerated course. Students who have taken the accelerated course at KS3 will sit their GCSE Welsh Second Language in Year 10 and study Welsh Second AS Level Language in Year 11. They offer A Level Welsh Second Language.

Ysgol John Bright

6 English-medium primary schools with significant use of Welsh and one English-medium primary school feeds Ysgol John Bright. All learners who transfer to school receive English-medium education and follow a Welsh as a second language course up to Year 11. They offer an A level Welsh Second Language Course.

Ysgol Bryn Elian

5 English-medium primary schools feed Ysgol Bryn Elian. All learners who transfer to school receive English-medium education and follow a Welsh as a second language course up to Year 11. They offer an A level Welsh Second Language Course.

Ysgol Emrys ap Iwan

3 English medium primary schools feed Ysgol Emrys ap Iwan. All learners who transfer to school receive English-medium education and follow a Welsh as a second language course up to Year 11. They offer an A level Welsh Second Language Course.

School categorisation according to Welsh-medium provision (Welsh Government)

- Authority mapping current education provision using PLASC data / county questionnaire results as a baseline.
 - Initial discussions with Head teachers / Chairs of Governors / Education Portfolio Holder / Councillors / Senior county officers / Capital Program Board

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

County plans

- Lead, support, train under the guidance of the Welsh in Education Advisory Team.
- Welsh Government *School categorisation of according to Welsh-medium provision*. We will complete a mapping exercise within the first year of the scheme to monitor the number of pupils transferring to Welsh-medium education in neighbouring counties and those who change language medium in secondary school. The findings used as a baseline to set targets for future interventions.
- By July 2022 authorities agree with stakeholders on the Welsh language provision of each school in terms of the vision in the WESP.
- Authority co-operating with the schools to implement and achieve the expected educational / linguistic targets over the plan period and beyond.
- Maintain and build on the number of pupils transferring from existing Welsh-medium primary schools to Welsh-medium secondary education
- Support schools across all sectors to increase the numbers of children in Welsh-medium education
- Ensure that any developments resulting from the School Categorisation are included within the *Sustainable Learning Communities Program*
- Continue and build on early immersion procedures for 3-8 year olds in Welsh-medium schools.
- Establish sound early immersion procedures for 3-8 year olds in transition schools.
- Build on the sound procedure previously laid down so that pupils aged 7-12 can continue to develop their linguistic skills when transferring to secondary education.
- Consult with relevant stakeholders to plan the linguistic development and progression of transition schools from 11-16 years old.
- Forward planning for increasing the number of pupils studying for qualifications and are assessed through the medium of Welsh across secondary schools.
- Support through language awareness training for secondary school staff and pupils
- Continue to maintain and extend the Siarter Iaith / Cymraeg Campus across all sectors. (See Outcome 5).

Ysgol Dyffryn Conwy

From September 2022 the aim is to have 5 classes in Year 7 (120 have applied to attend Ysgol Dyffryn Conwy) and all classes will receive Welsh medium education. The aim is to continue this so that all learners receive Welsh-medium education and sit a Welsh First Language examination in year 11.

Our current position and targets relating to the percentage of pupils who enter for GCSE Welsh (First Language) entered for at least five further qualifications at level 1 or level 2 through the medium of Welsh

2021 / 2022	2022 / 2023	2023/2024	2024 / 2025
Blwyddyn 11 current	Blwyddyn 10 current	Blwyddyn 9 current	Blwyddyn 8 current
73 (90%) learners - following Welsh First Language and at least 2 other qualifications in Welsh.	No pupils yet entered for GCSE. Target 89 learners (88%) following Welsh First Language + 2 GCSE + in Welsh.	No pupils yet entered for GCSE. Target 96 (89%) following Welsh First Language. We aim for them all to have the opportunity to register for at least 5 qualifications through the medium of Welsh.	No pupils yet entered for GCSE. Target 84 (90%) are following Welsh First Language. We aim for them all to have the opportunity to register for at least 5 qualifications through the medium of Welsh.

Objectives and conclusions:

- Increase the percentage (89%) - 82 of Year 11 learners who have the opportunity to register for at least 5 qualifications through the medium of Welsh by 2023/2024.
- 100% of Year 11 learners – 121 learners have the opportunity to register for all qualifications through the medium of Welsh by 2026/2027.

Marketing and Communications

- Equip the workforce with responses on how to persuade parents of the advantages of Welsh-medium education.
- Promote the benefits of the Welsh language and multilingualism to everyone irrespective of their linguistic background in schools' digital and social platforms.
- Collaborate with partners in the further education colleges to promote the benefits of Welsh in the workplace and the need for Welsh speaking teachers and assistants in the future.
- Promote Welsh language activities throughout the county in line with national events / programs (Eisteddfod / Urdd / Welsh for Children)
- Campaign and encourage more Welsh-speaking individuals to join the profession.

Training and Recruitment

- Train teaching staff with current pedagogy such as Oral Immersion, Curriculum for Wales, Welsh Literacy and Welsh
- offer guidance to schools on how to move pupils along the linguistic continuum
- sharing resources and good practice through Hwb networks and county and national conferences
- Analyse the results of the School Workforce Annual Census (SWAC) to identify the training needs of the workforce
- Expand the capacity of the Welsh Language Advisory Team to meet the targets within the WESP.

External Institutions and Organisations that support

- Key stakeholders, such as WG / Bangor University / Coleg Llandrillo Menai / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN / CYDAG / RhAG, to work together to support the authority's vision and aspiration.

Where do we expect to be at the end of our ten-year Plan?**School categorisation according to Welsh medium provision (Welsh Government)**

- Transitional schools have changed linguistic category of the school within the plan timetable
- Continue to consult with school stakeholders in all sectors as they move along the linguistic continuum by 2032.

Key Data

In September 2020 246 (21.8%) Year 6 pupils transferred across primary schools in Conwy to secondary Welsh medium education. 881 (78.2%) of the same cohort transferred into English medium secondary education.

The percentages of Year 7 to Year 8 pupils in Welsh-medium education and pupils assessed in the same subject at the end of KS3 are currently lower.

We will complete a mapping exercise within the first year of the scheme to monitor the number of pupils transferring to Welsh-medium education in neighbouring counties and those who change language medium in secondary school. The findings used as a baseline to set targets for future interventions.

We will set targets and a timetable in the medium term action plan and monitored annually in the form of a review report.

Number and percentage of Year 1 - 6 pupils attending Welsh medium and English medium education in February 2022 (PLASC 2022)

	Year 1		Year 2		Year 3		Year 4		Year 5		Year 6	
Welsh medium	271	25.0%	276	25.0%	265	24.0%	279	24.0%	276	23.0%	268	23.0%
English medium	805	75.0%	818	75.0%	834	76.0%	878	76.0%	920	77.0%	915	77.0%

Number and percentage of Year 7 - 13 pupils attending Welsh-medium and English-medium education in February 2022 (PLASC 2022)

	BI.7		BI.8		BI.9		BI.10		BI.11		BI.12		BI.13	
Welsh medium	242	20.5%	208	19.0%	241	21.8%	189	17.6%	193	18.0%	116	19.7%	107	20.0%
English medium	937	79.5%	884	81.0%	862	78.2%	884	82.4%	880	82.0%	474	80.3%	429	80.0%

Numbers and % of learners continuing to improve their Welsh language skills when transferring from one stage of their statutory education to another

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
	21%		21.5%		22%		23%		24%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
	25%		26%		27.5%		29.5%		31%

Numbers dependent on number attending Creuddyn Immersion Scheme. This varies annually.

Outcome 4

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

Where are we now?

Ysgol Y Creuddyn is a designated Welsh-medium secondary school category 3P. Ysgol Dyffryn Conwy is a category 3 Welsh-medium school. Aberconwy, Bryn Elan, Eirias, Emrys ap Iwan and John Bright are category 1 English medium schools.

Welsh Government School categorisation according to Welsh-medium provision

- Authority mapping current education provision using PLASC data / county questionnaire results as a baseline.
- Initial discussions with Head teachers / Chairs of Governors / Education Portfolio Holder / Councillors / Senior county officers / Capital Program Board

Pupils who transferred from Welsh Medium education in Primary schools to Welsh medium education in secondary school:

2018	2019	2020
84.1	82.5	86.3

Number and percentage of pupils studying a first language specification

	2017-18		2018-19		2019-20*		2020-21	
	Pupils	%	Pupils	%	Pupils	%	Pupils	%
CA3	203	18.8%	210	19.1%	194	17.5%	194	18.0%
CA4	205	20.7%	194	19.5%	189	18.7%	208	19.6%

***KS3 - Due to Covid limitations the data for KS3 is INCOMPLETE**

Number and percentage of pupils studying a second language specification

	2017-18		2018-19		2019-20*		2020-21	
	Pupils	%	Pupils	%	Pupils	%	Pupils	%
CA3	875	81.2%	888	80.9%	916	82.5%	885	82%
CA4	787	79.3%	802	80.5%	823	81.3%	854	80.4%

*** KS3 - Due to Covid-19 limitations the data for KS3 is INCOMPLETE**

Ysgol Y Creuddyn

Our current situation number of GCSE Welsh (First Language) pupils and studying all subjects through the medium of Welsh.

2017/2018	2018/2019	2019/2020	2020-21
105 in the year, all following first language and studying all subjects through the medium of Welsh	81 in the year, all following first language and studying all subjects through the medium of Welsh	83 in the year, all following first language and studying all subjects through the medium of Welsh	90 in the year, all following first language and studying all subjects through the medium of Welsh

Advanced Subsidiary / Advanced Level courses offered through the medium of Welsh

Physical Education	Chemistry *	Product Design	Mathematics
Business Studies	Music	Physics *	Advanced Mathematics
Religious Studies	Welsh first language	French **	Spanish**
Biology *	Geography	History	Digital Technology
Art	Drama	Health and Care	

English Literature is the only additional subject offered through the medium of English.

* Sciences offered with the option of studying in English or Welsh.

** Welsh is not the first language in these linguistic subjects, but the subjects are taught multilingually

Number and percentage of pupils studying Welsh first language specification KS5

	2017-18		2018-19		2019-20*		2020-21*		2021-22	
Creuddyn	10	9.5%	9	4.5%	6	5.7%	8	7.2%	11	10%

Ysgol Dyffryn Conwy

Number / % of pupils registering for GCSE Welsh (First Language) and entered for at least two further qualifications through the medium of Welsh.

2017/2018	2018/2019	2019/2020	2020-21
<p>Dyffryn Conwy No pupils registered to follow GCSE to date. 90/100 (90%) follow Welsh 1st language. 83 Welsh 1st language + 2 GCSE+ in Welsh. (7 have transferred to first language in KS3-4 but haven't changed medium.</p>	<p>Dyffryn Conwy No pupils registered to follow GCSE to date. 76/86 (88.3%) follow Welsh 1st language. We foresee that they will all register for at least 2 further Welsh medium qualifications</p>	<p>Dyffryn Conwy No pupils registered to follow GCSE to date. 91/104 (87.5%) follow Welsh 1st language. We foresee that they will all register for at least 2 further Welsh medium qualifications</p>	<p>Dyffryn Conwy No pupils registered to follow GCSE to date. 99/104 (82.5%) follow Welsh 1st language. We foresee that they will all register for at least 2 further Welsh medium qualifications</p>

Number / % of pupils registering for GCSE Welsh (First Language) and entered for at least five further qualifications at level 1 or level 2 through the medium of Welsh

2017/2018	2018/2019	2019/2020	
Ysgol Dyffryn Conwy: 90/100 (90%) follow Welsh 1 st language, 83 Welsh 1 st language + 2 GCSE+ in Welsh. (7 have transferred to first language in KS3-4 but haven't changed medium.	Ysgol Dyffryn Conwy: 76/86 (88.3%) follow Welsh 1 st language have registered for at least 5 qualifications through the medium of Welsh.	Ysgol Dyffryn Conwy: 91/104 (87.5%) follow Welsh 1 st language have registered for at least 5 qualifications through the medium of Welsh	Ysgol Dyffryn Conwy: 99/120 (82.5%) follow Welsh 1 st language have registered for at least 5 qualifications through the medium of Welsh

Advanced Subsidiary / Advanced Level courses offered through the medium of Welsh

Biology	BTEC Sports	French
Art and Design	Geography	History
Chemistry	Drama	Mathematics
Music	Design & Technology	Skills Challenge Certificate
Welsh	Physics	

Number and percentage of pupils studying a Welsh first language specification KS5

	2017-18		2018-19		2019-20*		2020-21*	
Dyffryn Conwy	23	15.9%	26	13.9%	13	11.7%	8	7.2%

English Medium Secondary Schools

Number and percentage of pupils studying Welsh second language specification KS5

	2017-18		2018-19		2019-20*		2020-21*	
Second language	50	60.2%	36	50.7%				

* KS5 - Due to Covid-19 restrictions there were no official exams at this time.

A more detailed analysis will identify the position of individual schools as part of a medium term action plan and monitored annually in the form of a review report.

Collaborate with schools and Further Education Institutions

We work with schools and Further Education Institutions to co-ordinate Welsh language provision as a subject for persons in year 10 and above in your secondary schools through a variety of vocational courses.

We will support the continuation of the Welsh-medium education provided to persons in year 10 and above by collaborating with other schools and Further Education Institutions.

Collaborative Courses

- Vocational courses in Agriculture and Small Animal Care at Coleg Glynllifon and Hair and Beauty and Construction at Coleg Llandrillo are delivered bilingually at KS4 for Ysgol Y Creuddyn and Ysgol Dyffryn Conwy.

LINC Conwy

A program of study between secondary schools in Conwy and Coleg Llandrillo to offer post 16 learners as much choice as possible. Learners can follow a course of study at college or another school.

- Collaboration between Coleg Llandrillo / Creuddyn through vocational courses - agriculture, small animal care / hairdressing and beauty and construction are provided bilingually at KS4.
- Conwy LINC (A level Psychology) course currently provided as distance learning through the medium of Welsh by Coleg Llandrillo. Course shared with Ysgol Glan Clwyd.
- Local agreement between Ysgol Dyffryn Conwy and Ysgol Y Creuddyn to deliver Language and Music through the medium of Welsh.
- E-sgol scheme which is a distance learning partnership across a network of Welsh-medium schools in North Wales - ICT, Spanish, Religious Education and Further Maths courses (finish at the end of this school year) are provided through this program.
- Ysgol Dyffryn Conwy introduces French as part of E-sgol and other Conwy schools are accessing this. Through E-sgol, the school is offering a Cam gyda Gam with Ysgol Glan Clwyd.
- Ysgol y Creuddyn offers A level Religious Education, A level Spanish and IT through E-sgol.
- Ysgol Y Creuddyn working with Coleg Llandrillo on Conwy LINC courses through the 14-19 Partnership. One course currently offered through the medium of Welsh. Coleg Llandrillo planning how to expand provision further.

Coleg Llandrillo Menai

- Students have the right to a personal tutor in Welsh and to present their work through the medium of Welsh in all subjects if they so wish.
- Students who have achieved a 'C' in their GCSEs are encouraged to follow at least part of their course in Welsh.
- 'Seren Iaith' is already in place at the college. Develop students' awareness of the importance of Welsh in everyday life and working life. Needs arising from the original data targeted and the process revisited at the end of the year to see progress / target setting.
- Welsh language awareness week held annually
- Canolfan Sgiliaith is located within Grŵp Llandrillo Menai and offers training and mentoring on bilingual teaching and assessment. Extensive use is made of this support.
- Bilingual Development Officer working across the Group to support staff and learners
- Welsh Language (HE) Bursary - £ 300 for each student studying specific courses of which substantial parts are taught through the medium of Welsh

Grŵp Llandrillo Menai was the first college of further education in Wales to appoint Coleg Cymraeg Cenedlaethol Branch Officers. Officers are responsible to:

- support and encourage learners to undertake work through the medium of Welsh
- promote the benefits of studying through the medium of Welsh to learners and promote the Group's Welsh medium provision
- organise and promote opportunities for learners to use Welsh within lessons and socially
- co-ordinate the work of the four Language Panel sub-committees (Coleg Meirion Dwyfor, Coleg Menai, Coleg Llandrillo and Business @). The sub-committees include support staff and teaching staff of all linguistic abilities. The meetings discuss Welsh and Welsh issues at the college, before the Branch Officers discuss the implementation issues in the Language Panel.
- Ambassadors
- Incentive Scholarship

The Group has a Language Panel chaired by the Principal of Coleg Menai and Meirion Dwyfor. The Panel monitors the Welsh and bilingual curriculum available across the Group and ensures accountability on behalf of Program Area Managers in providing language choice for the Group's learners.

Grŵp Llandrillo Menai has an in-house translation and proofreading team. Curricular work (e.g. handbook, PowerPoint presentation, information leaflet etc.) sent for translation or proof reading from Welsh to English or from English to Welsh.

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

County Plans

Welsh as a subject

- Review Conwy's Education Language Policy:
 - identify a strong progression in the study of Welsh as a subject to ensure that pupils who have attended Welsh-medium primary schools or who have spent a whole key stage studying a first language follow the same route through the secondary key stages
 - increase the number studying Welsh and Welsh second language as a higher level subject
 - ensure that all schools in the County operate it
 - hold training sessions for County Councillors and Governors / schools on the content of the policy as well as the content of this strategy
 - ensure consistent communication and support is offered to all school stakeholders as the work of moving schools along the continuum progresses

Guidance on school categorisation according to Welsh-medium provision (Welsh Government)

- By July 2022 authorities agree with stakeholders on the Welsh language provision of each school in terms of the vision in the WESP.
- Authority to produce guidance to include the expected steps to meet the definitions within the *Guidance on school categorisation according to Welsh-medium provision*.
- Authority co-operating with the schools to implement and achieve the expected educational / linguistic targets over the plan period and beyond.
- Maintain and build on the number of pupils transferring from existing primary schools to Welsh medium secondary education
- Support the secondary schools to move on the linguistic continuum in accordance with the School Categorisation timetable and the WESP.
- Ensure that any developments resulting from the School Categorisation are included within the *Sustainable Learning Communities Program*
- A more detailed analysis identifying areas and capacity in the schools concerned to ensure continuity in secondary schools will form part of a medium term action plan and monitored annually in the form of a review report.

Marketing and Communications

- Holding Careers Fairs - sharing the importance of bilingualism - this can be done through a series of short films of real people's experiences
- WG videos shared - <https://www.youtube.com/cymraeg> for options evenings and to promote to parents
- Create our own case study videos tracing the language journey of pupils and staff

Training and Recruitment

- Encourage teachers who lack confidence in their use of the language to attend training.
- Ensure that schools understand the new requirements of GCSE qualifications because of the Curriculum for Wales.

External Institutions and organisations which support

- Establish close relationships and planning with Careers Wales to spread positive messages.
- Ensure that apprenticeships and county jobs identify the importance / need of the Welsh language.
- Key stakeholders, such as WG / Bangor University / Coleg Llandrillo Menai / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN / CYDAG / RhAG, to work together to support the authority's vision and aspiration.

Ysgol Dyffryn Conwy

- Increase the percentage of Year 11 learners studying 5 GCSE subjects through the medium of Welsh by 2023/24. This is certainly the case as it promises to be 92% approximately 95 learners
- Increase the percentage of Year 11 learners studying 5 GCSE subjects through the medium of Welsh by 20% by 2025-2026 - 100% - 121 learners. (Currently Year 6)
- Look at options for holding immersion sessions for second language learners who choose to come here in year 7 to ensure that all classes are Welsh Stream classes from September 2021
- Revisit the school's Language Policy in terms of school categorisation in accordance with the county's 'Welsh in Education Language Policy' review timetable within the first year of the scheme.
- Monitor the language medium of KS4 and KS5 learner studies in order to identify patterns and trends and respond as necessary.

Ysgol Y Creuddyn

- Increase number of learners who choose to transfer to Ysgol y Creuddyn over the next three years in order to increase the number of learners studying at least 5 GCSE subjects through the medium of Welsh (100% of the school's learners do this annually). This would also increase the number of learners who would choose to continue their studies in the Sixth Form in subsequent years.
- Develop the successful Late Immersion Scheme provision in order to increase the number of learners who can transfer to Welsh-medium Education at the age of 11.
- Develop E-sgol Partnership to expand the number of Welsh courses available to Post-16 Learners in the School.
- Extend Ysgol Y Creuddyn building through Welsh-medium capital grant budget to prepare for an increase in expected learner numbers over the next few years. The building will be multi-purpose to support the county's late immersion education provision.

A Level Welsh and Welsh Second Language

- Support schools to offer a Welsh A-level subject, even if the number is low, by running smaller classes / school-to-school collaboration / virtual networking.
- Plan for the number of schools offering Welsh as a subject (first and second language), consider practical issues in terms of timetabling subjects and take advantage of national schemes that promote Welsh as a subject.

LINC Conwy

- Planning to expand existing provision and create a 5 year plan
- Further develop the Welsh language by organising a full review of LINC Conwy. There will be further exploration of the 'weak' topics in order to work together to safeguard the subjects through the medium of Welsh
- Further develop bilingual / Welsh language subject provision
- Look at dividing Welsh-speaking staff, cross-county and up-skilling existing staff
- Revisit recruitment practices taking into account bilingual need
- Develop more collaboration across Conwy

Grŵp Llandrillo Menai

- More emphasis on ensuring the appointment of bilingual staff.
- Increase the number of learners with GCSE first language studying their course at level B1 (bilingual) in Welsh Government priority areas (Health and Social Care, Childcare, Public Services, Agriculture, Construction, Business, Sport and Leisure, Industries) Creative) across Coleg Llandrillo
- Increase the number of learners with GCSE first language and GCSE second language receiving planned elements of Welsh medium (Y3) activity in their teaching to demonstrate the confidence and proficiency in the language appropriate to their level, maintaining and developing their skills for the workplace across all Coleg Llandrillo provision.
- Develop closer relationships with Welsh medium employers across Conwy with childcare and health and social care program area.
- Create online resources in collaboration with employers for learners in hospitality and catering.

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

- Continue and build on the percentage of qualifications studied through the medium of Welsh.
- Continue and build on an increase in pupils and parents confidence to choose Welsh-medium education.
- An increase in the percentage of pupils aged 5 to 15 who can speak Welsh in the results of the 2031 census.

Key Data

Number and percentage of Year 7 - 13 pupils attending Welsh-medium and English-medium education in February 2022 (PLASC 2022)

	Bl.7		Bl.8		Bl.9		Bl.10		Bl.11		Bl.12		Bl.13	
Welsh medium	242	20.5 %	208	19.0 %	241	21.8 %	189	17.6 %	193	18.0 %	116	19.7 %	107	20.0 %
English medium	937	79.5 %	884	81.0 %	862	78.2 %	884	82.4 %	880	82.0 %	474	80.3 %	429	80.0 %

- Continue and build on the percentage of qualifications studied through the medium of Welsh.

Numbers and % of learners studying for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
17%	18%	19%	20%	21%
2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
23%	25%	27%	29%	32%

Undertake a mapping exercise within the first year of the action plan and there will be detailed monitoring within an annual review report as numbers are dependent on the number attending the county Immersion Schemes.

Outcome 5

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

Where are we now?

Welsh Language Promotion Strategy

This Outcome links directly to a 5 year plan required under Welsh Language Standards: **Strategic Area 2 - Children and Young People**

Increase the use of Welsh among children and young people, improve their awareness of the value of the Welsh language through Welsh-medium education, social events and services through the medium of Welsh.

Strategic Area 3 - Communities

Increase the use of Welsh in Conwy's communities.

Welsh Language Promotion and Development Officer

A Welsh Language Promotion and Development Officer appointed to Conwy Council's Welsh Language and Translation Service team back in January 2021. The officer works to promote and develop Welsh language services internally within the Council as well as externally in the community. The officer is also working with the Language Services Manager to develop, monitor and implement the Council's current Welsh Language Promotion Strategy, which aims to ensure that Welsh culture is viable in the county and that the Welsh language is thriving.

Siarter Iaith / Cymraeg Campus

A Siarter Iaith Co-ordinator leads the Welsh-medium primary schools in Conwy and Denbighshire to implement the Welsh Government's Siarter Iaith Framework.

The co-ordinator will work with a range of stakeholders with the specific aim of encouraging the informal use of Welsh among the pupils of these schools.

Cymraeg Campus is active in the rest of Conwy's primary / special schools under the guidance of the Welsh in Education Advisory Team.

Number of schools achieved each award

Award	Siarter Iaith		Cymraeg Campus	
Gold	12	52.2%	---	---
Silver	10 + *	43.5%	---	---
Bronze	1	4.3%	20	69%

*2 category 4 schools Llanfairfechan have received the silver award

All schools are maintaining or working towards the next award.

A number of bespoke activities held to promote the Welsh language in the informal times.

Gwefeillio

Siarter Iaith Co-ordinator and Welsh in Education Advisory Team have collaborated on an innovative digital scheme to make informal use of Welsh online. Plan shared nationally. Support, evaluate and monitor the scheme through ongoing liaison with Welsh language coordinators and school cluster co-ordinators.

Seren a Sbarc Talking Cards

Guidance cards for early immersion and language use resources.

Resources and ideas for Siarter Iaith / Cymraeg Campus targets are available on Hwb networks. Good practice shared through digital platforms.

Contribute to and access national resources to support schools in realising their plans.

Menter Iaith

Menter Iaith Conwy is one of the 22 Mentrau Iaith working across Wales to promote and develop the Welsh language on the ground. The Mentrau's work varies from county to county as we focus on different ways of providing opportunities for the public to use their Welsh, or to promote the language locally.

For families

- running parent and toddler clubs,
- family fun days
- opportunities for young children and their parents to hear and use Welsh in a constructive and friendly way

For children

- eager for children to use the language outside the classroom, whether in sports clubs, on apps or at events, giving them the confidence to socialise in Welsh

For Young People

- work with the Urdd in several areas to ensure that youth clubs and socialising opportunities are available for young people across Wales to use and hear Welsh beyond the classroom

For new speakers

- hold activities that give new speakers the opportunity to use the Welsh language and become part of our Welsh-speaking communities

The community

- work closely with our communities to create opportunities to use the Welsh language by creating jobs, supporting new ventures, holding events and more

Menter Iaith Conwy is / has maintained

- 275 face-to-face events outside school with 5726 attendees
- 200 virtual events with 4000 attendees

Urdd

Urdd Gobaith Cymru is a national voluntary children and young people's organisation that provides various opportunities to use the Welsh language and gain experiences outside the classroom and in their communities.

All these opportunities are available in every Local Authority in Wales and in a variety of local, county, regional and National activities

Community

- Officers provide year-round community arts opportunities
- Departments, households and community clubs for children and young people to enjoy and use the Welsh language
- All-age digital provision

Sports

- Community clubs
- Sports, county, regional and national competitions
- Regional and National Sports Festivals
- Digital activities
- Provision of physical literacy education for schools

Urdd Camps

- Llangrannog, Glan-llyn, Cardiff and Pentre Ifan
- Residential experiences that offer learning experiences, fun and positive memories of the use of Welsh

Eisteddfod and the Arts

- District and County Eisteddfod which offers opportunities for schools and pupils to experience the arts, develop self confidence and learn more about Welsh culture and literature.
- Urdd National Eisteddfod and being part of a national festival
- Digital arts, music, theatre, art and backstage provision
- Welsh medium apprenticeships
- Educational progression and employment for young people who wish to gain qualifications and experience in Welsh

International

- Message of Peace and Goodwill - extending a hand of friendship and discussing important points to young people at a global level
- Specific projects with partners in Ireland, America and Japan
- International volunteering and exchange opportunities.

Resources

- Urdd digital magazines
- A collection of educational resources to support the New Curriculum

Conwy Youth Service

- Co-operate with the Urdd to provide a youth service within the county's schools and schemes.

Conwy Language Forum

Regular meetings held with a cross section of key stakeholders to share information on community events within Conwy County.

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

- Appoint a permanent Siarter Iaith Co-ordinator to ensure consistency and continuity in motivating children and young people to establish positive habits in using the language.
- We will continue to support and monitor schools as they increase their use of Welsh in informal times through a Language Charter / Campus Welsh structure. The system will remain within the vision and plans of a Curriculum for Wales in schools.
- The county will continue to promote the use of the Siarter Iaith / Cymraeg Campus in the secondary schools in co-operation with other authorities.
- Outcome 5 Working Group will include key representatives from the Menter Iaith Conwy Forum, to lead and monitor this Outcome within the WESP.
- Continue to collaborate and share good practice with other LAs in the region and nationally.
- Collaborate with Welsh-medium providers to expand provision where pupils can access Welsh-medium extra-curricular activities e.g. Urdd Gobaith Cymru, YFC,
- Continue to provide activities for specific days to promote the Welsh language such as Diwrnod Shwmae / Su mae, Dyss Miwsig Cymru, Gŵyl Dewi etc.
- ensure consistency of language patterns used in schools are used through extra-curricular / community activities in partnership with all key stakeholders
- Carry out a scoping exercise to map the following in our Welsh-medium and English medium primary and secondary schools:

- how much time is allocated in your schools for school activities (inside and outside the classroom) that reinforce Welsh language skills
- the work of your community partners such as the Urdd, Menter Iaith within a school context
- the development of Welsh-medium provision within an individual School Development Plan
- who is responsible for this work within the school

We will complete the scoping exercise within the first year of the plan and the findings used as a baseline to set targets for future interventions.

Marketing and Communications

- Promote the benefits of the Welsh language and multilingualism to everyone whatever their linguistic background by working with local / national stakeholders and through the county's digital and social platforms.

Training and Recruitment

- expand the capacity of the Conwy Welsh Advisory Team by appointing a permanent teacher to lead on strengthening Welsh language use strategies in the Secondary sector

External Institutions and Organisations that support

Menter Iaith

- Maintain and extend the experiences and opportunities for Conwy's children and young people and their families to use the Welsh language confidently within their local communities.
- Continue to strengthen collaboration with county stakeholders and other organizations.

Urdd

- All the experiences of children and young people through the Urdd will be integrated into a Curriculum for Wales for the 4 purposes.
- The main provider of extra-curricular and community opportunities that increase the use of Welsh among children and young people.
- Emphasise the importance of the Urdd's residential experiences, which offer 24-hour Welsh experiences and create long-term positive, positive memories of the Welsh language amongst pupils
- Increase schools involvement in the Urdd Eisteddfod to build self-confidence, experience of the arts and understanding of the literature, music and arts of Wales.
- Include expenditure and joint plans of youth work provision (11-25 years) in Welsh.
- Involve the Urdd in post-16 provision planning discussions to offer apprenticeship opportunities and employability skills within the local authority area.

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

The following principles will be critical to developing opportunities and ensuring the success of the actions identified over the WESP period:

- offer, maintain and promote a variety of social extracurricular activities
- ensure that we help our children and young people to be ambitious and capable learners, enterprising and creative as principled and informed and healthy and confident citizens who are in line with Curriculum for Wales developments and elements of the four purposes
- generate increased confidence and pride among pupils in their ability to communicate in Welsh and English and in general multilingualism
- ensure that the Welsh language is relevant, vibrant, contemporary and inclusive

All Welsh-medium secondary schools in Conwy will increasingly respond to the aims of the Siarter Iaith.
Ensure that all Conwy secondary schools expand the opportunities to use Welsh informally / socially.

Key Data

Use of data derived from Siarter Iaith / Cymraeg Campus questionnaires or from a local system. Questionnaires completed by the pupils through Hwb. Current / historical data is currently unavailable due to digital problems. This is a national issue.

See Appendix 2 for a number of activities / training offered to the primary schools to support Siarter Iaith / Cymraeg Campus targets over the period of the current plan 2017-2021.

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?

Additional Learning Provision in Conwy

The following Local Authority funded additional learning provision (ALP) is currently available to learners in Conwy who meet the relevant access criteria. This specialist ALP gradually developed in response to audited need.

- Ysgol y Gogarth – Special School able to provide teaching for learners with profound learning disability through the medium of both **Welsh and English**.
- Foundation Phase ASD Resource (Ysgol Nant y Groes) – English Medium provision
- Foundation Phase Moderate Learning Resource (Ysgol Sŵn y Don) – English Medium provision
- Foundation Phase Speech and Language Resource (Ysgol Awel y Mynydd) – **Bilingual provision**

- Key Stage 2 ASD Resource (Ysgol Ffordd Dyffryn) – English Medium provision
- Key Stage 2 Speech and Language Resource (Ysgol Nant y Groes) – English Medium provision
- Key Stage 2 Speech and Language and Learning Resource (Ysgol Awel y Mynydd) – **Bilingual provision**
- Key Stage 2 Moderate Learning Resource (Ysgol Bro Gwydir) – Welsh Medium provision
- Key Stage 2 Moderate Learning Resources (Ysgol Maes Owen, Ysgol Tudno, Ysgol Sŵn y Don, Ysgol Porth y Felin, Ysgol Pencae)

- Secondary ASD Resource (Ysgol Aberconwy) – English Medium/**bilingual** provision with opportunities for inclusion with Welsh medium lessons
- Secondary Moderate Learning Resource (Ysgol Dyffryn Conwy) – **50% Welsh Medium** and 50% English Medium provision
- Secondary Moderate/Severe Learning Resources (Ysgol Bryn Elian, Ysgol Eirias, Ysgol John Bright and Ysgol Emrys ap Iwan) – English Medium Provision

Additional Learning Need Support/Central Services

Our aim has been to ensure that we have sufficient capacity and Welsh speaking staff to meet the need (as identified through our referral processes), to provide assessment, advisory support and consultation through the first language of the home/of the child or young person.

- Educational Psychology Service – **2/7 Welsh speakers**
- ALN Inclusion Teachers – **3/6 Welsh speakers**
- Sensory Support Service – **1/2 Welsh speakers**
- Specialist Speech and Language Disorder Outreach Team – **3/4 Welsh speakers**
- Autism Outreach Service – **1/3 Welsh speaker posts (2 currently vacant posts)**
- Learning Support Service – **tb**
- School Based Counselling Service – **tb**

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

County Plans

- Ensure that there is adequate and high quality Welsh medium specialist additional learning provision to meet the identified need in Conwy.
- Undertake bilingual map and gap activity across the service.
- Undertake a termly audit to identify any recruitment needs needed to meet all the requirements of the ALN within the county.
- Ensure that there are adequate Welsh-medium advisory support and outreach services to meet the identified need in Conwy.
- Succession planning for Educational Psychology includes active recruitment of Welsh speaking Assistant Psychologists and supporting them to continue on to professional training courses.
- In addition to ensuring that Conwy's additional learning provision and central additional learning needs teams are able to provide high quality services to Welsh speaking children, young people and their families, we will also actively encourage the remainder of the ALN workforce to improve on their Welsh speaking skills.
- Fully utilise the new statutory duty to keep ALP under review to accurately identify and develop the need for Welsh-medium ALP.
- To use the 'Conwy and Flintshire Additional Learning Needs Toolkit' to clearly describe good practice at Universal, Universal Targeted and Specialist support levels to ensure consistency of high quality differentiation and targeted additional learning provision across both Welsh and English medium settings.
- The Welsh in Education Advisory Team will continue to support Ysgol y Gogarth and ALN Units in developing bilingualism across teaching and support staff.
- Develop our systems to implement the requirements and implications of the Act and the ALN Code within our schools as well as our central provision.
- Continue to collaborate and share good practice with other LAs.
- Consider enriching Welsh-medium ALN support provision in Dyffryn Conwy area so that support is within a reasonable distance.
- In accordance with the Additional Learning Needs and Education Tribunal (Wales) Act 2018 the first review of Welsh-medium ALN will begin in June 2022, and will be reported on (including proposals and recommendations) to the relevant Local Authority Scrutiny Committee and Cabinet during the Autumn Term 2022.
- Outcomes of the statutory ALN Review fed back to schools and Education Officers through the existing ALNCO Forums, Strategic Head Teacher meetings, Education Management Team, and WESP Strategic Group. Form Outcome Working Group in accordance with this WESP (to include all key stakeholders).
- A more detailed analysis identifying targets and timescales will form part of a medium term action plan and monitored annually in the form of a review report.

Marketing and Communications

- Continue to actively encourage and recruit more Welsh-speaking individuals to join the various professions included within ALN services.
- All ALN communication and correspondence provided bilingually.
- We will ensure that Welsh language services are available to all families at point of contact.
- All ALN Transformation materials (information leaflets, template letters, and website information) produced in both Welsh and English (in addition to other languages on request).

Training and Recruitment

- Develop the Welsh language skills of all specialist ALN staff across the County.
- Develop an appropriate CPD program for staff who work directly with ALN pupils in schools.
- Ensure access to the Sabbatical Course for staff.
- Continue to advertise for staff who can communicate and support through the medium of Welsh. Where this is not possible due to the expertise of the professional skills, staff commit to learning Welsh within a specified period following their appointment.

External Institutions and organisations which support

- Key stakeholders, such as WG / Bangor University / Coleg Llandrillo Menai / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN / Betsi Cadwaladr Health Board to work together to support the authority's vision and aspiration.

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

- The central ALN team will have the capacity and ability to provide specialist services through the medium of Welsh to all Welsh speakers and those families requesting services through the medium of Welsh.
- We are continuing to respond to regular audit and review of additional learning provision in Conwy and developing excellent Welsh Medium provision based on projected and not historic need.
- We will continue to be working with partners across Education, Social Care and Health to effectively and proactively respond to need, ensure that all children in Conwy have full access to the provision and support they require, through the language medium of choice.

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?

The School Workforce Annual Census data used as the basis for a high-level analysis to identify the needs for supporting the Education Workforce. Based on the data analysis of the Welsh language skills of the workforce, we will set targets as part of our action plan and monitor through the annual review report.

Latest data on the education workforce in Conwy (SWAC November 2021)

Number of teachers by linguistic ability in Welsh (Primary)

Linguistic Categories of Schools	No Welsh language skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient level	Not obtained
Category 3				2	12	129	
Category 2T	2	6	13	16	33	94	2
Category 1	3	37	62	37	20	22	4
	5	42	69	50	62	212	6

Number of teachers by linguistic ability in Welsh (Secondary)

Linguistic Categories of Schools	No Welsh language skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient level	Not obtained
Category 3P					3	43	
Category 3			1		5	42	
Category 2T							
Category 1	69	129	78	33	21	51	1
	69	129	79	33	29	142	1

Number of teachers by linguistic ability in Welsh (Pupil Referral Unit)

Linguistic Categories of Schools	No Welsh language skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient level	Not obtained
Nant y Bryniau		1	1			1	
Canolfan Addysg	4	6	2	2		4	8
	4	7	3	2		5	8

Number of teachers by linguistic ability in Welsh (Special)

Linguistic Categories of Schools	No Welsh language skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient level	Not obtained
Gogarth	3	8	5	7	1	7	3

Number of teachers according to their ability to teach through the medium of Welsh (Primary)

Linguistic Categories of Schools	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach / work in Welsh	Teaching Welsh as a subject only	Unknown
Category 3	143				
Category 2T	101	26	11	28	
Category 1	6	31	55	93	
	250	57	66	121	

Number of teachers according to their ability to teach through the medium of Welsh (Secondary)

Linguistic Categories of Schools	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach / work in Welsh	Teaching Welsh as a subject only	Unknown
Category 3P	46				
Category 3	46	1	1	1	
Category 1	36	51	301	51	
	128	52	302	52	

Number of teachers according to their ability to teach through the medium of Welsh (PRU)

Linguistic Categories of Schools	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach / work in Welsh	Teaching Welsh as a subject only	Unknown
Nant y Bryniau	1		2		
Canolfan Addysg Conwy		5	21		
	1	5	23		

Number of teachers according to their ability to teach through the medium of Welsh (Special)

Linguistic Categories of Schools	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach / work in Welsh	Teaching Welsh as a subject only	Unknown
Gogarth	6	9	14	6	

A review of the county's 'Welsh in Education Language Policy' for use by all schools internally to include the Welsh language perspective when recruiting / appointing in accordance with professional standards will take place within the first year of the scheme.

Grŵp Llandrillo Menai

- Canolfan Sgiliaith is located within Grŵp Llandrillo Menai and offers training and mentoring on bilingual teaching and assessment. Extensive use is made of this support.
- The Group has been part of the Welsh for Work scheme since 2019, which gives staff the opportunity to develop their Welsh language skills. To date the Group has recruited beyond the annual target of 30 (36 during 20/21)
- The Group has collaborated with other FE colleges on a collaborative project to develop e-learning resources to train staff how to embed the Welsh language in virtual lessons.
- A number of Coleg Llandrillo staff are members of the Coleg Cymraeg Cenedlaethol subject panel

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

County plans

Human resources

- Revise arrangements for planning the education workforce to meet demand in the Welsh / bilingual sector.
- Review the county's 'Welsh in Education Language Policy' for the use of all schools internally to include the Welsh language perspective when recruiting / appointing in accordance with professional standards
- Collaborate with key stakeholders to meet the national language proficiency challenge of the workforce.
- Through the annual census of the school workforce, identify the linguistic proficiency of the primary and secondary education workforce.
- Consider the results of the census and the linguistic journey of a school by planning more effective professional learning opportunities for practitioners. Ensuring we meet identified training needs and up-skill staff and support staff as required.
- Ensure that there is an action plan and intensive training program for schools in transition.

Marketing and Communications

- Encourage and support staff to attend the Sabbatical Scheme.
- Targeting, overseeing and mentoring year 10-13 pupils in order to attract them to view teaching in the bilingual sector as an attractive career.

Training and Recruitment

- Annual training for Head teachers, teachers and teaching assistants led by the Welsh Advisory Team on:
 - 'Area of Learning and Experience - Languages, Literacy and Communication' as well as Welsh across all other areas of learning and experience.
 - bilingual teaching methodology
 - immersion methods
- support for teachers / deputy head teachers / senior teachers who wish to become head teachers within the authority e.g. NPQH
- Collaborate with the National Leadership Academy Wales to attract potential Head teachers.
- Identify and target members of the school workforce based on need / intention to change language categories and / or improve the language of staff to teach through the medium of Welsh. Achieved through access to the Sabbatical Scheme and county and cross county training.
- Identify and support the education workforce who attend the Sabbatical Scheme and once they have completed the scheme.
- That Welsh language provision within schools is part of governor support training and advising schemes.

External Institutions and Organisations that support

- Collaboration with Coleg Llandrillo Menai:
 - to offer training for teachers in Conwy schools through Sgiliaith services (see outcome 4)
 - 24 teaching / assessment staff from the Group annually following Welsh in the Work course (face to face) and 10 teaching / assessment staff from the Group annually following online course Work Welsh (self study)

- Collaborate with the Coleg Cymraeg Cenedlaethol and Teacher Training Institutions:
 - to promote the benefits of studying Welsh as a subject
 - to encourage pupils to consider pursuing a career in education
 - to attend education fairs

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

- Ensure that there is a continuous increase in Conwy's education workforce to be able to teach through the medium of Welsh and to teach Welsh as a subject.
- Continue to work with multi-agencies so that there is an increase in the supply of teachers to teach the current subjects that are difficult to recruit for eg Welsh, Science (s), Mathematics, Modern Languages, Design and Technology.
- Equip the whole workforce with responses on how to persuade parents of the benefits of Welsh-medium education.
- Raise awareness of the workforce of their role in building confidence in pupils to use Welsh in school and socially.
- Ensure that the whole Conwy school workforce understands the importance of their role in creating confident bilingual speakers.

How we will work with others to achieve our vision

- Providing strategic direction and assisting the authority in the development of the Welsh in Education Strategic Plan.
- Ensure that other relevant strategies and plans are consistent with the WESP.
- Quarterly monitoring of the Conwy WESP targets to ensure that they are being met through the county's Education business plans
- Consider data on attainment and receive reports on specific aspects of the plan.
- Provide WESP annual report to Welsh Government.
- Report on the action plan and include the annual report at the Education and Skills Overview and Scrutiny Committee on an annual basis.
- Offer support and challenge performance in implementing the WESP.
- Sharing good practice.

CONWY – WESP Strategic Lead Group

- Education Department officials
- Responsibility to update outcome through the authority's business plans. An integral part of the county's risk monitoring and identification procedures.
- Meet quarterly

Outcomes Working Groups

- Chaired by Education Department Officers
- A representative from each organization / enterprise only to attend
- The meetings can form part of the normal county schedule of meetings
- bi-termly meeting (agenda dependent)

WESP Steering Group

- Current stakeholders
WG / County Officers / Education Department Officers / Primary, Secondary and Special Heads / PRU / Councillors / Governors / Mudiad Meithrin / Menter Iaith / GwE
- Meet quarterly

Full WESP Forum

- **Existing stakeholders**
County Officers / Education Department Officers / Headteachers / Councillors and Governors / Mudiad Meithrin / Menter Iaith / Urdd / GwE / Careers Wales / Colleges and Bangor University / WG / Social enterprises (e.g. Young Farmers)
- Meet once a year to share good practice and successes of the year